

s.19(1)  
s.24(1)



## Agreement to Implement Employment Equity

- New Agreement  
 Revised Agreement

**BEST AVAILABLE COPY**

ORGANIZATION	
Legal Name of Organization Brown's Fine Food Services Inc.	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° 722310	Total number of employees in Canada (Full-Time/Part-Time/Temporary) <b>699</b> To find your organization's NAICS Code Number please visit: <a href="http://www.statcan.gc.ca/subjects-ujets/standard-northnaics-scan2002/naics-scan02-eng.htm">http://www.statcan.gc.ca/subjects-ujets/standard-northnaics-scan2002/naics-scan02-eng.htm</a>

<b>Official use only (if information above is incorrect)</b>		
Procurement Business Number [REDACTED]	Total number of employees in Canada	Organization's NAICS Code No

HEAD OFFICE			
Address (building number, street, suite, etc.) 844 Division Street	City Kingston	Province ON	Postal Code K7K 4C3
	Telephone Number 613-548-8391	Fax Number 613-546-9191	

EMPLOYMENT EQUITY CONTACT	
Name (print) Teresa Lucas	Title Human Resources Manager
Telephone Number 613-548-8391 ext 217	E-mail Address teresalucas@browns.ca

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

SIGNATORY	
<b>NOTE:</b> 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 Kennedy	Title Vice President Administration/Finance & IT
Telephone Number 613-548-8399	E-mail Address alankennedy@browns.ca
Signature [REDACTED]	Date July 24/13

RETURN INSTRUCTIONS
<b>IMPORTANT</b>
<ul style="list-style-type: none"> <li>• The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (819) 953-8768 or by e-mail at: <a href="mailto:ee-eme@hrsdc-rhdcc.gc.ca">ee-eme@hrsdc-rhdcc.gc.ca</a></li> </ul>



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				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	370	163	19	552	Toronto	14	4	0	18
Québec	22	11	0	33	Saint John	1	0	0	1
Nova Scotia	4	2	0	6	Québec	1	0	0	1
New Brunswick	21	9	1	31	Kingston	122	45	8	175
Total Employees in Canada				622	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 CMAs	146	60	7	213
					Que. less CMAs	21	11	0	32
					Total Employees in Canada				622



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Senior Managers</b>  Top Range: \$100,000 and over  Bottom Range: \$ 80,000 - \$84,999	4	1	1										
	3												
	2												
	1	1	1										
	<b>Total</b>		2	2									
<b>Middle and Other Managers</b>  Top Range: \$100,000 and over  Bottom Range: Under \$5,000	4	2	1	1									
	3	13	5	8									
	2	35	9	26	1		1				3		3
	1	46		46							1		1
	<b>Total</b>		96	15	81	1		1			4		4
<b>Professionals</b>  Top Range: \$ 60,000 - \$64,999  Bottom Range: \$ 40,000 - \$44,999	4	1	1										
	3												
	2	2	1	1									
	1	1		1									
	<b>Total</b>		4	2	2								
<b>Semi-Professionals and Technicians</b>  Top Range: \$ 35,000 - \$39,999  Bottom Range: \$ 35,000 - \$39,999	4												
	3												
	2												
	1	1	1										
	<b>Total</b>		1	1									

**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

001704

Occupational Group Salary Range Col. 1	QTR	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities				
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13			
<b>Supervisors</b>  Top Range: \$ 55,000 - \$59,999 Bottom Range: \$ 20,000 - \$24,999	4	2		2												
	3	1		1												
	2	4		4												
	1	11	4	7	1		1		1		1		1		1	
	<b>Total</b>	18	4	14	1		1		1		1		1		1	
<b>Administrative and Senior Clerical Personnel</b>  Top Range: \$ 50,000 - \$54,999 Bottom Range: \$ 50,000 - \$54,999	4															
	3															
	2															
	1	1	1													
	<b>Total</b>	1	1	1												
<b>Skilled Sales and Service Personnel</b>  Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 10,000 - \$14,999	4	5	5		1	1							1	1		
	3	7	6	1									1	1		
	2	50	20	30	3	1	2	3	2	1	3	3	1	1	2	
	1	10	5	5										3	1	2
	<b>Total</b>	72	36	36	4	2	2	3	2	1	8	4	4		4	
<b>Clerical Personnel</b>  Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 30,000 - \$34,999	4	1		1												
	3															
	2	1		1												
	1	2		2												
	<b>Total</b>	4		4												

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

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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities						
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13				
<b>Supervisors</b>  Top Range: \$ 30,000 - \$34,999 Bottom Range: \$ 10,000 - \$14,999	4	1		1													
	3																
	2																
	1	2	1	1									1				1
	<b>Total</b>	3	1	2									1				1
<b>Skilled Sales and Service Personnel</b>  Top Range: \$ 25,000 - \$29,999 Bottom Range: Under \$5,000	4	2	1	1								1					
	3	7	5	2								1					1
	2	1		1													
	1	4	1	3													
	<b>Total</b>	14	7	7								2	1	1	1		1
<b>Intermediate Sales and Service Personnel</b>  Top Range: \$ 5,000 - \$ 9,999 Bottom Range: Under \$5,000	4	6	1	5													
	3																
	2																
	1	1		1													
	<b>Total</b>	7	1	6													
<b>Other Sales and Service Personnel</b>  Top Range: \$ 25,000 - \$29,999 Bottom Range: Under \$5,000	4	14		14											2		
	3	7		7													
	2	79	17	62							6	4	2		7	2	5
	1	39	12	27							3	2	1		1		1
	<b>Total</b>	139	29	110							9	6	3	10	2		8



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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13	
<b>Total Number of Employees</b>		<b>163</b>	<b>38</b>	<b>125</b>	<b>2</b>		<b>2</b>		<b>11</b>	<b>7</b>	<b>4</b>	<b>12</b>	<b>2</b>	<b>10</b>



**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 Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Middle and Other Managers</b>  Top Range: \$ 35,000 - \$39,999  Bottom Range: \$ 35,000 - \$39,999	4												
	3												
	2												
	1	1		1									
	<b>Total</b>		1		1								
<b>Supervisors</b>  Top Range: \$ 35,000 - \$39,999  Bottom Range: Under \$5,000	4	1		1									
	3												
	2	1		1									
	1	1	1										
	<b>Total</b>		3	1	2								
<b>Skilled Sales and Service Personnel</b>  Top Range: \$ 25,000 - \$29,999  Bottom Range: \$ 10,000 - \$14,999	4	1		1									
	3												
	2												
	1	1	1										
	<b>Total</b>		2	1	1								
<b>Other Sales and Service Personnel</b>  Top Range: \$ 25,000 - \$29,999  Bottom Range: \$ 5,000 - \$ 9,999	4	4		4									
	3												
	2	5	1	4							1		1
	1	4	1	3	1		1				1		1
	<b>Total</b>		13	2	11	1		1			2		2





**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 Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Total Number of Employees</b>		<b>19</b>	<b>4</b>	<b>15</b>	<b>1</b>		<b>1</b>				<b>2</b>		<b>2</b>



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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities				
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13		
<b>Middle and Other Managers</b>  Top Range: \$ 40,000 - \$44,999 Bottom Range: \$ 40,000 - \$44,999	4														
	3														
	2														
	1		1		1										
	<b>Total</b>	1		1											
<b>Skilled Sales and Service Personnel</b>  Top Range: \$ 35,000 - \$39,999 Bottom Range: \$ 35,000 - \$39,999	4		1			1									
	3														
	2														
	1		3	1	2										
	<b>Total</b>	4	1	3											
<b>Other Sales and Service Personnel</b>  Top Range: \$ 35,000 - \$39,999 Bottom Range: \$ 10,000 - \$14,999	4		1		1										
	3		2	1	1										
	2		13	4	9	1	1				1		1		
	1		1		1										
	<b>Total</b>	17	5	12	1	1					1		1		
	<b>Total Number of Employees</b>	22	6	16	1	1					1		1		



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

Occupational Group Salary Range Col. 1	QTR	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities							
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13						
<b>Skilled Sales and Service Personnel</b>  Top Range: \$ 15,000 - \$19,999 Bottom Range: \$ 10,000 - \$14,999	4	1		1															
	3																		
	2																		
	1	1		1											1				1
	<b>Total</b>	2		2										1					1
<b>Other Sales and Service Personnel</b>  Top Range: \$ 20,000 - \$24,999 Bottom Range: Under \$5,000	4	2		2															
	3	1		1															
	2	5		5															
	1	1		1															
	<b>Total</b>	9		9															
<b>Total Number of Employees</b>		11		11										1					1



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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Skilled Sales and Service Personnel</b>  Top Range: \$ 40,000 - \$44,999  Bottom Range: \$ 40,000 - \$44,999	4	1	1										
	3												
	2												
	1	1	1										
	<b>Total</b>	<b>2</b>	<b>2</b>										
<b>Other Sales and Service Personnel</b>  Top Range: \$ 20,000 - \$24,999  Bottom Range: \$ 20,000 - \$24,999	4	1		1							1		1
	3												
	2												
	1	1			1								
	<b>Total</b>	<b>2</b>	<b>2</b>		<b>2</b>						<b>2</b>		
<b>Total Number of Employees</b>		<b>4</b>	<b>2</b>	<b>2</b>							<b>1</b>		<b>1</b>



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

001713

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13	
<b>Other Sales and Service Personnel</b>  Top Range: \$ 20,000 - \$24,999 Bottom Range: \$ 20,000 - \$24,999	4													
	3													
	2													
	1			2								1		1
	<b>Total</b>		2		2							1		1
<b>Total Number of Employees</b>		2		2							1		1	



**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 Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Middle and Other Managers</b>  Top Range: \$ 50,000 - \$54,999  Bottom Range: \$ 40,000 - \$44,999	4	1		1									
	3												
	2												
	1	2	1	1									
	<b>Total</b>		3	1	2								
<b>Administrative and Senior Clerical Personnel</b>  Top Range: \$ 45,000 - \$49,999  Bottom Range: \$ 45,000 - \$49,999	4												
	3												
	2												
	1	1		1				1		1			
	<b>Total</b>		1		1			1		1			
<b>Skilled Sales and Service Personnel</b>  Top Range: \$ 45,000 - \$49,999  Bottom Range: \$ 25,000 - \$29,999	4	1		1									
	3	1	1										
	2	3	3										
	1	3	1	2									
	<b>Total</b>		8	5	3								
<b>Other Sales and Service Personnel</b>  Top Range: \$ 30,000 - \$34,999  Bottom Range: \$ 20,000 - \$24,999	4	1		1									
	3	1		1									
	2	2		2									
	1	5		5									
	<b>Total</b>		9		9								



**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 Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Total Number of Employees</b>		<b>21</b>	<b>6</b>	<b>15</b>				<b>1</b>		<b>1</b>			

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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Skilled Sales and Service Personnel</b>  Top Range: \$ 35,000 - \$39,999  Bottom Range: \$ 35,000 - \$39,999	4												
	3												
	2												
	1		1	1									
	<b>Total</b>	1	1	1									
<b>Intermediate Sales and Service Personnel</b>  Top Range: \$ 10,000 - \$14,999  Bottom Range: \$ 10,000 - \$14,999	4												
	3												
	2												
	1		1		1								
	<b>Total</b>	1	1	1									
<b>Other Sales and Service Personnel</b>  Top Range: \$ 10,000 - \$14,999  Bottom Range: \$ 10,000 - \$14,999	4	1		1									
	3	1		1									
	2	3		3									
	1	2		1									
	<b>Total</b>	7	1	6									
	<b>Total Number of Employees</b>	9	2	7									





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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Other Sales and Service Personnel</b>  Top Range: \$ 20,000 - \$24,999  Bottom Range: \$ 20,000 - \$24,999	<b>4</b>												
	<b>3</b>												
	<b>2</b>												
	<b>1</b>	<b>1</b>	<b>1</b>										
	<b>Total</b>	<b>1</b>	<b>1</b>										
<b>Total Number of Employees</b>		<b>1</b>	<b>1</b>										



**Brown's Fine Food Services Inc. (certificate # 061410)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
 Full-Time / Ontario  
 Reporting Period 2016-01-01 to 2016-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
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									
<b>Total Number of Employees</b>	<b>370</b>	<b>88</b>	<b>282</b>	<b>12</b>	<b>3</b>	<b>9</b>	<b>21</b>	<b>7</b>	<b>14</b>	<b>29</b>	<b>7</b>	<b>22</b>

**Brown's Fine Food Services Inc. (certificate # 061410)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
 Part-Time / Ontario  
 Reporting Period 2016-01-01 to 2016-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$5,000	13	1	12							1		1
\$ 5,000 - \$ 7,499	37	13	24	2		2	3	2	1			
\$ 7,500 - \$ 9,999	5	1	4									
\$ 10,000 - \$12,499	53	8	45				3	2	1	4	2	2
\$ 12,500 - \$14,999	25	9	16				4	3	1	4		4
\$ 15,000 - \$17,499	11	4	7							1		1
\$ 17,500 - \$19,999	2	1	1									
\$ 22,500 - \$24,999	8		8							2		2
\$ 25,000 - \$29,999	8	1	7				1		1			
\$ 30,000 - \$34,999	1		1									
<b>Total Number of Employees</b>	<b>163</b>	<b>38</b>	<b>125</b>	<b>2</b>		<b>2</b>	<b>11</b>	<b>7</b>	<b>4</b>	<b>12</b>	<b>2</b>	<b>10</b>



**Brown's Fine Food Services Inc. (certificate # 061410)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
 Temporary / Ontario  
 Reporting Period 2016-01-01 to 2016-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Under \$5,000</b>	1	1										
<b>\$ 5,000 - \$ 7,499</b>	4	1	3	1		1				1		1
<b>\$ 10,000 - \$12,499</b>	2	1	1									
<b>\$ 12,500 - \$14,999</b>	4	1	3							1		1
<b>\$ 17,500 - \$19,999</b>	1		1									
<b>\$ 22,500 - \$24,999</b>	2		2									
<b>\$ 25,000 - \$29,999</b>	3		3									
<b>\$ 35,000 - \$39,999</b>	2		2									
<b>Total Number of Employees</b>	19	4	15	1		1				2		2



**Brown's Fine Food Services Inc. (certificate # 061410)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
 Full-Time / Québec  
 Reporting Period 2016-01-01 to 2016-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	1		1									
\$ 20,000 - \$24,999	13	4	9	1	1					1	1	
\$ 25,000 - \$29,999	2	1	1									
\$ 35,000 - \$37,499	4	1	3									
\$ 37,500 - \$39,999	1		1									
\$ 40,000 - \$44,999	1		1									
<b>Total Number of Employees</b>	<b>22</b>	<b>6</b>	<b>16</b>	<b>1</b>	<b>1</b>					<b>1</b>	<b>1</b>	



**Brown's Fine Food Services Inc. (certificate # 061410)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
 Part-Time / Québec  
 Reporting Period 2016-01-01 to 2016-12-31

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



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

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

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

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 22,500 - \$24,999	2		2							1		1
<b>Total Number of Employees</b>	<b>2</b>		<b>2</b>							<b>1</b>		<b>1</b>





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

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 20,000 - \$24,999	5		5									
\$ 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									
<b>Total Number of Employees</b>	<b>21</b>	<b>6</b>	<b>15</b>				<b>1</b>		<b>1</b>			



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

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

**Brown's Fine Food Services Inc. (certificate # 061410)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
 Temporary / New Brunswick  
 Reporting Period 2016-01-01 to 2016-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 22,500 - \$24,999	1	1										
<b>Total Number of Employees</b>	<b>1</b>	<b>1</b>										



**Brown's Fine Food Services Inc. (certificate # 061410)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
**Full-Time / Ontario**  
**Reporting Period 2016-01-01 to 2016-12-31**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Middle and Other Managers</b>	5		5							1		1
<b>Supervisors</b>	3		3	1		1						
<b>Skilled Sales and Service Personnel</b>	14	8	6	1		1	1	1		1	1	
<b>Other Sales and Service Personnel</b>	24	7	17	1		1	2	1	1	2	1	1
<b>Total Number of Employees Hired</b>	46	15	31	3		3	3	2	1	4	2	2



**Brown's Fine Food Services Inc. (certificate # 061410)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
 Part-Time / Ontario  
 Reporting Period 2016-01-01 to 2016-12-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Supervisors	1	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		1
<b>Total Number of Employees Hired</b>	<b>34</b>	<b>15</b>	<b>19</b>	<b>2</b>		<b>2</b>	<b>6</b>	<b>4</b>	<b>2</b>	<b>1</b>		<b>1</b>



**Brown's Fine Food Services Inc. (certificate # 061410)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	1		1									
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	1		1				2		2
<b>Total Number of Employees Hired</b>	<b>22</b>	<b>7</b>	<b>15</b>	<b>1</b>		<b>1</b>				<b>2</b>		<b>2</b>

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Skilled Sales and Service Personnel</b>	<b>2</b>	<b>1</b>	<b>1</b>									
<b>Total Number of Employees Hired</b>	<b>2</b>	<b>1</b>	<b>1</b>									



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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Intermediate Sales and Service Personnel</b>	1		1									
<b>Other Sales and Service Personnel</b>	2	1	1									
<b>Total Number of Employees Hired</b>	3	1	2									





**Brown's Fine Food Services Inc. (certificate # 061410)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED**  
**Full-Time / Ontario**  
**Reporting Period 2016-01-01 to 2016-12-31**

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Middle and Other Managers</b>	4		4									
<b>Skilled Sales and Service Personnel</b>	3	3		1	1					1	1	
<b>Total Number of Employees Promoted</b>	7	3	4	1	1					1	1	
<b>Total Number of Promotions</b>	7	3	4	1	1					1	1	



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

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**

**Full-Time / Ontario**

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Skilled Sales and Service Personnel</b>	8	4	4	1		1				2	2	
<b>Other Sales and Service Personnel</b>	16	4	12	1		1	2	1	1	4	2	2
<b>Total Number of Employees Terminated</b>	<b>24</b>	<b>8</b>	<b>16</b>	<b>2</b>		<b>2</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>6</b>	<b>4</b>	<b>2</b>



**Brown's Fine Food Services Inc. (certificate # 061410)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**  
 Part-Time / Ontario

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Skilled Sales and Service Personnel	1		1									
Other Sales and Service Personnel	7	1	6	1		1	1		1			
<b>Total Number of Employees Terminated</b>	<b>8</b>	<b>1</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>			



**Brown's Fine Food Services Inc. (certificate # 061410)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	1		1									
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	3	2
<b>Total Number of Employees Terminated</b>	<b>83</b>	<b>25</b>	<b>58</b>	<b>7</b>	<b>7</b>	<b>7</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>6</b>	<b>3</b>	<b>3</b>



**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**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Other Sales and Service Personnel</b>	1		1									
<b>Total Number of Employees Terminated</b>	1		1									



**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**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Intermediate Sales and Service Personnel</b>	1	1								1	1	
<b>Other Sales and Service Personnel</b>	8	2	6									
<b>Total Number of Employees Terminated</b>	9	3	6							1	1	



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

Workforce Analysis - Detailed Report

Date: 2017-10-23

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>01 : Senior Managers</b>	National	2	0	0.0 %	27.4 %	1	-1	National
<b>02 : Middle and Other Managers</b>	National	99	82	82.8 %	38.9 %	39	43	National
<b>03 : Professionals</b>		4	2	50.0 %	55.8 %	2	0	
1121 : Human resources professionals	National	1	1	100.0 %	71.1 %	1	0	National
4163 : Business development officers and marketing researchers and consultants	National	3	1	33.3 %	50.7 %	2	-1	National
<b>04 : Semi-Professionals and Technicians</b>		1	0	0.0 %	44.9 %	0	0	
5241 : Graphic designers and illustrators	Ontario	1	0	0.0 %	44.9 %	0	0	Ontario
<b>05 : Supervisors</b>		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
<b>07 : Administrative and Senior Clerical Personnel</b>		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
<b>08 : Skilled Sales and Service Personnel</b>		107	49	45.8 %	39.6 %	42	7	
6241 : NOC 2006 - Chefs	Ontario	2	2	100.0 %	47.7 %	1	1	Ontario
6242 : NOC 2006 - Cooks	New Brunswick	1	0	0.0 %	58.7 %	1	-1	New Brunswick
6242 : NOC 2006 - Cooks	Ontario	9	5	55.6 %	47.7 %	4	1	Ontario
6252 : NOC 2006 - Bakers	Ontario	1	0	0.0 %	47.7 %	0	0	Ontario
6321 : Chefs	New Brunswick	2	0	0.0 %	32.7 %	1	-1	New Brunswick
6321 : Chefs	Nova Scotia	2	0	0.0 %	29.8 %	1	-1	Nova Scotia
6321 : Chefs	Ontario	11	1	9.1 %	23.1 %	3	-2	Ontario

Workforce Analysis - Detailed Report

Date: 2017-10-23

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women		Gap #	Recruitment Area
			#	%	Availability #	%		
6321 : Chefs	Québec	3	2	66.7 %	25.1 %	1	1	Québec
6322 : Cooks	New Brunswick	4	1	25.0 %	58.2 %	2	-1	New Brunswick
6322 : Cooks	Ontario	62	29	46.8 %	38.4 %	24	5	Ontario
6322 : Cooks	Québec	3	3	100.0 %	43.9 %	1	2	Québec
6332 : Bakers	Ontario	7	6	85.7 %	57.9 %	4	2	Ontario
10 : Clerical Personnel	Kingston	4	4	100.0 %	70.5 %	3	1	Kingston
Employment Equity Occupational Group	Kingston	3	3	100.0 %	69.8 %	2	1	Kingston
Employment Equity Occupational Group	Ont. less CMAS	1	1	100.0 %	72.4 %	1	0	Ont. less CMAS
11 : Intermediate Sales and Service Personnel	Ont. less CMAS	19	16	84.2 %	67.7 %	13	3	Ont. less CMAS
Employment Equity Occupational Group	N.B. less CMA	3	1	33.3 %	71.9 %	2	-1	N.B. less CMA
Employment Equity Occupational Group	Peterborough	16	15	93.8 %	66.9 %	11	4	Peterborough
13 : Other Sales and Service Personnel	Peterborough	396	326	82.3 %	57.9 %	229	97	Peterborough
Employment Equity Occupational Group	Hamilton	1	1	100.0 %	57.0 %	1	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 %	3	1	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 %	1	1	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	5	Peterborough
Employment Equity Occupational Group	Que. less CMAS	25	21	84.0 %	58.8 %	15	6	Que. less CMAS
Employment Equity Occupational Group	Québec	1	0	0.0 %	51.9 %	1	-1	Québec
Employment Equity Occupational Group	Saint John	1	1	100.0 %	59.4 %	1	0	Saint John



### Workforce Analysis - Detailed Report

Date: 2017-10-23

#### Women

Employment Equity Occupational Group	Internal Location	All Employees #	Women		Availability #	Gap #	Recruitment Area
			Representation #	Availability %			
14 : Other Manual Workers	Toronto	8	7	87.5 %	4	3	Toronto
		1	0	0.0 %	0	0	
Employment Equity Occupational Group	Ont. less CMAs	1	0	0.0 %	0	0	Ont. less CMAs
Total		658	498	75.7 %	344	154	

Total may not equal sum of components due to rounding.

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

Workforce Analysis - Detailed Report

Date: 2017-10-23

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	Representation %	Availability %	Availability #		
<b>01 : Senior Managers</b>	National	2	0	0.0 %	2.9 %	0	0	National
<b>02 : Middle and Other Managers</b>	National	99	1	1.0 %	2.2 %	2	-1	National
<b>03 : Professionals</b>		4	0	0.0 %	2.2 %	0	0	
1121 : Human resources professionals	National	1	0	0.0 %	2.7 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	3	0	0.0 %	2.0 %	0	0	National
<b>04 : Semi-Professionals and Technicians</b>		1	0	0.0 %	1.6 %	0	0	
5241 : Graphic designers and illustrators	Ontario	1	0	0.0 %	1.6 %	0	0	Ontario
<b>05 : Supervisors</b>		23	0	0.0 %	3.1 %	1	-1	
<b>Employment Equity Occupational Group</b>	Kingston	9	0	0.0 %	2.2 %	0	0	Kingston
<b>Employment Equity Occupational Group</b>	London	2	0	0.0 %	1.7 %	0	0	London
<b>Employment Equity Occupational Group</b>	Ont. less CMAs	7	0	0.0 %	4.9 %	0	0	Ont. less CMAs
<b>Employment Equity Occupational Group</b>	Ottawa - Gatineau	3	0	0.0 %	2.7 %	0	0	Ottawa - Gatineau
<b>Employment Equity Occupational Group</b>	Peterborough	2	0	0.0 %	3.0 %	0	0	Peterborough
<b>07 : Administrative and Senior Clerical Personnel</b>		2	0	0.0 %	2.0 %	0	0	
<b>Employment Equity Occupational Group</b>	Kingston	1	0	0.0 %	1.2 %	0	0	Kingston
<b>Employment Equity Occupational Group</b>	N.B. less CMA	1	0	0.0 %	2.7 %	0	0	N.B. less CMA
<b>08 : Skilled Sales and Service Personnel</b>		107	6	5.6 %	3.0 %	3	3	
6241 : NOC 2006 - Chefs	Ontario	2	1	50.0 %	1.9 %	0	1	Ontario
6242 : NOC 2006 - Cooks	New Brunswick	1	0	0.0 %	2.4 %	0	0	New Brunswick
6242 : NOC 2006 - Cooks	Ontario	9	2	22.2 %	1.9 %	0	2	Ontario
6252 : NOC 2006 - Bakers	Ontario	1	0	0.0 %	1.9 %	0	0	Ontario
6321 : Chefs	New Brunswick	2	0	0.0 %	0.0 %	0	0	New Brunswick
6321 : Chefs	Nova Scotia	2	0	0.0 %	0.0 %	0	0	Nova Scotia
6321 : Chefs	Ontario	11	1	9.1 %	1.8 %	0	1	Ontario

### Workforce Analysis - Detailed Report

Date: 2017-10-23

#### Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	Representation %	Availability %	Availability #		
6321 : Chefs	Québec	3	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	3	0	0.0 %	2.1 %	0	0	Québec
6332 : Bakers	Ontario	7	0	0.0 %	2.4 %	0	0	Ontario
10 : Clerical Personnel	Kingston	3	0	0.0 %	3.4 %	0	0	Kingston
Employment Equity Occupational Group	Ont. less CMAs	1	0	0.0 %	4.7 %	0	0	Ont. less CMAs
11 : Intermediate Sales and Service Personnel	N. B. less CMA	19	0	0.0 %	4.2 %	1	-1	N. B. less CMA
Employment Equity Occupational Group	Peterborough	16	0	0.0 %	3.4 %	0	0	N. B. less CMA
13 : Other Sales and Service Personnel	Hamilton	1	0	0.0 %	2.5 %	0	0	Hamilton
Employment Equity Occupational Group	Kingston	117	5	4.3 %	4.6 %	5	0	Kingston
Employment Equity Occupational Group	London	28	3	10.7 %	2.2 %	1	2	London
Employment Equity Occupational Group	N. B. less CMA	14	0	0.0 %	3.9 %	1	-1	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	-3	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	2	0	0.0 %	1.8 %	0	0	Oshawa
Employment Equity Occupational Group	Ottawa - Gatineau	25	1	4.0 %	2.9 %	1	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	1	4.0 %	4.5 %	1	0	Que. less CMAs
Employment Equity Occupational Group	Québec	1	0	0.0 %	0.9 %	0	0	Québec
Employment Equity Occupational Group	Saint John	1	0	0.0 %	2.8 %	0	0	Saint John

Workforce Analysis - Detailed Report

Date: 2017-10-23

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	Representation %	Availability %	Availability #		
14 : Other Manual Workers	Toronto	8	0	0.0 %	0.8 %	0	0	Toronto
	Ont. less CMAs	1	0	0.0 %	6.8 %	0	0	Ont. less CMAs
Total		658	25	3.8 %	4.1 %	26	-1	

Total may not equal sum of components due to rounding.

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

### Workforce Analysis - Detailed Report

Date: 2017-10-23

#### Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Availability #	Gap #	Recruitment Area
			Representation #	%			
<b>01 : Senior Managers</b>	National	2	0	0.0 %	0	0	National
<b>02 : Middle and Other Managers</b>	National	99	3	3.0 %	15	-12	National
<b>03 : Professionals</b>							
1121 : Human resources professionals	National	4	0	0.0 %	1	-1	National
4163 : Business development officers and marketing researchers and consultants	National	1	0	0.0 %	0	0	National
<b>04 : Semi-Professionals and Technicians</b>							
5241 : Graphic designers and illustrators	National	3	0	0.0 %	1	-1	National
<b>05 : Supervisors</b>							
Employment Equity Occupational Group	Ontario	1	0	0.0 %	0	0	Ontario
Employment Equity Occupational Group	Kingston	23	2	8.7 %	1	1	Kingston
Employment Equity Occupational Group	London	9	0	0.0 %	0	0	London
Employment Equity Occupational Group	Ont. less CMAs	2	0	0.0 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	7	0	0.0 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Peterborough	3	1	33.3 %	0	1	Peterborough
<b>07 : Administrative and Senior Clerical Personnel</b>							
Employment Equity Occupational Group	Peterborough	2	1	50.0 %	0	0	Peterborough
Employment Equity Occupational Group	Kingston	2	0	0.0 %	0	0	Kingston
Employment Equity Occupational Group	N.B. less CMA	1	0	0.0 %	0	0	N.B. less CMA
<b>08 : Skilled Sales and Service Personnel</b>							
6241 : NOC 2006 - Chefs	N.B. less CMA	107	16	15.0 %	31	-15	N.B. less CMA
6242 : NOC 2006 - Cooks	Ontario	2	0	0.0 %	1	-1	Ontario
6242 : NOC 2006 - Cooks	New Brunswick	1	0	0.0 %	0	0	New Brunswick
6252 : NOC 2006 - Bakers	Ontario	9	2	22.2 %	3	-1	Ontario
6321 : Chefs	New Brunswick	1	0	0.0 %	0	0	New Brunswick
6321 : Chefs	Nova Scotia	2	0	0.0 %	0	0	Nova Scotia
6321 : Chefs	Ontario	11	1	9.1 %	5	-4	Ontario

### Workforce Analysis - Detailed Report

Date: 2017-10-23

#### Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Availability #	Gap #	Recruitment Area
			Representation #	%			
6321 : Chefs	Québec	3	0	0.0 %	1	-1	Québec
	New Brunswick	4	0	0.0 %	0	0	New Brunswick
	Ontario	62	11	17.7 %	19	-8	Ontario
6322 : Cooks	Québec	3	1	33.3 %	0	1	Québec
	Ontario	7	1	14.3 %	2	-1	Ontario
6332 : Bakers	Kingston	3	0	0.0 %	0	0	Kingston
	Ont. less CMAS	1	0	0.0 %	0	0	Ont. less CMAS
11 : Intermediate Sales and Service Personnel	N.B. less CMA	3	0	0.0 %	0	0	N.B. less CMA
	Peterborough	16	0	0.0 %	1	-1	Peterborough
	Hamilton	1	0	0.0 %	0	0	Hamilton
13 : Other Sales and Service Personnel	Kingston	117	9	7.7 %	8	1	Kingston
	London	28	6	21.4 %	4	2	London
	N.B. less CMA	14	0	0.0 %	0	0	N.B. less CMA
Employment Equity Occupational Group	N.S. less CMA	4	2	50.0 %	0	2	N.S. less CMA
	Ont. less CMAS	128	6	4.7 %	3	3	Ont. less CMAS
	Oshawa	2	0	0.0 %	0	0	Oshawa
Employment Equity Occupational Group	Ottawa - Gatineau	25	1	4.0 %	6	-5	Ottawa - Gatineau
	Peterborough	42	2	4.8 %	2	0	Peterborough
	Que. less CMAS	25	0	0.0 %	0	0	Que. less CMAS
Employment Equity Occupational Group	Québec	1	1	100.0 %	0	1	Québec
	Saint John	1	0	0.0 %	0	0	Saint John

**Workforce Analysis - Detailed Report**

Date: 2017-10-23

**Members of Visible Minorities**

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Gap #	Recruitment Area
			Representation #	Availability %		
14 : Other Manual Workers	Toronto	8	4	50.0 %	4	Toronto
	Ont. less CMAs	1	0	0.0 %	0	
Employment Equity Occupational Group		1	0	0.0 %	0	Ont. less CMAs
Total		658	52	7.9 %	78	-26

Total may not equal sum of components due to rounding.

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

### Workforce Analysis - Detailed Report

Date: 2017-10-23

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities				Gap #	Recruitment Area
			Representation #	%	Availability #	%		
01/02 : Managers	National	101	0	0.0 %	4	4.3 %	4	National
03 : Professionals	National	4	0	0.0 %	0	3.8 %	0	National
04 : Semi-Professionals and Technicians	National	1	0	0.0 %	0	4.6 %	0	National
05 : Supervisors	National	23	1	4.3 %	3	13.9 %	-2	National
07 : Administrative and Senior Clerical Personnel	National	2	1	50.0 %	0	3.4 %	1	National
08 : Skilled Sales and Service Personnel	National	107	5	4.7 %	4	3.5 %	1	National
10 : Clerical Personnel	National	4	0	0.0 %	0	7.0 %	0	National
11 : Intermediate Sales and Service Personnel	National	19	0	0.0 %	1	5.6 %	-1	National
13 : Other Sales and Service Personnel	National	396	30	7.6 %	25	6.3 %	5	National
14 : Other Manual Workers	National	1	0	0.0 %	0	5.3 %	0	National
<b>Total</b>		<b>658</b>	<b>37</b>	<b>5.6 %</b>	<b>37</b>	<b>5.8 %</b>	<b>0</b>	

Total may not equal sum of components due to rounding.

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





**Workforce Analysis - Detailed Report**

Date: 2017-10-23

**WFA Defaults - Women, Aboriginal Peoples and Visible Minorities**

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



### 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**

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		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
<b>Total</b>	<b>658</b>	<b>498</b>	<b>75.7 %</b>	<b>52.3 %</b>	<b>344</b>	<b>154</b>

Total may not equal sum of components due to rounding.

**Workforce Analysis - Summary Report**

Date: 2017-10-23

Employment Equity Occupational Group	Aboriginal Peoples		Aboriginal Peoples		Availability #	Gap #
	All Employees #	Representation %	Representation %	Availability #		
01 : Senior Managers	2	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	99	1	1.0 %	2.2 %	2	-1
03 : Professionals	4	0	0.0 %	2.2 %	0	0
04 : Semi-Professionals and Technicians	1	0	0.0 %	1.6 %	0	0
05 : Supervisors	23	0	0.0 %	3.1 %	1	-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 %	3	3
10 : Clerical Personnel	4	0	0.0 %	3.7 %	0	0
11 : Intermediate Sales and Service Personnel	19	0	0.0 %	4.2 %	1	-1
13 : Other Sales and Service Personnel	396	18	4.5 %	4.9 %	19	-1
14 : Other Manual Workers	1	0	0.0 %	6.8 %	0	0
<b>Total</b>	<b>658</b>	<b>25</b>	<b>3.8 %</b>	<b>4.1 %</b>	<b>26</b>	<b>-1</b>

Total may not equal sum of components due to rounding.

**Workforce Analysis - Summary Report**

Date: 2017-10-23

**Members of Visible Minorities**

Employment Equity Occupational Group	All Employees		Members of Visible Minorities		Members of Visible Minorities		Gap #
	#	%	Representation #	%	Availability #	%	
01 : Senior Managers	2	0.0 %	0	0.0 %	0	0.0 %	0
02 : Middle and Other Managers	99	3.0 %	3	3.0 %	15	15.0 %	-12
03 : Professionals	4	0.0 %	0	0.0 %	1	20.0 %	-1
04 : Semi-Professionals and Technicians	1	0.0 %	0	0.0 %	0	24.0 %	0
05 : Supervisors	23	8.7 %	2	8.7 %	1	4.6 %	1
07 : Administrative and Senior Clerical Personnel	2	0.0 %	0	0.0 %	0	2.2 %	0
08 : Skilled Sales and Service Personnel	107	15.0 %	16	15.0 %	31	29.3 %	-15
10 : Clerical Personnel	4	0.0 %	0	0.0 %	0	2.7 %	0
11 : Intermediate Sales and Service Personnel	19	0.0 %	0	0.0 %	1	3.1 %	-1
13 : Other Sales and Service Personnel	396	7.8 %	31	7.8 %	29	7.2 %	2
14 : Other Manual Workers	1	0.0 %	0	0.0 %	0	2.1 %	0
<b>Total</b>	<b>658</b>		<b>52</b>	<b>7.9 %</b>	<b>78</b>	<b>11.8 %</b>	<b>-26</b>

Total may not equal sum of components due to rounding.

**Workforce Analysis - Summary Report**

Date: 2017-10-23

Employment Equity Occupational Group	Persons with Disabilities				
	All Employees	Representation	Availability	Gap	
	#	#	%	#	#
01/02 : Managers	101	0	0.0 %	4	-4
03 : Professionals	4	0	0.0 %	0	0
04 : Semi-Professionals and Technicians	1	0	0.0 %	0	0
05 : Supervisors	23	1	4.3 %	3	-2
07 : Administrative and Senior Clerical Personnel	2	1	50.0 %	0	1
08 : Skilled Sales and Service Personnel	107	5	4.7 %	4	1
10 : Clerical Personnel	4	0	0.0 %	0	0
11 : Intermediate Sales and Service Personnel	19	0	0.0 %	1	-1
13 : Other Sales and Service Personnel	396	30	7.6 %	25	5
14 : Other Manual Workers	1	0	0.0 %	0	0
<b>Total</b>	<b>658</b>	<b>37</b>	<b>5.6 %</b>	<b>37</b>	<b>0</b>

Total may not equal sum of components due to rounding.

### Workforce Analysis - Summary Report

Date: 2017-10-23

#### WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



## 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



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

<b>Data from Previous Workforce Analysis</b>
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Date of Previous Workforce Analysis		
YYYY	MM	DD
2014	11	19

<b>Data from Current Workforce Analysis</b>
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Date of Current Workforce Analysis		
YYYY	MM	DD
2017	10	23

Employment Equity Occupational Group (EEOG)		Table 1: Women		
		Previous Workforce Analysis		
		All Employees	Women	
		#	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
<b>Total</b>		<b>546</b>	<b>426</b>	<b>0.0</b>

Employment Equity Occupational Group (EEOG)		Table 5: Women		
		Current Workforce Analysis		
		All Employees	Women	
		#	Representation	Availability*
	Senior Managers	2	0	27.4
	Middle & Other Managers	99	82	38.9
	Professionals	4	2	55.8
	Semi-Professionals & Technicians	1	0	44.9
	Supervisors	23	18	56.2
	Supervisors: Crafts & Trades	0	0	0.0
	Administrative & Senior Clerical Personnel	2	1	84.8
	Skilled Sales & Service Personnel	107	49	39.6
	Skilled Crafts & Trades Workers	0	0	0.0
	Clerical Personnel	4	4	70.5
	Intermediate Sales & Service Personnel	19	16	67.7
	Semi-Skilled Manual Workers	0	0	0.0
	Other Sales & Service Personnel	396	326	57.9
	Other Manual Workers	0	0	19.7
<b>Total</b>		<b>657</b>	<b>498</b>	<b>0.0</b>

<b>* Source:</b>
2006 Census of Canada

<b>* Source:</b>
2006 Census of Canada

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

**Data from Previous Workforce Analysis**

Date of Previous Workforce Analysis	MM	DD
YYYY	MM	DD
2014	11	19

**Data from Current Workforce Analysis**

Date of Current Workforce Analysis	MM	DD
YYYY	MM	DD
2017	10	23

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples		
	All Employees	Previous Workforce Analysis	
		Representation	Aboriginal Peoples Availability*
#	#	%	%
01 Senior Managers	3	0	2.9
02 Middle & Other Managers	81	0	2.2
03 Professionals	3	0	2.2
04 Semi-Professionals & Technicians	1	0	1.6
05 Supervisors	14	0	2.4
06 Supervisors: Crafts & Trades	0	0	0.0
07 Administrative & Senior Clerical Personnel	2	0	2.0
08 Skilled Sales & Service Personnel	77	6	3.4
09 Skilled Crafts & Trades Workers	0	0	0.0
10 Clerical Personnel	4	0	3.7
11 Intermediate Sales & Service Personnel	8	1	4.2
12 Semi-Skilled Manual Workers	0	0	0.0
13 Other Sales & Service Personnel	353	9	5.0
14 Other Manual Workers	0	0	0.0
<b>Total</b>	<b>546</b>	<b>16</b>	<b>0.0</b>

Employment Equity Occupational Group (EEOG)	Table 6: Aboriginal Peoples		
	All Employees	Current Workforce Analysis	
		Representation	Aboriginal Peoples Availability*
#	#	%	%
01 Senior Managers	2	0	2.9
02 Middle & Other Managers	99	1	2.2
03 Professionals	4	0	2.2
04 Semi-Professionals & Technicians	1	0	1.6
05 Supervisors	23	0	3.1
06 Supervisors: Crafts & Trades	0	0	0.0
07 Administrative & Senior Clerical Personnel	2	0	2.0
08 Skilled Sales & Service Personnel	107	6	3.0
09 Skilled Crafts & Trades Workers	0	0	0.0
10 Clerical Personnel	4	0	3.7
11 Intermediate Sales & Service Personnel	19	0	4.2
12 Semi-Skilled Manual Workers	0	0	0.0
13 Other Sales & Service Personnel	396	18	4.9
14 Other Manual Workers	0	0	6.8
<b>Total</b>	<b>657</b>	<b>25</b>	<b>0.0</b>

\* Source:  
2006 Census of Canada

\* Source:  
2006 Census of Canada

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

**Data from Previous Workforce Analysis**

↓                      ↓                      ↓

Date of Previous Workforce Analysis		
YYYY	MM	DD
2014	11	19

**Data from Current Workforce Analysis**

↓                      ↓                      ↓

Date of Current Workforce Analysis		
YYYY	MM	DD
2017	10	23

**Table 3: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	Previous Workforce Analysis		
	All Employees	Members of Visible Minorities	Availability*
	#	Representation	%
01 Senior Managers	3	0	10.1
02 Middle & Other Managers	81	2	15.0
03 Professionals	3	0	19.3
04 Semi-Professionals & Technicians	1	0	24.0
05 Supervisors	14	1	3.7
06 Supervisors: Crafts & Trades	0	0	0.0
07 Administrative & Senior Clerical Personnel	2	0	2.2
08 Skilled Sales & Service Personnel	77	5	30.1
09 Skilled Crafts & Trades Workers	0	0	0.0
10 Clerical Personnel	4	0	2.7
11 Intermediate Sales & Service Personnel	8	0	3.2
12 Semi-Skilled Manual Workers	0	0	0.0
13 Other Sales & Service Personnel	353	30	7.2
14 Other Manual Workers	0	0	0.0
<b>Total</b>	<b>546</b>	<b>38</b>	<b>0.0</b>

**Table 7: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	Current Workforce Analysis		
	All Employees	Members of Visible Minorities	Availability*
	#	Representation	%
01 Senior Managers	2	0	10.1
02 Middle & Other Managers	99	3	15.0
03 Professionals	4	0	20.0
04 Semi-Professionals & Technicians	1	0	24.0
05 Supervisors	23	2	4.6
06 Supervisors: Crafts & Trades	0	0	0.0
07 Administrative & Senior Clerical Personnel	2	0	2.2
08 Skilled Sales & Service Personnel	107	16	29.3
09 Skilled Crafts & Trades Workers	0	0	0.0
10 Clerical Personnel	4	0	2.7
11 Intermediate Sales & Service Personnel	19	0	3.1
12 Semi-Skilled Manual Workers	0	0	0.0
13 Other Sales & Service Personnel	396	31	7.2
14 Other Manual Workers	0	0	2.1
<b>Total</b>	<b>657</b>	<b>52</b>	<b>0.0</b>

**\* Source:**  
2006 Census of Canada

**\* Source:**  
2006 Census of Canada

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

**Data from Previous Workforce Analysis**

Date of Previous Workforce Analysis	MM	DD
YYYY		
2014	11	19

**Data from Current Workforce Analysis**

Date of Current Workforce Analysis	MM	DD
YYYY		
2017	10	23

**Table 4: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	Previous Workforce Analysis		
	All Employees	Persons with Disabilities	Availability*
	#	Representation	%
01/02 Managers	84	0	4.3
03 Professionals	3	0	3.8
04 Semi-Professionals & Technicians	1	0	4.6
05 Supervisors	14	0	13.9
06 Supervisors: Crafts & Trades	0	0	0.0
07 Administrative & Senior Clerical Personnel	2	0	3.4
08 Skilled Sales & Service Personnel	77	0	3.5
09 Skilled Crafts & Trades Workers	0	0	0.0
10 Clerical Personnel	4	0	7.0
11 Intermediate Sales & Service Personnel	8	0	5.6
12 Semi-Skilled Manual Workers	0	0	0.0
13 Other Sales & Service Personnel	353	13	6.3
14 Other Manual Workers	0	0	0.0
<b>Total</b>	<b>546</b>	<b>13</b>	<b>0.0</b>

**Table 8: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	Current Workforce Analysis		
	All Employees	Persons with Disabilities	Availability*
	#	Representation	%
01/02 Managers	101	0	4.3
03 Professionals	4	0	3.8
04 Semi-Professionals & Technicians	1	0	4.6
05 Supervisors	23	1	13.9
06 Supervisors: Crafts & Trades	0	0	0.0
07 Administrative & Senior Clerical Personnel	2	1	3.4
08 Skilled Sales & Service Personnel	107	5	3.5
09 Skilled Crafts & Trades Workers	0	0	0.0
10 Clerical Personnel	4	0	7.0
11 Intermediate Sales & Service Personnel	19	0	5.6
12 Semi-Skilled Manual Workers	0	0	0.0
13 Other Sales & Service Personnel	396	30	6.3
14 Other Manual Workers	0	0	5.3
<b>Total</b>	<b>657</b>	<b>37</b>	<b>0.0</b>

\* Source:  
2006 Census of Canada

\* Source:  
2006 Census of Canada

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

Start Date of Flow Data			
YYYY	MM	DD	
2016	01	01	

End Date of Flow Data			
YYYY	MM	DD	
2016	12	31	

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

Employment Equity Occupational Group (EEOG)	Table 1: Women Hired				Table 5: Women Promoted				Table 9: Women Terminated			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	5	5	0	0	4	4	0	0	0	0	0	0
03 Professionals	0	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	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	6	3	0	3	0	0	0	8	4	1	1
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	16	0	0	0
13 Other Sales & Service Personnel	24	17	27	0	0	0	0	0	0	12	7	6
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>46</b>	<b>31</b>	<b>34</b>	<b>19</b>	<b>7</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>24</b>	<b>16</b>	<b>8</b>	<b>7</b>

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

Start Date of Flow Data			
YYYY	MM	DD	
2016	01	01	

End Date of Flow Data			
YYYY	MM	DD	
2016	12	31	

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples				Table 6: Aboriginal Peoples				Table 10: Aboriginal Peoples			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	5	0	0	0	4	0	0	0	0	0	0	0
03 Professionals	0	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	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	1	3	0	3	1	0	0	8	1	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	16	1	7	0
13 Other Sales & Service Personnel	24	1	27	0	0	0	0	0	0	1	0	1
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>46</b>	<b>3</b>	<b>34</b>	<b>2</b>	<b>7</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>24</b>	<b>2</b>	<b>8</b>	<b>1</b>

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

Start Date of Flow Data		
YYYY	MM	DD
2016	01	01

End Date of Flow Data		
YYYY	MM	DD
2016	12	31

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities Hired				Table 7: Persons with Disabilities Promoted				Table 11: Persons with Disabilities Terminated			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	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	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	5	0	0	0	4	0	0	0	0	0	0	0
03 Professionals	0	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	0	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	1	3	1	3	0	0	0	8	0	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	2	27	5	0	0	0	0	16	2	7	1
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>46</b>	<b>3</b>	<b>34</b>	<b>6</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>24</b>	<b>2</b>	<b>8</b>	<b>1</b>

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

Start Date of Flow Data		
YYYY	MM	DD
2016	01	01

End Date of Flow Data		
YYYY	MM	DD
2016	12	31

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	5	1	0	0	4	0	0	0	0	0	0	0
03 Professionals	0	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	0	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	1	3	0	3	1	0	0	8	2	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	16	4	7	0
13 Other Sales & Service Personnel	24	2	27	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>46</b>	<b>4</b>	<b>34</b>	<b>1</b>	<b>7</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>24</b>	<b>6</b>	<b>8</b>	<b>0</b>



**Federal Contractors Program Achievement Table**  
**Part 3: Goals**  
**Brown's Fine Food Services Inc.**  
**43031**

**Data from Previous Goals**

↓ ↓ ↓ ↓ ↓

Duration of Previous Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2014	2017	2014	2017

**Data from Current Goals**

↓ ↓ ↓ ↓ ↓

Duration of Current Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2019	2017	2019

**Table 1: Women**

	Short-term Goals		Long-term Goals	
	#	%	#	%
<b>Employment Equity Occupational Group (EEOG)</b>				
01 Senior Managers	1	50.0	1	0.0
02 Middle & Other Managers	0	0.0	0	0.0
03 Professionals	0	0.0	0	0.0
04 Semi-Professionals & Technicians	0	0.0	0	0.0
05 Supervisors	0	0.0	0	0.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	2	85.0	3	0.0
08 Skilled Sales & Service Personnel	0	0.0	0	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	0	0.0	0	0.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	0.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
<b>Total</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>

**Table 5: Women**

	Short-term Goals		Long-term Goals	
	#	%	#	%
01 Senior Managers	0	0.0	0	25.0
02 Middle & Other Managers	0	0.0	0	0.0
03 Professionals	0	0.0	0	0.0
04 Semi-Professionals & Technicians	0	0.0	0	0.0
05 Supervisors	0	0.0	0	0.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	0	0.0	0	50.0
08 Skilled Sales & Service Personnel	0	0.0	0	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	0	0.0	0	0.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	0.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
<b>Total</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>

**Federal Contractors Program Achievement Table**  
**Part 3: Goals**  
**Brown's Fine Food Services Inc.**  
**43031**

**Data from Previous Goals**

↓ ↓ ↓ ↓ ↓

**Data from Current Goals**

↓ ↓ ↓ ↓ ↓

Duration of Previous Goals		Long-term	
Short-term	To	From	To
From	YYYY	YYYY	YYYY
2014	2017	2014	2017

Duration of Current Goals		Long-term	
Short-term	To	From	To
From	YYYY	YYYY	YYYY
2017	2019	2017	2019

**Table 2: Aboriginal Peoples**

**Table 6: Aboriginal Peoples**

	Aboriginal Peoples				Aboriginal Peoples			
	Short-term Goals		Long-term Goals		Short-term Goals		Long-term Goals	
	#	%	#	%	#	%	#	%
<b>Employment Equity Occupational Group (EEOG)</b>								
01 Senior Managers	0	0.0	0	0.0	0	0.0	0	0.0
02 Middle & Other Managers	1	2.0	1	0.0	0	0.0	0	2.0
03 Professionals	0	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	0	0.0	0	0.0	0	0.0	0	2.0
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	0	0.0	0	0.0	0	0.0	0	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0	0	0.0	0	0.0
10 Clerical Personnel	0	0.0	0	0.0	0	0.0	0	0.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	0.0	0	0.0	0	0.0	0	0.0
13 Other Sales & Service Personnel	13	5.0	20	0.0	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0	0	0.0	0	0.0
<b>Total</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>

**Federal Contractors Program Achievement Table**  
**Part 3: Goals**  
**Brown's Fine Food Services Inc.**  
**43031**

**Data from Previous Goals**

↓   ↓   ↓   ↓   ↓

Duration of Previous Goals		Long-term	
Short-term	To	From	To
From YYYY	YYYY	YYYYY	YYYYY
2014	2017	2014	2017

**Data from Current Goals**

↓   ↓   ↓   ↓   ↓

Duration of Current Goals		Long-term	
Short-term	To	From	To
From YYYY	YYYYY	YYYYY	YYYYY
2017	2019	2017	2019

**Table 3: Persons with Disabilities**

	Persons with Disabilities			
	Short-term Goals		Long-term Goals	
	#	%	#	%
<b>Employment Equity Occupational Group (EEOG)</b>				
01/02 Managers	1	4.0	1	0.0
03 Professionals	0	0.0	0	0.0
04 Semi-Professionals & Technicians	0	0.0	0	0.0
05 Supervisors	0	14.0	1	0.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	0	0.0	0	0.0
08 Skilled Sales & Service Personnel	2	4.0	1	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	0	0.0	0	0.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	0.0	0	0.0
13 Other Sales & Service Personnel	19	7.0	2	0.0
14 Other Manual Workers	0	0.0	0	0.0
<b>Total</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>

**Table 7: Persons with Disabilities**

	Persons with Disabilities			
	Short-term Goals		Long-term Goals	
	#	%	#	%
0	0	0.0	0	4.0
0	0	0.0	0	0.0
0	0	0.0	0	0.0
0	0	0.0	0	10.0
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	4.0
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

**Federal Contractors Program Achievement Table**  
**Part 3: Goals**  
**Brown's Fine Food Services Inc.**  
**43031**

**Data from Previous Goals**

↓ ↓ ↓ ↓ ↓

Duration of Previous Goals		Long-term	
Short-term	To	From	To
From YYYY	YYYY	YYYYY	YYYYY
2014	2017	2014	2017

**Data from Current Goals**

↓ ↓ ↓ ↓ ↓

Duration of Current Goals		Long-term	
Short-term	To	From	To
From YYYY	YYYYY	YYYYY	YYYYY
2017	2019	2017	2019

**Table 4: Members of Visible Minorities**

	Members of Visible Minorities			
	Short-term Goals		Long-term Goals	
	#	%	#	%
<b>Employment Equity Occupational Group (EEOG)</b>				
01 Senior Managers	0	0.0	0	0.0
02 Middle & Other Managers	4	15.0	14	0.0
03 Professionals	0	0.0	1	0.0
04 Semi-Professionals & Technicians	0	0.0	0	0.0
05 Supervisors	0	0.0	0	0.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	0	0.0	0	0.0
08 Skilled Sales & Service Personnel	14	30.0	15	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	0	0.0	0	0.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	0.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
<b>Total</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>

**Table 8: Members of Visible Minorities**

	Members of Visible Minorities			
	Short-term Goals		Long-term Goals	
	#	%	#	%
01 Senior Managers	0	0.0	0	0.0
02 Middle & Other Managers	0	0.0	0	15.0
03 Professionals	0	0.0	0	0.0
04 Semi-Professionals & Technicians	0	0.0	0	0.0
05 Supervisors	0	0.0	0	0.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	0	0.0	0	0.0
08 Skilled Sales & Service Personnel	0	0.0	0	30.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	0	0.0	0	0.0
11 Intermediate Sales & Service Personnel	0	0.0	0	1.0
12 Semi-Skilled Manual Workers	0	0.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
<b>Total</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>

**Federal Contractors Program Achievement Table**  
**Part 4: Results - Women**  
**Brown's Fine Food Services Inc.**  
**43031**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z																																																																																		
																										Part 1: Workforce Analysis	Part 1: Workforce Analysis	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	U + (DY(Year1 + DY(Year2) - 2) x 100																																																												
<b>Workforce Analysis</b>																																																																																																											
<b>Workforce</b>																																																																																																											
<b>Occupational Group (EOG)</b>												<b>Women</b>						<b>Hires</b>						<b>Flow Data Analysis</b>						<b>Terminations</b>																																																																													
<b>Employment Equity Occupational Group (EEOG)</b>												<b>All Employees</b>						<b>Women</b>						<b>All Employees</b>						<b>Women</b>						<b>Turnover Rate</b>																																																																							
<b>Year</b>												<b>Representation</b>						<b>Availability</b>						<b>Gap</b>						<b>EE Result</b>						<b>Actual</b>						<b>Expected</b>						<b>Difference</b>																																																											
<b>#</b>												<b>%</b>						<b>%</b>						<b>#</b>						<b>%</b>						<b>#</b>						<b>%</b>						<b>#</b>						<b>%</b>						<b>#</b>						<b>%</b>																																									
<b>01 Senior Managers</b>												3						0						0.0						27.4						1						-1						0.0						0						0						0						0.0																																			
<b>2014</b>												2						0						0.0						27.4						1						-1						0.0						0						0						0						0.0																																			
<b>2017</b>												81						63						77.8						38.9						32						31						199.9						0						0						0						0.0																																			
<b>02 Middle &amp; Other Managers</b>												99						82						82.8						38.9						39						43						212.9						5						5						100.0						2						3						4						4						4						100.0					
<b>2014</b>												3						2						66.7						57.5						2						0						115.9						0						0						0						0.0																																			
<b>2017</b>												4						2						50.0						55.8						2						0						89.6						0						0						0						0.0																																			

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E - G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100																																																												
<b>New Entrants</b>													<b>Short-term Goals</b>													<b>Long-term Goals</b>													<b>Comments</b>																																	
<b>Year</b>													<b>All Employees</b>						<b>Women</b>						<b>Actual</b>						<b>Percent of Goal Met</b>						<b>Goal</b>						<b>Percent of Goal Met</b>						<b>Goal</b>						<b>Percent of Goal Met</b>																	
<b>#</b>													<b>#</b>						<b>%</b>						<b>#</b>						<b>%</b>						<b>#</b>						<b>%</b>						<b>#</b>						<b>%</b>																	
<b>01 Senior Managers</b>													0						0						0.0						1						0.0						50.0						0.0						0						0						0.0					
<b>2017</b>													0						0						0.0						0						0.0						0.0						0						0						0.0											
<b>2020</b>													9						9						100.0						0						0.0						0.0						0						0						0.0											
<b>02 Middle &amp; Other Managers</b>													9						9						100.0						0						0.0						0.0						0						0						0.0											
<b>2017</b>													0						0						0.0						0						0.0						0.0						0						0						0.0											
<b>2020</b>													0						0						0.0						0						0.0						0.0						0						0						0.0											
<b>03 Professionals</b>													0						0						0.0						0						0.0						0.0						0						0						0.0											
<b>2017</b>													0						0						0.0						0						0.0						0.0						0						0						0.0											
<b>2020</b>													0						0						0.0						0						0.0						0.0						0						0						0.0											

**Federal Contractors Program Achievement Table**  
**Part 4: Results - Women**  
**Brown's Fine Food Services Inc.**  
**43031**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z																		
																										Part 1: Workforce Analysis	Part 1: Workforce Analysis	Part 1: Workforce Analysis	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 DY(ear1 + DY(ear2) + 2) x 100	
<b>Employment Equity Occupational Group (EEOG)</b>																								<b>Workforce Analysis</b>										<b>Flow Data Analysis</b>									
		<b>Year</b>		<b>Workforce</b>										<b>Hires</b>										<b>Promotions</b>										<b>Terminations</b>									
		<b>All Employees</b>		<b>Women</b>					<b>All Employees</b>					<b>Women</b>					<b>All Employees</b>					<b>Women</b>					<b>All Employees</b>					<b>Women</b>					<b>Turnover Rate</b>				
		#		#		Representation %			Availability %		Gap #			EE Result %		#		Actual #		Expected #			Difference #		#		Actual #		Expected #			Difference #		#		#		#					
		2014		1		100.0			44.9		0			1		222.7		0		0		0			0		0		0			0		0		0		0.0					
		2017		1		0.0			44.9		0			0		0.0		0		0		0			0		0		0			0		0		0.0							
		2014		14		85.7			55.0		8			4		155.8		4		3		75.0			2		1		0		0			0		0.0							
		2017		23		78.3			56.2		13			5		139.3		4		3		75.0			2		1		0		0			0		0.0							
		2014		0		0.0			0.0		0			0		0.0		0		0		0.0			0		0		0			0		0.0									
		2017		0		0.0			0.0		0			0		0.0		0		0		0.0			0		0		0			0		0.0									

Data sources: Part 2: Flow Data Analysis Part 2: Flow Data Analysis Part 3: E + D x 100 Part 3: E - G x 100 Part 3: F + I x 100 Part 3: E + K x 100 Part 3: F + M x 100

Employment Equity Occupational Group (EEOG)	Year	<b>New Entrants</b>		<b>Short-term Goals</b>		<b>Long-term Goals</b>		Comments
		All Employees	Women	Actual	Goal	Percent of Goal Met	Goal	
04 Semi-Professionals & Technicians	2017	0	0	0.0	0	0.0	0	0.0
	2020	0	0	0.0	0	0.0	0	0.0
05 Supervisors	2017	4	3	75.0	0	0.0	0	0.0
	2020	4	3	75.0	0	0.0	0	0.0
06 Supervisors: Crafts & Trades	2017	0	0	0.0	0	0.0	0	0.0
	2020	0	0	0.0	0	0.0	0	0.0

**Federal Contractors Program Achievement Table**  
**Part 4: Results - Women**  
**Brown's Fine Food Services Inc.**  
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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z																			
																										Part 1: Workforce Analysis	Part 1: Workforce Analysis	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
<b>Employment Equity Occupational Group (EEOG)</b>																								<b>Workforce Analysis</b>										<b>Flow Data Analysis</b>										
		<b>Year</b>		<b>Workforce</b>										<b>Hires</b>										<b>Promotions</b>										<b>Terminations</b>										<b>Turnover Rate</b>
		<b>All Employees</b>		<b>Women</b>					<b>All Employees</b>					<b>Women</b>					<b>All Employees</b>					<b>Women</b>					<b>All Employees</b>					<b>Women</b>					<b>%</b>					
		#		#		Representation %			#		Availability %		#		Gap #		EE Result %		#		Actual #		Expected #		Difference #		#		Actual #		Expected #		Difference #		#		Actual #		Expected #		Difference #			
07	Administrative & Senior Clerical	2014	2	1	50.0	84.8	2	-1	59.0	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			
07	Administrative & Senior Clerical	2017	2	1	50.0	84.8	2	-1	59.0	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			
08	Skilled Sales & Service Personnel	2014	77	37	48.1	39.5	30	7	121.7	17	6	35.3	7	-1	3	0	0.0	1	-1	9	5	55.6	4	1	9.8																			
08	Skilled Sales & Service Personnel	2017	107	49	45.8	39.6	42	7	115.6	17	6	35.3	7	-1	3	0	0.0	1	-1	9	5	55.6	4	1	9.8																			
09	Skilled Crafts & Trades Workers	2014	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					
09	Skilled Crafts & Trades 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	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 Part 3: E + D x 100 Part 3: E - G x 100 Part 3: F + I x 100 Part 3: E + K x 100 Part 3: F + M x 100

Employment Equity Occupational Group (EEOG)	Year	<b>New Entrants</b>				<b>Short-term Goals</b>				<b>Long-term Goals</b>				<b>Comments</b>
		<b>All Employees</b>		<b>Women</b>		<b>All Employees</b>		<b>Women</b>		<b>All Employees</b>		<b>Women</b>		
	#	#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
07	Administrative & Senior Clerical	2017	0	0.0	2	0.0	85.0	0.0	3	0.0	0.0	0.0	0.0	
07	Administrative & Senior Clerical	2020	0	0.0	0	0.0	0.0	0.0	0	0.0	50.0	0.0	0.0	
08	Skilled Sales & Service Personnel	2017	20	30.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
08	Skilled Sales & Service Personnel	2020	20	30.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
09	Skilled Crafts & Trades Workers	2017	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
09	Skilled Crafts & Trades Workers	2020	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	

Federal Contractors Program Achievement Table  
Part 4: Results - Women  
Brown's Fine Food Services Inc.  
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Table with 26 columns (A-Z) and multiple rows. Headers include Employment Equity Occupational Group (EEOG), Year, Workforce Analysis (All, Women), Hires (All, Women), Promotions (All, Women), Terminations (All, Women), and Turnover Rate. Rows 10-12 detail data for Clerical Personnel, Intermediate Sales & Service Personnel, and Semi-Skilled Manual Workers.

Small data table with 2 columns. Headers: Part 2: Flow Data Analysis, Part 2: Flow Data Analysis, E + D x 100, E - G x 100, Part 3: Goals, Part 3: Goals, E + K x 100, Part 3: Goals, F + M x 100. Values: 0, 0, 0.0, 0.0, 0, 0, 0.0, 0.0.

Main table with 4 main sections: New Entrants, Short-term Goals, Long-term Goals, and Comments. Each section has columns for Women and All Employees. Includes columns for Actual, Goal, Percent of Goal Met, and Expected values for various metrics.



**Federal Contractors Program Achievement Table**

**Part 4: Results - Women**

**Brown's Fine Food Services Inc.**

**43031**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>	<b>Z</b>
Data sources:	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	U + ((DYear1 + DYear2) ÷ 2) x 100		
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations						Turnover Rate	
		All Employees	Women			EE Result	All Employees	Women			All Employees	Women			All Employees	Women									
		#	Representation	Availability	Gap	%	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	%		
13 Other Sales & Service Personnel	2014	353	298	84.4	58.4	206	92	144.6																	
	2017	396	326	82.3	57.9	229	97	142.2	51	34	66.7	30	4	0	0	0.0	0	0	0	23	18	78.3	19	-1	6.1
14 Other Manual Workers	2014	0	0	0.0	0.0	0	0	0.0																	
	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	0.0
Total	2014	546	426	78.0	0.0	0	426	0.0																	
	2017	657	498	75.8	0.0	0	498	0.0	80	50	62.5	0	50	7	4	57.1	5	-1	32	23	71.9	25	-2	5.3	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Hires and Promotions		Short-term Goals				Long-term Goals						
		All Employees	Women	Women		Women		Women		Women				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
13 Other Sales & Service Personnel	2017	51	34	66.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2020	51	34	66.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
14 Other Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
Total	2017	87	54	62.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2020	87	54	62.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	

**Federal Contractors Program Achievement Table**  
**Part 5: Results - Aboriginal Peoples**  
**Brown's Fine Food Services Inc.**

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
			Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G + 100$	$E - H$	$E + H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L - K \times 100$	$K \times G + 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times F + 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V - U \times 100$	$U \times F + 100$	$V - X$	$\frac{U + (DY \text{ year} 1 + DY \text{ year} 2) + 2}{2} \times 100$

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		All Employees	Representation	Availability	Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	Turnover Rate						
01 Senior Managers	2014	3	0.0	2.9	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0
	2017	2	0.0	2.9	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0
	2020	99	0.0	2.2	2	-2	0.0	45.9	5	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0	0	0	0	0	0.0
02 Middle & Other Managers	2014	3	0.0	2.2	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0
	2017	3	0.0	2.2	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0
	2020	4	0.0	2.2	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0.0	0	0	0	0	0	0	0.0
03 Professionals	2014	3	0.0	2.2	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0
	2017	3	0.0	2.2	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0
	2020	4	0.0	2.2	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0.0	0	0	0	0	0	0	0.0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E - G \times 100$	Part 3: Goals	$F + I \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees	Aboriginal Peoples	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
01 Senior Managers	2017	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
	2020	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
	2020	9	0	0.0	1	0.0	2.0	0.0	1	0.0	0.0	2.0		
02 Middle & Other Managers	2017	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
	2020	9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
	2020	0	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		
	2020	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
	2020	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		

**Federal Contractors Program Achievement Table**  
**Part 5: Results - Aboriginal Peoples**  
**Brown's Fine Food Services Inc.**

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
			Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G + 100$	$E - H$	$E + H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L - K \times 100$	$K \times G + 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times F + 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V - U \times 100$	$U \times F + 100$	$V - X$	$\frac{U + (DY \text{ year} 1 + DY \text{ year} 2)}{2} \times 100$

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis												
		All Employees	Representation	Availability	Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	Turnover Rate							
04 Semi-Professionals & Technicians	2014	1	0.0	1.6	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0.0
	2017	1	0.0	1.6	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0.0
05 Supervisors	2014	14	0.0	2.4	0	0.0	0	0.0	0	0	0	0.0	0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0.0
	2017	23	0.0	3.1	1	-1	0.0	0	0.0	4	1	25.0	0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0.0
06 Supervisors: Crafts & Trades	2014	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
	2017	0	0.0	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0.0

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E - G \times 100$	Part 3: Goals	$F + I \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments
		All Employees	Aboriginal Peoples Actual	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
04 Semi-Professionals & Technicians	2017	0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0	0.0	0	0.0	0	0.0	0	0.0	
05 Supervisors	2017	4	1	25.0	0	0.0	0	0.0	0	0.0	
	2020	4	1	25.0	0	0.0	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	2017	0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0	0.0	0	0.0	0	0.0	0	0.0	

**Federal Contractors Program Achievement Table**  
**Part 5: Results - Aboriginal Peoples**  
**Brown's Fine Food Services Inc.**  
**43031**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L - K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V - U x 100	U x F + 100	V - X	U + (DYcar1 + DYcar2) / 2 x 100	

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis													Flow Data Analysis						Turnover Rate			
		All Employees			Aboriginal Peoples			Hires			Promotions			Terminations			Actual	Expected	Difference	%				
		#	%	Availability	#	Gap	EE Result	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#					Actual	Expected	Difference	%
07	2014	2	0.0	2.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0
07	2017	2	0.0	2.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0
08	2014	77	7.8	3.4	3	3	229.2	17	1	5.9	1	33.3	0	1	9	1	11.1	1	0	0	0	0	0	9.8
08	2017	107	6	3.0	3	3	186.9	17	1	5.9	1	33.3	0	1	9	1	11.1	1	0	0	0	0	0	9.8
09	2014	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
09	2017	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0.0

Data sources: Part 2: Flow Data Analysis    Part 2: Flow Data Analysis    E + D x 100    Part 3: Goals    E - G x 100    Part 3: Goals    F + 1 x 100    Part 3: Goals    E + K x 100    Part 3: Goals    F + M x 100

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
07	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
07	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
08	2017	20	10.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
08	2020	20	10.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
09	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
09	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

**Federal Contractors Program Achievement Table**  
**Part 5: Results - Aboriginal Peoples**  
**Brown's Fine Food Services Inc.**  
**43031**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z																			
																										Part 1: Workforce Analysis	Part 1: Workforce Analysis	Part 1: Workforce Analysis	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L - K	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	U + (DY(ear1 + DY(ear2) - 2) x 100
																										Part 1: Workforce Analysis	Part 1: Workforce Analysis	Part 1: Workforce Analysis	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	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
<b>Workforce Analysis</b>																																												
<b>Workforce</b>																																												
<b>Workforce Analysis</b>																																												
<b>Hires</b>																																												
<b>Flow Data Analysis</b>																																												
<b>Promotions</b>																																												
<b>Terminations</b>																																												
<b>Turnover Rate</b>																																												
<b>Employment Equity Occupational Group (EEOG)</b>																																												
<b>Year</b>																																												
<b>All Employees</b>																																												
<b>Representation</b>																																												
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<b>All Employees</b>																																												
<b>Actual</b>																																												
<b>Expected</b>																																												
<b>Difference</b>																																												
<b>Turnover Rate</b>																																												
10	Clerical Personnel	2014	4	0	0.0	3.7	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0																		
10	Clerical Personnel	2017	4	0	0.0	3.7	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0																		
11	Intermediate Sales & Service Personnel	2014	8	1	12.5	4.2	0	1	297.6	3	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0																		
11	Intermediate Sales & Service Personnel	2017	19	0	0.0	4.2	1	-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0																		
12	Semi-Skilled Manual Workers	2014	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																		
12	Semi-Skilled Manual 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	0	0.0																		

Data sources: Part 2: Flow Data Analysis Part 2: Flow Data Analysis E + D x 100 Part 3: Goals E - G x 100 Part 3: Goals F + I x 100 Part 3: Goals E + K x 100 Part 3: Goals F + M x 100

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
10	Clerical Personnel	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
10	Clerical Personnel	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
11	Intermediate Sales & Service Personnel	2017	3	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
11	Intermediate Sales & Service Personnel	2020	3	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
12	Semi-Skilled Manual Workers	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
12	Semi-Skilled Manual Workers	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		

**Federal Contractors Program Achievement Table**  
**Part 5: Results - Aboriginal Peoples**  
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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z																						
																										Part 1: Workforce Analysis	Part 1: Workforce Analysis	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	U + (DY(ear1 + DY(ear2) + 2) x 100
<b>Workforce Analysis</b>																																															
<b>Employment Equity Occupational Group (EEOG)</b>		Year	All Employees		Aboriginal Peoples		Hires		Promotions		Terminations		Turnover Rate %																																		
			#	%	Representation %	Availability %	Gap #	EE Result %	All Employees #	Aboriginal Peoples Actual #	Expected #	Difference #		All Employees #	Aboriginal Peoples Actual #	Expected #	Difference #	All Employees #	Aboriginal Peoples Actual #	Expected #	Difference #																										
13	Other Sales & Service Personnel	2014	353	9	2.5	5.0	18	-9	51.0	51	3	5.9	2	1	0	0.0	0	0	0	23	2	8.7	1	1	6.1																						
13	Other Sales & Service Personnel	2017	396	18	4.5	4.9	19	-1	92.8	51	3	5.9	2	1	0	0.0	0	0	0	23	2	8.7	1	1	6.1																						
14	Other Manual Workers	2014	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																						
14	Other Manual Workers	2017	0	0	0.0	6.8	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0																						
Total		2017	657	16	2.9	0.0	0	16	0.0	80	5	6.3	0	5	7	1	14.3	0	1	32	3	9.4	1	2	5.3																						

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Short-term Goals		Long-term Goals		Comments					
		All Employees #	Aboriginal Peoples Actual #	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %		Goal #	Percent of Goal Met %			
13	2017	51	3	5.9	13	23.1	5.0	117.6	20	15.0	0.0	0.0	
	2020	51	3	5.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
14	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
Total	2020	87	6	6.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0	

**Federal Contractors Program Achievement Table**  
**Part 6: Results - Persons with Disabilities**  
**Brown's Fine Food Services Inc.**

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
			Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G + 100$	E - H	$E + H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L + K \times 100$	$K \times G + 100$	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times F + 100$	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V - U \times 100$	$U \times F + 100$	V - X	$\frac{U + (DY \text{ year} 1 + DY \text{ year} 2)}{2} \times 100$

Occupational Equity (EOG)	Year	All Employees #	Workforce Analysis					Hires					Promotions					Terminations					Turnover Rate %								
			Representation %	Availability %	Gap #	EE Result %	All Employees #	Actual #	Expected #	Difference #	All Employees #	Actual #	Expected #	Difference #	All Employees #	Actual #	Expected #	Difference #	All Employees #	Actual #	Expected #	Difference #									
01 & Managers	2014	84	0	0.0	4.3	4	-4	0.0																							
	2017	101	0	0.0	4.3	4	-4	0.0	5	0	0.0	4.0	0	0	4	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0.0	
	2017	3	0	0.0	3.8	0	0	0.0	0						0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0.0		
02 & Managers	2014	84	0	0.0	4.3	4	-4	0.0																							
	2017	101	0	0.0	4.3	4	-4	0.0	5	0	0.0	4.0	0	0	4	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0.0		
	2017	3	0	0.0	3.8	0	0	0.0	0						0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0.0		
03 Professionals	2014	4	0	0.0	3.8	0	0	0.0																							
	2017	4	0	0.0	3.8	0	0	0.0																							
	2017	4	0	0.0	3.8	0	0	0.0																							

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E + G \times 100$	Part 3: Goals	$F + I \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments	
		All Employees #	Persons with Disabilities		Goal #	Persons with Disabilities		Goal #	Persons with Disabilities			
			Actual	%		Goal	%		Goal	%		
01 & Managers	2017	9	0	0.0	1	0.0	4.0	0.0	1	0.0	0.0	
	2020	9	0	0.0	0	0.0	0.0	0.0	0	0.0	4.0	
03 Professionals	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	

**Federal Contractors Program Achievement Table**  
**Part 6: Results - Persons with Disabilities**  
**Brown's Fine Food Services Inc.**  
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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z		
																										Part 1: Workforce Analysis	Part 1: Workforce Analysis
<b>Workforce Analysis</b>																											
<b>Employment Equity Occupational Group (EEOG)</b>																											
<b>Year</b>																											
<b>All Employees</b>																											
<b>Representation</b>																											
<b>Persons with Disabilities</b>																											
<b>Availability</b>																											
<b>Gap</b>																											
<b>EE Result</b>																											
<b>Hires</b>																											
<b>Persons with Disabilities</b>																											
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<b>Difference</b>																											
<b>Promotions</b>																											
<b>Persons with Disabilities</b>																											
<b>Actual</b>																											
<b>Expected</b>																											
<b>Difference</b>																											
<b>Terminations</b>																											
<b>Persons with Disabilities</b>																											
<b>Actual</b>																											
<b>Expected</b>																											
<b>Difference</b>																											
<b>Turnover Rate</b>																											
<b>%</b>																											

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E - G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Short-term Goals		Long-term Goals		Comments		
		All Employees	Persons with Disabilities	Goal	Percent of Goal Met	Goal	Percent of Goal Met		Goal	Percent of Goal Met
04	Semi-Professionals & Technicians	2017	0	0.0	0	0.0	0	0.0	0.0	
		2020	0	0.0	0	0.0	0	0.0	0.0	
05	Supervisors	2017	4	0.0	0	0.0	1	0.0	0.0	
		2020	4	0.0	0	0.0	0	0.0	10.0	
06	Supervisors: Crafts & Trades	2017	0	0.0	0	0.0	0	0.0	0.0	
		2020	0	0.0	0	0.0	0	0.0	0.0	



**Federal Contractors Program Achievement Table**  
**Part 6: Results - Persons with Disabilities**  
**Brown's Fine Food Services Inc.**  
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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z																						
																										Part 1: Workforce Analysis	Part 1: Workforce Analysis	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	U + DY(ear1 + ear2) / 2 x 100
<b>Workforce Analysis</b>																																															
<b>Employment Equity Occupational Group (EEOG)</b>		<b>Year</b>	<b>Workforce Analysis</b>																				<b>Hires</b>			<b>Flow Data Analysis</b>					<b>Terminations</b>					<b>Turnover Rate</b>											
			All Employees	Representation %	Persons with Disabilities Availability %	Gap #	EE Result %	All Employees	Actual #	Expected #	Difference #	All Employees	Actual #	Expected #	Difference #	All Employees	Actual #	Expected #	Difference #	All Employees	Actual #	Expected #	Difference #																								
07	Administrative & Senior Clerical	2014	2	0.0	3.4	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																				
08	Skilled Sales & Service Personnel	2014	2	50.0	3.4	0	1,470.6	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0.0	9.8																				
09	Skilled Crafts & Trades Workers	2014	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																				
07	Administrative & Senior Clerical	2017	2	0.0	3.4	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																				
08	Skilled Sales & Service Personnel	2017	77	0.0	3.5	3	-3	0.0	0.0	17	2	11.8	1	1	3	0	0.0	0	0	0	9	0	0.0	0	0	0.0	9.8																				
09	Skilled Crafts & Trades 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	0	0	0.0	0.0																				

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E - G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	<b>New Entrants</b>			<b>Short-term Goals</b>			<b>Long-term Goals</b>			<b>Comments</b>	
		All Employees	Persons with Disabilities Actual	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #		Percent of Goal Met %
07	Administrative & Senior Clerical	2017	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
08	Skilled Sales & Service Personnel	2017	20	10.0	2	100.0	4.0	250.0	1	200.0	0.0	
09	Skilled Crafts & Trades Workers	2017	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	
		2020	20	10.0	2	100.0	4.0	250.0	1	200.0	0.0	
		2020	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	

**Federal Contractors Program Achievement Table**  
**Part 6: Results - Persons with Disabilities**  
**Brown's Fine Food Services Inc.**  
**43031**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z															
																										Part 1: Workforce Analysis	Part 1: Workforce Analysis	Part 1: Workforce Analysis	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
<b>Workforce Analysis</b>																																								
<b>Employment Equity Occupational Group (EEOG)</b>		<b>Year</b>	<b>Workforce</b>																				<b>Hires</b>						<b>Flow Data Analysis</b>						<b>Terminations</b>					
			<b>All Employees</b>		<b>Persons with Disabilities</b>				<b>All Employees</b>		<b>Persons with Disabilities</b>		<b>All Employees</b>		<b>Persons with Disabilities</b>		<b>All Employees</b>		<b>Persons with Disabilities</b>		<b>All Employees</b>		<b>Persons with Disabilities</b>		<b>All Employees</b>		<b>Persons with Disabilities</b>		<b>Turnover Rate</b>											
		#	#	%	%	Availability	#	Gap	EE Result	#	#	Actual	%	Expected	#	Difference	#	#	Difference	#	#	Actual	%	Expected	#	Difference	#	%												
10	Clerical Personnel	2014	4	0	0.0	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	0	0	0.0											
		2017	4	0	0.0	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	0	0	0.0											
11	Intermediate Sales & Service Personnel	2014	8	0	0.0	5.6	0	0	0.0	3	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0											
		2017	19	0	0.0	5.6	1	-1	0.0	3	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0											
12	Semi-Skilled Manual Workers	2014	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											
		2017	0	0	0.0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0											

Data sources: Part 2: Flow Data Analysis    Part 2: Flow Data Analysis    E + D x 100    Part 3: Goals    E - G x 100    Part 3: Goals    F + I x 100    Part 3: Goals    E + K x 100    Part 3: Goals    F + M x 100

Employment Equity Occupational Group (EEOG)	Year	<b>New Entrants</b>			<b>Short-term Goals</b>			<b>Long-term Goals</b>			Comments
		All Employees	Persons with Disabilities	Accrual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
10	Clerical Personnel	2017	0	0	0.0	0	0.0	0	0.0	0.0	
		2020	0	0	0.0	0	0.0	0	0.0	0.0	
11	Intermediate Sales & Service Personnel	2017	3	0	0.0	0	0.0	0	0.0	0.0	
		2020	3	0	0.0	0	0.0	0	0.0	4.0	
12	Semi-Skilled Manual Workers	2017	0	0	0.0	0	0.0	0	0.0	0.0	
		2020	0	0	0.0	0	0.0	0	0.0	0.0	

**Federal Contractors Program Achievement Table**  
**Part 6: Results - Persons with Disabilities**  
**Brown's Fine Food Services Inc.**  
**43031**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z															
																										Part 1: Workforce Analysis	Part 1: Workforce Analysis	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
<b>Workforce Analysis</b>																																								
<b>Employment Equity Occupational Group (EOG)</b>		<b>Year</b>	<b>Workforce</b>																				<b>Hires</b>						<b>Flow Data Analysis</b>						<b>Terminations</b>					
			All Employees		Representation		Persons with Disabilities Availability		Gap		EE Result		All Employees		Actual		Expected		Difference		All Employees		Actual		Expected		Difference		All Employees		Actual		Expected		Difference		Turnover Rate			
		#	#	%	%	#	#	%	%	#	#	%	%	#	#	%	%	#	#	%	%	#	#	%	%	#	#	%	%	#	#	%	%							
13 Other Sales & Service Personnel		2014	353	13	3.7	6.3	22	-9	58.5	51	7	13.7	3	4	0	0.0	0	0	0	23	3	13.0	1	2	6.1															
		2017	396	30	7.6	6.3	25	5	120.3	51	7	13.7	3	4	0	0.0	0	0	0	23	3	13.0	1	2	6.1															
14 Other Manual Workers		2014	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															
		2017	0	0	0.0	5.3	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0															
<b>Total</b>		2014	546	13	2.4	0.0	0	13	0.0	80	9	11.3	0	9	7	0	0.0	0	0	32	3	9.4	1	2	5.3															
		2017	657	37	5.6	0.0	0	37	0.0	80	9	11.3	0	9	7	0	0.0	0	0	32	3	9.4	1	2	5.3															

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E - G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants		Short-term Goals		Long-term Goals		Comments				
		All Employees	Persons with Disabilities Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met		Goal	Percent of Goal Met		
13 Other Sales & Service Personnel	2017	51	7	13.7	19	36.8	7.0	196.1	2	350.0	0.0	0.0
	2020	51	7	13.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0
14 Other Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
<b>Total</b>	2017	87	9	10.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2020	87	9	10.3	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  
Brown's Fine Food Services Inc.**

43031

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z																		
																										Part 1: Workforce Analysis	Part 1: Workforce Analysis	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
<b>Employment Equity Occupational Group (EEOG)</b>																								<b>Workforce Analysis</b>										<b>Flow Data Analysis</b>									
		<b>Year</b>	<b>All Employees</b>	<b>Representation</b>	<b>Visible Minorities Availability</b>	<b>Gap</b>	<b>EE Result</b>	<b>All Employees</b>	<b>Actual</b>	<b>Expected</b>	<b>Difference</b>	<b>All Employees</b>	<b>Actual</b>	<b>Expected</b>	<b>Difference</b>	<b>All Employees</b>	<b>Actual</b>	<b>Expected</b>	<b>Difference</b>	<b>All Employees</b>	<b>Actual</b>	<b>Expected</b>	<b>Difference</b>	<b>Turnover Rate</b>																			
		<b>#</b>	<b>#</b>	<b>%</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>#</b>	<b>#</b>	<b>#</b>	<b>#</b>	<b>#</b>	<b>#</b>	<b>#</b>	<b>#</b>	<b>%</b>	<b>%</b>	<b>#</b>	<b>#</b>	<b>#</b>	<b>#</b>	<b>#</b>	<b>%</b>																			
		01	Senior Managers	2017	3	0	0.0	10.1	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0.0																			
		2020	0	0	0.0	10.1	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0.0																				
		02	Middle & Other Managers	2017	81	2	2.5	15.0	12	-10	16.5	5	1	20.0	1	0	0.0	0	0	0	0	0	0	0.0																			
		2020	99	3	3.0	15.0	15	-12	20.2	5	1	20.0	1	0	0.0	0	0.0	0	0	0	0	0	0.0																				
		03	Professionals	2017	4	0	0.0	19.3	1	-1	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0																				
		2020	3	0	0.0	20.0	1	-1	0.0	0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0																				

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E - G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments
		All Employees	Visible Minorities Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
01	Senior Managers	2017	0	0	0.0	0	0.0	0	0.0	0.0	
		2020	0	0	0.0	0	0.0	0	0.0	0.0	
02	Middle & Other Managers	2017	9	1	11.1	4	25.0	14	7.1	0.0	
		2020	9	1	11.1	0	0.0	0	0.0	15.0	
03	Professionals	2017	0	0	0.0	0	0.0	1	0.0	0.0	
		2020	0	0	0.0	0	0.0	0	0.0	0.0	



**Federal Contractors Program Achievement Table**  
**Part 7: Results - Members of Visible Minorities**  
**Brown's Fine Food Services Inc.**  
**43031**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis															
		All Employees						Visible Minorities						Hires					Promotions					Terminations					Turnover Rate %
		Representation		Availability		Gap		EE Result		Actual		Expected		Difference		Actual		Expected		Difference		Actual		Expected		Difference			
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
07	Administrative & Senior Clerical	2014	2	0.0	2.2	0	0	0.0	0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0.0	0	
08	Skilled Sales & Service Personnel	2014	2	0.0	2.2	0	0	0.0	0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0.0	0	
08	Skilled Sales & Service Personnel	2017	77	6.5	30.1	23	-18	21.6	17	1	5.9	5	-4	3	1	33.3	0	1	9	2	22.2	1	1	9.8					
09	Skilled Crafts & Trades Workers	2014	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		
09	Skilled Crafts & Trades 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	0	0.0	0		

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E - G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments	
		All Employees		Visible Minorities		Percent of Goal Met		Percent of Goal Met		Actual		Percent of Goal Met			
		#	%	#	%	#	%	#	%	#	%	#	%		
		#	%	#	%	#	%	#	%	#	%	#	%		
07	Administrative & Senior Clerical	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
07	Administrative & Senior Clerical	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
08	Skilled Sales & Service Personnel	2017	20	10.0	14	14.3	30.0	0.0	15	13.3	0.0	0.0	33.3		
08	Skilled Sales & Service Personnel	2020	20	10.0	0	0.0	0	0.0	0	0.0	0	0.0	30.0	33.3	
09	Skilled Crafts & Trades Workers	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
09	Skilled Crafts & Trades Workers	2020	0	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**

**Brown's Fine Food Services Inc.**

**43031**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	U + ((DYear1 + DYear2) ÷ 2) x 100		
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations						Turnover Rate	
		All Employees	Visible Minorities				EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap	Actual			Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
10 Clerical Personnel	2014	4	0	0.0	2.7	0	0	0.0																	
	2017	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	0.0
11 Intermediate Sales & Service Personnel	2014	8	0	0.0	3.2	0	0	0.0																	
	2017	19	0	0.0	3.1	1	-1	0.0	3	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0.0
12 Semi-Skilled Manual Workers	2014	0	0	0.0	0.0	0	0	0.0																	
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0.0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Hires and Promotions		Short-term Goals				Long-term Goals					
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	#	%	#		
10 Clerical Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
11 Intermediate Sales & Service Personnel	2017	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	3	0	0.0	0	0.0	0.0	0.0	0	0.0	1.0	0.0	
12 Semi-Skilled Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	0	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**

**Brown's Fine Food Services Inc.**

**43031**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>	<b>Z</b>
Data sources:	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	U + ((DYear1 + DYear2) ÷ 2) x 100		
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis														
		Workforce									Hires				Promotions				Terminations						Turnover Rate
		All Employees	Visible Minorities				EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap	Actual			Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
13 Other Sales & Service Personnel	2014	353	30	8.5	7.2	25	5	118.0																	
	2017	396	31	7.8	7.2	29	2	108.7	51	3	5.9	4	-1	0	0	0.0	0	0	0	23	4	17.4	2	2	6.1
14 Other Manual Workers	2014	0	0	0.0	0.0	0	0	0.0																	
	2017	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	0	0	0.0
Total	2014	546	38	7.0	0.0	0	38	0.0																	
	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	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Hires and Promotions		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	#	%	#			
13 Other Sales & Service Personnel	2017	51	3	5.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	51	3	5.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
14 Other Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
Total	2017	87	6	6.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	87	6	6.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0		



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

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
	Data entry from from Workforce Analysis	Date entry	B x C x 3	Date entry	B x E x 3	D + F	Data entry from from Workforce Analysis	Equivalent to E	H x I x 3	(D x N) - O + J	G x M	Data entry	Data entry from from Workforce Analysis	Data entry from from Workforce Analysis	(H - J + L) - ((B + D) x N)	H ÷ B	(H - J + L) ÷ (B + D)

Employment Equity Occupational Group (EEOG)	All Employees 2017/2023	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	WOMEN										
		Annually	Over 3 Years	Annually	Over 3 Years		Number	Turnover (Replacement of Terminated Employees)		Hires Required	3 Year Goals 2017-2019		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
								Annually	Over 3 Years		#	%					
Senior Managers	2	5.0%	0	0.0%	1	1	0	0.0%	0	1	0	25.0%	27.4%	-1	-1	0.0%	0.0%
Middle & Other Managers	99		0		0	0	82	0.0%	0	-43	0		38.9%	43	43	82.8%	82.8%
Professionals	4		0		0	0	2	0.0%	0	0	0		55.8%	0	0	50.0%	50.0%
Semi-Professionals & Technicians	1		0		0	0	0	0.0%	0	0	0		44.9%	0	0	0.0%	0.0%
Supervisors	23		0		0	0	18	0.0%	0	-5	0		56.2%	5	5	78.3%	78.3%
Supervisors: Crafts & Trades	0		0		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Administrative & Senior Clerical Personnel	2	5.0%	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		0	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%	0	0	#DIV/0!	#DIV/0!
Clerical Personnel	4		0		0	0	4	0.0%	0	-1	0		70.5%	1	1	100.0%	100.0%
Intermediate Sales & Service Personnel	19		0		0	0	16	0.0%	0	-3	0		67.7%	3	3	84.2%	84.2%
Semi-Skilled Manual Workers	0		0		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Other Sales & Service Personnel	396		0		0	0	326	0.0%	0	-97	0		57.9%	97	97	82.3%	82.3%
Other Manual Workers	1		0		0	0	0	0.0%	0	0	0		19.7%	0	0	0.0%	0.0%

Short-term Goal Setting Tool  
Brown's Fine Food Services Inc  
October 23 2017

A Employment Equity Occupational Group (EEOG)	B Data entry from from Workforce Analysis	C Date entry	D B x C x 3	E Data entry	F B x E x 3	G D + F	H Data entry from from Workforce Analysis	I Equivalent to E	J H x I x 3	K (D x N) - O + J	L G x M	M Data entry	N Data entry from from Workforce Analysis	O Data entry from from Workforce Analysis	P (H - J + L) - ((B + D) x N)	Q H ÷ B	R (H - J + L) ÷ (B + D)	ABORIGINAL PEOPLES			
																		Present Availability	Present Gap	Projected Gap	Present Representation
All Employees 2017/1023																					
	#	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required	3 Year Goals 2017-2019		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		Annually	Over 3 Years	#	Annually	Over 3 Years	#			Annually	Over 3 Years	#		#	%						%
Senior Managers	2		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%
Middle & Other Managers	99	1.0%	3	3	1.0%	3	6	1	1	1	0	2.0%	2.2%	-1	-1	1.0%	1.0%	-1	1.0%	1.0%	
Professionals	4		0	0	0.0%	0	0	0	0	0	0	0	2.2%	0	0	0.0%	0.0%	0	0.0%	0.0%	
Semi-Professionals & Technicians	1		0	0	0.0%	0	0	0	0	0	0	0	1.6%	0	0	0.0%	0.0%	0	0.0%	0.0%	
Supervisors	23	2.0%	1	1	1.0%	1	2	0	0	1	0	2.0%	1.6%	-1	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	0.0%	0	0	0.0%	0.0%	0	0.0%	0.0%	
Supervisors Crafts & Trades	2		0	0	0.0%	0	0	0	0	0	0	0	2.0%	0	0	0.0%	0.0%	0	0.0%	0.0%	
Administrative & Senior Clerical Personnel	107		0	0	0.0%	0	0	6	6	-3	0	0	3.0%	3.0%	3	3.0%	5.6%	3	5.6%	5.6%	
Skilled Crafts & Trades Workers	0		0	0	0.0%	0	0	0	0	0	0	0	0.0%	0	0	0.0%	0.0%	0	0.0%	0.0%	
Clerical Personnel	4		0	0	0.0%	0	0	0	0	0	0	0	3.7%	0	0	0.0%	0.0%	0	0.0%	0.0%	
Intermediate Sales & Service Personnel	19	0.0%	0	0	0.0%	0	0	0	0	1	0	0.0%	4.2%	-1	-1	0.0%	0.0%	-1	0.0%	0.0%	
Semi-Skilled 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%	0.0%	
Other Sales & Service Personnel	396	0.0%	0	0	0.0%	0	0	18	18	1	0	0.0%	4.9%	-1	-1	4.5%	4.5%	-1	4.5%	4.5%	
Other Manual Workers	1		0	0	0.0%	0	0	0	0	0	0	0	6.8%	0	0	0.0%	0.0%	0	0.0%	0.0%	

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

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
	Data entry from from Workforce Analysis	Date entry	B x C x 3	Data entry	B x E x 3	D + F	Data entry from from Workforce Analysis	Equivalent to E	H x I x 3	(D x N) - O + J	G x M	Data entry	Data entry from from Workforce Analysis	Data entry from from Workforce Analysis	(H - J + L) - ((B + D) x N)	H ÷ B	(H - J + L) ÷ (B + D)
Employment Equity Occupational Group (EEOC)	All Employees 2017/10/23	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years			PERSONS WITH DISABILITIES						
	#	Annually	Over 3 Years	Annually	Over 3 Years	#	#	#	#	#	#	#	#	#	#	#	#
		%	%	%	%												
Managers (01/02)	101	10.0%	30	2.0%	6	36	0	2.0%	0	5	1	4.0%	4.3%	-4	-5	0.0%	0.8%
Professionals			0	0.0%	0	0	0	0.0%	0	0	0			0	0	#DIV/0!	#DIV/0!
Semi-Professionals & Technicians			0	0.0%	0	0	0	0.0%	0	0	0			0	0	#DIV/0!	#DIV/0!
Supervisors	23	5.0%	3	3.0%	2	5	1	3.0%	0	2	1	10.0%	13.9%	-2	-2	4.3%	7.7%
Supervisors Crafts & Trades			0	0.0%	0	0	0	0.0%	0	0	0			0	0	#DIV/0!	#DIV/0!
Administrative & Senior Clerical Personnel			0	0.0%	0	0	0	0.0%	0	0	0			0	0	#DIV/0!	#DIV/0!
Administrative & Service Personnel			0	0.0%	0	0	0	0.0%	0	0	0			0	0	#DIV/0!	#DIV/0!
Skilled Crafts & Trades Workers			0	0.0%	0	0	0	0.0%	0	0	0			0	0	#DIV/0!	#DIV/0!
Skilled Personnel			0	0.0%	0	0	0	0.0%	0	0	0			0	0	#DIV/0!	#DIV/0!
Clerical Personnel			0	0.0%	0	0	0	0.0%	0	0	0			0	0	#DIV/0!	#DIV/0!
Intermediate Sales & Service Personnel	19	2.0%	1	2.0%	1	2	0	2.0%	0	1	0	4.0%	5.6%	-1	-1	0.0%	0.0%
Semi-Skilled Manual Workers			0	0.0%	0	0	0	0.0%	0	0	0			0	0	#DIV/0!	#DIV/0!
Other Sales & Service Personnel			0	0.0%	0	0	0	0.0%	0	0	0			0	0	#DIV/0!	#DIV/0!
Other Manual Workers			0	0.0%	0	0	0	0.0%	0	0	0			0	0	#DIV/0!	#DIV/0!

**Short-term Goal Setting Tool**

**Brown's Fine Food Services Inc.**

**23-Oct-17**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>
	Data entry from from Workforce Analysis	Date entry	B x C x 3	Data entry	B x E x 3	D + F	Data entry from from Workforce Analysis	Equivalent to E	H x I x 3	(D x N) - O + J	G x M	Data entry	Data entry from from Workforce Analysis	Data entry from from Workforce Analysis	(H - J + L) - ((B + D) x N)	H ÷ B	(H - J + L) ÷ (B + D)

Employment Equity Occupational Group (EEOG)	All Employees 2017/10/23	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	MEMBERS OF VISIBLE MINORITIES										
		Annually	Over 3 Years	Annually	Over 3 Years		Number	Turnover (Replacement of Terminated Employees)		Hires Required	3 Year Goals 2017-2019		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
								Annually	Over 3 Years		#	%					
	#	%	#	%	#	#	%	%	#	%	%	#	#	%	%		
Senior Managers			0		0	0	0.0%	0	0	0	0				0	#DIV/0!	#DIV/0!
Middle & Other Managers	99	5.0%	15	2.0%	6	21	2.0%	0	14	3	15.0%	15.0%	-12	-11	3.0%	5.3%	
Professionals	4	0.0%	0	0.0%	0	0	0.0%	0	1	0	0.0%	20.0%	-1	-1	0.0%	0.0%	
Semi-Professionals & Technicians			0		0	0	0.0%	0	0	0				0	#DIV/0!	#DIV/0!	
Supervisors			0		0	0	0.0%	0	0	0				0	#DIV/0!	#DIV/0!	
Supervisors: Crafts & Trades			0		0	0	0.0%	0	0	0				0	#DIV/0!	#DIV/0!	
Administrative & Senior Clerical Personnel			0		0	0	0.0%	0	0	0				0	#DIV/0!	#DIV/0!	
Skilled Sales & Service Personnel	107	7.0%	22	5.0%	16	38	5.0%	2	23	11	30.0%	29.3%	-15	-13	15.0%	19.4%	
Skilled Crafts & Trades Workers			0		0	0	0.0%	0	0	0				0	#DIV/0!	#DIV/0!	
Clerical Personnel			0		0	0	0.0%	0	0	0				0	#DIV/0!	#DIV/0!	
Intermediate Sales & Service Personnel	19	5.0%	3	2.0%	1	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	0				0	#DIV/0!	#DIV/0!	
Other Sales & Service Personnel			0		0	0	0.0%	0	0	0				0	#DIV/0!	#DIV/0!	
Other Manual Workers			0		0	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 increase 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 not 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.
- 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 Analyst:** Annick Léger

**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 Federal Contractors Program (FCP) under the Employment Equity Act.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of 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 under-represented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at [ee-eme@hrscd-rhdcc.gc.ca](mailto:ee-eme@hrscd-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@hrscd-rhdcc.gc.ca](mailto:ee-eme@hrscd-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!