

New Agreement  
 Revised Agreement

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

ORGANIZATION	
Legal Name of Organization <i>Maxxam Analytics International Corporation</i>	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) <i>Maxxam Analytics</i>	Procurement Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° <i>541380</i>	Total number of employees in Canada (Full-Time/Part-Time/Temporary) <i>2375</i> To find your organization's NAICS Code Number please visit: <a href="http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian021-eng.htm">http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian021-eng.htm</a>

Official use only (if information above is incorrect)		
Procurement Business Number	Total number of employees in Canada	Organization's NAICS Code No

HEAD OFFICE			
Address (building number, street, suite, etc.) <i>500-1919 Minnesota Court</i>	City <i>Mississauga</i>	Province <i>ON</i>	Postal Code <i>L5N0C9</i>
	Telephone Number <i>905-288-2150</i>	Fax Number <i>905-288-2158</i>	

EMPLOYMENT EQUITY CONTACT	
Name (print) <i>Margaret Bailey</i>	Title <i>Vice President, Human Resources</i>
Telephone Number <i>416-995-8472</i>	E-mail Address <i>m.bailey@maxxam.ca</i>

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.esdc.gc.ca/eng/labour/equality/fcp/index.shtml">http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml</a>
<b>Important note:</b> 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) <i>Chris Jeppesen</i>	Title <i>CFO</i>
Telephone Number <i>905-288-2164</i>	E-mail Address <i>cjeppesen@maxxam.ca</i>
Signature [REDACTED]	Date <i>Feb 24 /14</i>



Maxxam Analytics International Corporation (certificate # 060408)

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

Reporting Period 2014-12-31 to 2018-06-02

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	681	13	0	694	Calgary	151	3	0	154
Québec	185	3	0	188	Edmonton	272	8	0	280
Nova Scotia	85	6	0	91	Montréal	146	2	0	148
Manitoba	14	0	0	14	Regina	3	0	0	3
British Columbia	270	14	0	284	Winnipeg	14	0	0	14
Saskatchewan	3	1	0	4	St. John's	7	0	0	7
Alberta	565	11	0	576	Ottawa - Gatineau	10	0	0	10
Newfoundland and Labrador	7	0	0	7	London	2	0	0	2
Northwest Territories	2	0	0	2	Greater Sudbury	1	0	0	1
Total Employees in Canada				1860	Guelph	25	4	0	29
					Victoria	8	0	0	8
					Alta. less CMAs	142	0	0	142
					B.C. less CMAs	262	14	0	276
					N.S. less CMA	85	6	0	91
					N.W.T.	2	0	0	2
					Ont. less CMAs	643	9	0	652
					Que. less CMAs	39	1	0	40



Maxxam Analytics International Corporation (certificate # 060408)

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

Reporting Period 2014-12-31 to 2018-06-02

	Census Metropolitan Areas			
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Sask. less CMA	0	1	0	1
Total Employees in Canada		▶		1860



Workplace Equity Information Management System - Maxxam Analytics International Corporation

**Workforce Analysis - Summary Report**

Date: 2018-06-01

**Women**

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	10	4	40.0 %	27.4 %	3	1
02 : Middle and Other Managers	99	41	41.4 %	38.9 %	39	2
03 : Professionals	115	52	45.2 %	40.0 %	46	6
04 : Semi-Professionals and Technicians	1171	688	58.8 %	46.0 %	539	149
05 : Supervisors	16	16	100.0 %	59.6 %	10	6
06 : Supervisors: Crafts and Trades	1	1	100.0 %	14.4 %	0	1
07 : Administrative and Senior Clerical Personnel	19	15	78.9 %	86.2 %	16	-1
08 : Skilled Sales and Service Personnel	47	20	42.6 %	25.1 %	12	8
10 : Clerical Personnel	148	102	68.9 %	71.9 %	106	-4
11 : Intermediate Sales and Service Personnel	187	141	75.4 %	69.2 %	129	12
12 : Semi-Skilled Manual Workers	13	0	0.0 %	19.6 %	3	-3
13 : Other Sales and Service Personnel	15	1	6.7 %	57.8 %	9	-8
14 : Other Manual Workers	19	7	36.8 %	18.3 %	3	4
<b>Total</b>	<b>1860</b>	<b>1088</b>	<b>58.5 %</b>	<b>49.2 %</b>	<b>915</b>	<b>173</b>

Total may not equal sum of components due to rounding.

### Workforce Analysis - Summary Report

Date: 2018-06-01

Employment Equity Occupational Group	Aboriginal Peoples		Aboriginal Peoples		Availability	Gap
	All Employees	Representation	%	%		
	#	#	%	%	#	#
01 : Senior Managers	10	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	99	0	0.0 %	2.2 %	2	-2
03 : Professionals	115	0	0.0 %	1.1 %	1	-1
04 : Semi-Professionals and Technicians	1171	9	0.8 %	2.3 %	27	-18
05 : Supervisors	16	1	6.3 %	4.2 %	1	0
06 : Supervisors: Crafts and Trades	1	0	0.0 %	2.0 %	0	0
07 : Administrative and Senior Clerical Personnel	19	1	5.3 %	4.0 %	1	0
08 : Skilled Sales and Service Personnel	47	0	0.0 %	1.8 %	1	-1
10 : Clerical Personnel	148	2	1.4 %	5.1 %	8	-6
11 : Intermediate Sales and Service Personnel	187	3	1.6 %	5.2 %	10	-7
12 : Semi-Skilled Manual Workers	13	0	0.0 %	3.2 %	0	0
13 : Other Sales and Service Personnel	15	2	13.3 %	5.2 %	1	1
14 : Other Manual Workers	19	0	0.0 %	7.4 %	1	-1
<b>Total</b>	<b>1860</b>	<b>18</b>	<b>1.0 %</b>	<b>2.8 %</b>	<b>53</b>	<b>-35</b>

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-06-01

Members of Visible Minorities

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities		Gap #
		Representation #	Availability #	
		%	%	
01 : Senior Managers	10	0	10.1 %	1
02 : Middle and Other Managers	99	18	15.0 %	3
03 : Professionals	115	37	31.8 %	0
04 : Semi-Professionals and Technicians	1171	613	28.3 %	282
05 : Supervisors	16	4	9.6 %	2
06 : Supervisors: Crafts and Trades	1	0	8.3 %	0
07 : Administrative and Senior Clerical Personnel	19	8	4.3 %	7
08 : Skilled Sales and Service Personnel	47	10	14.7 %	3
10 : Clerical Personnel	148	59	6.5 %	49
11 : Intermediate Sales and Service Personnel	187	62	13.1 %	38
12 : Semi-Skilled Manual Workers	13	4	8.1 %	3
13 : Other Sales and Service Personnel	15	4	19.5 %	1
14 : Other Manual Workers	19	11	9.2 %	9
Total	1860	830	23.3 %	396

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-06-01

Persons with Disabilities

Employment Equity Occupational Group	All Employees		Representation		Persons with Disabilities		Availability		Gap	
	#	%	#	%	#	%	#	%	#	%
01/02 : Managers	109	1.7%	1	0.9%	5	4.3%	4	3.8%	-4	-1.1%
03 : Professionals	115	1.7%	2	1.7%	4	3.8%	2	1.7%	-2	-1.7%
04 : Semi-Professionals and Technicians	1171	17.1%	20	1.7%	54	4.6%	34	2.9%	-34	-2.9%
05 : Supervisors	16	0.2%	0	0.0%	2	13.9%	2	13.9%	-2	-13.9%
06 : Supervisors: Crafts and Trades	1	0.0%	0	0.0%	0	7.8%	0	7.8%	0	0.0%
07 : Administrative and Senior Clerical Personnel	19	0.3%	0	0.0%	1	3.4%	1	3.4%	-1	-3.4%
08 : Skilled Sales and Service Personnel	47	0.7%	2	4.3%	2	3.5%	2	3.5%	0	0.0%
10 : Clerical Personnel	148	2.1%	3	2.0%	10	7.0%	7	4.8%	-7	-4.8%
11 : Intermediate Sales and Service Personnel	187	2.7%	4	2.1%	10	5.6%	6	3.2%	-6	-3.2%
12 : Semi-Skilled Manual Workers	13	0.2%	0	0.0%	1	4.8%	1	4.8%	-1	-4.8%
13 : Other Sales and Service Personnel	15	0.2%	0	0.0%	1	6.3%	1	6.3%	-1	-6.3%
14 : Other Manual Workers	19	0.3%	0	0.0%	1	5.3%	1	5.3%	-1	-5.3%
<b>Total</b>	<b>1860</b>	<b>27.1%</b>	<b>32</b>	<b>1.7%</b>	<b>91</b>	<b>4.9%</b>	<b>59</b>	<b>2.6%</b>	<b>-59</b>	<b>-2.1%</b>

Total may not equal sum of components due to rounding.



**Workforce Analysis - Summary Report**

Date: 2018-06-01

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

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

**Workforce Analysis - Summary Report**

Date: 2018-06-01

**WFA Defaults - Persons with Disabilities**

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



**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**

Full-Time / National

Reporting Period 2014-12-31 to 2018-06-02

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 \$15,000</b>	<b>1812</b>	<b>761</b>	<b>1051</b>	<b>16</b>	<b>5</b>	<b>11</b>	<b>32</b>	<b>18</b>	<b>14</b>	<b>816</b>	<b>358</b>	<b>458</b>
<b>Total Number of Employees</b>	<b>1812</b>	<b>761</b>	<b>1051</b>	<b>16</b>	<b>5</b>	<b>11</b>	<b>32</b>	<b>18</b>	<b>14</b>	<b>816</b>	<b>358</b>	<b>458</b>



**Maxxam Analytics International Corporation (certificate # 060408)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
 Part-Time / National  
 Reporting Period 2014-12-31 to 2018-06-02

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	48	11	37	2		2				14	1	13
<b>Total Number of Employees</b>	<b>48</b>	<b>11</b>	<b>37</b>	<b>2</b>		<b>2</b>				<b>14</b>	<b>1</b>	<b>13</b>



**Maxxam Analytics International Corporation (certificate # 060408)**

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**

**Full-Time / National**

**Reporting Period 2014-12-31 to 2018-06-02**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	4	2	2							1	1	
Middle and Other Managers	6	4	2							2	1	1
Professionals	22	7	15							10	3	7
Semi-Professionals and Technicians	475	220	255	3	1	2	5	3	2	219	98	121
Supervisors	2		2									
Administrative and Senior Clerical Personnel	9	2	7							5	1	4
Skilled Sales and Service Personnel	13	7	6				1		1	4	3	1
Clerical Personnel	87	26	61	2		2	1		1	42	14	28
Intermediate Sales and Service Personnel	65	17	48				2	1	1	18	5	13
Semi-Skilled Manual Workers	7	7								3	3	
Other Sales and Service Personnel	6	5	1									
Other Manual Workers	14	8	6							5	3	2
<b>Total Number of Employees Hired</b>	<b>710</b>	<b>305</b>	<b>405</b>	<b>5</b>	<b>1</b>	<b>4</b>	<b>9</b>	<b>4</b>	<b>5</b>	<b>309</b>	<b>132</b>	<b>177</b>



**Maxxam Analytics International Corporation (certificate # 060408)**

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**

Part-Time / National

Reporting Period 2014-12-31 to 2018-06-02

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
Semi-Professionals and Technicians	12	1	11	1		1				6		6
Skilled Sales and Service Personnel	1		1									
Clerical Personnel	1		1									
Intermediate Sales and Service Personnel	2	1	1							1	1	
Other Sales and Service Personnel	1											
<b>Total Number of Employees Hired</b>	<b>17</b>	<b>3</b>	<b>14</b>	<b>1</b>		<b>1</b>				<b>7</b>	<b>1</b>	<b>6</b>



**Maxxam Analytics International Corporation (certificate # 060408)**

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED**

**Full-Time / National**

**Reporting Period 2014-12-31 to 2018-06-02**

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	4	4										
Middle and Other Managers	43	21	22							7	5	2
Professionals	32	18	14							11	4	7
Semi-Professionals and Technicians	403	177	226	2	1	1	5	1	4	232	104	128
Supervisors	4		4	1		1				1		1
Supervisors: Crafts and Trades	1		1									
Administrative and Senior Clerical Personnel	3		3									
Skilled Sales and Service Personnel	20	13	7							5	3	2
Clerical Personnel	49	14	35							19	8	11
Intermediate Sales and Service Personnel	108	25	83	2		2	1		1	38	7	31
Semi-Skilled Manual Workers	4	4										
Other Sales and Service Personnel	4	4								1	1	
Other Manual Workers	2	2										
<b>Total Number of Employees Promoted</b>	<b>677</b>	<b>282</b>	<b>395</b>	<b>5</b>	<b>1</b>	<b>4</b>	<b>6</b>	<b>1</b>	<b>5</b>	<b>314</b>	<b>132</b>	<b>182</b>
<b>Total Number of Promotions</b>	<b>775</b>	<b>313</b>	<b>462</b>	<b>6</b>	<b>1</b>	<b>5</b>	<b>7</b>	<b>1</b>	<b>6</b>	<b>360</b>	<b>146</b>	<b>214</b>

**Maxxam Analytics International Corporation (certificate # 060408)  
 FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED**

**Part-Time / National  
 Reporting Period 2014-12-31 to 2018-06-02**

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
Semi-Professionals and Technicians	1		1									1
Clerical Personnel	1		1									1
<b>Total Number of Employees Promoted</b>	<b>2</b>	<b>1</b>	<b>1</b>									<b>1</b>
<b>Total Number of Promotions</b>	<b>2</b>	<b>1</b>	<b>1</b>									<b>1</b>



**Maxxam Analytics International Corporation (certificate # 060408)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**  
**Full-Time / National**  
**Reporting Period 2014-12-31 to 2018-06-02**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	6	5	1							2	2	
Middle and Other Managers	22	13	9	1	1					3	1	2
Professionals	38	13	25							19	6	13
Semi-Professionals and Technicians	476	229	247	3	2	1	7	3	4	233	104	129
Supervisors	8	3	5							2	1	1
Supervisors: Crafts and Trades	1	1								1	1	
Administrative and Senior Clerical Personnel	10		10							4		4
Skilled Sales and Service Personnel	17	5	12							6	2	4
Clerical Personnel	76	28	48	2		2	2	1	1	31	15	16
Intermediate Sales and Service Personnel	89	26	63	1		1	2	1	1	26	8	18
Semi-Skilled Manual Workers	6	6								1	1	
Other Sales and Service Personnel	7	7					1	1		1	1	
Other Manual Workers	9	4	5							3	1	2
<b>Total Number of Employees Terminated</b>	<b>765</b>	<b>340</b>	<b>425</b>	<b>7</b>	<b>3</b>	<b>4</b>	<b>12</b>	<b>6</b>	<b>6</b>	<b>332</b>	<b>143</b>	<b>189</b>

**Maxxam Analytics International Corporation (certificate # 060408)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**  
**Part-Time / National**  
**Reporting Period 2014-12-31 to 2018-06-02**

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>	2	2										
<b>Professionals</b>	2		2							1		1
<b>Semi-Professionals and Technicians</b>	14	4	10	1		1				7	2	5
<b>Clerical Personnel</b>	7	2	5							3	2	1
<b>Intermediate Sales and Service Personnel</b>	3	1	2							1	1	
<b>Total Number of Employees Terminated</b>	<b>28</b>	<b>9</b>	<b>19</b>	<b>1</b>		<b>1</b>				<b>12</b>	<b>5</b>	<b>7</b>



Workplace Equity Information Management System - Maxxam Analytics International Corporation

Workforce Analysis - Detailed Report

Date: 2018-06-01

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>01 : Senior Managers</b>	National	10	4	40.0 %	27.4 %	3	1	National
<b>02 : Middle and Other Managers</b>	National	99	41	41.4 %	38.9 %	39	2	National
<b>03 : Professionals</b>		115	52	45.2 %	40.0 %	46	6	
1111 : Financial auditors and accountants	National	1	0	0.0 %	55.1 %	1	-1	National
1121 : Human resources professionals	National	12	12	100.0 %	71.1 %	9	3	National
1122 : Professional occupations in business management consulting	National	1	1	100.0 %	42.0 %	0	1	National
1123 : Professional occupations in advertising, marketing and public relations	National	2	2	100.0 %	66.4 %	1	1	National
2112 : Chemists	National	60	21	35.0 %	40.6 %	24	-3	National
2171 : Information systems analysts and consultants	National	16	9	56.3 %	28.3 %	5	4	National
2172 : Database analysts and data administrators	National	2	0	0.0 %	35.2 %	1	-1	National
2174 : Computer programmers and interactive media developers	National	17	3	17.6 %	17.9 %	3	0	National
5121 : Authors and writers	National	2	2	100.0 %	54.9 %	1	1	National
5125 : Translators, terminologists and interpreters	National	2	2	100.0 %	69.9 %	1	1	National
<b>04 : Semi-Professionals and Technicians</b>		1171	688	58.8 %	46.0 %	539	149	
2211 : Chemical technologists and technicians	Alberta	382	189	49.5 %	45.9 %	175	14	Alberta
2211 : Chemical technologists and technicians	British Columbia	185	117	63.2 %	43.6 %	81	36	British Columbia
2211 : Chemical technologists and technicians	Manitoba	8	7	87.5 %	42.3 %	3	4	Manitoba
2211 : Chemical technologists and technicians	Newfoundland and Labrador	5	4	80.0 %	54.5 %	3	1	Newfoundland and Labrador
2211 : Chemical technologists and technicians	Nova Scotia	51	37	72.5 %	38.8 %	20	17	Nova Scotia
2211 : Chemical technologists and technicians	Ontario	411	254	61.8 %	46.4 %	191	63	Ontario
2211 : Chemical technologists and technicians	Québec	113	76	67.3 %	54.6 %	62	14	Québec
2211 : Chemical technologists and technicians	Saskatchewan	1	1	100.0 %	45.2 %	0	1	Saskatchewan
2263 : Inspectors in public and environmental health and occupational health and safety	Alberta	3	1	33.3 %	31.9 %	1	0	Alberta
2263 : Inspectors in public and environmental health and occupational health and safety	Ontario	2	2	100.0 %	35.1 %	1	1	Ontario

Workforce Analysis - Detailed Report

Date: 2018-06-01

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women		Gap #	Recruitment Area
			#	%	Availability #	%		
2281 : Computer network technicians	Alberta	2	0	0.0 %	0	20.3 %	0	Alberta
2281 : Computer network technicians	British Columbia	2	0	0.0 %	0	19.8 %	0	British Columbia
2281 : Computer network technicians	Ontario	4	0	0.0 %	1	20.8 %	-1	Ontario
2281 : Computer network technicians	Québec	2	0	0.0 %	0	18.5 %	0	Québec
05 : Supervisors		16	16	100.0 %	10	59.6 %	6	
Employment Equity Occupational Group	Calgary	2	2	100.0 %	1	55.0 %	1	Calgary
Employment Equity Occupational Group	Edmonton	3	3	100.0 %	2	56.2 %	1	Edmonton
Employment Equity Occupational Group	Montréal	1	1	100.0 %	1	50.8 %	0	Montréal
Employment Equity Occupational Group	Ont. less CMAS	9	9	100.0 %	6	62.9 %	3	Ont. less CMAS
Employment Equity Occupational Group	Que. less CMAS	1	1	100.0 %	1	58.8 %	0	Que. less CMAS
06 : Supervisors: Crafts and Trades		1	1	100.0 %	0	14.4 %	1	
7305 : Supervisors, motor transport and other ground transit operators	Alberta	1	1	100.0 %	0	14.4 %	1	Alberta
07 : Administrative and Senior Clerical Personnel		19	15	78.9 %	16	86.2 %	-1	
Employment Equity Occupational Group	Alta. less CMAS	1	1	100.0 %	1	89.0 %	0	Alta. less CMAS
Employment Equity Occupational Group	B. C. less CMAS	1	0	0.0 %	1	87.5 %	-1	B. C. less CMAS
Employment Equity Occupational Group	Calgary	1	1	100.0 %	1	80.5 %	0	Calgary
Employment Equity Occupational Group	Edmonton	2	2	100.0 %	2	84.6 %	0	Edmonton
Employment Equity Occupational Group	Montréal	1	1	100.0 %	1	80.8 %	0	Montréal
Employment Equity Occupational Group	N. S. less CMA	1	1	100.0 %	1	87.0 %	0	N. S. less CMA
Employment Equity Occupational Group	Ont. less CMAS	12	9	75.0 %	10	87.1 %	-1	Ont. less CMAS
08 : Skilled Sales and Service Personnel		47	20	42.6 %	12	25.1 %	8	
6221 : Technical sales specialists - wholesale trade	Alberta	18	7	38.9 %	4	20.5 %	3	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	5	1	20.0 %	1	26.3 %	0	British Columbia
6221 : Technical sales specialists - wholesale trade	Nova Scotia	3	3	100.0 %	1	24.9 %	2	Nova Scotia

Workforce Analysis - Detailed Report

Date: 2018-06-01

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Availability		Gap #	Recruitment Area
			#	%	#	%		
6221 : Technical sales specialists - wholesale trade	Ontario	15	4	26.7 %	4	28.7 %	0	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	5	4	80.0 %	1	29.1 %	3	Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	1	1	100.0 %	0	28.0 %	1	Saskatchewan
10 : Clerical Personnel	B.C. less CMAS	148	102	68.9 %	106	71.9 %	-4	B.C. less CMAS
Employment Equity Occupational Group	Calgary	29	20	69.0 %	22	77.5 %	-2	B.C. less CMAS
Employment Equity Occupational Group	Edmonton	6	4	66.7 %	4	70.2 %	0	Calgary
Employment Equity Occupational Group	Greater Sudbury	16	8	50.0 %	11	70.3 %	-3	Edmonton
Employment Equity Occupational Group	Greater Sudbury	1	0	0.0 %	1	70.9 %	-1	Greater Sudbury
Employment Equity Occupational Group	Greater Sudbury	1	1	100.0 %	1	74.0 %	0	Greater Sudbury
Employment Equity Occupational Group	Greater Sudbury	1	1	100.0 %	1	74.0 %	0	Greater Sudbury
Employment Equity Occupational Group	London	1	1	100.0 %	1	71.4 %	0	London
Employment Equity Occupational Group	London	1	1	100.0 %	1	71.4 %	0	London
Employment Equity Occupational Group	Montreal	14	11	78.6 %	9	62.5 %	2	Montreal
Employment Equity Occupational Group	Montreal	10	7	70.0 %	7	71.4 %	0	N.S. less CMA
Employment Equity Occupational Group	N.S. less CMA	10	7	70.0 %	7	71.4 %	0	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAS	61	43	70.5 %	44	72.4 %	-1	Ont. less CMAS
Employment Equity Occupational Group	Ont. less CMAS	1	1	100.0 %	1	65.8 %	0	Ont. less CMAS
Employment Equity Occupational Group	Ottawa - Gatineau	1	1	100.0 %	1	65.8 %	0	Ottawa - Gatineau
Employment Equity Occupational Group	Que. less CMAS	3	3	100.0 %	2	66.8 %	1	Que. less CMAS
Employment Equity Occupational Group	Que. less CMAS	3	3	100.0 %	2	66.8 %	1	Que. less CMAS
Employment Equity Occupational Group	Victoria	3	2	66.7 %	2	74.1 %	0	Victoria
Employment Equity Occupational Group	Victoria	3	2	66.7 %	2	74.1 %	0	Victoria
Employment Equity Occupational Group	Winnipeg	2	1	50.0 %	1	67.9 %	0	Winnipeg
11 : Intermediate Sales and Service Personnel	Winnipeg	2	1	50.0 %	1	67.9 %	0	Winnipeg
Employment Equity Occupational Group	Alta. less CMAS	187	141	75.4 %	129	69.2 %	12	Alta. less CMAS
Employment Equity Occupational Group	Alta. less CMAS	5	4	80.0 %	4	74.2 %	0	Alta. less CMAS
Employment Equity Occupational Group	B.C. less CMAS	26	22	84.6 %	19	72.4 %	3	B.C. less CMAS
Employment Equity Occupational Group	B.C. less CMAS	26	22	84.6 %	19	72.4 %	3	B.C. less CMAS
Employment Equity Occupational Group	Calgary	24	16	66.7 %	16	66.1 %	0	Calgary
Employment Equity Occupational Group	Calgary	24	16	66.7 %	16	66.1 %	0	Calgary
Employment Equity Occupational Group	Edmonton	33	22	66.7 %	22	67.0 %	0	Edmonton
Employment Equity Occupational Group	Edmonton	33	22	66.7 %	22	67.0 %	0	Edmonton
Employment Equity Occupational Group	Guelph	5	5	100.0 %	3	66.9 %	2	Guelph
Employment Equity Occupational Group	Guelph	5	5	100.0 %	3	66.9 %	2	Guelph
Employment Equity Occupational Group	London	1	1	100.0 %	1	65.9 %	0	London

Workforce Analysis - Detailed Report

Date: 2018-06-01

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Availability		Gap #	Recruitment Area
			#	%	#	%		
12 : Semi-Skilled Manual Workers	Montreal	15	11	73.3 %	9	61.8 %	2	Montreal
	N.S. less CMA	9	7	77.8 %	7	72.7 %	0	N.S. less CMA
	N.W.T.	2	2	100.0 %	1	70.7 %	1	N.W.T.
	Ont. less CMAS	54	44	81.5 %	39	72.4 %	5	Ont. less CMAS
	Ottawa - Gatineau	4	2	50.0 %	2	61.8 %	0	Ottawa - Gatineau
	Que. less CMAS	5	2	40.0 %	4	70.2 %	-2	Que. less CMAS
	Regina	2	1	50.0 %	1	65.7 %	0	Regina
	Winnipeg	2	2	100.0 %	1	65.5 %	1	Winnipeg
	Montreal	13	0	0.0 %	3	19.6 %	-3	Montreal
	N.S. less CMA	4	0	0.0 %	1	18.4 %	-1	Montreal
	Ont. less CMAS	1	0	0.0 %	0	15.9 %	0	N.S. less CMA
	Ont. less CMAS	8	0	0.0 %	2	20.7 %	-2	Ont. less CMAS
	15	1	6.7 %	9	57.8 %	-8		
	2	0	0.0 %	1	63.2 %	-1	B.C. less CMAS	
	1	0	0.0 %	1	56.3 %	-1	Calgary	
3	1	33.3 %	2	59.2 %	-1	Edmonton		
5	0	0.0 %	3	51.1 %	-3	Montreal		
1	0	0.0 %	1	66.4 %	-1	N.S. less CMA		
3	0	0.0 %	2	61.8 %	-2	Ont. less CMAS		
19	7	36.8 %	3	18.3 %	4			
6	0	0.0 %	1	16.1 %	-1	Edmonton		
10	6	60.0 %	2	19.7 %	4	Ont. less CMAS		
1	1	100.0 %	0	9.3 %	1	Ottawa - Gatineau		
1	0	0.0 %	0	22.3 %	0	Que. less CMAS		

### Workforce Analysis - Detailed Report

Date: 2018-06-01

#### Women

Employment Equity Occupational Group	Internal Location	All Employees #	Women		Availability #	Gap #	Recruitment Area
			Representation %	%			
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	22.1 %	0	Winnipeg
Total		1860	1088	58.5 %	49.2 %	915	173

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: 2018-06-01

#### 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	10	0	0.0 %	2.9 %	0	0	National
<b>02 : Middle and Other Managers</b>	National	99	0	0.0 %	2.2 %	2	-2	National
<b>03 : Professionals</b>		115	0	0.0 %	1.1 %	1	-1	
1111 : Financial auditors and accountants	National	1	0	0.0 %	1.3 %	0	0	National
1121 : Human resources professionals	National	12	0	0.0 %	2.7 %	0	0	National
1122 : Professional occupations in business management consulting	National	1	0	0.0 %	1.6 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	2	0	0.0 %	2.1 %	0	0	National
2112 : Chemists	National	60	0	0.0 %	0.6 %	0	0	National
2171 : Information systems analysts and consultants	National	16	0	0.0 %	1.1 %	0	0	National
2172 : Database analysts and data administrators	National	2	0	0.0 %	1.3 %	0	0	National
2174 : Computer programmers and interactive media developers	National	17	0	0.0 %	1.0 %	0	0	National
5121 : Authors and writers	National	2	0	0.0 %	1.9 %	0	0	National
5125 : Translators, terminologists and interpreters	National	2	0	0.0 %	2.9 %	0	0	National
<b>04 : Semi-Professionals and Technicians</b>		1171	9	0.8 %	2.3 %	27	-18	
2211 : Chemical technologists and technicians	Alberta	382	1	0.3 %	2.8 %	11	-10	Alberta
2211 : Chemical technologists and technicians	British Columbia	185	5	2.7 %	3.0 %	6	-1	British Columbia
2211 : Chemical technologists and technicians	Manitoba	8	0	0.0 %	10.4 %	1	-1	Manitoba
2211 : Chemical technologists and technicians	Newfoundland and Labrador	5	1	20.0 %	12.1 %	1	0	Newfoundland and Labrador
2211 : Chemical technologists and technicians	Nova Scotia	51	1	2.0 %	0.0 %	0	1	Nova Scotia
2211 : Chemical technologists and technicians	Ontario	411	1	0.2 %	1.9 %	8	-7	Ontario
2211 : Chemical technologists and technicians	Québec	113	0	0.0 %	0.8 %	1	-1	Québec
2211 : Chemical technologists and technicians	Saskatchewan	1	0	0.0 %	2.2 %	0	0	Saskatchewan
2263 : Inspectors in public and environmental health and occupational health and safety	Alberta	3	0	0.0 %	4.2 %	0	0	Alberta
2263 : Inspectors in public and environmental health and occupational health and safety	Ontario	2	0	0.0 %	2.1 %	0	0	Ontario

### Workforce Analysis - Detailed Report

Date: 2018-06-01

#### Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	Representation %	Availability %	Availability #		
2281 : Computer network technicians	Alberta	2	0	0.0 %	2.7 %	0	0	Alberta
2281 : Computer network technicians	British Columbia	2	0	0.0 %	2.0 %	0	0	British Columbia
2281 : Computer network technicians	Ontario	4	0	0.0 %	1.4 %	0	0	Ontario
2281 : Computer network technicians	Québec	2	0	0.0 %	1.1 %	0	0	Québec
<b>05 : Supervisors</b>		16	1	6.3 %	4.2 %	1	0	
Employment Equity Occupational Group	Calgary	2	1	50.0 %	3.1 %	0	1	Calgary
Employment Equity Occupational Group	Edmonton	3	0	0.0 %	4.6 %	0	0	Edmonton
Employment Equity Occupational Group	Montréal	1	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	Ont. less CMAS	9	0	0.0 %	4.9 %	0	0	Ont. less CMAS
Employment Equity Occupational Group	Que. less CMAS	1	0	0.0 %	2.8 %	0	0	Que. less CMAS
<b>06 : Supervisors: Crafts and Trades</b>		1	0	0.0 %	2.0 %	0	0	
7305 : Supervisors, motor transport and other ground transit operators	Alberta	1	0	0.0 %	2.0 %	0	0	Alberta
<b>07 : Administrative and Senior Clerical Personnel</b>		19	1	5.3 %	4.0 %	1	0	
Employment Equity Occupational Group	Alta. less CMAS	1	0	0.0 %	6.0 %	0	0	Alta. less CMAS
Employment Equity Occupational Group	B. C. less CMAS	1	0	0.0 %	7.7 %	0	0	B. C. less CMAS
Employment Equity Occupational Group	Calgary	1	1	100.0 %	2.6 %	0	1	Calgary
Employment Equity Occupational Group	Edmonton	2	0	0.0 %	3.6 %	0	0	Edmonton
Employment Equity Occupational Group	Montréal	1	0	0.0 %	0.7 %	0	0	Montréal
Employment Equity Occupational Group	N. S. less CMA	1	0	0.0 %	3.3 %	0	0	N. S. less CMA
Employment Equity Occupational Group	Ont. less CMAS	12	0	0.0 %	4.1 %	0	0	Ont. less CMAS
<b>08 : Skilled Sales and Service Personnel</b>		47	0	0.0 %	1.8 %	1	-1	
6221 : Technical sales specialists - wholesale trade	Alberta	18	0	0.0 %	2.0 %	0	0	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	5	0	0.0 %	2.5 %	0	0	British Columbia
6221 : Technical sales specialists - wholesale trade	Nova Scotia	3	0	0.0 %	2.3 %	0	0	Nova Scotia

### Workforce Analysis - Detailed Report

Date: 2018-06-01

#### Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	Representation %	Availability %	Availability #		
6221 : Technical sales specialists - wholesale trade	Ontario	15	0	0.0 %	1.0 %	0	Ontario	
6221 : Technical sales specialists - wholesale trade	Québec	5	0	0.0 %	1.0 %	0	Québec	
6221 : Technical sales specialists - wholesale trade	Saskatchewan	1	0	0.0 %	8.2 %	0	Saskatchewan	
10 : Clerical Personnel		148	2	1.4 %	5.1 %	8		
Employment Equity Occupational Group	B.C. less CMAS	29	1	3.4 %	9.1 %	3	B.C. less CMAS	
Employment Equity Occupational Group	Calgary	6	0	0.0 %	3.0 %	0	Calgary	
Employment Equity Occupational Group	Edmonton	16	0	0.0 %	5.1 %	1	Edmonton	
Employment Equity Occupational Group	Greater Sudbury	1	0	0.0 %	7.4 %	0	Greater Sudbury	
Employment Equity Occupational Group	Guelp	1	0	0.0 %	2.5 %	0	Guelp	
Employment Equity Occupational Group	London	1	0	0.0 %	1.6 %	0	London	
Employment Equity Occupational Group	Montréal	14	0	0.0 %	0.8 %	0	Montréal	
Employment Equity Occupational Group	N.S. less CMA	10	0	0.0 %	3.5 %	0	N.S. less CMA	
Employment Equity Occupational Group	Ont. less CMAS	61	0	0.0 %	4.7 %	3	Ont. less CMAS	
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	2.8 %	0	Ottawa - Gatineau	
Employment Equity Occupational Group	Que. less CMAS	3	0	0.0 %	3.2 %	0	Que. less CMAS	
Employment Equity Occupational Group	Victoria	3	0	0.0 %	4.3 %	0	Victoria	
Employment Equity Occupational Group	Winnipeg	2	1	50.0 %	9.8 %	0	Winnipeg	
11 : Intermediate Sales and Service Personnel		187	3	1.6 %	5.2 %	10		
Employment Equity Occupational Group	Alta. less CMAS	5	0	0.0 %	7.7 %	0	Alta. less CMAS	
Employment Equity Occupational Group	B.C. less CMAS	26	0	0.0 %	9.6 %	2	B.C. less CMAS	
Employment Equity Occupational Group	Calgary	24	1	4.2 %	2.5 %	1	Calgary	
Employment Equity Occupational Group	Edmonton	33	1	3.0 %	4.8 %	2	Edmonton	
Employment Equity Occupational Group	Guelp	5	0	0.0 %	1.6 %	0	Guelp	
Employment Equity Occupational Group	London	1	0	0.0 %	1.4 %	0	London	

Workforce Analysis - Detailed Report

Date: 2018-06-01

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	Representation %	Availability %	Availability #		
12 : Semi-Skilled Manual Workers	Employment Equity Occupational Group	15	0	0.0%	0.9%	0	0	Montreal
	Employment Equity Occupational Group	9	0	0.0%	4.0%	0	0	N.S. less CMA
	Employment Equity Occupational Group	2	0	0.0%	39.6%	1	-1	N.W.T.
	Employment Equity Occupational Group	54	0	0.0%	4.9%	3	-3	Ont. less CMAS
	Employment Equity Occupational Group	4	0	0.0%	3.0%	0	0	Ottawa - Gatineau
	Employment Equity Occupational Group	5	0	0.0%	3.1%	0	0	Que. less CMAS
	Employment Equity Occupational Group	2	0	0.0%	9.2%	0	0	Regina
	Employment Equity Occupational Group	2	1	50.0%	9.8%	0	1	Winnipeg
	Employment Equity Occupational Group	13	0	0.0%	3.2%	0	0	Montreal
	Employment Equity Occupational Group	4	0	0.0%	0.9%	0	0	Montreal
	Employment Equity Occupational Group	1	0	0.0%	3.7%	0	0	N.S. less CMA
	Employment Equity Occupational Group	8	0	0.0%	4.4%	0	0	Ont. less CMAS
13 : Other Sales and Service Personnel	Employment Equity Occupational Group	15	2	13.3%	5.2%	1	1	Ont. less CMAS
	Employment Equity Occupational Group	2	0	0.0%	12.7%	0	0	B.C. less CMAS
	Employment Equity Occupational Group	1	1	100.0%	3.1%	0	1	Calgary
	Employment Equity Occupational Group	3	0	0.0%	6.7%	0	0	Edmonton
	Employment Equity Occupational Group	5	0	0.0%	0.8%	0	0	Montreal
	Employment Equity Occupational Group	1	1	100.0%	4.8%	0	1	N.S. less CMA
	Employment Equity Occupational Group	3	0	0.0%	6.8%	0	0	Ont. less CMAS
	Employment Equity Occupational Group	19	0	0.0%	7.4%	1	-1	Ont. less CMAS
	Employment Equity Occupational Group	6	0	0.0%	8.2%	0	0	Edmonton
	Employment Equity Occupational Group	10	0	0.0%	6.8%	1	-1	Ont. less CMAS
14 : Other Manual Workers	Employment Equity Occupational Group	1	0	0.0%	3.0%	0	0	Ottawa - Gatineau
	Employment Equity Occupational Group	1	0	0.0%	3.3%	0	0	Que. less CMAS

## Workforce Analysis - Detailed Report

Date: 2018-06-01

### Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Availability #	Gap #	Recruitment Area
			Representation #	Availability %			
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	0	0	Winnipeg
Total		1860	18	1.0 %	53	-35	

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: 2018-06-01

### 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	10	0	0.0 %	1	-1	National
<b>02 : Middle and Other Managers</b>	National	99	18	18.2 %	15	3	National
<b>03 : Professionals</b>		115	37	32.2 %	37	0	
1111 : Financial auditors and accountants	National	1	0	0.0 %	0	0	National
1121 : Human resources professionals	National	12	6	50.0 %	2	4	National
1122 : Professional occupations in business management consulting	National	1	1	100.0 %	0	1	National
1123 : Professional occupations in advertising, marketing and public relations	National	2	1	50.0 %	0	1	National
2112 : Chemists	National	60	13	21.7 %	22	-9	National
2171 : Information systems analysts and consultants	National	16	5	31.3 %	5	0	National
2172 : Database analysts and data administrators	National	2	2	100.0 %	1	1	National
2174 : Computer programmers and interactive media developers	National	17	9	52.9 %	5	4	National
5121 : Authors and writers	National	2	0	0.0 %	0	0	National
5125 : Translators, terminologists and interpreters	National	2	0	0.0 %	0	0	National
<b>04 : Semi-Professionals and Technicians</b>		1171	613	52.3 %	331	282	
2211 : Chemical technologists and technicians	Alberta	382	170	44.5 %	104	66	Alberta
2211 : Chemical technologists and technicians	British Columbia	185	104	56.2 %	75	29	British Columbia
2211 : Chemical technologists and technicians	Manitoba	8	1	12.5 %	2	-1	Manitoba
2211 : Chemical technologists and technicians	Newfoundland and Labrador	5	0	0.0 %	0	0	Newfoundland and Labrador
2211 : Chemical technologists and technicians	Nova Scotia	51	5	9.8 %	3	2	Nova Scotia
2211 : Chemical technologists and technicians	Ontario	411	290	70.6 %	126	164	Ontario
2211 : Chemical technologists and technicians	Québec	113	35	31.0 %	17	18	Québec
2211 : Chemical technologists and technicians	Saskatchewan	1	0	0.0 %	0	0	Saskatchewan
2263 : Inspectors in public and environmental health and occupational health and safety	Alberta	3	0	0.0 %	0	0	Alberta
2263 : Inspectors in public and environmental health and occupational health and safety	Ontario	2	1	50.0 %	0	1	Ontario

### Workforce Analysis - Detailed Report

Date: 2018-06-01

#### Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Availability #	Gap #	Recruitment Area	
			Representation #	%				
2281 : Computer network technicians	Alberta	2	1	50.0 %	25.1 %	1	0	Alberta
	British Columbia	2	2	100.0 %	28.5 %	1	1	British Columbia
	Ontario	4	4	100.0 %	34.1 %	1	3	Ontario
2281 : Computer network technicians	Québec	2	0	0.0 %	13.1 %	0	0	Québec
	2281 : Computer network technicians	16	4	25.0 %	9.6 %	2	2	2
05 : Supervisors	Calgary	2	0	0.0 %	27.4 %	1	-1	Calgary
	Edmonton	3	0	0.0 %	21.6 %	1	-1	Edmonton
	Montréal	1	0	0.0 %	16.7 %	0	0	Montréal
Employment Equity Occupational Group	Ont. less CMAS	9	4	44.4 %	1.9 %	0	4	Ont. less CMAS
	Employment Equity Occupational Group	1	0	0.0 %	0.7 %	0	0	Que. less CMAS
06 : Supervisors: Crafts and Trades	Que. less CMAS	1	0	0.0 %	8.3 %	0	0	Que. less CMAS
	Employment Equity Occupational Group	1	0	0.0 %	8.3 %	0	0	Alberta
7305 : Supervisors, motor transport and other ground transit operators	Alberta	1	0	0.0 %	8.3 %	0	0	Alberta
	19	8	42.1 %	4.3 %	1	7	7	
	07 : Administrative and Senior Clerical Personnel	1	1	100.0 %	3.4 %	0	1	Alta. less CMAS
Employment Equity Occupational Group	B.C. less CMAS	1	0	0.0 %	3.4 %	0	0	B.C. less CMAS
	Employment Equity Occupational Group	1	0	0.0 %	16.5 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	2	1	50.0 %	13.4 %	0	1	Edmonton
	Montreal	1	1	100.0 %	12.2 %	0	1	Montreal
Employment Equity Occupational Group	N.S. less CMA	1	0	0.0 %	1.2 %	0	0	N.S. less CMA
	Employment Equity Occupational Group	12	5	41.7 %	1.6 %	0	5	Ont. less CMAS
08 : Skilled Sales and Service Personnel	Ont. less CMAS	47	10	21.3 %	14.7 %	7	3	3
	Alberta	18	3	16.7 %	11.3 %	2	1	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	5	3	60.0 %	24.7 %	1	2	British Columbia
	6221 : Technical sales specialists - wholesale trade	3	0	0.0 %	2.7 %	0	0	Nova Scotia



### Workforce Analysis - Detailed Report

Date: 2018-06-01

#### Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities				Gap #	Recruitment Area
			Representation #	%	Availability #	%		
Employment Equity Occupational Group	Montréal	15	2	13.3 %	3	-1	Montréal	
Employment Equity Occupational Group	N.S. less CMA	9	0	0.0 %	0	0	N.S. less CMA	
Employment Equity Occupational Group	N.W.T.	2	0	0.0 %	0	0	N.W.T.	
Employment Equity Occupational Group	Ont. less CMAs	54	27	50.0 %	1	26	Ont. less CMAs	
Employment Equity Occupational Group	Ottawa - Gatineau	4	1	25.0 %	1	0	Ottawa - Gatineau	
Employment Equity Occupational Group	Que. less CMAs	5	0	0.0 %	0	0	Que. less CMAs	
Employment Equity Occupational Group	Regina	2	0	0.0 %	0	0	Regina	
Employment Equity Occupational Group	Winnipeg	2	1	50.0 %	0	1	Winnipeg	
12 : Semi-Skilled Manual Workers		13	4	30.8 %	1	3		
Employment Equity Occupational Group	Montréal	4	0	0.0 %	1	-1	Montréal	
Employment Equity Occupational Group	N.S. less CMA	1	0	0.0 %	0	0	N.S. less CMA	
Employment Equity Occupational Group	Ont. less CMAs	8	4	50.0 %	0	4	Ont. less CMAs	
13 : Other Sales and Service Personnel		15	4	26.7 %	3	1		
Employment Equity Occupational Group	B.C. less CMAs	2	1	50.0 %	0	1	B.C. less CMAs	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	0	0	Calgary	
Employment Equity Occupational Group	Edmonton	3	0	0.0 %	1	-1	Edmonton	
Employment Equity Occupational Group	Montréal	5	0	0.0 %	1	-1	Montréal	
Employment Equity Occupational Group	N.S. less CMA	1	0	0.0 %	0	0	N.S. less CMA	
Employment Equity Occupational Group	Ont. less CMAs	3	3	100.0 %	0	3	Ont. less CMAs	
14 : Other Manual Workers		19	11	57.9 %	2	9		
Employment Equity Occupational Group	Edmonton	6	4	66.7 %	1	3	Edmonton	
Employment Equity Occupational Group	Ont. less CMAs	10	7	70.0 %	0	7	Ont. less CMAs	
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	0	0	Ottawa - Gatineau	
Employment Equity Occupational Group	Que. less CMAs	1	0	0.0 %	0	0	Que. less CMAs	

## Workforce Analysis - Detailed Report

Date: 2018-06-01

### Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Gap #	Recruitment Area
			Representation %	Availability %		
Employment Equity Occupational Group	Winnipeg	1	0.0 %	23.4 %	0	Winnipeg
Total		1860	44.6 %	23.3 %	434	396

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: 2018-06-01

#### Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities		Availability #	Gap #	Recruitment Area
			Representation #	%			
01/02 : Managers	National	109	1	0.9 %	5	-4	National
03 : Professionals	National	115	2	1.7 %	4	-2	National
04 : Semi-Professionals and Technicians	National	1171	20	1.7 %	54	-34	National
05 : Supervisors	National	16	0	0.0 %	2	-2	National
06 : Supervisors: Crafts and Trades	National	1	0	0.0 %	0	0	National
07 : Administrative and Senior Clerical Personnel	National	19	0	0.0 %	1	-1	National
08 : Skilled Sales and Service Personnel	National	47	2	4.3 %	2	0	National
10 : Clerical Personnel	National	148	3	2.0 %	10	-7	National
11 : Intermediate Sales and Service Personnel	National	187	4	2.1 %	10	-6	National
12 : Semi-Skilled Manual Workers	National	13	0	0.0 %	1	-1	National
13 : Other Sales and Service Personnel	National	15	0	0.0 %	1	-1	National
14 : Other Manual Workers	National	19	0	0.0 %	1	-1	National
<b>Total</b>		<b>1860</b>	<b>32</b>	<b>1.7 %</b>	<b>91</b>	<b>-59</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: 2018-06-01

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

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



### Workforce Analysis - Detailed Report

Date: 2018-06-01

#### WFA Defaults - Persons with Disabilities

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



Workplace Equity Information Management System - Maxxam Analytics International Corporation

**Workforce Analysis - Summary Report**

Date: 2018-06-01

**Women**

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	10	4	40.0 %	27.4 %	3	1
02 : Middle and Other Managers	99	41	41.4 %	38.9 %	39	2
03 : Professionals	115	52	45.2 %	40.0 %	46	6
04 : Semi-Professionals and Technicians	1171	688	58.8 %	46.0 %	539	149
05 : Supervisors	16	16	100.0 %	59.6 %	10	6
06 : Supervisors: Crafts and Trades	1	1	100.0 %	14.4 %	0	1
07 : Administrative and Senior Clerical Personnel	19	15	78.9 %	86.2 %	16	-1
08 : Skilled Sales and Service Personnel	47	20	42.6 %	25.1 %	12	8
10 : Clerical Personnel	148	102	68.9 %	71.9 %	106	-4
11 : Intermediate Sales and Service Personnel	187	141	75.4 %	69.2 %	129	12
12 : Semi-Skilled Manual Workers	13	0	0.0 %	19.6 %	3	-3
13 : Other Sales and Service Personnel	15	1	6.7 %	57.8 %	9	-8
14 : Other Manual Workers	19	7	36.8 %	18.3 %	3	4
<b>Total</b>	<b>1860</b>	<b>1088</b>	<b>58.5 %</b>	<b>49.2 %</b>	<b>915</b>	<b>173</b>

Total may not equal sum of components due to rounding.

### Workforce Analysis - Summary Report

Date: 2018-06-01

Employment Equity Occupational Group	Aboriginal Peoples		Aboriginal Peoples		Availability #	Gap #
	All Employees #	Representation %	Availability %	Availability #		
01 : Senior Managers	10	0.0%	2.9%	0	0	
02 : Middle and Other Managers	99	0.0%	2.2%	2	-2	
03 : Professionals	115	0.0%	1.1%	1	-1	
04 : Semi-Professionals and Technicians	1171	0.8%	2.3%	27	-18	
05 : Supervisors	16	1.6%	4.2%	1	0	
06 : Supervisors: Crafts and Trades	1	0.0%	2.0%	0	0	
07 : Administrative and Senior Clerical Personnel	19	5.3%	4.0%	1	0	
08 : Skilled Sales and Service Personnel	47	0.0%	1.8%	1	-1	
10 : Clerical Personnel	148	1.4%	5.1%	8	-6	
11 : Intermediate Sales and Service Personnel	187	1.6%	5.2%	10	-7	
12 : Semi-Skilled Manual Workers	13	0.0%	3.2%	0	0	
13 : Other Sales and Service Personnel	15	13.3%	5.2%	1	1	
14 : Other Manual Workers	19	0.0%	7.4%	1	-1	
<b>Total</b>	<b>1860</b>	<b>1.0%</b>	<b>2.8%</b>	<b>53</b>	<b>-35</b>	

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-06-01

Members of Visible Minorities

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities		Gap #
		Representation #	Availability #	
		%	%	
01 : Senior Managers	10	0	10.1 %	1
02 : Middle and Other Managers	99	18	15.0 %	3
03 : Professionals	115	37	31.8 %	0
04 : Semi-Professionals and Technicians	1171	613	28.3 %	282
05 : Supervisors	16	4	9.6 %	2
06 : Supervisors: Crafts and Trades	1	0	8.3 %	0
07 : Administrative and Senior Clerical Personnel	19	8	4.3 %	7
08 : Skilled Sales and Service Personnel	47	10	14.7 %	3
10 : Clerical Personnel	148	59	6.5 %	49
11 : Intermediate Sales and Service Personnel	187	62	13.1 %	38
12 : Semi-Skilled Manual Workers	13	4	8.1 %	3
13 : Other Sales and Service Personnel	15	4	19.5 %	1
14 : Other Manual Workers	19	11	9.2 %	9
Total	1860	830	23.3 %	396

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-06-01

Persons with Disabilities

Employment Equity Occupational Group	All Employees		Representation		Persons with Disabilities		Availability		Gap	
	#	%	#	%	#	%	#	%	#	%
01/02 : Managers	109	1.7%	1	0.9%	5	4.3%	4	3.8%	-4	-1.1%
03 : Professionals	115	1.7%	2	1.7%	4	3.8%	2	1.7%	-2	-1.7%
04 : Semi-Professionals and Technicians	1171	17.1%	20	1.7%	54	4.6%	34	2.9%	-34	-2.9%
05 : Supervisors	16	0.2%	0	0.0%	2	13.9%	2	13.9%	-2	-12.5%
06 : Supervisors: Crafts and Trades	1	0.0%	0	0.0%	0	7.8%	0	0.0%	0	0.0%
07 : Administrative and Senior Clerical Personnel	19	0.3%	0	0.0%	1	3.4%	1	3.4%	-1	-5.3%
08 : Skilled Sales and Service Personnel	47	0.7%	2	4.3%	2	3.5%	2	3.5%	0	0.0%
10 : Clerical Personnel	148	2.1%	3	2.0%	10	7.0%	7	4.8%	-7	-4.8%
11 : Intermediate Sales and Service Personnel	187	2.7%	4	2.1%	10	5.6%	6	3.2%	-6	-3.2%
12 : Semi-Skilled Manual Workers	13	0.2%	0	0.0%	1	4.8%	1	4.8%	-1	-7.7%
13 : Other Sales and Service Personnel	15	0.2%	0	0.0%	1	6.3%	1	6.3%	-1	-6.3%
14 : Other Manual Workers	19	0.3%	0	0.0%	1	5.3%	1	5.3%	-1	-5.3%
<b>Total</b>	<b>1860</b>	<b>27.3%</b>	<b>32</b>	<b>1.7%</b>	<b>91</b>	<b>4.9%</b>	<b>59</b>	<b>3.2%</b>	<b>-59</b>	<b>-2.1%</b>

Total may not equal sum of components due to rounding.



**Workforce Analysis - Summary Report**

Date: 2018-06-01

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

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



## Workforce Analysis - Summary Report

Date: 2018-06-01

### WFA Defaults - Persons with Disabilities

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

**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

**Maxxam Analytics International Corporation**

**[Date: 2018-06-01]**

**Data from First/Previous Workforce Analysis**

↓                      ↓                      ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2014	12	31

**Data from Subsequent/Current Workforce Analysis**

↓                      ↓                      ↓

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

**Table 1: Women**

**First/Previous Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
01	Senior Managers	16	3	27.40
02	Middle & Other Managers	133	42	38.90
03	Professionals	134	67	40.60
04	Semi-Professionals & Technicians	1,232	670	46.10
05	Supervisors	17	15	59.60
06	Supervisors: Crafts & Trades	1	0	17.30
07	Administrative & Senior Clerical Personnel	18	16	85.00
08	Skilled Sales & Service Personnel	57	26	25.10
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	158	98	71.20
11	Intermediate Sales & Service Personnel	204	154	68.80
12	Semi-Skilled Manual Workers	11	0	19.70
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	18	7	17.90
<b>Total</b>		<b>1,999</b>	<b>1,098</b>	<b>48.9</b>

**Table 5: Women**

**Subsequent/Current Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
		10	4	27.40
		99	41	38.90
		115	52	40.00
		1,171	688	46.00
		16	16	59.60
		1	1	14.40
		19	15	86.20
		47	20	25.10
		0	0	0.00
		148	102	71.90
		187	141	69.20
		13	0	19.60
		15	1	57.80
		19	7	18.30
<b>Total</b>		<b>1,860</b>	<b>1,088</b>	<b>49.2</b>

**\* Source:**

**\* Source:**

**Federal Contractors Program Achievement Report**  
**Part 1: Workforce Analysis**  
**Maxxam Analytics International Corporation**  
 [Date: 2018-06-01]

**Data from First/Previous Workforce Analysis**

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2014	12	31

**Data from Subsequent/Current Workforce Analysis**

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

**Employment Equity Occupational Group (EEOG)**

	All Employees	Aboriginal Peoples		Availability*
		Representation	%	
01 Senior Managers	16	0	2.90	
02 Middle & Other Managers	133	3	2.20	
03 Professionals	134	0	1.10	
04 Semi-Professionals & Technicians	1,232	8	2.30	
05 Supervisors	17	0	4.30	
06 Supervisors: Crafts & Trades	1	0	1.40	
07 Administrative & Senior Clerical Personnel	18	1	3.50	
08 Skilled Sales & Service Personnel	57	0	1.80	
09 Skilled Crafts & Trades Workers	0	0	0.00	
10 Clerical Personnel	158	2	4.90	
11 Intermediate Sales & Service Personnel	204	4	5.00	
12 Semi-Skilled Manual Workers	11	0	3.30	
13 Other Sales & Service Personnel	0	0	0.00	
14 Other Manual Workers	18	0	7.00	
<b>Total</b>	<b>1,999</b>	<b>18</b>	<b>3.0</b>	

\* Source: 0

	All Employees	Aboriginal Peoples		Availability*
		Representation	%	
01 Senior Managers	10	0	2.9	
02 Middle & Other Managers	99	0	2.2	
03 Professionals	115	0	1.1	
04 Semi-Professionals & Technicians	1,171	9	2.3	
05 Supervisors	16	1	4.2	
06 Supervisors: Crafts & Trades	1	0	2.0	
07 Administrative & Senior Clerical Personnel	19	1	4.0	
08 Skilled Sales & Service Personnel	47	0	1.8	
09 Skilled Crafts & Trades Workers	0	0	0.0	
10 Clerical Personnel	148	2	5.1	
11 Intermediate Sales & Service Personnel	187	3	5.2	
12 Semi-Skilled Manual Workers	13	0	3.2	
13 Other Sales & Service Personnel	15	2	5.2	
14 Other Manual Workers	19	0	7.4	
<b>Total</b>	<b>1,860</b>	<b>18</b>	<b>2.8</b>	

\* Source: 0

**Federal Contractors Program Achievement Report**  
**Part 1: Workforce Analysis**  
**Maxxam Analytics International Corporation**  
 [Date: 2018-06-01]

**Data from First/Previous Workforce Analysis**

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2014	12	31

**Data from Subsequent/Current Workforce Analysis**

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

**Table 3: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	First/Previous Workforce Analysis		
	All Employees	Members of Visible Minorities Representation	Availability*
	#	#	%
01 Senior Managers	16	1	10.10
02 Middle & Other Managers	133	23	15.00
03 Professionals	134	47	31.00
04 Semi-Professionals & Technicians	1,232	639	27.90
05 Supervisors	17	5	10.70
06 Supervisors: Crafts & Trades	1	1	18.20
07 Administrative & Senior Clerical Personnel	18	7	6.40
08 Skilled Sales & Service Personnel	57	10	15.30
09 Skilled Crafts & Trades Workers	0	0	0.00
10 Clerical Personnel	158	50	8.70
11 Intermediate Sales & Service Personnel	204	64	15.00
12 Semi-Skilled Manual Workers	11	2	7.40
13 Other Sales & Service Personnel	0	0	0.00
14 Other Manual Workers	18	10	15.20
<b>Total</b>	<b>1,999</b>	<b>859</b>	<b>23.3</b>

**Table 7: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	Subsequent/Current Workforce Analysis		
	All Employees	Members of Visible Minorities Representation	Availability*
	#	#	%
01 Senior Managers	10	0	10.1
02 Middle & Other Managers	99	18	15.0
03 Professionals	115	37	31.8
04 Semi-Professionals & Technicians	1,171	613	28.3
05 Supervisors	16	4	9.6
06 Supervisors: Crafts & Trades	1	0	8.3
07 Administrative & Senior Clerical Personnel	19	8	4.3
08 Skilled Sales & Service Personnel	47	10	14.7
09 Skilled Crafts & Trades Workers	0	0	0.0
10 Clerical Personnel	148	59	6.5
11 Intermediate Sales & Service Personnel	187	62	13.1
12 Semi-Skilled Manual Workers	13	4	8.1
13 Other Sales & Service Personnel	15	4	19.5
14 Other Manual Workers	19	11	9.2
<b>Total</b>	<b>1,860</b>	<b>830</b>	<b>23.3</b>

\* Source: 0

\* Source: 0

**Federal Contractors Program Achievement Report**  
**Part 1: Workforce Analysis**  
**Maxxam Analytics International Corporation**  
**[Date: 2018-06-01]**

**Data from First/Previous Workforce Analysis**

↓                      ↓                      ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2014	12	31

**Data from Subsequent/Current Workforce Analysis**

↓                      ↓                      ↓

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

**Table 4: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	First/Previous Workforce Analysis		
	All Employees	Persons with Disabilities	
		Representation	Availability*
#	#	%	%
01/02 Managers	149	2	4.30
03 Professionals	134	2	3.80
04 Semi-Professionals & Technicians	1,232	24	4.60
05 Supervisors	17	0	13.90
06 Supervisors: Crafts & Trades	1	0	7.80
07 Administrative & Senior Clerical Personnel	18	0	3.40
08 Skilled Sales & Service Personnel	57	1	3.50
09 Skilled Crafts & Trades Workers	0	0	0.00
10 Clerical Personnel	158	4	7.00
11 Intermediate Sales & Service Personnel	204	2	5.60
12 Semi-Skilled Manual Workers	11	0	4.80
13 Other Sales & Service Personnel	0	0	0.00
14 Other Manual Workers	18	0	5.30
<b>Total</b>	<b>1,999</b>	<b>35</b>	<b>4.9</b>

\* Source:

**Table 8: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	Subsequent/Current Workforce Analysis		
	All Employees	Persons with Disabilities	
		Representation	Availability*
#	#	%	%
01/02 Managers	109	1	4.3
03 Professionals	115	2	3.8
04 Semi-Professionals & Technicians	1,171	20	4.6
05 Supervisors	16	0	13.9
06 Supervisors: Crafts & Trades	1	0	7.8
07 Administrative & Senior Clerical Personnel	19	0	3.4
08 Skilled Sales & Service Personnel	47	2	3.5
09 Skilled Crafts & Trades Workers	0	0	0.0
10 Clerical Personnel	148	3	7.0
11 Intermediate Sales & Service Personnel	187	4	5.6
12 Semi-Skilled Manual Workers	13	0	4.8
13 Other Sales & Service Personnel	15	0	6.3
14 Other Manual Workers	19	0	5.3
<b>Total</b>	<b>1,860</b>	<b>32</b>	<b>4.9</b>

\* Source:

**Federal Contractors Program Achievement Report**  
**Part 2: Flow Data Analysis**

**Maxxam Analytics International Corporation**

[Date: 2018-06-01]

Start Date of Flow Data			
YYYY	MM	DD	
2015	01	01	

End Date of Flow Data			
YYYY	MM	DD	
2017	12	31	

**Data from Form 4 - Employees Hired**

↓ ↓ ↓ ↓ ↓

**Data from Form 5 - Employees Promoted**

↓ ↓ ↓ ↓ ↓

**Data from Form 6 - Employees Terminated**

↓ ↓ ↓ ↓ ↓

Employment Equity Occupational Group (EEOG)	Table 1: Women				Table 5: Women				Table 9: Women			
	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	4	2	0	0	4	0	0	0	6	1	0	0
02 Middle & Other Managers	6	2	0	0	43	22	0	0	22	9	2	0
03 Professionals	22	15	0	0	32	14	0	0	38	25	2	2
04 Semi-Professionals & Technicians	475	255	12	11	403	226	1	1	476	247	14	10
05 Supervisors	2	2	0	0	4	4	0	0	8	5	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	1	1	0	0	1	0	0	0
07 Administrative & Senior Clerical Personnel	9	7	0	0	3	3	0	0	10	10	0	0
08 Skilled Sales & Service Personnel	13	6	1	1	20	7	0	0	17	12	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	87	61	1	1	49	35	1	1	76	48	7	5
11 Intermediate Sales & Service Personnel	65	48	2	1	108	83	0	0	89	63	3	2
12 Semi-Skilled Manual Workers	7	0	0	0	4	0	0	0	6	0	0	0
13 Other Sales & Service Personnel	6	1	1	0	4	0	0	0	7	0	0	0
14 Other Manual Workers	14	6	0	0	2	0	0	0	9	5	0	0
<b>Total</b>	<b>710</b>	<b>405</b>	<b>17</b>	<b>14</b>	<b>677</b>	<b>395</b>	<b>2</b>	<b>1</b>	<b>765</b>	<b>425</b>	<b>28</b>	<b>19</b>

**Federal Contractors Program Achievement Report**  
**Part 2: Flow Data Analysis**

**Maxxam Analytics International Corporation**

[Date: 2018-06-01]

Start Date of Flow Data		
YYYY	MM	DD
2015	01	01

End Date of Flow Data		
YYYY	MM	DD
2017	12	31

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

Employment Equity Occupational Group (EEOG)	Table 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	4	0	0	0	4	0	0	0	6	0	0	0
02 Middle & Other Managers	6	0	0	0	43	0	0	0	22	1	2	0
03 Professionals	22	0	0	0	32	0	0	0	38	0	2	0
04 Semi-Professionals & Technicians	475	3	12	1	403	2	1	0	476	3	14	1
05 Supervisors	2	0	0	0	4	1	0	0	8	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	1	0	0	0	1	0	0	0
07 Administrative & Senior Clerical Personnel	9	0	0	0	3	0	0	0	10	0	0	0
08 Skilled Sales & Service Personnel	13	0	1	0	20	0	0	0	17	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	87	2	1	0	49	0	1	0	76	2	7	0
11 Intermediate Sales & Service Personnel	65	0	2	0	108	2	0	0	89	1	3	0
12 Semi-Skilled Manual Workers	7	0	0	0	4	0	0	0	6	0	0	0
13 Other Sales & Service Personnel	6	0	1	0	4	0	0	0	7	0	0	0
14 Other Manual Workers	14	0	0	0	2	0	0	0	9	0	0	0
<b>Total</b>	<b>710</b>	<b>5</b>	<b>17</b>	<b>1</b>	<b>677</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>765</b>	<b>7</b>	<b>28</b>	<b>1</b>

**Federal Contractors Program Achievement Report**  
**Part 2: Flow Data Analysis**

**Maxxam Analytics International Corporation**

[Date: 2018-06-01]

Start Date of Flow Data		
YYYY	MM	DD
2015	01	01

End Date of Flow Data		
YYYY	MM	DD
2017	12	31

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	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	4	0	0	0	4	0	0	0	6	0	0	0
02 Middle & Other Managers	6	0	0	0	43	0	0	0	22	0	2	0
03 Professionals	22	0	0	0	32	0	0	0	38	0	2	0
04 Semi-Professionals & Technicians	475	5	12	0	403	5	1	0	476	7	14	0
05 Supervisors	2	0	0	0	4	0	0	0	8	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	1	0	0	0	1	0	0	0
07 Administrative & Senior Clerical Personnel	9	0	0	0	3	0	0	0	10	0	0	0
08 Skilled Sales & Service Personnel	13	1	1	0	20	0	0	0	17	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	87	1	1	0	49	0	1	0	76	2	7	0
11 Intermediate Sales & Service Personnel	65	2	2	0	108	1	0	0	89	2	3	0
12 Semi-Skilled Manual Workers	7	0	0	0	4	0	0	0	6	0	0	0
13 Other Sales & Service Personnel	6	0	1	0	4	0	0	0	7	1	0	0
14 Other Manual Workers	14	0	0	0	2	0	0	0	9	0	0	0
<b>Total</b>	<b>710</b>	<b>9</b>	<b>17</b>	<b>0</b>	<b>677</b>	<b>6</b>	<b>2</b>	<b>0</b>	<b>765</b>	<b>12</b>	<b>28</b>	<b>0</b>

**Federal Contractors Program Achievement Report**  
**Part 2: Flow Data Analysis**

**Maxxam Analytics International Corporation**

[Date: 2018-06-01]

Start Date of Flow Data		
YYYY	MM	DD
2015	01	01

End Date of Flow Data		
YYYY	MM	DD
2017	12	31

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National	Part-time / National	All Employees Hired	Members of Visible Minorities Hired	Full-time / National	Part-time / National	All Employees Promoted	Members of Visible Minorities Promoted	Full-time / National	Part-time / National	All Employees Terminated	Members of Visible Minorities Terminated
01 Senior Managers	4	1	0	0	4	0	0	0	6	2	0	0
02 Middle & Other Managers	6	2	0	0	43	7	0	0	22	3	2	0
03 Professionals	22	10	0	0	32	11	0	0	38	19	2	1
04 Semi-Professionals & Technicians	475	219	12	6	403	232	1	1	476	233	14	7
05 Supervisors	2	0	0	0	4	1	0	0	8	2	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	1	0	0	0	1	1	0	0
07 Administrative & Senior Clerical Personnel	9	5	0	0	3	0	0	0	10	4	0	0
08 Skilled Sales & Service Personnel	13	4	1	0	20	5	0	0	17	6	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	87	42	1	0	49	19	1	0	76	31	7	3
11 Intermediate Sales & Service Personnel	65	18	2	1	108	38	0	0	89	26	3	1
12 Semi-Skilled Manual Workers	7	3	0	0	4	0	0	0	6	1	0	0
13 Other Sales & Service Personnel	6	0	1	0	4	1	0	0	7	1	0	0
14 Other Manual Workers	14	5	0	0	2	0	0	0	9	3	0	0
<b>Total</b>	<b>710</b>	<b>309</b>	<b>17</b>	<b>7</b>	<b>677</b>	<b>314</b>	<b>2</b>	<b>1</b>	<b>765</b>	<b>332</b>	<b>28</b>	<b>12</b>

**Federal Contractors Program Achievement Report**  
**Part 3: Goals**  
**Maxxam Analytics International Corporation**  
**[Date: 2018-06-01]**

001849

**Data for First/Previous Goals**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
		From Workforce Analysis	From Workforce Analysis <sup>2</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>4</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - (C + F) x O	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

**Table 1: Women**

Employment Equity Occupational Group (EEOG)	All Employees										Women													
	Number		Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years		Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years		3 Year Goals		Present Availability		Projected Gap		Present Representation		Projected Representation in 3 Years	
	2014-12-31	#	Actual	%	Projected	Over 3 Years	Actual	%	Projected	Over 3 Years	Actual	%	Projected	Over 3 Years	From - To	2014	2017	%	#	%	#	%	#	%
01 Senior Managers	16		-14.5%		0	46.2%	0.0%	0	3	0.0%	0	0.0%	0	1	0	0	0	27.4%	-1	18.8%	-1	18.8%	1	18.8%
02 Middle & Other Managers	133		-9.4%		0	20.7%	0.0%	0	42	0.0%	0	0.0%	10	0	0	0	0	38.9%	-10	31.6%	-10	31.6%	13	31.6%
03 Professionals	134		-5.0%		0	32.1%	0.0%	0	67	0.0%	0	0.0%	-13	0	0	0	0	40.6%	13	50.0%	13	50.0%	102	50.0%
04 Semi-Professionals & Tech	1,232		-1.7%		0	40.8%	0.0%	0	670	0.0%	0	0.0%	-102	0	0	0	0	46.1%	102	54.4%	102	54.4%	5	54.4%
05 Supervisors	17		-2.0%		0	48.5%	0.0%	0	15	0.0%	0	0.0%	-5	0	0	0	0	59.6%	5	88.2%	5	88.2%	0	88.2%
06 Supervisors: Crafts & Trades	1		0.0%		0	100.0%	0.0%	0	0	0.0%	0	0.0%	0	0	0	0	0	17.3%	0	0.0%	0	0.0%	0	0.0%
07 Administrative & Sr Clerical	18		1.8%		0	54.1%	0.0%	0	16	0.0%	0	0.0%	-1	0	0	0	0	85.0%	1	88.9%	1	88.9%	1	88.9%
08 Skilled Sales & Service	57		-6.2%		0	32.7%	0.0%	0	26	0.0%	0	0.0%	-12	0	0	0	0	25.1%	12	45.6%	12	45.6%	0	45.6%
09 Skilled Crafts & Trades	0		0.0%		0	0.0%	0.0%	0	0	0.0%	0	0.0%	0	0	0	0	0	0.0%	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!
10 Clerical Personnel	158		-2.2%		0	54.2%	0.0%	0	98	0.0%	0	0.0%	14	0	0	0	0	71.2%	-14	62.0%	-14	62.0%	14	62.0%
11 Intermediate Sales & Service	204		-2.9%		0	47.1%	0.0%	0	154	0.0%	0	0.0%	-14	0	0	0	0	68.8%	14	75.5%	14	75.5%	-2	75.5%
12 Semi-Skilled Manual	11		5.7%		0	50.0%	0.0%	0	0	0.0%	0	0.0%	2	0	0	0	0	19.7%	2	0.0%	2	0.0%	0	0.0%
13 Other Sales & Service	0		0.0%		0	93.3%	0.0%	0	0	0.0%	0	0.0%	0	0	0	0	0	0.0%	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!
14 Other Manual Workers	18		1.8%		0	48.6%	0.0%	0	7	0.0%	0	0.0%	-4	0	0	0	0	17.9%	4	38.9%	4	38.9%	4	38.9%
Total	1,999		-2.4%		0	41.1%	0.0%	0	1,098	0.0%	0	0.0%	-120	0	0	0	0	48.9%	120	54.9%	120	54.9%	4	54.9%

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

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

**Table 2: Women**

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	1.1	0	1.1	
04 Semi-Professionals & Tech	0	2.3	0	2.3	
05 Supervisors	0	4.3	0	4.3	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	1.8	0	1.8	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	4.9	0	4.9	
11 Intermediate Sales & Service	5	0.0	5	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	7	0.0	7	0.0	
Total	12		12		

**Federal Contractors Program Achievement Report  
Part 3: Goals**

Maxxam Analytics International Corporation

[Date: 2018-06-01]

001850

**Data for First/Previous Goals**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis <sup>2</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>4</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x O)	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

**Table 3: Aboriginal Peoples First/Previous Short-term Goals**

Employment Equity Occupational Group (EEOG)	All Employees										Aboriginal Peoples																		
	Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years		Number		Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years		3 Year Goals		Present Availability		Projected Gap		Present Representation		Projected Representation in 3 Years			
	2014-12-31	#	Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years	Years	2014-12-31	#	Actual	Projected	Over 3 Years	2014	2017	%	#	#	%	#	#	%	%	%				
01 Senior Managers	16		-14.5%		0		46.2%	0	0	0	0.0%	0	0	0	0	0	2.9%	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%
02 Middle & Other Managers	133		-9.4%		0		20.7%	0	0	3	0.0%	0	0	0	0	0	2.2%	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	2.3%
03 Professionals	134		-5.0%		0		32.1%	0	0	0	0.0%	1	1	0	0	0	1.1%	-1	-1	0.0%	-1	-1	0.0%	-1	-1	0.0%	0	0	0.0%
04 Semi-Professionals & Tech	1,232		-1.7%		0		40.8%	0	0	8	0.0%	0	20	0	0	0	2.3%	-20	-20	0.0%	-20	-20	0.0%	-20	-20	0.0%	0	0	0.6%
05 Supervisors	17		-2.0%		0		48.5%	0	0	0	0.0%	0	1	0	0	0	4.3%	-1	-1	0.0%	-1	-1	0.0%	-1	-1	0.0%	0	0	0.0%
06 Supervisors: Crafts & Trades	1		0.0%		0		100.0%	0	0	0	0.0%	0	0	0	0	0	1.4%	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%
07 Administrative & Sr Clerical	18		1.8%		0		54.1%	0	0	1	0.0%	0	0	0	0	0	3.5%	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	5.6%
08 Skilled Sales & Service	57		-6.2%		0		32.7%	0	0	0	0.0%	0	1	0	0	0	1.8%	-1	-1	0.0%	-1	-1	0.0%	-1	-1	0.0%	0	0	0.0%
09 Skilled Crafts & Trades	0		0.0%		0		0.0%	0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%
10 Clerical Personnel	158		-2.2%		0		54.2%	0	0	2	0.0%	0	6	0	0	0	4.9%	-6	-6	0.0%	-6	-6	0.0%	-6	-6	0.0%	0	0	1.3%
11 Intermediate Sales & Service	204		-2.9%		0		47.1%	0	0	4	0.0%	0	6	0	0	0	5.0%	-6	-6	0.0%	-6	-6	0.0%	-6	-6	0.0%	0	0	2.0%
12 Semi-Skilled Manual	11		5.7%		0		50.0%	0	0	0	0.0%	0	0	0	0	0	3.3%	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%
13 Other Sales & Service	0		0.0%		0		93.3%	0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%
14 Other Manual Workers	18		1.8%		0		48.6%	0	0	0	0.0%	0	1	0	0	0	7.0%	-1	-1	0.0%	-1	-1	0.0%	-1	-1	0.0%	0	0	0.0%
Total	1,999		-2.4%		0		41.1%	0	0	18	0.0%	0	42	0	0	0	3.0%	-42	-42	0.0%	-42	-42	0.0%	-42	-42	0.0%	0	0	0.9%

† Calculated by using the following formula: (Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis) - 1 x 100.  
 ‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ (Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2 x 100.

**Table 4: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	1.1	0	1.1	
04 Semi-Professionals & Tech	0	2.3	0	2.3	
05 Supervisors	0	4.3	0	4.3	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	1.8	0	1.8	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	4.9	0	4.9	
11 Intermediate Sales & Service	5	0.0	5	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	7	0.0	7	0.0	
Total	12		12		

**Federal Contractors Program Achievement Report**  
**Part 3: Goals**

Maxxam Analytics International Corporation

[Date: 2018-06-01]

**Data for First/Previous Goals**

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

**Table 5: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	All Employees										Persons with Disabilities																
	Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years		Number		Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years		3 Year Goals		Present Availability		Projected Gap		Present Representation		Projected Representation in 3 Years	
	2014-12-31	2014-12-31	Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years	Years	2014-12-31	2014-12-31	Actual	Projected	Over 3 Years	Over 3 Years	2014	2017	%	Present Gap	Projected Gap	%	%	%	%			
01/02 Managers	149	149	-11.9%		0	0	0	0	0	2	2	0.0%	0	0	4	0	0	3.8%	-4	-4	1.3%			1.3%			
03 Professionals	134	134	-5.0%		0	0	0	0	0	2	2	0.0%	0	0	3	0	0	4.6%	-3	-4	1.5%			1.5%			
04 Semi-Professionals & Tech	1,232	1,232	-1.7%		0	0	0	0	0	24	24	0.0%	0	0	33	0	0	13.9%	-33	-147	1.9%			1.9%			
05 Supervisors	17	17	-2.0%		0	0	0	0	0	0	0	0.0%	0	0	2	0	0	7.8%	-2	-1	0.0%			0.0%			
06 Supervisors: Crafts & Trades	1	1	0.0%		0	0	0	0	0	0	0	0.0%	0	0	0	0	0	3.4%	0	0	0.0%			0.0%			
07 Administrative & Sr Clerical	18	18	1.8%		0	0	0	0	0	0	0	0.0%	0	0	1	0	0	3.5%	-1	-1	0.0%			0.0%			
08 Skilled Sales & Service	57	57	-6.2%		0	0	0	0	0	1	1	0.0%	0	0	1	0	0	3.5%	-1	-1	1.8%			1.8%			
09 Skilled Crafts & Trades	0	0	0.0%		0	0	0	0	0	0	0	0.0%	0	0	0	0	0	7.0%	0	0	0.0%			0.0%			
10 Clerical Personnel	158	158	-2.2%		0	0	0	0	0	4	4	0.0%	0	0	7	0	0	5.6%	-7	-5	2.5%			2.5%			
11 Intermediate Sales & Service	204	204	-2.9%		0	0	0	0	0	2	2	0.0%	0	0	9	0	0	4.8%	-9	-8	1.0%			1.0%			
12 Semi-Skilled Manual	11	11	5.7%		0	0	0	0	0	0	0	0.0%	0	0	1	0	0	0.0%	-1	0	0.0%			0.0%			
13 Other Sales & Service	0	0	0.0%		0	0	0	0	0	0	0	0.0%	0	0	0	0	0	5.3%	0	0	0.0%			0.0%			
14 Other Manual Workers	18	18	1.8%		0	0	0	0	0	0	0	0.0%	0	0	1	0	0	4.9%	-1	-1	0.0%			0.0%			
Total	1,999	1,999	-2.4%		0	0	0	0	0	35	35	0.0%	0	0	63	0	0	4.9%	-63	-63	1.8%			1.8%			

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis) - 1) x 100.  
 ‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

**Table 6: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	Persons with Disabilities		Comments
	Short-term Goals	Long-term Goals	
	#	%	
01/02 Managers	0	4.3	4.3
03 Professionals	0	3.8	3.8
04 Semi-Professionals & Tech	0	4.6	4.6
05 Supervisors	0	13.9	13.9
06 Supervisors: Crafts & Trades	0	0.0	0.0
07 Administrative & Sr Clerical	0	3.4	3.4
08 Skilled Sales & Service	0	3.5	3.5
09 Skilled Crafts & Trades	0	0.0	0.0
10 Clerical Personnel	7	0.0	0.0
11 Intermediate Sales & Service	0	5.6	5.6
12 Semi-Skilled Manual	0	4.8	4.8
13 Other Sales & Service	0	0.0	0.0
14 Other Manual Workers	0	4.3	4.3
Total	7	7	7

**Federal Contractors Program Achievement Report**  
**Part 3: Goals**  
**Maxxam Analytics International Corporation**  
**[Date: 2018-06-01]**

001852

**Data for First/Previous Goals**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>2</sup>	Data Entry	C x E x 3	From Flow Analysis & Workforce Analysis <sup>4</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - (C + F) x O	K ÷ C	(K - M + O) ÷ (C + F)	
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	

**Table 7: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	All Employees												Members of Visible Minorities							
	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Turnover (Replacement of Terminated Employees)			Hires			Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years		
	Number	Actual	Projected	Actual	Projected	Over 3 Years		Number	Actual	Projected	Over 3 Years	Required	Over 3 Years						From - To	2014
01 Senior Managers	16	-14.5%	0	46.2%	0	0	1	0.0%	0	0	1	0	0	0	0	10.1%	-1	-1	6.3%	6.3%
02 Middle & Other Managers	133	-9.4%	0	20.7%	0	0	23	0.0%	0	0	-3	0	0	0	0	15.0%	3	3	17.3%	17.3%
03 Professionals	134	-5.0%	0	32.1%	0	0	47	0.0%	0	0	-5	0	0	0	0	31.0%	5	5	35.1%	35.1%
04 Semi-Professionals & Tech	1,232	-1.7%	0	40.8%	0	0	639	0.0%	0	0	-295	0	0	0	0	27.9%	295	295	51.9%	51.9%
05 Supervisors	17	-2.0%	0	48.5%	0	0	5	0.0%	0	0	-3	0	0	0	0	10.7%	3	3	29.4%	29.4%
06 Supervisors: Crafts & Trades	1	0.0%	0	100.0%	0	0	1	0.0%	0	0	-1	0	0	0	0	18.2%	1	1	100.0%	100.0%
07 Administrative & Sr Clerical	18	1.8%	0	54.1%	0	0	7	0.0%	0	0	-6	0	0	0	0	6.4%	6	6	38.9%	38.9%
08 Skilled Sales & Service	57	-6.2%	0	32.7%	0	0	10	0.0%	0	0	-1	0	0	0	0	15.3%	1	1	17.5%	17.5%
09 Skilled Crafts & Trades	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	158	-2.2%	0	54.2%	0	0	50	0.0%	0	0	-36	0	0	0	0	8.7%	36	36	31.6%	31.6%
11 Intermediate Sales & Service	204	2.9%	0	47.1%	0	0	64	0.0%	0	0	-33	0	0	0	0	15.0%	33	33	31.4%	31.4%
12 Semi-Skilled Manual	11	5.7%	0	50.0%	0	0	2	0.0%	0	0	-1	0	0	0	0	7.4%	1	1	18.2%	18.2%
13 Other Sales & Service	0	0.0%	0	93.3%	0	0	0	0.0%	0	0	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	18	1.8%	0	48.6%	0	0	10	0.0%	0	0	-7	0	0	0	0	15.2%	7	7	55.6%	55.6%
Total	1,999	-2.4%	0	41.1%	0	0	859	0.0%	0	0	-393	0	0	0	0	23.3%	393	393	43.0%	43.0%

† Calculated by using the following formula: (Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis) - 1 x 100.  
 ‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis ÷ Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2 x 100.

**Table 8: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals	Long-term Goals	Short-term Goals	Long-term Goals	
	#	%	#	%	
01 Senior Managers	0	10.1	0	10.1	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	0		0		

**Federal Contractors Program Achievement Report**  
**Part 3: Goals**

**Maxxam Analytics International Corporation**

[Date: 2018-06-01]

**Data for Subsequent/Current Goals**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis <sup>2</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>4</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - (C + F) x O	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

**Table 9: Women**

Employment Equity Occupational Group (EEOG)	All Employees										Subsequent/Current Short-term Goals										Women								
	Number		Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years		Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years		3 Year Goals		Present Availability		Present Gap		Projected Gap		Present Representation		Projected Representation in 3 Years				
	2017-12-31	#	Actual	%	Projected	%	Actual	%	Projected	%	Actual	%	Projected	%	From - To	%	Present	%	Present Gap	#	%	Projected Gap	#	%	Present	%	Projected	%	
01 Senior Managers	10	-14.5%	0.0%	0	46.2%	14	46.2%	14	4	46.2%	6	25	5	0	27.4%	1	27.4%	1	-5	40.0%	-5	40.0%	1	40.0%	-20.0%	1	40.0%	-20.0%	
02 Middle & Other Managers	99	-9.4%	0.0%	0	20.7%	61	20.7%	61	41	20.7%	25	23	0	0	38.9%	2	38.9%	2	-23	41.4%	-23	41.4%	2	41.4%	16.2%	2	41.4%	16.2%	
03 Professionals	115	-5.0%	0.0%	0	32.1%	111	32.1%	111	52	32.1%	50	44	0	0	40.0%	6	40.0%	6	-44	45.2%	-44	45.2%	6	45.2%	1.7%	6	45.2%	1.7%	
04 Semi-Professionals & Tech	1,171	-1.7%	0.0%	0	40.8%	1,433	40.8%	1,433	688	40.8%	842	693	0	0	46.0%	149	46.0%	149	-693	58.8%	-693	58.8%	149	58.8%	-13.2%	149	58.8%	-13.2%	
05 Supervisors	16	-2.0%	0.0%	0	48.5%	23	48.5%	23	16	48.5%	23	17	0	0	70.5%	6	70.5%	6	-18	100.0%	-18	100.0%	6	100.0%	-43.8%	6	100.0%	-43.8%	
06 Supervisors: Crafts & Trades	1	1.8%	0.0%	0	100.0%	3	100.0%	3	1	100.0%	3	2	0	0	14.4%	1	14.4%	1	-2	100.0%	-2	100.0%	1	100.0%	-2.00.0%	1	100.0%	-2.00.0%	
07 Administrative & Sr Clerical	19	1.8%	0.0%	0	54.1%	31	54.1%	31	15	54.1%	24	26	0	0	86.2%	-1	86.2%	-1	-26	78.9%	-26	78.9%	-1	78.9%	-45.0%	-1	78.9%	-45.0%	
08 Skilled Sales & Service	47	-6.2%	0.0%	0	32.7%	46	32.7%	46	20	32.7%	20	12	0	0	25.1%	8	25.1%	8	-12	42.6%	-12	42.6%	8	42.6%	0.0%	8	42.6%	0.0%	
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0.0%	0	0	#DIV/0!	0	0	#DIV/0!	0	#DIV/0!	-43.2%	0	#DIV/0!	-43.2%
10 Clerical Personnel	148	-2.2%	0.0%	0	54.2%	241	54.2%	241	102	54.2%	166	170	0	0	71.9%	-4	71.9%	-4	-170	68.9%	-170	68.9%	-4	68.9%	-31.0%	-4	68.9%	-31.0%	
11 Intermediate Sales & Service	187	-2.9%	0.0%	0	47.1%	264	47.1%	264	141	47.1%	199	187	0	0	69.2%	12	69.2%	12	-187	75.4%	-187	75.4%	12	75.4%	26.7%	12	75.4%	26.7%	
12 Semi-Skilled Manual	13	5.7%	0.0%	2	50.0%	20	50.0%	20	0	50.0%	3	3	0	0	19.6%	-3	19.6%	-3	1	0.0%	1	0.0%	-3	0.0%	-26.7%	-3	0.0%	-26.7%	
13 Other Sales & Service	15	0.0%	0.0%	0	93.3%	42	93.3%	42	1	93.3%	3	11	0	0	57.8%	-8	57.8%	-8	10	6.7%	10	6.7%	-8	6.7%	126.7%	10	6.7%	126.7%	
14 Other Manual Workers	19	1.8%	1.8%	1	48.6%	28	48.6%	28	7	48.6%	10	7	0	0	18.3%	4	18.3%	4	-7	36.8%	-7	36.8%	4	36.8%	-15.0%	4	36.8%	-15.0%	
Total	1,860	-2.4%	0.0%	0	41.1%	2,293	41.1%	2,293	1,088	41.1%	1,341	1,168	0	0	49.2%	173	49.2%	173	-1,168	58.5%	-1,168	58.5%	173	58.5%	-13.6%	173	58.5%	-13.6%	

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

**Table 10: Women**

Employment Equity Occupational Group (EEOG)	Women		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.00%		
02 Middle & Other Managers	0.00%		
03 Professionals	0.00%		
04 Semi-Professionals & Tech	0.00%		
05 Supervisors	0.00%		
06 Supervisors: Crafts & Trades	0.00%		
07 Administrative & Sr Clerical	0.00%		
08 Skilled Sales & Service	0.00%		
09 Skilled Crafts & Trades	0.00%		
10 Clerical Personnel	0.00%		
11 Intermediate Sales & Service	0.00%		
12 Semi-Skilled Manual	19.60%		gap will be closed in the short term
13 Other Sales & Service	50.00%		gap will be closed in the short term
14 Other Manual Workers	0.00%		
Total	0.00%		

**Federal Contractors Program Achievement Report**  
**Part 3: Goals**  
**Maxxam Analytics International Corporation**

[Date: 2018-06-01]

**Data for Subsequent/Current Goals**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis <sup>2</sup>	Data Entry	C x E x 3	From Flow Analysis & Workforce Analysis <sup>4</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x O)	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

**Table 11: Aboriginal Peoples**

Subsequent/Current Short-term Goals

**All Employees**

Employment Equity Occupational Group (EEOG)	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		Actual		Projected	Actual		Projected			From - To	Present Availability	Present Gap		Projected Gap	Present Representation						Projected Representation in 3 Years
		2017-12-31	Annually	Annually	Annually	Annually	2017			2020											
01 Senior Managers	10	-14.5%	0.0%	0.0%	46.2%	46.2%	14	0	0	46.2%	0	0	0	0	2.2%	0	0	0.0%	0.0%		
02 Middle & Other Managers	99	-9.4%	0.0%	0.0%	20.7%	20.7%	61	2	1	20.7%	0	2	1	1	2.2%	-2	-1	0.0%	1.0%		
03 Professionals	115	-5.0%	0.0%	0.0%	32.1%	32.1%	111	1	1	32.1%	0	1	1	1	1.1%	-1	0	0.0%	0.9%		
04 Semi-Professionals & Tech	1,171	-1.7%	0.0%	0.0%	40.8%	40.8%	1,433	29	33	40.8%	11	29	33	2.3%	2.3%	-18	4	0.8%	2.6%		
05 Supervisors	16	-2.0%	0.0%	0.0%	48.5%	48.5%	23	1	1	48.5%	1	1	1	0	4.2%	0	0	0.0%	0.0%		
06 Supervisors: Crafts & Trades	1	0.0%	0.0%	0.0%	100.0%	100.0%	3	0	0	100.0%	0	0	0	0	2.0%	0	0	0.0%	0.0%		
07 Administrative & Sr Clerical	19	1.8%	1.8%	0.0%	54.1%	54.1%	32	1	1	54.1%	2	2	2	0	0.0%	0	0	0.0%	2.1%		
08 Skilled Sales & Service	47	-6.2%	0.0%	0.0%	32.7%	32.7%	46	0	0	32.7%	0	1	1	1	1.8%	-1	0	0.0%	-5.0%		
09 Skilled Crafts & Trades	0	0.0%	0.0%	0.0%	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0	0	0.0%	0.0%		
10 Clerical Personnel	148	-2.2%	0.0%	0.0%	54.2%	54.2%	241	2	2	54.2%	3	9	12	12	5.1%	-6	-7	1.4%	7.4%		
11 Intermediate Sales & Service	187	-2.9%	0.0%	0.0%	47.1%	47.1%	264	3	3	47.1%	4	11	14	14	5.2%	-7	3	1.6%	7.0%		
12 Semi-Skilled Manual	13	5.7%	5.7%	0.0%	50.0%	50.0%	20	2	2	50.0%	0	0	0	0	3.2%	0	0	0.0%	0.0%		
13 Other Sales & Service	15	0.0%	0.0%	0.0%	93.3%	93.3%	42	2	2	93.3%	6	5	5	0	5.2%	1	-5	0.0%	-26.7%		
14 Other Manual Workers	19	1.8%	1.8%	0.0%	48.6%	48.6%	28	0	0	48.6%	0	1	2	2	7.4%	-1	1	0.0%	10.0%		
Total	1,860	-2.4%	0.0%	0.0%	41.1%	41.1%	2,293	2,293	18	41.1%	22	56	0	0	2.8%	-34	-56	1.0%	-0.2%		

† Calculated by using the following formula: (Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis) - 1 x 100.  
 ‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ (Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2 x 100.

**Table 12: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples		Comments
	Short-term Goals	Long-term Goals	
01 Senior Managers	0.00%	0.00%	
02 Middle & Other Managers	2.20%	2.20%	If the 2.2% goal is applied past 3 years, the gap will close
03 Professionals	1.10%	0.00%	gap will be closed in the short term
04 Semi-Professionals & Tech	2.30%	0.00%	gap will be closed in the short term
05 Supervisors	0.00%	0.00%	gap will be closed in the short term
06 Supervisors: Crafts & Trades	0.00%	0.00%	gap will be closed in the short term
07 Administrative & Sr Clerical	0.00%	0.00%	gap will be closed in the short term
08 Skilled Sales & Service	1.80%	0.00%	gap will be closed in the short term
09 Skilled Crafts & Trades	0.00%	0.00%	gap will be closed in the short term
10 Clerical Personnel	5.10%	0.00%	gap will be closed in the short term
11 Intermediate Sales & Service	5.20%	0.00%	gap will be closed in the short term
12 Semi-Skilled Manual	0.00%	0.00%	gap will be closed in the short term
13 Other Sales & Service	0.00%	0.00%	gap will be closed in the short term
14 Other Manual Workers	7.40%	0.00%	gap will be closed in the short term
Total	0.0	0.00%	

**Federal Contractors Program Achievement Report**  
**Part 3: Goals**  
**Maxxam Analytics International Corporation**

[Date: 2018-06-01]

**Data for Subsequent/Current Goals**

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

**Table 13: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	All Employees										Persons with Disabilities																
	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years				Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years			3 Year Goals			Present Availability		Projected Gap		Present Representation		Projected Representation in 3 Years	
	Number YYYY-MM-DD	Actual 2017-12-31	Annual %	Projected Annual %	Over 3 Years #	Actual Annual %	Projected Annual %	Over 3 Years #	Number YYYY-MM-DD	2017-12-31	Annual %	Over 3 Years #	Hires Over 3 Years #	From - To YYYY - YYYY	2020	Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years							
01/02 Managers	109	-11.9%	0.0%	0	33.4%	33.4%	109	109	1	33.4%	1	5	5	4.3%	4.3%	-4	0	0	0.9%	4.6%							
03 Professionals	115	-5.0%	0.0%	0	32.1%	32.1%	111	111	2	32.1%	2	4	4	3.8%	3.8%	-2	0	0	1.7%	3.5%							
04 Semi-Professionals & Tech	1,171	-1.7%	0.0%	0	40.8%	40.8%	1,433	1,433	20	40.8%	24	58	66	4.6%	4.6%	-34	8	8	5.3%	5.3%							
05 Supervisors	16	-2.0%	0.0%	0	48.5%	48.5%	23	23	0	48.5%	0	2	3	13.9%	13.9%	-2	1	1	0.0%	18.8%							
06 Supervisors: Crafts & Trades	1	0.0%	0.0%	0	100.0%	100.0%	3	3	0	100.0%	0	0	0	7.8%	7.8%	0	0	0	0.0%	0.0%							
07 Administrative & Sr-Clerical	19	1.8%	1.8%	1	54.1%	54.1%	31	32	0	54.1%	0	1	1	3.4%	3.4%	-1	0	0	0.0%	5.0%							
08 Skilled Sales & Service	47	-6.2%	0.0%	0	32.7%	32.7%	46	46	2	32.7%	2	2	0	0	0.0%	0	-2	0	4.3%	0.0%							
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!							
10 Clerical Personnel	148	-2.2%	0.0%	0	54.2%	54.2%	241	241	3	54.2%	5	12	17	7.0%	7.0%	-7	5	5	2.0%	10.1%							
11 Intermediate Sales & Service	187	-2.9%	0.0%	0	47.1%	47.1%	264	264	4	47.1%	6	12	15	5.6%	5.6%	-6	3	3	7.0%	7.0%							
12 Semi-Skilled Manual	13	5.7%	5.7%	2	50.0%	50.0%	20	22	0	50.0%	0	1	1	4.8%	4.8%	-1	0	0	0.0%	6.7%							
13 Other Sales & Service	15	0.0%	0.0%	0	93.3%	93.3%	42	42	0	93.3%	0	3	3	6.3%	6.3%	-1	2	2	0.0%	20.0%							
14 Other Manual Workers	19	1.8%	1.8%	1	48.6%	48.6%	28	29	0	48.6%	0	1	2	5.3%	5.3%	-1	1	1	0.0%	10.0%							
Total	1,860	-2.4%	0.0%	0	41.1%	41.1%	2,293	2,293	32	41.1%	39	98	98	0	4.9%	4.9%	-59	-98	1.7%	-0.4%							

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis) - 1) x 100.  
 ‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

**Table 14: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	Persons with Disabilities		Comments
	Short-term Goals	Long-term Goals	
01/02 Managers	4.30%	0.00%	The gap will close in the short term
03 Professionals	3.80%	0.00%	The gap will close in the short term
04 Semi-Professionals & Tech	4.60%	0.00%	The gap will close in the short term
05 Supervisors	13.90%	0.00%	The gap will close in the short term
06 Supervisors: Crafts & Trades	0.00%	0.00%	The gap will close in the short term
07 Administrative & Sr-Clerical	3.40%	0.00%	The gap will close in the short term
08 Skilled Sales & Service	0.00%	0.00%	The gap will close in the short term
09 Skilled Crafts & Trades	0.00%	0.00%	The gap will close in the short term
10 Clerical Personnel	7.00%	0.00%	The gap will close in the short term
11 Intermediate Sales & Service	5.60%	0.00%	The gap will close in the short term
12 Semi-Skilled Manual	4.80%	0.00%	The gap will close in the short term
13 Other Sales & Service	6.30%	0.00%	The gap will close in the short term
14 Other Manual Workers	5.30%	0.00%	The gap will close in the short term
Total	0.00%	0.00%	

Federal Contractors Program Achievement Report  
Part 3: Goals

Maxxam Analytics International Corporation

[Date: 2018-06-01]

001856

Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
		From Workforce Analysis	From Workforce Analysis <sup>2</sup>	Data Entry	C x E x 3	From Flow Analysis & Workforce Analysis <sup>4</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - (C + F) x O	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 15: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	All Employees												Members of Visible Minorities											
	Growth (New Positions)						Turnover (Replacement of Terminated Employees)						Turnover (Replacement of Terminated Employees)						3 Year Goals					
	Number	Actual	Projected	Actual	Projected	Actual	Actual	Projected	Actual	Projected	Actual	Projected	Number	Turnover	Turnover	Hires	Hires	From - To	Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
01	Senior Managers	10	-14.5%	0.0%	0	46.2%	46.2%	14	46.2%	14	14	0	46.2%	20.7%	0	1	1	10.1%	10.1%	-1	0	0.0%	10.0%	
02	Middle & Other Managers	99	-9.4%	0.0%	0	20.7%	20.7%	61	20.7%	61	61	11	20.7%	32.1%	8	8	0	15.0%	3	-8	-8	18.2%	7.1%	
03	Professionals	115	-5.0%	0.0%	0	32.1%	32.1%	111	32.1%	111	111	36	32.1%	40.8%	36	36	0	31.8%	0	-36	-36	32.2%	0.9%	
04	Semi-Professionals & Tech	1,171	-1.7%	0.0%	0	40.8%	40.8%	1,433	40.8%	1,433	613	750	468	40.8%	468	468	28.3%	282	-468	-468	52.3%	-11.7%		
05	Supervisors	16	-2.0%	0.0%	0	48.5%	48.5%	23	48.5%	23	4	6	4	48.5%	4	4	9.6%	2	2	-4	-4	25.0%	-12.5%	
06	Supervisors: Crafts & Trades	1	0.0%	0.0%	0	100.0%	100.0%	3	100.0%	3	0	0	0	100.0%	0	0	8.3%	0	0	0	0	0.0%	0.0%	
07	Administrative & Sr Clerical	19	1.8%	1.8%	1	54.1%	54.1%	31	54.1%	31	8	13	6	54.1%	6	6	4.3%	7	7	-6	-6	42.1%	-25.0%	
08	Skilled Sales & Service	47	-6.2%	0.0%	0	32.7%	32.7%	46	32.7%	46	10	10	7	32.7%	7	7	14.7%	3	3	-7	-7	21.3%	0.0%	
09	Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	#DIV/0!	-25.0%	
10	Clerical Personnel	148	-2.2%	0.0%	0	54.2%	54.2%	241	54.2%	241	59	96	47	54.2%	47	47	6.5%	49	49	-47	-47	39.9%	-25.0%	
11	Intermediate Sales & Service	187	-2.9%	0.0%	0	47.1%	47.1%	264	47.1%	264	62	88	50	47.1%	50	50	13.1%	38	38	-50	-50	33.2%	-13.9%	
12	Semi-Skilled Manual	13	5.7%	5.7%	2	93.3%	93.3%	20	93.3%	20	4	6	3	93.3%	3	3	8.1%	3	3	-3	-3	30.8%	-13.3%	
13	Other Sales & Service	15	0.0%	0.0%	0	48.6%	48.6%	28	48.6%	28	4	11	10	48.6%	10	10	19.5%	1	1	-10	-10	26.7%	-46.7%	
14	Other Manual Workers	19	1.8%	1.8%	1	41.1%	41.1%	29	41.1%	29	11	16	7	41.1%	7	7	9.2%	9	9	-7	-7	57.9%	-25.0%	
Total		1,860	-2.4%	0.0%	0	41.1%	41.1%	2,293	41.1%	2,293	830	1,023	626	41.1%	626	626	23.3%	397	397	-626	-626	44.6%	-10.4%	

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities		Comments
	Short-term Goals	Long-term Goals	
01	Senior Managers	10.10%	0.00% gap will be closed in the short term
02	Middle & Other Managers	0.00%	
03	Professionals	0.00%	
04	Semi-Professionals & Tech	0.00%	
05	Supervisors	0.00%	
06	Supervisors: Crafts & Trades	0.00%	
07	Administrative & Sr Clerical	0.00%	
08	Skilled Sales & Service	0.00%	
09	Skilled Crafts & Trades	0.00%	
10	Clerical Personnel	0.00%	
11	Intermediate Sales & Service	0.00%	
12	Semi-Skilled Manual	0.00%	
13	Other Sales & Service	0.00%	
14	Other Manual Workers	0.00%	
Total		0.00%	















**Federal Contractors Program Achievement Report**  
**Part 6: Results - Persons with Disabilities**  
**Maxxam Analytics International Corporation**

[Date: 2018-06-01]

001864

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	Part 1: Workforce Analysis		Part 2: Flow Data Analysis		Part 3: Goals																																										
																									Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 100	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																										
																								<b>Workforce Analysis</b>						<b>Hires</b>						<b>Promotions</b>						<b>Terminations</b>																													
																								<b>Workforce</b>						<b>Persons with Disabilities</b>						<b>Persons with Disabilities</b>						<b>Persons with Disabilities</b>																													
																								<b>Representation</b>						<b>Availability</b>						<b>Gap</b>						<b>EE Result</b>						<b>Actual</b>						<b>Expected</b>						<b>Difference</b>											
																								All Employees						All Employees						All Employees						All Employees						All Employees						All Employees																	
																								#						%						#						%						#						%						#						%					
																								Part 2: Flow Data Analysis						Part 2: Flow Data Analysis						Part 2: Flow Data Analysis						Part 2: Flow Data Analysis						Part 2: Flow Data Analysis						Part 2: Flow Data Analysis																	
																								↓						↓						↓						↓						↓						↓						↓											

07	08	09	10	11	12	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	Goal %	Percent of Goal Met					
Administrative & Senior Clerical	Skilled Sales & Service Personnel	Skilled Crafts & Trades Workers	Clerical Personnel	Intermediate Sales & Service Personnel	Semi-Skilled Manual Workers	2017	2	0	0.0	0	0.0	3.4	0.0	0.0	0	0.0	3.4	0.0	0.0	0.0	
2020	2017	2020	2017	2020	2017	2	0	0.0	0	0.0	3.4	0.0	0.0	0	0.0	3.4	0.0	0.0	0.0		
2020	2017	2020	2017	2020	2017	17	1	5.9	0	0.0	3.5	168.1	0.0	0.0	0	0.0	3.5	168.1	0.0	0.0	
2020	2017	2020	2017	2020	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		
2020	2017	2020	2017	2020	2017	55	-1	-1.8	7	-14.3	0.1	-2597.4	0.0	0.0	7	-14.3	0.0	0.0	0.0		
2020	2017	2020	2017	2020	2017	83	1	1.2	0	0.0	5.6	21.5	0	0.0	5.6	21.5	0	0.0	0.0		
2020	2017	2020	2017	2020	2017	83	1	1.2	0	0.0	0.1	2151.5	0.0	0.0	0	0.0	0.1	2151.5	0.0	0.0	
2020	2017	2020	2017	2020	2017	5	0	0.0	0	0.0	4.8	0.0	0.0	0	0.0	4.8	0.0	0.0	0.0		
2020	2017	2020	2017	2020	2017	5	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0		









<b>Federal Contractors Program Achievement Report</b>
<b>Part 8: Reasonable Efforts</b>
<b>Maxxam Analytics International Corporation</b>
<b>[Date: 2018-06-01]</b>

## Efforts

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

### Required measures:

- Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
- Provided a self-identification questionnaire to employees who wished to change information previously submitted and to those who requested it, and adjusted survey results accordingly.
- Adjusted survey results to reflect hires, promotions and terminations.
- Updated the workforce analysis to reflect new hires, promotions and terminations; any changes employees made to their self-identification questionnaires; and any revisions made to the availability estimates.
- Adjusted the availability estimates to reflect major changes in the workforce (e.g., changes in geographic recruitment areas, addition of new occupational groups or changes in the composition of occupational groups).
- Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
- Ensured that any new gaps identified are addressed accordingly.
- Maintained appropriate records in all required areas.

### Other measures:

- Reviewed employment systems, policies and practices to ensure that they do not result in barriers to employment of designated group members, monitored their implementation and adjusted as appropriate.
- Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
- Ensured ongoing senior-level support for employment equity and its implementation.
- Established accountability mechanisms to ensure that the short-term goals would be met.
- Communicated the goals to relevant managers as well as monitored and recorded the results.
- Devoted adequate resources (financial and human) to ensure that the short-term goals would be met.
- Consulted employee/union representatives on communication and implementation of employment equity.

- Kept all staff, including new employees and managers, informed of the purpose of employment equity, the steps taken to implement it and the progress made in its implementation.
- Put in place a strategy to ensure a barrier-free workplace.
- Undertook initiatives to increase representation where gaps in representation were found.
- Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
- Other (please describe):

## Operational Context

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

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

Towards the end of 2013, Maxxam was acquired by Bureau Veritas. As a result, the turnover statistic for Senior Managers has been adjusted going forward.

- Significant layoffs (include the number of employees affected and the occupational groups of those employees).

[Redacted]

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

[Redacted]

- Other.

[Redacted]

**Additional Details**

Please provide any additional information (optional):

[Redacted]

## Federal Contractors Program Report of the Subsequent Compliance Assessment

**Employer Name:** Maxxam Analytics International Corporation

**Primary Location:** Mississauga (Ontario)

**Number of Employees:** 1860

- Ontario: 694
- Québec: 188
- Nova Scotia: 91
- Manitoba: 14
- British Columbia: 284
- Saskatchewan: 4
- Alberta: 576
- Newfoundland and Labrador: 7
- Northwest Territories: 2

**Organization Overview:**

NAICS 5413 – Architectural, Engineering and Related Services

Maxxam Analytics International Corporation provides analytical services and solutions to the energy, environmental, food and DNA industries. With a network of laboratories and service centres throughout Canada, Maxxam provides comprehensive environmental analysis for soil, water and air contaminants.

**Key Dates – First Year Assessment**

Initiated: 2015-02-03  
Received: Not available  
Closed: 2015-11-30  
Workforce Analysis: 2014-12-31

**Key Dates – Subsequent Assessment**

Initiated: 2017-11-28  
Received: 2018-06-01  
Workforce Analysis: 2018-06-01

**DATA VERIFICATION**

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

Yes  No

Comments: None

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

Yes  No

Comments: None

### ASSESSMENT OF REASONABLE PROGRESS

- The organization had set previous goals in percentages.

#### *Women*

01	Senior Managers	Goal met at 91%
02	Middle & Other Managers	Goal met at 126%
10	Clerical Personnel	Goal met at 98%
12	Semi-Skilled Manual Workers	Goal not met (0% achieved)

#### Assessment/Observations

- EEOG 12: There were 11 new entrants and none were women. Given the market availability of 19.7%, at least two women would have been expected.

#### *Aboriginal Peoples*

03	Professionals	Goal not met (0% achieved)
04	Semi-Professionals & Technicians	Goal not met (29% achieved)
05	Supervisors	Goal met at 388%
08	Skilled Sales & Service Personnel	Goal not met (0% achieved)
10	Clerical Personnel	Goal not met (29% achieved)
11	Intermediate Sales & Service Personnel	Goal not met (23% achieved)
14	Other Manual Workers	Goal not met (0% achieved)

#### Assessment/Observations

- EEOG 03: There were 54 new entrants and none were Aboriginal persons. This is to be expected given the labour market availability of 1.1%.
- EEOG 04: There were 891 new entrants which included six Aboriginal persons. Given the market availability of 2.3%, at least 20 Aboriginal persons would have been expected.
- EEOG 08: There were 34 new entrants and none were Aboriginal persons. This is to be expected given the labour market availability of 1.8%.
- EEOG 10: There were 138 new entrants and two were Aboriginal persons. Given the market availability of 4.9%, at least six Aboriginal persons would have been expected.

- EEOG 11: There were 175 new entrants and two were Aboriginal persons. Given the market availability of 5.0%, at least eight Aboriginal persons would have been expected.
- EEOG 14: There were 16 new entrants and none were Aboriginal persons. Given the market availability of 7.0%, at least one Aboriginal person would have been expected.

### ***Persons with Disabilities***

01/02	Managers	Goal not met (0% achieved)
03	Professionals	Goal not met (0% achieved)
04	Semi-Professionals & Technicians	Goal not met (24% achieved)
05	Supervisors	Goal not met (0% achieved)
07	Administrative & Senior Clerical Personnel	Goal not met (0% achieved)
08	Skilled Sales & Service Personnel	Goal met at 84%
10	Clerical Personnel	Goal not met (10% achieved)
11	Intermediate Sales & Service Personnel	Goal not met (31% achieved)
12	Semi-Skilled Manual Workers	Goal not met (0% achieved)
14	Other Manual Workers	Goal not met (0% achieved)

### **Assessment/Observations**

- EEOG 01/02: There were 57 new entrants and none were persons with disabilities. Given the market availability of 4.3%, at least two persons with disabilities would have been expected.
- EEOG 03: There were 54 new entrants and none were persons with disabilities. Given the market availability of 3.8%, at least two persons with disabilities would have been expected.
- EEOG 04: There were 891 new entrants and ten were persons with disabilities. Given the market availability of 4.6%, at least 40 persons with disabilities would have been expected.
- EEOG 05: There were six new entrants and none were persons with disabilities. This is to be expected given the labour market availability of 13.9%.
- EEOG 07: There were 12 new entrants and none were persons with disabilities. This is to be expected given the labour market availability of 3.4%.
- EEOG 06: This occupational group only had one individual and they were terminated. There was one new entrant through a promotion and they are not a person with disabilities. This is to be expected.
- EEOG 10: There were 138 new entrants including one person with disabilities. Given the market availability of 7.0%, at least nine persons with disabilities would have been expected.
- EEOG 12: There were 11 new entrants and none were persons with disabilities. This is to be expected given the labour market availability of 4.8%.
- EEOG 14: There were 16 new entrants and none were persons with disabilities. This is to be expected given the labour market availability of 5.3%.

**Members of Visible Minorities**

01	Senior Managers	Goal met at 124%
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## Assessment/Observations

- None

**ASSESSMENT OF REASONABLE EFFORTS**

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- Out of 22 goals, six were met at levels beyond 80%.
  - In seven instances where the goals were not met, there were insufficient hiring and promotion opportunities to expect reasonable progress would be made.
  - There were sufficient hires and promotions in nine instances to expect reasonable progress would be made.
  - Since more than three years passed since the first assessment and given that the organisation did not meet nine of the 22 goals set during the previous evaluation, an assessment of reasonable efforts is required.
  - Maxxam Analytics International Corporation has made all the required efforts to implement the program. They also demonstrated having put in place other measures to increase representation.

**ASSESSMENT OF GOALS**

- All goals have been set in percentage format as recommended by the Labour Program.

**Women**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (+3 years)		
#	Description	#	%	%	%	%
07	Admin & Senior Clerical Personnel	-1	-	-	78.9	86.2
10	Clerical Personnel	-4	-	-	68.9	71.9
12	Semi-Skilled Manual Workers	-3	19.6	-	0.0	19.6
13	Other Sales & Service Personnel	-8	50	-	6.7	57.8

## Observations:

- Goals are not required for EEOG 07 and 08 given that the current representation levels exceed 50%.
- Long-term goals are not required for EEOG 12 and 13. All gaps will be closed in the short-term.

**Aboriginal Peoples**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
02	Middle & Other Managers	-2	2.2	2.2	0.0	2.2
03	Professionals	-1	1.1	-	0.0	1.1
04	Semi-Professionals & Technicians	-18	2.3	-	0.8	2.3
08	Skilled Sales & Service Personnel	-1	1.8	-	0.0	1.8
10	Clerical Personnel	-6	5.1	-	1.4	5.1
11	Intermediate Sales & Service Personnel	-7	5.2	-	1.6	5.2
14	Other Manual Workers	-1	7.4	-	0.0	7.4

## Observations:

- Long-term goals are not required for EEOG 03, 04, 08, 10, 11, and 14 given that gaps will be closed in the short-term.

**Persons with Disabilities**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
01/02	Managers	-4	4.3	-	0.9	4.3
03	Professionals	-2	3.8	-	1.7	3.8
04	Semi-Professionals & Technicians	-34	4.6	-	1.7	4.6
05	Supervisors	-2	13.9	-	0.0	13.9
07	Admin & Senior Clerical Personnel	-1	3.4	-	0.0	3.4

10	Clerical Personnel	-7	7.0	-	2.0	7.0
11	Intermediate Sales & Service Personnel	-6	5.6	-	2.1	5.6
12	Semi-Skilled Manual Workers	-1	4.8	-	0.0	4.8
13	Other Sales & Service Personnel	-1	6.3	-	0.0	6.3
14	Other Manual Workers	-1	5.3	-	0.0	5.3

## Observations:

- Long-term goals are not required given that all gaps will be closed in the short-term.

**Members of Visible Minorities**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
01	Senior Managers	-1	10.1	-	0.0	10.0

## Observations:

- Long-term goal is not required given that the gap will be closed in the short-term.

**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, considering their unique circumstances, I recommend the closing letter include the following:

- Maxxam Analytics International Corporation has experienced challenges in meeting its goals set during previous assessment. Between the first and the second compliance assessments, six of the 22 goals were met. However, there were insufficient hiring and promotion opportunities in seven instances to expect reasonable progress to have been made between the two assessments. We encourage Maxxam Analytics International Corporation to make more effort to fulfill its future commitments in terms of goals.
- Given that Maxxam Analytics International Corporation has a number of gaps for Aboriginal Peoples and persons with disabilities, the company may want to consider conducting an employment systems review to identify any potential barriers to the recruitment and retention of these two groups. Guidance on the conduct of an

employment systems review is available on the Labour Program website ([Step 2-2](#) of the training modules).

**Name of Analyst: Maurice N. Yakibonge**

**Date: 24/10/2018**

**From:** Yakibonge, Maurice [NC] **On Behalf Of** EE-EME  
**Sent:** November 13, 2018 3:33 PM  
**To:** 'dgarbutt@maxxam.ca' <dgarbutt@maxxam.ca>  
**Cc:** 'margaret.bailey@maxxamanalytics.com' <margaret.bailey@maxxamanalytics.com>;  
'lynne@hrwise.ca' <lynne@hrwise.ca>  
**Subject:** Government of Canada Agreement Number: 060408 – Notification of Compliance with the Federal Contractors Program

*Cette information est également disponible en français sur demande.*

Dear Donna Garbutt:

I am writing to inform you that the subsequent compliance assessment initiated on November 28, 2017 has been completed. As a result of the assessment, Maxxam Analytics International Corporation 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 Maxxam Analytics International Corporation's employment equity program.

- Maxxam Analytics International Corporation has experienced challenges in meeting its goals set during previous assessment. Between the first and the second compliance assessments, six of the 22 goals were met. However, there were insufficient hiring and promotion opportunities in seven instances to expect reasonable progress to have been made between the two assessments. We encourage Maxxam Analytics International Corporation to make more effort to fulfill its future commitments in terms of goals.
- Given that Maxxam Analytics International Corporation has a number of gaps for Aboriginal Peoples and persons with disabilities, the company may want to consider conducting an employment systems review to identify any potential barriers to the recruitment and retention of these two groups. Guidance on the conduct of an employment systems review is available on the Labour Program website (Step 2-2 of the training modules).

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 28, 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, Maxxam Analytics International Corporation 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@hrsdc-rhdcc.gc.ca](mailto:ee-eme@hrsdc-rhdcc.gc.ca).

Your cooperation during the course of this compliance assessment was appreciated and we wish Maxxam Analytics International Corporation continued success in achieving a diverse and inclusive workplace.

Sincerely,

Équipe de l'équité en emploi / Workplace Equity Team

Direction de l'équité en milieu de travail, Programme du travail  
Emploi et Développement social Canada / Gouvernement du Canada  
[ee-eme@hrsdc-rhdcc.gc.ca](mailto:ee-eme@hrsdc-rhdcc.gc.ca)

Workplace Equity Division, Labour Program  
Employment and Social Development Canada / Government of Canada  
[ee-eme@hrsdc-rhdcc.gc.ca](mailto:ee-eme@hrsdc-rhdcc.gc.ca)



Rejoignez-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!