

s.19(1)

s.24(1)

Agreement No: 060609

Agreement to Implement Employment Equity

- New Agreement
- Revised Agreement

ORGANIZATION	
Legal Name of Organization CompuCom Canada Co.	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number [REDACTED] 0001
Organization's North American Industry Classification System (NAICS) Code N ^o 541510	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 1200 To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subject/sujets/standard-norme/naics-scanv2002/naics-scan021-eng.htm

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

HEAD OFFICE			
Address (building number, street, suite, etc.) 1930 Matheson Blvd., Unit 1	City Mississauga	Province ON	Postal Code L4W 2R2
	Telephone Number 416-298-9400	Fax Number 905-216-3646	

EMPLOYMENT EQUITY CONTACT	
Name (print) Lyne Paquette	Title Director, Human Resources
Telephone Number 819-426-2317	E-mail Address Lyne.Paquette@compucan.com

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

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) Phil Soper	Title Vice-President
Telephone Number [REDACTED]	E-mail Address Phil.Soper@compucan.com
	Date August 6, 2013.

TURN INSTRUCTIONS
IMPORTANT
<ul style="list-style-type: none"> • The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (819) 953-8766 or by e-mail at: es-eme@hrsc-rhdcc.gc.ca



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

Reporting Period 2016-07-19 to 2018-09-03

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	1041	29	0	1070	Calgary	159	1	0	160
Québec	179	4	0	183	Edmonton	9	0	0	9
Nova Scotia	3	0	0	3	Montréal	118	2	0	120
New Brunswick	7	0	0	7	Toronto	816	26	0	842
Manitoba	11	0	0	11	Vancouver	19	0	0	19
British Columbia	26	0	0	26	Winnipeg	9	0	0	9
Prince Edward Island	1	0	0	1	St. John's	7	0	0	7
Saskatchewan	8	0	0	8	Moncton	6	0	0	6
Alberta	293	1	0	294	Québec	14	1	0	15
Newfoundland and Labrador	8	0	0	8	Ottawa - Gatineau	24	1	0	25
Total Employees in Canada				1611	Hamilton	2	0	0	2
					London	10	0	0	10
					Saskatoon	5	0	0	5
					Alta. less CMAs	125	0	0	125
					B.C. less CMAs	7	0	0	7
					Man. less CMA	2	0	0	2
					N.B. less CMA	1	0	0	1



CompuCom Canada Co. (certificate # 060609)

Form 1

FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA
Reporting Period 2016-07-19 to 2018-09-03

	Census Metropolitan Areas			
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
N.S. less CMA	3	0	0	3
Nfld.Lab. less CMA	1	0	0	1
Ont. less CMAs	190	2	0	192
P.E.I.	1	0	0	1
Que. less CMAs	46	1	0	47
Sask. less CMA	3	0	0	3
Total Employees in Canada		▶		1611



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National
Reporting Period 2016-07-19 to 2018-09-03

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: \$100,000 and over Bottom Range: Under \$5,000	4	1	1										
	3												
	2												
	1	5	3	2	1	1					1		1
	Total	6	4	2	1	1					1		1
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: Under \$5,000	4	2	2										
	3	8	7	1									
	2	7	5	2							1	1	
	1	61	47	14				1		1	16	13	3
	Total	78	61	17				1		1	17	14	3
Professionals Top Range: \$100,000 and over Bottom Range: Under \$5,000	4	6	4	2									
	3	13	10	3									
	2	11	7	4							2	1	1
	1	124	83	41	3		3	7	3	4	32	22	10
	Total	154	104	50	3		3	7	3	4	34	23	11
Semi-Professionals and Technicians Top Range: \$100,000 and over Bottom Range: Under \$5,000	4	11	10	1							3	2	1
	3	42	38	4	1	1		1	1		5	5	
	2	239	220	19	6	5	1	5	4	1	36	32	4
	1	843	773	70	10	9	1	21	18	3	420	382	38
	Total	1135	1041	94	17	15	2	27	23	4	464	421	43

CompuCom Canada Co. (certificate # 060609)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / National
 Reporting Period 2016-07-19 to 2018-09-03

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities		Members of Visible Minorities								
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13					
Administrative and Senior Clerical Personnel Top Range: \$100,000 and over Bottom Range: Under \$5,000	4	4	3	1														
	3	8	3	5														
	2	2	1	1														
	1	29	15	14	1	1		1		1	1	7	4					3
	Total	43	22	21	1	1		1		1	1	7	4					3
Skilled Sales and Service Personnel Top Range: \$ 80,000 - \$84,999 Bottom Range: Under \$5,000	4	7	5	2														
	3	1		1														
	2																	
	1	54	34	20	2		2	1		1	1	18	8					10
	Total	62	39	23	2	2		1		1	1	18	8					10
Clerical Personnel Top Range: \$ 70,000 - \$74,999 Bottom Range: Under \$5,000	4	3	2	1														
	3	33	16	17														
	2	3	1	2														
	1	30	21	9				1		1	11	8						3
	Total	69	40	29				1		1	11	8						5
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4																	
	3																	
	2																	
	1	16	7	9				1		1	5	1						4
	Total	16	7	9				1		1	5	1						4



CompuCom Canada Co. (certificate # 060609)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / National
 Reporting Period 2016-07-19 to 2018-09-03

Occupational Group Salary Range Col. 1	QTR	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13	
Semi-Skilled Manual Workers Top Range: \$ 35,000 - \$39,999 Bottom Range: \$ 25,000 - \$29,999	4	2	2								1	1		
	3													
	2													
	1	4	4								2	2		
	Total	6	6								3	3		
Other Sales and Service Personnel Top Range: \$ 40,000 - \$44,999 Bottom Range: Under \$5,000	4	4	3	1										
	3													
	2													
	1	4	4								1	1		
	Total	8	7	1							1	1		
Total Number of Employees		1577	1331	246	24	17	7	39	27	12	569	489	80	



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / National

Reporting Period 2016-07-19 to 2018-09-03

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Professionals Top Range: \$ 25,000 - \$29,999 Bottom Range: \$ 25,000 - \$29,999	4												
	3												
	2												
	1	1		1									
	Total		1		1								
Semi-Professionals and Technicians Top Range: \$ 45,000 - \$49,999 Bottom Range: Under \$5,000	4	2	1	1							1		1
	3												
	2												
	1	31	22	9	1	1		1	1		24	16	8
	Total		33	23	10	1	1		1	1		25	16
Total Number of Employees		34	23	11	1	1		1	1		25	16	9

CompuCom Canada Co. (certificate # 060609)

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / National

Reporting Period 2016-07-19 to 2018-09-03

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	21	18	3							10	9	1
Professionals	27	20	7							13	11	2
Semi-Professionals and Technicians	458	408	50	1	1		8	6	2	326	293	33
Administrative and Senior Clerical Personnel	7	5	2							3	2	1
Skilled Sales and Service Personnel	25	16	9	1		1				8	5	3
Clerical Personnel	8	6	2							3	1	2
Total Number of Employees Hired	546	473	73	2	1	1	8	6	2	363	321	42

CompuCom Canada Co. (certificate # 060609)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Part-Time / National

Reporting Period 2016-07-19 to 2018-09-03

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	27	21	6							21	15	6
Total Number of Employees Hired	27	21	6							21	15	6



CompuCom Canada Co. (certificate # 060609)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / National
Reporting Period 2016-07-19 to 2018-09-03

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	1	1										
Middle and Other Managers	9	7	2							4	2	2
Professionals	15	12	3							3	3	
Semi-Professionals and Technicians	54	48	6							25	23	2
Administrative and Senior Clerical Personnel	2		2									
Skilled Sales and Service Personnel	7	3	4	1		1	1		1	2		2
Intermediate Sales and Service Personnel	2		2							1		1
Other Sales and Service Personnel	1	1										
Total Number of Employees Promoted	91	72	19	1		1	1		1	35	28	7
Total Number of Promotions	96	77	19	1		1	1		1	38	31	7

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / National
Reporting Period 2016-07-19 to 2018-09-03

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	3	3										
Middle and Other Managers	31	27	4				1	1		8	8	
Professionals	55	39	16				1		1	18	14	4
Semi-Professionals and Technicians	396	348	48	4	4		3	3		213	188	25
Administrative and Senior Clerical Personnel	6	2	4									
Skilled Sales and Service Personnel	24	19	5				1	1		2	2	
Clerical Personnel	11	7	4	1	1		1	1		2	1	1
Intermediate Sales and Service Personnel	7	3	4							3	1	2
Other Sales and Service Personnel	13	10	3							6	5	1
Total Number of Employees Terminated	546	458	88	5	5		7	6	1	252	219	33



CompuCom Canada Co. (certificate # 060609)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Part-Time / National

Reporting Period 2016-07-19 to 2018-09-03

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	15	13	2	1	1		1	1		8	7	1
Total Number of Employees Terminated	15	13	2	1	1		1	1		8	7	1



Workplace Equity Information Management System - CompuCom Canada Co.

Workforce Analysis - Detailed Report

Date: 2018-09-03

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	6	2	33.3 %	27.4 %	2	0	National
02 : Middle and Other Managers	National	78	17	21.8 %	38.9 %	30	-13	National
03 : Professionals		155	51	32.9 %	37.2 %	58	-7	
1111 : Financial auditors and accountants	National	16	12	75.0 %	55.1 %	9	3	National
1121 : Human resources professionals	National	3	3	100.0 %	71.1 %	2	1	National
1122 : Professional occupations in business management consulting	National	61	22	36.1 %	42.0 %	26	-4	National
1123 : Professional occupations in advertising, marketing and public relations	National	1	1	100.0 %	66.4 %	1	0	National
2147 : Computer engineers (except software engineers and designers)	National	7	1	14.3 %	12.6 %	1	0	National
2171 : Information systems analysts and consultants	National	61	10	16.4 %	28.3 %	17	-7	National
2172 : Database analysts and data administrators	National	1	0	0.0 %	35.2 %	0	0	National
2174 : Computer programmers and interactive media developers	National	2	0	0.0 %	17.9 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	2	1	50.0 %	50.7 %	1	0	National
5121 : Authors and writers	National	1	1	100.0 %	54.9 %	1	0	National
04 : Semi-Professionals and Technicians		1168	104	8.9 %	23.7 %	277	-173	
2281 : Computer network technicians	Alberta	47	3	6.4 %	20.3 %	10	-7	Alberta
2281 : Computer network technicians	British Columbia	1	0	0.0 %	19.8 %	0	0	British Columbia
2281 : Computer network technicians	Newfoundland and Labrador	2	1	50.0 %	18.9 %	0	1	Newfoundland and Labrador
2281 : Computer network technicians	Ontario	125	9	7.2 %	20.8 %	26	-17	Ontario
2281 : Computer network technicians	Québec	7	0	0.0 %	18.5 %	1	-1	Québec
2282 : User support technicians	Alberta	184	18	9.8 %	26.7 %	49	-31	Alberta
2282 : User support technicians	British Columbia	23	0	0.0 %	25.1 %	6	-6	British Columbia
2282 : User support technicians	Manitoba	11	2	18.2 %	27.1 %	3	-1	Manitoba
2282 : User support technicians	New Brunswick	7	0	0.0 %	33.0 %	2	-2	New Brunswick
2282 : User support technicians	Newfoundland and Labrador	6	1	16.7 %	31.0 %	2	-1	Newfoundland and Labrador

Workforce Analysis - Detailed Report

Date: 2018-09-03

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women		Availability #	Gap #	Recruitment Area
			#	%	%	%			
2282 : User support technicians	Nova Scotia	3	0	0.0 %	32.1 %	1	-1	Nova Scotia	
2282 : User support technicians	Ontario	617	61	9.9 %	24.2 %	149	-88	Ontario	
2282 : User support technicians	Prince Edward Island	1	0	0.0 %	29.7 %	0	0	Prince Edward Island	
2282 : User support technicians	Québec	127	8	6.3 %	19.6 %	25	-17	Québec	
2282 : User support technicians	Saskatchewan	7	1	14.3 %	27.1 %	2	-1	Saskatchewan	
07 : Administrative and Senior Clerical Personnel		43	21	48.8 %	82.5 %	35	-14		
Employment Equity Occupational Group	Alta. less CMAs	6	3	50.0 %	89.0 %	5	-2	Alta. less CMAs	
Employment Equity Occupational Group	Calgary	5	2	40.0 %	80.5 %	4	-2	Calgary	
Employment Equity Occupational Group	Montréal	4	0	0.0 %	80.8 %	3	-3	Montréal	
Employment Equity Occupational Group	Ont. less CMAs	5	2	40.0 %	87.1 %	4	-2	Ont. less CMAs	
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	77.2 %	1	-1	Ottawa - Gatineau	
Employment Equity Occupational Group	Que. less CMAs	2	1	50.0 %	87.5 %	2	-1	Que. less CMAs	
Employment Equity Occupational Group	Toronto	20	13	65.0 %	80.1 %	16	-8	Toronto	
08 : Skilled Sales and Service Personnel		62	23	37.1 %	27.0 %	17	6		
6221 : Technical sales specialists - wholesale trade	Alberta	13	5	38.5 %	20.5 %	3	2	Alberta	
6221 : Technical sales specialists - wholesale trade	Ontario	42	17	40.5 %	28.7 %	12	5	Ontario	
6221 : Technical sales specialists - wholesale trade	Québec	6	1	16.7 %	29.1 %	2	-1	Québec	
6221 : Technical sales specialists - wholesale trade	Saskatchewan	1	0	0.0 %	28.0 %	0	0	Saskatchewan	
10 : Clerical Personnel		69	29	42.0 %	69.0 %	48	-19		
Employment Equity Occupational Group	Alta. less CMAs	1	0	0.0 %	76.3 %	1	-1	Alta. less CMAs	
Employment Equity Occupational Group	Calgary	3	2	66.7 %	70.2 %	2	0	Calgary	
Employment Equity Occupational Group	London	4	3	75.0 %	71.4 %	3	0	London	
Employment Equity Occupational Group	Montréal	5	2	40.0 %	62.5 %	3	-1	Montréal	
Employment Equity Occupational Group	Ont. less CMAs	31	16	51.6 %	72.4 %	22	-6	Ont. less CMAs	

Workforce Analysis - Detailed Report

Date: 2018-09-03

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Women		Availability #	Gap #	Recruitment Area
			Representation #	Availability %			
Employment Equity Occupational Group	Que. less CMAs	3	1	33.3 %	2	-1	Que. less CMAs
	Toronto	22	5	22.7 %	14	-9	Toronto
11 : Intermediate Sales and Service Personnel	Que. less CMAs	16	9	56.3 %	10	-1	Que. less CMAs
	Toronto	2	0	0.0 %	1	-1	Toronto
Employment Equity Occupational Group	Calgary	14	9	64.3 %	9	0	Calgary
	Toronto	6	0	0.0 %	1	-1	Toronto
12 : Semi-Skilled Manual Workers	B.C. less CMAs	1	0	0.0 %	0	0	B.C. less CMAs
	Ont. less CMAs	3	0	0.0 %	1	-1	Ont. less CMAs
Employment Equity Occupational Group	Que. less CMAs	2	0	0.0 %	0	0	Que. less CMAs
	Que. less CMAs	8	1	12.5 %	4	-3	Que. less CMAs
13 : Other Sales and Service Personnel	London	3	1	33.3 %	2	-1	London
	Montreal	2	0	0.0 %	1	-1	Montreal
Employment Equity Occupational Group	Ont. less CMAs	1	0	0.0 %	1	-1	Ont. less CMAs
	Toronto	2	0	0.0 %	1	-1	Toronto
Total		1611	257	15.9 %	482	-225	

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: 2018-09-03

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	Representation %	Availability %	Availability #		
01 : Senior Managers	National	6	1	16.7 %	2.9 %	0	1	National
02 : Middle and Other Managers	National	78	0	0.0 %	2.2 %	2	-2	National
03 : Professionals		155	3	1.9 %	1.4 %	2	1	
1111 : Financial auditors and accountants	National	16	1	6.3 %	1.3 %	0	1	National
1121 : Human resources professionals	National	3	0	0.0 %	2.7 %	0	0	National
1122 : Professional occupations in business management consulting	National	61	1	1.6 %	1.6 %	1	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	1	0	0.0 %	2.1 %	0	0	National
2147 : Computer engineers (except software engineers and designers)	National	7	0	0.0 %	0.9 %	0	0	National
2171 : Information systems analysts and consultants	National	61	1	1.6 %	1.1 %	1	0	National
2172 : Database analysts and data administrators	National	1	0	0.0 %	1.3 %	0	0	National
2174 : Computer programmers and interactive media developers	National	2	0	0.0 %	1.0 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	2	0	0.0 %	2.0 %	0	0	National
5121 : Authors and writers	National	1	0	0.0 %	1.9 %	0	0	National
04 : Semi-Professionals and Technicians		1168	18	1.5 %	2.1 %	25	-7	
2281 : Computer network technicians	Alberta	47	1	2.1 %	2.7 %	1	0	Alberta
2281 : Computer network technicians	British Columbia	1	0	0.0 %	2.0 %	0	0	British Columbia
2281 : Computer network technicians	Newfoundland and Labrador	2	0	0.0 %	0.0 %	0	0	Newfoundland and Labrador
2281 : Computer network technicians	Ontario	125	0	0.0 %	1.4 %	2	-2	Ontario
2281 : Computer network technicians	Québec	7	0	0.0 %	1.1 %	0	0	Québec
2282 : User support technicians	Alberta	184	6	3.3 %	3.8 %	7	-1	Alberta
2282 : User support technicians	British Columbia	23	0	0.0 %	1.8 %	0	0	British Columbia
2282 : User support technicians	Manitoba	11	0	0.0 %	4.9 %	1	-1	Manitoba
2282 : User support technicians	New Brunswick	7	0	0.0 %	4.2 %	0	0	New Brunswick
2282 : User support technicians	Newfoundland and Labrador	6	0	0.0 %	11.6 %	1	-1	Newfoundland and Labrador

Workforce Analysis - Detailed Report

Date: 2018-09-03

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	Representation %	Availability %	Availability #		
2282 : User support technicians	Nova Scotia	3	0	0.0 %	3.2 %	0	0	Nova Scotia
2282 : User support technicians	Ontario	617	7	1.1 %	1.6 %	10	-3	Ontario
2282 : User support technicians	Prince Edward Island	1	0	0.0 %	0.0 %	0	0	Prince Edward Island
2282 : User support technicians	Québec	127	3	2.4 %	1.3 %	2	1	Québec
2282 : User support technicians	Saskatchewan	7	1	14.3 %	7.9 %	1	0	Saskatchewan
07 : Administrative and Senior Clerical Personnel		43	1	2.3 %	2.3 %	1	0	
Employment Equity Occupational Group	Alta. less CMAs	6	0	0.0 %	6.0 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	Calgary	5	1	20.0 %	2.6 %	0	1	Calgary
Employment Equity Occupational Group	Montréal	4	0	0.0 %	0.7 %	0	0	Montréal
Employment Equity Occupational Group	Ont. less CMAs	5	0	0.0 %	4.1 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	3.2 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Que. less CMAs	2	0	0.0 %	2.9 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Toronto	20	0	0.0 %	0.8 %	0	0	Toronto
08 : Skilled Sales and Service Personnel		62	2	3.2 %	1.3 %	1	1	
6221 : Technical sales specialists - wholesale trade	Alberta	13	0	0.0 %	2.0 %	0	0	Alberta
6221 : Technical sales specialists - wholesale trade	Ontario	42	2	4.8 %	1.0 %	0	2	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	6	0	0.0 %	1.0 %	0	0	Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	1	0	0.0 %	8.2 %	0	0	Saskatchewan
10 : Clerical Personnel		69	0	0.0 %	2.9 %	2	-2	
Employment Equity Occupational Group	Alta. less CMAs	1	0	0.0 %	8.1 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	Calgary	3	0	0.0 %	3.0 %	0	0	Calgary
Employment Equity Occupational Group	London	4	0	0.0 %	1.6 %	0	0	London
Employment Equity Occupational Group	Montréal	5	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	Ont. less CMAs	31	0	0.0 %	4.7 %	1	-1	Ont. less CMAs

Workforce Analysis - Detailed Report

Date: 2018-09-03

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	Representation %	Availability %	Availability #		
Employment Equity Occupational Group	Que. less CMAs	3	0	0.0 %	3.2 %	0	0	Que. less CMAs
	Toronto	22	0	0.0 %	0.7 %	0	0	Toronto
11 : Intermediate Sales and Service Personnel	Calgary	2	0	0.0 %	2.5 %	0	0	Calgary
	Toronto	14	0	0.0 %	0.6 %	0	0	Toronto
12 : Semi-Skilled Manual Workers	B.C. less CMAs	1	0	0.0 %	11.0 %	0	0	B.C. less CMAs
	Ont. less CMAs	3	0	0.0 %	4.4 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Que. less CMAs	2	0	0.0 %	2.7 %	0	0	Que. less CMAs
	London	3	0	0.0 %	2.2 %	0	0	London
Employment Equity Occupational Group	Montréal	2	0	0.0 %	0.8 %	0	0	Montréal
	Ont. less CMAs	1	0	0.0 %	6.8 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Toronto	2	0	0.0 %	0.8 %	0	0	Toronto
	Total	1611	25	1.5 %	2.0 %	33	-8	

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: 2018-09-03

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Availability #	Gap #	Recruitment Area
			Representation #	%			
01 : Senior Managers	National	6	1	16.7 %	1	0	National
02 : Middle and Other Managers	National	78	17	21.8 %	12	5	National
03 : Professionals	National	155	34	21.9 %	42	-8	National
1111 : Financial auditors and accountants	National	16	3	18.8 %	4	-1	National
1121 : Human resources professionals	National	3	2	66.7 %	0	2	National
1122 : Professional occupations in business management consulting	National	61	18	29.5 %	13	5	National
1123 : Professional occupations in advertising, marketing and public relations	National	1	0	0.0 %	0	0	National
2147 : Computer engineers (except software engineers and designers)	National	7	0	0.0 %	3	-3	National
2171 : Information systems analysts and consultants	National	61	10	16.4 %	19	-9	National
2172 : Database analysts and data administrators	National	1	1	100.0 %	0	1	National
2174 : Computer programmers and interactive media developers	National	2	0	0.0 %	1	-1	National
4163 : Business development officers and marketing researchers and consultants	National	2	0	0.0 %	0	0	National
5121 : Authors and writers	National	1	0	0.0 %	0	0	National
04 : Semi-Professionals and Technicians		1168	489	41.9 %	362	127	
2281 : Computer network technicians	Alberta	47	12	25.5 %	12	0	Alberta
2281 : Computer network technicians	British Columbia	1	0	0.0 %	0	0	British Columbia
2281 : Computer network technicians	Newfoundland and Labrador	2	0	0.0 %	0	0	Newfoundland and Labrador
2281 : Computer network technicians	Ontario	125	70	56.0 %	43	27	Ontario
2281 : Computer network technicians	Québec	7	0	0.0 %	1	-1	Québec
2282 : User support technicians	Alberta	184	52	28.3 %	52	0	Alberta
2282 : User support technicians	British Columbia	23	11	47.8 %	7	4	British Columbia
2282 : User support technicians	Manitoba	11	3	27.3 %	2	1	Manitoba
2282 : User support technicians	New Brunswick	7	0	0.0 %	0	0	New Brunswick
2282 : User support technicians	Newfoundland and Labrador	6	0	0.0 %	0	0	Newfoundland and Labrador

Workforce Analysis - Detailed Report

Date: 2018-09-03

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Availability #	Gap #	Recruitment Area
			Representation #	%			
2282 : User support technicians	Nova Scotia	3	0	0.0 %	0	0	Nova Scotia
2282 : User support technicians	Ontario	617	322	52.2 %	222	100	Ontario
2282 : User support technicians	Prince Edward Island	1	0	0.0 %	0	0	Prince Edward Island
2282 : User support technicians	Québec	127	17	13.4 %	23	-6	Québec
2282 : User support technicians	Saskatchewan	7	2	28.6 %	1	1	Saskatchewan
07 : Administrative and Senior Clerical Personnel	Alta. less CMAs	43	7	16.3 %	9	-2	Alta. less CMAs
Employment Equity Occupational Group	Calgary	6	0	0.0 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	Calgary	5	0	0.0 %	1	-1	Calgary
Employment Equity Occupational Group	Montréal	4	0	0.0 %	0	0	Montréal
Employment Equity Occupational Group	Ont. less CMAs	5	0	0.0 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Que. less CMAs	2	0	0.0 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Toronto	20	7	35.0 %	7	0	Toronto
08 : Skilled Sales and Service Personnel	Alberta	62	18	29.0 %	11	7	Toronto
6221 : Technical sales specialists - wholesale trade	Alberta	13	2	15.4 %	1	1	Alberta
6221 : Technical sales specialists - wholesale trade	Ontario	42	16	38.1 %	9	7	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	6	0	0.0 %	1	-1	Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	1	0	0.0 %	0	0	Saskatchewan
10 : Clerical Personnel	Alta. less CMAs	69	19	27.5 %	13	6	Saskatchewan
Employment Equity Occupational Group	Alta. less CMAs	1	0	0.0 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	Calgary	3	0	0.0 %	1	-1	Calgary
Employment Equity Occupational Group	London	4	0	0.0 %	0	0	London
Employment Equity Occupational Group	Montréal	5	2	40.0 %	1	1	Montréal
Employment Equity Occupational Group	Ont. less CMAs	31	8	25.8 %	1	7	Ont. less CMAs

Workforce Analysis - Detailed Report

Date: 2018-09-03

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Availability #	Gap #	Recruitment Area
			Representation #	%			
Employment Equity Occupational Group	Que. less CMAs	3	0	0.0 %	0	0	Que. less CMAs
	Toronto	22	9	40.9 %	11	-2	Toronto
11 : Intermediate Sales and Service Personnel	Toronto	16	5	31.3 %	7	-2	Toronto
	Calgary	2	0	0.0 %	1	-1	Calgary
	Toronto	14	5	35.7 %	7	-2	Toronto
12 : Semi-Skilled Manual Workers	Toronto	6	3	50.0 %	0	3	Toronto
	B.C. less CMAs	1	1	100.0 %	0	1	B.C. less CMAs
Employment Equity Occupational Group	Ont. less CMAs	3	2	66.7 %	0	2	Ont. less CMAs
	Que. less CMAs	2	0	0.0 %	0	0	Que. less CMAs
13 : Other Sales and Service Personnel	Que. less CMAs	8	0	0.0 %	0	0	Que. less CMAs
	London	3	1	12.5 %	2	-1	London
	Montreal	3	0	0.0 %	0	0	London
	Montreal	2	0	0.0 %	0	0	Montreal
Employment Equity Occupational Group	Ont. less CMAs	2	0	0.0 %	0	0	Montreal
	Ont. less CMAs	1	0	0.0 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ont. less CMAs	1	0	0.0 %	0	0	Ont. less CMAs
	Toronto	2	1	50.0 %	1	0	Toronto
Total		1611	594	36.9 %	459	135	

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: 2018-09-03

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities				Gap #	Recruitment Area
			Representation #	%	Availability %	Availability #		
01/02 : Managers	National	84	1	1.2 %	4.3 %	4	-3	National
03 : Professionals	National	155	7	4.5 %	3.8 %	6	1	National
04 : Semi-Professionals and Technicians	National	1168	28	2.4 %	4.6 %	54	-26	National
07 : Administrative and Senior Clerical Personnel	National	43	1	2.3 %	3.4 %	1	0	National
08 : Skilled Sales and Service Personnel	National	62	1	1.6 %	3.5 %	2	-1	National
10 : Clerical Personnel	National	69	1	1.4 %	7.0 %	5	-4	National
11 : Intermediate Sales and Service Personnel	National	16	1	6.3 %	5.6 %	1	0	National
12 : Semi-Skilled Manual Workers	National	6	0	0.0 %	4.8 %	0	0	National
13 : Other Sales and Service Personnel	National	8	0	0.0 %	6.3 %	1	-1	National
Total		1611	40	2.5 %	4.6 %	74	-34	

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: 2018-09-03

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Detailed Report

Date: 2018-09-03

WFA Defaults - Persons with Disabilities

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



Workplace Equity Information Management System - CompuCom Canada Co.

Workforce Analysis - Summary Report

Date: 2018-09-03

Women

Employment Equity Occupational Group	Women					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	6	2	33.3 %	27.4 %	2	0
02 : Middle and Other Managers	78	17	21.8 %	38.9 %	30	-13
03 : Professionals	155	51	32.9 %	37.2 %	58	-7
04 : Semi-Professionals and Technicians	1168	104	8.9 %	23.7 %	277	-173
07 : Administrative and Senior Clerical Personnel	43	21	48.8 %	82.5 %	35	-14
08 : Skilled Sales and Service Personnel	62	23	37.1 %	27.0 %	17	6
10 : Clerical Personnel	69	29	42.0 %	69.0 %	48	-19
11 : Intermediate Sales and Service Personnel	16	9	56.3 %	64.2 %	10	-1
12 : Semi-Skilled Manual Workers	6	0	0.0 %	18.5 %	1	-1
13 : Other Sales and Service Personnel	8	1	12.5 %	55.9 %	4	-3
Total	1611	257	15.9 %	29.9 %	482	-225

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-09-03

Aboriginal Peoples

Employment Equity Occupational Group	All Employees		Aboriginal Peoples			
	#	Representation %	Representation %	Availability %	Availability #	Gap #
01 : Senior Managers	6	16.7 %	2.9 %	0	1	
02 : Middle and Other Managers	78	0.0 %	2.2 %	2	-2	
03 : Professionals	155	3	1.9 %	1.4 %	2	1
04 : Semi-Professionals and Technicians	1168	18	1.5 %	2.1 %	25	-7
07 : Administrative and Senior Clerical Personnel	43	1	2.3 %	2.3 %	1	0
08 : Skilled Sales and Service Personnel	62	2	3.2 %	1.3 %	1	1
10 : Clerical Personnel	69	0	0.0 %	2.9 %	2	-2
11 : Intermediate Sales and Service Personnel	16	0	0.0 %	0.9 %	0	0
12 : Semi-Skilled Manual Workers	6	0	0.0 %	4.9 %	0	0
13 : Other Sales and Service Personnel	8	0	0.0 %	2.0 %	0	0
Total	1611	25	1.5 %	2.0 %	33	-8

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-09-03

Members of Visible Minorities

Employment Equity Occupational Group	All Employees		Members of Visible Minorities		Availability #	Gap #
	#	%	Representation #	%		
01 : Senior Managers	6	16.7 %	1	10.1 %	1	0
02 : Middle and Other Managers	78	21.8 %	17	15.0 %	12	5
03 : Professionals	155	21.9 %	34	26.8 %	42	-8
04 : Semi-Professionals and Technicians	1168	41.9 %	489	31.0 %	362	127
07 : Administrative and Senior Clerical Personnel	43	16.3 %	7	21.4 %	9	-2
08 : Skilled Sales and Service Personnel	62	29.0 %	18	17.3 %	11	7
10 : Clerical Personnel	69	27.5 %	19	19.0 %	13	6
11 : Intermediate Sales and Service Personnel	16	31.3 %	5	46.5 %	7	-2
12 : Semi-Skilled Manual Workers	6	50.0 %	3	1.6 %	0	3
13 : Other Sales and Service Personnel	8	12.5 %	1	25.1 %	2	-1
Total	1611	594	36.9 %	28.5 %	459	135

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-09-03

Persons with Disabilities

Employment Equity Occupational Group	All Employees		Persons with Disabilities		Persons with Disabilities		Gap #
	#	%	#	%	Availability #	Gap #	
01/02 : Managers	84	1.2 %	1	4.3 %	4	-3	
03 : Professionals	155	4.5 %	7	3.8 %	6	1	
04 : Semi-Professionals and Technicians	1168	2.4 %	28	4.6 %	54	-26	
07 : Administrative and Senior Clerical Personnel	43	2.3 %	1	3.4 %	1	0	
08 : Skilled Sales and Service Personnel	62	1.6 %	1	3.5 %	2	-1	
10 : Clerical Personnel	69	1.4 %	1	7.0 %	5	-4	
11 : Intermediate Sales and Service Personnel	16	6.3 %	1	5.6 %	1	0	
12 : Semi-Skilled Manual Workers	6	0.0 %	0	4.8 %	0	0	
13 : Other Sales and Service Personnel	8	0.0 %	0	6.3 %	1	-1	
Total	1611	2.5 %	40	4.6 %	74	-34	

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-09-03

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Summary Report

Date: 2018-09-03

WFA Defaults - Persons with Disabilities

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

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
CompuCom Canada Co.
[Date: 2018-09-03]

Data from First/Previous Workforce Analysis

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Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	07	19

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	09	03

Employment Equity Occupational Group (EEOG)		Table 1: Women		
		First/Previous Workforce Analysis		
		All Employees	Women	
			Representation	Availability*
#	#	%		
01	Senior Managers	2	1	27.4
02	Middle & Other Managers	55	14	38.9
03	Professionals	67	18	37.6
04	Semi-Professionals & Technicians	625	44	23.8
05	Supervisors	1	0	62.9
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	41	23	86.9
08	Skilled Sales & Service Personnel	27	10	26.6
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	101	49	71.5
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	17	0	19.5
13	Other Sales & Service Personnel	4	1	58.6
14	Other Manual Workers	0	0	0.0
Total		940	160	33.7

		Table 5: Women		
		Subsequent/Current Workforce Analysis		
		All Employees	Women	
			Representation	Availability*
#	#	%		
	6	2	27.4	
	78	17	38.9	
	155	51	37.2	
	1,168	104	23.7	
	0	0	0.0	
	0	0	0.0	
	43	21	82.5	
	62	23	27.0	
	0	0	0.0	
	69	29	69.0	
	16	9	64.2	
	6	0	18.5	
	8	1	55.9	
	0	0	0.0	
	1,611	257	29.9	

*** Source:**
2011 National Household Survey

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

CompuCom Canada Co.

[Date: 2018-09-03]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis

YYYY	MM	DD
2016	07	19

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis

YYYY	MM	DD
2018	09	03

Table 4: Persons with Disabilities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
01/02	Managers	57	0	4.3
03	Professionals	67	0	3.8
04	Semi-Professionals & Technicians	625	15	4.6
05	Supervisors	1	0	13.9
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	41	0	3.4
08	Skilled Sales & Service Personnel	27	0	3.5
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	101	1	7.0
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	17	0	4.8
13	Other Sales & Service Personnel	4	0	6.3
14	Other Manual Workers	0	0	0.0
Total		940	16	4.7

* Source:
2011 National Household Survey

Table 8: Persons with Disabilities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
		84	1	4.3
		155	7	3.8
		1,168	28	4.6
		0	0	0.0
		0	0	0.0
		43	1	3.4
		62	1	3.5
		0	0	0.0
		69	1	7.0
		16	1	5.6
		6	0	4.8
		8	0	6.3
		0	0	0.0
Total		1,611	40	4.6

* Source:
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

CompuCom Canada Co.

[Date: 2018-09-03]

Start Date of Flow Data		
YYYY	MM	DD
2016	07	19

End Date of Flow Data		
YYYY	MM	DD
2018	09	03

Data from Form 4 - Employees Hired

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Data from Form 5 - Employees Promoted

↓ ↓ ↓ ↓

Data from Form 6 - Employees Terminated

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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	0	0	0	0	1	0	0	0	3	0	0	0
02 Middle & Other Managers	21	3	0	0	9	2	0	0	31	4	0	0
03 Professionals	27	7	0	0	15	3	0	0	55	16	0	0
04 Semi-Professionals & Technicians	458	50	27	6	54	6	0	0	396	48	15	2
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	7	2	0	0	2	2	0	0	6	4	0	0
08 Skilled Sales & Service Personnel	25	9	0	0	7	4	0	0	24	5	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	8	2	0	0	0	0	0	0	11	4	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	2	2	0	0	7	4	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	1	0	0	0	13	3	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	546	73	27	6	91	19	0	0	546	88	15	2

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

CompuCom Canada Co.

[Date: 2018-09-03]

Start Date of Flow Data		
YYYY	MM	DD
2016	07	19

End Date of Flow Data		
YYYY	MM	DD
2018	09	03

Data from Form 4 - Employees Hired

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Table 2: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	21	0	0	0
03 Professionals	27	0	0	0
04 Semi-Professionals & Technicians	458	1	27	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	7	0	0	0
08 Skilled Sales & Service Personnel	25	1	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	8	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	546	2	27	0

Data from Form 5 - Employees Promoted

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Table 6: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
	#	#	#	#

01 Senior Managers	1	0	0	0
02 Middle & Other Managers	9	0	0	0
03 Professionals	15	0	0	0
04 Semi-Professionals & Technicians	54	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	2	0	0	0
08 Skilled Sales & Service Personnel	7	1	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	2	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	1	0	0	0
14 Other Manual Workers	0	0	0	0
Total	91	1	0	0

Data from Form 6 - Employees Terminated

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Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#

01 Senior Managers	3	0	0	0
02 Middle & Other Managers	31	0	0	0
03 Professionals	55	0	0	0
04 Semi-Professionals & Technicians	396	4	15	1
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	6	0	0	0
08 Skilled Sales & Service Personnel	24	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	11	1	0	0
11 Intermediate Sales & Service Personnel	7	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	13	0	0	0
14 Other Manual Workers	0	0	0	0
Total	546	5	15	1

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

CompuCom Canada Co.

[Date: 2018-09-03]

Start Date of Flow Data		
YYYY	MM	DD
2016	07	19

End Date of Flow Data		
YYYY	MM	DD
2018	09	03

Data from Form 4 - Employees Hired

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Table 3: Persons with Disabilities

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

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	21	0	0	0
03 Professionals	27	0	0	0
04 Semi-Professionals & Technicians	458	8	27	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	7	0	0	0
08 Skilled Sales & Service Personnel	25	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	8	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	546	8	27	0

Data from Form 5 - Employees Promoted

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Table 7: Persons with Disabilities

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

01 Senior Managers	1	0	0	0
02 Middle & Other Managers	9	0	0	0
03 Professionals	15	0	0	0
04 Semi-Professionals & Technicians	54	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	2	0	0	0
08 Skilled Sales & Service Personnel	7	1	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	2	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	1	0	0	0
14 Other Manual Workers	0	0	0	0
Total	91	1	0	0

Data from Form 6 - Employees Terminated

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Table 11: Persons with Disabilities

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

01 Senior Managers	3	0	0	0
02 Middle & Other Managers	31	1	0	0
03 Professionals	55	1	0	0
04 Semi-Professionals & Technicians	396	3	15	1
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	6	0	0	0
08 Skilled Sales & Service Personnel	24	1	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	11	1	0	0
11 Intermediate Sales & Service Personnel	7	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	13	0	0	0
14 Other Manual Workers	0	0	0	0
Total	546	7	15	1

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

CompuCom Canada Co.

[Date: 2018-09-03]

Start Date of Flow Data		
YYYY	MM	DD
2016	07	19

End Date of Flow Data		
YYYY	MM	DD
2018	09	03

Data from Form 4 - Employees Hired

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Table 4: Members of Visible Minorities

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

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	21	10	0	0
03 Professionals	27	13	0	0
04 Semi-Professionals & Technicians	458	326	27	21
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	7	3	0	0
08 Skilled Sales & Service Personnel	25	8	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	8	3	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	546	363	27	21

Data from Form 5 - Employees Promoted

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Table 8: Members of Visible Minorities

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

01 Senior Managers	1	0	0	0
02 Middle & Other Managers	9	4	0	0
03 Professionals	15	3	0	0
04 Semi-Professionals & Technicians	54	25	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	2	0	0	0
08 Skilled Sales & Service Personnel	7	2	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	2	1	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	1	0	0	0
14 Other Manual Workers	0	0	0	0
Total	91	35	0	0

Data from Form 6 - Employees Terminated

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Table 12: Members of Visible Minorities

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

01 Senior Managers	3	0	0	0
02 Middle & Other Managers	31	8	0	0
03 Professionals	55	18	0	0
04 Semi-Professionals & Technicians	396	213	15	8
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	6	0	0	0
08 Skilled Sales & Service Personnel	24	2	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	11	2	0	0
11 Intermediate Sales & Service Personnel	7	3	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	13	6	0	0
14 Other Manual Workers	0	0	0	0
Total	546	252	15	8

Federal Contractors Program Achievement Report

Part 3: Goals

CompuCom Canada Co.

[Date: 2018-09-03]

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EOG)	All Employees										First/Previous Short-term Goals										Women				
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years					
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	From - To	From - To													
	2016-07-19	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-07-19	Annually	Over 3 Years	2016	2019	%	%	%	%	%	%							
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%							
01 Senior Managers	2	44.2%	0.0%	0	75.0%	0.0%	0	0	1	0.0%	0	0	0	0	0.0%	27.4%	0	0	50.0%	50.0%					
02 Middle & Other Managers	55	12.4%	3.0%	5	46.6%	3.0%	5	10	14	3.0%	1	10	2	20.0%	38.9%	-7	-8	25.5%	25.0%						
03 Professionals	67	32.3%	3.0%	6	49.5%	3.0%	6	12	18	3.0%	2	11	2	20.0%	37.6%	-7	-9	26.9%	24.7%						
04 Semi-Professionals & Tech Supervisors	625	23.2%	3.0%	56	45.8%	15.0%	281	337	44	15.0%	20	138	34	10.0%	23.8%	-105	-104	7.0%	8.5%						
05 Supervisors: Crafts & Trades	1	-100.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	1	0	0.0%	62.9%	-1	-1	0.0%	0.0%						
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!						
07 Administrative & Sr Clerical	41	1.6%	0.0%	4	14.3%	3.0%	4	8	23	3.0%	2	18	4	50.0%	86.9%	-13	-14	56.1%	55.6%						
08 Skilled Sales & Service	27	31.9%	3.0%	0	53.9%	0.0%	0	0	10	0.0%	0	-3	0	0.0%	26.6%	3	3	37.0%	37.0%						
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	101	-11.9%	0.0%	9	12.9%	3.0%	9	18	49	3.0%	4	34	9	50.0%	71.5%	-23	-25	48.5%	49.1%						
11 Intermediate Sales & Service	0	0.0%	0.0%	0	87.5%	3.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!						
12 Semi-Skilled Manual	17	-29.3%	0.0%	2	0.0%	3.0%	2	4	0	3.0%	0	4	0	10.0%	19.5%	-3	-4	0.0%	0.0%						
13 Other Sales & Service	4	26.0%	3.0%	0	216.7%	3.0%	0	0	1	3.0%	0	1	0	10.0%	58.6%	-1	-1	25.0%	25.0%						
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!						
Total	940	19.7%		0	44.0%		0	0	160	0.0%	0	157	0		33.7%	-157	-157	17.0%	17.0%						

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

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

Table 2: Women

Employment Equity Occupational Group (EOG)	Women				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	Long Term Goals in # was not populated in first/previous assessment, only the %.
02 Middle & Other Managers	2	38.9	2	38.9	
03 Professionals	2	37.6	2	37.2	Centralizing admin/clerical functions - moved to Mexico/USA. Our focus will be to narrow gaps in the Professional, Semi-Professionals & Tech jobs.
04 Semi-Professionals & Tech Supervisors	34	10.0	34	10.0	
05 Supervisors: Crafts & Trades	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	4	50.0	4	50.0	Reduction in admin and clerical jobs; centralizing backroom/office/operations jobs to Mexico or US office over the last 2 years. Trend to continue.
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	9	50.0	9	50.0	Reduction in admin and clerical jobs; centralizing backroom/office/operations jobs to Mexico or US office over the last 2 years. Trend to continue.
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	19.5	0	18.5	Closed the warehouse in November 2016. Function outsourced to third party.
13 Other Sales & Service	0	50.0	0	50.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total					

Federal Contractors Program Achievement Report

Part 3: Goals

CompuCom Canada Co.

[Date: 2018-09-03]

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

Employment Equity Occupational Group (EOG)	All Employees										Aboriginal Peoples									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years		2016	2019					
	2016-07-19	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-07-19	Annually	Over 3 Years	2016	2019	%	%	%	%	%	%		
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%		
01 Senior Managers	2	44.2%	0.0%	0	75.0%	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	55	12.4%	0.0%	0	46.6%	0.0%	0	0	2	0.0%	0	-1	0	0.0%	2.2%	1	1	3.6%	3.6%	
03 Professionals	67	32.3%	0.0%	0	49.5%	0.0%	0	0	1	0.0%	0	0	0	0.0%	1.4%	0	0	1.5%	1.5%	
04 Semi-Professionals & Tech Supervisors	625	23.2%	0.0%	0	45.8%	0.0%	0	0	16	0.0%	0	-2	0	0.0%	2.3%	2	2	2.6%	2.6%	
05 Supervisors: Crafts & Trades	1	-100.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	4.9%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	41	1.6%	3.0%	4	14.3%	3.0%	4	8	0	3.0%	0	2	0	3.5%	4.1%	-2	-2	0.0%	0.0%	
08 Skilled Sales & Service	27	31.9%	0.0%	0	53.9%	0.0%	0	0	0	0.0%	0	0	0	0.0%	1.5%	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	10.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	101	-11.9%	3.0%	9	12.9%	3.0%	9	18	2	3.0%	0	3	0	0.0%	4.3%	-2	-3	2.0%	1.8%	
11 Intermediate Sales & Service	0	0.0%	0.0%	0	87.5%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	17	-29.3%	3.0%	2	0.0%	3.0%	2	4	0	3.0%	0	1	0	4.2%	4.4%	-1	-1	0.0%	0.0%	
13 Other Sales & Service	4	26.0%	0.0%	0	216.7%	0.0%	0	0	0	0.0%	0	0	0	0.0%	3.3%	0	0	0.0%	0.0%	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	940	19.7%		0	44.0%		0	0	21	0.0%	0	3	0		2.5%	-3	-3	2.2%	2.2%	

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

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	Long Term Goals in # was not populated in first/previous assessment, only the %.
02 Middle & Other Managers	0	2.2	0	2.2	
03 Professionals	0	0.0	0	0.0	Centralizing admin/clerical functions - moved to Mexico/USA. Our focus will be to narrow gaps in the Professional, Semi-Professionals & Tech jobs.
04 Semi-Professionals & Tech Supervisors	0	2.3	0	2.1	
05 Supervisors: Crafts & Trades	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	3.5	0	3.5	Reduction in admin and clerical jobs; centralizing backroom/office/operations jobs to Mexico or US office over the last 2 years. Trend to continue.
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	10.0	0	0.0	
10 Clerical Personnel	2	4.3	0	2.9	Reduction in admin and clerical jobs; centralizing backroom/office/operations jobs to Mexico or US office over the last 2 years. Trend to continue.
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	4.2	0	4.2	Closed the warehouse in November 2016, function outsourced to third party.
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	0	0.0	0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

CompuCom Canada Co.

[Date: 2018-09-03]

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	All Employees										Persons with Disabilities											
	Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
	YYYY-MM-DD	Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years	YYYY-MM-DD		Annually	Over 3 Years	2016	2019									
	2016-07-19	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-07-19	Annually	Over 3 Years	2016	2019										
	#	%	%	#	%	%	#	#	%	#	#	%	%									
01/02 Managers	57	28.3%	3.0%	5	60.8%	3.0%	5	10	0	3.0%	0	3	0	0.0%	4.3%	-2	-3	0.0%	0.0%			
03 Professionals	67	32.3%	3.0%	6	49.5%	3.0%	6	12	0	3.0%	0	3	0	3.2%	3.8%	-3	-3	0.0%	0.0%			
04 Semi-Professionals & Tech	625	23.2%	3.0%	56	45.8%	3.0%	56	112	15	3.0%	1	17	5	4.5%	4.6%	-14	-12	2.4%	2.8%			
05 Supervisors	1	-100.0%	3.0%	0	0.0%	3.0%	0	0	0	3.0%	0	0	0	4.8%	13.9%	0	0	0.0%	0.0%			
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!			
07 Administrative & Sr Clerical	41	1.6%	3.0%	4	14.3%	3.0%	4	8	0	3.0%	0	2	0	2.6%	3.4%	-1	-2	0.0%	0.0%			
08 Skilled Sales & Service	27	31.9%	3.0%	2	53.9%	3.0%	2	4	0	3.0%	0	1	0	5.6%	3.5%	-1	-1	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	#DIV/0!	#DIV/0!			
10 Clerical Personnel	101	-11.9%	3.0%	9	12.9%	3.0%	9	18	1	3.0%	0	7	2	10.0%	7.0%	-6	-5	1.0%	2.7%			
11 Intermediate Sales & Service	0	0.0%	0.0%	0	87.5%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!			
12 Semi-Skilled Manual	17	-29.3%	3.0%	2	0.0%	3.0%	2	4	0	3.0%	0	1	0	5.0%	4.8%	-1	-1	0.0%	0.0%			
13 Other Sales & Service	4	26.0%	3.0%	0	216.7%	3.0%	0	0	0	3.0%	0	0	0	0.0%	6.3%	0	0	0.0%	0.0%			
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!			
Total	940	19.7%	0	44.0%	0	0	0	16	0.0%	0	28	0	4.7%	-28	-28	1.7%	1.7%					

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

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

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	0	4.3	Long Term Goals in # was not populated in first/previous assessment, only the %.
03 Professionals	0	3.2	0	3.2	
04 Semi-Professionals & Tech	1	4.6	0	4.6	Centralizing admin/clerical functions - moved to Mexico/USA. Our focus will be to narrow gaps in the Professional, Semi-Professionals & Tech jobs.
05 Supervisors	0	4.8	0	4.8	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	5	2.6	0	2.6	
08 Skilled Sales & Service	0	3.5	0	3.5	Reduction in admin and clerical jobs; centralizing backroom/office/operations jobs to Mexico or US office over the last 2 years. Trend to continue.
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	2	7.0	0	7.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	Reduction in admin and clerical jobs; centralizing backroom/office/operations jobs to Mexico or US office over the last 2 years. Trend to continue.
12 Semi-Skilled Manual	0	5.0	0	5.0	
13 Other Sales & Service	0	6.3	0	6.3	Closed the warehouse in November 2016. function outsourced to third party.
14 Other Manual Workers	0	0.0	0	0.0	
Total	0	0.0	0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

CompuCom Canada Co.

[Date: 2018-09-03]

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	All Employees								Members of Visible Minorities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	From - To	From - To								
	2016-07-19	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-07-19	Annually	Over 3 Years	2016	2019	%	%	%	%	%	%		
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%	
01 Senior Managers	2	44.2%	0.0%	0	75.0%	0.0%	0	0	1	0.0%	0	-1	0	0.0%	10.1%	1	1	50.0%	50.0%	
02 Middle & Other Managers	55	12.4%	3.0%	5	46.6%	3.0%	5	10	4	3.0%	0	5	1	14.0%	15.0%	-4	-4	7.3%	8.3%	
03 Professionals	67	32.3%	3.0%	6	49.5%	3.0%	6	12	7	3.0%	1	13	3	21.6%	26.6%	-11	-10	10.4%	12.3%	
04 Semi-Professionals & Tech Supervisors	625	23.2%	3.0%	56	45.8%	15.0%	281	337	125	15.0%	56	132	89	26.5%	29.5%	-59	-43	20.0%	23.2%	
05 Supervisors: Crafts & Trades	1	-100.0%	3.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	1.9%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	41	1.6%	3.0%	4	14.3%	0.0%	0	4	5	0.0%	0	-4	0	0.0%	2.8%	4	4	12.2%	11.1%	
08 Skilled Sales & Service	27	31.9%	3.0%	2	53.9%	0.0%	0	2	2	0.0%	0	3	0	12.6%	15.8%	-2	-3	7.4%	6.9%	
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	101	-11.9%	3.0%	9	12.9%	0.0%	0	9	18	0.0%	0	-15	0	0.0%	3.0%	15	15	17.8%	16.4%	
11 Intermediate Sales & Service	0	0.0%	0.0%	0	87.5%	0.0%	0	0	8	0.0%	0	-8	0	0.0%	0.0%	8	8	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	17	-29.3%	3.0%	2	0.0%	0.0%	0	2	0	0.0%	0	0	0	0.0%	1.5%	0	0	0.0%	0.0%	
13 Other Sales & Service	4	26.0%	3.0%	0	216.7%	0.0%	0	0	0	0.0%	0	0	0	0.0%	11.6%	0	0	0.0%	0.0%	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	940	19.7%		0	44.0%		0	0	170	0.0%	0	-170	0	0.0%		170	170	18.1%	18.1%	

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	Long Term Goals in # was not populated in first/previous assessment, only the %.
02 Middle & Other Managers	1	14.0	0	14.0	
03 Professionals	3	26.6	0	26.8	Centralizing admin/clerical functions - moved to Mexico/USA. Our focus will be to narrow gaps in the Professional, Semi-Professionals & Tech jobs.
04 Semi-Professionals & Tech Supervisors	89	26.5	0	26.5	
05 Supervisors: Crafts & Trades	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	2.8	0	21.4	Reduction in admin and clerical jobs; centralizing backroom/office/operations jobs to Mexico or US office over the last 2 years. Trend to continue.
08 Skilled Sales & Service	0	12.6	0	12.6	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	Reduction in admin and clerical jobs; centralizing backroom/office/operations jobs to Mexico or US office over the last 2 years. Trend to continue.
11 Intermediate Sales & Service	0	0.0	0	46.5	
12 Semi-Skilled Manual	0	0.0	0	0.0	Closed the warehouse in November 2016. function outsourced to third party.
13 Other Sales & Service	0	11.6	0	25.1	
14 Other Manual Workers	0	0.0	0	0.0	
Total	0	0.0	0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

CompuCom Canada Co.

[Date: 2018-09-03]

Data for Subsequent/Current Goals

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

Table 9: Women

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Women											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years		2018	2021					
	2018-09-03	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-09-03	Annually	Over 3 Years	2018	2021	%	%	%	%	%	%		
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%	
01 Senior Managers	6	44.2%	0.0%	0	75.0%	3.0%	1	1	2	3.0%	0	0	0	0	0.0%	27.4%	0	0	33.3%	33.3%
02 Middle & Other Managers	78	12.4%	0.0%	0	46.6%	3.0%	7	7	17	3.0%	2	15	1	20.0%	38.9%	-13	-14	21.8%	20.5%	
03 Professionals	155	32.3%	1.0%	5	49.5%	3.0%	14	19	51	3.0%	5	14	5	25.0%	37.2%	-7	-9	32.9%	31.9%	
04 Semi-Professionals & Tech Supervisors	1,168	23.2%	1.0%	35	45.8%	5.0%	175	210	104	5.0%	16	197	53	25.0%	23.7%	-173	-144	8.9%	11.7%	
05 Supervisors: Crafts & Trades	0	-100.0%	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!	
06 Supervisors: 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!	
07 Administrative & Sr Clerical	43	1.6%	0.0%	0	14.3%	0.0%	0	0	21	0.0%	0	14	0	0.0%	82.5%	-14	-14	48.8%	48.8%	
08 Skilled Sales & Service	62	31.9%	1.0%	2	53.9%	3.0%	6	8	23	3.0%	2	-4	0	0.0%	27.0%	6	4	37.1%	32.8%	
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	69	-11.9%	0.0%	0	12.9%	0.0%	0	0	29	0.0%	0	19	0	0.0%	69.0%	-19	-19	42.0%	42.0%	
11 Intermediate Sales & Service	16	0.0%	0.0%	0	87.5%	3.0%	1	1	9	3.0%	1	2	0	0.0%	64.2%	-1	-2	56.3%	50.0%	
12 Semi-Skilled Manual	6	-29.3%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	1	0	0.0%	18.5%	-1	-1	0.0%	0.0%	
13 Other Sales & Service	8	26.0%	0.0%	0	216.7%	3.0%	1	1	1	3.0%	0	3	0	0.0%	55.9%	-3	-3	12.5%	12.5%	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	1,611	19.7%		0	44.0%		0	0	257	0.0%	0	225	0		29.9%	-225	-225	16.0%	16.0%	

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

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

Table 10: Women

Employment Equity Occupational Group (EOG)	Women		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0	0.0	
02 Middle & Other Managers	38.9	38.9	OfficeDepot acquisition transition in progress; anticipate 2020 completion.No significant hiring for manager jobs.Encourage career progression among female employees via our career pathing progr
03 Professionals	37.6	37.2	Not enough female applicants in the IT sector.Our Canada senior leadership team is 43% female. Need to improve efforts in getting females to go into IT.
04 Semi-Professionals & Tech Supervisors	25.0	25.0	Maintain status quo, not let the numbers slipped. The jobs that may "slipped" are the ones that we are moving/have moved to Mexico/US e.g. admin/clerical.
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	50.0	50.0	Reduction inadmin and clerical jobs; centralizing backroom/office/operations jobs to Mexico or US office over the last 2 years.Trend to continue.
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	0.0	0.0	The acquisition brings our Sales teams together; leveraging these internal resources. Do not anticipate increase hiring for all Sales positions in Canada.
10 Clerical Personnel	50.0	50.0	Reduction inadmin and clerical jobs; centralizing backroom/office/operations jobs to Mexico or US office over the last 2 years.Trend to continue.
11 Intermediate Sales & Service	0.0	0.0	
12 Semi-Skilled Manual	18.5	18.5	Closed the warehouse in November 2016. function outsourced to third party.
13 Other Sales & Service	50.0	50.0	
14 Other Manual Workers	0.0	0.0	
Total	0.0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

CompuCom Canada Co.

[Date: 2018-09-03]

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years		2018	2021					
	2018-09-03	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-09-03	Annually	Over 3 Years	2018	2021	%	%	%	%	%	%		
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%	
01 Senior Managers	6	44.2%	0.0%	0	75.0%	3.0%	1	1	3.0%	0	-1	0	0.0%	2.9%	1	1	16.7%	16.7%		
02 Middle & Other Managers	78	12.4%	0.0%	0	46.6%	3.0%	7	7	3.0%	0	2	0	0.0%	2.2%	-2	-2	0.0%	0.0%		
03 Professionals	155	32.3%	1.0%	5	49.5%	3.0%	14	19	3.0%	0	-1	1	5.0%	1.4%	1	2	1.9%	2.5%		
04 Semi-Professionals & Tech Supervisors	1,168	23.2%	1.0%	35	45.8%	5.0%	175	210	18	5.0%	3	10	5.0%	2.1%	-7	1	1.5%	2.2%		
05 Supervisors: Crafts & Trades	0	-100.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
06 Supervisors: 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!	#DIV/0!		
07 Administrative & Sr Clerical	43	1.6%	0.0%	0	14.3%	0.0%	0	0	1	0.0%	0	0	0.0%	2.3%	0	0	2.3%	2.3%		
08 Skilled Sales & Service	62	31.9%	1.0%	2	53.9%	3.0%	6	8	2	3.0%	0	-1	0	0.0%	1	1	3.2%	3.1%		
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!	#DIV/0!		
10 Clerical Personnel	69	-11.9%	0.0%	0	12.9%	0.0%	0	0	0	0.0%	0	2	0	0.0%	-2	-2	0.0%	0.0%		
11 Intermediate Sales & Service	16	0.0%	0.0%	0	87.5%	3.0%	1	1	0	3.0%	0	0	0.0%	0.9%	0	0	0.0%	0.0%		
12 Semi-Skilled Manual	6	-29.3%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0.0%	4.9%	0	0	0.0%	0.0%		
13 Other Sales & Service	8	26.0%	0.0%	0	216.7%	3.0%	1	1	0	3.0%	0	0	0.0%	2.0%	0	0	0.0%	0.0%		
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
Total	1,611	19.7%		0	44.0%		0	0	25	0.0%	0	7	0	2.0%	-7	-7	1.6%	1.6%		

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
	%	%	%	%	
01 Senior Managers	0.0	0	0.0	0.0	Similar comments as Table 10 with added comments that we shall look at new ideas on how to increase aboriginal peoples entry into the IT sector.
02 Middle & Other Managers	2.2	0	2.2	2.2	
03 Professionals	5.0	0	0.0	0.0	Maintain status quo, not let the numbers slipped. The jobs that may "slipped" are the ones that we are moving/have moved to Mexico/US e.g. admin/clerical.
04 Semi-Professionals & Tech Supervisors	2.3	0	2.1	0.0	
05 Supervisors: Crafts & Trades	0.0	0	0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0	0.0	0.0	
07 Administrative & Sr Clerical	0.0	0	0.0	0.0	
08 Skilled Sales & Service	0.0	0	0.0	0.0	
09 Skilled Crafts & Trades	0.0	0	0.0	0.0	
10 Clerical Personnel	4.3	0	2.9	0.0	
11 Intermediate Sales & Service	0.0	0	0.0	0.0	
12 Semi-Skilled Manual	0.0	0	0.0	0.0	
13 Other Sales & Service	0.0	0	0.0	0.0	
14 Other Manual Workers	0.0	0	0.0	0.0	
Total	0.0	0	0.0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

CompuCom Canada Co.

[Date: 2018-09-03]

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (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	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2018-09-03	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-09-03	Annually	Over 3 Years	2018	2021	%	%	%	#	#	%	%
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%
01/02 Managers	84	28.3%	0.0%	0	60.8%	3.0%	8	8	1	3.0%	0	3	0	0.0%	4.3%	-3	-3	1.2%	1.2%
03 Professionals	155	32.3%	1.0%	5	49.5%	3.0%	14	19	7	3.0%	1	0	1	5.0%	3.8%	1	1	4.5%	4.4%
04 Semi-Professionals & Tech	1,168	23.2%	1.0%	35	45.8%	5.0%	175	210	28	5.0%	4	31	11	5.0%	4.6%	-26	-20	2.4%	2.9%
05 Supervisors	0	-100.0%	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!
06 Supervisors: 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!
07 Administrative & Sr Clerical	43	1.6%	0.0%	0	14.3%	0.0%	0	0	1	0.0%	0	0	0	0.0%	3.4%	0	0	2.3%	2.3%
08 Skilled Sales & Service	62	31.9%	1.0%	2	53.9%	3.0%	6	8	1	3.0%	0	1	0	0.0%	3.5%	-1	-1	1.6%	1.6%
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	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	69	-11.9%	0.0%	0	12.9%	0.0%	0	0	1	0.0%	0	4	0	0.0%	7.0%	-4	-4	1.4%	1.4%
11 Intermediate Sales & Service	16	0.0%	0.0%	0	87.5%	3.0%	1	1	1	3.0%	0	0	0	0.0%	5.6%	0	0	6.3%	6.3%
12 Semi-Skilled Manual	6	-29.3%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	4.8%	0	0	0.0%	0.0%
13 Other Sales & Service	8	26.0%	0.0%	0	216.7%	3.0%	1	1	0	3.0%	0	1	0	0.0%	6.3%	-1	-1	0.0%	0.0%
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total	1,611	19.7%	0	44.0%	0	0	0	40	0.0%	0	34	0	0	4.6%	-34	-34	2.5%	2.5%	

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
	%	%	%	%	
01/02 Managers	4.3	0	4.3	0	Similar comments to Table 10, 12, 13. New ideas needed to attract persons with disabilities to go into IT jobs.
03 Professionals	5.0	0	3.2	0	Maintain status quo, not let the numbers slipped. The jobs that may "slipped" are the ones that we are moving/have moved to Mexico/US e.g. admin/clerical.
04 Semi-Professionals & Tech	4.6	0	4.6	0	
05 Supervisors	0.0	0	4.8	0	
06 Supervisors: Crafts & Trades	0.0	0	0.0	0	
07 Administrative & Sr Clerical	0.0	0	2.6	0	
08 Skilled Sales & Service	3.5	0	3.5	0	
09 Skilled Crafts & Trades	0.0	0	0.0	0	
10 Clerical Personnel	7.0	0	7.0	0	
11 Intermediate Sales & Service	0.0	0	0.0	0	
12 Semi-Skilled Manual	0.0	0	5.0	0	
13 Other Sales & Service	6.3	0	6.3	0	
14 Other Manual Workers	0.0	0	0.0	0	
Total	0.0	0	0.0	0	

Federal Contractors Program Achievement Report

Part 3: Goals

CompuCom Canada Co.

[Date: 2018-09-03]

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	All Employees										Members of Visible Minorities									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	From - To		From - To							
	2018-09-03	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-09-03	Annually	Over 3 Years	2018	2021	%	#	%	#	%	#		
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	#	#	%	%		
01 Senior Managers	6	44.2%	0.0%	0	75.0%	3.0%	1	1	1	3.0%	0	0	0	0.0%	10.1%	0	0	16.7%	16.7%	
02 Middle & Other Managers	78	12.4%	1.0%	2	46.6%	3.0%	7	9	17	3.0%	2	-3	0	0.0%	15.0%	5	3	21.8%	18.8%	
03 Professionals	155	32.3%	1.0%	5	49.5%	3.0%	14	19	34	3.0%	3	12	4	20.0%	26.8%	-8	-8	21.9%	21.9%	
04 Semi-Professionals & Tech Supervisors	1,168	23.2%	1.0%	35	45.8%	5.0%	175	210	489	5.0%	73	-43	42	20.0%	31.0%	127	85	41.9%	38.1%	
05 Supervisors	0	-100.0%	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!	
06 Supervisors: 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!	
07 Administrative & Sr Clerical	43	1.6%	1.0%	1	14.3%	0.0%	0	1	7	0.0%	0	2	0	0.0%	21.4%	-2	-2	16.3%	15.9%	
08 Skilled Sales & Service	62	31.9%	0.0%	0	53.9%	3.0%	6	6	18	3.0%	2	-5	0	0.0%	17.3%	7	5	29.0%	25.8%	
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	69	-11.9%	0.0%	0	12.9%	0.0%	0	0	19	0.0%	0	-6	0	0.0%	19.0%	6	6	27.5%	27.5%	
11 Intermediate Sales & Service	16	0.0%	0.0%	0	87.5%	3.0%	1	1	5	3.0%	0	2	0	0.0%	46.5%	-2	-2	31.3%	31.3%	
12 Semi-Skilled Manual	6	-29.3%	0.0%	0	0.0%	0.0%	0	0	3	0.0%	0	-3	0	0.0%	1.6%	3	3	50.0%	50.0%	
13 Other Sales & Service	8	26.0%	0.0%	0	216.7%	3.0%	1	1	1	3.0%	0	1	0	0.0%	25.1%	-1	-1	12.5%	12.5%	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	1,611	19.7%		0	44.0%		0	0	594	0.0%	0	-135	0		28.5%	135	135	36.9%	36.9%	

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%	%		
01 Senior Managers	0.0	0	0.0	Similar comments as in Table 10, 12, 13, and 14. We are satisfied with our visible minority representation however we need to encourage more to self-identify.	
02 Middle & Other Managers	0.0	0	0.0		
03 Professionals	26.6	0	26.8	Maintain status quo, not let the numbers slipped. The jobs that may "slipped" are the ones that we are moving/have moved to Mexico/US e.g. admin/clerical.	
04 Semi-Professionals & Tech Supervisors	26.5	0	26.5		
05 Supervisors	0.0	0	0.0		
06 Supervisors: Crafts & Trades	0.0	0	0.0		
07 Administrative & Sr Clerical	21.4	0	21.4		
08 Skilled Sales & Service	0.0	0	12.6		
09 Skilled Crafts & Trades	0.0	0	0.0		
10 Clerical Personnel	0.0	0	0.0		
11 Intermediate Sales & Service	46.5	0	46.5		
12 Semi-Skilled Manual	0.0	0	0.0		
13 Other Sales & Service	25.1	0	25.1		
14 Other Manual Workers	0.0	0	0.0		
Total	0.0		0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

CompuCom Canada Co.

[Date: 2018-09-03]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
01 Senior Managers	2016	2	1	50.0	27.4	1	0	182.5																	
	2018	6	2	33.3	27.4	2	0	121.7	0	0	0.0	0	0	1	0	0.0	1	-1	3	0	0.0	2	-2		
02 Middle & Other Managers	2016	55	14	25.5	38.9	21	-7	65.4																	
	2018	78	17	21.8	38.9	30	-13	56.0	21	3	14.3	8	-5	9	2	22.2	2	0	31	4	12.9	8	-4		
03 Professionals	2016	67	18	26.9	37.6	25	-7	71.5																	
	2018	155	51	32.9	37.2	58	-7	88.4	27	7	25.9	10	-3	15	3	20.0	4	-1	55	16	29.1	15	1		
04 Semi-Professionals & Technicians	2016	625	44	7.0	23.8	149	-105	29.6																	
	2018	1,168	104	8.9	23.7	277	-173	37.6	485	56	11.5	115	-59	54	6	11.1	4	2	411	50	12.2	29	21		
05 Supervisors	2016	1	0	0.0	62.9	1	-1	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2018	30	5	16.7	2	250.0	38.9	42.8	2	250.0	38.9	42.8		
	2021	30	5	16.7			38.9	42.8			38.9	42.8		
03 Professionals	2018	42	10	23.8	2	500.0	37.6	63.3	2	500.0	37.2	64.0		
	2021	42	10	23.8			37.6	63.3			37.2	64.0		
04 Semi-Professionals & Technicians	2018	539	62	11.5	34	182.4	10.0	115.0	34	182.4	10.0	115.0		
	2021	539	62	11.5			25.0	46.0			25.0	46.0		
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

CompuCom Canada Co.

[Date: 2018-09-03]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women									
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#					
07 Administrative & Senior Clerical	2016	41	23	56.1	86.9	36	-13	64.6																	
	2018	43	21	48.8	82.5	35	-14	59.2	7	2	28.6	6	-4		2	2	100.0	1	1	6	4	66.7	3	1	
08 Skilled Sales & Service Personnel	2016	27	10	37.0	26.6	7	3	139.2																	
	2018	62	23	37.1	27.0	17	6	137.4	25	9	36.0	7	2	7	4	57.1	3	1	24	5	20.8	9	-4		
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
10 Clerical Personnel	2016	101	49	48.5	71.5	72	-23	67.9																	
	2018	69	29	42.0	69.0	48	-19	60.9	8	2	25.0	6	-4	0	0	0.0	0	0	11	4	36.4	5	-1		
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	16	9	56.3	64.2	10	-1	87.6	0	0	0.0	0	0	2	2	100.0	0	2	7	4	57.1	0	4		
12 Semi-Skilled Manual Workers	2016	17	0	0.0	19.5	3	-3	0.0																	
	2018	6	0	0.0	18.5	1	-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0		

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	#	%	#	%	#	%			
07 Administrative & Senior Clerical	2018	9	4	44.4	4	100.0	50.0	88.9	4	100.0	50.0	88.9		
	2021	9	4	44.4			50.0	88.9			50.0	88.9		
08 Skilled Sales & Service Personnel	2018	32	13	40.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	32	13	40.6			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	8	2	25.0	9	22.2	50.0	50.0	9	22.2	50.0	50.0		
	2021	8	2	25.0			50.0	50.0			50.0	50.0		
11 Intermediate Sales & Service Personnel	2018	2	2	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	2	100.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	19.5	0.0	0	0.0	18.5	0.0		
	2021	0	0	0.0			18.5	0.0			18.5	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

CompuCom Canada Co.

[Date: 2018-09-03]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women			EE Result	All Employees	Women			All Employees	Women			All Employees	Women									
			Representation	Availability	Gap			Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#	%	#	#				
13 Other Sales & Service Personnel	2016	4	1	25.0	58.6	2	-1	42.7																	
	2018	8	1	12.5	55.9	4	-3	22.4	0	0	0.0	0	0	0	1	0	0.0	0	0	0	13	3	23.1	3	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	940	160	17.0	33.7	317	-157	50.5																	
	2018	1,611	257	16.0	29.9	482	-225	53.4	573	79	13.8	171	-92	91	19	20.9	15	4	561	90	16.0	95	-5		

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Goal	Women			Goal	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	2018	1	0	0.0	0	0.0	50.0	0.0	0	0.0	50.0	0.0		
	2021	1	0	0.0			50.0	0.0			50.0	0.0		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	664	98	14.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	664	98	14.8			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

CompuCom Canada Co.

[Date: 2018-09-03]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2016	2	0	0.0	2.9	0	0	0.0																
	2018	6	1	16.7	2.9	0	1	574.3	0	0	0.0	0	0	0	1	0	0.0	0	0	3	0	0.0	0	0
02 Middle & Other Managers	2016	55	2	3.6	2.2	1	1	165.3																
	2018	78	0	0.0	2.2	2	-2	0.0	21	0	0.0	0	0	0	9	0	0.0	0	0	31	0	0.0	1	-1
03 Professionals	2016	67	1	1.5	1.4	1	0	106.6																
	2018	155	3	1.9	1.4	2	1	138.2	27	0	0.0	0	0	0	15	0	0.0	0	0	55	0	0.0	1	-1
04 Semi-Professionals & Technicians	2016	625	16	2.6	2.3	14	2	111.3																
	2018	1,168	18	1.5	2.1	25	-7	73.4	485	1	0.2	10	-9	54	0	0.0	1	-1	411	5	1.2	11	-6	
05 Supervisors	2016	1	0	0.0	4.9	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	#	%	#	%	#	%			
01 Senior Managers	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2018	30	0	0.0	0	0.0	2.2	0.0	0	0.0	2.2	0.0		
	2021	30	0	0.0			2.2	0.0			2.2	0.0		
03 Professionals	2018	42	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	42	0	0.0			5.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2018	539	1	0.2	0	0.0	2.3	8.1	0	0.0	2.1	8.8		
	2021	539	1	0.2			2.3	8.1			2.1	8.8		
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

CompuCom Canada Co.

[Date: 2018-09-03]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires			Promotions			Terminations							
		All Employees	Aboriginal Peoples						All Employees	Aboriginal Peoples		All Employees	Aboriginal Peoples		All Employees	Aboriginal Peoples								
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual		Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	41	0	0.0	4.1	2	-2	0.0																
	2018	43	1	2.3	2.3	1	0	101.1	7	0	0.0	0	0	2	0	0.0	0	0	6	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2016	27	0	0.0	1.5	0	0	0.0																
	2018	62	2	3.2	1.3	1	1	248.1	25	1	4.0	0	1	7	1	14.3	0	1	24	0	0.0	0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
10 Clerical Personnel	2016	101	2	2.0	4.3	4	-2	46.1																
	2018	69	0	0.0	2.9	2	-2	0.0	8	0	0.0	0	0	0	0	0.0	0	0	11	1	9.1	0	1	1
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	16	0	0.0	0.9	0	0	0.0	0	0	0.0	0	0	2	0	0.0	0	0	7	0	0.0	0	0	0
12 Semi-Skilled Manual Workers	2016	17	0	0.0	4.4	1	-1	0.0																
	2018	6	0	0.0	4.9	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	#	%	#	%	#	%			
07 Administrative & Senior Clerical	2018	9	0	0.0	0	0.0	3.5	0.0			3.5	0.0		
	2021	9	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2018	32	2	6.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	32	2	6.3			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	10.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	8	0	0.0	2	0.0	4.3	0.0	0	0.0	2.9	0.0		
	2021	8	0	0.0			4.3	0.0			2.9	0.0		
11 Intermediate Sales & Service Personnel	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	4.2	0.0	0	0.0	4.2	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

CompuCom Canada Co.

[Date: 2018-09-03]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		Workforce								Hires				Promotions				Terminations								
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference									
#	#	%	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
13 Other Sales & Service Personnel	2016	4	0	0.0	3.3	0	0	0.0																		
	2018	8	0	0.0	2.0	0	0	0.0	0	0	0.0	0	0	0	1	0	0.0	0	0	0	13	0	0.0	0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																		
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
Total	2016	940	21	2.2	2.5	24	-3	89.4																		
	2018	1,611	25	1.6	2.0	32	-7	77.6	573	2	0.3	11	-9	91	1	1.1	2	-1	561	6	1.1	13	-7			

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	#	%	#	%	#	%	#	%	#	%		
13 Other Sales & Service Personnel	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	1	0	0.0			0.0	0.0			0.0	0.0	0.0	
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
Total	2018	664	3	0.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	664	3	0.5			0.0	0.0			0.0	0.0	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

CompuCom Canada Co.

[Date: 2018-09-03]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees		Persons with Disabilities								All Employees		Persons with Disabilities		All Employees		Persons with Disabilities		All Employees		Persons with Disabilities		
		#	#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference		
01&02 Managers	2016	57	0	0.0	4.3	2	-2	0.0																
	2018	84	1	1.2	4.3	4	-3	27.7	21	0	0.0	1	-1	10	0	0.0	0	0	0	34	1	2.9	0	1
03 Professionals	2016	67	0	0.0	3.8	3	-3	0.0																
	2018	155	7	4.5	3.8	6	1	118.8	27	0	0.0	1	-1	15	0	0.0	0	0	55	1	1.8	0	1	
04 Semi-Professionals & Technicians	2016	625	15	2.4	4.6	29	-14	52.2																
	2018	1,168	28	2.4	4.6	54	-26	52.1	485	8	1.6	22	-14	54	0	0.0	1	-1	411	4	1.0	10	-6	
05 Supervisors	2016	1	0	0.0	13.9	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees		Persons with Disabilities		Persons with Disabilities				Persons with Disabilities				
		#	#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
01&02 Managers	2018	31	0	0.0	0	0.0	4.3	0.0	0	0.0	4.3	0.0		
	2021	31	0	0.0			4.3	0.0			4.3	0.0		
03 Professionals	2018	42	0	0.0	0	0.0	3.2	0.0	0	0.0	3.2	0.0		
	2021	42	0	0.0			5.0	0.0			3.2	0.0		
04 Semi-Professionals & Technicians	2018	539	8	1.5	1	800.0	4.6	32.3	0	0.0	4.6	32.3		
	2021	539	8	1.5			4.6	32.3			4.6	32.3		
05 Supervisors	2018	0	0	0.0	0	0.0	4.8	0.0	0	0.0	4.8	0.0		
	2021	0	0	0.0			0.0	0.0			4.8	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

CompuCom Canada Co.

[Date: 2018-09-03]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis													
		Workforce								Hires				Promotions				Terminations					
		All Employees		Persons with Disabilities						All Employees		Persons with Disabilities		All Employees		Persons with Disabilities		All Employees		Persons with Disabilities			
		#	#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference				
07 Administrative & Senior Clerical	2016	41	0	0.0	3.4	1	-1	0.0	7	0	0.0	0	0	2	0	0.0	0	0	6	0	0.0	0	0
	2018	43	1	2.3	3.4	1	0	68.4															
08 Skilled Sales & Service Personnel	2016	27	0	0.0	3.5	1	-1	0.0	25	0	0.0	1	-1	7	1	14.3	0	1	24	1	4.2	0	1
	2018	62	1	1.6	3.5	2	-1	46.1															
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
	2018	0	0	0.0	0.0	0	0	0.0															
10 Clerical Personnel	2016	101	1	1.0	7.0	7	-6	14.1	8	0	0.0	1	-1	0	0	0.0	0	0	11	1	9.1	0	1
	2018	69	1	1.4	7.0	5	-4	20.7															
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	2	0	0.0	0	0	7	0	0.0	0	0
	2018	16	1	6.3	5.6	1	0	111.6															
12 Semi-Skilled Manual Workers	2016	17	0	0.0	4.8	1	-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
	2018	6	0	0.0	4.8	0	0	0.0															

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees		Persons with Disabilities		Persons with Disabilities				Persons with Disabilities				
		#	#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
07 Administrative & Senior Clerical	2018	9	0	0.0	5	0.0	2.6	0.0	0	0.0	2.6	0.0		
	2021	9	0	0.0			0.0	0.0			2.6	0.0		
08 Skilled Sales & Service Personnel	2018	32	1	3.1	0	0.0	3.5	89.3	0	0.0	3.5	89.3		
	2021	32	1	3.1			3.5	89.3			3.5	89.3		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	8	0	0.0	2	0.0	7.0	0.0	0	0.0	7.0	0.0		
	2021	8	0	0.0			7.0	0.0			7.0	0.0		
11 Intermediate Sales & Service Personnel	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	5.0	0.0	0	0.0	5.0	0.0		
	2021	0	0	0.0			0.0	0.0			5.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

CompuCom Canada Co.

[Date: 2018-09-03]

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis																	
		Workforce								Hires				Promotions				Terminations									
		All Employees		Persons with Disabilities						All Employees		Persons with Disabilities		All Employees		Persons with Disabilities		All Employees		Persons with Disabilities							
		#	#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference								
13 Other Sales & Service Personnel	2016	4	0	0.0	6.3	0	0	0.0																			
	2018	8	0	0.0	6.3	1	-1	0.0	0	0	0.0	0	0	0	1	0	0.0	0	0	0	13	0	0.0	0	0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																			
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0
Total	2016	940	16	1.7	4.7	44	-28	36.2																			
	2018	1,611	40	2.5	4.6	74	-34	54.0	573	8	1.4	26	-18	91	1	1.1	2	-1	561	8	1.4	10	-2				

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees		Persons with Disabilities		Persons with Disabilities				Persons with Disabilities				
		#	#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
13 Other Sales & Service Personnel	2018	1	0	0.0	0	0.0	6.3	0.0	0	0.0	6.3	0.0		
	2021	1	0	0.0			6.3	0.0			6.3	0.0		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	664	9	1.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	664	9	1.4			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

CompuCom Canada Co.

[Date: 2018-09-03]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#		
01 Senior Managers	2016	2	1	50.0	10.1	0	1	495.0																
	2018	6	1	16.7	10.1	1	0	165.0	0	0	0.0	0	0	1	0	0.0	1	-1	3	0	0.0	2	-2	
02 Middle & Other Managers	2016	55	4	7.3	15.0	8	-4	48.5																
	2018	78	17	21.8	15.0	12	5	145.3	21	10	47.6	3	7	9	4	44.4	1	3	31	8	25.8	2	6	
03 Professionals	2016	67	7	10.4	26.6	18	-11	39.3																
	2018	155	34	21.9	26.8	42	-8	81.8	27	13	48.1	7	6	15	3	20.0	2	1	55	18	32.7	6	12	
04 Semi-Professionals & Technicians	2016	625	125	20.0	29.5	184	-59	67.8																
	2018	1,168	489	41.9	31.0	362	127	135.1	485	347	71.5	150	197	54	25	46.3	11	14	411	221	53.8	82	139	
05 Supervisors	2016	1	0	0.0	1.9	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2018	30	14	46.7	1	1,400.0	14.0	333.3	0	0.0	14.0	333.3		
	2021	30	14	46.7			0.0	0.0			0.0	0.0		
03 Professionals	2018	42	16	38.1	3	533.3	26.6	143.2	0	0.0	26.8	142.1		
	2021	42	16	38.1			26.6	143.2			26.8	142.1		
04 Semi-Professionals & Technicians	2018	539	372	69.0	89	418.0	26.5	260.4	0	0.0	26.5	260.4		
	2021	539	372	69.0			26.5	260.4			26.5	260.4		
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

CompuCom Canada Co.

[Date: 2018-09-03]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires				Promotions					Terminations				
		All Employees	Visible Minorities						All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities						
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	41	5	12.2	2.8	1	4	435.5																
	2018	43	7	16.3	21.4	9	-2	76.1	7	3	42.9	1	2		0	0.0	0	0	6	0	0.0	1	-1	
08 Skilled Sales & Service Personnel	2016	27	2	7.4	15.8	4	-2	46.9																
	2018	62	18	29.0	17.3	11	7	167.8	25	8	32.0	4	4	7	2	28.6	1	1	24	2	8.3	2	0	
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
10 Clerical Personnel	2016	101	18	17.8	3.0	3	15	594.1																
	2018	69	19	27.5	19.0	13	6	144.9	8	3	37.5	2	1	0	0	0.0	0	0	11	2	18.2	2	0	
11 Intermediate Sales & Service Personnel	2016	0	8	0.0	0.0	0	8	0.0																
	2018	16	5	31.3	46.5	7	-2	67.2	0	0	0.0	0	0	2	1	50.0	0	1	7	3	42.9	0	3	
12 Semi-Skilled Manual Workers	2016	17	0	0.0	1.5	0	0	0.0																
	2018	6	3	50.0	1.6	0	3	3,125.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	#	%	#	%	#	%			
07 Administrative & Senior Clerical	2018	9	3	33.3	0	0.0	2.8	1190.5	0	0.0	21.4	155.8		
	2021	9	3	33.3			21.4	155.8			21.4	155.8		
08 Skilled Sales & Service Personnel	2018	32	10	31.3	0	0.0	12.6	248.0	0	0.0	12.6	248.0		
	2021	32	10	31.3			0.0	0.0			12.6	248.0		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	8	3	37.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	8	3	37.5			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	2	1	50.0	0	0.0	0.0	0.0	0	0.0	46.5	107.5		
	2021	2	1	50.0			46.5	107.5			46.5	107.5		
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

CompuCom Canada Co.

[Date: 2018-09-03]

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	%	%	#	#	%	#	%	#	%	#	#	%	#	%	#	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	4	0	0.0	11.6	0	0	0.0																	
	2018	8	1	12.5	25.1	2	-1	49.8	0	0	0.0	0	0	0	1	0	0.0	0	0	0	13	6	46.2	0	6
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	940	170	18.1	0.0	0	170	0.0																	
	2018	1,611	594	36.9	28.5	459	135	129.4	573	384	67.0	163	221	91	35	38.5	16	19	561	260	46.3	101	159		

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	#	%	#	%	#	%	#	%	#	%		
13 Other Sales & Service Personnel	2018	1	0	0.0	0	0.0	11.6	0.0	0	0.0	25.1	0.0		
	2021	1	0	0.0			25.1	0.0			25.1	0.0		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	664	419	63.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	664	419	63.1			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
CompuCom Canada Co.
[Date: 2018-09-03]

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):

Upcoming action plan is to: 1) increase rate of self-identification. We have made progress with the visible minorities and need to continue to communicate and encourage participation; 2) Increase efforts targeting women, aboriginal persons, and persons with disabilities. We are going through the acquisition transition, targeted completion 2020, and leveraging employees from both companies especially for Sales and Sales related job. Our goals for this assessment are more realistic because of this. Our aim is not to widen the gaps, excluding jobs that are being centralized to US and Mexico shared support teams e.g. corporate jobs, admin, clerical.

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.

We are B2B and increasing number of clients, for cost effectiveness, embrace having their IT needs supported by our teams in Mexico and not Canada.

- Any reorganization or other corporate structural changes.

We had a new CEO in 2016 and another in 2018, and went through numerous internal reorganizations. With the recent OfficeDepot acquisition, instead of increasing hires, we are looking at leveraging resources within.

- Acquisitions, mergers or transfers of employees.

Our parent company was acquired by OfficeDepot in November 2017. Sales teams from both organizations are being cross-trained and leveraged so we do not foresee increased hiring for Sales and Sales related jobs over the next 2-3-years. Centralizing of corporate functions continue with admin/clerical moved to either Mexico or US.

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

We closed our office in Scarborough and outsourced the warehouse function. We centralized corporate functions e.g. admin/finance/accounting, moving the jobs to Mexico and US shared

support/COE teams.

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

Not applicable

- Other.

Overall, our representation is satisfactory but we are continuing to do more in getting more self-identification done on the questionnaire, and also in addressing the larger gap of getting women to enter the IT sector. This may have to start from young. We partnered with First Book Canada, providing free books to less privileged middle-high school students. We may use the same forum to have our female managers/leaders promote female students entering IT. Our Sr VP (female visible minority) is a recent inductee to the Women in IT Hall of Fame so having her speak at these events are bring attention that we strongly encourages women to consider a career in IT with us.

Additional Details

Please provide any additional information (optional):

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: CompuCom Canada Co.

Primary Location: Toronto, ON

Number of Employees: 1611

Ontario	1070
Alberta	294
Québec	183
British Columbia	26
Manitoba	11
Newfoundland and Labrador	8
Saskatchewan	8
New Brunswick	7
Nova Scotia	3
Prince Edward Island	1

Organization Overview: NAICS 5415 – Computer Systems Design and Related Services
CompuCom Canada is an IT solution provider that provides technology solutions for businesses to transform their operations and meet their strategic objectives. In November of 2017, CompuCom became a wholly owned subsidiary of Office Depot, and recently joined forces with Grand & Toy, also an Office Depot company. Together, they offer a complete package of services, products and solutions focused on businesses of all sizes.

Key Dates – First Year Assessment

Initiated:	2016-04-01
Received:	2016-07-26
Closed:	2016-08-10
Workforce Analysis:	2016-07-19

Key Dates – Subsequent Assessment

Initiated:	2018-08-12
Received:	2018-09-04
Workforce Analysis:	2018-09-03



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:

- A couple of errors were noted in the Workforce Analysis. This was discussed with CompuCom's HR and corrected.

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

Yes No

ASSESSMENT OF REASONABLE PROGRESS

- Goals were set in both numerical and percentage form. Where possible the goal will be taken from the percentage goal, as setting numerical goals produced astronomically high percentages of goal met.

Women

02	Middle & Other Managers	Goal met at 83.3%.
03	Professionals	Goal met at 119%.
04	Semi-Professionals & Technicians	Goal met at 115%.
07	Administrative & Senior Clerical Personnel	Goal met at 88.9%.
10	Clerical Personnel	Goal not met (50% achieved).
11	Intermediate Sales & Service Personnel	Goal not set.
12	Semi-Skilled Manual Workers	Goal not met (0% achieved).
13	Other Sales & Service Personnel	Goal not met (0% achieved).

Assessment/Observations

- In EEOG 10 there were eight new entrants of which two were women. At an availability of 71.5%, five women would have been expected to be hired.
- In EEOG 12 there were no new hires. The representation of women in this EEOG was zero in 2016, and it remains the same.
- In EEOG 13 there was one new entrant who was not a woman. At an availability of 12.5%, this is to be expected.

Aboriginal Peoples

02	Middle and Other Managers	Goal not set.
04	Semi-Professionals and Technicians	Goal not set.
10	Clerical Personnel	Goal not met (0% achieved).

Assessment/Observations

- In EEOG 10 there were eight new entrants of which none was Aboriginal. At an availability of 4.3%, this is to be expected.

Persons with Disabilities

01/02	Managers	Goal not set.
04	Semi-Professionals & Technicians	Goal not met (33% achieved).
08	Skilled Sales & Service Personnel	Goal not met (55.8% achieved).
10	Clerical Personnel	Goal not met (0% achieved).
13	Other Sales and Service Personnel	Goal not set.

Assessment/Observations

- In EEOG 04 there were 539 new entrants of which eight were persons with disabilities. At an availability of 4.6%, 24 persons with disabilities would have been expected to be hired.
- In EEOG 08 there were 32 new entrants of which one was a person with disabilities. At an availability of 3.5%, this is what was expected.
- In EEOG 10 there were 8 new entrants of which none were persons with disabilities. At an availability of 7.0%, this is to be expected.

Members of Visible Minorities

03	Professionals	Goal met at 176.4%.
07	Admin and Senior Clerical Personnel	Goal not set.
11	Intermediate Sales and Service Personnel	Goal not set.
13	Other Sales and Service Personnel	Goal not set.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- CompuCom Canada has been centralizing their administrative and clerical functions. These jobs have now been moved to Mexico and the United States.
 - Their focus has been to target the gaps in the Professional, Semi-Professionals & Technical jobs.
 - Reduction in administrative and clerical jobs; centralizing backroom/office/operations jobs to Mexico or US office over the last two years. Trend to continue.
 - Closed the warehouse in November 2016. Function outsourced to third party.

ASSESSMENT OF GOALS

- All gaps have goals set equal to at least the market availability.
- For all four designated groups, the organization is looking into new ideas on how to increase entry for all the designated groups into the IT sector.
- In addition, for all designated groups the administrative and clerical jobs have been reduced by centralizing the backroom-office- and operations jobs to Mexico and/or the United States office over the last two years.

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-13	38.9	38.9	21.8	38.9
03	Professionals	-7	37.2	37.2	32.9	37.2
04	Semi-Professionals & Technicians	-173	25.0	25.0	8.9	23.7
07	Admin & Senior Clerical Personnel	-14	50.0	50.0	48.8	82.5
10	Clerical Personnel	-19	50.0	50.0	42.0	69.0
11	Intermediate Sales & Service Personnel	-1	-	-	56.3	64.2
12	Semi-Skilled Manual Workers	-1	18.5	18.5	0.0	18.5
13	Other Sales & Service Personnel	-3	50.0	50.0	12.5	55.9

Observations:

- The OfficeDepot acquisition transition is in progress and anticipated to be complete by 2020; therefore there is no significant hiring for managerial jobs (EEOGs 02 & 03). This acquisition also brings the Sales teams together, and there is no anticipated increase in hiring for all sales positions in Canada.
- The organization is encouraging career progression among its female employees via their career path program and goal setting, as currently their Canadian senior leadership team is 43% female.
- For EEOG 11 a goal is not required as representation is already over 50%.
- For EEOGs 07, 10, 11, 12, 13: The organization has reduced its administration and clerical jobs by centralizing the backroom-office- and operations jobs to Mexico and/or the United States office over the last two years. This trend is set to continue.

Aboriginal Peoples

Workforce Analysis Results		Goals			Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	# or %	# or %	%	%
02	Middle & Other Managers	-2	2.2	2.2	0.0	2.2
04	Semi-Professionals & Technicians	-7	2.3	2.1	1.5	2.1
10	Clerical Personnel	-2	4.3	2.9	0.0	2.9

Observations:

- For this designated group, the trend in representation for the three EEOGs listed above has been decreasing since 2016.

Persons with Disabilities

Workforce Analysis Results		Goals			Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
01/02	Managers	-3	4.3	4.3	1.2	4.3
04	Semi-Professionals & Technicians	-26	4.6	4.6	2.4	4.6
08	Skilled Sales & Service Personnel	-1	3.5	3.5	1.6	3.5
10	Clerical Personnel	-4	7.0	7.00	1.4	7.0
13	Other Sales & Service Personnel	-1	6.3	6.3	0.0	6.3

Observations:

- For EEOGs 01/02, 08 and 10 the trend in representation has been increasing.
- For EEOGs 04 and 13, representation has remained constant since 2016.

Members of Visible Minorities

Workforce Analysis Results		Goals			Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
03	Professionals	-8	26.8	26.8	21.9	26.8
07	Admin & Senior Clerical Personnel	-2	21.4	21.4	16.3	21.4
11	Intermediate Sales & Service Personnel	-2	46.5	46.5	31.3	46.5
13	Other Sales & Service Personnel	-1	25.1	25.1	12.5	25.1

Observations:

- Over the past two years, the representation of visible minorities has increased in all four of the EEOGs noted in the table above.

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

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

- Given that there are a number of gaps in all four designated groups, the organization might consider forging links with trade programs, career fairs and professional associations in order to identify qualified potential employees that are members of the designated groups. This may help them in reducing / eliminating the gaps.

Name of Analyst: Neeta Dhillon

Date: October 18, 2018

Subject: Government of Canada Agreement Number: 060609 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Mark Middel:

I am writing to inform you that the subsequent compliance assessment initiated on September 12th, 2018 has been completed. As a result of the assessment, CompuCom Canada Co. 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 CompuCom Canada Co.'s employment equity program.

- Given that there are a number of gaps in all four designated groups, the organization might consider forging links with trade programs, career fairs and professional associations in order to identify qualified potential employees that are members of the designated groups. This may help them in reducing / eliminating the gaps.

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 September 12th, 2021. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

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

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If over the three year period reasonable progress has not been made, CompuCom Canada Co. 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.

Your cooperation during the course of this compliance assessment was appreciated and we wish CompuCom Canada Co. continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

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



Joignez-vous au **Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT)** en ligne, un espace collaboratif pour employeurs. Envoyez-nous un courriel pour vous joindre!
Join the online **Workplace Equity, Diversity and Inclusion Forum (WEDIF)**, a collaborative space for employers. Send us an email to join!