



<b>OFFICIAL USE ONLY</b>
Agreement N°: _____

## Agreement to Implement Employment Equity

- New Agreement  
 Revised Agreement

ORGANIZATION	
Legal Name of Organization EDCORE ENTERPRISE (1987) LTD	Parent company is located outside Canada  <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) BEE CLEAN BUILDING MAINTENANCE	Procurement Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N°	Total number of employees in Canada (Full-Time/Part-Time/Temporary) <b>4000 +</b>  To find your organization's NAICS Code Number please visit: <a href="http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian021-eng.htm">http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian021-eng.htm</a>

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

HEAD OFFICE			
Address (building number, street, suite, etc.) 375 NAIRN AVE WINNIPEG, MANITOBA R2L 0W5	City WINNIPEG	Province MAN	Postal Code R2L 0W5
Telephone Number 204-668-4420		Fax Number 204-663-0402	

EMPLOYMENT EQUITY CONTACT	
Name (print) JOSE CASTRO	Title VICE PRESIDENT EASTERN CANADA
Telephone Number 613-860-1860	E-mail Address jcastro@bee-clean.com

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

SIGNATORY	
<b>NOTE:</b> The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) JOSE CASTRO	Title VICE PRESIDENT EASTERN CANADA
[REDACTED SIGNATURE]	E-mail Address jcastro@bee-clean.com
[REDACTED]	Date 04/01/2014

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



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

Reporting Period 2015-05-02 to 2017-10-20

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	1293	1287	0	2580	Calgary	823	0	0	823
Québec	466	20	0	486	Edmonton	1191	0	0	1191
Nova Scotia	38	30	0	68	Montréal	247	0	0	247
New Brunswick	23	19	0	42	Regina	34	27	0	61
Manitoba	311	632	0	943	Toronto	535	466	0	1001
British Columbia	728	0	0	728	Vancouver	559	0	0	559
Prince Edward Island	0	2	0	2	Winnipeg	297	579	0	876
Saskatchewan	84	135	0	219	Québec	54	0	0	54
Alberta	2986	0	0	2986	Kingston	10	11	0	21
Newfoundland and Labrador	1	13	0	14	Ottawa - Gatineau	483	223	0	706
<b>Total Employees in Canada</b>				<b>8068</b>	Oshawa	10	6	0	16
					Peterborough	10	17	0	27
					Hamilton	22	6	0	28
					St. Catharines - Niagara	10	5	0	15
					Kitchener - Cambridge - Waterloo	9	9	0	18
					London	52	32	0	84



Edcore Enterprises (1987) Ltd. (certificate # 090057)

Form 1

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

Reporting Period 2015-05-02 to 2017-10-20

	Census Metropolitan Areas			Total Number of Employees
	Permanent Full-time	Permanent Part-time	Temporary	
Windsor	7	5	0	12
Greater Sudbury	27	21	0	48
Thunder Bay	58	75	0	133
Guelph	3	1	0	4
Saskatoon	21	24	0	45
Kelowna	85	0	0	85
Victoria	84	0	0	84
Alta. less CMAs	972	0	0	972
Man. less CMA	14	53	0	67
N.B. less CMA	23	19	0	42
N.S. less CMA	38	30	0	68
Nfld.Lab. less CMA	1	13	0	14
Ont. less CMAs	222	430	0	652
P.E.I.	0	2	0	2
Sask. less CMA	29	84	0	113
<b>Total Employees in Canada</b>				<b>8068</b>



Edcore Enterprises (1987) Ltd. (certificate # 090057)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS  
Full-Time / Ontario

Reporting Period 2015-05-02 to 2017-10-20

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Senior Managers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	6	6								1	1	
	<b>Total</b>	6	6								1	1	
<b>Middle and Other Managers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	33	20	13	1	1		5	3	2	4	2	2
	<b>Total</b>	33	20	13	1	1		5	3	2	4	2	2
<b>Supervisors</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	79	39	40	3	1	2	3	2	1	13	8	5
	<b>Total</b>	79	39	40	3	1	2	3	2	1	13	8	5
<b>Administrative and Senior Clerical Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3		3				1		1			
	<b>Total</b>	3		3				1		1			



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Full-Time / Ontario  
 Reporting Period 2015-05-02 to 2017-10-20

Occupational Group Salary Range Col. 1	QTR	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities				
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13			
<b>Clerical Personnel</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4															
	3															
	2															
	1															
	<b>Total</b>	36	21	15	1	1						8	7	1		
<b>Other Sales and Service Personnel</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4															
	3															
	2															
	1															
	<b>Total</b>	1136	543	593	32	18	14	48	34	14	326	168	158			
	<b>Total Number of Employees</b>	1293	629	664	37	21	16	57	39	18	352	186	166			



Edcore Enterprises (1987) Ltd. (certificate # 090057)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS  
Part-Time / Ontario

Reporting Period 2015-05-02 to 2017-10-20

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Supervisors</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	18	7	11	1	1		1	1		4	3	1
	<b>Total</b>	18	7	11	1	1		1	1		4	3	1
<b>Administrative and Senior Clerical Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	<b>Total</b>	1	1										
<b>Clerical Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	5	1	4							1		1
	<b>Total</b>	5	1	4							1		1
<b>Other Sales and Service Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1263	475	788	49	15	34	78	47	31	343	150	193
	<b>Total</b>	1263	475	788	49	15	34	78	47	31	343	150	193

**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Part-Time / Ontario  
 Reporting Period 2015-05-02 to 2017-10-20

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Total Number of Employees</b>		<b>1287</b>	<b>484</b>	<b>803</b>	<b>50</b>	<b>16</b>	<b>34</b>	<b>79</b>	<b>48</b>	<b>31</b>	<b>348</b>	<b>153</b>	<b>195</b>

**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Full-Time / Québec  
 Reporting Period 2015-05-02 to 2017-10-20

003429

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities		Members of Visible Minorities				
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13	
<b>Senior Managers</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1		1	1										
	<b>Total</b>		1	1										
<b>Middle and Other Managers</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1		11	10	1			1		1	1	1	1	
	<b>Total</b>		11	10	1			1		1	1	1	1	
<b>Professionals</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1		2	2										
	<b>Total</b>		2	2										
<b>Supervisors</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1		17	9	8						2	1	1	
	<b>Total</b>		17	9	8						2	1	1	





**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Full-Time / Québec  
 Reporting Period 2015-05-02 to 2017-10-20

003430

Occupational Group Salary Range Col. 1	QTR	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities					
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13				
<b>Clerical Personnel</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4																
	3																
	2																
	1																
	<b>Total</b>	<b>2</b>		<b>2</b>													
<b>Other Sales and Service Personnel</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4																
	3																
	2																
	1																
	<b>Total</b>	<b>433</b>	<b>259</b>	<b>174</b>	<b>10</b>	<b>3</b>	<b>7</b>	<b>96</b>	<b>63</b>	<b>33</b>	<b>11</b>	<b>8</b>	<b>3</b>				
	<b>Total Number of Employees</b>	<b>466</b>	<b>279</b>	<b>187</b>	<b>10</b>	<b>3</b>	<b>7</b>	<b>97</b>	<b>63</b>	<b>34</b>	<b>14</b>	<b>10</b>	<b>4</b>				



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Part-Time / Québec  
 Reporting Period 2015-05-02 to 2017-10-20

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

**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Full-Time / Nova Scotia  
 Reporting Period 2015-05-02 to 2017-10-20

003432

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13	
<b>Middle and Other Managers</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1		3	2	1									
	<b>Total</b>		3	2	1									
<b>Supervisors</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1		2	2										
	<b>Total</b>		2	2										
<b>Clerical Personnel</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1		1	1										
	<b>Total</b>		1	1										
<b>Other Sales and Service Personnel</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1		32	14	18			3	2	1	8	4	4	
	<b>Total</b>		32	14	18			3	2	1	8	4	4	



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Full-Time / Nova Scotia  
 Reporting Period 2015-05-02 to 2017-10-20

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Total Number of Employees</b>		<b>38</b>	<b>18</b>	<b>20</b>				<b>3</b>	<b>2</b>	<b>1</b>	<b>8</b>	<b>4</b>	<b>4</b>



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Part-Time / Nova Scotia  
 Reporting Period 2015-05-02 to 2017-10-20

003434

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13	
Other Sales and Service Personnel  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1		14	16							10	7	3	
	<b>Total</b>		30	14	16						10	7	3	
<b>Total Number of Employees</b>		<b>30</b>	<b>14</b>	<b>16</b>						<b>10</b>	<b>7</b>	<b>3</b>		



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Full-Time / New Brunswick  
 Reporting Period 2015-05-02 to 2017-10-20

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Supervisors</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	<b>Total</b>	1	1										
<b>Other Sales and Service Personnel</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	22	12	10	1	1		1	1				
	<b>Total</b>	22	12	10	1	1	1	1	1				
<b>Total Number of Employees</b>		<b>23</b>	<b>13</b>	<b>10</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>				



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Part-Time / New Brunswick  
 Reporting Period 2015-05-02 to 2017-10-20

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Professionals</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	<b>Total</b>	1	1										
<b>Other Sales and Service Personnel</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	18	7	11	1		1				1		1
	<b>Total</b>	18	7	11	1		1			1		1	
<b>Total Number of Employees</b>		<b>19</b>	<b>8</b>	<b>11</b>	<b>1</b>		<b>1</b>			<b>1</b>		<b>1</b>	

**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Full-Time / Manitoba  
 Reporting Period 2015-05-02 to 2017-10-20

Occupational Group Salary Range Col. 1	QTR	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities				
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13			
<b>Senior Managers</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4															
	3															
	2															
	1		2	2												
	<b>Total</b>		2	2												
<b>Middle and Other Managers</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4															
	3															
	2															
	1		14	10	4								1	1		
	<b>Total</b>		14	10	4								1	1		
<b>Professionals</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4															
	3															
	2															
	1		2	2												
	<b>Total</b>		2	2												
<b>Supervisors</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4															
	3															
	2															
	1		17	8	9						1	1		3	2	
	<b>Total</b>		17	8	9						1	1		3	2	



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Full-Time / Manitoba  
 Reporting Period 2015-05-02 to 2017-10-20

003438

Occupational Group Salary Range Col. 1	QTR	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities				
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13			
<b>Clerical Personnel</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4															
	3															
	2															
	1	18	8	10	2	1	1	2	1	1	3	2	1			
	<b>Total</b>	18	8	10	2	1	1	2	1	1	3	2	1			
<b>Other Sales and Service Personnel</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4															
	3															
	2															
	1	258	112	146	5	3	2	8	5	3	100	48	52			
	<b>Total</b>	258	112	146	5	3	2	8	5	3	100	48	52			
	<b>Total Number of Employees</b>	311	142	169	7	4	3	11	7	4	107	53	54			

**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Part-Time / Manitoba  
 Reporting Period 2015-05-02 to 2017-10-20

Occupational Group Salary Range Col. 1	QTR	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities					
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13				
<b>Clerical Personnel</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4																
	3																
	2																
	1		2	1	1												
	<b>Total</b>		2	1	1												
<b>Other Sales and Service Personnel</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4																
	3																
	2																
	1		630	262	368	6	1	5	6	2	4	253	115	138			
	<b>Total</b>		630	262	368	6	1	5	6	2	4	253	115	138			
<b>Total Number of Employees</b>		<b>632</b>	<b>263</b>	<b>369</b>	<b>6</b>	<b>1</b>	<b>5</b>	<b>6</b>	<b>2</b>	<b>4</b>	<b>253</b>	<b>115</b>	<b>138</b>				



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Full-Time / British Columbia  
 Reporting Period 2015-05-02 to 2017-10-20

Occupational Group Salary Range Col. 1	QTR	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities					
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13				
<b>Middle and Other Managers</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4																
	3																
	2																
	1		2	1	1									1			1
	<b>Total</b>		2	1	1									1			1
<b>Other Sales and Service Personnel</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4																
	3																
	2																
	1		726	323	403	32	13	19	26	16	10	439	193	246			
	<b>Total</b>		726	323	403	32	13	19	26	16	10	439	193	246			
<b>Total Number of Employees</b>		<b>728</b>	<b>324</b>	<b>404</b>	<b>32</b>	<b>13</b>	<b>19</b>	<b>26</b>	<b>16</b>	<b>10</b>	<b>440</b>	<b>193</b>	<b>247</b>				



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Part-Time / Prince Edward Island  
 Reporting Period 2015-05-02 to 2017-10-20

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

**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Full-Time / Saskatchewan  
 Reporting Period 2015-05-02 to 2017-10-20

003442

Occupational Group Salary Range Col. 1	QTR	All Employees		Aboriginal Peoples		Persons with Disabilities		Members of Visible Minorities					
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Middle and Other Managers</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	4	4										
	<b>Total</b>	4	4										
<b>Supervisors</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	1	1									
	<b>Total</b>	2	1	1									
<b>Clerical Personnel</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3		3									
	<b>Total</b>	3		3									
<b>Other Sales and Service Personnel</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	75	30	45	11	5	6	3	2	1	34	16	18
	<b>Total</b>	75	30	45	11	5	6	3	2	1	34	16	18



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Full-Time / Saskatchewan  
 Reporting Period 2015-05-02 to 2017-10-20

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Total Number of Employees</b>		<b>84</b>	<b>35</b>	<b>49</b>	<b>11</b>	<b>5</b>	<b>6</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>34</b>	<b>16</b>	<b>18</b>

**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Part-Time / Saskatchewan  
 Reporting Period 2015-05-02 to 2017-10-20

Occupational Group Salary Range Col. 1	QTR	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities				
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13			
<b>Supervisors</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4															
	3															
	2															
	1		1	1												
	<b>Total</b>	1	1													
<b>Other Sales and Service Personnel</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4															
	3															
	2															
	1		134	55	79	7	1	6	3	1	2	29	15	14		
	<b>Total</b>	134	55	79	7	1	6	3	1	2	29	15	14			
<b>Total Number of Employees</b>		<b>135</b>	<b>56</b>	<b>79</b>	<b>7</b>	<b>1</b>	<b>6</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>29</b>	<b>15</b>	<b>14</b>			

**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Full-Time / Alberta  
 Reporting Period 2015-05-02 to 2017-10-20

Occupational Group Salary Range Col. 1	QTR	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities				
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13			
<b>Middle and Other Managers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4															
	3															
	2															
	1	19	11	8	1		1	12	9	3	1	1				
	<b>Total</b>	19	11	8	1		1	12	9	3	1	1				
<b>Other Sales and Service Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4															
	3															
	2															
	1	2967	1308	1659	114	37	77	1188	535	653	1922	890				
	<b>Total</b>	2967	1308	1659	114	37	77	1188	535	653	1922	890				
<b>Total Number of Employees</b>	<b>2986</b>	<b>1319</b>	<b>1667</b>	<b>115</b>	<b>37</b>	<b>78</b>	<b>1200</b>	<b>544</b>	<b>656</b>	<b>1923</b>	<b>891</b>	<b>1032</b>				



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Full-Time / Newfoundland and Labrador  
 Reporting Period 2015-05-02 to 2017-10-20

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



Edcore Enterprises (1987) Ltd. (certificate # 090057)

**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Part-Time / Newfoundland and Labrador**  
**Reporting Period 2015-05-02 to 2017-10-20**

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



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
**Full-Time / Ontario**  
**Reporting Period 2015-05-02 to 2017-10-20**

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Under \$15,000</b>	<b>1293</b>	<b>629</b>	<b>664</b>	<b>37</b>	<b>21</b>	<b>16</b>	<b>57</b>	<b>39</b>	<b>18</b>	<b>352</b>	<b>186</b>	<b>166</b>
<b>Total Number of Employees</b>	<b>1293</b>	<b>629</b>	<b>664</b>	<b>37</b>	<b>21</b>	<b>16</b>	<b>57</b>	<b>39</b>	<b>18</b>	<b>352</b>	<b>186</b>	<b>166</b>



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
 Part-Time / Ontario  
 Reporting Period 2015-05-02 to 2017-10-20

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$5,000	1287	484	803	50	16	34	79	48	31	348	153	195
<b>Total Number of Employees</b>	<b>1287</b>	<b>484</b>	<b>803</b>	<b>50</b>	<b>16</b>	<b>34</b>	<b>79</b>	<b>48</b>	<b>31</b>	<b>348</b>	<b>153</b>	<b>195</b>



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
 Full-Time / Québec  
 Reporting Period 2015-05-02 to 2017-10-20

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	466	279	187	10	3	7	97	63	34	14	10	4
<b>Total Number of Employees</b>	<b>466</b>	<b>279</b>	<b>187</b>	<b>10</b>	<b>3</b>	<b>7</b>	<b>97</b>	<b>63</b>	<b>34</b>	<b>14</b>	<b>10</b>	<b>4</b>



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
 Part-Time / Québec  
 Reporting Period 2015-05-02 to 2017-10-20

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



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
 Full-Time / Nova Scotia  
 Reporting Period 2015-05-02 to 2017-10-20

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	38	18	20				3	2	1	8	4	4
<b>Total Number of Employees</b>	<b>38</b>	<b>18</b>	<b>20</b>				<b>3</b>	<b>2</b>	<b>1</b>	<b>8</b>	<b>4</b>	<b>4</b>



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
 Part-Time / Nova Scotia  
 Reporting Period 2015-05-02 to 2017-10-20

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$5,000	30	14	16							10	7	3
<b>Total Number of Employees</b>	<b>30</b>	<b>14</b>	<b>16</b>							<b>10</b>	<b>7</b>	<b>3</b>





**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
 Full-Time / New Brunswick  
 Reporting Period 2015-05-02 to 2017-10-20

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	23	13	10	1	1		1	1				
<b>Total Number of Employees</b>	<b>23</b>	<b>13</b>	<b>10</b>	<b>1</b>	<b>1</b>		<b>1</b>	<b>1</b>				



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
 Part-Time / New Brunswick  
 Reporting Period 2015-05-02 to 2017-10-20

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$5,000	19	8	11	1		1				1		
<b>Total Number of Employees</b>	<b>19</b>	<b>8</b>	<b>11</b>	<b>1</b>		<b>1</b>				<b>1</b>		<b>1</b>



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
 Full-Time / Manitoba  
 Reporting Period 2015-05-02 to 2017-10-20

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	311	142	169	7	4	3	11	7	4	107	53	54
<b>Total Number of Employees</b>	<b>311</b>	<b>142</b>	<b>169</b>	<b>7</b>	<b>4</b>	<b>3</b>	<b>11</b>	<b>7</b>	<b>4</b>	<b>107</b>	<b>53</b>	<b>54</b>

**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
 Part-Time / Manitoba  
 Reporting Period 2015-05-02 to 2017-10-20

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$5,000	632	263	369	6	1	5	6	2	4	253	115	138
<b>Total Number of Employees</b>	<b>632</b>	<b>263</b>	<b>369</b>	<b>6</b>	<b>1</b>	<b>5</b>	<b>6</b>	<b>2</b>	<b>4</b>	<b>253</b>	<b>115</b>	<b>138</b>



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
 Full-Time / British Columbia  
 Reporting Period 2015-05-02 to 2017-10-20

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	728	324	404	32	13	19	26	16	10	440	193	247
<b>Total Number of Employees</b>	<b>728</b>	<b>324</b>	<b>404</b>	<b>32</b>	<b>13</b>	<b>19</b>	<b>26</b>	<b>16</b>	<b>10</b>	<b>440</b>	<b>193</b>	<b>247</b>

**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
 Part-Time / Prince Edward Island  
 Reporting Period 2015-05-02 to 2017-10-20

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

**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
**Full-Time / Saskatchewan**  
**Reporting Period 2015-05-02 to 2017-10-20**

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	84	35	49	11	5	6	3	2	1	34	16	18
<b>Total Number of Employees</b>	<b>84</b>	<b>35</b>	<b>49</b>	<b>11</b>	<b>5</b>	<b>6</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>34</b>	<b>16</b>	<b>18</b>

**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
 Part-Time / Saskatchewan  
 Reporting Period 2015-05-02 to 2017-10-20

003461

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$5,000	135	56	79	7	1	6	3	1	2	29	15	14
<b>Total Number of Employees</b>	<b>135</b>	<b>56</b>	<b>79</b>	<b>7</b>	<b>1</b>	<b>6</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>29</b>	<b>15</b>	<b>14</b>



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
 Full-Time / Alberta  
 Reporting Period 2015-05-02 to 2017-10-20

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	2986	1319	1667	115	37	78	1200	544	656	1923	891	1032
<b>Total Number of Employees</b>	<b>2986</b>	<b>1319</b>	<b>1667</b>	<b>115</b>	<b>37</b>	<b>78</b>	<b>1200</b>	<b>544</b>	<b>656</b>	<b>1923</b>	<b>891</b>	<b>1032</b>



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
 Full-Time / Newfoundland and Labrador  
 Reporting Period 2015-05-02 to 2017-10-20

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



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
**Part-Time / Newfoundland and Labrador**  
**Reporting Period 2015-05-02 to 2017-10-20**

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Under \$5,000</b>	<b>13</b>	<b>7</b>	<b>6</b>	<b>1</b>	<b>1</b>		<b>1</b>	<b>1</b>				
<b>Total Number of Employees</b>	<b>13</b>	<b>7</b>	<b>6</b>	<b>1</b>	<b>1</b>		<b>1</b>	<b>1</b>				



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**

**Full-Time / Ontario**

**Reporting Period 2015-05-02 to 2017-10-20**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Middle and Other Managers</b>	5	3	2							1		1
<b>Supervisors</b>	18	11	7				1	1		4	1	3
<b>Administrative and Senior Clerical Personnel</b>	1	1										
<b>Clerical Personnel</b>	8	4	4	1	1					1	1	
<b>Other Sales and Service Personnel</b>	710	376	334	15	11	4	21	14	7	153	84	69
<b>Total Number of Employees Hired</b>	<b>742</b>	<b>395</b>	<b>347</b>	<b>16</b>	<b>12</b>	<b>4</b>	<b>22</b>	<b>15</b>	<b>7</b>	<b>159</b>	<b>86</b>	<b>73</b>



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
 Part-Time / Ontario  
 Reporting Period 2015-05-02 to 2017-10-20

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Supervisors	12	1	11							2	1	1
Clerical Personnel	9	6	3							2	1	1
Other Sales and Service Personnel	1034	433	601	61	23	38	55	37	18	276	141	135
<b>Total Number of Employees Hired</b>	<b>1055</b>	<b>440</b>	<b>615</b>	<b>61</b>	<b>23</b>	<b>38</b>	<b>55</b>	<b>37</b>	<b>18</b>	<b>280</b>	<b>143</b>	<b>137</b>



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
**Full-Time / Québec**  
**Reporting Period 2015-05-02 to 2017-10-20**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	2	1	1									
Supervisors	2	2										
Clerical Personnel	2		2									
Other Sales and Service Personnel	320	205	115				75	53	22	6	2	4
<b>Total Number of Employees Hired</b>	<b>326</b>	<b>208</b>	<b>118</b>				<b>75</b>	<b>53</b>	<b>22</b>	<b>6</b>	<b>2</b>	<b>4</b>

**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
**Full-Time / Nova Scotia**  
**Reporting Period 2015-05-02 to 2017-10-20**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	1	1										
Supervisors	2	2										
Clerical Personnel	1		1									
Other Sales and Service Personnel	46	22	24				5	3	2	14	8	6
<b>Total Number of Employees Hired</b>	<b>50</b>	<b>25</b>	<b>25</b>				<b>5</b>	<b>3</b>	<b>2</b>	<b>14</b>	<b>8</b>	<b>6</b>



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
**Part-Time / Nova Scotia**  
**Reporting Period 2015-05-02 to 2017-10-20**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12	
Other Sales and Service Personnel	38	17	21	1		1	1			1	12	8	4
<b>Total Number of Employees Hired</b>	<b>38</b>	<b>17</b>	<b>21</b>	<b>1</b>		<b>1</b>	<b>1</b>			<b>1</b>	<b>12</b>	<b>8</b>	<b>4</b>





**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
**Full-Time / New Brunswick**  
**Reporting Period 2015-05-02 to 2017-10-20**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	1	1										
Supervisors	1	1										
Other Sales and Service Personnel	71	48	23	1	1		6	4	2	1	1	
<b>Total Number of Employees Hired</b>	<b>73</b>	<b>50</b>	<b>23</b>	<b>1</b>	<b>1</b>		<b>6</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>1</b>	



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
**Part-Time / New Brunswick**  
**Reporting Period 2015-05-02 to 2017-10-20**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	1	1										
Other Sales and Service Personnel	35	16	19	1		1	3	2	1	2	1	1
<b>Total Number of Employees Hired</b>	<b>36</b>	<b>17</b>	<b>19</b>	<b>1</b>		<b>1</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>

**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
**Full-Time / Manitoba**  
**Reporting Period 2015-05-02 to 2017-10-20**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Supervisors	2	2										
Other Sales and Service Personnel	44	27	17	1		1				11	9	2
<b>Total Number of Employees Hired</b>	<b>46</b>	<b>29</b>	<b>17</b>	<b>1</b>		<b>1</b>				<b>11</b>	<b>9</b>	<b>2</b>



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
 Part-Time / Manitoba  
 Reporting Period 2015-05-02 to 2017-10-20

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Supervisors	1		1							1		1
Clerical Personnel	2		2									
Other Sales and Service Personnel	691	347	344	4	2	2				268	158	110
<b>Total Number of Employees Hired</b>	<b>694</b>	<b>347</b>	<b>347</b>	<b>4</b>	<b>2</b>	<b>2</b>				<b>269</b>	<b>158</b>	<b>111</b>

**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
**Full-Time / British Columbia**  
**Reporting Period 2015-05-02 to 2017-10-20**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Other Sales and Service Personnel	437	189	248	26	9	17	14	9	5	246	106	140
<b>Total Number of Employees Hired</b>	<b>437</b>	<b>189</b>	<b>248</b>	<b>26</b>	<b>9</b>	<b>17</b>	<b>14</b>	<b>9</b>	<b>5</b>	<b>246</b>	<b>106</b>	<b>140</b>

**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
**Full-Time / Prince Edward Island**  
**Reporting Period 2015-05-02 to 2017-10-20**

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



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
**Part-Time / Prince Edward Island**  
**Reporting Period 2015-05-02 to 2017-10-20**

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



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
**Full-Time / Saskatchewan**  
**Reporting Period 2015-05-02 to 2017-10-20**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Supervisors	7	7					1	1		1	1	
Clerical Personnel	2	1	1							1	1	
Other Sales and Service Personnel	105	44	61	14	8	6	2	2		42	21	21
<b>Total Number of Employees Hired</b>	<b>114</b>	<b>52</b>	<b>62</b>	<b>14</b>	<b>8</b>	<b>6</b>	<b>3</b>	<b>3</b>		<b>44</b>	<b>23</b>	<b>21</b>



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
**Part-Time / Saskatchewan**  
**Reporting Period 2015-05-02 to 2017-10-20**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Supervisors	1	1										
Other Sales and Service Personnel	192	64	128	20	1	19	3	1	2	51	19	32
<b>Total Number of Employees Hired</b>	<b>193</b>	<b>65</b>	<b>128</b>	<b>20</b>	<b>1</b>	<b>19</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>51</b>	<b>19</b>	<b>32</b>

**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
 Full-Time / Alberta

Reporting Period 2015-05-02 to 2017-10-20

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	2	1	1				1	1		1	1	
Other Sales and Service Personnel	1166	576	590	51	20	31	588	297	291	742	387	355
<b>Total Number of Employees Hired</b>	<b>1168</b>	<b>577</b>	<b>591</b>	<b>51</b>	<b>20</b>	<b>31</b>	<b>589</b>	<b>298</b>	<b>291</b>	<b>743</b>	<b>388</b>	<b>355</b>

**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
**Full-Time / Newfoundland and Labrador**  
**Reporting Period 2015-05-02 to 2017-10-20**

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

**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
**Part-Time / Newfoundland and Labrador**  
**Reporting Period 2015-05-02 to 2017-10-20**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Supervisors</b>	1		1									
<b>Other Sales and Service Personnel</b>	13	8	5	1	1							
<b>Total Number of Employees Hired</b>	<b>14</b>	<b>8</b>	<b>6</b>	<b>1</b>	<b>1</b>							

**Edcore Enterprises (1987) Ltd. (certificate # 090057)**

Form 6 A

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**

**Full-Time / Ontario**

**Reporting Period 2015-05-02 to 2017-10-20**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Middle and Other Managers</b>	9	4	5							1		1
<b>Supervisors</b>	44	21	23	2	1	1	5	2	3	9	6	3
<b>Administrative and Senior Clerical Personnel</b>	1	1										
<b>Clerical Personnel</b>	12	8	4							3	3	
<b>Other Sales and Service Personnel</b>	671	334	337	23	13	10	34	16	18	177	88	89
<b>Total Number of Employees Terminated</b>	<b>737</b>	<b>368</b>	<b>369</b>	<b>25</b>	<b>14</b>	<b>11</b>	<b>39</b>	<b>18</b>	<b>21</b>	<b>190</b>	<b>97</b>	<b>93</b>



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**  
 Part-Time / Ontario  
 Reporting Period 2015-05-02 to 2017-10-20

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	1		1							1		1
Supervisors	12	2	10				1	1		2		2
Clerical Personnel	20	17	3				1	1		9	9	
Other Sales and Service Personnel	1157	513	644	67	25	42	61	33	28	325	160	165
<b>Total Number of Employees Terminated</b>	<b>1190</b>	<b>532</b>	<b>658</b>	<b>67</b>	<b>25</b>	<b>42</b>	<b>63</b>	<b>35</b>	<b>28</b>	<b>337</b>	<b>169</b>	<b>168</b>

**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**  
**Full-Time / Québec**  
**Reporting Period 2015-05-02 to 2017-10-20**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	5	4	1									
Supervisors	2		2									
Clerical Personnel	3	1	2									
Other Sales and Service Personnel	192	125	67	2	2		35	23	12	5	2	3
<b>Total Number of Employees Terminated</b>	<b>202</b>	<b>130</b>	<b>72</b>	<b>2</b>	<b>2</b>		<b>35</b>	<b>23</b>	<b>12</b>	<b>5</b>	<b>2</b>	<b>3</b>

**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**  
**Part-Time / Québec**  
**Reporting Period 2015-05-02 to 2017-10-20**

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





**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**  
**Full-Time / Nova Scotia**  
**Reporting Period 2015-05-02 to 2017-10-20**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Other Sales and Service Personnel	14	8	6				2	1	1	6	4	2
<b>Total Number of Employees Terminated</b>	<b>14</b>	<b>8</b>	<b>6</b>				<b>2</b>	<b>1</b>	<b>1</b>	<b>6</b>	<b>4</b>	<b>2</b>



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**  
 Part-Time / Nova Scotia  
 Reporting Period 2015-05-02 to 2017-10-20

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



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**  
**Full-Time / New Brunswick**  
**Reporting Period 2015-05-02 to 2017-10-20**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	1	1										
Other Sales and Service Personnel	49	36	13				5	3	2	1		1
<b>Total Number of Employees Terminated</b>	<b>50</b>	<b>37</b>	<b>13</b>				<b>5</b>	<b>3</b>	<b>2</b>	<b>1</b>		<b>1</b>



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**  
**Part-Time / New Brunswick**  
**Reporting Period 2015-05-02 to 2017-10-20**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Other Sales and Service Personnel	17	9	8				3	2	1	1		1
<b>Total Number of Employees Terminated</b>	<b>17</b>	<b>9</b>	<b>8</b>				<b>3</b>	<b>2</b>	<b>1</b>	<b>1</b>		<b>1</b>

**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**  
 Full-Time / Manitoba  
 Reporting Period 2015-05-02 to 2017-10-20

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	1	1										
Supervisors	8	2	6									
Clerical Personnel	7	1	6	1		1				1	1	
Other Sales and Service Personnel	151	74	77				3	3		67	38	29
<b>Total Number of Employees Terminated</b>	<b>167</b>	<b>78</b>	<b>89</b>	<b>1</b>		<b>1</b>	<b>3</b>	<b>3</b>		<b>68</b>	<b>39</b>	<b>29</b>



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**  
 Part-Time / Manitoba  
 Reporting Period 2015-05-02 to 2017-10-20

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Supervisors	4		4							1		1
Clerical Personnel	1		1									
Other Sales and Service Personnel	556	281	275	6	3	3	2	1	1	234	136	98
<b>Total Number of Employees Terminated</b>	<b>561</b>	<b>281</b>	<b>280</b>	<b>6</b>	<b>3</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>235</b>	<b>136</b>	<b>99</b>



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**  
**Full-Time / Prince Edward Island**  
**Reporting Period 2015-05-02 to 2017-10-20**

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

**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**  
**Part-Time / Prince Edward Island**  
**Reporting Period 2015-05-02 to 2017-10-20**

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



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**  
**Full-Time / Saskatchewan**  
**Reporting Period 2015-05-02 to 2017-10-20**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	1	1										
Supervisors	6	6					1	1		1	1	
Clerical Personnel	2	1	1							1	1	
Other Sales and Service Personnel	77	35	42	10	8	2	5	3	2	26	15	11
<b>Total Number of Employees Terminated</b>	<b>86</b>	<b>43</b>	<b>43</b>	<b>10</b>	<b>8</b>	<b>2</b>	<b>6</b>	<b>4</b>	<b>2</b>	<b>28</b>	<b>17</b>	<b>11</b>

**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**  
**Part-Time / Saskatchewan**  
**Reporting Period 2015-05-02 to 2017-10-20**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Other Sales and Service Personnel	134	33	101	16		16	3	3		35	9	26
<b>Total Number of Employees Terminated</b>	<b>134</b>	<b>33</b>	<b>101</b>	<b>16</b>		<b>16</b>	<b>3</b>	<b>3</b>		<b>35</b>	<b>9</b>	<b>26</b>

**Edcore Enterprises (1987) Ltd. (certificate # 090057)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**  
**Full-Time / Newfoundland and Labrador**  
**Reporting Period 2015-05-02 to 2017-10-20**

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



**Edcore Enterprises (1987) Ltd. (certificate # 090057)**

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**

**Part-Time / Newfoundland and Labrador**

**Reporting Period 2015-05-02 to 2017-10-20**

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



Workplace Equity Information Management System - Edcore Enterprises (1987) Ltd.

Workforce Analysis - Detailed Report

Date: 2017-10-26

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>01 : Senior Managers</b>	National	9	0	0.0 %	27.6 %	2	-2	National
<b>02 : Middle and Other Managers</b>	National	86	28	32.6 %	39.4 %	34	-6	National
<b>03 : Professionals</b>		5	2	40.0 %	33.7 %	2	0	
1122 : Professional occupations in business management consulting	National	2	2	100.0 %	42.7 %	1	1	National
2171 : Information systems analysts and consultants	National	3	0	0.0 %	27.7 %	1	-1	National
<b>05 : Supervisors</b>		138	69	50.0 %	53.9 %	74	-5	
Employment Equity Occupational Group	Greater Sudbury	2	0	0.0 %	61.8 %	1	-1	Greater Sudbury
Employment Equity Occupational Group	Hamilton	1	1	100.0 %	55.8 %	1	0	Hamilton
Employment Equity Occupational Group	Kingston	3	2	66.7 %	59.4 %	2	0	Kingston
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	1	1	100.0 %	54.4 %	1	0	Kitchener - Cambridge
Employment Equity Occupational Group	London	5	0	0.0 %	57.5 %	3	-3	London
Employment Equity Occupational Group	Montréal	1	0	0.0 %	50.5 %	1	-1	Montréal
Employment Equity Occupational Group	N.B. less CMA	1	0	0.0 %	66.6 %	1	-1	N.B. less CMA
Employment Equity Occupational Group	N.S. less CMA	2	0	0.0 %	65.3 %	1	-1	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	11	4	36.4 %	61.6 %	7	-3	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	3	2	66.7 %	52.5 %	2	0	Oshawa
Employment Equity Occupational Group	Ottawa - Gatineau	39	23	59.0 %	51.8 %	20	3	Ottawa - Gatineau
Employment Equity Occupational Group	Peterborough	1	1	100.0 %	60.7 %	1	0	Peterborough
Employment Equity Occupational Group	Québec	1	0	0.0 %	51.5 %	1	-1	Québec
Employment Equity Occupational Group	Regina	1	1	100.0 %	53.0 %	1	0	Regina
Employment Equity Occupational Group	Saskatoon	2	0	0.0 %	61.3 %	1	-1	Saskatoon
Employment Equity Occupational Group	St. Catharines - Niagara	1	0	0.0 %	61.2 %	1	-1	St. Catharines - Niagara
Employment Equity Occupational Group	Thunder Bay	3	0	0.0 %	52.0 %	2	-2	Thunder Bay
Employment Equity Occupational Group	Toronto	43	25	58.1 %	52.0 %	22	3	Toronto

Workforce Analysis - Detailed Report

Date: 2017-10-26

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women		Availability #	Gap #	Recruitment Area
			#	%	%	%			
<b>07 : Administrative and Senior Clerical Personnel</b>									
Employment Equity Occupational Group	Winnipeg	17	9	52.9 %	52.8 %	9	0	0	Winnipeg
Employment Equity Occupational Group	London	4	3	75.0 %	82.3 %	3	0	0	London
Employment Equity Occupational Group	Ottawa - Gatineau	1	1	100.0 %	82.8 %	1	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Thunder Bay	2	1	50.0 %	84.7 %	2	-1	-1	Thunder Bay
<b>10 : Clerical Personnel</b>									
Employment Equity Occupational Group	London	3	3	100.0 %	69.9 %	2	1	1	London
Employment Equity Occupational Group	Montreal	2	2	100.0 %	61.6 %	1	1	1	Montreal
Employment Equity Occupational Group	N.S. less CMA	1	1	100.0 %	72.3 %	1	0	0	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	2	2	100.0 %	73.9 %	1	1	1	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	27	7	25.9 %	65.7 %	18	-11	-11	Ottawa - Gatineau
Employment Equity Occupational Group	Saskatoon	3	3	100.0 %	69.0 %	2	1	1	Saskatoon
Employment Equity Occupational Group	Thunder Bay	2	2	100.0 %	73.6 %	1	1	1	Thunder Bay
Employment Equity Occupational Group	Toronto	7	5	71.4 %	65.5 %	5	0	0	Toronto
Employment Equity Occupational Group	Winnipeg	20	11	55.0 %	68.3 %	14	-3	-3	Winnipeg
<b>13 : Other Sales and Service Personnel</b>									
Employment Equity Occupational Group	Alta. less CMAs	7759	4328	55.8 %	56.7 %	4399	-71	-71	Alta. less CMAs
Employment Equity Occupational Group	Calgary	971	624	64.3 %	61.7 %	599	25	25	Alta. less CMAs
Employment Equity Occupational Group	Edmonton	817	386	47.2 %	56.5 %	462	-76	-76	Calgary
Employment Equity Occupational Group	Greater Sudbury	1179	649	55.0 %	57.9 %	683	-34	-34	Edmonton
Employment Equity Occupational Group	Greater Sudbury	46	32	69.6 %	56.7 %	26	6	6	Greater Sudbury
Employment Equity Occupational Group	Greater Sudbury	4	3	75.0 %	59.5 %	2	1	1	Greater Sudbury
Employment Equity Occupational Group	Hamilton	27	17	63.0 %	57.9 %	16	1	1	Hamilton
Employment Equity Occupational Group	Kelowna	85	50	58.8 %	58.7 %	50	0	0	Kelowna
Employment Equity Occupational Group	Kingston	17	9	52.9 %	55.1 %	9	0	0	Kingston

Workforce Analysis - Detailed Report

Date: 2017-10-26

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Availability		Gap #	Recruitment Area
			#	%	#	%		
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	17	11	64.7 %	10	59.2 %	1	Kitchener - Cambridge
Employment Equity Occupational Group	London	72	40	55.6 %	41	57.3 %	-1	London
Employment Equity Occupational Group	Man. less CMA	67	44	65.7 %	39	58.9 %	5	Man. less CMA
Employment Equity Occupational Group	Montréal	234	95	40.6 %	117	50.0 %	-22	Montréal
Employment Equity Occupational Group	N.B. less CMA	40	21	52.5 %	25	61.7 %	-4	N.B. less CMA
Employment Equity Occupational Group	N.S. less CMA	62	34	54.8 %	39	63.5 %	-5	N.S. less CMA
Employment Equity Occupational Group	Nfld.Lab. less CMA	14	7	50.0 %	9	62.9 %	-2	Nfld.Lab. less CMA
Employment Equity Occupational Group	Ont. less CMAs	636	392	61.6 %	385	60.5 %	7	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	13	5	38.5 %	7	55.3 %	-2	Oshawa
Employment Equity Occupational Group	Ottawa - Gatineau	623	279	44.8 %	310	49.8 %	-31	Ottawa - Gatineau
Employment Equity Occupational Group	P.E.I.	2	1	50.0 %	1	63.2 %	0	P.E.I.
Employment Equity Occupational Group	Peterborough	26	11	42.3 %	15	57.3 %	-4	Peterborough
Employment Equity Occupational Group	Québec	52	10	19.2 %	26	49.1 %	-16	Québec
Employment Equity Occupational Group	Regina	58	32	55.2 %	31	54.0 %	1	Regina
Employment Equity Occupational Group	Sask. less CMA	113	69	61.1 %	68	60.5 %	1	Sask. less CMA
Employment Equity Occupational Group	Saskatoon	38	23	60.5 %	22	57.2 %	1	Saskatoon
Employment Equity Occupational Group	St. Catharines - Niagara	14	8	57.1 %	8	58.6 %	0	St. Catharines -
Employment Equity Occupational Group	Thunder Bay	119	60	50.4 %	68	56.8 %	-8	Thunder Bay
Employment Equity Occupational Group	Toronto	939	586	62.4 %	516	55.0 %	70	Toronto
Employment Equity Occupational Group	Vancouver	558	322	57.7 %	318	56.9 %	4	Vancouver
Employment Equity Occupational Group	Victoria	83	31	37.3 %	44	53.2 %	-13	Victoria
Employment Equity Occupational Group	Windsor	12	7	58.3 %	7	58.2 %	0	Windsor
Employment Equity Occupational Group	Winnipeg	821	470	57.2 %	443	54.0 %	27	Winnipeg

**Workforce Analysis - Detailed Report**

Date: 2017-10-26

**Women**

Employment Equity Occupational Group	Internal Location	All Employees #	Women		Availability #	Gap #	Recruitment Area
			Representation #	%			
Total		8068	4466	55.4 %	56.5 %	4559	-93

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workforce Analysis - Detailed Report

Date: 2017-10-26

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	Representation %	Availability %	Availability #		
<b>01 : Senior Managers</b>	National	9	0	0.0 %	3.2 %	0	0	National
<b>02 : Middle and Other Managers</b>	National	86	2	2.3 %	2.7 %	2	0	National
<b>03 : Professionals</b>								
1122 : Professional occupations in business management consulting	National	2	0	0.0 %	1.6 %	0	0	National
2171 : Information systems analysts and consultants	National	3	0	0.0 %	1.3 %	0	0	National
<b>05 : Supervisors</b>								
Employment Equity Occupational Group	Greater Sudbury	138	4	2.9 %	3.9 %	5	-1	Greater Sudbury
Employment Equity Occupational Group	Hamilton	2	1	50.0 %	8.2 %	0	1	Greater Sudbury
Employment Equity Occupational Group	Kingston	1	0	0.0 %	1.4 %	0	0	Hamilton
Employment Equity Occupational Group	Kingston	3	0	0.0 %	4.5 %	0	0	Kingston
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	1	1	100.0 %	2.4 %	0	1	Kitchener - Cambridge
Employment Equity Occupational Group	London	5	0	0.0 %	3.1 %	0	0	London
Employment Equity Occupational Group	Montréal	1	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	N.B. less CMA	1	0	0.0 %	4.8 %	0	0	N.B. less CMA
Employment Equity Occupational Group	N.S. less CMA	2	0	0.0 %	5.2 %	0	0	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	11	0	0.0 %	6.2 %	1	-1	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	3	0	0.0 %	1.9 %	0	0	Oshawa
Employment Equity Occupational Group	Ottawa - Gatineau	39	0	0.0 %	3.2 %	1	-1	Ottawa - Gatineau
Employment Equity Occupational Group	Peterborough	1	0	0.0 %	6.4 %	0	0	Peterborough
Employment Equity Occupational Group	Québec	1	0	0.0 %	2.0 %	0	0	Québec
Employment Equity Occupational Group	Regina	1	0	0.0 %	4.5 %	0	0	Regina
Employment Equity Occupational Group	Saskatoon	2	0	0.0 %	9.0 %	0	0	Saskatoon
Employment Equity Occupational Group	St. Catharines - Niagara	1	0	0.0 %	3.9 %	0	0	St. Catharines - Niagara
Employment Equity Occupational Group	Thunder Bay	3	0	0.0 %	9.4 %	0	0	Thunder Bay
Employment Equity Occupational Group	Toronto	43	2	4.7 %	0.9 %	0	2	Toronto

Workforce Analysis - Detailed Report

Date: 2017-10-26

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Recruitment Area
			Representation #	Representation %	Availability #	Gap #	
<b>07 : Administrative and Senior Clerical Personnel</b>							
Employment Equity Occupational Group	Winnipeg	17	0	0.0 %	2	-2	Winnipeg
Employment Equity Occupational Group	London	4	0	0.0 %	0	0	London
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	0	0	London
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Thunder Bay	2	0	0.0 %	0	0	Thunder Bay
<b>10 : Clerical Personnel</b>							
Employment Equity Occupational Group	Thunder Bay	2	0	0.0 %	0	0	Thunder Bay
Employment Equity Occupational Group	London	67	3	4.5 %	4	-1	Thunder Bay
Employment Equity Occupational Group	London	3	0	0.0 %	0	0	London
Employment Equity Occupational Group	Montreal	2	0	0.0 %	0	0	Montreal
Employment Equity Occupational Group	Montreal	2	0	0.0 %	0	0	Montreal
Employment Equity Occupational Group	N. S. less CMA	1	0	0.0 %	0	0	N. S. less CMA
Employment Equity Occupational Group	N. S. less CMA	1	0	0.0 %	0	0	N. S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	2	0	0.0 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ont. less CMAs	2	0	0.0 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	27	1	3.7 %	1	0	Ottawa - Gatineau
Employment Equity Occupational Group	Ottawa - Gatineau	27	1	3.7 %	1	0	Ottawa - Gatineau
Employment Equity Occupational Group	Saskatoon	3	0	0.0 %	0	0	Saskatoon
Employment Equity Occupational Group	Saskatoon	3	0	0.0 %	0	0	Saskatoon
Employment Equity Occupational Group	Thunder Bay	2	0	0.0 %	0	0	Thunder Bay
Employment Equity Occupational Group	Thunder Bay	2	0	0.0 %	0	0	Thunder Bay
Employment Equity Occupational Group	Toronto	7	0	0.0 %	0	0	Toronto
Employment Equity Occupational Group	Toronto	7	0	0.0 %	0	0	Toronto
Employment Equity Occupational Group	Winnipeg	20	2	10.0 %	2	0	Winnipeg
<b>13 : Other Sales and Service Personnel</b>							
Employment Equity Occupational Group	Winnipeg	20	2	10.0 %	2	0	Winnipeg
Employment Equity Occupational Group	Alta. less CMAs	7759	270	3.5 %	535	-265	Alta. less CMAs
Employment Equity Occupational Group	Alta. less CMAs	7759	270	3.5 %	535	-265	Alta. less CMAs
Employment Equity Occupational Group	Alta. less CMAs	971	68	7.0 %	121	-53	Alta. less CMAs
Employment Equity Occupational Group	Calgary	817	8	1.0 %	25	-17	Calgary
Employment Equity Occupational Group	Calgary	817	8	1.0 %	25	-17	Calgary
Employment Equity Occupational Group	Edmonton	1179	38	3.2 %	74	-36	Edmonton
Employment Equity Occupational Group	Edmonton	1179	38	3.2 %	74	-36	Edmonton
Employment Equity Occupational Group	Greater Sudbury	46	9	19.6 %	5	4	Greater Sudbury
Employment Equity Occupational Group	Greater Sudbury	46	9	19.6 %	5	4	Greater Sudbury
Employment Equity Occupational Group	Greater Sudbury	46	9	19.6 %	5	4	Greater Sudbury
Employment Equity Occupational Group	Guelph	4	0	0.0 %	0	0	Guelph
Employment Equity Occupational Group	Guelph	4	0	0.0 %	0	0	Guelph
Employment Equity Occupational Group	Hamilton	27	0	0.0 %	1	-1	Hamilton
Employment Equity Occupational Group	Hamilton	27	0	0.0 %	1	-1	Hamilton
Employment Equity Occupational Group	Hamilton	27	0	0.0 %	1	-1	Hamilton
Employment Equity Occupational Group	Kelowna	85	6	7.1 %	7	-1	Kelowna
Employment Equity Occupational Group	Kelowna	85	6	7.1 %	7	-1	Kelowna
Employment Equity Occupational Group	Kingston	17	2	11.8 %	1	1	Kingston
Employment Equity Occupational Group	Kingston	17	2	11.8 %	1	1	Kingston

Workforce Analysis - Detailed Report

Date: 2017-10-26

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Recruitment Area	
			Representation #	Representation %	Availability %	Gap #		
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	17	2	11.8 %	2.5 %	0	2	Kitchener - Cambridge
Employment Equity Occupational Group	London	72	3	4.2 %	3.1 %	2	1	London
Employment Equity Occupational Group	Man. less CMA	67	5	7.5 %	28.6 %	19	-14	Man. less CMA
Employment Equity Occupational Group	Montréal	234	0	0.0 %	1.0 %	2	-2	Montréal
Employment Equity Occupational Group	N.B. less CMA	40	2	5.0 %	5.4 %	2	0	N.B. less CMA
Employment Equity Occupational Group	N.S. less CMA	62	0	0.0 %	7.7 %	5	-5	N.S. less CMA
Employment Equity Occupational Group	Nfld.Lab. less CMA	14	1	7.1 %	14.0 %	2	-1	Nfld.Lab. less CMA
Employment Equity Occupational Group	Ont. less CMAs	636	27	4.2 %	8.8 %	56	-29	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	13	2	15.4 %	3.1 %	0	2	Oshawa
Employment Equity Occupational Group	Ottawa - Gatineau	623	31	5.0 %	3.7 %	23	8	Ottawa - Gatineau
Employment Equity Occupational Group	P.E.I.	2	0	0.0 %	2.3 %	0	0	P.E.I.
Employment Equity Occupational Group	Peterborough	26	1	3.8 %	6.0 %	2	-1	Peterborough
Employment Equity Occupational Group	Québec	52	0	0.0 %	1.8 %	1	-1	Québec
Employment Equity Occupational Group	Regina	58	6	10.3 %	9.6 %	6	0	Regina
Employment Equity Occupational Group	Sask. less CMA	113	10	8.8 %	23.0 %	26	-16	Sask. less CMA
Employment Equity Occupational Group	Saskatoon	38	2	5.3 %	10.9 %	4	-2	Saskatoon
Employment Equity Occupational Group	St. Catharines - Niagara	14	0	0.0 %	3.5 %	0	0	St. Catharines -
Employment Equity Occupational Group	Thunder Bay	119	5	4.2 %	14.9 %	18	-13	Thunder Bay
Employment Equity Occupational Group	Toronto	939	10	1.1 %	1.0 %	9	1	Toronto
Employment Equity Occupational Group	Vancouver	558	18	3.2 %	2.9 %	16	2	Vancouver
Employment Equity Occupational Group	Victoria	83	8	9.6 %	7.1 %	6	2	Victoria
Employment Equity Occupational Group	Windsor	12	0	0.0 %	3.3 %	0	0	Windsor
Employment Equity Occupational Group	Winnipeg	821	6	0.7 %	12.1 %	99	-93	Winnipeg

### Workforce Analysis - Detailed Report

Date: 2017-10-26

#### Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Gap #	Recruitment Area
			Representation #	Availability %		
Total		8068	279	3.5 %	546	-267

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data

### Workforce Analysis - Detailed Report

Date: 2017-10-26

#### Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Availability #	Gap #	Recruitment Area
			Representation #	%			
<b>01 : Senior Managers</b>	National	9	1	11.1 %	1	0	National
<b>02 : Middle and Other Managers</b>	National	86	8	9.3 %	15	-7	National
<b>03 : Professionals</b>		5	0	0.0 %	2	-2	
1122 : Professional occupations in business management consulting	National	2	0	0.0 %	1	-1	National
2171 : Information systems analysts and consultants	National	3	0	0.0 %	1	-1	National
<b>05 : Supervisors</b>		138	23	16.7 %	36	-13	
Employment Equity Occupational Group	Greater Sudbury	2	1	50.0 %	0	1	Greater Sudbury
Employment Equity Occupational Group	Hamilton	1	0	0.0 %	0	0	Hamilton
Employment Equity Occupational Group	Kingston	3	0	0.0 %	0	0	Kingston
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	1	0	0.0 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	London	5	0	0.0 %	1	-1	London
Employment Equity Occupational Group	Montréal	1	0	0.0 %	0	0	Montréal
Employment Equity Occupational Group	N.B. less CMA	1	0	0.0 %	0	0	N.B. less CMA
Employment Equity Occupational Group	N.S. less CMA	2	0	0.0 %	0	0	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	11	3	27.3 %	0	3	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	3	0	0.0 %	1	-1	Oshawa
Employment Equity Occupational Group	Ottawa - Gatineau	39	9	23.1 %	6	3	Ottawa - Gatineau
Employment Equity Occupational Group	Peterborough	1	0	0.0 %	0	0	Peterborough
Employment Equity Occupational Group	Québec	1	0	0.0 %	0	0	Québec
Employment Equity Occupational Group	Regina	1	0	0.0 %	0	0	Regina
Employment Equity Occupational Group	Saskatoon	2	0	0.0 %	0	0	Saskatoon
Employment Equity Occupational Group	St. Catharines - Niagara	1	0	0.0 %	0	0	St. Catharines - Niagara
Employment Equity Occupational Group	Thunder Bay	3	1	33.3 %	0	1	Thunder Bay
Employment Equity Occupational Group	Toronto	43	6	14.0 %	22	-16	Toronto

Workforce Analysis - Detailed Report

Date: 2017-10-26

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Availability		Gap #	Recruitment Area
			Representation #	%	#	%		
07 : Administrative and Senior Clerical Personnel	Winnipeg	17	3	17.6 %	4	25.4 %	-1	Winnipeg
		4	0	0.0 %	0	6.7 %	0	
	London	1	0	0.0 %	0	8.8 %	0	London
	Ottawa - Gatineau	1	0	0.0 %	0	14.1 %	0	Ottawa - Gatineau
	Thunder Bay	2	0	0.0 %	0	2.0 %	0	Thunder Bay
		67	12	17.9 %	14	21.5 %	-2	
	London	3	1	33.3 %	0	11.2 %	1	London
	Montreal	2	0	0.0 %	0	20.4 %	0	Montreal
	N.S. less CMA	1	0	0.0 %	0	1.9 %	0	N.S. less CMA
	Ont. less CMAs	2	0	0.0 %	0	1.9 %	0	Ont. less CMAs
10 : Clerical Personnel	Ottawa - Gatineau	27	8	29.6 %	5	18.2 %	3	Ottawa - Gatineau
	Saskatoon	3	0	0.0 %	0	11.9 %	0	Saskatoon
	Thunder Bay	2	0	0.0 %	0	2.3 %	0	Thunder Bay
	Toronto	7	0	0.0 %	4	52.2 %	-4	Toronto
	Winnipeg	20	3	15.0 %	5	23.3 %	-2	Winnipeg
		7759	3476	44.8 %	2685	34.6 %	791	
	Alta. less CMAs	971	663	68.3 %	159	16.4 %	504	Alta. less CMAs
	Calgary	817	575	70.4 %	418	51.2 %	157	Calgary
	Edmonton	1179	684	58.0 %	512	43.4 %	172	Edmonton
	Greater Sudbury	46	3	6.5 %	2	4.8 %	1	Greater Sudbury
13 : Other Sales and Service Personnel	Greater Sudbury	46	3	6.5 %	2	4.8 %	1	Greater Sudbury
	Guelph	4	0	0.0 %	1	16.3 %	-1	Guelph
	Hamilton	27	4	14.8 %	6	21.0 %	-2	Hamilton
	Kelowna	85	18	21.2 %	11	12.4 %	7	Kelowna
Employment Equity Occupational Group	Kingston	17	0	0.0 %	1	7.9 %	-1	Kingston

Workforce Analysis - Detailed Report

Date: 2017-10-26

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Availability #	Gap #	Recruitment Area
			Representation #	%			
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	17	5	29.4 %	4	1	Kitchener - Cambridge
Employment Equity Occupational Group	London	72	21	29.2 %	12	9	London
Employment Equity Occupational Group	Man. less CMA	67	6	9.0 %	5	1	Man. less CMA
Employment Equity Occupational Group	Montréal	234	5	2.1 %	66	-61	Montréal
Employment Equity Occupational Group	N.B. less CMA	40	1	2.5 %	1	0	N.B. less CMA
Employment Equity Occupational Group	N.S. less CMA	62	18	29.0 %	2	16	N.S. less CMA
Employment Equity Occupational Group	Nfld.Lab. less CMA	14	0	0.0 %	0	0	Nfld.Lab. less CMA
Employment Equity Occupational Group	Ont. less CMAs	636	87	13.7 %	21	66	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	13	5	38.5 %	2	3	Oshawa
Employment Equity Occupational Group	Ottawa - Gatineau	623	224	36.0 %	178	46	Ottawa - Gatineau
Employment Equity Occupational Group	P.E.I.	2	0	0.0 %	0	0	P.E.I.
Employment Equity Occupational Group	Peterborough	26	3	11.5 %	2	1	Peterborough
Employment Equity Occupational Group	Québec	52	1	1.9 %	4	-3	Québec
Employment Equity Occupational Group	Regina	58	35	60.3 %	21	14	Regina
Employment Equity Occupational Group	Sask. less CMA	113	20	17.7 %	13	7	Sask. less CMA
Employment Equity Occupational Group	Saskatoon	38	8	21.1 %	12	-4	Saskatoon
Employment Equity Occupational Group	St. Catharines - Niagara	14	0	0.0 %	2	-2	St. Catharines - Niagara
Employment Equity Occupational Group	Thunder Bay	119	31	26.1 %	7	24	Thunder Bay
Employment Equity Occupational Group	Toronto	939	291	31.0 %	546	-255	Toronto
Employment Equity Occupational Group	Vancouver	558	397	71.1 %	332	65	Vancouver
Employment Equity Occupational Group	Victoria	83	24	28.9 %	18	6	Victoria
Employment Equity Occupational Group	Windsor	12	0	0.0 %	2	-2	Windsor
Employment Equity Occupational Group	Winnipeg	821	347	42.3 %	323	24	Winnipeg

## Workforce Analysis - Detailed Report

Date: 2017-10-26

### Members of Visible Minorities

Employment Equity Occupational Group	Internal Location		Members of Visible Minorities		Gap	Recruitment Area
	All Employees	Representation	Availability			
	#	%	#	%	#	
Total	8068	43.6 %	2753	34.1 %	767	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workforce Analysis - Detailed Report

Date: 2017-10-26

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities		Availability #	Gap #	Recruitment Area
			Representation #	%			
01/02 : Managers	National	95	18	18.9 %	5	13	National
03 : Professionals	National	5	0	0.0 %	0	0	National
05 : Supervisors	National	138	5	3.6 %	38	-33	National
07 : Administrative and Senior Clerical Personnel	National	4	1	25.0 %	0	1	National
10 : Clerical Personnel	National	67	2	3.0 %	6	-4	National
13 : Other Sales and Service Personnel	National	7759	1464	18.9 %	830	634	National
<b>Total</b>		<b>8068</b>	<b>1490</b>	<b>18.5 %</b>	<b>879</b>	<b>611</b>	

Total may not equal sum of components due to rounding.

Sources: 2017 Canadian Survey on Disability and employer's internal data



**Workforce Analysis - Detailed Report**

Date: 2017-10-26

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

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
05 : Supervisors	EEOG	CMA
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
10 : Clerical Personnel	EEOG	CMA
13 : Other Sales and Service Personnel	EEOG	CMA



## Workforce Analysis - Detailed Report

Date: 2017-10-26

### WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
05 : Supervisors	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National
13 : Other Sales and Service Personnel	EEOG	National



Workplace Equity Information Management System - Edcore Enterprises (1987) Ltd.

**Workforce Analysis - Summary Report**

Date: 2017-10-26

**Women**

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	9	0	0.0 %	27.6 %	2	-2
02 : Middle and Other Managers	86	28	32.6 %	39.4 %	34	-6
03 : Professionals	5	2	40.0 %	33.7 %	2	0
05 : Supervisors	138	69	50.0 %	53.9 %	74	-5
07 : Administrative and Senior Clerical Personnel	4	3	75.0 %	82.3 %	3	0
10 : Clerical Personnel	67	36	53.7 %	67.2 %	45	-9
13 : Other Sales and Service Personnel	7759	4328	55.8 %	56.7 %	4399	-71
<b>Total</b>	<b>8068</b>	<b>4466</b>	<b>55.4 %</b>	<b>56.5 %</b>	<b>4559</b>	<b>-93</b>

Total may not equal sum of components due to rounding.

### Workforce Analysis - Summary Report

Date: 2017-10-26

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees #	Representation #	Representation %	Availability %	Availability #	Gap #
01 : Senior Managers	9	0	0.0 %	3.2 %	0	0
02 : Middle and Other Managers	86	2	2.3 %	2.7 %	2	0
03 : Professionals	5	0	0.0 %	1.4 %	0	0
05 : Supervisors	138	4	2.9 %	3.9 %	5	-1
07 : Administrative and Senior Clerical Personnel	4	0	0.0 %	6.0 %	0	0
10 : Clerical Personnel	67	3	4.5 %	6.0 %	4	-1
13 : Other Sales and Service Personnel	7759	270	3.5 %	6.9 %	535	-265
<b>Total</b>	<b>8068</b>	<b>279</b>	<b>3.5 %</b>	<b>6.8 %</b>	<b>546</b>	<b>-267</b>

Total may not equal sum of components due to rounding.

## Workforce Analysis - Summary Report

Date: 2017-10-26

### Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities				Gap #
	All Employees #	Representation #	Availability %	Gap #	
01 : Senior Managers	9	1	11.1 %	1	0
02 : Middle and Other Managers	86	8	9.3 %	15	-7
03 : Professionals	5	0	0.0 %	2	-2
05 : Supervisors	138	23	16.7 %	36	-13
07 : Administrative and Senior Clerical Personnel	4	0	0.0 %	0	0
10 : Clerical Personnel	67	12	17.9 %	14	-2
13 : Other Sales and Service Personnel	7759	3476	44.8 %	2685	791
<b>Total</b>	<b>8068</b>	<b>3520</b>	<b>43.6 %</b>	<b>2753</b>	<b>767</b>

Total may not equal sum of components due to rounding.

**Workforce Analysis - Summary Report**

Date: 2017-10-26

**Persons with Disabilities**

Employment Equity Occupational Group	Persons with Disabilities				
	All Employees	Representation	Availability	Gap	
	#	#	%	#	#
01/02 : Managers	95	18	18.9 %	5	13
03 : Professionals	5	0	0.0 %	0	0
05 : Supervisors	138	5	3.6 %	38	-33
07 : Administrative and Senior Clerical Personnel	4	1	25.0 %	0	1
10 : Clerical Personnel	67	2	3.0 %	6	-4
13 : Other Sales and Service Personnel	7759	1464	18.9 %	830	634
<b>Total</b>	<b>8068</b>	<b>1490</b>	<b>18.5 %</b>	<b>879</b>	<b>611</b>

Total may not equal sum of components due to rounding.



**Workforce Analysis - Summary Report**

Date: 2017-10-26

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

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
05 : Supervisors	EEOG	CMA
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
10 : Clerical Personnel	EEOG	CMA
13 : Other Sales and Service Personnel	EEOG	CMA





## Workforce Analysis - Summary Report

Date: 2017-10-26

### WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
05 : Supervisors	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National
13 : Other Sales and Service Personnel	EEOG	National

<b>Federal Contractors Program Achievement Table</b>
<b>Part 1: Workforce Analysis</b>
<b>Edcore Enterprises (1987) Ltd</b>
<b>2017-10-23</b>

<b>Data from Previous Workforce Analysis</b>
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Date of Previous Workforce Analysis		
YYYY	MM	DD
2015	05	02

<b>Data from Current Workforce Analysis</b>
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Date of Current Workforce Analysis		
YYYY	MM	DD
2017	10	26

Employment Equity Occupational Group (EEOG)		Table 1: Women		
		Previous Workforce Analysis		
		All Employees	Women	
		#	Representation	Availability*
01	Senior Managers	15	0	27.4
02	Middle & Other Managers	89	30	38.9
03	Professionals	27	17	52.1
04	Semi-Professionals & Technicians	0	0	0.0
05	Supervisors	334	174	56.7
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	25	17	83.5
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	115	63	68.2
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	5,233	2,974	57.6
14	Other Manual Workers	0	0	0.0
<b>Total</b>		<b>5,838</b>	<b>3,275</b>	<b>57.5</b>

Employment Equity Occupational Group (EEOG)		Table 5: Women		
		Current Workforce Analysis		
		All Employees	Women	
		#	Representation	Availability*
01	Senior Managers	9	0	27.4
02	Middle & Other Managers	86	28	38.9
03	Professionals	5	2	33.8
04	Semi-Professionals & Technicians	0	0	0.0
05	Supervisors	138	69	54.4
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	4	3	81.9
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	67	36	67.3
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	7,759	4,328	57.5
14	Other Manual Workers	0	0	0.0
<b>Total</b>		<b>8,068</b>	<b>4,466</b>	<b>57.3</b>

* Source:

* Source:

<b>Federal Contractors Program Achievement Table</b>
<b>Part 1: Workforce Analysis</b>
<b>Edcore Enterprises (1987) Ltd</b>
<b>2017-10-23</b>

<b>Data from Previous Workforce Analysis</b>
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Date of Previous Workforce Analysis		
YYYY	MM	DD
2015	05	02

<b>Data from Current Workforce Analysis</b>
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Date of Current Workforce Analysis		
YYYY	MM	DD
2017	10	26

Employment Equity Occupational Group (EEOG)		Table 2: Aboriginal Peoples		
		Previous Workforce Analysis		
		All Employees	Aboriginal Peoples	
		#	Representation	Availability*
		#	#	%
01	Senior Managers	15	0	2.9
02	Middle & Other Managers	89	2	2.2
03	Professionals	27	0	1.7
04	Semi-Professionals & Technicians	0	0	0.0
05	Supervisors	334	19	4.5
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	25	1	3.7
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	115	4	5.0
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	5,233	201	6.7
14	Other Manual Workers	0	0	0.0
<b>Total</b>		<b>5,838</b>	<b>227</b>	<b>6.0</b>

Employment Equity Occupational Group (EEOG)		Table 6: Aboriginal Peoples		
		Current Workforce Analysis		
		All Employees	Aboriginal Peoples	
		#	Representation	Availability*
		#	#	%
		9	0	2.9
		86	2	2.2
		5	0	1.3
		0	0	0.0
		138	4	3.8
		0	0	0.0
		4	0	4.2
		0	0	0.0
		0	0	0.0
		67	3	5.0
		0	0	0.0
		0	0	0.0
		7,759	270	6.3
		0	0	0.0
<b>Total</b>		<b>8,068</b>	<b>279</b>	<b>6.2</b>

<b>* Source:</b>
0

<b>* Source:</b>
0

<b>Federal Contractors Program Achievement Table</b>
<b>Part 1: Workforce Analysis</b>
<b>Edcore Enterprises (1987) Ltd</b>
<b>2017-10-23</b>

<b>Data from Previous Workforce Analysis</b>
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Date of Previous Workforce Analysis		
YYYY	MM	DD
2015	05	02

<b>Data from Current Workforce Analysis</b>
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Date of Current Workforce Analysis		
YYYY	MM	DD
2017	10	26

Employment Equity Occupational Group (EEOG)		Table 3: Members of Visible Minorities		
		Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
		#	Representation	Availability*
01	Senior Managers	15	2	10.1
02	Middle & Other Managers	89	8	15.0
03	Professionals	27	9	21.5
04	Semi-Professionals & Technicians	0	0	0.0
05	Supervisors	334	105	20.8
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	25	5	12.3
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	115	39	16.8
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	5,233	2,426	24.4
14	Other Manual Workers	0	0	0.0
<b>Total</b>		<b>5,838</b>	<b>2,594</b>	<b>23.6</b>

Employment Equity Occupational Group (EEOG)		Table 7: Members of Visible Minorities		
		Current Workforce Analysis		
		All Employees	Members of Visible Minorities	
		#	Representation	Availability*
01	Senior Managers	9	1	10.1
02	Middle & Other Managers	86	8	15.0
03	Professionals	5	0	27.5
04	Semi-Professionals & Technicians	0	0	0.0
05	Supervisors	138	23	21.7
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	4	0	6.0
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	67	12	17.4
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	7,759	3,476	28.5
14	Other Manual Workers	0	0	0.0
<b>Total</b>		<b>8,068</b>	<b>3,520</b>	<b>28.1</b>

<b>* Source:</b>
0

<b>* Source:</b>
0

<b>Federal Contractors Program Achievement Table</b>
<b>Part 1: Workforce Analysis</b>
<b>Edcore Enterprises (1987) Ltd</b>
<b>2017-10-23</b>

<b>Data from Previous Workforce Analysis</b>
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Date of Previous Workforce Analysis		
YYYY	MM	DD
2015	05	02

<b>Data from Current Workforce Analysis</b>
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Date of Current Workforce Analysis		
YYYY	MM	DD
2017	10	26

<b>Employment Equity Occupational Group (EEOG)</b>		<b>Table 4: Persons with Disabilities</b>		
		<b>Previous Workforce Analysis</b>		
		<b>All Employees</b>	<b>Persons with Disabilities</b>	
		<b>#</b>	<b>Representation</b>	<b>Availability*</b>
01/02	Managers	104	9	4.3
03	Professionals	27	0	3.8
04	Semi-Professionals & Technicians	0	0	0.0
05	Supervisors	334	16	13.9
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	25	2	3.4
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	115	5	7.0
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	5,233	231	6.3
14	Other Manual Workers	0	0	0.0
<b>Total</b>		<b>5,838</b>	<b>263</b>	<b>7.0</b>

<b>Employment Equity Occupational Group (EEOG)</b>		<b>Table 8: Persons with Disabilities</b>		
		<b>Current Workforce Analysis</b>		
		<b>All Employees</b>	<b>Persons with Disabilities</b>	
		<b>#</b>	<b>Representation</b>	<b>Availability*</b>
	Managers	95	18	4.3
	Professionals	5	0	3.8
	Semi-Professionals & Technicians	0	0	0.0
	Supervisors	138	5	13.9
	Supervisors: Crafts & Trades	0	0	0.0
	Administrative & Senior Clerical Personnel	4	1	3.4
	Skilled Sales & Service Personnel	0	0	0.0
	Skilled Crafts & Trades Workers	0	0	0.0
	Clerical Personnel	67	2	7.0
	Intermediate Sales & Service Personnel	0	0	0.0
	Semi-Skilled Manual Workers	0	0	0.0
	Other Sales & Service Personnel	7,759	1,464	6.3
	Other Manual Workers	0	0	0.0
<b>Total</b>		<b>8,068</b>	<b>1,490</b>	<b>6.4</b>

<b>* Source:</b>

<b>* Source:</b>

**Federal Contractors Program Achievement Table**

**Part 2: Flow Data Analysis**

**Edcore Enterprises (1987) Ltd**

**43031**

Start Date of Flow Data		
YYYY	MM	DD
2015	05	02

End Date of Flow Data		
YYYY	MM	DD
2017	10	26

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

Employment Equity Occupational Group (EEOG)	Table 1: Women				Table 5: Women				Table 9: Women			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	11	4	0	0	0	0	0	0	17	6	0	0
03 Professionals	0	0	1	0	0	0	0	0	0	0	1	1
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	32	7	15	13	0	0	0	0	60	31	17	15
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	1	0	0	0	0	0	0	0	1	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	13	8	11	5	0	0	0	0	24	13	21	4
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	2,908	1,414	2,005	1,118	0	0	0	0	1,163	543	1,881	1,040
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>2,965</b>	<b>1,433</b>	<b>2,032</b>	<b>1,136</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,265</b>	<b>593</b>	<b>1,920</b>	<b>1,060</b>

**Federal Contractors Program Achievement Table**

**Part 2: Flow Data Analysis**

**Edcore Enterprises (1987) Ltd**

**43031**

Start Date of Flow Data		
YYYY	MM	DD
2015	05	02

End Date of Flow Data		
YYYY	MM	DD
2017	10	26

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples				Table 6: Aboriginal Peoples				Table 10: Aboriginal Peoples			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	11	0	0	0	0	0	0	0	17	0	0	0
03 Professionals	0	0	1	0	0	0	0	0	0	0	1	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	32	0	15	0	0	0	0	0	60	2	17	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	1	0	0	0	0	0	0	0	1	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	13	1	11	0	0	0	0	0	24	1	21	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	2,908	108	2,005	88	0	0	0	0	1,163	35	1,881	90
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>2,965</b>	<b>109</b>	<b>2,032</b>	<b>88</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,265</b>	<b>38</b>	<b>1,920</b>	<b>90</b>

**Federal Contractors Program Achievement Table**  
**Part 2: Flow Data Analysis**  
**Edcore Enterprises (1987) Ltd**  
**43031**

Start Date of Flow Data			End Date of Flow Data		
YYYY	MM	DD	YYYY	MM	DD
2015	05	02	2017	10	26

**Data from Form 4 - Employees Hired**

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**Data from Form 5 - Employees Promoted**

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**Data from Form 6 - Employees Terminated**

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Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities					
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#	#	#	#	#	#	#	#	#	#	#	
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	
02 Middle & Other Managers	11	1	0	0	0	0	0	0	17	0	0	0	0	
03 Professionals	0	0	0	0	0	0	0	0	0	0	1	0	0	
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	
05 Supervisors	32	2	15	0	0	0	0	0	60	6	17	1	1	
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0	0	
07 Administrative & Senior Clerical Personnel	1	0	0	0	0	0	0	0	1	0	0	0	0	
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0	0	
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	
10 Clerical Personnel	13	0	11	0	0	0	0	0	24	0	21	1	1	
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0	0	
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	
13 Other Sales & Service Personnel	2,908	714	2,005	0	0	0	0	0	1,163	84	1,881	71	71	
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>Total</b>	<b>2,965</b>	<b>717</b>	<b>2,032</b>	<b>62</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,265</b>	<b>90</b>	<b>1,920</b>	<b>73</b>	<b>73</b>	



**Federal Contractors Program Achievement Table**  
**Part 2: Flow Data Analysis**  
**Edcore Enterprises (1987) Ltd**  
**43031**

Start Date of Flow Data			
YYYY	MM	DD	
2015	05	02	

End Date of Flow Data			
YYYY	MM	DD	
2017	10	26	

**Data from Form 4 - Employees Hired**

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**Data from Form 5 - Employees Promoted**

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**Data from Form 6 - Employees Terminated**

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Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	11	2	0	0	0	0	0	0	17	0	0	0
03 Professionals	0	0	1	0	0	0	0	0	0	1	1	1
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	32	5	15	3	0	0	0	0	60	10	17	3
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	1	0	0	0	0	0	0	0	1	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	13	2	11	2	0	0	0	0	24	5	21	9
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	2,908	1,215	2,005	609	0	0	0	0	1,163	282	1,881	597
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>2,965</b>	<b>1,224</b>	<b>2,032</b>	<b>614</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,265</b>	<b>298</b>	<b>1,920</b>	<b>610</b>

**Federal Contractors Program Achievement Table**  
**Part 3: Goals**  
**Edcore Enterprises (1987) Ltd**  
**43031**

**Data from Previous Goals**  
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**Data from Current Goals**  
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Duration of Previous Goals				
Short-term		Long-term		
From	To	From	To	To
YYYY	YYYY	YYYY	YYYY	YYYY
2015	2018	2015	2020	

Duration of Current Goals				
Short-term		Long-term		
From	To	From	To	To
YYYY	YYYY	YYYY	YYYY	YYYY
2017	2020	2017	2025	

**Table 1: Women**

**Table 5: Women**

	Women				Women			
	Short-term Goals		Long-term Goals		Short-term Goals		Long-term Goals	
Employment Equity Occupational Group (EEOG)	#	%	#	%	#	%	#	%
01 Senior Managers	0	0.0	4	0.0	0	27.4	0	25.0
38.9 Middle & Other Managers	1	0.0	4	0.0	0	38.9	0	40.0
03 Professionals	0	0.0	0	0.0	0	0.0	0	0.0
04 Semi-Professionals & Technicians	0	0.0	0	0.0	0	0.0	0	0.0
05 Supervisors	1	0.0	14	0.0	0	0.0	0	50.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	1	0.0	3	0.0	0	0.0	0	0.0
08 Skilled Sales & Service Personnel	0	0.0	0	0.0	0	0.0	0	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0	0	0.0	0	0.0
10 Clerical Personnel	1	0.0	14	0.0	0	0.0	0	60.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	0.0	0	0.0	0	0.0	0	0.0
13 Other Sales & Service Personnel	7	0.0	33	0.0	0	0.0	0	55.0
14 Other Manual Workers	0	0.0	0	0.0	0	0.0	0	0.0
Total	0	0.0	0	0.0	0	0.0	0	0.0

<b>Federal Contractors Program Achievement Table</b>
<b>Part 3: Goals</b>
<b>Edcore Enterprises (1987) Ltd</b>
<b>43031</b>

<b>Data from Previous Goals</b>
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<b>Data from Current Goals</b>
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Duration of Previous Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2015	2018	2015	2020

Duration of Current Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2020	2017	2025

Employment Equity Occupational Group (EEOG)		Table 2: Aboriginal Peoples			
		Aboriginal Peoples			
		Short-term Goals		Long-term Goals	
		#	%	#	%
01	Senior Managers	0	0.0	0	0.0
02	Middle & Other Managers	0	0.0	0	0.0
03	Professionals	0	0.0	0	0.0
04	Semi-Professionals & Technicians	0	0.0	0	0.0
05	Supervisors	0	0.0	0	0.0
06	Supervisors: Crafts & Trades	0	0.0	0	0.0
07	Administrative & Senior Clerical Personnel	0	0.0	0	0.0
08	Skilled Sales & Service Personnel	0	0.0	0	0.0
09	Skilled Crafts & Trades Workers	0	0.0	0	0.0
10	Clerical Personnel	0	0.0	2	0.0
11	Intermediate Sales & Service Personnel	0	0.0	0	0.0
12	Semi-Skilled Manual Workers	0	0.0	0	0.0
13	Other Sales & Service Personnel	5	0.0	145	0.0
14	Other Manual Workers	0	0.0	0	0.0
Total		0	0.0	0	0.0

Table 6: Aboriginal Peoples			
Aboriginal Peoples			
Short-term Goals		Long-term Goals	
#	%	#	%
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	3.8	0	3.8
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	6.3	0	5.0
0	0.0	0	0.0
0	0.0	0	0.0

**Federal Contractors Program Achievement Table**  
**Part 3: Goals**  
**Edcore Enterprises (1987) Ltd**  
**43031**

**Data from Previous Goals**

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**Data from Current Goals**

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Duration of Previous Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2015	2018	2015	2020

Duration of Current Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2020	2017	2025

**Table 3: Persons with Disabilities**

Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Short-term Goals		Long-term Goals	
	#	%	#	%
01/02 Managers	0	0.0	0	0.0
03 Professionals	0	0.0	1	0.0
04 Semi-Professionals & Technicians	0	0.0	0	0.0
05 Supervisors	1	0.0	29	0.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	0	0.0	0	0.0
08 Skilled Sales & Service Personnel	0	0.0	0	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	0	0.0	3	0.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	0.0	0	0.0
13 Other Sales & Service Personnel	4	0.0	95	0.0
14 Other Manual Workers	0	0.0	0	0.0
Total	0	0.0	0	0.0

**Table 7: Persons with Disabilities**

Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Short-term Goals		Long-term Goals	
	#	%	#	%
01/02 Managers	0	0.0	0	0.0
03 Professionals	0	0.0	0	0.0
04 Semi-Professionals & Technicians	0	0.0	0	0.0
05 Supervisors	0	13.9	0	10.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	0	0.0	0	0.0
08 Skilled Sales & Service Personnel	0	0.0	0	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	0	7.0	0	5.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	0.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
Total	0	0.0	0	0.0



**Federal Contractors Program Achievement Table**

**Part 4: Results - Women**

**Edcore Enterprises (1987) Ltd**

**43031**

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires				Promotions				Terminations				Turnover Rate		
		All Employees	Women				Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women								
		#	Representation	Availability	%	%	#	%	#	%	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference				
01 Senior Managers	2015	15	0	0.0	27.4	4	-4	0.0																		
	2017	9	0	0.0	27.4	2	-2	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0	0.0	
02 Middle & Other Managers	2015	89	30	33.7	38.9	35	-5	86.7																		
	2017	86	28	32.6	38.9	33	-5	83.7	11	4	36.4	4	0	0	0	0.0	0	0	0	17	6	35.3	6	0	19.4	
03 Professionals	2015	27	17	63.0	52.1	14	3	120.9																		
	2017	5	2	40.0	33.8	2	0	118.3	1	0	0.0	0	0	0	0	0.0	0	0	0	1	1	100.0	1	0	6.3	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Hires and Promotions				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
01 Senior Managers	2017	0	0	0.0	0	0.0	0.0	0.0	4	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	27.4	0.0	0	0.0	25.0	0.0		
02 Middle & Other Managers	2017	11	4	36.4	1	400.0	0.0	0.0	4	100.0	0.0	0.0		
	2020	11	4	36.4	0	0.0	38.9	93.5	0	0.0	40.0	90.9		
03 Professionals	2017	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

<b>Federal Contractors Program Achievement Table</b>
<b>Part 4: Results - Women</b>
<b>Edcore Enterprises (1987) Ltd</b>
<b>43031</b>

**Federal Contractors Program Achievement Table**

**Part 4: Results - Women**

**Edcore Enterprises (1987) Ltd**

**43031**

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis									Flow Data Analysis																
		Workforce									Hires				Promotions				Terminations				Turnover Rate				
		All Employees	Women				Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women									
		#	Representation	Availability	%	#	%	#	%	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#		Actual	Expected	Difference	
04	Semi-Professionals & Technicians	2015	0	0	0.0	0.0	0	0	0	0.0																	
	2017	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0	0.0	
05	Supervisors	2015	334	174	52.1	56.7	189	-15	91.9																		
	2017	138	69	50.0	54.4	75	-6	91.9	47	20	42.6	26	-6	0	0	0.0	0	0	0	77	46	59.7	40	6	32.6		
06	Supervisors: Crafts & Trades	2015	0	0	0.0	0.0	0	0	0.0																		
	2017	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0.0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Hires and Promotions				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
04	Semi-Professionals & Technicians	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
05	Supervisors	2017	47	20	42.6	1	2000.0	0.0	0.0	14	142.9	0.0	0.0	
	2020	47	20	42.6	0	0.0	0.0	0.0	0	0.0	50.0	85.1		
06	Supervisors: Crafts & Trades	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		



**Federal Contractors Program Achievement Table**

**Part 4: Results - Women**

**Ecore Enterprises (1987) Ltd**

**43031**

**Federal Contractors Program Achievement Table**  
**Part 4: Results - Women**  
**Edcore Enterprises (1987) Ltd**  
**43031**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis														
		All Employees					Women					All Employees					Women									
		#	%	Availability	Gap	EE Result	#	%	Availability	Gap	EE Result	#	%	Expected	Difference	#	%	Expected	Difference	#	%	Expected	Difference	Turnover Rate		
Administrative & Senior Clerical	2015	25	68.0	83.5	21	-4	81.4	1	0	0.0	1	-1	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0	0.0	6.9
Skilled Sales & Service Personnel	2015	4	75.0	81.9	3	0	91.6	0	0	0.0	0	0	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0	0.0	0.0
Skilled Crafts & Trades Workers	2015	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0	0.0	0.0
Trades Workers	2017	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0	0.0	0.0

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E - G \times 100$	Part 3: Goals	$F + 1 \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Women		All Employees		Women		All Employees		Women		
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
Administrative & Senior Clerical	2017	1	0.0	1	0.0	0.0	0.0	3	0.0	0.0	0.0			
Skilled Sales & Service Personnel	2017	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
Skilled Crafts & Trades Workers	2017	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
	2020	1	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
	2020	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
	2020	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			

**Federal Contractors Program Achievement Table**

**Part 4: Results - Women**

**Ecore Enterprises (1987) Ltd**

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Federal Contractors Program Achievement Table

Part 4: Results - Women

Edcore Enterprises (1987) Ltd

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

Occupational Equity Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis																		
		All Employees				Women Representation				All Employees				Women Hires				All Employees				Women Promotions				All Employees				Women Terminations		
#	#	#	%	%	#	%	Gap	EE Result	#	#	%	#	%	Expected	Difference	#	#	%	#	%	Expected	Difference	#	#	%	#	%	#	%	#	%	%
10 Clerical Personnel	2015	115	63	54.8	68.2	78	-15	80.3	24	13	54.2	16	-3	0	0	0	0	0	0	0	0	0	0	0	45	17	37.8	25	-8	49.5		
	2017	67	36	53.7	67.3	45	-9	79.8	24	13	54.2	16	-3	0	0	0	0	0	0	0	0	0	0	0	45	17	37.8	25	-8	49.5		
11 Intermediate Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0	
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0	
12 Semi-Skilled Manual Workers	2015	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0	
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0	

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E - G \times 100$	Part 3: Goals	$F + I \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Short-term Goals				Long-term Goals				Comments
		All Employees	Women	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	#	%	#	%	#	%	
10 Clerical Personnel	2017	24	13	54.2	1	1300.0	0.0	0.0	14	92.9	0.0	0.0
	2020	24	13	54.2	0	0.0	0.0	0.0	0	0.0	60.0	90.3
11 Intermediate Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
12 Semi-Skilled Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0

**Federal Contractors Program Achievement Table**

**Part 4: Results - Women**

**Ecore Enterprises (1987) Ltd**

**43031**



**Federal Contractors Program Achievement Table**

**Part 4: Results - Women**

**Ecore Enterprises (1987) Ltd**

**43031**

**Federal Contractors Program Achievement Table**  
**Part 5: Results - Aboriginal Peoples**  
**Edcore Enterprises (1987) Ltd**  
**43031**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis											
		All Employees						Aboriginal Peoples						All Employees						Aboriginal Peoples					
		#	Representation %	Availability %	Gap #	EE Result %	Employment #	Actual #	Expected #	Difference #	Employment #	Actual %	Expected #	Difference #	Employment #	Actual %	Expected #	Difference #	Employment #	Actual %	Expected #	Difference #	Turnover Rate %		
01 Senior Managers	2015	15	0.0	2.9	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0.0	
	2017	9	0.0	2.9	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0.0	
02 Middle & Other Managers	2015	89	2.2	2.2	2	102.1	11	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	17	0	0.0	0	19.4	
	2017	86	2	2.2	2	105.7	11	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	17	0	0.0	0	19.4	
03 Professionals	2015	27	0.0	1.7	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	1	0	0.0	0	6.3	
	2017	5	0.0	1.3	0	0.0	1	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	1	0	0.0	0	6.3	

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E - G \times 100$	Part 3: Goals	Part 3: $F + 1 \times 100$ Goals	Part 3: $E + K \times 100$ Goals	Part 3: $F + M \times 100$ Goals
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
01 Senior Managers	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
02 Middle & Other Managers	2017	11	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	11	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
03 Professionals	2017	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	



**Federal Contractors Program Achievement Table**

**Part 5: Results - Aboriginal Peoples**

**Ecore Enterprises (1987) Ltd**

**43031**

**Federal Contractors Program Achievement Table**  
**Part 5: Results - Aboriginal Peoples**  
**Edcore Enterprises (1987) Ltd**  
**43031**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis											
		Workforce						Hires						Promotions						Terminations					
		All Employees	Representation	Availability	Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	Turnover Rate		
04 Semi-Professionals & Technicians	2015	0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0.0	0	0.0
	2017	0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0.0	0	0.0
05 Supervisors	2015	334	19	5.7	4.5	15	4	126.4	47	0	0.0	2	-2	0	0.0	0	0	0	0	77	2	2.6	4	-2	32.6
	2017	138	4	2.9	3.8	5	-1	76.3	47	0	0.0	2	-2	0	0.0	0	0	0	0	77	2	2.6	4	-2	32.6
06 Supervisors, Crafts & Trades	2015	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0.0
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0.0

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E - G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants						Short-term Goals						Long-term Goals						Comments
		All Employees			Aboriginal Peoples			Aboriginal Peoples			Aboriginal Peoples			Aboriginal Peoples						
		#	%	Goal	#	%	Goal	#	%	Goal	#	%	Goal	#	%	Goal				
04 Semi-Professionals & Technicians	2017	0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0.0				
	2020	0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0.0				
05 Supervisors	2017	47	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0.0				
	2020	47	0.0	0	0.0	3.8	0	0.0	0.0	0	0.0	3.8	0	0.0	0.0	0.0				
06 Supervisors, Crafts & Trades	2017	0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0.0				
	2020	0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0.0				

**Federal Contractors Program Achievement Table**

**Part 5: Results - Aboriginal Peoples**

**Ecore Enterprises (1987) Ltd**

**43031**

**Federal Contractors Program Achievement Table**  
**Part 5: Results - Aboriginal Peoples**  
**Edcore Enterprises (1987) Ltd**  
**43031**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis											
		Workforce						Hires						Promotions						Terminations					
		All Employees	Representation	Availability	Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	Turnover Rate		
07	Administrative & Senior Clerical	25	1	4.0	3.7	1	0	108.1	1	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	6.9		
08	Skilled Sales & Service Personnel	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0.0		
09	Skilled Crafts & Trades Workers	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0.0		

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E - G \times 100$	Part 3: Goals	$F + 1 \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
07	Administrative & Senior Clerical	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
08	Skilled Sales & Service Personnel	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
09	Skilled Crafts & Trades Workers	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

**Federal Contractors Program Achievement Table**

**Part 5: Results - Aboriginal Peoples**

**Ecore Enterprises (1987) Ltd**

**43031**

**Federal Contractors Program Achievement Table**  
**Part 5: Results - Aboriginal Peoples**  
**Edcore Enterprises (1987) Ltd**  
**43031**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis													
		All Employees						Aboriginal Peoples						All Employees						Aboriginal Peoples							
		#	%	Availability	Gap	EE Result	#	%	Availability	Gap	EE Result	#	%	Actual	Expected	Difference	#	%	Actual	Expected	Difference	#	%	Actual	Expected	Difference	Turnover Rate
10 Clerical Personnel	2015	115	4	3.5	5.0	6	-2	69.6			24	1	4.2	1	0	0	0	0.0	0	0	0	45	1	2.2	2	-1	49.5
	2017	67	3	4.5	5.0	3	0	89.6																			
11 Intermediate Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0			0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0
	2017	0	0	0.0	0.0	0	0	0.0			0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0
12 Semi-Skilled Manual Workers	2015	0	0	0.0	0.0	0	0	0.0			0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0
	2017	0	0	0.0	0.0	0	0	0.0			0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E - G \times 100$	Part 3: Goals	$F + I \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants						Short-term Goals						Long-term Goals						Comments
		All Employees			Aboriginal Peoples			Aboriginal Peoples			Aboriginal Peoples			Aboriginal Peoples						
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					
10 Clerical Personnel	2017	24	1	4.2	0	0.0	0	0.0	2	50.0	0.0	0.0								
	2020	24	1	4.2	0	0.0	0	0.0												
11 Intermediate Sales & Service Personnel	2017	0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	0.0								
	2020	0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	0.0								
12 Semi-Skilled Manual Workers	2017	0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	0.0								
	2020	0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	0.0								

**Federal Contractors Program Achievement Table**

**Part 5: Results - Aboriginal Peoples**

**Ecore Enterprises (1987) Ltd**

**43031**

**Federal Contractors Program Achievement Table**  
**Part 5: Results - Aboriginal Peoples**  
**Edcore Enterprises (1987) Ltd**  
**43031**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis															
		All Employees					Aboriginal Peoples					All Employees					Aboriginal Peoples										
		#	%	Availability	Gap	EE Result	#	%	Availability	Gap	EE Result	#	%	Actual	Expected	Difference	#	%	Actual	Expected	Difference	#	%	Actual	Expected	Difference	Turnover Rate
13 Other Sales & Service Personnel	2015	5,233	3.8	6.7	-150	57.3	196	4.0	310	-114	0	0.0	0	0	0	3,044	125	4.1	117	8	46.9						
	2017	7,759	3.5	6.3	-219	55.2	196	4.0	310	-114	0	0.0	0	0	0	3,044	125	4.1	117	8	46.9						
14 Other Manual Workers	2015	0	0.0	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0					
	2017	0	0.0	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0					
<b>Total</b>	2015	5,838	3.9	6.0	-123	64.8	197	3.9	310	-113	0	0.0	0	0	0	3,185	128	4.0	124	4	45.8						
	2017	8,068	3.5	6.2	-221	55.8	197	3.9	310	-113	0	0.0	0	0	0	3,185	128	4.0	124	4	45.8						

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E - G \times 100$	Part 3: Goals	$F + I \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
13 Other Sales & Service Personnel	2017	4,913	4.0	5	3920.0	0.0	0.0	145	135.2	0.0	0.0			
	2020	4,913	4.0	0	0.0	6.3	63.3	0	0.0	5.0	79.8			
14 Other Manual Workers	2017	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
	2020	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
<b>Total</b>	2017	4,997	3.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
	2020	4,997	3.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0			



**Federal Contractors Program Achievement Table**

**Part 5: Results - Aboriginal Peoples**

**Ecore Enterprises (1987) Ltd**

**43031**

**Federal Contractors Program Achievement Table**  
**Part 6: Results - Persons with Disabilities**  
**Edcore Enterprises (1987) Ltd**  
**43031**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis											Flow Data Analysis												
		All				Persons with Disabilities				Hires			Promotions				Terminations			Turnover Rate					
		Employees	Representation	Availability	Gap	EE Result	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference							
01 & Managers	2015	104	9	8.7	4.3	4	5	201.3	11	1	9.1	0	1	0	0.0	0	0	0	17	0	0.0	1	-1	17.1	
02	2017	95	18	18.9	4.3	4	14	440.6	11	1	9.1	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0
03 Professionals	2015	27	0	0.0	3.8	1	-1	0.0	1	0	0.0	0	0	0	0.0	0	0	0	0	1	0	0.0	0	0	6.3
2017	5				3.8	0	0	0.0																	

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
01 & Managers	2017	11	1	9.1	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
02	2020	11	1	9.1	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
03 Professionals	2017	1	0	0.0	0	0.0	0	0.0	1	0.0	0.0	0.0	0.0	
2020	1				0	0.0	0	0.0	0	0.0	0.0	0.0	0.0	

**Federal Contractors Program Achievement Table**  
**Part 6: Results - Persons with Disabilities**  
**Edcore Enterprises (1987) Ltd**  
**43031**

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G + 100	E - H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L - K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V - U x 100	U x F + 100	V - X	U ÷ (DY ear1 + DY ear2) x 100				

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis												Flow Data Analysis													
		All			Persons with Disabilities			Hires			Promotions			Terminations			Turnover Rate										
		#	%	Availability	Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual		Expected	Difference								
04 Semi-Professionals & Technicians	2015	0	0.0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2017	0	0.0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	2015	334	4.8	13.9	46	-30	34.5	47	2	4.3	7	-5	0	0	0	0	0	0	0	0	77	7	9.1	4	3	32.6	
	2017	138	5	13.9	19	-14	26.1	47	2	4.3	7	-5	0	0	0	0	0	0	0	0	77	7	9.1	4	3	32.6	
06 Supervisors: Crafts & Trades	2015	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2017	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments
		All Employees		Persons with Disabilities	Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
04 Semi-Professionals & Technicians	2017	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
05 Supervisors	2017	47	4.3	1	200.0	0.0	0.0	29	6.9	0.0	
	2020	47	4.3	0	0.0	13.9	30.6	0	0.0	10.0	42.6
06 Supervisors: Crafts & Trades	2017	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0.0	

**Federal Contractors Program Achievement Table**

**Part 6: Results - Persons with Disabilities**

**Edecore Enterprises (1987) Ltd**

**43031**

**Federal Contractors Program Achievement Table**  
**Part 6: Results - Persons with Disabilities**  
**Edcore Enterprises (1987) Ltd**  
**43031**

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

Occupational Equity (EOG)	Year	Workforce Analysis												Flow Data Analysis													
		All Employees			Persons with Disabilities			Hires			Promotions			Terminations			Turnover Rate										
		#	%	Availability	Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	%	Expected	Difference	All Employees		Actual	%	Expected	Difference						
07	2015	25	8.0	3.4	1	1	235.3	1	0	0.0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	6.9	
08	2017	4	1	25.0	3.4	0	1	735.3	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0
09	2015	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0
09	2017	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E + G \times 100$	Part 3: Goals	$F + I \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EOOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
07	2017	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
07	2020	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
08	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
08	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
09	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
09	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

**Federal Contractors Program Achievement Table**

**Part 6: Results - Persons with Disabilities**

**Edecore Enterprises (1987) Ltd**

**43031**

**Federal Contractors Program Achievement Table**  
**Part 6: Results - Persons with Disabilities**  
**Edcore Enterprises (1987) Ltd**  
**43031**

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D Workforce x 100	Part 1: Workforce Analysis	D x G + 100	E - H x 100	E - H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L - K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V - U x 100	U x F + 100	V - X	U ÷ (DY ear1 + DY ear2) x 2)			

Occupational Equity (EOG)	Year	Workforce Analysis												Flow Data Analysis																
		All			Persons with Disabilities			Hires			Promotions			Terminations			Turnover Rate													
		#	%	Availability	#	%	Gap	EE Result	#	%	Expected	#	%	Expected	#	%		Expected	#	%	Expected	#	%							
10 Clerical Personnel	2015	115	4.3	7.0	8	-3	62.1	24	0	0.0	2	0.0	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	49.5		
	2017	67	2	3.0	7.0	5	-3	42.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	-1	0.0
11 Intermediate Sales & Service Personnel	2015	0	0	0.0	0	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2017	0	0	0.0	0	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
12 Semi-Skilled Manual Workers	2015	0	0	0.0	0	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2017	0	0	0.0	0	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EOOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		
		#	%	Goal	% of Goal Met	Goal	% of Goal Met	Goal	% of Goal Met	Goal	% of Goal Met	Goal	% of Goal Met	
10 Clerical Personnel	2017	24	0.0	0	0.0	0.0	0.0	0.0	0.0	3	0.0	0.0	0.0	
	2020	24	0.0	0	0.0	7.0	0.0	0.0	0.0	0	0.0	5.0	0.0	
11 Intermediate Sales & Service Personnel	2017	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
12 Semi-Skilled Manual Workers	2017	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	

**Federal Contractors Program Achievement Table**

**Part 6: Results - Persons with Disabilities**

**Edecore Enterprises (1987) Ltd**

**43031**



Federal Contractors Program Achievement Table

Part 6: Results - Persons with Disabilities

Edcore Enterprises (1987) Ltd

43031

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

Occupational Equity (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce					Hires					Promotions			Terminations			Turnover Rate							
		All Employees	Representation	Availability	Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected		Difference						
13	2015	5,233	231	4.4	6.3	330	-99	70.1	4,913	776	15.8	310	466	0	0	0.0	0	0	3,044	155	5.1	134	21	46.9	
13	2017	7,759	1,464	18.9	6.3	489	975	299.5	4,913	776	15.8	310	466	0	0	0.0	0	0	3,044	155	5.1	134	21	46.9	
14	2015	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0
14	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0
Total	2015	5,838	263	4.5	7.0	409	-146	64.4	4,997	779	15.6	320	459	0	0	0.0	0	0	3,185	163	5.1	143	20	45.8	
Total	2017	8,068	1,490	18.5	6.4	516	-349	288.6	4,997	779	15.6	320	459	0	0	0.0	0	0	3,185	163	5.1	143	20	45.8	

Data sources:

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

Employment Equity Occupational Group (EOOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
13	2017	4,913	15.8	4	1940.0	0.0	0.0	95	816.8	0.0	0.0			
13	2020	4,913	15.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
14	2017	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
14	2020	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
Total	2017	4,997	15.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
Total	2020	4,997	15.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0			

**Federal Contractors Program Achievement Table**

**Part 6: Results - Persons with Disabilities**

**Ecore Enterprises (1987) Ltd**

**43031**

**Federal Contractors Program Achievement Table**  
**Part 7: Results - Members of Visible Minorities**  
**Edeore Enterprises (1987) Ltd**  
**43031**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z																	
																										Part 1: Workforce e Analysis	Part 1: Workforce Analysis	Part 1: Workforce Analysis	Part 1: Workforce Analysis	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L - K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q - S
<b>Workforce Analysis</b>																																										
<b>Flow Data Analysis</b>																																										
<b>Occupational Equity (EEOG)</b>																																										
Year	All Employees	Workforce										Hires										Promotions										Terminations										Turnover Rate
		All Employees					Visible Minorities					All Employees					Visible Minorities					All Employees					Visible Minorities															
#	#	Representation	%	%	Availability	#	Gap	EE Result	#	#	#	Actual	%	Expected	#	#	#	Actual	%	Expected	Difference	#	#	#	Actual	%	Expected	Difference	#	#	%											
01	Senior Managers	2015	15	2	13.3	10.1	2	0	132.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0.0										
		2017	9	1	11.1	10.1	1	0	110.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0.0											
02	Middle & Other Managers	2015	89	8	9.0	15.0	13	-5	59.9	11	2	18.2	2	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0.0											
		2017	86	8	9.3	15.0	13	-5	62.0	11	2	18.2	2	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0.0											
03	Professionals	2015	27	9	33.3	21.5	6	3	155.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	6.3											
		2017	5	0	0.0	27.5	1	-1	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	2											

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

Occupational Group (EEOG)	Year	New Entrants						Short-term Goals						Long-term Goals						Comments
		Hires and Promotions			Visible Minorities			Visible Minorities			Visible Minorities			Visible Minorities						
#	#	Actual	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
01	Senior Managers	2017	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0			
		2020	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0			
02	Middle & Other Managers	2017	11	2	18.2	1	200.0	0.0	0.0	4	50.0	0.0	0.0	0	0.0	18.0	101.0			
		2020	11	2	18.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0			
03	Professionals	2017	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0			
		2020	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0			

**Federal Contractors Program Achievement Table**

**Part 7: Results - Members of Visible Minorities**

**Edeore Enterprises (1987) Ltd**

**43031**

**Federal Contractors Program Achievement Table**  
**Part 7: Results - Members of Visible Minorities**  
**Edeore Enterprises (1987) Ltd**  
**43031**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z																						
																										Part 1: Workforce e Analysis	Part 1: Workforce Analysis	E + D Workforce 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
<b>Workforce Analysis</b>																																															
<b>Flow Data Analysis</b>																																															
<b>Occupational Equity (EEOG)</b>																																															
Year		All Employees		Representation		Visible Minorities Availability		Gap		EE Result		All Employees		Visible Minorities Actual		Differ. Employee		All Employees		Visible Minorities Actual		Expected		Difference		All Employees		Visible Minorities Actual		Expected		Difference		Turnover Rate													
04	Semi-Professionals & Technicians	2015	0	0	0.0	0.0	0	0	0.0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0.0	0	0	0	0.0															
05	Supervisors	2015	334	105	31.4	20.8	69	36	151.1	47	8	17.0	10	-2	0	0	0	0	77	13	16.9	24	-11	32.6																							
06	Supervisors: Crafts & Trades	2015	0	0	0.0	0.0	0	0	0.0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0	0.0																
04	Semi-Professionals & Technicians	2017	0	0	0.0	0.0	0	0	0.0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0.0	0	0	0.0																
05	Supervisors	2017	47	8	17.0	0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	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	2017	0	0	0.0	0.0	0	0	0.0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0.0																	

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees	Visible Minorities Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
04	Semi-Professionals & Technicians	2017	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
05	Supervisors	2017	47	8	17.0	0	0.0	0	0.0	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	2017	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

**Federal Contractors Program Achievement Table**

**Part 7: Results - Members of Visible Minorities**

**Edeore Enterprises (1987) Ltd**

**43031**

**Federal Contractors Program Achievement Table**  
**Part 7: Results - Members of Visible Minorities**  
**Edcore Enterprises (1987) Ltd**  
**43031**

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

Occupational Equity (EEOG)	Year	Workforce Analysis												Flow Data Analysis														
		All Employees			Visible Minorities			Hires			Promotions			Terminations			Turnover Rate %											
	#	Representation %	Availability %	Gap #	EE Result %	All Employees #	Actual #	Expected #	Difference #	All Employees #	Actual #	Expected #	Difference #	All Employees #	Actual #	Expected #		Difference #										
Administrative & Senior Clerical	2015	25	5	20.0	12.3	3	2	162.6		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6.9
Skilled Sales & Service Personnel	2015	4	0	0.0	6.0	0	0	0.0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0
Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0		0	0	0	0	0	0	0	0	0.0		0	0	0	0	0	0	0	0	0.0
	2017	4	0	0.0	6.0	0	0	0.0		0	0	0	0	0	0	0	0	0.0		0	0	0	0	0	0	0	0	0.0
	2017	0	0	0.0	0.0	0	0	0.0		0	0	0	0	0	0	0	0	0.0		0	0	0	0	0	0	0	0	0.0
	2017	0	0	0.0	0.0	0	0	0.0		0	0	0	0	0	0	0	0	0.0		0	0	0	0	0	0	0	0	0.0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E + G \times 100$	Part 3: Goals	$F + L \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Occupational Equity (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees #	Visible Minorities Actual #	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %			
Administrative & Senior Clerical	2017	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
Skilled Sales & Service Personnel	2017	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
Skilled Crafts & Trades Workers	2017	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
	2020	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
	2020	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
	2020	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	

**Federal Contractors Program Achievement Table**

**Part 7: Results - Members of Visible Minorities**

**Edeore Enterprises (1987) Ltd**

**43031**



**Federal Contractors Program Achievement Table**  
**Part 7: Results - Members of Visible Minorities**  
**Edcore Enterprises (1987) Ltd**  
**43031**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z		
																										Part 1: Workforce e Analysis	Part 1: Workforce Analysis
<b>Workforce Analysis</b>																											
<b>Flow Data Analysis</b>																											
<b>Workforce</b>																											
<b>Hires</b>																											
<b>Promotions</b>																											
<b>Terminations</b>																											
<b>Turnover Rate</b>																											
<b>Occupational Equity (EEOG)</b>																											
<b>Year</b>																											
<b>All Employees</b>																											
<b>Representation</b>																											
<b>Visible Minorities Availability</b>																											
<b>Gap</b>																											
<b>EE Result</b>																											
<b>All Employees</b>																											
<b>Actual</b>																											
<b>Expected</b>																											
<b>Difference</b>																											
<b>All Employees</b>																											
<b>Actual</b>																											
<b>Expected</b>																											
<b>Difference</b>																											
<b>All Employees</b>																											
<b>Actual</b>																											
<b>Expected</b>																											
<b>Difference</b>																											
<b>Turnover Rate</b>																											
10	Clerical Personnel	2015	115	39	33.9	16.8	19	20	201.9	24	4	16.7	4	0	0	0	0.0	0	0	0	45	14	31.1	15	-1	49.5	
11	Intermediate Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	
12	Semi-Skilled Manual Workers	2015	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0		
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100															

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z		
																										Part 2: Flow Data Analysis <th>Part 2: Flow Data Analysis <th>E + D x 100 <th>Part 3: Goals <th>E + G x 100 <th>Part 3: Goals <th>F + I x 100 <th>Part 3: Goals <th>E + K x 100 <th>Part 3: Goals <th>F + M x 100 </th></th></th></th></th></th></th></th></th></th>	Part 2: Flow Data Analysis <th>E + D x 100 <th>Part 3: Goals <th>E + G x 100 <th>Part 3: Goals <th>F + I x 100 <th>Part 3: Goals <th>E + K x 100 <th>Part 3: Goals <th>F + M x 100 </th></th></th></th></th></th></th></th></th>
<b>Employment Equity (EEOG)</b>																											
<b>Year</b>																											
<b>All Employees</b>																											
<b>Representation</b>																											
<b>Visible Minorities Availability</b>																											
<b>Gap</b>																											
<b>EE Result</b>																											
<b>All Employees</b>																											
<b>Actual</b>																											
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<b>All Employees</b>																											
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<b>Expected</b>																											
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<b>Occupational Equity (EEOG)</b>																											
<b>Year</b>																											
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<b>Gap</b>																											
<b>EE Result</b>																											
<b>All Employees</b>																											
<b>Actual</b>																											
<b>Expected</b>																											
<b>Difference</b>																											
<b>Turnover Rate</b>																											
10	Clerical Personnel	2017	24	4	16.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0		
11	Intermediate Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0		
12	Semi-Skilled Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	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															
<b>New Entrants</b>																											
<b>Short-term Goals</b>																											
<b>Long-term Goals</b>																											
<b>Comments</b>																											

**Federal Contractors Program Achievement Table**

**Part 7: Results - Members of Visible Minorities**

**Edeore Enterprises (1987) Ltd**

**43031**

**Federal Contractors Program Achievement Table**  
**Part 7: Results - Members of Visible Minorities**  
**Edeore Enterprises (1987) Ltd**  
**43031**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z																				
																										Part 1: Workforce e Analysis	Part 1: Workforce Analysis	E + D Workforce x 100	Part 1: Workforce Analysis	D x G + 100	E - H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L - K x 100	K x G + L - N 100	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 + DYear + DYear 2 x 100
																										↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓
<b>Workforce Analysis</b>																								<b>Flow Data Analysis</b>																					
<b>Employment Equity Occupational Group (EEOG)</b>		<b>Year</b>	<b>All Employees</b>	<b>Workforce</b>										<b>Hires</b>										<b>Promotions</b>										<b>Terminations</b>										<b>Turnover Rate</b>	
				<b>Representation</b>	<b>Visible Minorities Availability</b>	<b>Gap</b>	<b>EE Result</b>	<b>All Employees</b>	<b>Visible Minorities Actual</b>	<b>Expected</b>	<b>Differ. (Actual - Expected)</b>	<b>All Employees</b>	<b>Actual</b>	<b>Expected</b>	<b>Difference</b>	<b>All Employees</b>	<b>Actual</b>	<b>Expected</b>	<b>Difference</b>	<b>All Employees</b>	<b>Actual</b>	<b>Expected</b>	<b>Difference</b>																						
13	Other Sales & Service Personnel	2015	5,233	2,426	46.4	24.4	1,277	1,149	190.0	4,913	1,824	1,400	424	0	0	0	0	3,044	879	28.9	1,411	-532	46.9																						
14	Other Manual Workers	2015	7,759	3,476	44.8	28.5	2,211	1,265	157.2	4,913	1,824	1,400	424	0	0	0	0	3,044	879	28.9	1,411	-532	46.9																						
Total		2015	5,838	2,594	44.4	23.6	1,378	1,216	188.3	4,997	1,838	1,404	434	0	0	0	0	3,185	908	28.5	1,415	-507	45.8																						
		2017	8,068	3,520	43.6	28.1	2,267	1,253	155.3	4,997	1,838	1,404	434	0	0	0	0	3,185	908	28.5	1,415	-507	45.8																						

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 + L x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

<b>Employment Equity Occupational Group (EEOG)</b>	<b>Year</b>	<b>New Entrants</b>				<b>Short-term Goals</b>				<b>Long-term Goals</b>				<b>Comments</b>
		<b>All Employees</b>	<b>Visible Minorities Actual</b>	<b>Goal</b>	<b>Percent of Goal Met</b>	<b>Goal</b>	<b>Percent of Goal Met</b>	<b>Goal</b>	<b>Percent of Goal Met</b>	<b>Goal</b>	<b>Percent of Goal Met</b>			
13	Other Sales & Service Personnel	2017	4,913	1,824	37.1	0	0.0	0	0.0	0	0.0	0	0.0	
		2020	4,913	1,824	37.1	0	0.0	0	0.0	0	0.0	0	0.0	
14	Other Manual Workers	2017	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
		2020	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Total		2017	4,997	1,838	36.8	0	0.0	0	0.0	0	0.0	0	0.0	
		2020	4,997	1,838	36.8	0	0.0	0	0.0	0	0.0	0	0.0	

**Federal Contractors Program Achievement Table**

**Part 7: Results - Members of Visible Minorities**

**Edcore Enterprises (1987) Ltd**

**43031**

**Short-term Goal Setting Tool**  
**Edcore Enterprises (1987) Ltd**  
**23-Oct-17**

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

Employment Equity Occupational Group (EEOG)	All Employees 2017-10-20	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	WOMEN											
		Annually	Over 3 Years	Annually	Over 3 Years		Number	Turnover (Replacement of Terminated Employees)		Hires Required	3 Year Goals 2017-2020		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
								%	#		%	#						%
Senior Managers	9		0		0	0	0	0.0%	0	0	0	0	0	27.4%	-2	0	0.0%	0.0%
Middle & Other Managers	86	1.0%	3	19.4%	50	53	28	19.4%	16	22	20	38.0%	38.9%	-5	-3	32.6%	36.0%	
Professionals	5		0	6.3%	1	1	2	6.3%	0	0	0	0	33.8%	0	0	40.0%	40.0%	
Semi-Professionals & Technicians			0		0	0		0.0%	0	0	0	0		0	0	#DIV/0!	#DIV/0!	
Supervisors	138	1.0%	4	32.6%	135	139	69	32.6%	67	75	75	54.0%	54.4%	-6	0	50.0%	54.2%	
Supervisors: Crafts & Trades			0		0	0		0.0%	0	0	0	0		0	0	#DIV/0!	#DIV/0!	
Administrative & Senior Clerical Personnel	4	10.0%	1	6.9%	1	2	3	6.9%	1	2	1	50.0%	81.9%	0	-1	75.0%	60.0%	
Skilled Sales & Service Personnel			0		0	0		0.0%	0	0	0	0		0	0	#DIV/0!	#DIV/0!	
Skilled Crafts & Trades Workers			0		0	0		0.0%	0	0	0	0		0	0	#DIV/0!	#DIV/0!	
Clerical Personnel	67	0.5%	1	49.5%	99	100	36	49.5%	53	63	60	60.0%	67.3%	-9	-3	53.7%	63.2%	
Intermediate Sales & Service Personnel			0		0	0		0.0%	0	0	0	0		0	0	#DIV/0!	#DIV/0!	
Semi-Skilled Manual Workers			0		0	0		0.0%	0	0	0	0		0	0	#DIV/0!	#DIV/0!	
Other Sales & Service Personnel	7,759	1.5%	349	45.1%	10,498	10,847	4,328	45.1%	5,856	6,190	6,183	57.0%	57.5%	-133	-7	55.8%	57.4%	
Other Manual Workers			0		0	0		0.0%	0	0	0	0		0	0	#DIV/0!	#DIV/0!	

Short-term Goal Setting Tool  
2017-10-23  
43031

A Employment Equity Occupational Group (EEOG)	B Data entry from Workforce Analysis	C Date entry	D B x C x 3	E Data entry	F B x E x 3	G D + F	H Data entry from Workforce Analysis	I Equivalent to E	J H x I x 3	K (D x N) - O + J	L G x M	M Data entry	N Data entry from Workforce Analysis	O Data entry from Workforce Analysis	P (H - J + L) - ((B + D) x N)	Q H + B	R (H - J + L) + (B + D)	ABORIGINAL PEOPLES																
																		All Employees 2017-10-20		Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years		Turnover (Replacement of Terminated Employees)		Hires Required		Present Availability		Present Gap		Projected Gap
	#	%	#	%	#	%	#	%	#	#	#	%	%	#	#	#	%	%	#	%	#	%	#	%	#	%	#	%						
Senior Managers	9		0		0		0	0.09%	0	0	0			0	0	0	0.09%	0	0	0	0	0	0.09%	0	0	0	0	0	0	0.09%	0	0	0.09%	
Middle & Other Managers	86	1.00%	3	19.4%	50	6.5%	53	19.4%	1	0	0		2.2%	0	0	0	2.3%	0	0	0	0	0	2.3%	0	0	0	0	0	0	0	0	2.3%	0	1.1%
Professionals	5		0	6.5%	1		0	6.5%	0	0	0		1.5%	0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	0	0	0	0	0	0	0.0%	0	0.0%
Semi-Professionals & Technicians	138	2.5%	10	32.6%	135		145	32.6%	4	0	5	3.5%	3.8%	0	-1	0	2.9%	0	0	0	0	0	2.9%	0	0	0	0	0	0	0	0	2.9%	0	3.4%
Supervisors	4		1	6.9%	1		2	6.9%	0	0	0		4.2%	0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	0	0	0	0	0	0	0.0%	0	0.0%
Administrative & Senior Clerical Personnel	4	10.0%	0		0		0	0.0%	0	0	0		0.0%	0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	0	0	0	0	0	0	0.0%	0	0.0%
Skilled Sales & Service Personnel	67	0.5%	1	49.5%	99		100	49.5%	3	0	0		5.0%	0	-4	0	4.5%	0	0	0	0	0	4.5%	0	0	0	0	0	0	0	0	4.5%	0	-1.5%
Clerical Personnel	0		0		0		0	0.0%	0	0	0		0.0%	0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	0	0	0	0	0	0	0.0%	0	0.0%
Intermediate Sales & Service Personnel	0		0		0		0	0.0%	0	0	0		0.0%	0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	0	0	0	0	0	0	0.0%	0	0.0%
Semi-Skilled Manual Workers	0		0		0		0	0.0%	0	0	0		0.0%	0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	0	0	0	0	0	0	0.0%	0	0.0%
Other Sales & Service Personnel	7,759	1.5%	349	45.1%	10,498		10,847	45.1%	365	0	0	5.9%	6.5%	0	-219	0	5.5%	0	0	0	0	0	5.5%	0	0	0	0	0	0	0	0	5.5%	0	6.2%
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	0	0	0	0	0	0	0	0.0%	0	0.0%

Short-term Goal Setting Tool  
Edcore Enterprises (1987) Ltd  
43031

A Employment Equity Occupational Group (EEOG)	B Data entry from Workforce Analysis	C Date entry	D B x C x 3	E Data entry	F B x E x 3	G D + F	H Data entry from Workforce Analysis	I Equivalent to E	J H x I x 3	K (D x N) - O + J	L G x M	M Data entry	N Data entry from Workforce Analysis	O Data entry from Workforce Analysis	P (H - J + L) - ((B + D) x N)	Q H + B	R (H - J + L) + (B + D)	PERSONS WITH DISABILITIES									
																		All Employees 2017-2020		Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years		Turnover (Replacement of Terminated Employees)	
	#	%	#	%	#	#	#	%	#	#	#	%	%	#	#	#	%	%	%	%							
Senior Managers	9		0		0	0	0	0.00%	0	0	0																
Middle & Other Managers	86	1.00%	3	19.4%	50	53	18	19.4%	10	10	0								20.9%	9.0%							
Professionals	5	0.00%	0	6.5%	1	1	0	6.5%	0	0	0								0.0%	0.0%							
Semi-Professionals & Technicians	138	2.5%	10	32.6%	135	145	5	32.6%	5	20	19	13.0%			-14			3.6%	12.8%								
Supervisors			0		0	0	0	0.0%	0	0	0																
Supervisors, Crafts & Trades			0		0	0	0	0.0%	0	0	0																
Administrative & Senior Clerical Personnel	4	10.0%	1	6.9%	1	2	1	6.9%	0	0	0							25.0%	20.0%								
Skilled Sales & Service Personnel			0		0	0	0	0.0%	0	0	0																
Skilled Crafts & Trades Workers			0		0	0	0	0.0%	0	0	0																
Clerical Personnel	67	0.5%	1	49.5%	99	100	2	49.5%	3	6	7	7.0%			-3			3.0%	8.8%								
Intermediate Sales & Service Personnel			0		0	0	0	0.0%	0	0	0																
Semi-Skilled Manual Workers			0		0	0	0	0.0%	0	0	0																
Other Sales & Service Personnel	7,759	1.5%	349	45.1%	10,498	10,847	1,464	45.1%	1,981	2,003	651	6.0%						18.9%	1.7%								
Other Manual Workers			0		0	0		0.0%	0	0	0																

**Short-term Goal Setting Tool**  
**Edcore Enterprises (1987) Ltd**  
**43031**

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

Employment Equity Occupational Group (EEOG)	All Employees 2017-10-20	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	MEMBERS OF VISIBLE MINORITIES										
		Annually	Over 3 Years	Annually	Over 3 Years		Number	Turnover (Replacement of Terminated Employees)		Hires Required	3 Year Goals 2017-2020		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
								Annually	Over 3 Years		#	%					
		#	%	#	%		#	%	%	%	#	%	#	%	%	%	
Senior Managers	9	0.0%	0	0	0	0	1	0.0%	0	0	0	0	10.1%	0	0	11.1%	11.1%
Middle & Other Managers	86	0.1%	0	19.4%	50	50	8	19.4%	5	7	13.0%	15.0%	-5	-3	9.3%	11.6%	
Professionals	5	0.0%	0	6.3%	1	1	0	6.3%	0	0	27.0%	27.5%	-1	-1	0.0%	0.0%	
Semi-Professionals & Technicians			0		0	0	0	0.0%	0	0					0.0%	0.0%	
Supervisors	138	0.5%	2	32.6%	135	137	23	32.6%	22	29	21.0%	21.7%	-7	0	16.7%	21.4%	
Supervisors: Crafts & Trades			0		0	0	0	0.0%	0	0					0.0%	0.0%	
Administrative & Senior Clerical Personnel	4	10.0%	1	6.9%	1	2	0	6.9%	0	0		6.0%	0	0	0.0%	0.0%	
Skilled Sales & Service Personnel			0		0	0	0	0.0%	0	0				0	#DIV/0!	#DIV/0!	
Skilled Crafts & Trades Workers			0		0	0	0	0.0%	0	0				0	#DIV/0!	#DIV/0!	
Clerical Personnel	67	0.1%	0	49.5%	99	99	12	49.5%	18	15	15.0%	17.4%	0	-3	17.9%	13.4%	
Intermediate Sales & Service Personnel			0		0	0	0	0.0%	0	0				0	#DIV/0!	#DIV/0!	
Semi-Skilled Manual Workers			0		0	0	0	0.0%	0	0				0	#DIV/0!	#DIV/0!	
Other Sales & Service Personnel	7,759	3.5%	815	45.1%	10,498	11,313	3,476	45.1%	4,703	4,935	0	28.5%	0	1,265	44.8%	-14.3%	
Other Manual Workers			0		0	0	0	0.0%	0	0				0	#DIV/0!	#DIV/0!	



## Federal Contractors Program Report of the Subsequent Compliance Assessment

**Employer Name:** Edcore Enterprises (1987) Ltd. - 090057

**Primary Location:** Edcore head office is located in Winnipeg Manitoba.

**Number of Employees:** 8,068 employees across Canada.

The majority of employees is located in Ontario (2,580 employees), Alberta (2,986 employees), Manitoba (943 employees), British Columbia (728 employees), Quebec (486 employees), Saskatchewan (219 employees), Nova Scotia (68 employees), New Brunswick (42 employees), Newfoundland and Labrador (14 employees) and Prince Edward Island (2 employees).

**Organization Overview:** Edcore, (common name Bee-Clean Building Maintenance) is a Canadian company who provide building maintenance, restoration and janitorial service.

### Key Dates – First Year Assessment

Initiated: 17/10/2014  
 Received: 15/05/2015  
 Closed: 16/11/2015  
 WFA: 08/05/2015

### Key Dates – Subsequent Assessment

Initiated: 19/09/2017  
 Received: 31/10/2017  
 WFA: 26/10/2017

### DATA VERIFICATION

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

Yes  No

### Comments:

- All the errors were discussed with the contractor and were corrected. The data from the previous workforce analysis included in the Achievement Table is now consistent with that found in the database.
- The data from the current workforce analysis included in the Achievement Table is consistent with that found in Forms 1,2,4,5 and 6 from WEIMS

### Contractor's comments for Promotion:

- The Janitorial industry is plagued with extremely high employee turnover and employee retention challenges. As a result, promotions from the rank of cleaner to supervisory or management positions are quite rare. In the majority of cases, due to the Ontario Employment Standards Act Regulation 287/01 when a cleaning contract is awarded, the incumbent's

supervisory staff remain and are employed by the successor contractor **which is not recorded as a promotion**. More commonly within our industry a supervisor or manager's jurisdiction may be expanded or broadened but these changes are difficult, if not impossible to track from an administrative perspective. For these reasons we are unable to provide a Promotion file at this point in time as there were no promotions during this assessment period.

### ASSESSMENT OF REASONABLE PROGRESS

The goals in the achievement table are set in number for the first compliance assessment and in percentage for the subsequent assessment.

#### Women

1.	Senior Managers	No goal set
2.	Middle & Other Managers	Goal met (400%)
5.	Supervisors	Goal met (2000%)
7.	Administrative & Senior Clerical Personnel	Goal not met (0%)
10.	Clerical Personnel	Goal met (1300%)
13	Other Sales & Service Personnel	Goal met (36171.4%)

#### Assessment/Observations

- Out of 5 short term goals, 4 goals were met above 80 %, 1 goal was not met and 1 gap did not have a goal.
- EEOG 01. There was a gap of -4 and no short term goal was set. No representation of Women in this category and the availability is 27.4%. Should have a goal set at least as per the availability of 27.4%.
- EEOG 07. A representation of 68 % of women. Contractor did not have to set a goal. One entrant. Acceptable
- EEOG 10. A representation of 68.2 % of women. Contractor did not have to set a goal.

#### Aboriginal Peoples

10.	Clerical Personnel	No goal set
13	Other Sales & Service Personnel	Goal met (3920%)

#### Assessment/Observations

- Out of 1 short term goal, one was met above 80 % and 1 gap did not have a goal set.
- EEOG 10, out of 24 new entrants, one person was aboriginal. This represented 4.2%. This is near the availability of 5%. Acceptable

#### Person with Disabilities

3.	Professionals	No goal set
5.	Supervisors	Goal met (100%)
10.	Clerical Personnel	No goal set
13	Other Sales & Service Personnel	Goal met (19400%)

**Assessment/Observations**

- Out of 2 short term goals, 2 were met above 80%. 2 gaps did not have a short term goal set.
- EEOG 03. A gap of -1 and no goal was set. One new entrant and no person with disabilities. This is to be expected given the availability of 3.8%.
- EEOG 10. A gap of -3 and no goal was set. Out of 24 new entrants, none was a person with disabilities. They should have hired 1 person with disabilities to meet the availability of 7%.

**Members of Visible Minorities**

2.	Middle & Other Managers	Goal met (200 %)
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**Assessment/Observations**

- 1 short term goal and was met above 80%.

**ASSESSMENT OF REASONABLE EFFORTS**

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- Out of 9 short terms goals set, 8 goals were above 80%
  - 1 goal was not met in EEOG 7 for Women but no goal was required because contractor has a representation of 68%.
  - 4 gaps did not have any short term goals set.

**ASSESSMENT OF SHORT-TERM GOALS**

All goals are set in percentage and are as per the availability.

**Women**

Out of 5 gaps, only 2 goals are required.

- EEOG 01: Gap of -2 and goal set as per the availability of 27.4%.
- EEOG 02: Gap of -5 and goal set as per the availability of 38.9%.

In EEOG 05, 07, 10 and 13. No goal is required considering that the representation of Women is 50% and above.

**Aboriginal Peoples**

- EEOG 05: Gap of -1 and goal set as per the availability of 3.8%.
- EEOG 13: Gap of -219 and goal set as per the availability of 6.3%.

**Persons with Disabilities**

- EEOG 05: Gap of -14 and goal set as per the availability of 13.9%.
- EEOG 10: Gap of -3 and goal set as per the availability of 7%.

**Members of Visible Minorities**

- EEOG 02: Gap of -5 and goal set as per the availability of 15%.
- EEOG 03: Gap of -1 and goal set as per the availability of 27.5%.

- EEOG 05: Gap of -7 and goal set as per the availability of 21.7%.

## RECOMMENDATION

I recommend that the employer be found:

in compliance    in non-compliance

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

- To compile the Forms 1 to 6 at a National level.

**Name of Analyst:** Sylvie Fortin

**Date:** 10/04/2018

## Nyirasafari, Ange AN [NC]

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**From:** Fortin, Sylvie SY [NC] on behalf of EE-EME  
**Sent:** April 24, 2018 11:35 AM  
**To:** 'jcastro@bee-clean.com'  
**Cc:** 'aprazeres@bee-clean.com'  
**Subject:** Government of Canada Agreement Number: 090057 – Notification of Compliance with the Federal Contractors Program

**Subject: Government of Canada Agreement Number: 090057 – Notification of Compliance with the Federal Contractors Program**

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

Dear Jose Castro:

I am writing to inform you that the subsequent compliance assessment initiated on *October 24, 2017* has been completed. As a result of the assessment, Edcore Enterprises (1987) Ltd. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of Edcore Enterprises (1987) Ltd.'s employment equity program.

- Please ensure that, for your next submission on October 24, 2020, Forms 4 to 6 and the workforce analysis are generated in the Workplace Equity Information Management System (WEIMS) at a national level. We would be pleased to assist should you have any questions the functionalities of WEIMS.

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 October 24, 2020. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

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

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If over the three year period reasonable progress has not been made, Edcore Enterprises (1987) Ltd. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish Edcore Enterprises (1987) Ltd. 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](mailto: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!

Équipe de l'équité en emploi / Workplace Equity Team

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

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



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!

## Nyirasafari, Ange AN [NC]

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**From:** Normandin, Ward W [NC]  
**Sent:** October 30, 2017 1:01 PM  
**To:** Adele Prazeres  
**Subject:** RE: Edcore - 090057

Hi Adele,

I reviewed your Achievement Table and everything looks good to me. I have a feeling that my manager will question the lack of promotions, so I suggest including information with your submission regarding that. Once you add the goals, I think you will be ready to submit!

If you have any questions, feel free to contact me.

All the best!  
Ward

Ward Normandin

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**From:** Adele Prazeres [mailto:[aprazeres@bee-clean.com](mailto:aprazeres@bee-clean.com)]  
**Sent:** 2017-10-30 11:29 AM  
**To:** Normandin, Ward W [NC]  
**Subject:** Edcore - 090057

Hi Mr. Normandin,  
Thank you for taking the time to quickly review and provide comments. I realize I have the 'goals chart' to complete also.  
Your assistance is greatly appreciated.

*Adele Prazeres, rpa*

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