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Labour Program Federal Contractors Program



## Agreement to Implement Employment Equity

New Agreement
Revised Agreement

	ORGANIZATION		***************************************	
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Computos Canada Co.				
		G	Yes	□ <b>™</b>
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	HEAD OFFICE			
AGGRESS CALIFORD CORRESPONDENCES SAME, MANAGE (MANAGE SAME)			Province	Form Code
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	**************************************		Factoring	X
	416-296-940		905-816	
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	CERTIFICATION			······
		***************************************	•	
<ul> <li>having a combined workforce of 100 or more permanent if 12 weeks or more in Canada, AND</li> </ul>				
<ul> <li>intending to bid on, or being in receipt of, a federal govern Supply Arrangement, valued at \$1,000,000 or more (inclu-</li> </ul>	tmant goods or services. Bing applicable taxes)	contract, standing :	ffer or contri	act issued under a
fereby certifies its commitment to implement or maintain emp histrament, in keeping with the Federal Contractors Program liesse nefer to http://www.bisids.gc.ca/sng/skbouriequelity/co	Acyment equity on an on	going basis, beyon Mormation on how	d the period to implemen	of the procurement Remployment equity
nportant note: If an audit of the Agreement to Implement Er we procurement instrument(s) with the Government of Canad	nployment Equity uncove a may be terminated.	их тізгергезельсь	who on the par	t of the organization.
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IOTE: The signatory must be the Chief Executive Officer OR contract on behalf of the organization.	l an authorized person in	on executive posit	on with lega	
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## 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)

	ı	Province		
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Ontario	1041	29	0	1070
Québec	179	4	0	183
Nova Scotia	3	0	0	3
New Brunswick	7	0	0	7
Manitoba	11	0	0	11
British Columbia	26	0	0	26
Prince Edward Island	1	0	0	1
Saskatchewan	8	0	0	8
Alberta	293	1	0	294
Newfoundland and Labrador	8	0	0	8
Total Employees in Can	ada 🕨			1611

	Cer	nsus Metropolita	n Areas	
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Calgary	159	1	0	160
Edmonton	9	0	0	9
Montréal	118	2	0	120
Toronto	816	26	0	842
Vancouver	19	0	0	19
Winnipeg	9	0	0	9
St. John's	7	0	0	7
Moncton	6	0	0	6
Québec	14	1	0	15
Ottawa - Gatineau	24	1	0	25
Hamilton	2	0	0	2
London	10	0	0	10
Saskatoon	5	0	0	5
Alta. less CMA	s 125	0	0	125
B.C. less CMA	s 7	0	0	7
Man. less CMA	. 2	0	0	2
N.B. less CMA	1	0	0	1

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

## **Census Metropolitan Areas**

ı	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	s 46	1	0	47
Sask. less CMA	3	0	0	3
Total Employee	es in Canada	<b>→</b>		1611

## FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

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

Occupational Group		,	All Employee:			original Peop			ns with Disa	bilities		s of Visible M	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers	4	1	1										
Top Range: \$100,000 and over	3												
Bottom Range: Under \$5,000	2												
	1	5	3	2	1	1					1		1
	Total	6	4	2	1	1					1		1
Middle and Other Managers	4	2	2										
Top Range: \$100,000 and over	3	8	7	1									
Bottom Range: Under \$5,000	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	4	6	4	2									
Top Range: \$100,000 and over	3	13	10	3									
Bottom Range: Under \$5,000	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	4	11	10	1							3	2	1
Top Range: \$100,000 and over	3	42	38	4	1	1		1	1		5	5	
Bottom Range: Under \$5,000	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

Page 1 of 4 Canada

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

Occupational Group		A	All Employees	00	Ab	Aboriginal Peoples	oles	Perso	Persons with Disabilities	bilities	Membe	Members of Visible Minorities	/linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Administrative and Senior Clerical Personnel	4	4	မ	1									
Top Range: \$100,000 and over	ယ	8	ယ	5									
Bottom Range: Under \$5,000	2	2	1	1									
	_	29	15	14	1	1		1		1	7	4	3
	Total	43	22	21	l.	١		1		1	7	4	3
Skilled Sales and Service Personnel	4	7	5	2									
Top Range: \$ 80,000 - \$84,999	3	1		1									
Bottom Range: Under \$5,000	2												
	1	54	34	20	2		2	1		1	18	8	10
	Total	62	39	23	2		2	1		1	18	8	10
Clerical Personnel	4	3	2	1									
Top Range: \$ 70,000 - \$74,999	ω	33	16	17							8	6	2
Bottom Range: Under \$5,000	2	3	1	2									
	1	30	21	9				1	1		11	8	3
	Total	69	40	29				1	1		19	14	5
Intermediate Sales and Service Personnel	4												
Top Range: Under \$5,000	ယ												
Bottom Range: Under \$5,000	2												
	_	16	7	6				1		1	5	_	4
	Total	16	7	6				1		1	5	1	4

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

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

### Form 2 B

## FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / National

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

Occupational Group		A	All Employee	S	Ab	original Peop	oles	Perso	ons with Disa	bilities	Member	s of Visible M	1inorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Professionals	4												
Top Range: \$ 25,000 - \$29,999	3												
Bottom Range: \$ 25,000 - \$29,999	2												
	1	1		1									
	Total	1		1									
Semi-Professionals and Technicians	4	2	1	1							1		1
Top Range: \$ 45,000 - \$49,999	3												
Bottom Range: Under \$5,000	2												
	1	31	22	9	1	1		1	1		24	16	8
	Total	33	23	10	1	1		1	1		25	16	9
Total Number of Employees		34	23	11	1	1		1	1		25	16	9

## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / National

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

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

## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / National

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

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Semi-Professionals and Technicians	27	21	6							21	15	6
Total Number of Employees Hired	27	21	6							21	15	6

## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / National

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

	Employe	ees promoted (	Employees pro	omoted during t	he year are to	be reported on	ly in the occup	ational groups	in which or to	which they have	e been last pro	moted.)
Occupational Group		All Employees		Al	original Peop	es	Pers	ons with Disal	oilities	Member	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
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

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
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

## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / National

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

		All Employees		Al	original Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
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

					Women			
Employment Equity Occupational Group	Internal Location	All Employees #	•	sentation		lability "	Gap #	Recruitment Area
		#	#	%	<u></u> %	#	#	
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
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



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# Workplace Equity Information Management System - CompuCom Canada Co.

# Workforce Analysis - Detailed Report

002738

Date: 2018-09-03

## Women

				_	Women		
Employment Equity Occupational Group	Internal Location	All Employees #	Represe #	# %	Availability %#	ility 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	_	0	0.0 %	29.7 %	0 0	) Prince Edward Island
2282 : User support technicians	Québec	127	<b>∞</b>	6.3 %	19.6 %	25 -17	Québec
2282 : User support technicians	Saskatchewan	7	<u> </u>	14.3 %	27.1 %	2 -1	Saskatchewan
07 : Administrative and Senior Clerical Personnel		43	21	48.8 %	82.5 %	35 -14	· 8
Employment Equity Occupational Group	Alta. less CMAs	O	ω	50.0 %	89.0 %	ъ -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 %	ن ئ-	Montréal
Employment Equity Occupational Group	Ont. less CMAs	<b></b>	2	40.0 %	87.1 %	-2	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	_	0	0.0 %	77.2 %		Ottawa - Gatineau
Employment Equity Occupational Group	Que. less CMAs	2	_	50.0 %	87.5 %	2 -1	Que. less CMAs
Employment Equity Occupational Group	Toronto	20	13	65.0 %	80.1%	16 -3	3 Toronto
08 : Skilled Sales and Service Personnel		62	23	37.1 %	27.0 %	17 6	
6221 : Technical sales specialists - wholesale trade	Alberta	13	ъ	38.5 %	20.5 %	3 2	2 Alberta
6221 : Technical sales specialists - wholesale trade	Ontario	42	17	40.5 %	28.7 %	12 5	5 Ontario
6221 : Technical sales specialists - wholesale trade	Québec	O	_	16.7 %	29.1 %	2 -1	Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	_	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	_	0	0.0 %	76.3 %	_	Alta. less CMAs
Employment Equity Occupational Group	Calgary	ω	2	66.7 %	70.2 %	2 0	Calgary
Employment Equity Occupational Group	London	4	ω	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

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Workplace Equity Information Management System - CompuCom Canada Co.

002739

# Workforce Analysis - Detailed Report

Date: 2018-09-03

## Women

					•		
Employment Equity Occupational Group	Internal Location	All Employees	Representation		women Avai	Availability Gap	Recruitment Area
		#	#	%	%	#	
Employment Equity Occupational Group	Que. less CMAs	ω	<u> </u>	33.3 %	66.8 %	2	Que. less CMAs
Employment Equity Occupational Group	Toronto	22	51	22.7 %	65.2 %	-9	Toronto
11 : Intermediate Sales and Service Personnel		16	9	56.3 %	64.2 %	10	
Employment Equity Occupational Group	Calgary	2	0	0.0 %	66.1 %	_	Calgary
Employment Equity Occupational Group	Toronto	14	9	64.3 %	63.9 %	9 0	) Toronto
12 : Semi-Skilled Manual Workers		6	0	0.0 %	18.5 %		
Employment Equity Occupational Group	B.C. less CMAs	_	0	0.0 %	14.0 %	0 0	B.C. less CMAs
Employment Equity Occupational Group	Ont. less CMAs	ω	0	0.0 %	20.7 %		Ont. less CMAs
Employment Equity Occupational Group	Que. less CMAs	Ν	0	0.0 %	17.3 %	0 0	Que. less CMAs
13 : Other Sales and Service Personnel		œ	_	12.5 %	55.9 %	-3	
Employment Equity Occupational Group	London	ယ	<u> </u>	33.3 %	57.5 %	2 -	London
Employment Equity Occupational Group	Montréal	2	0	0.0 %	51.1 %		Montréal
Employment Equity Occupational Group	Ont. less CMAs	_	0	0.0 %	61.8 %		Ont. less CMAs
Employment Equity Occupational Group	Toronto	2	0	0.0 %	55.5 %	<u> </u>	Toronto
Total		1611	257	15.9 %	29.9 %	482 -225	

Total may not equal sum of components due to rounding.

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



# Workplace Equity Information Management System - CompuCom Canada Co.

# Workforce Analysis - Detailed Report

002740

Date: 2018-09-03

## **Aboriginal Peoples**

Employment Equity Occupational Group	Internal Location	All Employees	Abo Representation	Aborigi ntation	Aboriginal Peoples ion Availability	ility Gap	Recruitment Area
		*	# -	%	%		
01 : Senior Managers	National	6	_	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	ω	1.9 %	1.4 %	2 1	
1111 : Financial auditors and accountants	National	16	_	6.3 %	1.3 %	0 1	National
1121 : Human resources professionals	National	ω	0	0.0 %	2.7 %	0 0	National
1122 : Professional occupations in business management consulting	National	61	_	1.6 %	1.6 %	1 0	National
1123 : Professional occupations in advertising, marketing and public relations	National	_	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	_	1.6 %	1.1 %	1 0	National
2172 : Database analysts and data administrators	National	_	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	<u> </u>	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	_	2.1 %	2.7 %	1 0	Alberta
2281 : Computer network technicians	British Columbia	_	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
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	1	0	0.0 %	4.9 %	<u>-</u>	Manitoba
2282 : User support technicians	New Brunswick	7	0	0.0 %	4.2 %	0 0	New Brunswick
2282 : User support technicians	Newfoundland and Labrador	o	0	0.0 %	11.6 %	-1	Newfoundland and

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Workplace Equity Information Management System - CompuCom Canada Co.

# Workforce Analysis - Detailed Report

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Date: 2018-09-03

## **Aboriginal Peoples**

	(							
Employment Equity Occupational Group	Internal Location	All Employees #	Repres	Abori Representation # %	Aboriginal Peoples ion Availability % % #	bility #	Gap #	Recruitment Area
2282 : User support technicians	Nova Scotia	ω	0	0.0 %	3.2 %	0	0	Nova Scotia
2282 : User support technicians	Ontario	617	7	1.1 %	1.6 %	10	చ	Ontario
2282 : User support technicians	Prince Edward Island	_	0	0.0 %	0.0 %	0	0	Prince Edward Island
2282 : User support technicians	Québec	127	ω	2.4 %	1.3 %	2	_	Québec
2282 : User support technicians	Saskatchewan	7	_	14.3 %	7.9 %	_	0	Saskatchewan
07 : Administrative and Senior Clerical Personnel		43	_	2.3 %	2.3 %	_	0	
Employment Equity Occupational Group	Alta. less CMAs	O	0	0.0 %	6.0 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	Calgary	O <sub>1</sub>	_	20.0 %	2.6 %	0	_	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	_	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 %	<u> </u>	_	
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	O	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	ĸ	
Employment Equity Occupational Group	Alta. less CMAs	1	0	0.0 %	8.1 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	Calgary	ω	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	۲	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	Ont. less CMAs	31	0	0.0 %	4.7 %	-1	<u>.</u>	Ont. less CMAs

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Workplace Equity Information Management System - CompuCom Canada Co.

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# Workforce Analysis - Detailed Report

Date: 2018-09-03

## **Aboriginal Peoples**

				<b>&gt;</b>				
Employment Equity Occupational Group	Internal Location	All Employees	Representation	Aporig	Aboriginai Peoples ion Availi	Availability	Gap	Recruitment Area
		#	#	%	%	#	#	
Employment Equity Occupational Group	Que. less CMAs	3	0	0.0 %	3.2 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Toronto	22	0	0.0 %	0.7 %	0	0	Toronto
11 : Intermediate Sales and Service Personnel		16	0	0.0 %	0.9 %	0	0	
Employment Equity Occupational Group	Calgary	N	0	0.0 %	2.5 %	0	0	Calgary
Employment Equity Occupational Group	Toronto	14	0	0.0 %	0.6 %	0	0	Toronto
12 : Semi-Skilled Manual Workers		0	0	0.0 %	4.9 %	0	0	
Employment Equity Occupational Group	B.C. less CMAs	_	0	0.0 %	11.0 %	0	0	B.C. less CMAs
Employment Equity Occupational Group	Ont. less CMAs	ω	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
13 : Other Sales and Service Personnel		ω	0	0.0 %	2.0 %	0	0	
Employment Equity Occupational Group	London	ω	0	0.0 %	2.2 %	0	0	London
Employment Equity Occupational Group	Montréal	2	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	Ont. less CMAs	<u> </u>	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	Ġ	

Total may not equal sum of components due to rounding.

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



# Workplace Equity Information Management System - CompuCom Canada Co.

# Workforce Analysis - Detailed Report

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Date: 2018-09-03

## **Members of Visible Minorities**

Restructe Facility Occupational Occupa	atomol I postion	A II		Members o	Members of Visible Minorities	•	3	
Employment Equity Cookpanional Cross	T COMPANY	#	# 2	# %	% #		# 7	
01 : Senior Managers	National	6	<u> </u>	16.7 %	10.1 %	<u> </u>	0	National
02 : Middle and Other Managers	National	78	17	21.8 %	15.0 %	12	5	National
03 : Professionals		155	34	21.9 %	26.8 %	42	ćο	
1111 : Financial auditors and accountants	National	16	ω	18.8 %	27.5 %	4	<u>.</u>	National
1121 : Human resources professionals	National	ω	2	66.7 %	14.1 %	0	2	National
1122 : Professional occupations in business management consulting	National	61	18	29.5 %	21.6 %	13	Сī	National
1123 : Professional occupations in advertising, marketing and public relations	National	_	0	0.0 %	16.9 %	0	0	National
2147 : Computer engineers (except software engineers and designers)	National	7	0	0.0 %	38.2 %	ω	ယ်	National
2171 : Information systems analysts and consultants	National	61	10	16.4 %	31.4 %	19	-6	National
2172 : Database analysts and data administrators	National	<u> </u>	<u> </u>	100.0 %	32.3 %	0	<u> </u>	National
2174 : Computer programmers and interactive media developers	National	2	0	0.0 %	31.5 %	_		National
4163 : Business development officers and marketing researchers and consultants	National	2	0	0.0 %	21.9 %	0	0	National
5121 : Authors and writers	National	_	0	0.0 %	10.7 %	0	0	National
04 : Semi-Professionals and Technicians		1168	489	41.9 %	31.0 %	362	127	
2281 : Computer network technicians	Alberta	47	12	25.5 %	25.1 %	12	0	Alberta
2281 : Computer network technicians	British Columbia	<u> </u>	0	0.0 %	28.5 %	0	0	British Columbia
2281 : Computer network technicians	Newfoundland and Labrador	2	0	0.0 %	0.0 %	0	0	Newfoundland and
2281 : Computer network technicians	Ontario	125	70	56.0 %	34.1 %	43	27	Ontario
2281 : Computer network technicians	Québec	7	0	0.0 %	13.1 %	_	<u>.</u>	Québec
2282 : User support technicians	Alberta	184	52	28.3 %	28.2 %	52	0	Alberta
2282 : User support technicians	British Columbia	23	<b>=</b>	47.8 %	32.5 %	7	4	British Columbia
2282 : User support technicians	Manitoba	11	ω	27.3 %	17.3 %	2	_	Manitoba
2282 : User support technicians	New Brunswick	7	0	0.0 %	3.0 %	0	0	New Brunswick
2282 : User support technicians	Newfoundland and Labrador	O	0	0.0 %	0.0 %	0	0	Newfoundland and

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Workplace Equity Information Management System - CompuCom Canada Co.

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# Workforce Analysis - Detailed Report

Date: 2018-09-03

## **Members of Visible Minorities**

	i		I	Members o	Members of Visible Minorities	orities	ı	:
Employment Equity Occupational Group	Internal Location	All Employees #	kepres	# %	Avaii	Availability 6 #	# P	Recruitment Area
2282 : User support technicians	Nova Scotia	ω	0	0.0 %	11.3 %	0	0	Nova Scotia
2282 : User support technicians	Ontario	617	322	52.2 %	35.9 %	222	100	Ontario
2282 : User support technicians	Prince Edward Island	_	0	0.0 %	0.0 %	0	0	Prince Edward Island
2282 : User support technicians	Québec	127	17	13.4 %	18.2 %	23	ტ	Québec
2282 : User support technicians	Saskatchewan	7	2	28.6 %	7.9 %	_	_	Saskatchewan
07 : Administrative and Senior Clerical Personnel		43	7	16.3 %	21.4 %	9	Ň	
Employment Equity Occupational Group	Alta. less CMAs	0	0	0.0 %	3.4 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	Calgary	ъ	0	0.0 %	16.5 %	_	_	Calgary
Employment Equity Occupational Group	Montréal	4	0	0.0 %	12.2 %	0	0	Montréal
Employment Equity Occupational Group	Ont. less CMAs	ΟΊ	0	0.0 %	1.6 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	_	0	0.0 %	12.2 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Que. less CMAs	2	0	0.0 %	0.6 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Toronto	20	7	35.0 %	37.3 %	7	0	Toronto
08 : Skilled Sales and Service Personnel		62	18	29.0 %	17.3 %	1	7	
6221 : Technical sales specialists - wholesale trade	Alberta	13	2	15.4 %	11.3 %	_	_	Alberta
6221 : Technical sales specialists - wholesale trade	Ontario	42	16	38.1 %	20.8 %	9	7	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	6	0	0.0 %	8.5 %	_		Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	_	0	0.0 %	2.7 %	0	0	Saskatchewan
10 : Clerical Personnel		69	19	27.5 %	19.0 %	13	6	
Employment Equity Occupational Group	Alta. less CMAs	_	0	0.0 %	4.2 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	Calgary	ω	0	0.0 %	24.3 %	_	<u>.</u>	Calgary
Employment Equity Occupational Group	London	4	0	0.0 %	9.1 %	0	0	London
Employment Equity Occupational Group	Montréal	Οī	2	40.0 %	17.4 %	<u> </u>	<u> </u>	Montréal
Employment Equity Occupational Group	Ont. less CMAs	31	∞	25.8 %	1.7 %	_	7	Ont. less CMAs

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# Workplace Equity Information Management System - CompuCom Canada Co.

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# Workforce Analysis - Detailed Report

Date: 2018-09-03

## **Members of Visible Minorities**

				Members o	Members of Visible Minorities	orities		
Employment Equity Occupational Group	Internal Location	All Employees #	Repres #	Representation # %	Avai %	Availability 6 #	Gap #	Recruitment Area
Employment Equity Occupational Group	Que. less CMAs	ω	0	0.0 %	0.6 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Toronto	22	9	40.9 %	48.1 %	1	ż	Toronto
11 : Intermediate Sales and Service Personnel		16	5	31.3 %	46.5 %	7	'n	
Employment Equity Occupational Group	Calgary	2	0	0.0 %	29.7 %	_	4	Calgary
Employment Equity Occupational Group	Toronto	14	<b>5</b> 1	35.7 %	48.9 %	7	'n	Toronto
12 : Semi-Skilled Manual Workers		O	ω	50.0 %	1.6 %	0	ω	
Employment Equity Occupational Group	B.C. less CMAs	_	_	100.0 %	3.5 %	0	_	B.C. less CMAs
Employment Equity Occupational Group	Ont. less CMAs	ω	2	66.7 %	1.6 %	0	2	Ont. less CMAs
Employment Equity Occupational Group	Que. less CMAs	2	0	0.0 %	0.7 %	0	0	Que. less CMAs
13 : Other Sales and Service Personnel		œ	<u> </u>	12.5 %	25.1 %	2	<u>.</u>	
Employment Equity Occupational Group	London	ω	0	0.0 %	14.6 %	0	0	London
Employment Equity Occupational Group	Montréal	2	0	0.0 %	24.3 %	0	0	Montréal
Employment Equity Occupational Group	Ont. less CMAs	_	0	0.0 %	2.7 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Toronto	2	<u> </u>	50.0 %	52.7 %	_	0	Toronto
Total		1611	594	36.9 %	28.5 %	459	135	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - CompuCom Canada Co.

# Workforce Analysis - Detailed Report

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Date: 2018-09-03

## **Persons with Disabilities**

Employment Equity Occupational Group	Internal Location	All Employees	Perso Representation	Persons v	Persons with Disabilities Itation Availabil	Ϊŧ	Gap	Recruitment Area
		#	#	%	%		#	
01/02 : Managers	National	84	_	1.2 %	4.3 %	4	ပ်	National
03 : Professionals	National	155	7	4.5 %	3.8 %	6	<u> </u>	National
04 : Semi-Professionals and Technicians	National	1168	28	2.4 %	4.6 %	54	-26	National
07 : Administrative and Senior Clerical Personnel	National	43	_	2.3 %	3.4 %	<u> </u>	0	National
08 : Skilled Sales and Service Personnel	National	62	_	1.6 %	3.5 %	2	<u>.</u>	National
10 : Clerical Personnel	National	69	_	1.4 %	7.0 %	IJ	4	National
11 : Intermediate Sales and Service Personnel	National	16	<u> </u>	6.3 %	5.6 %	_	0	National
12 : Semi-Skilled Manual Workers	National	6	0	0.0 %	4.8 %	0	0	National
13 : Other Sales and Service Personnel	National	œ	0	0.0 %	6.3 %	_	<u></u>	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



Workplace Equity Information Management System - CompuCom Canada Co.

002747

# Workforce Analysis - Detailed Report

Date: 2018-09-03

# WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

<b>Employment Equity Occupational Group</b>	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

## Workplace Equity Information Management System - CompuCom Canada Co.

## **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

				Women			
Employment Equity Occupational Group	All Employees	Repres	entation	Ava	ilability	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.



Workplace Equity Information Management System - CompuCom Canada Co.

# **Workforce Analysis - Summary Report**

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Date: 2018-09-03

## **Aboriginal Peoples**

			Aborig	Aboriginal Peoples		
Employment Equity Occupational Group	All Employees	Representation	entation	Availabi	oility	Gap
	#	#	%	%	#	#
01 : Senior Managers	6	1	16.7 %	2.9 %	0	1
02 : Middle and Other Managers	78	0	0.0 %	2.2 %	2	ż
03 : Professionals	155	ω	1.9 %	1.4 %	2	
04 : Semi-Professionals and Technicians	1168	18	1.5 %	2.1 %	25	-7
07 : Administrative and Senior Clerical Personnel	43	_	2.3 %	2.3 %	_	0
08 : Skilled Sales and Service Personnel	62	2	3.2 %	1.3 %	_	-
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	O	0	0.0 %	4.9 %	0	0
13 : Other Sales and Service Personnel	œ	0	0.0 %	2.0 %	0	0
Total	1611	25	1.5 %	2.0 %	33	&

Total may not equal sum of components due to rounding.



Date: 2018-09-03

## **Members of Visible Minorities**

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

Total may not equal sum of components due to rounding.



2018-09-03

Workplace Equity Information Management System - CompuCom Canada Co.

# **Workforce Analysis - Summary Report**

Date: 2018-09-03

## **Persons with Disabilities**

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

Total may not equal sum of components due to rounding.



2018-09-03

Workplace Equity Information Management System - CompuCom Canada Co.

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# **Workforce Analysis - Summary Report**

Date: 2018-09-03

# WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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

## Workplace Equity Information Management System - CompuCom Canada Co.

## **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



Part 1: Workforce Analysis

CompuCom Canada Co.

[Date: 2018-09-03]

## Data from First/Previous Workforce Analysis

**1 1** 

$\downarrow$	<b>\</b>	<b>\</b>
Data from Sul	bsequent/Curre Analysis	nt Workforce

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2016	07	19

Data from Subse	equent/Current Wo	orkforce Analysis
YYYY	MM	DD
2018	09	03

		Table 1: Women				
		First/Previous Workforce Analysis				
Emple	yment Equity Occupational Group (EEOG)	All Employees	Wor	men		
բարտ	yment Equity Occupational Group (EEOG)		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 Workfore	e Analysis				
All Employees	Won	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				
o	0	0.0				
1,611	257	29.9				

* Source:			
2011 Natio	onal Household	Survey	

* Source:			
2011 Nation	al Household Sur	rvey	

Part 1: Workforce Analysis

CompuCom Canada Co.

[Date: 2018-09-03]

## Data from First/Previous Workforce Analysis

Data Hom S	ubsequent/Curre Analysis	ent Workloree
$\downarrow$	$\downarrow$	$\downarrow$

Data from Fi	rst/Previous Work	orce Analysis
YYYY	MM	DD
2016	07	19

2018	09	03
YYYY	MM	DD
Data from Subse	equent/Current Wo	orkforce Analysis

		Table	2: Aboriginal P	eoples
		First/Pr	evious Workforce A	Analysis
Emal	over out Equity Occupational Crown (EEOC)	All Employees	Aborigina	l Peoples
բախ	oyment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	2	0	2.9
02	Middle & Other Managers	55	2	2.2
03	Professionals	67	1	1.4
04	Semi-Professionals & Technicians	625	16	2.3
05	Supervisors	1	0	4.9
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	41	0	4.1
08	Skilled Sales & Service Personnel	27	0	1.5
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	101	2	4.3
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	17	0	4.4
13	Other Sales & Service Personnel	4	0	3.3
14	Other Manual Workers	0	0	0.0
Total		940	21	2.5

Table	6: Aboriginal Pe	eoples
Subsequent	/Current Workford	e Analysis
All Employees	Aborigina	l Peoples
	Representation	Availability*
#	#	%
6	1	2.9
78	0	2.2
155	3	1.4
1,168	18	2.1
0	0	0.0
0	0	0.0
43	1	2.3
62	2	1.3
0	0	0.0
69	0	2.9
16	0	0.9
6	0	4.9
8	0	2.0
0	0	0.0
1,611	25	2.0

* Source:	
2011 National Household Survey	

* So	ource:				
201	1 Nati	onal Ho	usehold	l Survey	

**Part 1: Workforce Analysis** 

CompuCom Canada Co.

[Date: 2018-09-03]

## Data from First/Previous Workforce Analysis

2016	07	19
YYYY	MM	DD
Data from Fi	rst/Previous Work	force Analysis

## Data from Subsequent/Current Workforce Analysis

2018	MM 09	03
******	equent/Current Wo	orkforce Analysis

				ú	L	Š	i		I	Į	ļ		į				3		i				١		ļ	Š	Š	l		I			Į		Š	t	2			ì	١			•	Į		ļ			À	ľ		I	١	١	L		Ů	å	l	ţ			1	١	•	l	Ž.	U	ļ	l	Ĺ		į	ľ		l	l	į	Š	Š	ì	Ì			
														ľ		i					t	1	•	ŀ	)	ì	٠	e		,	,	ì	(	)			Ý	S			١	,	Ņ	7	(	)		ř	l	ć				į			•	6			į	k	l	1	í	Ì	l		,	•			S													
8	**	8	88	30	88		8	88	**	×	8	×	8	8	8	8	×	2	8	8	2	3	8	7	8	77	3	7	77	×	88	30	8	88	30	×	88	3	×	8	8	8	8	88	8	8	8	7	8	8	8	30	8	8	×	8	×	×	88	7	8	8	3	8	*	88	×	88	8	8	*	88	×	88	×	8	×	×	8	8	×	×	88	88	22	Š

Employment Equity Occupational Group (EEOG)		First/Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
Embic	Syment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	2	1	10.1
02	Middle & Other Managers	55	4	15.0
03	Professionals	67	7	26.6
04	Semi-Professionals & Technicians	625	125	29.5
05	Supervisors	1	0	1.9
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	41	5	2.8
08	Skilled Sales & Service Personnel	27	2	15.8
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	101	18	3.0
11	Intermediate Sales & Service Personnel	0	8	0.0
12	Semi-Skilled Manual Workers	17	0	1.5
13	Other Sales & Service Personnel	4	0	11.6
14	Other Manual Workers	0	0	0.0
Total		940	170	0.0

Table 7: Me	Table 7: Members of Visible Minorities			
Subsequent	/Current Workfore	e Analysis		
All Employees	Members of Visi	Members of Visible Minorities		
	Representation	Availability*		
#	#	%		
6	1	10.1		
78	17	15.0		
155	34	26.8		
1,168	489	31.0		
0	0	0.0		
0	0	0.0		
43	7	21.4		
62	18	17.3		
0	0	0.0		
69	19	19.0		
16	5	46.5		
6	3	1.6		
8	1	25.1		
0	0	0.0		
1,611	594	28.5		

* Source:	
2011 National Household Survey	

* Source:			
2011 Nation	al Household Sur	vey	

**Part 1: Workforce Analysis** 

CompuCom Canada Co.

[Date: 2018-09-03]

## Data from First/Previous Workforce Analysis

**1 1** 

Data Irom S	ubsequent/Curro Analysis	ent workforce
<b>\</b>	<b>\</b>	<b>\</b>

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2016	07	19

2018	09	03
YYYY	MM	DD
Data from Subse	equent/Current Wo	orkforce Analysis

			Persons with Di	
FI-	Comment Family Commentional Comment (FFCC)	All Employees	Persons with	n Disabilities
Ешрю	yment Equity Occupational Group (EEOG)		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

Table 8: Persons with Disabilities			
Subsequent	/Current Workford	e Analysis	
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	
1,611	40	4.6	

* Source:	
2011 National Household Survey	

\* Source:
2011 National Household Survey

## Part 2: Flow Data Analysis

CompuCom Canada Co.

[Date: 2018-09-03]

Start	Date of Flow	Data
YYYY	MM	DD
2016	07	19

 $\downarrow$ 

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End I	Date of Flow	Data
YYYY	MM	DD
2018	09	03

Data from Form 4 - Employees Hired Data from Form 5 - Employees Promoted Data from Form 6 - Employees Terminated

	Table 1: Women			
	Full-time / National		Part-time / National	
Employment Equity Occupational Group (EEOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	21	3	0	0
03 Professionals	27	7	0	0
04 Semi-Professionals & Technicians	458	50	27	6
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	7	2	0	0
08 Skilled Sales & Service Personnel	25	9	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	8	2	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	73	27	6

Full-time / National		Part-time / National	
All Employees Promoted	ployees Women Employees		Women Promoted
#	#	#	#
1	0	0	0
9	2	0	0
15	3	0	0
54	6	0	0
0	0	0	0
0	0	0	0
2	2	0	0
7	4	0	0
0	0	0	0
0	0	0	0
2	2	0	0
0	0	0	0
1	0	0	0
0	0	0	0
91	19	0	0

Table 9: Women				
Full-time	ull-time / National Part-		time / National	
All Employees Terminated	Women Terminated All Employees Terminated		Women Terminated	
#	#	#	#	
3	0	0	0	
31	4	0	0	
55	16	0	0	
396	48	15	2	
0	0	0	0	
0	0	0	0	
6	4	0	0	
24	5	0	0	
0	0	0	0	
11	4	0	0	
7	4	0	0	
0	0	0	0	
13	3	0	0	
0	0	0	0	
546	88	15	2	

## Part 2: Flow Data Analysis

## CompuCom Canada Co.

[Date: 2018-09-03]

2016	07	19
VVVV	MAM	nn
Start	Date of Flow	v Data

YYYY	MM	עט
End	Date of Flow	Data

**Data from Form 4 - Employees** Hired

**Data from Form 5 - Employees** Promoted  $\overline{\downarrow}$  $\overline{\downarrow}$  $\overline{\downarrow}$  **Data from Form 6 - Employees** Terminated

	•	•	₩	•
	Table 2: Aboriginal Peoples			ples
	Full-time / National		Part-time / National	
Employment Equity Occupational Group (EEOG)	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

Total

Table 6: Aboriginal Peoples				
Full-time / National Part-time		/ National		
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	
#	#	#	#	
1	0	0	0	
9	0	0	0	
15	0	0	0	
54	0	0	0	
0	0	0	0	
0	0	0	0	
2	0	0	0	
7	1	0	0	
0	0	0	0	
0	0	0	0	
2	0	0	0	
0	0	0	0	
1	0	0	0	
0	0	0	0	
91	1	0	0	

Table 10: Aboriginal Peoples				
Full-time	Full-time / National Par		rt-time / National	
All Employees Terminated	Aboriginal Peoples Employee Terminated Terminate		Aboriginal Peoples Terminated	
#	#	#	#	
3	0	0	0	
31	0	0	0	
55	0	0	0	
396	4	15	1	
0	0	0	0	
0	0	0	0	
6	0	0	0	
24	0	0	0	
0	0	0	0	
11	1	0	0	
7	0	0	0	
0	0	0	0	
13	0	0	0	
0	0	0	0	
546	5	15	1	

### Part 2: Flow Data Analysis

CompuCom Canada Co.

[Date: 2018-09-03]

 $\overline{\downarrow}$ 

0

27

8

2016	07	19
YYYY	MM	DD
Start	Date of Flow	v Data

YYYY	MM	DD
2018	09	03

### Data from Form 4 - Employees Hired

## Data from Form 5 - Employees Promoted

### Data from Form 6 - Employees Terminated

		Table.	3: Persons	with Disa	bilities
		Full-time	/ National	Part-time	/ National
	ployment Equity Occupational Group EOG)	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

546

Total

Full-time	/ National	Part-time	/ National		
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted		
#	#	#	#		
1	0	0	0		
9	0	0	0		
15	0	0	0		
54	0	0	0		
0	0	0	0		
0	0	0	0		
2	0	0	0		
7	1	0	0		
0	0	0	0		
0	0	0	0		
2	0	0	0		
0	0	0	0		
1	0	0	0		
0	0	0	0		
91	1	0	0		

Table 11: Persons with Disabilities							
Full-time	/ National	Part-time / National					
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated				
#	#	#	#				
3	0	0	(				
31	1	0	C				
55	1	0	(				
396	3	15	1				
0	0	0	(				
0	0	0	(				
6	0	0	(				
24	1	0	(				
0	0	0	(				
11	1	0	(				
7	0	0	(				
0	0	0	(				
13	0	0	(				
0	0	0	(				
546	7	15	1				

#### Part 2: Flow Data Analysis

CompuCom Canada Co.

[Date: 2018-09-03]

End	Date of Flow	Data
2018	09	03

**Data from Form 4 - Employees** Hired

**Data from Form 5 - Employees** Promoted  $\overline{\downarrow}$ 

**Data from Form 6 - Employees** Terminated

	Table 4:	Members o	f Visible N	Minorities
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	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

Full-time	/ National	Part-time	/ National		
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted #		
#	#	#			
1	0	0	0		
9	4	0	0		
15	3	0	0		
54	25	0	0		
0	0	0	0		
0	0	0	0		
2	0	0	0		
7	2	0	0		
0	0	0	0		
0	0	0	0		
2	1	0	0		
0	0	0	0		
1	0	0	0		
0	0	0	0		
91	35	0	0		

<b>Table 12: Members of Visible Minorities</b>								
Full-time	/ National	Part-time / National						
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated					
#	#	#	#					
3	0	0	0					
31	8	0	0					
55	18	0	0					
396	213	15	8					
0	0	0	0					
0	0	0	0					
6	0	0	0					
24	2	0	0					
0	0	0	0					
11	2	0	0					
7	3	0	0					
0	0	0	0					
13	6	0	0					
0	0	0	0					
546	252	15	8					

#### Part 3: Goals

CompuCom Canada Co.

[Date: 2018-09-03]

		Data for First/Previous Goals																	
A B	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	СхЕхЗ	From Flow Data Analysis &	Data Entry	C x H x 3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	: / \\	K ÷ C	(K - M + O) ÷ (C + F)
	↓	↓	↓	1	↓	1	↓	↓	↓	↓	1	1	1	↓	↓	↓	↓	↓	
										Table 1: V									
									First/	Previous Sho	ort-term G	oals							
				All En	nployees			1							omen			·	,
	Number	Grev	vth (New Posit	ions)	Turnover (Re	eplacement of Employees)	Terminated	Anticipated	Number	Turnover (Re	placement of	Hires	3 Year	· Goals					Projected
Employment Equity Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual		ected	Hires Over 3	YYYY-MM-DD	Terminated I	Employees)	Required Over 3	YYYY		Present Availability	Present Gap	Projected Gan	Present Representation	Representation in 3
, , , , , , , , , , , , , , , , , , ,	2016-07-19	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2016-07-19	Annually	Over 3 Years	Years	2016	2019				·	Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	2	44.2%	0.0%	C	75.0%	0.0%	0	0	1	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	625	23.2%	3.0%	56		15.0%	281	337	44	15.070	20	138	34	10.0%	23.8%	-105	-104	7.0%	8.5%
05 Supervisors	1	-100.0%	0.0%	C	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%	C	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	1 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%	C	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%	c	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%	ç	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%	C	87.5%	3.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!

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

0.0%

0.0%

44.0%

216.7%

3.0%

3.0%

0.0%

12

13

Total

Semi-Skilled Manual

Other Sales & Service

14 Other Manual Workers

17

-29.3%

26.0%

0.0%

19.7%

0.0%

3.0%

0.0%

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

160

3.0%

3.0%

0.0%

10.0%

10.0%

0.0%

157

19.5%

58.6%

0.0%

33.7%

-157

-157

					Table 2: Women
P 1 (P ')		Wome	en		
Employment Equity	Short-ter	m Goals	Long-ter	m Goals	Comments
Occupational Group (EEOG)	#	%	#	%	
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	34	10.0	34	10.0	
05 Supervisors	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 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	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	10 5	Closed the warehouse in November 2016. Function outsourced to third party.
13 Other Sales & Service	0	50.0	0	50.0	Closed the waterbuse in Avvenue, 2010, a thicking outsource to thing party.
14 Other Manual Workers	0	0.0	0	0.0	
Total	U	0.0	U	0.0	
Total					

0.0%

25.0%

#DIV/0!

17.0%

0.0%

25.0%

17.0%

#DIV/0!

#### Federal Contractors Program Achievement Report Part 3: Goals CompuCom Canada Co. [Date: 2018-09-03]

										Data f	or First/P	revious (	Goals							
A	В	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data	sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis &	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis		K ÷ C	(K - M + O) ÷ (C + F)
	ı	1	1	1	1	1	1	<b>1</b>	1	1	1	1	↓	1	1	1	Ţ	1	<u> </u>	
										Table	: 3: Abori	ginal Peo	ples							
										First/	Previous Sh	ort-term G	oals							
					All En	ployees					,		,			nal Peoples	,	,		
		Number	Grow	th (New Posit	ions)		eplacement of Employees)	Terminated		Number	Turnover (Re	enlacement of	Hires		Goals					
	loyment Equity	YYYY-MM-DD	Actual	Peni	ected	Actual	Proje	Anta	Anticipated Hires Over 3	YYYY-MM-DD	Terminated		Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Осси	pational Group (EEOG)	1111-804-00	Actual		Over 3	Accuai	_	Over 3	Years			Over 3	Over 3 Years		I	Availability		Gap	Representation	Years
		2016-07-19	Annually	Annually	Years	Annually	Annually	Years		2016-07-19	Annually	Years	i cars	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%	2.9%	0	0	0.0%	0.0%
02	Middle & Other Managers Professionals	55 67	12.4% 32.3%	0.0% 0.0%	0	46.6% 49.5%	0.0% 0.0%	0	0	2	0.0% 0.0%	0	-1	0	0.0% 0.0%	2.2% 1.4%	1 0	1	3.6% 1.5%	3.6% 1.5%
03	Semi-Professionals & Tech	625	23.2%	0.0%	0	45.8%	0.0%	0		16	0.0%	0	_2	0	0.0%	2.3%	2	2	2.6%	2.6%
1	Supervisors	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%
	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%
	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	1 0	1 0	0.0%	0	l 0	0	10.0%	0.0%	1 0	0	#DIV/0!	#DIV/0!

44.0% † Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)<sup>1/3</sup> - 1) x 100.

12.9%

87.5%

0.0%

0.0%

216.7%

3.0%

0.0%

3.0%

0.0%

0.0%

10 Clerical Personnel

12

13

14

Total

Intermediate Sales & Service

Semi-Skilled Manual

Other Sales & Service

Other Manual Workers

101

17

-11.9%

0.0%

-29.3%

26.0%

0.0%

19.7%

3.0%

0.0%

3.0%

0.0%

0.0%

‡ 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

3.0%

0.0%

3.0%

0.0%

0.0%

0.0%

0.0%

4.2%

0.0%

0.0%

0.0%

4.4%

3.3%

0.0%

2.5%

				Table 4: Aboriginal Peoples
Employment Equity		Aboriginal Peoples		
Occupational Group (EEOG)	Short-ter	m Goals Long-t	erm Goals	Comments
Occupational Group (EEOG)	#	% #	%	
01 Senior Managers	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	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	0	2.3	0 2.1	
05 Supervisors	0	0.0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0.0	
07 Administrative & Sr Clerical	0	3.5	0 3.5	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	0.0	
09 Skilled Crafts & Trades	0	10.0	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	
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	
14 Other Manual Workers	0	0.0	0.0	
Total	0	0.0	0.0	

2.0%

#DIV/0!

0.0%

0.0%

2.2%

#DIV/0!

1.8%

0.0%

0.0%

2.2%

#DIV/0!

#DIV/0!

# Federal Contractors Program Achievement Report Part 3: Goals CompuCom Canada Co. [Date: 2018-09-03]

									Data	for First	/Previou	s Goals							
A B	C	D	Е	F	G	Н	I	J	K	L	M	N	O	P	Q	R	S	Т	Ü
Data sources:	From Workforce Analysis	From Workforce	Data Entry	CxEx3	From Flow Data Analysis &	Data Entry	C x H x 3	F+I	From Workforce Analysis	: to H	ent K x L x	3 (F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	1 1, 11, 1	K ÷ C	(K - M + O) ÷ (C + F)
	<b></b>	Ţ	Ţ	Ţ	<b>\</b>	Ţ	<b>\</b>	Ţ	↓ Table:	↓ 5: Person	↓ is with D	↓ isabilities	Ţ	↓	1	Ţ	<b>\</b>	<b>1</b>	<b>1</b>

										First/	Previous Sh	ort-term G	oals							
					All Em	ployees									Persons wi	th Disabilities	,			
		Number	Grow	th (New Positi	ons)	Turnover (Re		Terminated		Number	Turnover (Re		Hires	3 Year						
Emn	loyment Equity						Employees)		Anticipated		Terminated		Required	Fron	1 - To	Present		Projected	Present	Projected
	pational Group (EEOG)	YYYY-MM-DD	Actual	Proje	cted	Actual	Proj	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
		2016-07-19	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	icais	2016-07-19	Annually	Over 3 Years	Years	2016	2019					Tears
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
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%		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			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!
1	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%
1	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%
	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	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)<sup>1/3</sup> - 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	P	ersons with Disabilit	ies	
Occupational Group (EEOG)	Short-ter	m Goals Long-	term Goals	Comments
	#	% #	%	
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	
07 Administrative & Sr Clerical	5	2.6	0 2.6	
Administrative & Si Ciericai	,	2.0		
08 Skilled Sales & Service	0	3.5	0 3.5	Reduction inadmin 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	
10 Clerical Personnel	2	7.0	0 7.0	
11 Intermediate Sales & Service	0	0.0	0.0	Reduction inadmin 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	
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	В	C	D	E	F	G	Н	I	J	K	L	M	N	0	Р	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis &	Data Entry	C x H x 3	F + I	From Workforce Analysis	: to H	1t KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	:	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		<b>V</b>	Ţ	Ţ	1	<b>\</b>	Ţ	Ţ	1	↓ Table 7: N	↓ Aembers	↓ of Visible	↓ Minoritie	.s	<b>V</b>	1	Ţ	<b>↓</b>	Ţ	<b>\</b>

#### First/Previous Short-term Goals All Employees Members of Visible Minorities 3 Year Goals Turnover (Replacement of Terminated Number Growth (New Positions) Number Hires Turnover (Replacement of Employees) From - To Anticipated Projected **Employment Equity** Terminated Employees) Required Projected Hires Over 3 YYYY - YYYY resent Gap Representation in 3 YYYY-MM-DD Projected Projected YYYY-MM-DD Actual Actual Over 3 Availability Occupational Group (EEOG) Gan Representation Years Years Over 3 Over 3 Over 3 Years 2016-07-19 2016-07-19 2016 2019 Annually Annually Annually Annually Annually Years Years Years % % # % % % % % % % Senior Managers 44.2% 0.0% 75.0% 0.0% 0.0% 0.0% 10.1% 50.0% 50.0% 55 Middle & Other Managers 12.4% 3.0% 46.6% 3.0% 3.0% 14.0% 15.0% 7.3% 8.3% 03 67 3.0% 3.0% -11 -10 Professionals 32.3% 49.5% 12 3.0% 21.6% 26.6% 10.4% 12.3% 3.0% 56 15.0% 281 337 15.0% 56 132 -59 Semi-Professionals & Tech 625 23.2% 45.8% 125 89 26.5% 29.5% -43 20.0% 23.2% Supervisors -100.0% 3.0% 0.0% 0.0% 0.0% 0.0% 1.9% 0 0.0% 0.0% Supervisors: Crafts & Trades 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0! Administrative & Sr Clerical 41 1.6% 3.0% 14.3% 0.0% 0.0% 0.0% 12.2% 11.1% Skilled Sales & Service 27 31.9% 3.0% 53.9% 0.0% 0.0% 12.6% 15.8% 7.4% 6.9% Skilled Crafts & Trades 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0! Clerical Personnel 101 -11.9% 3.0% 12.9% 0.0% 18 0.0% 0.0% 3.0% 15 15 17.8% 16.4% Intermediate Sales & Service 0.0% 0.0% 87.5% 0.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0! 12 Semi-Skilled Manual 17 -29.3% 3.0% 0.0% 0.0% 0.0% 0.0% 1.5% 0.0% 0.0% 13 Other Sales & Service 26.0% 3.0% 216.7% 0.0% 0.0% 0.0% 11.6% 0.0% 0.0% 14 Other Manual Workers 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0! Total 19.7% 44.0% 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)<sup>1/3</sup> 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		ibers of Visible Mi		
Occupational Group (EEOG)	Short-ter		g-term Goals	Comments
	#	% #	%	
01 Senior Managers	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	89	26.5	0 26.5	
05 Supervisors	0	0.0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0.0	
Supervisors: exacts to read of				
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	
10 Clerical Personnel	0	0.0	0.0	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 46.5	
12 Semi-Skilled Manual	n	0.0	ام ما	Closed the warehouse in November 2016, function outsourced to third party.
13 Other Sales & Service	0	11.6	0 25.1	Crosse the waterloads in Potential 2010, faileful outstanded to think party.
	0			
14 Other Manual Workers	0	0.0	0.0	
Total	0	0.0	0.0	

#### Part 3: Goals

CompuCom Canada Co.

[Date: 2018-09-03]

									Data for	Subseque	nt/Curre	nt Goals							
A B	C	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce D Analysis†	Oata Entry	C x E x 3	om Flow Data nalysis &	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	ЈхР	Data Entry	From Workforce Analysis		/ \\ :	K ÷ C	(K - M + O) ÷ (C + F)
	Ţ	Ţ	Ţ	1	<b>\</b>	1	<b>V</b>	1	1	<b>1</b>	1	<b>J</b>	1	<b>J</b>	Ţ	Ţ	1	Ţ	1
										Table 9:	Women								

#### Subsequent/Current Short-term Goals All Employees Women 3 Year Goals Turnover (Replacement of Terminated Number Growth (New Positions) Number Hires Turnover (Replacement of Employees) From - To Anticipated Projected **Employment Equity** Terminated Employees) Required Projected Hires Over 3 YYYY - YYYY resent Gap Representation in 3 YYYY-MM-DD Projected Projected YYYY-MM-DD Actual Actual Over 3 Availability Occupational Group (EEOG) Gan Representation Years Years Over 3 Over 3 Over 3 Years 2018-09-03 2018-09-03 2018 2021 Annually Annually Annually Annually Annually Years Years Years % % # % % % % % % % Senior Managers 44.2% 0.0% 75.0% 3.0% 3.0% 0.0% 27.4% 33.3% 33.3% 78 17 Middle & Other Managers 12.4% 0.0% 46.6% 3.0% 3.0% 20.0% 38.9% -13 21.8% 20.5% 155 1.0% 3.0% 51 3.0% Professionals 32.3% 49.5% 14 25.0% 37.2% 32.9% 31.9% 1.0% 35 5.0% 104 16 197 -173 -144 Semi-Professionals & Tech 1,168 23.2% 45.8% 175 210 5.0% 53 25.0% 23.7% 8.9% 11.7% Supervisors -100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0! Supervisors: Crafts & Trades 0.0% 0.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0! Administrative & Sr Clerical 43 1.6% 0.0% 14.3% 0.0% 21 0.0% 0.0% 82.5% -14 48.8% 48.8% Skilled Sales & Service 62 31.9% 1.0% 53.9% 3.0% 23 3.0% 0.0% 27.0% 37.1% 32.8% Skilled Crafts & Trades 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0! Clerical Personnel 69 -11.9% 0.0% 12.9% 0.0% 29 0.0% 0.0% 69.0% -19 42.0% 42.0% Intermediate Sales & Service 16 0.0% 0.0% 87.5% 3.0% 3.0% 0.0% 56.3% 50.0% 64.2% 12 Semi-Skilled Manual -29.3% 0.0% 0.0% 0.0% 0.0% 0.0% 18.5% 0.0% 0.0% 13 Other Sales & Service 26.0% 0.0% 216.7% 3.0% 3.0% 0.0% 55.9% -3 12.5% 12.5% 14 Other Manual Workers 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0! Total 1.611 19.7% 44.0% 225 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)<sup>1/3</sup> 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 (EEOG)	Short-ter	2000/22000/22000/22000	erm Goals	Comments
		%	9/6	
01 Senior Managers		0.0	0.0	
02 Middle & Other Managers		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 progression.
03 Professionals		37.6		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		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	The acquisition brings our Sales teams together; leveraging these internal resources. Do not anticipate increase hiring for all Sales positions in Canada.
09 Skilled Crafts & Trades		0.0	0.0	
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	Subsequei	nt/Curre	nt Goals							
Α	В	C	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data	sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis &	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis		K ÷ C	(K - M + O) ÷ (C + F)
•••••		↓	Ţ	1	Ţ	<b>\</b>	Ţ	<b>V</b>	<b>J</b>	<b>\</b>	Ţ	<b>J</b>	Ţ	1	<b>1</b>	Ţ	1	<b>1</b>	Ţ	1
										Table	11: Abor	iginal Pe	oples							
										Subseque	ent/Current	Short-terr	n Goals							
					All En	iployees										nal Peoples				
		Number	Grew	rth (New Positi	ons)	Turnover (Re	eplacement of Employees)	Terminated	Anticipated	Number	Turnover (Re		Hires	3 Year Fron	r Goals n - To					Projected
	loyment Equity ipational Group (EEOG)	YYYY-MM-DD	Actual	Proje	ected	Actual	Proj	ected	Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required Over 3	YYYY	- YYYY	Present Availability	Present Gap	Projected Gan	Present Representation	Representation in 3
	ipanonai Group (EEGG)	2018-09-03	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2018-09-03	Annually	Over 3 Years	Years	2018	2021	,				Years
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
	Senior Managers	6	44.2%	0.0%	0	75.0%	3.0%	1	1	1	3.0%	0	-1	0	0.0%	2.9%	1	1	16.7%	16.7%
02	Middle & Other Managers	78 155	12.4% 32.3%	0.0% 1.0%	0	46.6% 49.5%	3.0% 3.0%	7	7	0	3.0% 3.0%	0	2	0	0.0% 5.0%	2.2% 1.4%	-2	-2	0.0% 1.9%	0.0% 2.5%
03	Professionals Semi-Professionals & Tech	1.168	23.2%	1.0%	35		5.0%	175	210	18	5.0%	3	10	11	5.0%	2.1%	_7	1	1.5%	2.2%
05	Supervisors	1,100	-100.0%	0.0%	0	0.0%	0.0%	1/3	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
	Supervisors: Crafts & Trades	0	0.0%	9.0.0	0	0.0%	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
"	Supervisors: Craits of Traues	_	******				-,-,			· ·			, and the same of	•		5,575				
07	Administrative & Sr Clerical	43	1.6%	0.0%	0	14.3%	0.0%	0	0	1	0.0%	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%	1.3%	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	0	#DIV/0!	#DIV/0!

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

12.9%

87.5%

0.0%

0.0%

44.0%

216.7%

0.0%

3.0%

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69

16

1.611

-11.9%

0.0%

-29.3%

26.0%

0.0%

19.7%

0.0%

0.0%

0.0%

0.0%

0.0%

Clerical Personnel

Semi-Skilled Manual

Other Sales & Service

Other Manual Workers

12

13

14

Total

Intermediate Sales & Service

‡ 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

0.0%

3.0%

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3.0%

0.0%

					Table 12: Aboriginal Peoples
Employment Equity Occupational Group (EEOG)	Short-ter		Long-term G		Comments
		%		%	
01 Senior Managers		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	
03 Professionals		5.0	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		2.3	0	2.1	
05 Supervisors		0.0	0	0.0	
06 Supervisors: Crafts & Trades		0.0	0	0.0	
07 Administrative & Sr Clerical		0.0	0	0.0	
08 Skilled Sales & Service		0.0	0	0.0	
09 Skilled Crafts & Trades		0.0	0	0.0	
10 Clerical Personnel		4.3	0	2.9	
11 Intermediate Sales & Service		0.0	0	0.0	
12 Semi-Skilled Manual		0.0	0	0.0	
13 Other Sales & Service		0.0	0	0.0	
14 Other Manual Workers		0.0	0	0.0	
Total		0.0		0.0	

0.0%

0.0%

0.0%

0.0%

1.6%

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0.0%

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1.6%

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-2

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0.0%

0.0%

2.9%

4.9%

2.0%

0.0%

2.0%

#### Federal Contractors Program Achievement Report Part 3: Goals CompuCom Canada Co. [Date: 2018-09-03]

										Data for	Subseque	nt/Currei	nt Goals							
A	В	C	D	E	F	G	Н	I	J	K	L	М	N	0	Р	Q	R	S	Т	U
Data s	sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis &	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	1	1	<b>1</b>	1	<b>↓</b>	<b>↓</b>	↓	1	1	1	1	<b>↓</b>	<b>↓</b>	↓	1	↓	
										Table 13	3: Persons	with Disa	bilities							
										Subsequ	ent/Current	Short-tern	1 Goals							
					All Em	ıployees									Persons wi	th Disabilitie	s .			
305		Number	Grev	th (New Posit	ions)	Turnover (Re	eplacement of Employees)	Terminated		Number		eplacement of			r Goals n - To	_			_	Projected
	loyment Equity	Number YYYY-MM-DD	Grow Actual	th (New Positi					Anticipated Hires Over 3	Number YYYY-MM-DD	Terminated	eplacement of Employees)	Hires Required Over 3	Fron		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3
	loyment Equity pational Group (EEOG)						Employees)		Anticipated		Terminated		Required	Fron	a - To		Present Gap			
Occu	pational Group (EEOG)	YYYY-MM-DD	Actual Annually	Proje Annually %	ected Over 3	Actual Annually	Employees) Proje Annually %	ected Over 3	Anticipated Hires Over 3	YYYY-MM-DD	Annually %	Employees) Over 3	Required Over 3	From YYYY	1 - To - YYYY 2021	Availability %	Present Gap		Representation	Representation in 3 Years %
Occu 01/02	pational Group (EEOG)  Managers	YYYY-MM-DD 2018-09-03 # 84	Actual Annually % 28.3%	Proje Annually % 0.0%	ected Over 3	Actual Annually % 60.8%	Employees) Proje Annually % 3.0%	ected Over 3	Anticipated Hires Over 3	YYYY-MM-DD	Annually % 3.0%	Employees) Over 3	Required Over 3	From YYYY	1 - To - YYYY 2021 % 0.0%	Availability  % 4.3%	Present Gap # -3		Representation % 1.2%	Representation in 3 Years % 1.2%
01/02 03	pational Group (EEOG)  Managers Professionals	2018-09-03 # 84 155	Actual Annually % 28.3% 32.3%	Proje Annually % 0.0% 1.0%	Over 3 Years # 0 5	Actual Annually % 60.8% 49.5%	Employees) Proje Annually % 3.0% 3.0%	Over 3 Years # 8	Anticipated Hires Over 3 Years # 8	2018-09-03 # 1	Annually % 3.0% 3.0%	Employees) Over 3	Required Over 3 Years #	From YYYY	n - To - YYYY 2021 % 0.0% 5.0%	Availability % 4.3% 3.8%	# -3 1	Gap # -3	## Representation     %	Representation in 3 Years  % 1.2% 4.4%
01/02 03 04	Managers Professionals Semi-Professionals & Tech	YYYY-MM-DD 2018-09-03 # 84	Actual Annually % 28.3% 32.3% 23.2%	Proje Annually % 0.0% 1.0% 1.0%	ected Over 3	Actual Annually % 60.8% 49.5% 45.8%	Proje Annually % 3.0% 3.0% 5.0%	Over 3 Years #	Anticipated Hires Over 3 Years # 8	YYYY-MM-DD	Annually  % 3.0% 3.0% 5.0%	Employees) Over 3	Required Over 3	From YYYY	2021 96 0.0% 5.0% 5.0%	% 4.3% 3.8% 4.6%	#	Gap #	% 1.2% 4.5% 2.4%	Representation in 3 Years  % 1.2% 4.4% 2.9%
01/02 03 04	pational Group (EEOG)  Managers Professionals	2018-09-03 # 84 155	Actual Annually % 28.3% 32.3%	Proje Annually % 0.0% 1.0%	Over 3 Years # 0 5	Actual Annually % 60.8% 49.5%	Employees) Proje Annually % 3.0% 3.0%	Over 3 Years # 8	Anticipated Hires Over 3 Years # 8	2018-09-03 # 1	Annually % 3.0% 3.0%	Employees) Over 3	Required Over 3 Years #	From YYYY	n - To - YYYY 2021 % 0.0% 5.0%	Availability % 4.3% 3.8%	# -3 1	Gap # -3	## Representation     %	Representation in 3 Years % 1.2% 4.4%

44.0% † Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)<sup>1/3</sup> - 1) x 100.

14.3%

53.9%

0.0%

12.9%

87.5%

0.0%

0.0%

216.7%

0.0%

3.0%

0.0%

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3.0%

0.0%

1.6%

31.9%

0.0%

-11.9%

0.0%

-29.3%

26.0%

0.0%

19.7%

43

62

69

16

1,611

Administrative & Sr Clerical

Intermediate Sales & Service

Skilled Sales & Service

Skilled Crafts & Trades

Clerical Personnel

Semi-Skilled Manual

Other Sales & Service

Other Manual Workers

13

14

Total

0.0%

1.0%

0.0%

0.0%

0.0%

0.0%

0.0%

0.0%

‡ 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

40

0.0%

3.0%

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0.0%

0.0%

34

3.4%

0.0%

4.8%

6.3%

0.0%

4.6%

-34

-34

-	-			Table 14: Persons with Disabilities
Employment Equity	Pe	ersons with Disa		
Occupational Group (EEOG)	Short-ter		ong-term Goals	Comments
		%	%	
01/02 Managers		4.3		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	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	
05 Supervisors		0.0	0 4.8	
06 Supervisors: Crafts & Trades		0.0	0.0	
07 Administrative & Sr Clerical		0.0	0 2.6	
08 Skilled Sales & Service		3.5	0 3.5	
09 Skilled Crafts & Trades		0.0	0.0	
10 Clerical Personnel		7.0	0 7.0	
11 Intermediate Sales & Service		0.0	0.0	
12 Semi-Skilled Manual		0.0	0 5.0	
13 Other Sales & Service		6.3	0 6.3	
14 Other Manual Workers		0.0	0.0	
Total		0.0	0.0	

2.3%

1.6%

1.4%

6.3%

0.0%

0.0%

2.5%

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2.3%

1.6%

1.4%

6.3%

0.0%

0.0%

2.5%

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

CompuCom Canada Co. [Date: 2018-09-03]

										Data for	Subseque	nt/Curre	nt Goals							
Α	В	C	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	T	U
Data	sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis &	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	: / \\ :	K ÷ C	(K - M + O) ÷ (C + F)
	ı	<b>1</b>	1	1	1	↓	1	<b>1</b>	1	<b>1</b>	1	1	1	1	1	1	Ţ	1	\	<u>↓</u>
									Т	able 15: N				es						
										Subseque	nt/Current	t Short-teri	n Goals							
					All En	ployees										isible Minor	ities			
		Number	Grow	th (New Posit	tions)		eplacement of Employees)	Terminated	Anticipated	Number		eplacement of		3 Year	Goals 1 - To					Projected
E0000000000000000000000000000000000000	oyment Equity pational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required Over 3	YYYY	- YYYY	Present Availability	Present Gap	Projected Gan	Present Representation	Representation in 3
Occu	pational Group (EEOG)	2018-09-03	Annually	Annually	Over 3	Annually	Annually	Over 3	Years	2018-09-03	Annually	Over 3	Years	2018	2021				acpresentation	Years
		#	%	%	Years #	%	%	Years #	#	#	%	Years #	#	#	%	%	#	#	%	%
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	1,168	23.2%	1.0%	35		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%

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

87.5%

0.0%

0.0%

44.0%

216.7%

3.0%

0.0%

3.0%

0.0%

Intermediate Sales & Service

Semi-Skilled Manual

Other Sales & Service

Other Manual Workers

12

13

14

Total

16

1.611

0.0%

-29.3%

26.0%

0.0%

19.7%

0.0%

0.0%

0.0%

0.0%

‡ 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

3.0%

0.0%

3.0%

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0.0%

0.0%

0.0%

0.0%

46.5%

1.6%

25.1%

0.0%

28.5%

				Table 16: Members of Visible Minorities
Employment Equity Occupational Group (EEOG)	Mem Short-ter	2000	Long-term Goals	Comments
		%	%	
01 Senior Managers		0.0		Similar comments as in Table 10, 12, 13, and 14. We are satisfied with our visible minirity representation however we need to encourage more to self-identify.
02 Middle & Other Managers		0.0	0.0	
03 Professionals		26.6		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		26.5	0 26.5	
05 Supervisors		0.0	0.0	
06 Supervisors: Crafts & Trades		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	
10 Clerical Personnel		0.0	0.0	
11 Intermediate Sales & Service		46.5	0 46.5	
12 Semi-Skilled Manual		0.0	0.0	
13 Other Sales & Service		25.1	0 25.1	
14 Other Manual Workers		0.0	0.0	
Total		0.0	0.0	

31.3%

50.0%

12.5%

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36.9%

31.3%

50.0%

12.5%

36.9%

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								Feder	al Contr	actors	Prograi	m Achie	vement	Report									
									F	art 4: I	Results	- Wome	n										
									(	CompuC	Com Ca	nada C	),										
										[Date	e: 2018-	09-03]											
A B	C	D	Е	F	G	Н	I	J	K	L	M	N	0	Р	Q	R	S	Т	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
<u> </u>		↓ ↓	J	J	↓	!↓	↓	J	L↓	J	l	i↓	J	↓	J	i↓	↓	J	.i	J	T	i J	J
			1	Workf	orce An	alysis									Flow	Data A	nalysis						
Employment Equity	Year			V	orkforce	,					Hires				P	romotio	ns			Te	rminatio	ons	
Occupational Group (EEOG)		All Employees			Wo		-		All Employees			omen	-	All Employees			omen		All Employees			omen	T
(2200)	#	#	Represei	ntation %	Avail.	ability #	Gap #	EE Result	#	#	tual %	Expected #	Difference #	#	#	tual %	Expected #	Difference #	#	Act #	uai %	Expected #	Difference #
01 Senior Managers	2016 2018	2	1 2	50.0 33.3	27.4 27.4	•	0	182.5 121.7	0	0	0.0	0	0	1	0	0.0	1	-1	3	0	0.0	2	-2
02 Middle & Other Managers	2016 2018	55 78	14 17	25.5 21.8	38.9 38.9	21	-7 -13	65.4	21			Q	-5		2		2		31	4	12.9	2	1
03 Professionals	2016 2018	67	18 51	26.9 32.9	37.6 37.2	25	-13 -7	71.5	27			10	-3				4	-1	55	16	29.1	15	1
04 Semi-Professionals & Technicians	2016	625	44	7.0	23.8	149	-105	29.6									4	-1					
05 Supervisors	2018	1,168	104	0.0	23.7 62.9	1	-173 -1		485			115	-59	54			4	2	411	50	12.2	29	21
06 Supervisors: Crafts &	2018	0	0	0.0	0.0	0	0	0.10	0	0		0	0	0	0		0	0	0	0	0.0	0	0
Trades	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	1 0	0	0.0	0	0	0	0	0.0	0	0
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											
	I	<u> </u>			<del></del>	↓	↓																
			Entran	its		Cl. 44	CI		oals	T	- C- I-												
Employment Equity Occupational Group	Year		low Data Won	ien		Short-ter Wo		·		Long-ter Won							(	ommen	ts				
(EEOG)		All Employees	Acti	ial	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											
Middle & Other	2021	30	0 5	0.0 16.7	2	250.0	0.0 38.9	0.0 42.8	2	250.0	0.0 38.9	0.0 42.8											
02 Managers	2018	30		16.7	2	230.0	38.9	42.8		230.0	38.9	42.8											
03 Professionals	2018 2021	42 42	10 10	23.8 23.8	2	500.0	37.6 37.6		2	500.0	37.2 37.2	64.0 64.0											
04 Semi-Professionals & Technicians	2018 2021	539 539	62 62	11.5 11.5	econgroupe congroup	182.4	10.0 25.0	115.0 46.0	34	182.4	10.0 25.0	115.0 46.0											
05 Supervisors	2018	0	0	0.0	0	0.0	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											

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	В	С	D	E	F	G	Н	T	J	K	L	M	N	0	P	0	R	S	T	U	V	W	X Y
_A_	Б	<u> </u>	Part 1:	Part 1:	Г	Part 1:	- 11	1	J	K	Part 2:	1V1	i 1	<b>U</b>	Г	······································	N.		1	U	······································	<u>YY</u>	A 1
Data	sources:		Workforce Analysis	Workforce Analysis	E ÷ D x 100	Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Flow Data	L ÷ K x 100	K x G ÷ 100	L-N	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
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	ployment Equity upational Group	Year	All		<u> </u>	orkforce Woo	men			All		Hires	omen .		All	P	romotio w	1S omen		All	Tei	rminati v	ONS omen
(EE	OG)		Employees	Represent	tation	Avails		Gap	EE Result	Employees	Ac	tual	Expected	Difference	Employees	Ac	ual	Expected	Difference	Employees	Acti		Expected Difference
	Administrative &	# 2016	# 41	# 23	% 56.1	% 86.9	# 36	# _13	64.6	#	#	%	#	#	#	#	%	#	Ħ	#	#	%	# #
07	Senior Clerical																4	66.7	3 1				
08	Skilled Sales &							3		25		26.0	7	,	2 .	7 4	57.1	2	1	24	5	20.8	0 4
09	Skilled Crafts &	2016	0	0	0.0	_			0.0		9	30.0	<i>'</i>		2	4	37.1	3	1	24	3	20.8	9 -4
109	Trades Workers	2018	0	0	0.0	0.0		0	0.0	C	0	0.0	0	(	0 (	0	0.0	0	0	0	0	0.0	0 0
10	Clerical Personnel	2016 2018	101 69	49 29	48.5 42.0	71.5 69.0	72 48		67.9 60.9	8	2	25.0	6	-4	4 (	0 0	0.0	0	0	11	4	36.4	5 -1
11	Intermediate Sales &	2016	0	0	0.0	0.0		0	0.0														
-	Service Personnel Semi-Skilled Manual	2018 2016	16 17		56.3	64.2 19.5		-1 -3	87.6 0.0	С	0	0.0	0	(	0 2	2 2	100.0	0	2	7	4	57.1	0 4
12	Workers	2018	6	0	0.0	18.5	1	-1	0.0	C	0	0.0	0	(	0 (	0	0.0	0	0	0	0	0.0	0 0
[				Part 2:																			
Data	sources:		Part 2: Flow Data Analysis	Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100										
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				Entrant	ts					oals													
	ployment Equity upational Group	Year		low Data Wome	en			rm Goals <sup>men</sup>			Long-ter Won							r	ommen	to			
	OG)		All Employees	Actus		Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of					·	ommen	LS			
		#	#	#	%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met										
07	Administrative & Senior Clerical	2018 2021	9	4	44.4	4	100.0	50.0	88.9	4	100.0	50.0	88.9										
08	Skilled Sales &	2021	32		44.4	0	0.0	50.0 0.0	88.9 0.0	C	0.0	50.0											
108	Service Personnel	2021	32	13	40.6	0.309000.30900.30900.3090	^^	0.0	0.0			0.0											
09	Skilled Crafts & Trades Workers	2018 2021	0	0	0.0	0	0.0	0.0	0.0	C	0.0	0.0											
10	Clerical Personnel	2018 2021	8	-	25.0 25.0	9	22.2	50.0 50.0	50.0 50.0	9	22.2	50.0 50.0	50.0 50.0										
	Intermediate Sales &	2018	2	2	100.0	0	0.0	0.0	0.0	C	0.0	0.0	0.0										
<u> </u>	Service Personnel Semi-Skilled Manual	2021 2018	2	0	100.0	0	0.0	0.0 19.5	0.0	0	0.0	0.0 18.5											
12	Workers	2018	0	0	0.0	U	0.0	19.5	0.0	U	0.0	18.5											

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			V	Vorkf	orce An	alysis									Flow I	)ata A	nalysis						
Employment Equity	All Nomen All No																						
(EEOG)	All Supply Suppl															Difference							
	Employees Representation Availability Gap EE Result Employees Actual Expected Difference Employees															#							
Other Sales & Service		4	1		1 :	2	-1																
Personnel  Other Manual	2018	8	0	0.0	55.9 0.0	0	-3	0.0	0	0	0.0	0	0	1	. 0	0.0	0	0	13	3	23.1	3	0
Workers	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	(	0	0.0	0	0	0	0	0.0	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											
		<b>1</b>	<b>1</b>	<b>1</b>	<u> </u>	<b>\</b>	<b>1</b>	<b>1</b>	<b>\</b>	<u> </u>	<u> </u>	<u> </u>											
		New	Entran	ts				G	oals														
Employment Equity	Year	F	low Data				m Goals			Long-ter													
Occupational Group (EEOG)		All Employees	Wom		Goal	Percent of	nen Goal	Percent of	Goal	Won Percent of	Goal	Percent of					C	ommen	ts				
	#	#	#	%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met											
Other Sales & Service	2018	1	0	0.0	0	0.0	50.0	0.0	0	0.0	50.0	0.0											
Personnel	2021 2018	1 0	0	0.0		0.0	50.0	0.0		0.0	50.0	0.0											
14 Other Manual Workers	2018	0	0	0.0		0.0	0.0	0.0	U	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											
1000	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] В C E F G Н K M Ν P 0 R Т U V W D О S X Y Part 1 Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow $E \div D$ DxG $\mathbf{E} \div \mathbf{H}$ Part 2: Flow $L \div K$ $Q \div P \; x$ Part 2: Flow $V \div U x$ L-N Workforce Workforce E - H Flow Data K x G ÷ 100 Flow Data P x F ÷ 100 Q - S Flow Data U x F ÷ 100 V - X Workforce :Data sources x 100 Data Analysis Data Analysis Data Analysis x 100 x 100 $\div 100$ Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples **Aboriginal Peoples** All All All All (EEOG) Employees Employees Representation Availability EE Result Employees Actual Difference Actual Difference Employees Actual Difference Gap Expected Expected Expected % # % # % % # % # # % # # 2016 0 0.0 2.9 0.0 01 Senior Managers 2018 16.7 2.9 574.7 0.0 0 0.0 0.0 2016 55 2 3.6 2.2 Middle & Other 165.3 02 Managers 2018 78 0 0.0 2.2 -2 0.0 21 0 0.0 0 0.0 31 0 0.0 2016 67 1 1.5 1.4 106.6 03 Professionals 2018 155 3 1.9 1.4 138.2 27 0 0.0 15 0 0.0 55 0 0.0 2.6 Semi-Professionals & 2016 625 16 2.3 14 111.3 04 Technicians 18 2.1 25 2018 1,168 1.5 73.4 485 0.2 10 54 0 0.0 411 5 1.2 11 2016 0.0 4.9 0.0 0 05 Supervisors 2018 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 Supervisors: Crafts & 2016 0 0.0 0.0 0.0 Trades 0 0.0 0.0 2018 0.0 0.0 0 0.0 0.0 Part 2: Part 2: Flow $E \div D \; x$ Part 3 $E \div G \; x$ Part 3: Part 3: F ÷ Lx 100 Part 3: Goals ÷ M x 100 Data sources Flow Data Data Analysis 100 100 Goals 100 Goals Goals Analysis 1 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals Employment Equity Aboriginal Peoples **Aboriginal Peoples Aboriginal Peoples** Occupational Group Comments (EEOG) Percent o Percent of Percent o Percent of Employees Actual Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 0.0 0.0 2021 0 0.0 0.0 0.0 Middle & Other 2018 30 0 0.0 0.0 2.2 0.0 0.0 2.2 0.0 02 Managers 2021 30 2.2 2.2 0 0.0 0.0 0.0 42 2018 0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 03 Professionals 2021 42 0 0.0 5.0 0.0 0.0 0.0 2018 539 2.3 8.1 2.1 1 0.2 0.0 0.0 8.8 Semi-Professionals & Technicians 539 2021 1 0.2 2.3 8.1 2.1 8.8 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 2021 0 0.0 0.0 0.0 0.0 0.0 2018 0.0 Supervisors: Crafts & 0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 2021 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] В $\mathbf{C}$ E F G M Ν P R Т U V W D Н K О O S X Part 1 Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow $E \div D$ DxG $\mathbf{E} \div \mathbf{H}$ Part 2: Flow $L \div K$ $Q \div P \; x$ Part 2: Flow $V \div U x$ L-N Workforce Workforce E - H Flow Data K x G ÷ 100 Flow Data P x F ÷ 100 Q - S Flow Data U x F ÷ 100 V - X Workforce :Data sources Data Analysis Data Analysis Data Analysis x 100 x 100 x 100 $\div 100$ Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples **Aboriginal Peoples** All All All All (EEOG) Employees Employees Representation Availability EE Result Employees Difference Actual Difference Employees Difference Gap Actual Expected Expected Actual Expected % # % % # # % # # # % # % Administrative & 2016 41 0 0.0 4.1 0.0 Senior Clerical 2018 43 2.3 2.3 101.1 0.0 0 0.0 0.0 27 2016 0 0.0 1.5 Skilled Sales & 0 0.0 Service Personnel 2018 62 2 3.2 1.3 248.1 25 4.0 14.3 24 0 0.0 2016 0 0.0 0.0 Skilled Crafts & 0.0 Trades Workers 2018 0 0.0 0.0 0.0 0.0 0 0.0 0 0.0 2016 101 2 2.0 4.3 -2 46.1 10 Clerical Personnel 2018 2.9 69 0 0.0 -2 0.0 0 0.0 0 0.0 11 9.1 0 0.0 0.0 0.0 Intermediate Sales & 2016 Service Personnel 2018 16 0 0.0 0.9 0 0 0.0 0 0.0 0 0.0 0 0.0 2016 17 0 0.0 4.4 0.0 Semi-Skilled Manual Workers 0 4.9 2018 0.0 0.0 0.0 0 0.0 0.0 Part 2: Part 2: Flow $E \div D \; x$ Part 3 $E \div G \; x$ Part 3: Part 3: F ÷ I x 100 Part 3: Goals ÷ M x 100 Data sources Flow Data Data Analysis 100 100 100 Goals Goals Goals Analysis 1 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals Employment Equity Aboriginal Peoples **Aboriginal Peoples Aboriginal Peoples** Occupational Group Comments (EEOG) Percent o Percent of Percent o Percent of Employees Actual Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % Administrative & 2018 0 0.0 0.0 3.5 0.0 0.0 3.5 0.0 Senior Clerical 0.0 2021 0 0.0 0.0 0.0 0.0 Skilled Sales & 2018 32 2 6.3 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2021 32 2 6.3 0.0 0.0 0.0 0.0 Skilled Crafts & 2018 0 0.0 0.0 10.0 0.0 0 0.0 0.0 0.0 Trades Workers 2021 0 0.0 0.0 0.0 0.0 0.0 4.3 2.9 2018 0 0.0 0.0 0.0 0.0 0.0 10 | Clerical Personnel 2.9 2021 0 0.0 4.3 0.0 0.0 Intermediate Sales & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 4.2 Semi-Skilled Manual 2018 0 0.0 0.0 4.2 0.0 0.0 0.0 Workers 0 0.0 0.0 0.0 0.0 0.0

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Α	В	C	D	Е	F	G	Н	I	J	K	L	M	N	0	Р	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
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		Workforce Analysis   Flow Data Analysis																						
	pational Group  All Aboriginal Peoples  Representation Availability Gap EE Result Employees  All Aboriginal Peoples  Actual Expected Difference Employees  Actual Expected Difference Em																							
(EE	All   Aboriginal Peoples   Actual   Expected   Difference   Employees   Employe															Difference								
	Employees   Representation   Availability   Gap   EE Result   Employees   Actual   Expected   Difference   Differen																							
13	H         H         H         W         W         H         H         W         H         H         W         H         H         W         H         H         W         H         H         W         H																							
	Other Manual	2018	8	0	0.0	0.0		0	0.0		0	0.0	0	0	1	0	0.0	0	0	13	0	0.0	0	0
14	Workers	2018	0	0	0.0	0.0	0	0	0.0	C	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Tota	1	2016	940	21	2.2		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 :	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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			New	Entrant	ts				G	oals														
	ployment Equity	Year	F	ow Data				rm Goals			Long-ter													
	upational Group OG)		All	Aboriginal	-		Aborigin. Percent of	d Peoples	Percent of		Aborigina Percent of	1	Percent of					C	ommen	ts				
(EE	OG)		Employees	Actus		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
	Other Sales & Service	# 2018	# 1	# 0	0.0	# 0	0.0	0.0	0.0	#	0.0	0.0	0.0											
13	Personnel	2018	1	0	0.0		0.0	0.0	0.0		1 0.0	0.0	0.0											
14	Other Manual	2018	0	0	0.0	0	0.0	0.0	0.0	C	0.0		0.0											
	Workers	2021 2018	664	3	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Tota	1	2021	664	3	0.5		0.0	0.0	0.0		1 3.0	0.0	0.0											

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Α	В	C	D	Е	F	G	Н	I	J	K	L	M	N	0	Р	Q	R	s	Т	U	V	W	X	Y
Data s	ources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q÷Px 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
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				v	Vorkf	orce An	alysis									Flow	Data A	nalysis						
	oloyment Equity apational Group	Year		ı	Ŋ	orkforce						Hires				I	<b>Promotio</b>				Te	rminati		
(EE		Employees Representation Availability Gap EE Result Employees Actual Expected Difference Employees Actual Expected Difference															,	All Employees	Ac	Persons w	th Disabilitie Expected	S Difference		
Ì	# # # % % # # % # # # # # # #														%	##	#	#	#	%	##	#		
01& 02	Managers	2016 2018	57 84	0 1	0.0 1.2	4.3 4.3	2	-2 -3	0.0 27.7	21	0	0.0	1	-1	10	0	0.0	0	0	34	1	2.9	0	1
03	Professionals	2016 2018	67 155	0 7	0.0 4.5	3.8 3.8	3	-3 1	0.0	27	0	0.0	1	-1	15	5 0	0.0	0	0	55	1	1.8	0	1
04	Semi-Professionals &	2016	625	15	2.4	_	29		52.2	2,		0.0	1	-1	1		0.0	0				1.0		1
04	Technicians	2018	1,168		2.4		54	-26	52.1	485	8	1.6	22	-14	1 54	1 0	0.0	1	-1	411	4	1.0	10	-6
05	Supervisors	2016 2018	1 0	0	0.0	13.9 0.0	0	0	0.0	0	0	0.0	0	0		0	0.0	0	0	0	0	0.0	0	0
06	Supervisors: Crafts &	2016	0	0	0.0	0.0	0	0	0.0				, and the second											
	Trades	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
Data s	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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			New	/ Entran	ts				G	oals														
Emr	oloyment Equity		F	low Data			Short-te	rm Goals			Long-ter	m Goals												
	upational Group	Year	All Employees	Persons Disabili	ities		Persons wit	h Disabilities	D		Persons with	Disabilities	Percent of					(	Commen	ts				
	,	#	#	Actus	al %	Goal #	Goal Met	Goal	Percent of Goal Met	Goal #	Goal Met	Goal	Goal Met											
01&		2018	31	0	0.0	0	0.0	4.3	0.0	0	0.0	4.3	0.0											
02	Managers	2021	31	0	0.0			4.3	0.0			4.3	0.0											
03	Professionals	2018 2021	42	0	0.0	0	0.0	3.2 5.0	0.0	0	0.0	3.2	0.0											
04	Semi-Professionals &	2018	539	8	1.5	1	800.0	4.6	32.3	0	0.0	4.6	32.3											
04	Technicians	2021	539	8	1.5			4.6	32.3			4.6	32.3											
05	Supervisors	2018 2021	0	0	0.0	0	0.0	4.8 0.0	0.0	0	0.0	4.8	0.0											
1 06 1	Supervisors: Crafts &	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	Trades	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] В $\mathbf{C}$ F G M P V W D E Н K L N О 0 R S Т U X Part 1 Part 1: Part 1: Part 2: Part 2: Part 2: E ÷ D DxG $\mathbf{E} \div \mathbf{H}$ Part 2: Flow Part 2: Flow $Q \div P x$ Part 2: Flow $V \div U x$ L-N Workforce Workforce E - H Flow Data K x G ÷ 100 Flow Data P x F ÷ 100 Q - S Flow Data U x F ÷ 100 V - X Workforce :Data sources Data Analysis Data Analysis Data Analysis x 100 x 100 x 100 $\div 100$ Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions** Terminations Year Occupational Group Persons with Disabilities Persons with Disabilities Persons with Disabilities Persons with Disabilities All All All All (EEOG) Employees Representation Availability EE Result Employees Employees Employees Gap Actual Expected Difference Actual Expected Difference Actual Expected Difference % % # % # # % # # % # % 2016 41 0 0.0 3.4 0.0 Administrative & Senior Clerical 2018 43 2.3 3.4 68.4 0 0.0 0 0.0 0.0 27 2016 0.0 3.5 -1 Skilled Sales & 0 0.0 Service Personnel 2018 62 1 1.6 3.5 -1 46.1 25 0 0.0 14.3 24 4.2 0 0.0 0.0 0.0 Skilled Crafts & 2016 Trades Workers 2018 0 0.0 0.0 0.0 0.0 0 0.0 0 0.0 2016 101 1.0 7.0 14.1 10 Clerical Personnel 2018 69 -1 1.4 7.0 20.7 0 0.0 0.0 11 9.1 0 0.0 0.0 0.0 Intermediate Sales & 2016 0 Service Personnel 2018 16 6.3 5.6 111.6 0 0.0 0 0.0 0 0.0 2016 17 0 0.0 4.8 0.0 Semi-Skilled Manual Workers 2018 0 0.0 4.8 0.0 0.0 0 0.0 0.0 Part 2: Part 2: Flow $E \div D \; x$ Part 3 $E \div G \; x$ Part 3: $E \div K \; x$ Part 3: F ÷ I x 100 Part 3: Goals ÷ M x 100 Data sources Flow Data Data Analysis 100 100 Goals Goals 100 Goals Analysis 1 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year Persons with Disabilities Persons with Disabilities Occupational Group Comments Disabilities (EEOG) Employees Percent of Percent of Percent of Percent of Actual Goal Me Goal Met Goal Met Goal Met % % % % % % 9/4 2.6 2.6 2018 0 0.0 0.0 0.0 0.0 0.0 Administrative & Senior Clerical 2021 0.0 0 0.0 0.0 2.6 0.0 2018 32 3.1 3.5 89.3 3.5 89.3 Skilled Sales & 0.0 0.0 Service Personnel 2021 32 3.1 3.5 89.3 3.5 89.3 0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 2018 0.0 0.0 Trades Workers 2021 0 0.0 0.0 0.0 0.0 0.0 7.0 0.0 7.0 0.0 2018 0 0.0 0.0 0.0 Clerical Personnel 0.0 7.0 0.0 7.0 0.0 2021 0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 2021 0.0 0.0 0.0 0.0 0.0 0 5.0 0.0 5.0 Semi-Skilled Manual 2018 0 0.0 0.0 0.0 0.0 Workers 0.0 0.0 5.0 0.0 2021 0.0 0

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A B		С	D	E	F	G	Н	I	J	K	L	M	N	O	P	Q	R	S	Т	U	V	W	X	Y
Data sources:			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
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Occupational Gr	year Persons with Disabilities All Persons with Disabilities All Persons with Disabilities Actual Expected Difference Employees Actual Expected Difference Employees Actual Expected Difference Difference Employee															S								
(EEOG)	Transport of the property of t														Difference									
T	OG)  Employees Representation Availability Gap EE Result Employees Actual Expected Difference Employees Employees Actual Expected Difference Employees Employees Employees Actual Expected Difference Employees E														#									
	H         H         H         W         W         H         H         W         H         H         W         H         H         W         H															0								
Other Manual	Here and the control of the control																							
Workers		2018	940	0	0.0	0.0 4.7	0 44	0	0.0 36.2	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Total	_	2018	1,611	16 40	2.5	4.7	74	-28 -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		E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F÷Ix 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷M x 100											
			New	Entrants	S				G	oals														
Employment Eq	uity .		Fl	ow Data	.,	5	Short-tei	m Goal	S	1	Long-ter	m Goals												
Occupational Gr (EEOG)	oup	Year	All Employees	Persons w Disabiliti Actual	ies	Coel	Persons with Percent of Goal Met	Disabilities Goal	Percent of Goal Met	Goal	Persons with  Percent of Goal Met	Disabilities Goal	Percent of Goal Met					C	ommen	ts				
	F	#	#	#	%	Ħ	%	%	%	#	%	%	%											
Other Sales &		2018	1	0	0.0	0	0.0	6.3	0.0	0	0.0	6.3	0.0											
Personnel Other Manual Workers		2021 2018 2021	0 0	0 0	0.0	0	0.0	6.3 0.0 0.0	0.0 0.0 0.0	0	0.0	6.3 0.0 0.0	0.0 0.0 0.0											
Total		2018 2021	664 664	9 9	1.4 1.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0											

									16.4		<u> </u>			D									
									al Contr t 7: Resu		_			-									
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											: 2018-		<b>J.</b>										
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A B	С	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce	Part 1: Workforce	E ÷ D	Part 1: Workforce	DxG	E - H	E÷ H	Part 2: Flow	Part 2: Flow Data	L÷K	K x G ÷ 100	L-N	Part 2: Flow	Part 2: Flow Data	Q÷Px	P x F ÷ 100	Q - S	Part 2: Flow	Part 2: Flow Data	V ÷ U x	U x F ÷ 100	V - X
		Analysis	Analysis	x 100	Analysis	÷ 100		x 100	Data Analysis	Analysis	x 100			Data Analysis	Analysis	100			Data Analysis	Analysis	100		
		<u>↓</u>	<u> </u>	<u> </u>	<u>↓</u>	<u>↓</u>			<u>↓</u>					↓	<u>_</u>	<u> </u>	<u>↓</u>		↓				
Employment Equity					orce An /orkforce						Hires			Τ		Data Ai			Τ	Ter	minatio	ne	
Occupational Group	Year	All		,		linorities			All			Minorities		All			Minorities		All	161		Minorities	
(EEOG)		Employees	Represe		Avail		Gap	EE Result	Employees		tual :	Expected	Difference	Employees	Act		Expected	Difference	Employees	Actus		Expected	Difference
	2016	# 2	# 1	50.0	% 10.1	# ()	# 1	% 495.0	#	#	%	#	#	¥	#	%	#	Ħ	#	#	%	#	#
01 Senior Managers	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
Middle & Other	2016	55 78	4	7.3	15.0			48.5	21	10	47.6					44.4	1		2.1		25.0	2	
Managers	2018	67	17 7	21.8	15.0 26.6			145.3 39.3	21	10	47.6	3	/	9	4	44.4	1	3	31	8	25.8		6
03 Professionals	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 1,168	125 489	20.0 41.9	29.5 31.0	184 362		67.8 135.1	485	347	71.5	150	197	54	25	46.3	11	14	411	221	53.8	82	139
	2016	1,108	0	0.0	1.9		0	0.0	463	347	/1.3	130	197	34	2.5	40.5	11	14	411	221	33.6	82	139
05 Supervisors	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
06 Supervisors: Crafts & Trades	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
		,			,		······································		,	· · · · · · · · · · · · · · · · · · ·	,	·								:			
Data sources:		Part 2: Flow	Part 2: Flow Data	E÷Dx	Part 3:	E ÷ G x	Part 3:	F ÷ I x 100	Part 3: Goals	E÷Kx	Part 3:	F ÷ M x 100											
		Data Analysis	Analysis	100	Goals	100	Goals			100	Goals	<u> </u>											
		↓ Nasa	↓ ⁄ Entrar	<u> </u>	<u>↓</u>			<u> </u>	↓ oals			<u>↓</u>											
F			low Data	ILS		Short-te	rm Goals			Long-ter	m Goals												
Employment Equity Occupational Group	Year	All	Visible M	inorities			Amorities	,		Visible M							(	Commen	ts				
(EEOG)		Employees	Act	ual	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											
Middle & Other	2021	30	-		1	1,400.0		333.3	0	0.0	14.0												
02 Managers	2021	30	14	46.7			0.0	0.0			0.0	0.0											
03 Professionals	2018	42 42	16 16	38.1 38.1	3	533.3	26.6 26.6	143.2 143.2	0	0.0	26.8 26.8	142.1 142.1											
04 Semi-Professionals &	2018	539	372	69.0	89	418.0	26.5	260.4	0	0.0	26.5	260.4											
Technicians	2021	539	372	69.0		^ ^	26.5	260.4	^		26.5												
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
06 Supervisors: Crafts &	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Trades	2021	0	0	0.0			0.0	0.0			0.0	0.0											

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A B	С	D	E	F	G	Н	I	J	K	L	M	N	O	P	Q	R	S	Т	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
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				Workf	orce Ar	nalysis									Flow	Data A	nalysis						
Employment Equity	Year			V	Vorkforce						Hires				P	romotio				Te	rminatio		
Occupational Group (EEOG)		All Employees	Popros	entation		Minorities lability	Gap	EE Result	All Employees	A.	Visible tual	Minorities Expected	Difference	All Employees		Visible tual	Minorities Expected	Difference	All Employees	Aci		Minorities Expected	Difference
	#	#	#	- %	%	# #	Gap #	EE Resuit	#	#	: %	#	#	#	#	· %	#	#	#	#	%	Expected #	#
07 Administrative & Senior Clerical	2016 2018	41 43	5 7	•	1	•	4	435.5 76.1	7	3	42.9	1	2	2	0	0.0	0	0	6	0	0.0	1	-1
08 Skilled Sales & Service Personnel	2016 2018	27	2	7.4	15.8	4	-2		25			4		7	2		1	1	24	2		2	
09 Skilled Crafts &	2016	0	0	0.0	0.0	0	0	0.0				4		/			1	1					0
Trades Workers  10 Clerical Personnel	2018 2016	101	18	17.8	3.0	3	15		0			0	0	0	0		0	0	0	0		0	0
Intermediate Sales &	2018 2016	69	8	0.0	0.0	0	-	144.9 0.0	8	3	37.5	2	1	. 0	0	0.0	0	0	11	2	18.2	2	0
Service Personnel Semi-Skilled Manual	2018	16 17			+		-2		0	0	0.0	0	0	2	1	50.0	0	1	7	3	42.9	0	3
Workers	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÷Ix 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100											
	1	<b>,</b> , , , , , , , , , , , , , , , , , ,	<u> </u>	<u>_</u>	$\overline{}$				<u>↓</u>														
			Entra			Cl 4.4	CI		oals	T	C1-												
Employment Equity Occupational Group	Year		low Data	dinorities			rm Goal Minorities	S		Long-ter Visible M							(	Commen	te				
(EEOG)		All Employees	Ac	tual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met						Johnnen	LO				
	#	#	#	%	#	%	%	%	#	%	%	%											
07 Administrative & Senior Clerical	2018	9	3			0.0	,	1190.5	0	0.0	21.4	155.8											
Skilled Sales &	2021	32	3 10	:	000000000000000000000000000000000000000	0.0	21.4 12.6		0	0.0	21.4 12.6												
08 Service Personnel	2021	32	10	31.3			0.0	0.0			12.6												
09 Skilled Crafts & Trades Workers	2018	0	0		gwangwangwangwan	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											
Intermediate Sales &	2021	2	3	50.0	0	0.0		0.0	0	0.0	46.5	107.5											
Service Personnel  Semi-Skilled Manual	2021	0	0	0.0	0	0.0	5	107.5 0.0	0	0.0	46.5 0.0	0.0											
Workers	2021	0	0	0.0	)		0.0	0.0			0.0	0.0											

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Α	В	C	D	E	F	G	Н	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sou	irces:		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÷Px 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
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	Workforce Analysis   Flow Data Analysis																							
	yment Equity ational Group  The property of th																							
(EEO	Pational Group  All Visible Minorities  All Employees Representation Availability Gap EE Result Employees Actual Expected Difference Employees Employees Actual Expected Difference Employees Emp															Difference								
	OG)  Employees Representation Availability Gap EE Result Employees Actual Expected Difference Employees Actual Expected Di																							
1 131	Other Sales & Service   2016   4   0   0.0   11.6   0   0.0																							
$\vdash$	Other Sales & Service 2016 4 0 0.0 11.6 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0															6								
1 14 1	orkers	2018	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		170	0.0															
Totta		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 sou	irces:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
			<b>↓</b>	<b>↓</b>	<b>\</b>		1	<b>\</b>	<b>1</b>	<b>.</b>	·	<u> </u>	<del>\</del>											
			New	Entran	its				G	oals														
Empl	oyment Equity	Year	F	ow Data				rm Goals	S		Long-ter													
	pational Group	i vai	All	Visible M	inorities			Ainorities I	S		Visible M	inorities	I					C	Commen	ts				
(EEO	(6)		Employees	Acti	ıal	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
<u> </u>		#	#	#	%	#	%	%	%	#	%	%	%											
	ther Sales & Service ersonnel	2018 2021	1	0	0.0	0	0.0	11.6 25.1	0.0	0	0.0	25.1 25.1	0.0											
14 0	ther Manual	2018	0	0		0	0.0	0.0	0.0	0	0.0	0.0	0.0											
N N	/orkers	2021	0	0	0.0	_	0 -	0.0	0.0	_		0.0												
Total		2018 2021	664 664	419 419	63.1	0	0.0	0.0	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.

Rea	uired	measi	ures:
11CU	uncu	meas	uı cs.

equity.

Requi	red measures:
<b>√</b>	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
<b>√</b>	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.
<b>√</b>	Adjusted survey results to reflect hires, promotions and terminations.
<b>✓</b>	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).
<b>✓</b>	Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
<b>√</b>	Ensured that any new gaps identified are addressed accordingly.
<b>√</b>	Maintained appropriate records in all required areas.
Other	measures:
<b>✓</b>	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.
<b>√</b>	Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
<b>√</b>	Ensured ongoing senior-level support for employment equity and its implementation.
<b>√</b>	Established accountability mechanisms to ensure that the short-term goals would be met.
<b>✓</b>	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

<b>✓</b>	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.
<b>✓</b>	Put in place a strategy to ensure a barrier-free workplace.
<b>V</b>	Undertook initiatives to increase representation where gaps in representation were found.
<b>√</b>	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
<b>√</b>	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.
Oper	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ration's activities during the period between the first/previous and subsequent/current compliance nent.
<b>√</b>	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.
<b>V</b>	Any reorganization or other corporate structural changes.
	We had a new CEO in 2016 and another in 2018, and went through numerous internal rorganizations. With the recent OfficeDepot acquisition, instead of increasing hires, we are looking at leveraging resources within.
<b>✓</b>	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

	support/COE teams.
	Strikes (include dates, the number of employees affected and the occupational groups of those employees).
	Not applicable
<b>✓</b>	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.
Addi	tional Details
Please j	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 1	L070
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:

$\boxtimes$	Yes		No
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#### 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:

$\times$	Yes		No
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#### 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			
			Short-	Long-	Representation	LMA
Emp	ployment Equity Occupational Group	Present	term	term		
	(EEOG)	Gap	(1 to 3	(3+		
			years)	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					
1 11	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			
Emp	Employment Equity Occupational Group (EEOG)		Short- term (1 to 3 years)	Long- term (3+ years)	Representation	LMA
#	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			
Employment Equity Occupational Group (EEOG)		Present Gap	Short- term (1 to 3 years)	Long- term (3+ years)	Representation	LMA
#	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			
Employment Equity Occupational Group		Present	Short- term	Long- term	Representation	LMA
(EEOG)		Gap	(1 to 3	(3+		
			years)	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 12<sup>th</sup>, 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 <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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 12<sup>th</sup>, 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 underrepresented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.



Labour Program officers are available to answer questions and provide 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 <a href="Workplace Equity Information Management System">Workplace Equity Information Management System</a> (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!