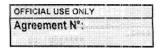
Employment and

Emploi et Social Development Canada Développement social Canada

Labour Program
Federal Contractors Program



Agreement to Implement Employment Equity

Revised Agreement			
	ORGANIZATION		
egal Name of Organization	ORGANIZATION	Parent company is located outs	ide Canada
DCORE ENTERPRISE (1987) LTD		r arent company is located outs	ide Carlada
		Yes	✓ No
Operating Name (if different from Legal Name of Organiza	ation)	Procurement Business Numb	er
BEE CLEAN BUILDING MAINTENANCE			
		Total number or employees in a (Full-Time/Part-Time/Temporar	WIIGUOUNN F
Organization's North American Industry Classification Sys	otom (NAICS) Codo NB	···	
nganizations North American Industry Classification Sys	stem (NAICS) Code N°	To find your organization's NAI visit: http://www.statcan.gc.ca/	
		norme/naics-scian/2002/naics-s	
Official use only (if information above is incorrect)	-		
Procurement Business Number	Total number of employees in Cana	ida Organizatio	n's NAICS Code No
	1		
	HEAD OFFICE		
Address (building number: street, suite, etc.)	City	Province	Postal Code
375 NAIRN AVE	WINNIPEG	MAN	R2L OW5
VINNIPEG, MANITOBA	Telephone Numb	er Fax N umb	er
R2L OW5	204-668-44	20 204-66	3-0402

······································	EMPLOYMENT EQUITY CON	IACI	
Name (print)	Title	DENT EASTERN CANADA	
JOSE CASTRO			
	······································	2552 7 - E1572 T E1874 - C-518531747	
Telephone Number	E-mail Address	***************************************	errennen in generale de la companya
Telephone Number	E-mail Address	e-clean.com	
Telephone Number	E-mail Address	***************************************	
Telephone Number 613-860-1860 The above-named organization:	E-mail Address j castro@ber	e-clean.com	
Telephone Number 613-860-1860 The above-named org∈nization: • having a combined workforce of 100 or more pr	E-mail Address j castro@ber	e-clean.com	es having worked
Telephone Number 613-860-1860 The above-named org∈nization: • having a combined workforce of 100 or more pour 12 weeks or more in Canada, AND	E-mail Address j castro@ber CERTIFICATION ermanent full-time, permanent pa	e-clean.com	•
Telephone Number 613-860-1860 The above-named org∈nization: • having a combined workforce of 100 or more pr 12 weeks or more in Canada, AND • intending to bid on, or being in receipt of, a feder	E-mail Address j castro@ber CERTIFICATION ermanent full-time, permanent pa eral government goods or service	e-clean.com	•
Telephone Number 613-860-1860 The above-named organization: • having a combined workforce of 100 or more por 12 weeks or more in Canada, AND • intending to bid on, or being in receipt of, a feder Supply Arrangement, valued at \$1,000,000 or not seemed.	E-mail Address j castro@ber CERTIFICATION ermanent full-time, permanent pa eral government goods or service more (including applicable taxes).	e-clean, com t-time and temporary employe s contract, standing offer or co	ntract issued under a
Telephone Number 613-860-1860 The above-named organization: • having a combined workforce of 100 or more processed to the supply Arrangement, valued at \$1,000,000 or maker to the supply Arrangement, valued at \$1,000,000 or maker to the supply certifies its commitment to implement or maker to the supply certifies its commitment to implement or maker to the supply certifies its commitment to implement or maker to the supply certifies its commitment to implement or maker to the supplement or supplement or supplement or supplement	E-mail Address j castro@bei CERTIFICATION ermanent full-time, permanent pa eral government goods or service more (including applicable taxes). aintain employment equity on an o	e-clean.com t-time and temporary employe s contract, standing offer or co	ntract issued under a
Telephone Number 613-860-1860 The above-named organization: • having a combined workforce of 100 or more prince 12 weeks or more in Canada, AND • intending to bid on, or being in receipt of, a feder Supply Arrangement, valued at \$1,000,000 or in the Hereby certifies its commitment to implement or mainstrument, in keeping with the Federal Contractors	E-mail Address j castro@bei CERTIFICATION ermanent full-time, permanent pa eral government goods or service more (including applicable taxes). aintain employment equity on an or s Program requirements. For mor	e-clean.com rt-time and temporary employe s contract, standing offer or co	ntract issued under a
Telephone Number 613-860-1860 The above-named orgenization: • having a combined workforce of 100 or more por 12 weeks or more in Canada, AND • intending to bid on, or being in receipt of, a fedd Supply Arrangement, valued at \$1,000,000 or neterby certifies its commitment to implement or mainstrument, in keeping with the Federal Contractors oblease refer to: http://www.esdc.gc;ca/eng/labour/e	E-mail Address j castro@ber CERTIFICATION ermanent full-time, permanent pa eral government goods or service more (including applicable taxes), aintain employment equity on an or s Program requirements. For mor equality/fcp/index.shtml	t-time and temporary employe s contract, standing offer or co on-going basis, beyond the perie e information on how to implem	ntract issued under a lod of the procuremen nent employment equi
Telephone Number 513-860-1860 The above-named organization: • having a combined workforce of 100 or more purely weeks or more in Canada, AND • intending to bid on, or being in receipt of, a feder Supply Arrangement, valued at \$1,000,000 or intereby certifies its commitment to implement or mainstrument, in keeping with the Federal Contractors oblease refer to: http://www.esdc.gc.ca/eng/labour/emportant note: If an audit of the Agreement to Important note:	E-mail Address j castro@bet CERTIFICATION ermanent full-time, permanent pa eral government goods or service more (including applicable taxes), aintain employment equity on an or s Program requirements. For mor equality/fcp/index.shtml uplement Employment Equity unco	t-time and temporary employe s contract, standing offer or co on-going basis, beyond the perie e information on how to implem	ntract issued under a lod of the procuremen nent employment equi
Telephone Number 513-860-1860 The above-named organization: • having a combined workforce of 100 or more purely weeks or more in Canada, AND • intending to bid on, or being in receipt of, a feder Supply Arrangement, valued at \$1,000,000 or intereby certifies its commitment to implement or mainstrument, in keeping with the Federal Contractors oblease refer to: http://www.esdc.gc.ca/eng/labour/emportant note: If an audit of the Agreement to Important note:	E-mail Address j castro@ber CERTIFICATION ermanent full-time, permanent pa eral government goods or service more (including applicable taxes). aintain employment equity on an or s Program requirements. For mor equality/fcp/index.shtml plement Employment Equity uncont of Canada may be terminated.	t-time and temporary employe s contract, standing offer or co on-going basis, beyond the perie e information on how to implem	ntract issued under a lod of the procuremen nent employment equi
Telephone Number 613-860-1860 The above-named organization: • having a combined workforce of 100 or more por 12 weeks or more in Canada, AND • intending to bid on, or being in receipt of, a feder Supply Arrangement, valued at \$1,000,000 or intereby certifies its commitment to implement or mainstrument, in keeping with the Federal Contractors oblease refer to: http://www.esdc.gc.ca/eng/labour/eimportant note: If an audit of the Agreement to Important note:	E-mail Address j castro@bet CERTIFICATION ermanent full-time, permanent pa eral government goods or service more (including applicable taxes), aintain employment equity on an or s Program requirements. For mor equality/fcp/index.shtml uplement Employment Equity unco	t-time and temporary employe s contract, standing offer or co on-going basis, beyond the perie e information on how to implem	ntract issued under a lod of the procuremen nent employment equi
Telephone Number 513-860-1860 The above-named orgenization: • having a combined workforce of 100 or more proceed to the supply Arrangement, valued at \$1,000,000 or more proceed to the supply Arrangement, valued at \$1,000,000 or more proceed to the supply Arrangement, valued at \$1,000,000 or more proceed to the supply Arrangement, valued at \$1,000,000 or more proceed to the supply Arrangement, valued at \$1,000,000 or more proceed to the supply Arrangement, valued at \$1,000,000 or more proceed to the supply Arrangement, valued at \$1,000,000 or more proceed to the supply Arrangement, valued at \$1,000,000 or more proceed to the supply Arrangement to the proceed to the supply Arrangement to Important note: If an audit of the Agreement to Important note: If an audit of the Agreement to Important note: If an audit of the Agreement to Important note: If an audit of the Agreement to Important note: If an audit of the Agreement to Important note: If an audit of the Agreement to Important note: If an audit of the Agreement to Important note: If an audit of the Agreement to Important note: If an audit of the Agreement to Important note: If an audit of the Agreement to Important note: If an audit of the Agreement to Important note: If an audit of the Agreement to Important note: If an audit of the Agreement to Important note: If an audit of the Agreement to Important note: If an audit of the Agreement to Important note: If an audit of the Agreement to Important note: Impo	E-mail Address j castro@ber CERTIFICATION ermanent full-time, permanent pa eral government goods or service more (including applicable taxes), aintain employment equity on an ore program requirements. For more equality/fcp/index.shtml uplement Employment Equity uncount of Canada may be terminated. SIGNATORY	e-clean, com Int-time and temporary employe s contract, standing offer or co on-going basis, beyond the perie e information on how to implem evers misrepresentation on the	ntract issued under a iod of the procuremen nent employment equi
The above-named organization: • having a combined workforce of 100 or more por 12 weeks or more in Canada, AND • intending to bid on, or being in receipt of, a fedd Supply Arrangement, valued at \$1,000,000 or intereby certifies its commitment to implement or mainstrument, in keeping with the Federal Contractors of clease refer to: http://www.esdc.gc.ca/eng/labour/emportant note: If an audit of the Agreement to Implement instrument(s) with the Government.	E-mail Address j castro@ber CERTIFICATION ermanent full-time, permanent pa eral government goods or service more (including applicable taxes), aintain employment equity on an ore program requirements. For more equality/fcp/index.shtml uplement Employment Equity uncount of Canada may be terminated. SIGNATORY e Officer OR an authorized person	e-clean, com Int-time and temporary employe s contract, standing offer or co on-going basis, beyond the perie e information on how to implem evers misrepresentation on the	ntract issued under a iod of the procuremen nent employment equi
The above-named organization: • having a combined workforce of 100 or more por 12 weeks or more in Canada, AND • intending to bid on, or being in receipt of, a fedd Supply Arrangement, valued at \$1,000,000 or interest certifies its commitment to implement or manstrument, in keeping with the Federal Contractors of lease refer to: http://www.esdc.gc.ca/eng/labour/emportant note: If an audit of the Agreement to Implement instrument(s) with the Government with the Government instrument(s) with the Government instrument of the organization.	E-mail Address j castro@ber CERTIFICATION ermanent full-time, permanent pa eral government goods or service more (including applicable taxes), aintain employment equity on an or s Program requirements. For mor equality/fcp/index.shtml uplement Employment Equity uncont of Canada may be terminated. SIGNATORY e Officer OR an authorized person	t-time and temporary employers contract, standing offer or coor-going basis, beyond the perie information on how to implement the contract of	ntract issued under a lod of the procurement employment equipart of the organization
The above-named organization: • having a combined workforce of 100 or more por 12 weeks or more in Canada, AND • intending to bid on, or being in receipt of, a fedd Supply Arrangement, valued at \$1,000,000 or interest certifies its commitment to implement or manstrument, in keeping with the Federal Contractors of lease refer to: http://www.esdc.gc.ca/eng/labour/emportant note: If an audit of the Agreement to Implement instrument(s) with the Government with the Government instrument(s) with the Government instrument of the organization.	E-mail Address j castro@ber CERTIFICATION ermanent full-time, permanent pa eral government goods or service more (including applicable taxes), aintain employment equity on an ore program requirements. For more equality/fcp/index.shtml eplement Employment Equity uncount of Canada may be terminated. SIGNATORY e Officer OR an authorized person Title VICE PRESI	e-clean, com Int-time and temporary employe s contract, standing offer or co on-going basis, beyond the perie e information on how to implem evers misrepresentation on the	ntract issued under a iod of the procuremen nent employment equi
The above-named organization: • having a combined workforce of 100 or more por 12 weeks or more in Canada, AND • intending to bid on, or being in receipt of, a fedd Supply Arrangement, valued at \$1,000,000 or interest certifies its commitment to implement or mainstrument, in keeping with the Federal Contractors of clease refer to: http://www.esdc.gc.ca/eng/labour/emportant note: If an audit of the Agreement to Implement instrument(s) with the Government he procurement instrument(s) with the Government contract on behalf of the organization. NOTE: The signatory must be the Chief Executive contract on behalf of the organization.	E-mail Address j castro@ber CERTIFICATION ermanent full-time, permanent pa eral government goods or service more (including applicable taxes), aintain employment equity on an os Program requirements. For more equality/fcp/index.shtml eplement Employment Equity uncount of Canada may be terminated. SIGNATORY e Officer OR an authorized person Title VICE PRESI E-mail Address	t-time and temporary employers contract, standing offer or congregoing basis, beyond the perie information on how to implement of the conference in an executive position with leading the contract of the conference in an executive position with leading the conference in	ntract issued under a lod of the procurement employment equipart of the organization
Telephone Number 613-860-1860 The above-named orgenization: • having a combined workforce of 100 or more por 12 weeks or more in Canada, AND • intending to bid on, or being in receipt of, a fedd Supply Arrangement, valued at \$1,000,000 or interest certifies its commitment to implement or mainstrument, in keeping with the Federal Contractors oblease refer to: http://www.esdc.gc.ca/eng/labour/eimportant note: If an audit of the Agreement to Implement note: If an audit of the Agreement to Implement or instrument instrument(s) with the Government of the procurement instrument of the organization. NOTE: The signatory must be the Chief Executive contract on behalf of the organization. Name (print) JOSE CASTRO	E-mail Address j castro@ber CERTIFICATION ermanent full-time, permanent pa eral government goods or service more (includir g applicable taxes). aintain employment equity on an or s Program requirements. For more equality/fcp/index.shtml uplement Employment Equity uncont of Canada may be terminated. SIGNATORY Title VICE PRESI E-mail Address j castro@be	t-time and temporary employers contract, standing offer or coor-going basis, beyond the perie information on how to implement the contract of	ntract issued under a iod of the procuremen nent employment equi
Telephone Number 613-860-1860 The above-named organization: • having a combined workforce of 100 or more por 12 weeks or more in Canada, AND • intending to bid on, or being in receipt of, a fedd Supply Arrangement, valued at \$1,000,000 or in Hereby certifies its commitment to implement or mainstrument, in keeping with the Federal Contractors please refer to: http://www.esdc.gc.ca/eng/labour/elimportant note: If an audit of the Agreement to Implement note: If an audit of the Agreement to Implement or instrument(s) with the Government of the procurement instrument(s) with the Government of the Signatory must be the Chief Executive	E-mail Address j castro@ber CERTIFICATION ermanent full-time, permanent pa eral government goods or service more (including applicable taxes), aintain employment equity on an os Program requirements. For more equality/fcp/index.shtml eplement Employment Equity uncount of Canada may be terminated. SIGNATORY e Officer OR an authorized person Title VICE PRESI E-mail Address	t-time and temporary employers contract, standing offer or congregoing basis, beyond the perie information on how to implement of the conference in an executive position with leading the contract of the conference in an executive position with leading the conference in	ntract issued under a iod of the procuremen nent employment equi
Telephone Number 613-860-1860 The above-named organization: • having a combined workforce of 100 or more por 12 weeks or more in Canada, AND • intending to bid on, or being in receipt of, a fedd Supply Arrangement, valued at \$1,000,000 or in Hereby certifies its commitment to implement or mainstrument, in keeping with the Federal Contractors please refer to: http://www.esdc.gc.ca/eng/labour/elimportant note: If an audit of the Agreement to Implement note: If an audit of the Agreement to Implement instrument(s) with the Government in the procurement instrument(s) with the Government in the procurement instrument in the contract on behalf of the organization. NOTE: The signatory must be the Chief Executive contract on behalf of the organization.	E-mail Address j castro@ber CERTIFICATION ermanent full-time, permanent pa eral government goods or service more (includir g applicable taxes). aintain employment equity on an or s Program requirements. For more equality/fcp/index.shtml uplement Employment Equity uncont of Canada may be terminated. SIGNATORY Title VICE PRESI E-mail Address j castro@be	t-time and temporary employers contract, standing offer or congregoing basis, beyond the perie information on how to implement of the conference in an executive position with leading the contract of the conference in an executive position with leading the conference in	ntract issued under a iod of the procuremen nent employment equi
Telephone Number 613-860-1860 The above-named organization: • having a combined workforce of 100 or more por 12 weeks or more in Canada, AND • intending to bid on, or being in receipt of, a fedd Supply Arrangement, valued at \$1,000,000 or in Hereby certifies its commitment to implement or mainstrument, in keeping with the Federal Contractors please refer to: http://www.esdc.gc.ca/eng/labour/elimportant note: If an audit of the Agreement to Implement note: If an audit of the Agreement to Implement instrument(s) with the Government in the procurement instrument(s) with the Government in the procurement instrument in the contract on behalf of the organization. NOTE: The signatory must be the Chief Executive contract on behalf of the organization.	E-mail Address j castro@ber CERTIFICATION ermanent full-time, permanent pateral government goods or service more (including applicable taxes), aintain employment equity on an ostal service more (including applicable taxes), aintain employment equity on an ostal service program requirements. For more equality/fcp/index.shtml applement Employment Equity uncontrol of Canada may be terminated. SIGNATORY Officer OR an authorized person title VICE PREST E-mail Address j castro@be Date 04/01/2014	e-clean.com Int-time and temporary employe s contract, standing offer or co on-going basis, beyond the perie e information on how to implem evers misrepresentation on the in an executive position with te	ntract issued under a iod of the procuremen nent employment equi
Telephone Number 613-860-1860 The above-named orgenization: • having a combined workforce of 100 or more por 12 weeks or more in Canada, AND • intending to bid on, or being in receipt of, a fedd Supply Arrangement, valued at \$1,000,000 or interest certifies its commitment to implement or mainstrument, in keeping with the Federal Contractors oblease refer to: http://www.esdc.gc.ca/eng/labour/eimportant note: If an audit of the Agreement to Implement note: If an audit of the Agreement to Implement or instrument instrument(s) with the Government of the procurement instrument of the organization. NOTE: The signatory must be the Chief Executive contract on behalf of the organization. Name (print) JOSE CASTRO	E-mail Address j castro@ber CERTIFICATION ermanent full-time, permanent pa eral government goods or service more (including applicable taxes), aintain employment equity on an of service program requirements. For more equality/fcp/index.shtml splement Employment Equity uncount of Canada may be terminated. SIGNATORY e Officer OR an authorized person Title VICE PRESI E-mail Address j castro@be Date	e-clean.com Int-time and temporary employe s contract, standing offer or co on-going basis, beyond the perie e information on how to implem evers misrepresentation on the in an executive position with te	ntract issued under a iod of the procuremen nent employment equi

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

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)

	1	Province		
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Ontario	1293	1287	0	2580
Québec	466	20	0	486
Nova Scotia	38	30	0	68
New Brunswick	23	19	0	42
Manitoba	311	632	0	943
British Columbia	728	0	0	728
Prince Edward Island	0	2	0	2
Saskatchewan	84	135	0	219
Alberta	2986	0	0	2986
Newfoundland and Labrador	1	13	0	14
Total Employees in C	anada 🕨			8068

	Сеі	nsus Metropolita	n Areas	
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Calgary	823	0	0	823
Edmonton	1191	0	0	1191
Montréal	247	0	0	247
Regina	34	27	0	61
Toronto	535	466	0	1001
Vancouver	559	0	0	559
Winnipeg	297	579	0	876
Québec	54	0	0	54
Kingston	10	11	0	21
Ottawa - Gatineau	483	223	0	706
Oshawa	10	6	0	16
Peterborough	10	17	0	27
Hamilton	22	6	0	28
St. Catharines Niagara	s - 10	5	0	15
Kitchener - Cambridge - Waterloo	9	9	0	18
London	52	32	0	84

Canada

Employment and Social Emploi et Développement Development Canada social Canada

FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA Reporting Period 2015-05-02 to 2017-10-20

Census Metropolitan Areas

	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Windsor	7	5	0	12
Greater Sudbu	ry 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 CMA	s 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	A 29	84	0	113
Total Employe	es in Canada	a)		8068



Employment and Social Emploi et Développement
Development Canada social Canada

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		F	All Employee:	S		original Peop	oles		ns with Disal	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Senior Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	6	6								1	1	
	Total	6	6								1	1	
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	33	20	13	1	1		5	3	2	4	2	2
	Total	33	20	13	1	1		5	3	2	4	2	2
Supervisors	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	79	39	40	3	1	2	3	2	1	13	8	5
	Total	79	39	40	3	1	2	3	2	1	13	8	5
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	3		3				1		1			
	Total	3		3				1		1			

Page 1 of 23 Canada

Form 2 A

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

Occupational Group		P	All Employees	.	Ab	Aboriginal Peoples	oles	Perso	Persons with Disabilities	bilities	Member	Members of Visible Minorities	1inorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Clerical Personnel	4												
Top Range: Under \$5,000	သ												
Bottom Range: Under \$5,000	2												
	_	36	21	15	1	1					8	7	
	Total	36	21	15	1	1					8	7	
Other Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	_	1136	543	593	32	18	14	48	34	14	326	168	158
	Total	1136	543	593	32	81	14	48	34	14	326	168	158
Total Number of Employees		1293	629	664	37	21	16	57	39	18	352	186	166



Employment and Social Emploi et Développement Development Canada social Canada

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		F	All Employee	s		original Peop	oles	Perso	ns with Disa	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Supervisors	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	18	7	11	1	1		1	1		4	3	1
	Total	18	7	11	1	1		1	1		4	3	1
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										
Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	5	1	4							1		1
	Total	5	1	4							1		1
Other Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1263	475	788	49	15	34	78	47	31	343	150	193
	Total	1263	475	788	49	15	34	78	47	31	343	150	193

Page 3 of 23 Canada

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

	QTR		
	Total	1	
Col. 3	Men	પા Employeeઃ	
Col. 4	Women	S	•
	Total	Ab	
Col. 6	Men	original Peop	
Col. 7	Women	les	
Col. 8	Total	Perso	
Col. 9	Men	ns with Disabi	
Col. 10	Women	oilities	
_			

195	153	348	31	48	79	34	91	50	803	484	1287		Total Number of Employees
Col. 13	Col. 12	Col. 11	Col. 10	Col. 9	Col. 8	Col. 7	Col. 6	Col. 5	Col. 4	Col. 3	Col. 2		Col. 1
Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	QTR	Salary Range
norities	Members of Visible Minorities	Members	oilities	Persons with Disabilities	Persor	les	original Peoples	Ab		All Employees			Occupational Group

Occupational Group		Þ	All Employees	υ <i>,</i>	Ab	Aboriginal Peoples	les	Perso	Persons with Disabilities	oilities	Member	Members of Visible Minorities	linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	_	1	_										
	Total	1	1										
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	10	_				1		_	_		
	Total	11	10	_				1		1	1	1	
Professionals	4												
Top Range: Under \$5,000	ယ												
Bottom Range: Under \$5,000	2												
	1	2		2									
	Total	2		2									
Supervisors	4												
Top Range: Under \$5,000	သ												
Bottom Range: Under \$5,000	2												
	_	17	9	8							2	_	1
	Total	17	9	8							2	_1_	1

Form 2 A

Occupational Group		Þ	All Employees		Ab	Aboriginal Peoples	les	l Perso	Persons with Disabilities	oilities	Member	Members of Visible Minorities	1inorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	_	2		2									
	Total	2		2									
Other Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	433	259	174	10	3	7	96	63	33	11	8	3
	Total	433	259	174	10	3	7	96	63	33	11	8	3
Total Number of Employees		466	279	187	0,	3	2	97	63	34	14	10	4

Form 2 B

Edcore Enterprises (1987) Ltd. (certificate # 090057) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / Québec

Prolin	
All Employees	Reporting Perior
Aboriginal Depales	g Period 2015-05-02 to 2017-10-20
Dereone with Disabilities	
Members of Visible Minoritie	

Occupational Group		£	All Employees	o,	Ab	Aboriginal Peoples	oles	Perso	Persons with Disabilities	bilities	Member	Members of Visible Minorities	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Supervisors	4												
Top Range: Under \$5,000	သ												
Bottom Range: Under \$5,000	2												
	_	1	_								ı	1	
	Total	1	1								1	1	
Other Sales and Service Personnel	4												
Top Range: Under \$5,000	ω												
Bottom Range: Under \$5,000	2												
	_	19	9	10	1		1	3	3				
	Total	19	9	10	ļ		1	3	3				
Total Number of Employees		20	10	10	1		-	3	3				

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Nova Scotia Reporting Period 2015-05-02 to 2017-10-20

Occupational Group	3		All Employees	1 1		Aboriginal Peoples	oles	Perso	Persons with Disabilities	bilities	Member	Members of Visible Minorities	linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers	4												
Top Range: Under \$5,000	သ												
Bottom Range: Under \$5,000	2												
	1	3	2	1									
	Total	3	2	J									
Supervisors	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	2										
	Total	2	2										
Clerical Personnel	4												
Top Range: Under \$5,000	ω												
Bottom Range: Under \$5,000	2												
	1	1		1									
	Total	1		1									
Other Sales and Service Personnel	4												
Top Range: Under \$5,000	ယ												
Bottom Range: Under \$5,000	2												
	1	32	14	18				3	2	1	8	4	
	Total	32	14	81				3	2	J	8	4	

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Nova Scotia Reporting Period 2015-05-02 to 2017-10-20

Members of Visible Minorities Total Men Women Col. 11 Col. 12 Col. 13
bers of Visible Min
Persons with Disabilities Members of Visible Minumen Total Men Women Total Men Went Total Men We
ersons with Disabilities Members of Visible Minumen Total Men Men Col. 10 Col. 11 Col. 12
Members of Visible Minumen Total Men Col. 11 Col. 12
Members of Visible Minumen Total Men Men I. 10 Col. 11 Col. 12
bers of Visible Minutes
rs of Visible Minorities Men Women Col. 12 Col. 13
Minorities Women Col. 13

Form 2 B

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

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / New Brunswick Reporting Period 2015-05-02 to 2017-10-20

	A	II Employees		Abo	original Peop	les	Perso	ns with Disal	oilities	Member.	s of Visible M	linorities
QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11		Col. 13
4												
သ												
2												
_	1	1										
Total	1	1										
4												
ယ												
2												
_	22	12	10	1	1		1	1				
Total	22	12	10	1	1		1	1				
	23	13	10	1	1		1	1				
	Total 1 2 3 4 QTR	Total Col. 2 1 1 1 1 2 2 2 2 2 2 3 3	Total Col. 2 1 1 1 1 2 2 2 2 2 2 3 3	All Employees Total Men Women Col. 2 Col. 3 Col. 4 1 1 1 1 1 22 12 23 13	All Employees Total Men Women Total Col. 2 Col. 3 Col. 4 Col. 5 1 1 1 1 1 22 12 10 22 12 10	All Employees Total Men Women Total Col. 2 Col. 3 Col. 4 Col. 5 1 1 1 1 1 22 12 10 22 12 10	All Employees Aboriginal Peoples Total Men Women Total Men Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 1 1 1 1 1 1 1 1 22 12 10 1 1 23 13 10 1 1	All Employees Aboriginal Peoples Total Men Women Total Men Women Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	All Employees Aboriginal Peoples Total Men Women Total Men Women Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col 1 1 1 1 1 1 22 10 10 1 1 23 13 10 1 1	All Employees	All Employees Aboriginal Peoples Persons with Disabilities Total Men Col. 2 Women Col. 3 Total Col. 4 Men Col. 5 Women Col. 7 Total Men Col. 8 Women Col. 9 Col. 10 Col. 10 Col. 9 Col. 10 Col. 10 Col. 10 Col. 9 Col. 10 </th <th> All Employees Aboriginal Peoples Persons with Disabilities Members of Visible N </th>	All Employees Aboriginal Peoples Persons with Disabilities Members of Visible N

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / New Brunswick Reporting Period 2015-05-02 to 2017-10-20

	ъ	∖II Employees	3	Ab	original Peop	oles	Perso	ns with Disa	bilities	Member	s of Visible N	/linorities
QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11		Col. 13
4												
3												
2												
_	1	_										
Total	1	1										
4												
သ												
2												
1	18	7	11	1		1				1	1	
Total	18	7	11	1		1				1	l	
	19	8	11	1		1				1	Ļ	
	QTR 7 1 1 2 3 4 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Total Col. 2 1 18 18	Total Col. 2 1 18 18	All Employees Total Men Women Col. 2 Col. 3 Col. 4 1 1 1 1 1 18 7 18 7	All Employees Total Men Women Total Col. 2 Col. 3 Col. 4 Col. 5 1 1 1 1 1 1 1 18 7 11 18 7 11 19 8 11	All Employees Total Men Women Total Col. 2 Col. 3 Col. 4 Col. 5 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	All Employees Aboriginal People Total Men Women Total Men Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 1 1 1 1 1 1 1 1 18 7 11 1 19 8 11 1	All Employees Aboriginal Peoples Total Men Women Total Men Women Total Men Women Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	All Employees Aboriginal Peoples Total Men Women Total Men Women Total Men Women Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	All Employees Aboriginal Peoples Persons with Disabing Total Men Women Total Men Total	All Employees	All Employees Aboriginal Peoples Persons with Disabilities Members of Visible N

				ď			!					
Occupational Group		А	All Employees	<i>o,</i>	Ab	Aboriginal Peoples	oles	Perso	Persons with Disabilities	Member	Members of Visible Minorities	linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Women Col. 9 Col. 10	Total Col. 11	Total Men Women Col. 11 Col. 12 Col. 13	Women Col. 13
Senior Managers	4											
Top Range: Under \$5,000	3											
Bottom Range: Under \$5,000	2											
	1	2	2									
	Total	2	2									
Middle and Other Managers	4											
Top Range: Under \$5,000	ω											

Occupational Group		Þ	All Employees		Abo	Aboriginal Peoples	les	Perso	Persons with Disabilities	ilities	Members	Members of Visible Minorities	inorities
Salary Range	QTR		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
		1				:						:	
Senior Managers	4												
Top Range: Under \$5,000	သ												
Bottom Range: Under \$5,000	2												
	1	2	2										
	Total	2	2										
Middle and Other Managers	4												
Top Range: Under \$5,000	ω												
Bottom Range: Under \$5,000	2												
	1	14	10	4							1		
	Total	14	10	4							1	1	
Professionals	4												
Top Range: Under \$5,000	ယ												
Bottom Range: Under \$5,000	2												
	1	2	2										
	Total	2	2										
Supervisors	4												
Top Range: Under \$5,000	ယ												
Bottom Range: Under \$5,000	2												
	_	17	8	9				1	1		3	2	1
	Total	17	8	9				1	1		3	2	

Form 2 A

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	Total Col. 2	All Employees Men Col. 3	Women Col. 4	Ab Total Col. 5	Aboriginal Peoples Men \ Col. 6	Women Col. 7	Perso Total Col. 8	Persons with Disabilities al Men Wo	bilities Women Col. 10	Member Total Col. 11	Members of Visible Minorities Total Men Wome 201. 11 Col. 12 Col. 1	Minorities Women Col. 13
Clerical Personnel	4												
Top Range: Under \$5,000	သ												
Bottom Range: Under \$5,000	2												
	1	18	8	10	2	1	1	2	1	1	3	2	
	Total	18	8	10	2	1	1	2	1	1	3	2	
Other Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	258	112	146	5	3	2	8	5	3	100	48	
	Total	258	112	146	9	3	2	8	5	3	100	48	
Total Number of Employees		311	142	691	2	4	3	11	7	4	707	53	

Form 2 B

Total Number of Employees			Bottom Range: Under \$5,000	Top Range: Under \$5,000	Other Sales and Service Personnel			Bottom Range: Under \$5,000	Top Range: Under \$5,000	Clerical Personnel	Salary Kange Col. 1	Occupational Group
	Total	1	2	ω	4	Total	1	2	သ	4	2	
632	630	630				2	2				l otal Col. 2	
263	262	262				1	1				Men Col. 3	All Employees
369	368	368				J	1				Col. 4	
6	6	6									Col. 5	Ab.
-	1	_									Men Col. 6	Aboriginal Peoples
5	5	5									Col. 7	les
6	6	6									Lotal Col. 8	Perso
2	2	2									Men Col. 9	Persons with Disabilities
4	4	4									Women Col. 10	bilities
253	253	253									l otal Col. 11	Member
115	115	115									Men Col. 12	Sc
138	138	138									Women Col. 13	/linorities

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

Total Number of Employees			Bottom Range: Under \$5,000	Top Range: Under \$5,000	Other Sales and Service Personnel			Bottom Range: Under \$5,000	Top Range: Under \$5,000	Middle and Other Managers	Col. 1	Occupational Group
	Total		2	ω	4	Total	_	2	ယ	4	5	2
728	726	726				2	2				Col. 2	
324	323	323				1	1				Col. 3	All Employees
404	403	403				_	1				Col. 4	
32	32	32									Col. 5	
13	13	13									Col. 6	Aboriginal Peoples
19	19	19									Col. 7	es
26	26	26									Col. 8	Perso
16	16	16									Col. 9	Persons with Disabilities
10	10	10									Col. 10	vilities
440	439	439				1					Col. 11	Member
193	193	193									Col. 12	Members of Visible Minorities
247	246	246				1					Col. 13	linorities

Form 2 B

Occupational Group Salary Range Col. 1	QTR	Total	All Employees Men Col 3	Women Col 4	Total	Aboriginal Peop Men Col 6	oples Women Col 7	Person: Total Col. 8	s with Disa Men	bilities Members of Visible Minorities Women Total Men Women Col 10 Col 11 Col 12 Col 13	Member Total	Members of Visible Minorities Total Men Wome Col. 11 Col. 12 Col. 1	Minoriti Wo
Other Sales and Service Personnel	4												
Top Range: Under \$5,000	ω												
Bottom Range: Under \$5,000	2												
	1	2	1	1									
	Total	2	1	1									
Total Number of Employees		2	1	ı									

Occupational Group Salary Range Col. 1	QTR	Total Col. 2	All Employees Men Col. 3	Women Col. 4	At Total Col. 5	Aboriginal Peoples Men Col. 6	ples Women Col. 7	Pers Total Col. 8	Persons with Disabilities tal Men Wo	Women Col. 10	Members of Visible Minorities Total Men Wome Col. 11 Col. 12 Col. 1	ers of \	of Visible Men Col. 12
Middle and Other Managers	4												
Top Range: Under \$5,000	ယ												
Bottom Range: Under \$5,000	2												
	1	4	4										
	Total	4	4										
Supervisors	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	1	1									
	Total	2	1	١									
Clerical Personnel	4												
Top Range: Under \$5,000	3											\vdash	
Bottom Range: Under \$5,000	2												
	1	3		3									
	Total	3		3									
Other Sales and Service Personnel	4											—	
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	75	30	45	11	5	6	3	2	1	34	+	16
	Total	75	30	45	11	5	9	3	2		1 34	4	16

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

Salary Range	Occupational Group			All Employees	Se	A	ooriginal Peo	Peoples	Perso	Persons with Disabilities	bilities	Member	Members of Visible Minorities
Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 Col. 10	Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / Saskatchewan Reporting Period 2015-05-02 to 2017-10-20

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

Form 2 A

Occupational Group		Þ	All Employees		Abo	Aboriginal Peoples	les	Perso	Persons with Disabilities	oilities	Member	Members of Visible Minorities	1inorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Middle and Other Managers	4												
Top Range: Under \$5,000	သ												
Bottom Range: Under \$5,000	2												
	_	19	11	8	1		1	12	6	3		_	
	Total	19	11	8	1		1	12	6	3	1	1	
Other Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	_	2967	1308	1659	114	37	77	1188	535	653	1922	890	1032
	Total	2967	1308	1659	114	37	2.2	1188	535	653	1922	068	1032
Total Number of Employees		2986	1319	1667	115	37	8.7	1200	544	656	1923	891	1032

Form 2 A

Won Col.	Total 1 1 1	1	Bottom Range: Under \$5,000	Top Range: Under \$5,000 3	Other Sales and Service Personnel 4	Salary Range QTR Total Men Women Total Men Women Total Men Women Col. 1 Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 Col. 9 Col. 1	All Employees Aboriginal Peoples Persons with Di
						Total Men Col. 8 Col. 9	Persons with Di
1 1 T T 7 W						Women Total Men Women Col. 10 Col. 11 Col. 12 Col. 13	Members of Visible Minorities

Form 2 B

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		,	All Employee:	s	Ab	original Peop	oles	Perso	ns with Disa	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Other Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	13	7	6	1	1		1	1				
	Total	13	7	6	1	1		1	1				
Total Number of Employees		13	7	6	1	1		1	1				

Canada

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

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Ontario

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

		All Employees		Al	original Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	1293	629	664	37	21	16	57	39	18	352	186	166
Total Number of Employees	1293	629	664	37	21	16	57	39	18	352	186	166

Canada

-45

003449

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / Ontario Reporting Period 2015-05-02 to 2017-10-20

Total Number of Employees	Under \$5,000	Salary Range
1287	1287	Total Col. 1
484	484	All Employees Men Col. 2
803	803	Women Col. 3
50	50	At Total Col. 4
16	16	Aboriginal Peoples Men Col. 5
34	34	es Women Col. 6
79	79	Persu Total Col. 7
48	48	Persons with Disabilities Men W Col. 8
31	31	lities Women Col. 9
348	348	Member Total Col. 10
153	153	Members of Visible Minorities otal Men Wor 1. 10 Col. 11 Col.
195	195	norities Women Col. 12

Form 3 A

-45

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

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Quebec Reporting Period 2015-05-02 to 2017-10-20	_	
	Reporting Period 2015-05-02 to 2017-10-20	Full-Time / Quebec

		All Employees		А	Aboriginal Peoples	oles	Pers	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Womer
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 1:
Under \$15,000	466	279	187	10	3	3 7	97	63	34	14	10	
Total Number of Employees	466	279	187	0,	3	7	97	63	34	14	10	

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / Québec Reporting Period 2015-05-02 to 2017-10-20

Total Number of Employees	Under \$5,000		Salary Range	
UC	20	Col. 1	Total	
10	10	Col. 2	Men	All Employees
10	10	Col. 3	Women	
١.	1	Col. 4	Total	A
		Col. 5	Men	Aboriginal Peoples
	1	Col. 6	Women	les
	3	Col. 7	Total	Pers
	3	Col. 8	Men	Persons with Disabilities
		Col. 9	Women	oilities
J	1	Col. 10	Total	Membe
4	1	Col. 11	Men	Members of Visible Minorities
	1	Col. 12	Women	inorities

- (

003452

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Nova Scotia Reporting Period 2015-05-02 to 2017-10-20

Total Number of Employees	Under \$15,000		Salary Range	
320	38	Col. 1	Total	
120	18	Col. 2	Men	All Employees
90	20	Col. 3	Women	
		Col. 4	Total	A
		Col. 5	Men	Aboriginal Peoples
		Col. 6	Women	les
د.	3	Col. 7	Total	Per
	2	Col. 8	Men	Persons with Disabilities
	1	Col. 9	Women	oilities
	8	Col. 10	Total	Memb
~	<u>3</u>	Col. 11	Men	Members of Visible Minorities
-	4	Col. 12	Women	/linorities

- 6

003453

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / Nova Scotia Reporting Period 2015-05-02 to 2017-10-20

Total Number of Employees	Under \$5,000		Salary Range	
30	30	Col. 1	Total	
14	14	Col. 2	Men	All Employees
16	16	Col. 3	Women	
		Col. 4	Total	А
		Col. 5	Men	Aboriginal Peoples
		Col. 6	Women	les
		Col. 7	Total	Pers
		Col. 8	Men	Persons with Disabilities
		Col. 9	Women	oilities
	10	Col. 10	Total	Membe
7	7	Col. 11	Men	Members of Visible Minorities
ر در	7 3	Col. 12	Women	linorities

Form 3 A

-45

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

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / New Brunswick Reporting Period 2015-05-02 to 2017-10-20

Total Niimber of Employees	Under \$15,000		Salary Range	
દદ	23	Col. 1	Total	
12	13	Col. 2	Men	All Employees
10	10	Col. 3	Women	
4	_	Col. 4	Total	At
Ļ	_	Col. 5	Men	Aboriginal Peoples
		Col. 6	Women	es
	_	Col. 7	Total	Pers
4	_	Col. 8	Men	Persons with Disabilities
		Col. 9	Women	ilities
		Col. 10	Total	Membe
		Col. 11	Men	Members of Visible Minorities
		Col. 12	Women	inorities

Form 3 B

003455

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / New Brunswick Reporting Period 2015-05-02 to 2017-10-20

Total Number of Employees	Under \$5,000		Salary Range		
19	19	Col. 1	Total		
8	8	Col. 2	Men	All Employees	
11	11	Col. 3	Women		
_	1	Col. 4	Total	A	
		Col. 5	Men	Aboriginal Peoples	
_	1	Col. 6	Women	les	
		Col. 7	Total	Pers	
		Col. 8	Men	Persons with Disabilities	
		Col. 9	Women		
_	1	Col. 10	Total	Membe	
_		Col. 11	Men	Members of Visible Minorities	
_	1	Col. 12	Women	linorities	

Form 3 A

-45

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

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Manitoba

Rep
orting
Period
2015-
05-02 t
to 2017
-10-20

	53	107	4	7	<u> </u>	ω	4	7	169	142	311	Total Number of Employees
	53	107	4	7	1	ı	4	7	169	142	311	Under \$15,000
Col. 12	Col. 11	Col. 10	Col. 9	Col. 8	Col. 7	Col. 6	Col. 5	Col. 4	Col. 3	Col. 2	Col. 1	
Womer	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Salary Range
norities	Members of Visible Minorities	Member	lities	Persons with Disabilities	Perso	es	Aboriginal Peoples	Α		All Employees		

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / Manitoba Reporting Period 2015-05-02 to 2017-10-20

		All Employees		A	Aboriginal Peoples	les	Pers	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$5,000	632	263	369	9	1	5	6	2	4	253	115	138
Total Number of Employees	632	263	369	9	ı	5	9	2	4	253	115	138

Page 10 of 17	
אמת'))

Form 3 A

- (

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

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / British Columbia Reporting Period 2015-05-02 to 2017-10-20

Total Number of Employees	Under \$15,000	Salary Range
728	728	Total Col. 1
324	324	All Employees Men Col. 2
404	404	Women Col. 3
32	32	At Total Col. 4
13	13	Aboriginal Peoples Men Col. 5
19	19	es Women Col. 6
26	26	Pers Total Col. 7
16	16	Persons with Disabilities Men W Col. 8
10	10	ilities Women Col. 9
440	440	Membe Total Col. 10
193	193	Members of Visible Minorities otal Men Won 1.10 Col. 11 Col.
247	247	norities Women Col. 12

연
Janada

Form 3 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

Total Number of Employees	Under \$5,000	Salary Range	
2	2	Total Col. 1	
-	1	Men Col. 2	All Employees
_	1	Women Col. 3	
		Total Col. 4	А
		Men Col. 5	Aboriginal Peoples
		Women Col. 6	les
		Total Col. 7	Pers
		Men Col. 8	Persons with Disabilities
		Women Col. 9	ilities
		Total Col. 10	Membe
		Men Col. 11	Members of Visible Minorities
		Women Col. 12	inorities

Form 3 A

-45

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

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Saskatchewan Reporting Period 2015-05-02 to 2017-10-20

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

Page 13 of 17



- 6

003461

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / Saskatchewan Reporting Period 2015-05-02 to 2017-10-20

		All Employees		А	Aboriginal Peoples	les	Pers	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	າorities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$5,000	135	56	79	7	1	6	3	1	2	29	15	14
Total Number of Employees	135	56	79	2	1	6	3	ļ	2	29	15	14

Page 14 of 17

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Alberta Reporting Period 2015-05-02 to 2017-10-20

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

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Newfoundland and Labrador Reporting Period 2015-05-02 to 2017-10-20

Total Number of Employees	Under \$15,000	Salary Range	
_	1	Total Col. 1	
		Men Col. 2	All Employees
1	1	Women Col. 3	
		Total Col. 4	AI
		Men Col. 5	Aboriginal Peoples
		Women Col. 6	es
		Total Col. 7	Pers
		Men Col. 8	Persons with Disabilities
		Women Col. 9	ilities
		Total Col. 10	Membe
		Men Col. 11	Members of Visible Minorities
		Women Col. 12	inorities

Form 3 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

		All Employees		A	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$5,000	13	7	6	1	1		1	1				
Total Number of Employees	13	7	6	1	1		1	1				

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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Ontario

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

		All Employees		Ak	original Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	5	3	2							1		1
Supervisors	18	11	7				1	1		4	1	3
Administrative and Senior Clerical Personnel	1	1										
Clerical Personnel	8	4	4	1	1					1	1	
Other Sales and Service Personnel	710	376	334	15	11	4	21	14	7	153	84	69
Total Number of Employees Hired	742	395	347	16	12	4	22	15	7	159	86	73

Form 4 B

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / Ontario Reporting Period 2015-05-02 to 2017-10-20

		All Employees		A!	Aboriginal Peoples	es	Persi	Persons with Disabilities	lities	Member	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Co	COI. Z	Col.	COI. #	COI. O	COI. O		COI. 0		COI. 10	COI. I I	001.12
Supervisors	12	1	11							2	1	1
Clerical Personnel	9	6	3							2	1	
Other Sales and Service Personnel	1034	433	601	61	23	38	55	37	18	276	141	135
Total Number of Employees Hired	1055	440	615	61	23	38	55	37	18	280	143	137

Page 2 of 17	
Ω	
Canada	



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Québec Reporting Period 2015-05-02 to 2017-10-20

Occupational Group	Total	All Employees			Aboriginal Peoples		Pers	Persons with Disabilities	lities	Membe	Members of Visible Minorities	e Mi
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	0_	Men Women Col. 11 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
Total Number of Employees Hired	326	208	118				75	53	22	6		2

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Nova Scotia Reporting Period 2015-05-02 to 2017-10-20

Total Number of Employees Hired	Other Sales and Service Personnel	Clerical Personnel	Supervisors	Middle and Other Managers	Occupational Group Total Col. 1	
50	46	_	2			AI
25	22		2	1	Men Col. 2	All Employees
25	24	_			Women Col. 3	
					Total Col. 4	A
					Men Col. 5	Aboriginal Peoples
					Women Col. 6	les
5	5				Total Col. 7	Pers
2	3				Men Col. 8	Persons with Disabilities
2	2				Women Col. 9	ilities
14	14				Total Col. 10	Membe
8	8				Men Col. 11	Members of Visible Minorities
6	6				Women Col. 12	inorities

Form 4 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

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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / New Brunswick Reporting Period 2015-05-02 to 2017-10-20

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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / New Brunswick Reporting Period 2015-05-02 to 2017-10-20

		All Employees		A	Aboriginal Peoples	les	Pers	Persons with Disabilities	llities	Membe	Members of Visible Minorities	norities
Occupational Group	Total Col 1	Men	Women	Total Col. 4	Men	Women	Total Col 7	Men Col 8	Women	Total Col 10	Men	Women
Professionals	1											
Other Sales and Service Personnel	35	16	19	1		1	3	2	1	2	1	1
Total Number of Employees Hired	36	17	19			-1	3	2	1	2	1	-
		•						-	•			•

Page 7 of 17

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Manitoba Reporting Period 2015-05-02 to 2017-10-20

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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / Manitoba Reporting Period 2015-05-02 to 2017-10-20

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

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

Form 4 A

003474

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / British Columbia Reporting Period 2015-05-02 to 2017-10-20

140	106	246	51	9	14	17	9	26	248	189	437	Total Number of Employees Hired
140	106	246	5	9	14	17	9	26	248	189	437	Other Sales and Service Personnel
Col. 12	Col. 11	Col. 10	Col. 9	Col. 8	Col. 7	Col. 6	Col. 5	Col. 4	Col. 3	Col. 2	Col. 1	
Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Occupational Group
orities	Members of Visible Minorities	Members	lities	Persons with Disabilities	Perso	S	Aboriginal Peoples	Abo		All Employees	,	

Canada	

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Prince Edward Island Reporting Period 2015-05-02 to 2017-10-20

		All Employees		Ab	Aboriginal Peoples	es	Pers	Persons with Disabilities	lities	Member	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Other Sales and Service Personnel	1	1										
Total Number of Employees Hired	_											

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / Prince Edward Island Reporting Period 2015-05-02 to 2017-10-20

		All Employees		≥	\boriginal Peoples	les	Pers	Persons with Disabilities	ilities	Member	Members of Visible Minorities	norities
Occupational Group		Men		Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Other Sales and Service Personnel	2	2										
Total Number of Employees Hired	2	2										

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Saskatchewan Reporting Period 2015-05-02 to 2017-10-20

		All Employees		At	Aboriginal Peoples	es	Pers	Persons with Disabilities	ilities	Member	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
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
Total Number of Employees Hired	114	52	62	14	8	6	3	3		44	23	21

Page 13 of 17

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / Saskatchewan Reporting Period 2015-05-02 to 2017-10-20

Women Total Col. 3 Col. 4				All Employees		A	Aboriginal Peoples	es	Pers	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	norities
Supervisors 1 1	Осси	oational Group		Men Col. 2		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
	pervisors		1	_										
Other Sales and Service Personnel 192 64 128 20 1 19 3	er Sales and	Service Personnel	192	64	128	20	1	19	3	1	2	51	19	32
Total Number of Employees Hired 193 65 128 20 1 19 3	-	Employees Hired	193	65	128	20	L	19	3	1	2	51	19	32

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Alberta Reporting Period 2015-05-02 to 2017-10-20

		All Employees		AI	Aboriginal Peoples	es	Persi	Persons with Disabilities	lities	Member	Members of Visible Minorities	norities
Occupational Group		Men		Total	Men	Women	Total	Men		Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
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
Total Number of Employees Hired	1168	577	591	51	20	31	589	298	291	743	388	355

Form 4 A

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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Newfoundland and Labrador

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

		All Employees		A	Aboriginal Peoples	es	Pers	Persons with Disabilities	ilities	Member	Members of Visible Minorities	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Other Sales and Service Personnel	8	6	2									
Total Number of Employees Hired	8	6	2									

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

		All Employees		Al	boriginal Peopl	es	Pers	ons with Disab	oilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Supervisors	1		1									
Other Sales and Service Personnel	13	8	5	1	1							
Total Number of Employees Hired	14	8	6	1	1							

Canada

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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Ontario

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

		All Employees		Al	original Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	9	4	5							1		1
Supervisors	44	21	23	2	1	1	5	2	3	9	6	3
Administrative and Senior Clerical Personnel	1	1										
Clerical Personnel	12	8	4							3	3	
Other Sales and Service Personnel	671	334	337	23	13	10	34	16	18	177	88	89
Total Number of Employees Terminated	737	368	369	25	14	11	39	18	21	190	97	93

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / Ontario Reporting Period 2015-05-02 to 2017-10-20

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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Québec Reporting Period 2015-05-02 to 2017-10-20

		All Employees		Ak	Aboriginal Peoples	es	Perso	Persons with Disabilities	lities	Membe	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women		Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
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	ယ
Total Number of Employees Terminated	202	130	72	2	2		35	23	12	5	2	3

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / Québec Reporting Period 2015-05-02 to 2017-10-20

		All Employees		Α	Aboriginal Peoples	es	Pers	Persons with Disabilities	lities	Membe	Members of Visible Minorities	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Other Sales and Service Personnel	7	5	2				1	1				
Total Number of Employees Terminated	7	5	2				1	1				

Form 6 A

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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / Nova Scotia
Reporting Period 2015-05-02 to 2017-10-20

		All Employees		A!	Aboriginal Peoples	es	Pers	Persons with Disabilities	lities	Membe	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Other Sales and Service Personnel	14	8	6				2	1	1	6	4	2
Total Number of Employees Terminated	14	8	6				2	_	-1	6	4	2



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / Nova Scotia Reporting Period 2015-05-02 to 2017-10-20

		All Employees		А	Aboriginal Peoples	les	Pers	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Other Sales and Service Personnel	9	3	6	1		1	1		1	2	1	
Total Number of Employees Terminated	9	ω	6	_		_	-			2	1	

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / New Brunswick Reporting Period 2015-05-02 to 2017-10-20

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

Page 7 of 16

Form 6 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

		All Employees		AI	\boriginal Peoples	les	Pers	Persons with Disabilities	llities	Membe	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Other Sales and Service Personnel	17	9	8				3	2	1	_		1
Total Number of Employees Terminated	17	9	8				3	2	1	1		-

- 6

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Manitoba Reporting Period 2015-05-02 to 2017-10-20

		All Employees		AI	Aboriginal Peoples	les	Pers	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men		Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
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
Total Number of Employees Terminated	167	8.2	89	1		1	3	2		89	68	29



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / Manitoba Reporting Period 2015-05-02 to 2017-10-20

		All Employees		A	Aboriginal Peoples	es	Persi	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	Women		Men		Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
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
Total Number of Employees Terminated	561	281	280	6	3	3	2	1	_	235	136	99

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

Form 6 A

003492

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Prince Edward Island Reporting Period 2015-05-02 to 2017-10-20

		All Employees		A	Aboriginal Peoples	es	Pers	Persons with Disabilities	lities	Member	Members of Visible Minorities	norities
Occupational Group		Men		Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Other Sales and Service Personnel	1	1										
Total Number of Employees Terminated	4	1										

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / Prince Edward Island Reporting Period 2015-05-02 to 2017-10-20

		All Employees		A!	Aboriginal Peoples	es	Pers	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Other Sales and Service Personnel	1	1										
Total Number of Employees Terminated	_	-1										

Form 6 A

-45

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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Saskatchewan

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

		All Employees		Al	Aboriginal Peoples	es	Pers	Persons with Disabilities	llities	Membe	Members of Visible Minorities	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	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
Total Number of Employees Terminated	98	43	43	10	8	2	6	4	2	28	17	11

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / Saskatchewan Reporting Period 2015-05-02 to 2017-10-20

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

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

Form 6 A

003496

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Newfoundland and Labrador Reporting Period 2015-05-02 to 2017-10-20

		All Employees		Ał	Aboriginal Peoples	es	Pers	Persons with Disabilities	ilities	Member	Members of Visible Minorities	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Other Sales and Service Personnel	8	7	1									
Total Number of Employees Terminated	8	7										

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

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Supervisors	1		1									
Other Sales and Service Personnel	8	4	4									
Total Number of Employees Terminated	9	4	5									

Canada

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

Workforce Analysis - Detailed Report

Date: 2017-10-26

Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees		sentation		lability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	9	0	0.0 %	27.6 %	2	-2	National
02 : Middle and Other Managers	National	86	28	32.6 %	39.4 %	34	-6	National
03 : Professionals		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
05 : Supervisors		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 -
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



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

Workforce Analysis - Detailed Report

Date: 2017-10-26

Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees #	Repres #	Representation #%	Avail %	Availability %#	Gap #	Recruitment Area
Employment Equity Occupational Group	Winnipeg	17	9	52.9 %	52.8 %	9	0	Winnipeg
07 : Administrative and Senior Clerical Personnel		4	ω	75.0 %	82.3 %	ω	0	
Employment Equity Occupational Group	London	1	_	100.0 %	82.8 %	<u> </u>	0	London
Employment Equity Occupational Group	Ottawa - Gatineau	1	_	100.0 %	76.8 %	<u> </u>	0	Ottawa - Gatineau
Employment Equity Occupational Group	Thunder Bay	Ν	_	50.0 %	84.7 %	2	<u>.</u>	Thunder Bay
10 : Clerical Personnel		67	36	53.7 %	67.2 %	45	-9	
Employment Equity Occupational Group	London	ω	ω	100.0 %	69.9 %	2	_	London
Employment Equity Occupational Group	Montréal	2	2	100.0 %	61.6 %	<u> </u>	_	Montréal
Employment Equity Occupational Group	N.S. less CMA	1	_	100.0 %	72.3 %	<u> </u>	0	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	2	2	100.0 %	73.9 %	<u> </u>	_	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	27	7	25.9 %	65.7 %	18	<u>-</u>	Ottawa - Gatineau
Employment Equity Occupational Group	Saskatoon	ω	ω	100.0 %	69.0 %	2	_	Saskatoon
Employment Equity Occupational Group	Thunder Bay	2	2	100.0 %	73.6 %	<u> </u>	_	Thunder Bay
Employment Equity Occupational Group	Toronto	7	ъ	71.4 %	65.5 %	б	0	Toronto
Employment Equity Occupational Group	Winnipeg	20	⇉	55.0 %	68.3 %	14	۵	Winnipeg
13 : Other Sales and Service Personnel		7759	4328	55.8 %	56.7 %	4399	-71	
Employment Equity Occupational Group	Alta. less CMAs	971	624	64.3 %	61.7 %	599	25	Alta. less CMAs
Employment Equity Occupational Group	Calgary	817	386	47.2 %	56.5 %	462	-76	Calgary
Employment Equity Occupational Group	Edmonton	1179	649	55.0 %	57.9 %	683	-34	Edmonton
Employment Equity Occupational Group	Greater Sudbury	46	32	69.6 %	56.7 %	26	6	Greater Sudbury
Employment Equity Occupational Group	Guelph	4	ω	75.0 %	59.5 %	2	_	Guelph
Employment Equity Occupational Group	Hamilton	27	17	63.0 %	57.9 %	16	_	Hamilton
Employment Equity Occupational Group	Kelowna	85	50	58.8 %	58.7 %	50	0	Kelowna
Employment Equity Occupational Group	Kingston	17	9	52.9 %	55.1 %	9	0	Kingston

Page 2 of 15

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

003500

Workforce Analysis - Detailed Report

Date: 2017-10-26

Women

| Employment Equity Occupational Group |
|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|
| Winnipeg | Windsor | Victoria | Vancouver | Toronto | Thunder Bay | St. Catharines -
Niagara | Saskatoon | Sask. less CMA | Regina | Québec | Peterborough | P.E.I. | Ottawa - Gatineau | Oshawa | Ont. less CMAs | Nfld.Lab. less CMA | N.S. less CMA | N.B. less CMA | Montréal | Man. less CMA | London | Kitchener -
Cambridge - Waterloo | Internal Location |
| 821 | 12 | 83 | 558 | 939 | 119 | 14 | 38 | 113 | 58 | 52 | 26 | N | 623 | 13 | 636 | 14 | 62 | 40 | 234 | 67 | 72 | 17 | All Employees
|
| 470 | 7 | 31 | 322 | 586 | 60 | ∞ | 23 | 69 | 32 | 10 | 1 | _ | 279 | 5 | 392 | 7 | 34 | 21 | 95 | 44 | 40 | 11 | Repres |
| 57.2 % | 58.3 % | 37.3 % | 57.7 % | 62.4 % | 50.4 % | 57.1 % | 60.5 % | 61.1 % | 55.2 % | 19.2 % | 42.3 % | 50.0 % | 44.8 % | 38.5 % | 61.6 % | 50.0 % | 54.8 % | 52.5 % | 40.6 % | 65.7 % | 55.6 % | 64.7 % | Representation # % |
| 54.0 % | 58.2 % | 53.2 % | 56.9 % | 55.0 % | 56.8 % | 58.6 % | 57.2 % | 60.5 % | 54.0 % | 49.1 % | 57.3 % | 63.2 % | 49.8 % | 55.3 % | 60.5 % | 62.9 % | 63.5 % | 61.7 % | 50.0 % | 58.9 % | 57.3 % | 59.2 % | Women
Avail
% |
| 443 | 7 | 44 | 318 | 516 | 68 | ∞ | 22 | 68 | 31 | 26 | 15 | _ | 310 | 7 | 385 | 9 | 39 | 25 | 117 | 39 | 41 | 10 | Availability
% # |
| 27 | 0 | -13 | 4 | 70 | ċ | 0 | <u> </u> | <u> </u> | _ | -16 | 4 | 0 | မှ | 8 | 7 | ۵ | ភ | 4 | -22 | Ŋ | <u>.</u> | 1 | Gap
|
| Winnipeg | Windsor | Victoria | Vancouver | Toronto | Thunder Bay | St. Catharines - | Saskatoon | Sask. less CMA | Regina | Québec | Peterborough | P.E.I. | Ottawa - Gatineau | Oshawa | Ont. less CMAs | Nfld.Lab. less CMA | N.S. less CMA | N.B. less CMA | Montréal | Man. less CMA | London | Kitchener - Cambridge | Recruitment Area |

- ()

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

003501

Workforce Analysis - Detailed Report

Date: 2017-10-26

Women

Total	Employment Equity Occupational Group
	Internal Location
8068	All Employees #
4466	Repres
4466 55.4% 56.5%	Representation # %
56.5 %	Women Ava %
4559	Availability 6 #
-93	Gap #
	Recruitment Area

Sources: 2016 Census and employer's internal data Total may not equal sum of components due to rounding.

Page 4 of 15

2020-07-08



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

Workforce Analysis - Detailed Report

Date: 2017-10-26

Aboriginal Peoples

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

Page 5 of 15

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

003503

Workforce Analysis - Detailed Report

Date: 2017-10-26

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Abo Representation # %	Aborig entation %	Aboriginal Peoples ion Avail. % %	ability #	Gap #	Recruitment Area
Employment Equity Occupational Group	Winnipeg	17	0	0.0 %	10.3 %	2	2	Winnipeg
07 : Administrative and Senior Clerical Personnel		4	0	0.0 %	6.0 %	0	0	
Employment Equity Occupational Group	London	_	0	0.0 %	1.6 %	0	0	London
Employment Equity Occupational Group	Ottawa - Gatineau	_	0	0.0 %	3.4 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Thunder Bay	2	0	0.0 %	9.5 %	0	0	Thunder Bay
10 : Clerical Personnel		67	ω	4.5 %	6.0 %	4	<u>.</u> .	
Employment Equity Occupational Group	London	ω	0	0.0 %	2.2 %	0	0	London
Employment Equity Occupational Group	Montréal	2	0	0.0 %	1.0 %	0	0	Montréal
Employment Equity Occupational Group	N.S. less CMA	<u> </u>	0	0.0 %	5.6 %	0	0	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	2	0	0.0 %	6.4 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	27	_	3.7 %	3.5 %	_	0	Ottawa - Gatineau
Employment Equity Occupational Group	Saskatoon	ω	0	0.0 %	8.5 %	0	0	Saskatoon
Employment Equity Occupational Group	Thunder Bay	2	0	0.0 %	10.1 %	0	0	Thunder Bay
Employment Equity Occupational Group	Toronto	7	0	0.0 %	0.8 %	0	0	Toronto
Employment Equity Occupational Group	Winnipeg	20	2	10.0 %	11.4 %	2	0	Winnipeg
13 : Other Sales and Service Personnel		7759	270	3.5 %	6.9 %	535	-265	
Employment Equity Occupational Group	Alta. less CMAs	971	68	7.0 %	12.5 %	121	-53 3	Alta. less CMAs
Employment Equity Occupational Group	Calgary	817	∞	1.0 %	3.1 %	25	-17	Calgary
Employment Equity Occupational Group	Edmonton	1179	38	3.2 %	6.3 %	74	-36	Edmonton
Employment Equity Occupational Group	Greater Sudbury	46	9	19.6 %	11.6 %	ъ	4	Greater Sudbury
Employment Equity Occupational Group	Guelph	4	0	0.0 %	2.4 %	0	0	Guelph
Employment Equity Occupational Group	Hamilton	27	0	0.0 %	2.5 %	1	<u></u>	Hamilton
Employment Equity Occupational Group	Kelowna	85	6	7.1 %	8.2 %	7	<u>.</u>	Kelowna
Employment Equity Occupational Group	Kingston	17	2	11.8 %	5.0 %	_	_	Kingston

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

003504

Workforce Analysis - Detailed Report

Date: 2017-10-26

Aboriginal Peoples

	C	-						
Employment Equity Occupational Group	Internal Location	All Employees #	Abo Representation #%	Aborig entation %	Aboriginal Peoples ion Availability % % #		Gap #	Recruitment Area
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	17	2	11.8 %	2.5 %	0	2	Kitchener - Cambridge
Employment Equity Occupational Group	London	72	ω	4.2 %	3.1 %	2	_	London
Employment Equity Occupational Group	Man. less CMA	67	Ŋ	7.5 %	28.6 %	19	- 4	Man. less CMA
Employment Equity Occupational Group	Montréal	234	0	0.0 %	1.0 %	2	٨	Montréal
Employment Equity Occupational Group	N.B. less CMA	40	2	5.0 %	5.4 %	N	0	N.B. less CMA
Employment Equity Occupational Group	N.S. less CMA	62	0	0.0 %	7.7 %	5	တ်	N.S. less CMA
Employment Equity Occupational Group	Nfld.Lab. less CMA	14	_	7.1 %	14.0 %	2	4	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	∞	Ottawa - Gatineau
Employment Equity Occupational Group	P.E.I.	N	0	0.0 %	2.3 %	0	0	P.E.I.
Employment Equity Occupational Group	Peterborough	26	<u> </u>	3.8 %	6.0 %	2	<u></u>	Peterborough
Employment Equity Occupational Group	Québec	52	0	0.0 %	1.8 %	_	4	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	-1 6	Sask. less CMA
Employment Equity Occupational Group	Saskatoon	38	2	5.3 %	10.9 %	4	٨	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	Ŋ	4.2 %	14.9 %	18	-3	Thunder Bay
Employment Equity Occupational Group	Toronto	939	10	1.1 %	1.0 %	9	_	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

Page 7 of 15

- ()

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

003505

Workforce Analysis - Detailed Report

Date: 2017-10-26

Aboriginal Peoples

Sources: 2016 Census and employer's internal data Total may not equal sum of components due to rounding.

Page 8 of 15

2020-07-08



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

003506

Workforce Analysis - Detailed Report

Date: 2017-10-26

Members of Visible Minorities

1		All Employees		Wembers of	Members of Visible Minorities	•	
		#	# 5	# %	% #	# ##	
01 : Senior Managers	National	9	_	11.1 %	11.5 %	1 0	National
02 : Middle and Other Managers	National	86	∞	9.3 %	17.6 %	15 -7	National
03 : Professionals		51	0	0.0 %	33.7 %	2 -2	
1122 : Professional occupations in business management consulting	National	N	0	0.0 %	26.4 %	<u> </u>	National
2171 : Information systems analysts and consultants	National	ω	0	0.0 %	38.6 %	<u> </u>	National
05 : Supervisors		138	23	16.7 %	26.1%	36 -13	
Employment Equity Occupational Group	Greater Sudbury	Ν	_	50.0 %	2.6 %	0 1	Greater Sudbury
Employment Equity Occupational Group	Hamilton	_	0	0.0 %	14.0 %	0 0	Hamilton
Employment Equity Occupational Group	Kingston	ω	0	0.0 %	8.3 %	0 0	Kingston
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	_	0	0.0 %	13.7 %	0 0	Kitchener - Cambridge
Employment Equity Occupational Group	London	Οī	0	0.0 %	10.9 %	<u>→</u>	London
Employment Equity Occupational Group	Montréal	_	0	0.0 %	20.4 %	0 0	Montréal
Employment Equity Occupational Group	N.B. less CMA	_	0	0.0 %	1.8 %	0 0	N.B. less CMA
Employment Equity Occupational Group	N.S. less CMA	N	0	0.0 %	3.7 %	0 0	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	1	ω	27.3 %	3.0 %	0 3	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	ω	0	0.0 %	16.8 %	<u> </u>	Oshawa
Employment Equity Occupational Group	Ottawa - Gatineau	39	9	23.1 %	16.2 %	6 3	Ottawa - Gatineau
Employment Equity Occupational Group	Peterborough	_	0	0.0 %	1.4 %	0 0	Peterborough
Employment Equity Occupational Group	Québec	_	0	0.0 %	3.2 %	0 0	Québec
Employment Equity Occupational Group	Regina	_	0	0.0 %	26.2 %	0 0	Regina
Employment Equity Occupational Group	Saskatoon	N	0	0.0 %	22.4 %	0 0	Saskatoon
Employment Equity Occupational Group	St. Catharines - Niagara	<u> </u>	0	0.0 %	8.5 %	0 0	St. Catharines -
Employment Equity Occupational Group	Thunder Bay	ω	_	33.3 %	3.5 %	0 1	Thunder Bay
Employment Equity Occupational Group	Toronto	43	6	14.0 %	51.5 %	22 -16	Toronto

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

003507

Workforce Analysis - Detailed Report

Date: 2017-10-26

Members of Visible Minorities

			-	lombors o	Visible Mise	1: 1: 1: 1: 1: 1: 1: 1: 1: 1: 1: 1: 1: 1		
Employment Equity Occupational Group	Internal Location	All Employees #	Representation # %	entation %	entation Availability % #	# -	Gap #	Recruitment Area
Employment Equity Occupational Group	Winnipeg	17	ω	17.6 %	25.4 %	4		Winnipeg
07 : Administrative and Senior Clerical Personnel		4	0	0.0 %	6.7 %	0	0	
Employment Equity Occupational Group	London	_	0	0.0 %	8.8 %	0	0	London
Employment Equity Occupational Group	Ottawa - Gatineau	_	0	0.0 %	14.1 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Thunder Bay	Ν	0	0.0 %	2.0 %	0	0	Thunder Bay
10 : Clerical Personnel		67	12	17.9 %	21.5 %	14	ĸ	
Employment Equity Occupational Group	London	ω	_	33.3 %	11.2 %	0	_	London
Employment Equity Occupational Group	Montréal	2	0	0.0 %	20.4 %	0	0	Montréal
Employment Equity Occupational Group	N.S. less CMA	_	0	0.0 %	1.9 %	0	0	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	2	0	0.0 %	1.9 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	27	∞	29.6 %	18.2 %	ъ	ω	Ottawa - Gatineau
Employment Equity Occupational Group	Saskatoon	ω	0	0.0 %	11.9 %	0	0	Saskatoon
Employment Equity Occupational Group	Thunder Bay	2	0	0.0 %	2.3 %	0	0	Thunder Bay
Employment Equity Occupational Group	Toronto	7	0	0.0 %	52.2 %	4	4	Toronto
Employment Equity Occupational Group	Winnipeg	20	ω	15.0 %	23.3 %	51	'n	Winnipeg
13 : Other Sales and Service Personnel		7759	3476	44.8 %	34.6 %	2685	791	
Employment Equity Occupational Group	Alta. less CMAs	971	663	68.3 %	16.4 %	159	504	Alta. less CMAs
Employment Equity Occupational Group	Calgary	817	575	70.4 %	51.2 %	418	157	Calgary
Employment Equity Occupational Group	Edmonton	1179	684	58.0 %	43.4 %	512	172	Edmonton
Employment Equity Occupational Group	Greater Sudbury	46	ω	6.5 %	4.8 %	2	_	Greater Sudbury
Employment Equity Occupational Group	Guelph	4	0	0.0 %	16.3 %	_	<u>.</u>	Guelph
Employment Equity Occupational Group	Hamilton	27	4	14.8 %	21.0 %	6	'n	Hamilton
Employment Equity Occupational Group	Kelowna	85	18	21.2 %	12.4 %	1	7	Kelowna
Employment Equity Occupational Group	Kingston	17	0	0.0 %	7.9 %	_	<u> </u>	Kingston

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

003508

Workforce Analysis - Detailed Report

Date: 2017-10-26

Members of Visible Minorities

Employment Equity Occupational Group Winnipeg 821 347 42.3 % 39.	Employment Equity Occupational Group Windsor 12 0 0.0 % 18:	Employment Equity Occupational Group Victoria 83 24 28.9 % 21.	Employment Equity Occupational Group Vancouver 558 397 71.1 % 59.	Employment Equity Occupational Group Toronto 939 291 31.0 % 58.	Employment Equity Occupational Group Thunder Bay 119 31 26.1 % 5.1	Employment Equity Occupational Group St. Catharines - 14 0 0.0 % 12.2 Niagara	Employment Equity Occupational Group Saskatoon 38 8 21.1 % 30.	Employment Equity Occupational Group Sask. less CMA 113 20 17.7 % 11.	Employment Equity Occupational Group Regina 58 35 60.3 % 36.	Employment Equity Occupational Group Québec 52 1 1.9 % 7.	Employment Equity Occupational Group Peterborough 26 3 11.5 % 6.1	Employment Equity Occupational Group P.E.I. 2 0 0.0 % 4.9	Employment Equity Occupational Group Ottawa - Gatineau 623 224 36.0 % 28.0	Employment Equity Occupational Group Oshawa 13 5 38.5 % 18.	Employment Equity Occupational Group Ont. less CMAs 636 87 13.7 % 3.3	Employment Equity Occupational Group Nfld.Lab. less CMA 14 0 0.0 % 1.3	Employment Equity Occupational Group N.S. less CMA 62 18 29.0 % 3.3	Employment Equity Occupational Group N.B. less CMA 40 1 2.5 % 2.0	Employment Equity Occupational Group Montréal 234 5 2.1 % 28.	Employment Equity Occupational Group Man. less CMA 67 6 9.0 % 7.9	Employment Equity Occupational Group 72 21 29.2 % 16.	Employment Equity Occupational Group Kitchener - Cambridge - Waterloo	Members of Visible Minorities Employment Equity Occupational Group ###%%%%#
																		1 2.5 %					wembers Representation # %
39.4 %	18.7 %	21.7 %	59.5 %	58.2 %	5.5 %	12.2 %	30.7 %	11.4 %	36.5 %	7.7 %	6.5 %	4.9 %	28.6 %	18.3 %	3.3 %	1.3 %	3.3 %	2.6 %	28.3 %	7.9 %	16.1 %	20.7 %	Availability % #
323	2	18	332	546 -2	7	2	12	13	21	4	2	0	178	2	21	0	2	<u> </u>	- 66	Уī	12	4	ability Gap # #
24 Wir	-2 Wir	6 Vic	65 Vai	-255 Tor	24 Thu	-2 St.	-4 Sa	7 Sa	14 Re	-3 Qu	1 Per	0 P.E.I.	46 Ott	3 Osl	66 On	0 Nfl	16 N.S	0 N.E	-61 Mo	1 Ma	9 Lor	1 Kito	
Winnipeg	Windsor	Victoria	Vancouver	Toronto	Thunder Bay	St. Catharines -	Saskatoon	Sask. less CMA	Regina	Québec	Peterborough	Ξ.1.	Ottawa - Gatineau	Oshawa	Ont. less CMAs	Nfld.Lab. less CMA	N.S. less CMA	N.B. less CMA	Montréal	Man. less CMA	London	Kitchener - Cambridge	Recruitment Area

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

003509

Workforce Analysis - Detailed Report

Date: 2017-10-26

Members of Visible Minorities

	767	2753	34.1 %	3520 43.6 % 34.1 %	3520	8068		Total
Recruitment Area	Gap #	Minorities Availability #	Members of Visible Minorities entation Availabilit %	Members of Mepresentation # %	Repre #	All Employees #	Internal Location	Employment Equity Occupational Group

Sources: 2016 Census and employer's internal data Total may not equal sum of components due to rounding.

Page 12 of 15 Canada



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

003510

Workforce Analysis - Detailed Report

Date: 2017-10-26

Persons with Disabilities

				Persons	Persons with Disabilities	ties		
Employment Equity Occupational Group	Internal Location	All Employees #	Repres #	Representation # %	Avai %	Availability %#	Gap #	Recruitment Area
01/02 : Managers	National	95	18	18.9 %	5.0 %	5	13	National
03 : Professionals	National	S ī	0	0.0 %	8.9 %	0	0	National
05 : Supervisors	National	138	51	3.6 %	27.5 %	38	¿ G	National
07 : Administrative and Senior Clerical Personnel	National	4	_	25.0 %	10.0 %	0	_	National
10 : Clerical Personnel	National	67	2	3.0 %	9.3 %	6	4	National
13 : Other Sales and Service Personnel	National	7759	1464	18.9 %	10.7 %	830	634	National
Total		8068	1490	18.5 % 10.9 %	10.9 %	879	611	

Total may not equal sum of components due to rounding.

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



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

003511

Workforce Analysis - Detailed Report

Date: 2017-10-26

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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

13: Other Sales and Service Personnel

EEOG

CMA

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

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

				Women			
Employment Equity Occupational Group	All Employees	Repres	entation	Ava	ilability	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	
Total	8068	4466	55.4 %	56.5 %	4559	-93	

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

003514

Date: 2017-10-26

Aboriginal Peoples

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

Total may not equal sum of components due to rounding.

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

Workforce Analysis - Summary Report

Date: 2017-10-26

Members of Visible Minorities

		_	Members of	Members of Visible Minorities	rities	
Employment Equity Occupational Group	All Employees	Repres	Representation	Avail	Availability	Gap
	#	#	%	%	#	#
01 : Senior Managers	9	1	11.1 %	11.5 %	1	0
02 : Middle and Other Managers	86	∞	9.3 %	17.6 %	15	-7
03 : Professionals	5	0	0.0 %	33.7 %	2	-2
05 : Supervisors	138	23	16.7 %	26.1 %	36	-13
07 : Administrative and Senior Clerical Personnel	4	0	0.0 %	6.7 %	0	0
10 : Clerical Personnel	67	12	17.9 %	21.5 %	14	-2
13 : Other Sales and Service Personnel	7759	3476	44.8 %	34.6 %	2685	791
Total	8068	3520	43.6 %	34.1 %	2753	767

Total may not equal sum of components due to rounding.



2020-07-08

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

003516

Workforce Analysis - Summary Report

Date: 2017-10-26

Persons with Disabilities

			Persons v	Persons with Disabilities	es		
Employment Equity Occupational Group	All Employees	Repres	Representation	Availability	bility	Gap	
	#	#	%	%	#	#	
01/02 : Managers	95	18	18.9 %	5.0 %	5	13	
03 : Professionals	51	0	0.0 %	8.9 %	0	0	
05 : Supervisors	138	ഗ്വ	3.6 %	27.5 %	38	-33	
07 : Administrative and Senior Clerical Personnel	4	<u> </u>	25.0 %	10.0 %	0	<u>.</u>	
10 : Clerical Personnel	67	2	3.0 %	9.3 %	6	-4	
13 : Other Sales and Service Personnel	7759	1464	18.9 %	10.7 %	830	634	
Total	8068	1490	18.5 %	10.9 %	879	611	

Total may not equal sum of components due to rounding.



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

003517

Workforce Analysis - Summary Report

Date: 2017-10-26

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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

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

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



Part 1: Workforce Analysis

Edcore Enterprises (1987) Ltd

2017-10-23

Data from Previous Workforce Analysis ↓ ↓ ↓

Date of P	revious Workforc	e Analysis
YYYY	MM	DD
2015	05	02

Date of C	Current Workfor	ce Analysis	
YYYY	MM	DD	

10

Table 5: Women

26

2017

Data from Current Workforce Analysis

		Table 1: Women								
		Previous Workforce Analysis								
Emple	yment Equity Occupational Croup (FEOC)	All Employees	Women							
լեաթա	yment Equity Occupational Group (EEOG)		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						
Total		5,838	3,275	57.5						

Current Workforce Analysis								
All Employees	Women							
	Representation	Availability*						
#	#	%						
9	0	27.4						
86	28	38.9						
5	2	33.8						
0	0	0.0						
138	69	54.4						
0	0	0.0						
4	3	81.9						
0	0	0.0						
0	0	0.0						
67	36	67.3						
0	0	0.0						
0	0	0.0						
7,759	4,328	57.5						
0	0	0.0						
8,068	4,466	57.3						

* Source	:			

	_																			
	Э	0	u	r(e															
200																		200		22

Part 1: Workforce Analysis

Edcore Enterprises (1987) Ltd

2017-10-23

Data from Previous Workforce Analysis↓ ↓ ↓ ↓

Data from C	Eurrent Workfo	rce Analysis
\	1	\

Date of P	revious Workforc	e Analysis
YYYY	MM	DD
2015	05	02

YYYY	MM	DD
Date of C	urrent Workforce	e Analysis

		Table 2: Aboriginal Peoples								
		Previous Workforce Analysis								
F1	ourself Faults Occurational Crown (FFOC)	All Employees	Aboriginal Peoples							
Embi	oyment Equity Occupational Group (EEOG)		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						
Total		5,838	227	6.0						

Table	6: Aboriginal P	eoples						
Current Workforce Analysis								
All Employees	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						
8,068	279	6.2						

* Source		
0		

* Se	ource:		
0			

Part 1: Workforce Analysis

Edcore Enterprises (1987) Ltd

2017-10-23

Data from Previous Workforce Analysis

Data from Current Workforce Analysis

↓ ↓ ↓

2015	05	02
YYYY	MM	DD
Date of P	revious Workforc	e Analysis

Date of C	urrent Workforce	e Analysis
YYYY	MM	DD
2017	10	26

		Table 3: Members of Visible Minorities		
Employment Equity Occupational Group (EEOG)		Previous Workforce Analysis		
		All Employees	Members of Vis	sible 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
Total		5,838	2,594	23.6

Table 7: Members of Visible Minorities			
Curro	ent Workforce Ana	ılysis	
All Employees	Members of Visible Minorities		
	Representation	Availability*	
#	#	%	
9	1	10.1	
86	8	15.0	
5	0	27.5	
0	0	0.0	
138	23	21.7	
0	0	0.0	
4	0	6.0	
0	0	0.0	
0	0	0.0	
67	12	17.4	
0	0	0.0	
0	0	0.0	
7,759	3,476	28.5	
0	0	0.0	
9 069	2.520	20.1	

* Source:	
0	

l* Cource:	
0	

Part 1: Workforce Analysis

Edcore Enterprises (1987) Ltd

2017-10-23

Data from Previous Workforce Analysis

Data from	C <mark>urrent Workf</mark> o	orce Analysis
\	\	\

2015	05	02
YYYY	MM	DD
Date of P	revious Workforc	e Analysis

2017	10	26
YYYY	MM	DD
Date of C	urrent Workforce	e Analysis

		Table 4: Persons with Disabilities			
Employment Equity Occupational Group (EEOG)		Previous Workforce Analysis			
		All Employees	Persons with Disabilities		
			Representation	Availability*	
		#	#	%	
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	
Total		5,838	263	7.0	

Table 8:	Persons with Di	sabilities
Curr	ent Workforce Ana	alysis
All Employees	Persons with	Disabilities
	Representation	Availability*
#	#	%
95	18	4.3
5	0	3.8
0	0	0.0
138	5	13.9
0	0	0.0
4	1	3.4
0	0	0.0
0	0	0.0
67	2	7.0
0	0	0.0
0	0	0.0
7,759	1,464	6.3
0	0	0.0
8,068	1,490	6.4

ŀ	×	8						ø																																																
	K	À	*	4	ı	8	Š																																																	
																					8	Ĭ	I					Ĭ	Ĭ																				Ĭ	I						

	1	į	Ì	l	l	ŕ	(É	١																																																			
888																																																												

Part 2: Flow Data Analysis

Edcore Enterprises (1987) Ltd

43031

Start	Date of Flow	/ Data
YYYY	MM	DD
2015	05	02

End l	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

	•	•	•	•
		Table 1:	Women	
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	11	4	0	0
03 Professionals	0	0	1	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	32	7	15	13
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	1	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	13	8	11	5
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	2,908	1,414	2,005	1,118
14 Other Manual Workers	0	0	0	0
Total	2,965	1,433	2,032	1,136

	Table 5:	Women	
Full-time /	National	Part-time /	National
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
0	0	0	0
0	0	0	C
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	o	(
0	0	0	(
0	0	0	(
0	0	0	C
0	0	0	(
0	0	0	(
0	0	0	C
0	0	l ol	(

0

0

0

	Table 9:	Women	
Full-time	/ National	Part-time	/ National
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#
0	0	0	0
17	6	0	0
0	0	1	1
0	0	0	0
60	31	17	15
0	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
24	13	21	4
0	0	0	0
0	0	0	0
1,163	543	1,881	1,040
0	0	0	0
1.265	593	1,920	1,060

Part 2: Flow Data Analysis

Edcore Enterprises (1987) Ltd

43031

Start	Date of Flow	/ Data
YYYY	MM	DD
2015	05	02

2017	10	26
YYYY	MM	DD
End I	Date of Flow	Data

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

	Tab	le 2: Abor	iginal Peo	ples
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	11	0	0	0
03 Professionals	0	0	1	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	32	0	15	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	1	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	13	1	11	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	2,908	108	2,005	88
14 Other Manual Workers	0	0	0	0
Total	2,965	109	2,032	88

Tab	le 6: Abor	iginal Peo _l	oles
Full-time	/National	Part-time /	National
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	C
0	0	0	C
0	0	0	0
0	0	0	0
0	0	0	0

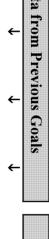
Tabl	e 10: Abo	riginal Peo	ples
Full-time	/ National	Part-time	/ National
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
0	0	0	0
17	0	0	0
0	0	1	0
0	0	0	0
60	2	17	0
0	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
24	1	21	0
0	0	0	0
0	0	0	0
1,163	35	1,881	90
0	0	0	0
1,265	38	1,920	90

		Start D	Start Date of Flow Data	Data	d Da	te of Flow Data			
		2015	05	02	2017 10	26			
	Data fro	m Form	Data from Form 4 - Employees	loyees	Data from Fo	om Form 5 - Employees	Data from Form 6 - Employees	ı 6 - Employ	yees
		Hired	ы		Pr	Promoted	Terminated	nated	
	+	\	\	←	↓	↓	↓	←	←
	Table 3: Persons with Disabilities	Persons v	vith Disa	bilities	Table 7: Perso	Persons with Disabilities	Table 11: Persons with Disabilities	with Disab	oilities
	Full-time / National	ational	Part-time	Part-time / National	Full-time / National	Part-time / National	Full-time / National	Part-time / National	National
Employment Equity Occupational Group (EEOG)	All Employees Di	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Persons with Promoted Promoted	th All Employees Persons with Superior Promoted Promoted Promoted	All Employees Disabilities Terminated Terminated	All Employees P Terminated T	Persons with Disabilities Terminated
	#	#	#	#	# #	# #	# #	#	#
01 Senior Managers	0	0	0	0	0	0 0	0 0	0	0
02 Middle & Other Managers	11		0	0	0	0 0 0	17 0	0	0
03 Professionals	0	0	_	0	0	0 0 0	0 0	1	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0 0	0 0	0	0
05 Supervisors	32	2	15	0	0	0 0	60 6	17	1
06 Supervisors: Crafts & Trades	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
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0 0	0 0	0	0
10 Clerical Personnel	13	0	11	0	0	0 0	24 0	21	<u></u>
11 Intermediate Sales & Service Personnel	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
13 Other Sales & Service Personnel	2,908	714	2,005	62	0	0 0 0	1,163 84	1,881	71
14 Other Manual Workers	0	0	0	0	0	0 0 0	0 0	0	0
Total	2,965	717	2,032	62	0	0 0 0	1,265 90	1,920	73

		Start I	Start Date of Flow Data	Data	End Date	End Date of Flow Data	ata					
		YYYY	MM	DD	YYYY	MM	DD					
		2015	05	02	2017	10	26					
	Data	Data from Form 4 - Employees	14 - Emplo	yees	Data fron	_	Form 5 - Employees	yees	Data 1	rom Form	Data from Form 6 - Employees	oyees
		Hired	.ed			Promoted	ted			Terminated	nated	
	←	←	←	←	←	←	←	←	←	←	←	←
	Table 4:	Table 4: Members of Visible Minorities	f Visible M	inorities	Table 8: Mem		bers of Visible Minorities	norities	Table 12:	Members o	Members of Visible Minorities	linorities
	Full-time	Full-time / National	Part-time / National	National	Full-time / Nat	utional	Part-time / National	National	Full-time / National	National	Part-time / National	/National
Employment Fauity Occupational Group		್ರಿ		Members of		٩,		Members of		۵,		Members of
(FFOG)	All Employees		All Employees	Visible	ŝ		All Employees	Visible	All Employees		All Employees	Visible
	***************************************	Hired	THE CO.	Hired	P	Promoted	a romorca	Promoted	To militar	Terminated	To million	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		0	0	0	0	0	0		_1	
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	32	5	15	(J.)	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	=	2	0	0	0	0	24	Ų,	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
Total	2,965	1,224	2,032	614	0	0	0	0	1,265	298	1,920	610

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

←	Da
←	ta from P
←	Previous Goal
←	oals





Long-term
Duration of Previous Goals

		•	•	
	E00000000			
				00000
	YYYY	From		
2017	2000			
\sim	000000000000000000000000000000000000000			
	200000000000000000000000000000000000000			
$\overline{}$	33			
$\overline{}$				
	200000000000000000000000000000000000000	8 000 0000 00000		
_	33 _ 4533			
\sim				
	333,000			
				883
				200,000
		* ***********		333000
				000
				200
	B			000000
				20000
	YYYY		Short-term	Duration of Current Goals
2020			1000	000000
		To		00000
				883.mm
~	1			
N 3				200
				337****
				300,000
\sim				***************************************
				333 mm
				SSS and

				8887,488
				333,000
				335 mm
				333,000
	000000000000000000000000000000000000000			883.22

	223"""22			333
N)	200000000	6 38.co ca 88		****
ı~				880 A P
_	223,000,000			333300
\sim				333.mm
				33L
2017	YYYY	From		200
		1		
\sim				
-	200000000000000000000000000000000000000			000/200
	000000000000000000000000000000000000000			800,000
				2000
			Long-term	3335
			30d	******
			Tree .	

		0 0000000000000000000000000000000000000		200
				100
	•			
	3			
	200000000000000000000000000000000000000			
K 1				
N				
2				
20			-	
20	K		_	
202	1		_	
202	Y	l7	_	
2025	YY	To	-	
2025	YY	To		
2025	YYY	To		
2025	YYYY	To		
2025	YYY	To	_	
2025	YYY	To	_	
2025	YYY	To		

		Table 1: Women Women	Women nen	
oyment Equity Occupational Group (EEOG)	Short-term Goals	m Goals	Long-term Goals	m Goals
	#	%	#	%
Senior Managers	0	0.0	4	0.0
Middle & Other Managers	1	0.0	4	0.0
Professionals	0	0.0	0	0.0
Semi-Professionals & Technicians	0	0.0	0	0.0
Supervisors		0.0	14	0.0
Supervisors: Crafts & Trades	0	0.0	0	0.0
Administrative & Senior Clerical Personnel	1	0.0	دن	0.0
Skilled Sales & Service Personnel	0	0.0	0	0.0
Skilled Crafts & Trades Workers	0	0.0	0	0.0
Clerical Personnel	1	0.0	14	0.0
Intermediate Sales & Service Personnel	0	0.0	0	0.0
Semi-Skilled Manual Workers	0	0.0	0	0.0
Other Sales & Service Personnel	7	0.0	33	0.0
Other Manual Workers	0	0.0	0	0.0
	0	0.0	<u> </u>	0.0

03 04 05 06 07 08 09 10 11 12

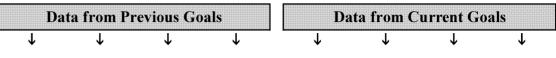
	800000000	
83		
83		
888		
88		
884		
888		
88		
884		
88		
88		
×		
×		
88		
88		
×		
88		
88		
88		
88		
88		
×		
88		
88		
83		
88	8	
88		
83		
8	100	
83		
88		
83	37 mm m2	
88		
×		
83	33,000,000	
88		
88		
88		
88		
88	0.00	
83		
84		
8	able 5: Women	
×		
83		
88	2000	
8		
83	0000°C-200	
88		
88		
83		
88		
88		
883	30 mm - 2000	
88	8	
88	3 mm	
88	3	
883	97	
8		
88		
83	Sec. 300	
ø		
83		
83		
83		
88		
88		
83		
88		
×		
8		
8		
ø		
88		
8		
8		
83		
88		
88		
ø		
8		
83		
88		
ø		
83		
8		

Employment Equ

38.9

		Table 5: Women	Women	
		Women	len	
	Short-term Goals	n Goals	Long-term Goals	m Goals
	#	%	#	9%
.0	0	27.4	0	25.0
Ö	0	38.9	0	40.0
<u>.</u>	0	0.0	0	0.0
	0	0.0	0	0.0
<u>.</u>	0	0.0	0	50.0
. <u>.</u>	0	0.0	0	0.0
<u>.</u>	0	0.0	0	0.0
	0	0.0	0	0.0
. <u>.</u>	0	0.0	0	0.0
0	0	0.0	0	60.0
. <u>.</u>	0	0.0	0	0.0
. <u>.</u>	0	0.0	0	0.0
<u>.</u>	0	0.0	0	55.0
0.0	0	0.0	0	0.0
O	0	0.0	0	0.0

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



Short	-term	Long-	-term
From	То	From	To
YYYY	YYYY	YYYY	YYYY
2015	2018	2015	2020

D	uration of C	Current Goa	ls
Short	-term	Long	-term
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2020	2017	2025

		Table	e 2: Abori Aborigina	ginal Peop l Peoples	les
Emplo	oyment Equity Occupational Group (EEOG)	Short-tern	n Goals	Long-tern	ı 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	e 6: Abori	ginal Peopl	les
	Aboriginal	Peoples	
Short-tern	n 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 **Edcore Enterprises (1987) Ltd** Part 3: Goals 43031

←	Da
←	ta from P
←	revious
←	Goals
←	

Data from Previous Goals

18
B
B
B
B
B (
)ata from (
l n
m C
m C
m C
m Cı
m Cu
m Cu
m Cu
m Cu
m Cur
m Cur
m Curi
m Curi
m Curr
m Curr
m Curre
m Curre
m Curre
m Curre
m Currei
m Curren
m Curren
m Curren
m Current
m Current (
m Current (
Current (
Current (
Current (
Current (
Current (
Current (
Current (
Current (
Current (
Current (
Current (
Current (
n Current Goal

\sim	YYYY	-		
2015	Y	From		
15	Y	Ж	S	
•	Y	1	Þ	
)r	
			Short-term	
			te	
6.4	4		ľ	
0	Y	-	n	8
2018	ΥΥΥ	To		
~	Y			С
				Duration of Fredous Goals
				ď
6.4	Y	-		
0	Y	Ŧ.		2
2015	ΥΥΥΥ	From	_	8
01	×	n	0	c
			n	ē
			Long-term	2
			te	0
6.4	Y			
2020	AAAA	To	П	
2(4	0		
)	Y			

Table 3: Persons with Disabilities

Persons with Disabilities

	YYYY			
2017		From		
Į.				
\sim		St		
\sim				
_		3000		
	B(600)			
- 1		30 mm 9000	****	
7	55000000	2000		

			Short-term	333 cm
_			000070.0000	****

				3337000

				38 .3
	2000			88base
\sim			335 mm 2000	88.aa
_	2000			***
\sim		St	***************************************	****
K .				200
\sim		(00)		
\sim				333
2020	YYYY			
	82.48			
	~~~			***
				33377
				337 ASS
			***********	
				333 ann
				****
				333333
		***************************************		33.m
( A				
	3000000			888.S
	2000	3000 M		333
_				88
1	3377			200
			88	
2017	ΥΥΥΥ	From		
1 7				Duration of Current Goals
				100 M
				200
			Long-term	
			N. 600 HILL	88
	************	**********		333
				886
			888,653,888	
			Name of the last	
	80000			
			33mm 3333	
$\sim$			***************************************	
$\simeq$				
20	×	8		
202	15	7		
202	Y	Го		
2025	Y	To		
2025	K	О		
2025	YYYY	О		
2025	YYY	О		
2025	YYY	Го		
2025	YYY	Го		

Emplo:	Employment Equity Occupational Group (EEOG)	Short-term Goals	m Goals	Long-term Goals	m Goals
		#	%	#	%
01/02	Managers	0	0.0	0	0.0
03	Professionals	0	0.0	_	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
80	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	دی	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

				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	
5.0	0	7.0	0	
0.0	0	0.0	0	
0.0	0	0.0	0	
0.0	0	0.0	0	
0.0	0	0.0	0	
10.0	0	13.9	0	
0.0	0	0.0	0	
0.0	0	0.0	0	
0.0	0	0.0	0	
%	#	%	#	
Goals	Long-term	1 Goals	Short-term Goals	
	Disabilities	Persons with	P.	
ilities	Table 7: Persons with Disabilities	Persons v	Table 7:	

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



D	uration of F	revious Goa	ls
Short	-term	Long	-term
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2015	2018	2015	2020

D	uration of C	Current Goa	ls
Short	-term	Long	-term
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2020	2017	2025

		Table 4: M			
	A.F. W. O. W. L.C. (FEOC)		· · · · · · · · · · · · · · · · · · ·	ble Minoritie	
Emplo	yment Equity Occupational Group (EEOG)	Short-tern		Long-term	
		#	%	#	%
01	Senior Managers	0	0.0	0	0.0
02	Middle & Other Managers	1	0.0	4	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	0	0.0
11	Intermediate Sales & Service Personnel	0	0.0	0	0.0
12	Semi-Skilled Manual Workers	0	0.0	0	0.0
13	Other Sales & Service Personnel	0	0.0	0	0.0
14	Other Manual Workers	0	0.0	0	0.0
Total		0	0.0	0	0.0

Table 8: M			
Mem Short-term		ble Minoritie Long-term	
#	%	#	%
0	0.0	0	0.0
0	15.0	0	18.0
0	27.5	0	0.0
0	0.0	0	0.0
0	21.7	0	18.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0

A B		C									Part 4.	D 1.													
		C									i ait 7.	Results	- Won	ıen											
		C								Ede	core En	terpris	es (198	7) Ltd											
		С [										4303	1												
Data sources:			D	E	F	G	н	I	J	K	L	M	N	О	P	Q	R	s	Т	U	V I	W	X	Y	Z
			Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	U÷ ((DYear1+ DYear2)÷ 2) x 100
			Ţ	Į.	Ţ	↓ ↓	1	1	Ţ	1	Ţ	1	1	Į.	1	<u> </u>	1	1 1	Ţ	1	1	Ţ	Ţ	Į. V	<b>1</b>
						force Ai										Fl	ow Dat	a Analy	/sis						
Employment Ec Occupational G		Year			١	Vorkforc Wor						Hires	men				Promotio	ns omen					nations men		
(EEOG)			All Employees	Represe	entation	Availa		Gap	EE Result	All Employees	Act		Expected	Difference	All Employees	A	tual	Expected	Difference	All Employees	Act		Expected	Difference	Turnover Rate
		#	#	#	%	%	#	#	%	#	Ħ	%	#	#	#	#	%	#	#	#	#	%	#	#	%
01 Senior Manag	gers	2015 2017	15	0	0.0	27.4 27.4	4	-4	0.0	0	0	0.0	0	0	0	ļ ,	0.0				0	0.0			0.0
Middle & Oth		2017	89	30	33.7	38.9	35	- <u>-</u> 2	86.7	0	U	0.0	0	U	0	'	0.0		0	1	0	0.0	0	0	0.0
02 Managers		2017	86	28	32.6	38.9	33	-5	83.7	11	4	36.4	4	0	0	(	0.0	0	0	17	6	35.3	6	0	19.4
03 Professionals	9	2015 2017	27	17 2	63.0	52.1 33.8	14	3	120.9 118.3	1	0	0.0	0	0	0	(	0.0			1	1	100.0	1		6.3
		2017	3		40.0	33.8	2	U	118.3	1	U	0.0	0	U	0		0.0	1 0		<u>'  1</u>	1	100.0	1		0.3
Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F÷ M x 100												
			1	1	Ţ	<b>.</b>	1	1	Ţ	Ţ	1	Τ	Ţ												
				v Entra					Go																
Employment Ec		Year	Hires a	and Pron			Short-ter Wor		i		Long-ter Wor								-						
Occupational G (EEOG)	roup		All Employees	Act		Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of						Com	ments					
	-	#	 	#	%	Goal	Goal Met %	%	Goal Met	Goal	Goal Met	%	Goal Met												
Ol Conic Ms		2017	0	0		0	0.0	0.0	0.0	4	0.0	0.0	0.0												
01 Senior Manag		2020	0	0	0.0	0	0.0	27.4	0.0	0	0.0	25.0	0.0												
02 Middle & Oth Managers	_	2017 2020	11 11	4	36.4 36.4	1 0	400.0	0.0 38.9	0.0 93.5	4	100.0	0.0 40.0	0.0 90.9												
		2020	1	0		0	0.0	0.0	0.0	0		0.0	0.0												
03 Professionals	S	2020	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0										n	e 13 of 5	

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

								Feder	al Con	tractors	Progr	am Ach	iieveme	ent Tab	le									
										Part 4:	Results	s - Won	ien											
									Ed	core En	terpris	es (198	7) Ltd											
											4303	1												
A B	C	D	E	F	G	Н	I	J	K	L	М	N	О	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 10	0 P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	U÷ ((DYear1+ DYear2)÷ 2) x 100
		<b>.</b>	<u> </u>	Ţ	Ţ	Ţ	Ţ	1	1	Ţ	1	1	Ţ	1	1	Ţ	1	Ţ	1	1 1	1	Ţ	1	Ų.
					force A	•									F	ow Da	ta Anal	/sis						
Employment Equity Occupational Group	Year		1	١	Vorkford Woo						Hires	men				Promotic	ons			1		nations		
(EEOG)		All Employees	Represe	ntation	Avail		Gap	EE Result	All Employees	Act		Expected	Difference	All Employees	A	ctual	Expected	Difference	All Employees	Aci		Expected	Difference	Turnover Rate
	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	%
04 Semi-Professionals & Technicians	2015	0	0	0.0	0.0	0	0	0.0																
	2017 2015	334	0 174	0.0 52.1	0.0 56.7	189	-15	0.0 91.9	0	0	0.0	0	0	0	<u> </u>	0.0	0	0	) (	0	0.0	0	(	0.0
05 Supervisors	2017	138	69	50.0	54.4	75	-6	91.9	47	20	42.6	26	-6	0	(	0.0	0	0	77	46	59.7	40	$\epsilon$	32.6
06 Supervisors: Crafts &	2015	0	0	0.0	0.0		0	0.0																
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
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷ M x 100												
E		<b>.</b>	1	1	<b>1</b>	Ţ	Ţ	1	<b>1</b>	Ţ	Ţ	1	i											
		Nev	w Entra	nts				Ge	als															
Employment Equity	Year	Hires :	and Prom			Short-tei		1		Long-ter		S												
Occupational Group (EEOG)		All Employees	Won		_	Wor Percent of		Percent of	_	Percent of	men	Percent of						Com	ments					
(EECC)		Linpioyees	Acti		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met												
Semi-Professionals &	# 2017	#	# 0	0.0	# 0	% 0.0	0.0	<b>%</b>	# ()	# 0.0	0.0	# 0.0												
04 Technicians	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		2000.0	0.0	0.0			0.0													
	2020 2017	47	20	42.6	0	0.0	0.0	0.0	0	0.0	50.0	85.1 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												
																						Pag	e 15 of 3	51

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

			0.0	0.0	0.0		0.0	0.0	0.0	0.0	0 (	0	2020		
										Ċ			;		09 Trades Workers
			0.0							0 0		0	2017		Skilled Crafts &
			0.0							0.0	0 (	0	2020		Service Personnel
			0.0	0.0	0.0		0.0	0.0	0.0	0.0		0	2017		Skilled Sales &
			0.0	0.0	0.0		0.0	0.0	0.0	0.0	0 (	1	2020		
			0.0	0.0	3 0.0		0.0	0.0	1 0.0	0.0	0 (	_	2017		07 Administrative &
			#:	%	#:	#	9,0	%	%	#:	%	#	# #		
			Percent of Goal Met	Goal	Percent of Goal Met	of Goal	Percent of Goal Met	f Goal	Percent of Goal Met	Goal	Actual	yees	Employees		(EEOG)
Comments				Women	We			Women	-		Women		AII	_	Occupational Group
				Long-term Goals	Long-te		ls	Short-term Goals	Short-t	,	romotion	Hires and Promotions	Year Hii		Employment Equity
						Goals	l o				trants	New Entrants			
			<u></u>	<b>-</b>	←	<b>←</b>	<b>←</b>	<b>←</b>	←	<b>-</b>	<b>←</b>	<b>←</b>			
			F÷Mx 100	Part 3: Goals	E + K x	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E + G x	x Part 3: Goals	E + D 100	2: Part 2: Data Flow Data sis Analysis	Part 2: Flow Data Analysis		Data sources:
	0	0	0	0.0	0		0.0	0	0.0	0.0	0	0	2017		Trades Workers
	ю					0	0.0	0				0	2015		09 Skilled Crafts &
0.0 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		Service Personnel
						0	0.0	0	0.0	0.0	0 (	0	2015		08 Skilled Sales &
0.0 0 0 1 0 0.0 1 -1	0 0	<u></u>	1	0.0	1 0	6	0 91.6	3	81.9		3 75	4	2017		Senior Clerical
	пина			***************************************		4	-4 81.4		83.5 21		17 68.0	25	2015		Administrative &
% # # # # % # #	#	# #	#	9/6	#	#	9/6	#	#	%	%	#	# #		
Expected Difference Employees Actual Expected Difference	rees Actual	Difference Employees	Expected D	Actual		Em	EE Result	Gap	Availability	۸	Representation		Employees		(EEOG)
Women All Women		llV	nen	Women		NI.			Women				IIV		Occupational Group
Promotions Terminations	Pro			Hires					rce	Workforce			Year		Employment Equity
Flow Data Analysis	Flow							S	Workforce Analysis	kforce	Wor				
<b>+ + + + + +</b>	<b>←</b>	<b>↓</b>	<b>←</b>	<u></u>	<b>-</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>_</b>	<b>←</b>	<b>←</b>	<b> </b>		
Q+Px 100 PxF+100 Q-S Flow Data Flow Data V+Ux VxF+100 V-X (DYcart+ Analysis Analysis 2)x 100 VxF+100 V-X (DYcart)+	Part 2: Flow Data Analysis	Part 2: L - N Flow Data Analysis	K x G ÷	L+K x 100	Part 2: a Flow Data Analysis	Part 2: Flow Data Analysis	E+H x100	Е-Н	Ce DxG	Part 1: Workforce Analysis	E+D	1: Part 1: orce Workforce Sis Analysis	Part 1: Workforce Analysis		Data sources:
R S T U V W X Y	Q	0 P	Z	Z	L	K	J	I	Н	G	F	Е	CD		A B
				43031											
		Ltd	Edcore Enterprises (1987) Ltd	nterpris	lcore Er	Ec									
		ä	Part 4: Results - Women	Results	Part 4:										
	nore	T COCCUIT COMMUNICATION TO BEAUTY TECHNOLOGIST TO BEAUTY		9	10000		1								

12 Ser		11 Int		10 CI		(EEOG)	Оссир	Emplo			Data sources:		12 Se		11 Int	10			(EEOG)	Occup	Emple			Data sources:	Α			
Semi-Skilled Manual Workers	Service Personnel	Intermediate Sales &		Clerical Personnel		9	Occupational Group	Employment Equity			ces:	Workers	Semi-Skilled Manual	Service Personnel	Intermediate Sales &	Cieticai r etsomiei	arical Darsonnol		(•)	Occupational Group	Employment Equity			Ces:	$^{\mathrm{resultive outlines outlines}}$			
2017	2020	2017	2020	2017	71.		1 021	Vann				2017	2015	2017	2015	2017	2015	Ħ			Year				С			
0	0	0	24	24	#	Employees	IIV	Hires	Ne	<b>←</b>	Part 2: Flow Data Analysis	0	0	0	0	67	115	#	Employees	IIV			<b>-</b>	Part 1: Workforce Analysis	D			
0 0		0	13		1	٨	¥.	Hires and Promotions	New Entrants	<b>←</b>	Part 2: Flow Data Analysis	0			0	36	63	#	Repre				←	Part 1: Workforce Analysis	E			
0.0	0.0	0.0	54.2	54.2	%	Actual	Women	notions	ants	<b>←</b>	E+Dx 100	0.0	0.0	0.0	0.0	53.7	54.8	9/6	Representation			Work	←	E + D x 100	F			
				1,5	71:	Goal				<b>-</b>	Part 3: Goals	0.0	0.0	0.0	0.0	7 67.3	68.2	9/6	Ava	=	Workforce	force A	<b>←</b>	Part 1: Workforce Analysis	G			
0.0	0.0	0.0	0.0	1 1300.0	%	Percent of Goal Met	=	Short-t		<b>-</b>	E + G x 100					3 45	2 78	#	Availability	Women	e e	Workforce Analysis	←	DxG +100	H			
0.0	0.0	0.0	0.0	0.0	9,6	of Goal	Women	Short-term Goals		<b>←</b>	Part 3: Goals	0	0	0	0		8 -15	#	Gap			8	<b>←</b>	E-H	I			
0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met		ls	0	<b>←</b>	F + I x 100	0 0.0	0.0	0.0	0.0	-9 79.8	5 80.3	%	EE Result				<b>←</b>	E + H x 100	J			
					#	f Goal			Goals	<b>←</b>	Part 3: Goals		0		0	8 24	3	#	Employees	<u>~</u>			<b>←</b>	Part 2: Flow Data Analysis	K		E	
0.0	0.0	0.0	0.0	14 92.9	#:	Percent of Goal Met		Long-t		<b>←</b>	E+Kx 100	0		0				#					←	Part 2: a Flow Data Analysis	L		Edcore E	Part 4
	0.0		0 60.0	9 0.0	9/6	of Goal	Women	Long-term Goals		<b>←</b>	Part 3: Goals	0.0		0.0		13 54.2		9%	Actual		Hires		<b>←</b>	a L+K	М	43031	Enterprises (1987) Ltd	Part 4: Results - Women
		0.0 0	.0 90.3		#:	Percent of Goal Met		ıls		<b>←</b>	F÷Mx 100	.0		.0				#	Expected	Women	<i>.</i>		←	K x G -	Z	31	ises (19	ts - We
0.0	0.0	0.0	.3	0.0		of of	1	<u> </u>				0		0		16		#	d Difference				←	L-Z	0		87) Ltd	men
												0		0		-3		#	ce Employees	All All			←	Part 2: Flow Data Analysis	P			
												0		0		0		#	ğ	Γ		_	<b>←</b>	Part 2: tta Flow Data is Analysis	Q			
												0		0	***************************************	0 (		9%	Actual		Promotions	Flow D	←	ıta Q + P x	R			
												0.0		0.0		0.0		#	Expected	Women	ions	Flow Data Analysis	<b>←</b>	Q + P x 1000 P x F + 100	s			
							Co					0		0		0		#	ed Difference			llysis	<b>←</b>	00 Q-S	Т			
							Comments					0		0		0		#	nce Employees	N.			<b> </b> ←	Part 2: Flow Data Analysis	U			
							**					0		0		45		#	8	Γ			←	Part 2: ata Flow Data sis Analysis	V			
												0		0		17 3		%	Actual		Ter		<b> </b> ←	2: V + U x Pata 100	W			
												0.0		0.0		37.8		#	Expected	Women	Terminations		<b>←</b>	UxF+100	X			
												0		0		25		#	ted Difference		is .		<b> </b> ←	· 100 V - X	Y			
												0		0		-8		9%	ence Rate	Turnover				U + X (((DYear1 + DYear2) + 2) x 100	Z			
												0.0		0.0		49.5			Ē	wer				ar1 + -(2) +				

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

	Total		140		13 0		(EEOG)	Occu	Empl			Data sources:	TOTAL	Tatal	14 W		13 0	-	(EEOO)	Cecu	Empl			Data sources:	Α			
		Workers	Other Manual	Personnel	Other Sales & Service		96)	Occupational Group	Employment Equity			urces:			Workers	Other Manual	Other Sales & Service		) (Dr.	Occupational Group	Employment Equity			urces:	B			
2020	2017	2020	2017	2020	2017	#:			Vagr				2017	2015	2017	2015					Year				С			
4,997	4,997	0	0	4,913	4,913	#	Employees	IIV	Hires	Ne	<b>←</b>	Part 2: Flow Data Analysis	8,068	5,838	0	0,739	3,233	#	Employees	. All			<b>-</b>	Part 1: Workforce Analysis	D			
2,569	2,569	0		2,532		#	Ac	We	Hires and Promotions	New Entrants	←	Part 2: Flow Data Analysis	4,466	3,275		070.4			Repres				<b>←</b>	Part 1: Workforce Analysis	E			
51.4	51.4	0.0	0.0	51.5		9,6	Actual	Women	notions	ants	←	E ÷ D x		56.1		0.0			Representation		_	Work	<b>←</b>	E ÷ D x 100	Ŧ			
0	0	0				#:	Goal				←	Part 3: Goals	57.3	57.5		0.0			Avai	We	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G			
0.0	0.0	0.0	0.0	0.0	36171.4	%	Percent of Goal Met	We	Short-te		←	E÷Gx 100	4,623	3,357		4,401			Availability	Women	ce	nalysis	<b>←</b>	D x G + 100	Н			
0.0	0.0	0.0	0.0	0.0	0.0	%	Goal	Women	Short-term Goals		<b>←</b>	Part 3: Goals	-157	-82		0		78:	Gap				<b>←</b>	Е-Н	I			
0.0	0.0	0.0	0.0	0.0	0.0	0/0	Percent of Goal Met			Ge	<b>←</b>	F + I x 100	96.6	97.6	0.0	0.0			EE Result				<b>←</b>	E + H x 100	J			
0	0	0			1.0	#	Goal			Goals	←	Part 3: Goals	4,997		0	4,913		#	Employees	- 4			<b>←</b>	Part 2: Flow Data Analysis	К		Ed	
0.0	0.0	0.0	0.0	0.0	7672.7	#:	Percent of Goal Met	We	Long-te		←	E÷Kx 100	2,569		0	2,002		#	λc				<b>←</b>	Part 2: Flow Data Analysis	L		<b>Edcore Enterprises</b>	Part 4:
0.0	0.0	0.0		55.0		%	Goal	Women	Long-term Goals		←	Part 3: Goals	51.4		0.0	01.0		%	Actual	Wo	Hires		<b>←</b>	L÷K x 100	М	43031	iterpris	Result
0.0	0.0	0.0	0.0	93.7		#:	Percent of Goal Met				←	F÷Mx 100	2,863		0	2,823		#	Expected	Women			<b>←</b>	K x G ÷	Z	-	es (198	Part 4: Results - Women
												5	-294		0	-293		**	Difference				<b>←</b>	L-N	0		(1987) Ltd	nen
													0		0			#	Employees				<b>←</b>	Part 2: Flow Data Analysis	P			
													0		0			#	Å:		-	F	<b>←</b>		Q			
													0.0	шшыны	0.0	0.0		%	Actual	We	Promotions	ow Dat	4	Q ÷ P x 100	R			
													0		0			#	Expected	Women	ns	Flow Data Analysis	<b>←</b>	Part 2: Flow Data Q + P x 100 P x F + 100 Analysis	S			
								Com					0		0			#	Difference			/sis	<b>←</b>	Q-S	T			
								Comments					3,185		0	5,044		#	Employees				<b>←</b>	Part 2: Flow Data Analysis	U			
													1,653		0	1,000		#					<b>←</b>	Part 2: Flow Data Analysis	V			
													51.9		0.0	32.0		%	Actual	Wo	Termi		<b>←</b>	V + U x 100	W			
													1,787		0	1,/30		#	Expected	Women	Terminations		<b>←</b>	U x F ÷ 100	X			
													-134		0	-14/		#	Difference				<b>←</b>	V - X	Y			
1													45.8		0.0	40.9		%	Kate					U+ ((DYear1+ DYear2)+ 2) x 100	Z			

03	L	02	Ţ	01			(EECG)	000	Emp			Data sources:	03	1.	02		01		(EEOG)	Occi	Emp			Data sources:	A				I
Professionals	Managers	Middle & Other		Senior Managers			06)	Occupational Group	Employment Equity			DUICES:	Professionals	Ividilagers	Middle & Other	Service	Senior Managers		DG)	Occupational Group	Employment Equity			ources:	**************************************				
2017	2020	2017	0707	2020	2017	#			Year				2017	2017	2015	2017	2015	#			Year				С				
1	11	: =		0	0	#	Employees	All	Hires	New	←	Part 2: Flow Data Analysis	5	27	89	9	15	#	Employees	IIV			<b>←</b>	Part 1: Workforce Analysis	D				
						#		Aborigi	and Pro	w Entrants	←	Part 2: Flow Data Analysis						#					<b>←</b>	Part 1: Workforce Analysis	Е				
0.0	0.0	0.0			0.0	%	Actual	Aboriginal Peoples	Hires and Promotions	ants	←	E + D x	0.0		2.2		0.0	%	Representation			Worl	<b>←</b>	E+D x100	F				
0 0				0 0	0	#	Goal				-	Part 3: Goals						%	۸,	Abori	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G				
0 0					0	%	Goal Met	Abor	Short		<b> </b> ←	E + G x	1.3	1 7	2.2	2.9	2.9	*	Availability	Aboriginal Peoples	rce	Analys	<b>←</b>	DxG ree +100	H				
0.0	0.0		Ī		0.0	%	tet Goal	Aboriginal Peoples	Short-term Goals		←	x Part 3: Goals	0	0 1	2	0	0	#	Gap	CS .		is	<b>←</b>	3 E-H	I				
0.0	0.0	0.0	9.0	0.0	0.0	9,0	Goal Met		oals		<b> </b>	3: F+Ix100	0	0 0			0		p EE Result				<b>←</b>	H E+H	J				
0.0	0.0	0.0	:	0.0	0.0			+	-	Goals			0.0	0.0	102.1	0.0	0.0	%										Pz	
0 0	c	0		0 (	0	#:	Goal Fer	1 2	Loi		-	Part 3: E: Goals		=	:	0		7t.	Employees	2			_	Part 2: Part Part Data Flow Data Analysis An	K		Edcor	Part 5: Results - Aboriginal Peop	
0.0	0.0	0.0		0.0	0.0	#:	Goal Met	Aboriginal Peoples	Long-term Goals		<b>←</b>	+ K x I	0			0		#	Actual		1		<b>+</b>	Part 2: Flow Data Analysis	L		Edcore Enterprises (1987) Ltd	esults	
0.0	0.0	0.0	0.0	0.0	0.0	%	Goal	4	Goals		←	Part 3: 1	0.0	0.0	>	0.0		%		Aboriginal Peoples	Hires		←	L+K 1 x100	N	43031	rprises	- Abor	
0.0	0.0	0.0	0.0	0.0	0.0	#:	Goal Met				<b>←</b>	F + M x 100	0		>	0		#	Expected I	eoples			<b>←</b>	K x G ÷	Z		(1987	iginal	
													0	c	>	0		*	Difference				<b>←</b>	L-N	0		) Ltd	Peoples	
													0	0		0		#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	P			S	
													0			0		#	Ac		P	FI	<b>←</b>	Part 2: Flow Data Analysis	Q				
													0.0	0.0		0.0		9%	Actual	Aborigi	Promotions	ow Dai	<b>←</b>	Q + P x 10	R				
																		#	Expected	Aboriginal Peoples	ns	Flow Data Analysis	<b>←</b>	Part 2: Flow Data   Q + P x 100   P x F + 100 Analysis	S				
								Con					0	0		0		#	Difference			ysis	<b>←</b>	0 Q-S	T				
								Comments					0	0		0		Ħ	Em	À.			<b>←</b>	Part 2: Flow Data Analysis	u				
													-	1,	1	0		*					<b>←</b>	Part 2: tta Flow Data is Analysis	V				
													0			0		9%	Actual	Abo	Ter		<b>←</b>	2: V + U x ata 100	W				
													0.0	0.0		0.0		*	Expected	Aboriginal Peoples	Terminations		<u>_</u>	U x F ÷ 100	X				
													0		<u> </u>	0				les	ns								000000000000000000000000000000000000000
													0	С	>	0			Difference F	Tu			_	V - X ((D) V - X DY( 2)	Y				
			I								1		6.3	19.4	5	0.0		%	Rate	Turnover			<b> ←</b>	U+ ((DYear1+ DYear2)+ 2) x 100	Z				1

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

	S		2		04 S		(EEOG)	Occu	Empl			Data sources:		06 T	_	05 S		04 T			(EEOG)	Осеп	Emp			Data sources:	Α			
Trades	Supervisors: Crafts &	orber 1900s	Supervisors	Technicians	Semi-Professionals &		Ğ	Occupational Group	Employment Equity			urces:		Trades	Supervisors: Crafts &	Supervisors		Technicians	Semi-Professionals &		)G)	Occupational Group	Employment Equity			urces:	B			
2020	2017	2020	2017	2020	2017	#			Vegr					2017	2015	2017	2015	2017	2015	#			Year				С			
		47	47			#	Employees	À	Hires	Z	←	Part 2: Flow Data Analysis				138	334			₩.	Employees	IIV			<b>←</b>	Part 1: Workforce Analysis	D			
0	0	7	7	0	0	##		Abori	and Pr	New Entrants	<b> </b> ←	Part 2: a Flow Data Analysis	ŀ	0	0	<u>*</u>	4	0 !	0	#					<b>←</b>	Part 1: e Workforce Analysis	E			
0			0			· · · · · · · · · · · · · · · · · · ·	Actual	Aboriginal Peoples	Hires and Promotions	rants	<b> </b> ←	E + D x							0	9%	Representation			Wo	<b>←</b>	rce E+D	F			
0.0	0.0	0.0	0.0	0.0	0.0	#:	Geal	8	ıs			) X Part 3:	}	0.0	0.0	2.9	5.7	0 0	0.0			Ab	Work	rkfore	Ļ		G			
0	0	0	0	0	0			- A	Sho		<b> </b>			0.0	0.0	.ω ∞	4.5	0 0	0.0	%	Availability	Aboriginal Peoples	Workforce	Workforce Analysis						
0.0	0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met	Aboriginal Peoples	Short-term Goals		ľ	E+Gx F	-	0	0	<u>5</u>	15	0	0	Ψ.		ples		ysis	_	D x G + 100	H			
0.0	0.0	3.8	0.0	0.0	0.0	°°	Goal P		Goals		←	Part 3: F		0	0	<u>-</u>	4	0	0	#	Gap E				<b>←</b>	Е-Н	I			
0.0	0.0	0.0	0.0	0.0	0.0	9/0	Percent of Goal Met			Goals	<b>←</b>	F ÷ I x 100		0.0	0.0	76.3	126.4	0.0	0.0	%	EE Result				<b>-</b>	E÷H x100	J			
0	0	0	0	0	0	非	Goal			ıls	<b>←</b>	Part 3: Goals		0		47		0		#	Employees	AII.			<b>←</b>	Part 2: Flow Data Analysis	K		Edo	Part 5
0.0	0.0	0.0	0.0	0.0	0.0	##	Percent of Goal Met	Aborigi	Long-te		←	E+Kx		0		0		0		#	٠				<b>←</b>	Part 2: Flow Data Analysis	L		Edcore E	: Resu
0.0	0.0	3.8	0.0	0.0	0.0	9%	Goal	Aboriginal Peoples	Long-term Goals		<b>-</b>	Part 3: Goals	ļ	0.0		0.0		0.0		9,6	Actual	Aborig	Hires		<b>←</b>	L÷K x 100	X	43031	Enterprises	lts - Al
						72:	Percent of Goal Met		ls		<b>←</b>	F + M x	Ì	0		0		<u> </u>		#	Expected	Aboriginal Peoples			<b>←</b>	K x G · 100	Z	31		Part 5: Results - Aboriginal Peop
0.0	0.0	0.0	0.0	0.0	0.0		et of	1	<u> </u>				ŀ	0		2		0		W.	d Difference	ţ			<b>←</b>	L-X	0		(1987) Ltd	al Peo
													ŀ	0		-2		0		#	nce Employees	IIV.			<b>←</b>	Part 2: Flow Data Analysis	P		<u>-</u>	ples
													ŀ	0		0	-	0		_	yees	-								
													,	0	шын	0		0		#	Actual	A	Pron	Flow	_	Part 2: Flow Data Q+ Analysis	Q			
														0.0		0.0	-	0		%	E	Aboriginal Peoples	Promotions	Data /	<b>←</b>	Part 2: Flow Data Q + P x 100 P x F + 100 Analysis	R			
														0		0		0		非	Expected D	coples		Flow Data Analysis	<b>←</b>	F + 100	S			
								Comments						0		0		0		#	Difference			S	<b>←</b>	Q-S	T			
								lents						0		77		0		*	Employees	IIV.			<b>←</b>	Part 2: Flow Data Analysis	U			
														0		2		0		#	Ac				<b>←</b>	Part 2: Flow Data Analysis	V			
													ľ	0.0		2.6		00		%	Actual	Aborigi	Term		<b>←</b>	V ÷ U x 100	W			
													ŀ	0		2		١		*	Expected	Aboriginal Peoples	Terminations		<b>←</b>	UxF÷100	X			
77 77													}	0		4		0		#	ed Difference	S	5		<b>←</b>	100 V - X	Y			
													}	0		-2		>				Turn								
														0.0		32.6		0 0		%	Rate	Turnover				U+ ((DYear1 + DYear2) + 2) x 100	Z			

Federal Contractors Program Achievement Table  Part 5: Results - Aboriginal Peoples  Edcore Enterprises (1987) Ltd  43031					
25'	- 1				
25'					
25'					
25'					
25'					
25'					
25'					
25'					
25'					
22′					
22′					
22′					
22′					
22′					F
22′					edera
22′			Ę	Part	l Co
22′			dcore	5: R	ıtrac
22′			Ent.	esult	tors
22′		4303	erpri	s - Al	Prog
22′		31	ses (	orig	ram
22′			1987	inal	Achi
22′			) Ltd	Peop	evem
22′				les	ent 7
					வ
			l		
					,
					,
					3
					,
					,
					3
					3

09		08	Ι	07			(EE	Occ	Em			Data s			6		0/			(EE	000	Em			Data s	Α				
Skilled Crafts & Trades Workers	Service Personnel	Skilled Sales &	Semoi Cierrem	Administrative & Senior Clerical			(EEOG)	Occupational Group	Employment Equity			Data sources:	Trades Workers	Skilled Crafts &	Service Personnel	Skilled Sales &	Senior Clerical	Administrative &		(EEOG)	Occupational Group	Employment Equity			Data sources:	В				
2017 2020	2020	2017	2020	2017	71:	Γ		1 621					2017	2015	2017	2015	2017	2015	#:			Year				С				
0		0			#		Employees	<u>.</u>	Hires	Ne	<b>-</b>	Part 2: Flow Data Analysis	0	0	0	0	4	25	#:	Employees	N.			<b>←</b>	Part 1: Workforce Analysis	D				
					71:			Aborig	and Pro	<b>New Entrants</b>	<b>←</b>	Part 2: Flow Data Analysis							#:					<b>←</b>	Part 1: Workforce Analysis	E				
0 0				0			Actual	<b>Aboriginal Peoples</b>	Hires and Promotions	ants	<b>←</b>	a E+Dx	0 0	0 0		0 0	0 0	1 4	9/	Representation			Wor	<b>←</b>	e E+D x100	F				
0.0	0.0	0.0	-	0.0	#:	-	Goal				<b>←</b>	Part 3: Goals	0.0	0.0		0.0	0.0	4.0	٥,′٥	<u> </u>	Abori	Workforce	kforce	<b>←</b>	Part 1: Workforce Analysis	G				
		0			9,0	Goal N	Percent of	Abor	Short		<b>←</b>	E + G x 100	0.0	0.0	0.0	0.0	4.2	3.7	#±	Availability	Aboriginal Peoples	orce	Workforce Analysis	<b>←</b>	DxG	H				
0.0	0.0				%		of Goal	<b>Aboriginal Peoples</b>	Short-term Goals		<b>←</b>	x Part 3: Goals	0	0	0	0	0	-	tt:	Gap	Š		is	<b>←</b>	ъ E-Н	1				
0.0	0.0				9,0		Percent of	es	als		<b> </b> ←	3: F÷Ix100	0	0	0	0	0	0 10	4	EE Result				<b>+</b>	E + H x 100	J				
0.0	0.0	0.0	0.0	0.0	qt:		it of Goal			Goals	Ļ	Part 3: Goals	0.0	0.0	0.0	0.0	0.0	8.1		F	N.			<b> </b>	H Part 2: H Flow Data O Analysis	K			Pai	
0	0	0		0	#:		Percent of	Abo	Long		<b>←</b>	н	0		0				#:	yees				<b>←</b>	2: Part 2: Data Flow Data sis Analysis	L		Edcore	Part 5: Results - Aboriginal Peop	
0.0	0.0	0.0		0.0				Aboriginal Peoples	Long-term Goals			+ K x Pai	0		0	************	0		scont	Actual	Ab	Hi					4	Enter	esults -	
0.0	0.0	0.0	·.	0.0	%		Goal Per	ples	ioals		ľ	Part 3: F - Goals	0.0		0.0		0.0		ο,,	Ex	Aboriginal Peoples	Hires		<b>←</b>	L+K K ×100	N	43031	Enterprises (1987) Ltd	Abori	
0.0	0.0	0.0	0.0	0.0	#:	Goal Met	Percent of				<b>←</b>	F + M x 100	0		0		0			-	oples			┝	K x G +	Z		(1987)	ginal P	
													0		0		0			Difference En				<b>←</b>	L-N Fl	0		Ltd	eoples	
													0		0		0		tt:	Employees	<u>^</u>			<b>←</b>	Part 2: Flow Data Fl Analysis A	P				
													0	шин	0		0		it.	Actual		Pro	Flov	<b>←</b>	Part 2: Flow Data Q + P x 1000 P x F + 100 Analysis	0				
													0.0		0.0		0.0		0,		Aboriginal Peoples	Promotions	v Data	<b>←</b>	+ P x 100 P	R				
													0		0		0			_	Peoples	3	Flow Data Analysis	<b>←</b>	'x F + 100	s				
								Comments					0		0		0			Difference			is	<b>←</b>	Q-S	T				
								lents					0		0		1		#:	Employees	Ν			<b>←</b>	Part 2: Flow Data Analysis	U				
													0		0		0		tt.	Actual				<b>←</b>	Part 2: Flow Data Analysis	V				
	1												0.0		0.0		0.0		9%	ual	Aborigina	Termi		<b>←</b>	V ÷ U x 100	W				
																	0		#	Expected	Aboriginal Peoples	Terminations		<b>←</b>	U x F + 100	×				
													10		0															99
													0 0		0 0		0		#:	Difference				<b>-</b>	V - X	Y				

12 Semi-Skilled Manual 2017 0 0		Intermediate Sales & 2017 0		10 Clerical Personnel 2017 24 1	# #	Employees	ional Group rear	Employment Equity Van Hires and Promotions	New Entrants	+ +	Data sources:  Part 2: Flow Data Analysis Analysis	Workers 2017 0 0	Iled Manual 2015 0	2017 0	Intermediate Sales & 2015 0 0	67		# # #	ees	ional Group	Employment Equity Vear		<b>+</b>	Data sources: Part 1: Part 1: Workforce Workforce Analysis Analysis	A B C D E			
0.0		0.0	4.2	4.2	8	Actual	Aboriginal Peoples	motions	ants	←	E + D x	0.0	0.0		0.0		3.5	%	Representation		W	Workforce Analysis	<b>-</b>	E + D x 100	F			
0	0	0	0	0	#:	Goal		s		<b>←</b>	Part 3: Goals	0.0	0.0	0.0	0.0	5.0	5.0	%	Availability	Aboriginal Peoples	Workforce	orce An	<b>-</b>	Part 1: Workforce Analysis	G			
0.0	0.0	0.0	0.0	0.0	9%	Percent of Goal Met	Aboriginal Peoples	Short-term Goals		<b>←</b>	E÷Gx 100	0	0	0	0	ω	6	#	bility	Peoples	. •	alysis	<b>←</b>	D x G + 100	Н			
0.0	0.0	0.0	0.0	0.0	%	Goal		m Goals		<b>←</b>	Part 3: Goals	0	0	0	0	0	-2	#	Gap				<b>←</b>	Е-П	I			
0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met			Goals	<b>←</b>	F + I x 100	0.0	0.0	0.0	0.0	89.6	69.6	%	EE Result B				<b>-</b>	E+H _I	J			
0 0	0	0	0	2	4:	Goal		_		<b>←</b>	Part 3: Goals	0		0		24		#	Employees	ΔI			<b>←</b>	Part 2: Flow Data I Analysis	К		Edcore	Part 5:
0.0	0.0	0.0	0.0	50.0	#:	Percent of Goal Met	Aboriginal Peoples	Long-term Goals		<b>←</b>	E÷Kx 100	0	.onneessa	0	***************************************	1		#	Actual				<b>-</b>	Part 2: Flow Data Analysis	L		ore Ent	Result
0.0	0.0	0.0	0.0	0.0	%	Geal	Peoples	n Goals		<b>-</b>	Part 3: Goals	0.0		0.0		4.2		9/0		2	Hires		<b>-</b>	L÷K x100	N	43031	erprise	s - Abo
0.0	0.0	0.0	0.0	0.0	72:	Percent of Goal Met				<u></u>	F + M x 100	0		0		1		#	Expected I	Peoples			<b>←</b>	K x G ÷	Z		Enterprises (1987) Ltd	Part 5: Results - Aboriginal Peop
												0		0		0		#	Difference E				<b>←</b>	L-N F	0		) Ltd	Peoples
												0		0		0		#	Employees	<u> </u>			<b>←</b>	Part 2: Flow Data F Analysis	P			
												0	юшнон	0	***************************************	0		#	Actual		Pro	Flox	<b>←</b>	Part 2: Flow Data Q Analysis	Q			
												0.0		0.0		0.0		9%		Aboriginal Peoples	Promotions	Flow Data Analysis	<b>←</b>	Q + P x 100 P x F + 100	R			
												0		0		0		Ħ	_	Peoples		Analys	<b>←</b>	x F ÷ 100	S			
							Comments					0		0		0		#	Difference E			is	<b>←</b>	Q-S F	T			
							ents					0		0		45		#	Employees	À.			<b>←</b>	Part 2: Flow Data F Analysis	U			
												0		0		1		#	Actual				<b>←</b>	Part 2: Flow Data Analysis	V			
												0.0		0.0		2.2		%		Aboriginal Peoples	Terminations		<b>←</b>	V÷Ux 100	W			
												0		0		2		#	Expected I	Peoples	ations		<b>←</b>	UxF+100	X			
												0		0		-1		#	Difference	·			<b>←</b>	V - X ((	Y			
												0.0		0.0		49.5		9%	Rate	Turnover				U+ ((DYear1 + DYear2) + 2) x 100	Z			

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

Total	AN OTRICIS	14 Othe		13			(EEOG)	Occupa	Employ			Data sources:		Total	Workers		13 Pers			(EEOG)	Occupa	Employ			Data sources:	A			
	VCIO	Other Manual	Office	Onlet sales & service	r Sales & Service		)	Occupational Group	Employment Equity			<i>σ</i> .			kers	Other Manual	Personnel	Other Sales & Service			Occupational Group	Employment Equity			S:	В			
2020	2020	2017	2017	7020	2017	#:			Vegr				2017	2015	2017	2015	2017	2015	Ħ			Year				С			
4,997	1007		4,913	1,013	4 913	Ħ	Employees	IIV	Hires	Ne	<b>-</b>	Part 2: Flow Data Analysis	8,068	5,838	0	0	7,759	5,233	#	Employees	IIV			<b>←</b>	Part 1: Workforce Analysis	D			
107			15		106	#		Aborigi	and Pro	New Entrants	←	Part 2: Flow Data Analysis	279	227				201	#	Repre				<b>←</b>	Part 1: Workforce Analysis	E			
3.9					40	8	Actual	Aboriginal Peoples	Hires and Promotions	ants	<b>←</b>	E + D x	3.5	3.9			3.5	3.8	9/6	Representation			Worl	<b>←</b>	E÷D x100	F			
						#:	Goal					Part 3: Goals	5 6.2	6.0			5 6.3	8 6.7	%	Avi	Aborig	Workforce	cforce .	<b>←</b>	Part 1: Workforce Analysis	G			
0.0				200	5 3920 0	%	Percent of Goal Met	Aborig	Short-		←	E + G x	2 500	0 350				7 351	#	Availability	Aboriginal Peoples	rce	Workforce Analysis	<b>←</b>	ъ DхG + 100	H			
0.0					0 0	<i>3</i> *	of Goal	Aboriginal Peoples	Short-term Goals		<b>←</b>	Part 3: Goals	00 -221	-123			9 -219	-150	#	Gap			S	<b>←</b>	Е-Н	I			
0.0					0 0	%	Percent of Goal Met		ls		<b>←</b>	F÷ I x 100	1 55.8	3 64.8		0.0	9 55.2	0 57.3	%	EE Result				<b>←</b>	E+H x100	J			
				1	0 145	#:	Goal			Goals	<b>-</b>	Part 3: Goals	8 4,997	8			2 4,913	3	#	H Employees				<b>←</b>	Part 2: Flow Data Analysis	K		E	Part
0					1357	<b>4</b> 1:	Percent of Goal Met	Aborig	Long-1		←	E + K x 100	197		0				#					<b>←</b>	Part 2: ta Flow Data s Analysis	L		Edcore Enterprises (1987) Ltd	Part 5: Results - Aboriginal Peop
0.0						%	of Goal	Aboriginal Peoples	Long-term Goals		<b>-</b>	Part 3:			0 0		196 4	***************************************	9%	Actual	Aboriginal	Hires		<b>←</b>	ta L+K x 100	Z	43031	Interpr	ults - A
0.0			Ţ		0 0	<b>4</b> t:	Percent of Goal Met	4	als		<b>-</b>	F ÷ M x 100	3.9 3		0.0		4.0 3		#	Expected	zinal Peoples	8		<b>←</b>	K x G- 100	z	31	ises (19	borigin
0.0	0.0	0.0	0 0	0 0	0 0		of et		<u> </u>			X	310 -1		0		310 -1		#	d Difference				<b>←</b>	Ľ-Z	0		987) Ltd	al Peo
													13		0		14		#	ice Employees	<u> </u>			<b>←</b>	Part 2: Flow Data Analysis	P			ples
													0		0		0		#	ees				<b>←</b>	Part 2: ata Flow Data is Analysis	Q			
													0	юшеен	0		0		9%	Actual	Abor	Promotions	Flow Data Analysis	<b>←</b>	ata Q+Px	R			
													0.0		0.0		0.0		#	Expected	Aboriginal Peoples	tions	ata An	<b>←</b>	Q + P x 100 P x F + 100	S			
								Cı					0		0		0		#	ted Difference	es		alysis	<b>←</b>	100 Q-S	T			
								Comments					0 3,		0		0 3,		#	ence Employees	- A			<b>←</b>	Part 2: S Flow Data Analysis	U			
								S					3,185		0		3,044		#	yees	-			` ~	2: Part 2: Data Flow Data ysis Analysis	V			
													128		0		125		3H 600HU3	Actual	Abi	Te		<b>←</b>	V				
													4.0		0.0	$\frac{1}{2}$	4.1		% 1	Ехр	Aboriginal Peoples	Terminations				W			
													124		0		117		# #	Expected Difference	ples	Suc		<b>↓</b>	U x F ÷ 100 V - X	X			
													4		0		<u>«</u>				L Tun					Y			
													45.8		0.0		46.9		%	Rate	Turnover				U+ ((DYear1+ DYear2)+ 2) x 100	Z			

03 Professionals	02			(EEOG)	Occupational Group	Employment Equity			Data sources:		1 TOTESSIONALS		02 Malagers			(EECG)	Occupational Group	Employment Equity			Data sources:	A				
nals		,,			al Group	t Equity					IIdio	a clo		,			al Group	t Equity				В				
2017	2020	2017	#		Year						2017	2015	2017	2015	#			Year				С				
	=	=	#	Employees	≧	Hires a	Nev	<b>←</b>	Part 2: Flow Data Analysis		5	27	95	104	#	Employees	All			<b>-</b>	Part 1: Workforce Analysis	D				
0 0		_	#	Actual	Persons with Disabilities	Hires and Promotions	New Entrants	<b>←</b>	Part 2: Flow Data Analysis		0	0	18	9	#	Representation				<b>-</b>	Part 1: Workforce Analysis	E				
0.0	9.1	9.1	%	ual	s with lities	otions	ints	<b>←</b>	E + D x 100		0.0	0.0	18.9	8.7	%	ntation			Work	<b>←</b>	E÷D x100	F				
			Ħ	Goal				<b>←</b>	Part 3: Goals		3.8	3.8	4.3	4.3	9%	Avai	Persons with Disabilities	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G				
0.0		0 0.0	8	Percent of Goal Met	Persons with Disabilities	Short-term Goals		<b>←</b>	E ÷ G x 100			8			#	Availability	Disabilities	);e	nalysis	<b>←</b>	D x G + 100	H				
0.0		0.0	%	Coal	Disabilities	n Goals		<b>←</b>	Part 3: Goals		0 0	1 -1	4 14	4 5	#	Gap				<b>←</b>	Е- Н	I				
0.0		0.0	%	Percent of Goal Met			G	<b>←</b>	F ÷ I x 100	одинителенний поличений на Стата (Стата Стата С	0.0	0.0	440.6	201.3	%	EE Result				<b>←</b>	E÷H x 100	J				
0 1	0	0	#	Goal			Goals	<b>←</b>	Part 3: Goals		1	)	11	<u> </u>	#	Employees	IIV.			<b>-</b>	Part 2: Flow Data Analysis	K		E	Part 6:	
0.0		0.0	#	Percent of Goal Met	Persons with Disabilities	Long-te		<b>←</b>	E+Kx 100		0		_		#	Actual				<b>←</b>	Part 2: Flow Data Analysis	L		dcore E	Part 6: Results -	
0.0	0.0	0.0	%	Goal	h Disabiliti	Long-term Goals		<b>←</b>	Part 3: Goals		0.0		9.1		9/4	ua.	Persons	Hires		<b>←</b>	L÷K x100	М	43031	nterpr	- Pers	
0.0		0.0	#	Percent of Goal Met	9	Is		<b>←</b>	F÷M×100		0		0		#	Expected	Persons with Disabilities	S		<b>←</b>	K x G + 100	Z	31	Edcore Enterprises (1987) Ltd	Persons with Disab	
									Burninguningan	i E					#	Difference	si.			<b>←</b>	L-N	0		7) Ltd	Disabi	
											0				#	e Employees				<b>←</b>	Part 2: Flow Data Analysis	P			ilities	
											0		0		#	Š			FI	<b>-</b>	Part 2: tta Flow Data is Analysis	Q				
											0		0	нистинст	%	Actual	Persons	Promotions	ow Dai	<b>-</b>	ata Q + P x	R				
											0.0		0.0		#	Expected	Persons with Disabilities	tions	Flow Data Analysis	<b>←</b>	Q + P x 100 P x F + 100	S				
					Cor						0		0		#	ted Difference	lities		ysis	<b> </b>	100 Q-S	T				
					Comments						0		0		#	ence Employees	AII.			<b>←</b>	Part 2: S Flow Data Analysis	U				
					o,								17		#	yees	-			Ļ	2: Part 2: Data Flow Data ysis Analysis					
											0		0		tionson, t	Actual	Perso	T				V				
											0.0		0.0		%	Exp	Persons with Disabilities	<b>Terminations</b>		<b> </b>	V÷Ux 100 Ux1	W				
											0		_		#	Expected Dil	abilities	ons		<b> </b>	UxF÷100	X				
											0		-1		#	Difference	Г			<b>-</b>	V-X (()	Y				
											6.3		17.1		%	Rate	Turnover			<b>-</b>	U÷ ((DYear1+ DYear2)÷ 2) x 100	Z				

06 Sup		05 Sur		04 Ser		(EEOG)	Occup	Emplo			Data sources:	_	06 Sup		05 Sur		od Ser		(EEOG)	Occup.	Emplo			Data sources	Α				
Supervisors: Crafts & Trades		Supervisors	& Technicians	Semi-Professionals		•	Occupational Group	Employment Equity			CS:	& Irades	Supervisors: Crafts		Supervisors	& Technicians	Semi-Professionals		1)	Occupational Group	Employment Equity			CS:	В				
	2	2	_									2		2	2														
2017 2020	2020	2017	2020	2017	#	Emp	Year	т			Pa Flow Anz	2017	2015	2017	2015	2017	2015	#	Emp		Year			Pa Wori Ana	С				
0 0	47	47	0	0	#	Employees	≜	Hires and Promotions	New I	-	Part 2: P. Flow Data Flov Analysis An	0	0	138	334	0	0	#	Employees	≧			<b>+</b>	Part 1: P. Workforce Wo Analysis An	D				
0	2	2	0	0	#	Actual	Persons with Disabilities	Promot	New Entrants	<b>←</b>	Part 2: E Flow Data Analysis	0	0	5	16	0	0	#	Representation				<b>←</b>	Part 1: I Workforce Analysis	E				
0.0	4.3	4.3	0.0	0.0	%		2 3	ions	S	<b>←</b>	E + D x P	0.0	0.0	3.6	4.8	0.0	0.0	%	tion	P	<b>5</b>	Workf	+	E+D	F				
0	0	1	0	0	#	Goal	P	S		<b>←</b>	Part 3: Goals	0.0	0.0	13.9	13.9	0.0	0.0	%	Availability	Persons with Disabilities	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G				
0.0	0.0	200.0	0.0	0.0	%	Percent of Goal Met	Persons with Disabilities	Short-term Goals		4	E ÷ G x 100	0	0	19	46	0	0	#	bility	Disabilities		alysis	<b>←</b>	D x G + 100	H				
0.0	13.9		0.0	0.0	9%	Goal	sabilities	Goals		<b>←</b>	Part 3: Goals	0		-14	-30	0	0	#	Gap				<b>←</b>	E-H	1				
0.0	30.6	0.0	0.0	0.0	%	Percent of Goal Met			Goals	<b>←</b>	F÷1 x 100	0.0	0.0	26.1	34.5	0.0	0.0	%	EE Result				<b>←</b>	E÷H x100	J				Fede
0	0	29	0	0	#	Goal			ıls	<b>←</b>	Part 3: Goals	0		47		0		#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	K		E	art 6:	ral Co
0.0	0.0	6.9	0.0	0.0	#	Percent of Goal Met	Persons with Disabilities	Long-term Goals		<b>←</b>	E + K x	0		2		0		#	Actual				<b>←</b>	Part 2: Flow Data Analysis	L		dcore E	Results	ntractor
0.0	10.0	0.0	0.0	0.0	9/6	Goal	h Disabilitie	rm Goal		<b>←</b>	Part 3: Goals	0.0		4.3		0.0		9/6	ıal	Persons w	Hires		<b>←</b>	L÷K x100	М	43031	nterpri	- Pers	s Prog
0.0	42.6	0.0	0.0	0.0	#	Percent of Goal Met	Î			<b>←</b>	F÷M x 100	0		7		0		#	Expected	Persons with Disabilities			<b>←</b>	K x G + 100	Z	3	Edcore Enterprises (1987) Ltd	Part 6: Results - Persons with Disa	Federal Contractors Program Achieve
											Distriction							#	Difference	s			<b>←</b>	L-N	0		7) Ltd	Disabil	ieveme
												0 0		-5 0		0 0		#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	P			bilities	ment Table
																		#				Flo	<b>←</b>		Q				
												0.0		0.0	11360311111111	0.0	HIII 100000	9%	Actual	Persons wit	Promotions	Flow Data Analysis	<b>←</b>	Part 2: Flow Data Q + P x 100 P x F + 100 Analysis	R				
												0		0		0		#	Expected	Persons with Disabilities	ns	Analys	<b>←</b>	) P x F ÷ 100	s				
							Comments					0		0		0		#	Difference	s		is	<b>←</b>	Q-S	T				
							nents					0		77		0		#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	U				
																		#					<b>←</b>	Part 2: Flow Data Analysis	V				
												0.0		7 9.1		0.0		9/6	Actual	Persons w	Term		<b>←</b>	V÷Ux 100	W				
Page																		#	Expected	Persons with Disabilities	<b>Terminations</b>		<b>←</b>	UxF+100	X				
Page 34 of 51												0		4		0		#	d Difference	ies			<b>←</b>	00 V - X	Y				
												0.0		3 32.6		0.0		%	ce Rate	Turnover			<b>←</b>	U+ ((DYear1+ DYear2)+ 2) x 100	Z				

43031	Part 6: Results - Persons with Disabilities	Federal Contractors Program Achievement Table
-------	---------------------------------------------	-----------------------------------------------

O9 Skilled Crafts & Trades Workers	_	08 Skilled Sales &	Senior Clerical	Administrative &		(EEOG)	Occupational Group	Fundayment Family			Data sources:		09   Skilled Crafts &		Skilled Sales &	O/ Senior Clerical	Administrative &		(EEOG)	Occupational Group	<b>Employment Equity</b>			Data sources:	A B				
2017	Ĺ		2020	2017	#±		up Year					2017	2015		2015		ۇ 2015	#			ty Year			111111111111111111111111111111111111111	C				
0				_	#=	Employees	4		New	<b>+</b>	Part 2: Flow Data Analysis		0 0		0		25	#	Employees	All	-		<u></u>	Part 1: Workforce Analysis	D				
0	0	0	0	0	#	Actual	Persons with Disabilities	Hires and Promotions	V Entrants	<b>←</b>	Part 2: Flow Data Analysis		0 0	0	0		2	#	Representation				<b>←</b>	Part 1: Workforce Analysis	E				
0.0	0.0	0.0	0.0	0.0	%	=	ties with	tions	Ŧs	<b>←</b>	E÷Dx F	9.0	0.0	0.0	0.0	25.0	8.0	%	tation	I	M	Workf	<b>←</b>	E÷D x100	F				
0 0		0	0	0	#:	Goal	Pe	S		<b>←</b>	Part 3: Goals	0.0	0.0	0.0	0.0	3.4	3.4	9%	Availability	Persons with Disabilities	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G				
0.0	0.0	0.0	0.0	0.0	9/6	Percent of Goal Met	Persons with Disabilities	Short-term Goals		<b>←</b>	E ÷ G x 100				0	0	_	#	bility	isabilities		alysis	<b>←</b>	D x G + 100	H				
0.0	0.0	0.0	0.0	0.0	9%	Goal P	sabilities	Goals		<b>←</b>	Part 3: F Goals		0 0	0	0	1	1	#	Gap E				<b>←</b>	Е-Н	I				
0.0	0.0	0.0	0.0	0.0	9/6	Percent of Goal Met			Goals	<b>←</b>	F + I x 100	9.5	0.0	0.0	0.0	735.3	235.3	9%	EE Result En				<b>←</b>	E÷H FI	J			Pa	Federa
0 0	<u> </u>	0	0	0	#	Goal Per	Per	L		<b>←</b>	Part 3: E Goals	_	>	0		1		#	Employees	All			<b>←</b>	Part 2: P Flow Data Flo Analysis A	K		Edc	Part 6: Results -	ıl Contr
0.0	0.0	0.0	0.0	0.0	*	Percent of Goal Met	Persons with Disabilities	Long-term Goals		<b>←</b>	E+Kx Pa		)	0		0		#	Actual	Pe			<b>+</b>	Part 2: L Flow Data X	L		ore Ent		actors
0.0	0.0	0.0	0.0	0.0	%	Goal Per	sabilities	Goals		<b> </b>	Part 3: F+	9.0	0	0.0		0.0		%	Ex	Persons with Disabilities	Hires		<b>+</b>	L+K Kx	M	43031	erprises	Persons	Progran
0.0	0.0	0.0	0.0	0.0	#:	Percent of Goal Met				<b> </b>	F÷M x 100	c	>	0		0		#	Expected D	isabilities			<b>+</b>	K x G ÷ 100	Z		Edcore Enterprises (1987) Lt	Persons with Disa	Federal Contractors Program Achiever
												9	>	0		0		#	Difference   F				<b>+</b>	L-N	0		Ltd	sabilities	vement
												_	0	0		0		#	Employees	All			<b>←</b>	Part 2: Flow Data F Analysis	P			SS	nent Table
													0	0	фенти	0		#	Actual	Per	Pro	Flow	<b>←</b>	Part 2: Flow Data Q - Analysis	Q				
												9.5	0	0.0		0.0		%		Persons with Disabilities	Promotions	Flow Data Analysis	<b>←</b>	Q + P x 100 P x F + 100	R				
							C					9	>	0		0		#	Expected Diff	sabilities		ıalysis	<b>+</b>		S				
							Comments					c	>	0		0		#	Difference Emp				<b> </b>	Q - S Flow An	T				
							S					c	>	0		1		#	Employees	All			<b>+</b>	Part 2: Par Flow Data Flow Analysis Ana	U				
														0		0		% #	Actual	Person	Teı		↓ ↓	Part 2: V + U x Flow Data 100 Analysis	VW				
Pa													0	0.0		0.0		, #	Expected	Persons with Disabilities	<b>Terminations</b>		\ -	U x F ÷ 100	VX				
Page 36 of 51												c		0		0		#	ted Difference	lities	ıs		<b>←</b>	- 100 V - X	Y				
												0.0		0.0		0 6.9		9%		Turnover			<b>←</b>	U+ ((DYear1+ DYear2)+ 2)x100	Z				

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

Manual Workers	Semi-Skilled		Intermediate Sales		10 Clerical Personnel		(EEOG)	Occupational Group	Final over the Family			Data sources:	Manual Workers	Semi-Skilled	& Service Personnel	Intermediate Sales	10 Clencal Personnel			(EEOG)	Occupational Group	<b>Employment Equity</b>			Data sources:	A B				
s 2020	2017	nnel 2020		2020	2017	#		up Year					s 2017	2015	_	_		2015	#			ity   Year				C				
0	17	20	17			#:	Employees	8r All	П		<b>←</b>	Part 2: Flow Data Analysis	17	15	17	15			#	Employees	IIV	Ŧ		<b>_</b>	Part 1: Workforce Analysis	D				
0	0	0	0	24	24	*	vees	Π	Hires and Promotions	New Entrants	<b>←</b>	2: Part 2: Data Flow Data sis Analysis	0	0	0	0	67	115	#					<b>←</b>	1: Part 1: Drce Workforce sis Analysis	E				
0	0	0	0	0	0		Actual	Persons with Disabilities	romotic	itrants		2: E + D x Data 100	0	0	0	0	2	5		Representation			4		Ī					
0.0	0.0	0.0	0.0	0.0	0.0	%			)IIS		<b> </b>	I	0.0	0.0	0.0	0.0	3.0	4.3	%	#	Pe	W	orkfo/	<b>+</b>	E+D W	F				
0	0	0	0	0	0	#	Goal	P	S		<b>←</b>	Part 3: Goals	0.0	0.0	0.0	0.0	7.0	7.0	9/0	Availability	Persons with Disabilities	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G				
(	)	)	)	0	0	9%	Percent of Goal Met	Persons with Disabilities	Short-term Goals		<b>←</b>	E÷Gx 100							#	bility	Disabilities	•	alysis	<b>-</b>	D x G + 100	H				
0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0	0.0 7.0	0.0 0.0	%	Goal	Disabilitie	m Goal		<b>←</b>	Part 3: Goals	0	0	0	0	5 -	<u>«</u>	#	Gap				<b>_</b>	Е-Н	I				
						9%	Percent of Goal Met	1	<i>y</i> .		<b>←</b>	F÷Ix 100	0 0	0 0	0 c	0 0	-3 42.6	-3 62.1	%	EE Result				<b>-</b>	E + H x 100	J				Fe
0.0	0.0	0.0	0.0	0.0	0.0	#	of Goal			Goals	←	00 Part 3: Goals	0.0	0.0	0.0	0.0	6	:1	#	alt Employees	AII			<b>_</b>	Part 2: Flow Data Analysis	K			Part	Federal Contractors Program Achievement Table
0	0	0	0	0	ω	*	Percent of Goal Met	Perso	Lon		<b>←</b>	3: E+Kx	0		0		24		#	yees				<b>—</b>	2: Part 2: Data Flow Data sis Analysis	L		Edcoi	6: Res	Contra
0.0	0.0	0.0	0.0	0.0	0.0			Persons with Disabilities	Long-term Goals				0		0		0		i santo	Actual	Pe							<b>Edcore Enterprises</b>	ults - I	ctors I
0.0	0.0	0.0	0.0	5.0	0.0	9%	Goal P	abilities	Goals		<b>+</b>	Part 3: F	0.0		0.0		0.0		9%	E	Persons with Disabilities	Hires		<b>(</b>	L+K x100 K:	M	43031	erprise	erson	rogra
0.0	0.0	0.0	0.0	0.0	0.0	#	Percent of Goal Met				<b>←</b>	F÷M x 100	0		0		2		#	Expected	Disabilities			<b>←</b>	K x G + 100	Z		s (1987) L	Part 6: Results - Persons with Disa	m Ach
																			#	Difference				<b>-</b>	L-N	0		7) Ltd		ievem
													0		0		-2		#	e Employees	IIV.			<b> </b>	Part 2: Flow Data Analysis	P			bilities	ent Tal
													0		0		0		#	yees	-		_	<b>←</b>	2: Part 2: Data Flow Data /sis Analysis	Q				ble
													0		0		0	************	1100011111	Actual	Pers	Pron	Flow Data Analysis		Part 2: Flow Data Q + P x 100 P x F + 100 Analysis					
													0.0		0.0		0.0		%	E	Persons with Disabilities	Promotions	ata Ai	<b>(</b>	Рх 100 Рх	R				
								•					0		0		0		#	Expected D	sabilities		alysis	<b>(</b>	F + 100	S				
								Comments					0		0		0		#	Difference 1				<b>←</b>	Q-S	T				
								ents					0		0		45		#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	U				
													0		0				#	Ac				<b>-</b>	Part 2: Flow Data Analysis	V				
													0.0		0.0		2.2		%	Actual	Persons w	Term		<b>-</b>	V ÷ U x 100	W				
Dag													10		0		2		#	Expects	Persons with Disabilities	Terminations		<b>←</b>	. UxF+100	X				
Page 38 of 51													0		0		2		#	Expected Difference	ities	S		<b>←</b>	100 V - X	Y				
51													0		0		-1	_			Turn									
													0.0		0.0		49.5		%	Rate	Turnover			<b> </b> ←	U + ((DYear1 + DYear2) + 2) x 100	Z				

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

0	Total		14		1,		(EE	Occ	Ī			Data s	Γ	Total		1.4	ū			(E.E.	Occ	Em			Data s	Α				
	-	Workers	Other Manual	Service Personnel	Other Sales &		(EEOG)	Occupational Group	Emnloyment Fauity			Data sources:		_	Workers	Other Manual	Service Personnel	Other Sales &		(EEOG)	Occupational Group	Employment Equity			Data sources:	В				
21	21	21										111111111111111111111111111111111111111	2	2)	21	. 21	ınel													
2020	2017	2020	2017	2020	2017	#:	En	Year				Fic A	2017		2017	2015		2015	#	Em		Year			W.	0				
4,997	4,997	0	0	4,913	4,913	#	Employees	≜	lires and	New	<b>←</b>	Part 2:   Flow Data   Flow Analysis   A	8,068	5,838	0	0	7,759	5,233	#	Employees	All			←	Part 1:   Workforce W Analysis A	D				
779	779	0	0	776	776	#	Actual	Persons with Disabilities	Hires and Promotions	New Entrants	←	Part 2: Flow Data Analysis	1,490	263	0	0	1,464	231	#	Representation				<b>←</b>	Part 1: Workforce Analysis	Е				
15.6	15.6	0.0	0.0	15.8	15.8	%	_	is sith	tions	īs	<b>├</b>	E÷Dx 100	18.5	4.5	0.0	0.0	18.9	4.4	%	ation		V	Work	<b>←</b>	E ÷ D x 100	F				
0	0	0	0	0	4	<b>4</b> 1:	Goal	_	76		<b>←</b>	Part 3: Goals	0.4	7.0	0.0	0.0	6.3	6.3	%	Avail	Persons with Disabilities	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G				
0.0	0.0	0.0	0.0	0.0	19400.0	9%	Percent of Goal Met	Persons with Disabilities	Short-term Goals		<b>←</b>	E+Gx100	310		0	0	489	330	#	Availability	Disabilities	е	ıalysis	<b>←</b>	D x G + 100	Н				
0.0	0.0	0.0	0.0	0.0	0.0	%	Goal	isabilities	Goals		<b>-</b>	Part 3: Goals	-549		0	0	975	.99	#	Gap				<b>←</b>	Е-Н	1				
0.0	0.0	0.0	0.0	0.0	0.0	9%	Percent of Goal Met			Goals	<b>←</b>	F÷1 x 100	288.0		0.0	0.0	299.5	70.1	9%	EE Result				<b>←</b>	E ÷ H x 100	J				Fede
0	0	0	0	0	95	#	Goal			als	<b>←</b>	Part 3: Goals	4,997		0		4,913		#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	К		E	Part 6:	eral Con
0.0	0.0	0.0	0.0	0.0	816.8	7\$:	Percent of Goal Met	Persons with	Long-te		<b>←</b>	E÷Kx 100	//9		0		776		#	Actual				<b>←</b>	Part 2: Flow Data Analysis	L		core E	Results	itractor
0.0	0.0	0.0	0.0	0.0	0.0	9%	Goal	Persons with Disabilities	Long-term Goals		<b>←</b>	Part 3: Goals	15.0		0.0		15.8		%	ual	Persons w	Hires		<b>←</b>	L÷K x100	М	43031	nterpri	- Pers	's Prog
0.0	0.0	0.0	0.0	0.0	0.0	#:	Percent of Goal Met	ľ			<b>←</b>	F÷Mx100	320		0		310		#	Expected	Persons with Disabilities			<b>←</b>	K x G ÷ 100	Z	31	Edcore Enterprises (1987) Lt	Part 6: Results - Persons with Disa	Federal Contractors Program Achieve
													459				466		#	Difference				<b>←</b>	L-N	0		7) Ltd	Disabili	ieveme
													9		0 0		6 0		#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	P			bilities	ment Table
																			#				Flo	<b>←</b>		Q				G
													0.0		0.0		0.0		%	Actual	Persons wi	Promotions	Flow Data Analysis	<b>←</b>	Part 2:	R				
															0		0		#	Expected	Persons with Disabilities	ns	Analys	<b>←</b>	0 P x F ÷ 10	s				
								Comments					0		0		) 0		#	Difference	35		iis	<b>←</b>	Q-S	T				
								nents					3,183				3,044		#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	U				
													103		0 0		4 155		#					<b>←</b>	Part 2: a Flow Data Analysis	V				
													5.1		0.0		5 5.1		%	Actual	Persons wi	Term		<b>-</b>	V÷Ux 100	W				
Page													143		0 0		1 134		#	Expected	Persons with Disabilities	Terminations		<b>←</b>	UxF+100	X				
Page 40 of 51													3 20				4 21		#	Difference	8			<b>←</b>	00 V - X	Y				
													45.8		0.0		1 46.9		%		Turnover			<b>←</b>	U÷ ((DYear1+ DYear2)÷ 2) x 100	Z				

D N O																		2	-	2	:				
E : H   Fart 2											ے ر		0.0	0.0	. 0	0.0	0.0	0.0	· c	0.0	0	<u> </u>	2017	Professionals	03 Prof
E-H   E-H   Rom 2											0		18.0	0.0	0	121.2	15.0	0.0	0	18.2	2	<u> =</u>	2020	Managers	_
E-H											0		0.0	50.0	4	0.0	0.0	200.0		18.2	2	Ξ	2017	Middle & Other	02 Mid
E-H   E-H   Part 2											0		0.0	0.0	0	0.0	0.0	0.0	0	0.0	0	0	2020	o	
E-H   E-H   Data   Data   Data   Data   Data   Na Data   Data   Na Data											S		0.0	0.0	0	0.0	0.0	0.0	0	0.0	0	0	2017	Senior Managers	01 Seni
E-H   E-H   Part   Pa												71:	%	#	#	9%	%	0%	#	90	#	#.	#		
E+H											1	Percent   Goal Me	Goal	Percent of Goal Met		Soal Met		reent of al Met	Goal Per Go		Actual	Employe es		9	(EEOG)
E+H					ments	Com					1		Minorities	Visible			writies	Visible Mine		ities	Visible Minorities	Т	1621	Occupational Group	Occupa
E - H   E + H   Row Data   Part 2   Part 3   Part 2   Part 3   Part 2   Part 3   Part 2   Part 3   P											1		rm Goals	Long-te			Goals	ort-term	IS.	ions	Hires and Promotions	Hires an		Employment Equity	Employ
E-H   E+H   Row Data											1				als	Go				S	New Entrants	New			
E-H   E-H   Flow Data   Flow Data   Flow Data   Co-P   Flow Data   F												<b>←</b>	<u></u>	<b>←</b>	<b></b>	<b>←</b>	<b>←</b>	<b>←</b>	<b> </b>	<u> </u>	<b>←</b>	<b>←</b>			
E - H   E + H   Flow Data											I	F÷Mx 100	Part 3: Goals	E÷Kx 100		'+I x 100	rt 3: Goals F	1 1	Part 3: E+	+ D x Pr 100 G	Part 2: E ÷ Flow Data 1	Part 2: J Flow Data Flo Analysis A		35.	Data sources
E - H   E + H   Part 2.   L + K   R   R   R   R   R   R   R   R   R		0	200.0	22	·	0	0	0.0	0	0			0.1	0	juuni	0.0	j inner	, mark	27.5	0.0	0	()	2017		
E-H																155.0	3	6	21.5	33.3	9	27	2015	Professionals	03 Prof
E-H		2	0.0	0	17	0	0	0.0	0	0			18.2	2	11	62.0	-5	13	15.0	9.3	<u></u>	86	2017	Managers	⁰² Man
E-H									***************************************							59.9	-5	13	15.0	9.0	<u>«</u>	89	2015	Middle & Other	_
E - H		0	0.0	0	0	0	0	0.0	0	0			0.0	0	0	110.0	0	_	10.1	11.1	_	9	2017	Semor Managers	or sem
E-H																132.0	0	2	10.1	13.3	2	15	2015		
E - H		#	0/0	#	#	#	#	%	#	#	#	#	9%	Ħ	#	%	#	#	9%	%	#	#	#		
E-H   E+H   Part 2:		**********		Actu	Employees				Actua	mployees	Differ	Expected	ctual	A	imployees			ity	Availability	on	Representation	es		-	(EEOG)
E-H	Turno	iorities	Visible Mir		≧		orities	Visible Mir		<b>≧</b>		ities	Visible Minor		≧			orities	Visible Min			1		Occupational Group	Occupa
E-H		tions	Termina					motions	Pro				Hires						Workforce	W			Year	Employment Equity	Employ
Dx G         E - H         Fart 2: Flow Data x 100         Fart 2: Flow Data x 100         L - N Flow Data x 100         L - N Flow Data x 100         Flow Data x 100         Flow Data x 100         Part 2: Flow Data x 100						S	<b>unalysi</b>	Data /	Flow									alysis	rce An	Vorkfo	1				
DxG E-H Part 2: Part 2		<b>-</b>	←	<b> </b>	←	<b> </b>	←	<b>←</b>	<b>←</b>	←	<b> </b>	<b> </b> ←	<u> </u>	←	<b>-</b>	ļ-	<b>←</b>	<b>←</b>	┝	┝	<b>←</b>	←			
		x F ÷ 100					x F + 100	÷ P x 100 P	Part 2: low Data Q \nalysis		Ľ-Z	K x G ÷	L + K x 100	Part 2: Flow Data Analysis			Е-Н	7 x G	Part 1: I Workforce Analysis	E+D Wor x 100 An	Part 1: E Workforce X	Part 1:   Workforc W e Analysis A	e _	SS:	Data sources
H I J K L M N O P Q R S T U V W X Y Z		X	W	V	U	T	S	R	Q	P	0	Z	M	L	K	J	I	H	G	Ŧ	E	D	С	B	A
43031													43031												
Edcore Enterprises (1987) Ltd											Ltd_	(1987)	terprises (	ore En	Ede										
Part 7: Results - Members of Visible Minorities										rities		Visib!	ambers of		7: Resu	Part									
гецега сопитасног ггодгаш экспечениен тарие										1 4010	- Cilicui		9	1 1000											

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

% Trades	_ Supervisors: Crafts	obligations and supervisors		& Technicians	04 Semi-Professionals		(EEOG)	Occupational Group	<b>Employment Equity</b>			Data sources:	& Trades	O6 Supervisors: Crafts	o supervisors		% Technicians	Semi-Professionals		(EEOG)	Occupational Group	Employment Equity			Data sources:	A B			
:	: Crafts			ans	ssionals			Group	Equity					: Crafts			ans	ssionals			Group	Equity							
2020	2017	2020	2017	2020	2017	#:		1 021					2017	2015	2017	2015	2017	2015	#		**********	Year				С			
0	0	47	47	0	0	#	Employe es	AII	Hires a	Nev	<b>←</b>	Part 2: Flow Data Analysis	0	0	138	334	0	0	¥	3	All All			<b>←</b>	Part 1: Workforc e Analysis	D			
0	0	8	∞	0	0	#	Actual	Visible Minorities	Hires and Promotions	New Entrants	<b>←</b>	Part 2: Flow Data Analysis	0	0	23	105	0	0	#	Representation				<b>←</b>	Part 1: Workforce Analysis	E			
0.0	0.0	17.0	17.0	0.0	0.0	9/0	Ē	morities	notions	ınts	<b>←</b>	E ÷ D x 100	0.0	0.0	16.7	31.4	0.0	0.0	%	ntation			Wor	<b>←</b>	E ÷ D x 100	F			
0	0	0	0	0	0	**	Goal				<b>←</b>	Part 3: Goals	0.0	0.0	21.7	8.02	0.0	0.0	9/6	Ava	Visible	Workforce	kforce	<b>←</b>	Part 1: Workforce Analysis	G			
0.0	0.0	0.0	0.0	0.0	0.0	9/0	Percent of Goal Met	Visible !	Short-te		←	E + G x 100	0	0	30	69	0	0	#	Availability	Visible Minorities	rce	Workforce Analysis	←	D x G + 100	Н			
	0.0	21.7	0.0	0.0	0.0	9/6	Goal	Visible Minorities	Short-term Goals		←	Part 3: Goals	0	0	) -7	36	0	0	#	Gap				<b>←</b>	Е-Н	I			
	0.0	78.4	0.0	0.0	0.0	9,6	Percent of Goal Met			6	←	F + I x 100	0.0	0.0		151.1	0.0	0.0	%	EE Result				←	E+H x100	J			Part
0	0	0	0	0	0	#	Goal			Goals	<b>←</b>	Part 3: Goals	0		47		0		#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	K		Ed	Part 7: Results -
0.0	0.0	0.0	0.0	0.0	0.0	#	Percent of Goal Met	Visibl	Long-1		<b>-</b>	E÷Kx 100	0		8		0		#					<b>←</b>	Part 2: Flow Data Analysis	L		Edcore Er	ults - M
0	0	18.0	0	0	0	%	Goal	Visible Minorities	Long-term Goals		-	Part 3: Goals			17.0		0		%	Actual	Visible Minorities	Hires		<b>←</b>	L + K x 100	N	43031	Enterprises (1987) Lt	Members of Visible
	0.0	.0 94.6	0.0 0.0	0.0 0.0	0.0 0.0	#	Percent of Goal Met				<b>←</b>	F÷Mx 100	0.0 0		.0 10		0.0		#	Expected	urities			<b>←</b>	K x G ÷	Z		(1987) 1	f Visible
								<del></del>	•			5	0		-2		0		#	Diller E				<b>←</b>	L-N	0		td	7
													0		0		0		#	Employees	<b>≧</b>			<b>←</b>	Part 2: Flow Data I Analysis	P			linorities
													0		0		0	шинан	#	Actual		Pr	Flow	<b>←</b>	Part 2: Flow Data C Analysis	Q			
													0.0		0.0		0.0		%		Visible Minorities	Promotions	Flow Data Analysis	<b>←</b>	Q ÷ P x 100 P x F ÷ 100	R			
													0		0		0		#	Expected	inorities	S	Analys	<b>←</b>	2 x F + 100	s			
								Con					0		0		0		¥	Difference			Š	<b>←</b>	Q-S	Т			
								Comments					0		77		0		#	Employees	<u> </u>			<b>←</b>	Part 2: Flow Data Analysis	U			
													0		13		0		#	Act				<b>←</b>	Part 2: Flow Data Analysis	V			
													0.0		16.9		0.0		9/0	Actual	Visible !	Termi		<b>←</b>	V ÷ U x 100	W			
													0		24		0		#	Expected	Visible Minorities	Terminations		<b>←</b>	UxF+100	X			
													0		-1		0		#	Difference				<b>←</b>	0 V - X	Y			
													0.0		32.6		0.0		%	Rate	Turnover				U÷ ((DYear1 + DYear2)÷ 2) x 100	Z			

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

	Skilled Crafts &	ıel	Skilled Sales &	Senior Clerical	Administrative & 20		(EEOG)		Employment Equity			Data sources:	Trades Workers	no Skilled Crafts & 20	ıel	Skilled Sales &		Administrative &		(EEOG)	ional Group				Data sources:	A B			
2020	2017	2020	2017	2020	2017	71:	Empl es	1 CHE A			  -	Par Flow Anal	2017	2015	2017	2015	2017	2015	#	e		Year			Par Word e Ana	СІ			
0	0	0	0	1	_		Employe es	All Vi	res and	New E		Part 2: Pa Flow Data Flow Analysis Ana	0	0	0	0	4	25		es I	il e			<b>-</b>	Part 1: Pa Workforc Wor e Analysis Ana	D			
0	0	0	0	0	0	#	Actual	Visible Minorities	Hires and Promotions	New Entrants	┞	Part 2: Flow Data Analysis	0	0	0	0	0	5	#	Representation				_	Part 1: E Workforce Analysis	E			
0.0	0.0	0.0	0.0	0.0	0.0	%		rities	ions	S	┞	+ Dx	0.0	0.0	0.0	0.0	0.0	20.0	%	ion		5	Workf	<b>←</b>	E+D W x 100 A	Ŧ			
0	0	0	0	0	0	#:	Goal				┝	Part 3: Goals	0.0	0.0	0.0	0.0	6.0	12.3	%	Availability	Visible N	Workforce	orce A	<b>←</b>	Part 1: Workforce Analysis	G			
0.0	0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met	Visible	Short-te		<b> </b>	E÷G x 100	0	0	0	0	0	3	#	bility	Visible Minorities	ce	Workforce Analysis	<b>←</b>	D x G + 100	Н			
						%	Goal	Visible Minorities	Short-term Goals		<b>-</b>							,,	#	Gap				<b>←</b>	Е-Н	I			
	0.0	0.0	0.0	0.0	0.0 0	%	Percent of Goal Met		S		<b> </b> ←	Part 3: Goals F+I x 100	0 (	0 (		0 (	0 (	2 162.6	%	EE Result				<b>←</b>	E ÷ H x 100	J			F
0.0	0.0	0.0	0.0	0.0	0.0	#	of Goal			Goals	<b> </b> ←	Part 3: Goals	0.0	0.0	0.0	0.0	0.0	2.6	#	ult Employees	<u> </u>			<b>←</b>	Part 2: Flow Data Analysis	X			HT /: F
	0	0	0	0	0	#	Percent of Goal Met		L		  -	3: E+K	0		0		_		#	yees	Γ			<b>←</b>	2: Part 2: Data Flow Data /sis Analysis	L		Edcore	rari /: Kesuits -
0.0	0.0	0.0	0.0	0.0	0.0		nt of Met	Visible Minorities	Long-term Goals			X	0		0		0		1088001	Actual		Ξ			2: Data ysis			e Ente	
0.0	0.0	0.0	0.0	0.0	0.0	%	Goal	norities	n Goals		←	Part 3: Goals	0.0		0.0		0.0		%	al	Visible Minorities	Hires		<b>←</b>	L÷K x 100	Z	43031	rprises	ibers o
	0.0	0.0	0.0	0.0	0.0	71:	Percent of Goal Met				<b>-</b>	F÷M x	0 0		0 0		0 0		#	Expected	rities			<b>←</b>	K x G +	Z		Enterprises (1987) Lt	Members of A Island
)	)	)	<u> </u>	0	U		11		<b>.</b>		<b>1</b>		0		0		0		#	Differ				<b>←</b>	L-N I	0		Ltd	
													0		0		0		¥t.	Employees	AII.			<b>←</b>	Part 2: Flow Data Analysis	P			THOTTUES
													0		0		0		#1	Act		P	Flo	<b>←</b>	Part 2: Flow Data Analysis	Q			
													0.0		0.0		0.0		%	Actual	Visible	Promotions	Flow Data Analysis	<b>←</b>	Q ÷ P x 100 P x F ÷ 100	R			
																			#	Expected	Visible Minorities	ns	Analy	<b>←</b>	) P x F + 16	s			
								δ					0		0		0		*	d Difference			vsis	←	00 Q-S	T			
								Comments					0		0		0		#	ice Employees	<b>A</b>			<b>←</b>	Part 2: Flow Data Analysis	U			
								Ē					0		0		1		#	vees				<b>←</b>	2: Part 2: Data Flow Data sis Analysis	V			
													0		0		0		1010100110	Actual	  -	Ŧ							
													0.0		0.0		0.0		%	Ex	Visible Minorities	Terminations		<b>←</b>	V÷Ux 100 Ux	W			
													0		0		0		#	Expected D	rities	tions		<b>←</b>	U x F ÷ 100	X			
													0		0		0		#	Difference				<b>←</b>	V - X (	Y			
													0.0		0.0		6.9		%	Rate	Turnover				U+ ((DYear1+ DYear2)+ 2) x 100	Z			

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

12 Semi-Skilled Manual Workers	_	11 Intermediate Sales		10 Clerical Personnel		(EEOG)	Occupational Group	Employment Equity			Data sources:	Workers	12 Semi-Skilled Manual	Service Personnel	Intermediate Sales	10 Ciencai Personnei			(EEOG)	Occupational Group	Employment Equity			Data sources:	A B			
Manual	nnel	Sales &		nnel											Sales &	nnei												
2017	2020	2017	2020	2017	#		1021	\ 				2017	2015	2017	2015	2017	2015	*			Year			e	С			
0 0	0	0	24	24	#	Employe es	1	Hires a	New	<b>←</b>	Part 2: Flow Data   Analysis	0	0	0	0	67	115	#:	es	emplane =			<b>←</b>	Part 1: Workforc ve Analysis	D			
0 0	0	0	4	4	#	Actual	Visible Minorities	Hires and Promotions	New Entrants	<b>←</b>	Part 2: Flow Data Analysis	0	0	0	0	12	39	#	Representation				<b>←</b>	Part 1: Workforce Analysis	E			
0.0	0.0	0.0	16.7	16.7	%	ual	linorities	notions	ants	<b>-</b>	E + D x 100	0.0	0.0	0.0	0.0	17.9	33.9	%	ntation			Wor	<b>-</b>	E + D x 100	F			
0 0			0	0	#	Goal				←	Part 3: Goals	0.0	0.0		0.0		16.8	%	Αv	Visib	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G			
					%	Percent of Goal Met	Visi	Short		<b>←</b>	E ÷ G x 100		)		)		3	#	Availability	Visible Minorities	orce	Analy	<b>←</b>	D x G	H			
0.0	0.0	0.0	0.0	0.0			Visible Minorities	Short-term Goals				0	0	0	0	12	19		- 0	S		sis		E-				
0.0	0.0	0.0	0.0	0.0	9/0	Goal P.	ies	oals			Part 3: Goals F+Ix100	0	0	0	0	0	20	#	Gap E				-	Ξ	I			
0.0	0.0	0.0	0.0	0.0	9%	Percent of Goal Met			Goals	<b>←</b>	+ I x 100	0.0	0.0	0.0	0.0	102.9	201.9	%	EE Result E				<b>←</b>	E+H F x100 F	J			
0 0	0	0	0	0	#	Goal			als	<b>←</b>	Part 3: Goals	0		0		24		#	Employees	4			<b>←</b>	Part 2: Flow Data Analysis	X		Edo	
0.0	0.0	0.0	0.0	0.0	#	Percent of Goal Met	Visib	Long-		<b>←</b>	E ÷ K x 100	0		0		4		#					<b>←</b>	Part 2: Flow Data Analysis	L		Edcore E	
					%	Goal	Visible Minorities	Long-term Goals		<b>←</b>	Part 3: Goals							9%	Actual	Visible Minorities	Hires		<b>←</b>	L÷K x 100	X	43031	Enterprises (1987) Lt	
0.0			0.0	0.0	#:	Percent of Goal Met				 ←	F÷Mx	0.0		0.0		16.7		#:	Expected	orities			<b> </b>	K x G 100	Z		s (1987	
0.0	0.0	0.0	0.0	0.0		it of	<u> </u>	<u> </u>			) 1 x	0 0		0 0		4 0		#	ted Diller				<b>←</b>	) + L-N	0		) Ltd	
																0		¥t.	Employees	Ž.			<b>←</b>	Part 2: Flow Data Analysis	P			
												0		0		0		#		Г		T	<b>←</b>	Part 2: a Flow Data Analysis	Q			
												0	энники	0		0	шинан	%	Actual	Visi	Promotions	Flow Data Analysis	<b>←</b>	ita Q÷Px	R			
												0.0		0.0		0.0		#:	Expected	Visible Minorities	tions	ıta An	<b>←</b>	Q ÷ P x 100 P x F ÷ 100	S			
												0		0		0				ies		alysis						
							Comments					0		0		0		#	Difference Em				-	P Q-S Flo	T			
							ents					0		0		45		#	Employees	<b>≧</b>			<b>←</b>	Part 2: Flow Data Fl Analysis #	U			
												0		0		<u></u>		#	Actual				<b>←</b>	Part 2: Flow Data Analysis	V			
												0.0		0.0		31.1		%	al	Visible Minorities	Termin		<b>←</b>	V ÷ U x 100	W			
												0		0		15		#	Expected	linorities	Terminations		<b>←</b>	U x F ÷ 100	X			
																3		#	Difference				<b>←</b>	) V - X	Y			
												0.0		0.0		.1 49.5		%	re Rate	Turnover				U÷ ((DYear1+ DYear2)÷ 2) x 100	Z			

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

1 0181	otal	Workers	Other Manual		Other Sales &		(EEOG)	Occupational Group	Employment Equity			Data sources:	Lotal		Workers Workers		Service Personnel	Other Sales &		(EEOG)	Occupational Group	Employment Equity			Data sources:	A B			
2020	2017	2020	2017	2020	2017	#			Year				2017	2015	2017	2015	2017	2015	#			Year				С			
4,997	4,997	0	0	4,913	4,913	#	es	All	Hires a	Nev	<b>+</b>	Part 2: Flow Data Analysis	8,068	5,838	0	0	7,759	5,233	Ħ	es	All			<b>←</b>	Part 1: Workforc c Analysis	D			
1,838	1,838	0	0	1,824	1,824	#	Actual	Visible Minorities	Hires and Promotions	New Entrants	<b>←</b>	Part 2: Flow Data Analysis	3,520	2,594	0	0	3,476	2,426	#	Representation				<b>←</b>	Part 1: Workforce Analysis	E			
36.8	36.8	0.0	0.0	37.1	37.1	9/0	ial	morities	notions	unts	←	E ÷ D x 100	43.6	44.4	0.0	0.0	44.8	46.4	%	ntation			Worl	<b>←</b>	E ÷ D x 100	Ŧ			
0	0	0	0	0	0	#.	Goal				←	Part 3: Goals	28.1	23.6	0.0	0.0	28.5	24.4	9%	BAV	Visible	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G			
	)	0	0	0	0	9%	Percent of Goal Met	Visibl	Short-		<b>←</b>	E + G x 100	2,267	1,378			2,211	1,277	#	Availability	Visible Minorities	rce	Analys	<b>←</b>	D x G + 100	H			
0.0	0.0	0.0	0.0	0.0	0.0	%	f Goal	Visible Minorities	Short-term Goals		L ←				0				#	Gap			is	<b>←</b>	Е- Н	I			
0.0	0.0	0.0	0.0	0.0	0.0		Percent of Goal Met		als		Ļ	Part 3: Goals F + I x 100		1,216 1	0			1,149 1		) EE Result				<b>←</b>	H E+H				
0.0	0.0	0.0	0.0	0.0	0.0	9/6			+	Goals		1		188.3	0.0			190.0	9%	Em						J		41.	00 F4 7.
0	0	0	0	0	0	#	Goal Perc				ľ	Part 3: E -	4,997		0		4,913		#	oyees	All			<b>+</b>	S E	K		Edcor	Dasult
0.0	0.0	0.0	0.0	0.0	0.0	#	Percent of Goal Met	Visible Minorities	Long-term Goals		ľ	E + K x F	1,838		0		1,824		#	Actual		1		<b>+</b>	Part 2: Flow Data Analysis	L		e Ente	Men
	0	С	0	0	0	%	Goal	norities	n Goals		<b>-</b>	Part 3: Goals	36.8		0		37.1		9%	al	Visible Minorities	Hires		<b>←</b>	L+K x100	M	43031	Edcore Enterprises (1987) Ltd	Part 7: Results - Members of Visible 1
0.0 0	0.0	0.0	0.0 0	0.0 0	0.0 0	74.	Percent of Goal Met				<b>←</b>	F÷Mx	1,404		0.0		1.400		Th:	Expected	orities			<b>←</b>	K x G- 100	Z		(1987)	fVicih
0.0	0.0	0.0	0.0	0.0	0.0		2 9		1	1			14 434		0		80 424		#	Differ				<b>-</b>	+ L- _N	0		Ltd	5 Min
													0		0		0		**	Employees	AII			<b>←</b>	Part 2: Flow Data Analysis	P			dinorities
													0		0		0		#1	Aci		P	Flo	<b>←</b>	Part 2:	Q			
													0.0		0.0		0.0		%	Actual	Visible N	Promotions	w Data	<b>←</b>	Q ÷ P x 100	R			
													0		0		0		#	Expected	Visible Minorities	ns	Flow Data Analysis	←	P x F + 100	s			
								Cor					0		0		0		*	Difference			sis	<b>←</b>	Q-S	T			
								Comments					3,185		0		3,044		#	E	NI.			<b>←</b>	Part 2: Flow Data Analysis	U			
								<b>9</b> 1					908		0		879		#					<b>←</b>	Part 2: Flow Data Analysis	V			
													8 28.5		0.0		28.9	,	%	Actual	Visible	Term		<b>←</b>	u V + U x	¥			
7													5 1,415				9 1.411		#	Expected	Visible Minorities	Terminations		<b>←</b>	UxF÷100	X			
0													15 -507		0		-532		#	d Difference				<b>←</b>	00 V - X	Y			
1													07 45.8		0		32 46.9		%		Turnover				U+ ((DYear1+ DYear2)+ 2) x 100	Z			

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

матель перыпачного постоя на остано постоя на остано на населения на населения останова постоя на останова пост А	В	C	D	E	F	G	H	I	J	K	L	M	N	0	P	Q	R
1	entry from from orkforce	Date entry	ВхСх3	Data entry	ВхЕхЗ	D + F	Data entry from from Workforce	Equivalent to E	H x I x 3	(D x N) - O + J	G x M	Data entry	Data entry from from Workforce	Data entry from from Workforce	(H - J + L) - ((B + D) x N)	H÷B	(H - J + L) ÷ (B + D)
	nalysis						Analysis			marane a constant and	the property of the control of the c	The property of the control of the c	Analysis	Analysis			

Employment Equity	All	Growth (New	w Positions)	Turnover (Re	olacement of	Anticipated						WOMEN					
Occupational Group	Employees			Terminated l	Employees)	Hires Over	Number	Turnover (Re	placement of	Hires	3 Year	Goals	Present	Present Gap	Projected Gap	Present	Projected
(EEOG)	2017-10-20	Annually	Over 3	Annually	Over 3	3 Years		Terminated	Employees)	Required	2017-2	2020	Availability	· ·		Representation	Representation
			Years		Years			Annually	Over 3	i -	1		1			_	in 3 Years
				1				-	Years								
	#	%	#	%	#	#	#	%	#	#	#	%	%	#	#	%	%
Senior Managers	9		(	)	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		(	6.3%	1	1	2	6.3%	0	0	0		33.8%	0	0	40.0%	40.0%
Semi-Professionals & Technicians			(	)	0	0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
Supervisors	138	1.0%	4	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	#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	#DIV/0!	#DIV/0!
Skilled Crafts & Trades Workers			(	)	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	#DIV/0!	#DIV/0!
Semi-Skilled Manual Workers			(		C	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	#DIV/0!	#DIV/0!

							Short-term	Short-term Goal Setting Tool	Tool								
							20	43031									
A	В	С	D	E	F	G	Н	I	J	К	L	М	Z	0	P	Q	R
	Data entry from	Date entry	BxCx3	Data entry	BxEx3	D+F	Data entry from	Equivalent to E	HxIx3	(D x N)	GxM	Data entry	8	B	(H - J + L)	H+B	(H - J + L) + (B + D)
	Workforce Analysis						Workforce Analysis	5 n	844111118184571111181817111				Workforce Analysis	Workforce Analysis	-((B+D)XN)		†(B+U)
Employment Equity	All	Growth (New Positions)	Positions)	Turnover (Replacement of	placement of	Anticipated					ABO	ABORIGINAL PEOPLES	LES				
Occupational Group	Employees	,		Terminated Employees)	Employees)	Hires Over	Number	Turnover (Replacement of	placement of	Hires	3 Year	3 Year Goals	Present	Present Gap	Projected Gap	Present	Projected
(EEOG)	2017-10-20	Annually	Over 3	Annually	Over 3	3 Years		Terminated Employees)	Employees)	Required	2017	2017-2020	Availability			Representation	Representation
			rears		Years			Annually	Years								in 5 Years
	*	%	#	%	*	*	#	%	*	#	#	%	%	*	#	%	%
Senior Managers	9		0		0	0	0	%0.0	0	0	0		2.9%	0	0	0.0%	0.0%
Middle & Other Managers	86	1.0%	₃	19.4%	50	53	2	19.4%	_	1	0	0.000	2.2%	0	<u>.</u>	2.3%	1.1%
Professionals	L/A		0	6.3%	_	0	0	6.3%	0	0	0		1.3%	0	0	0.0%	0.0%
Semi-Professionals & Technicians			0		0	0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
Supervisors	138	2.5%	10	32.6%	135	145	4	32.6%	4	0	5	3.5%	3.8%	<u>-</u>	-1	2.9%	3.4%
Supervisors: Crafts & Trades			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	0	6.9%	0	0	0		4.2%	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	0.5%	1	49.5%	99	100	_د ي	49.5%	4	0	0		5.0%		-4	4.5%	-1.5%
Intermediate Sales & Service Personnel			0		0	0		0.00	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	1.5%	349	45.1%	10,498	10,847	270	45.1%	365	0	597	5.5%	6.3%	-219	-9	3.5%	6.2%
21 11 11111					0	0		%0 O	0	0	0				0	#DIV/0!	#DIV/0!

							Short-term Edcore Ente	Short-term Goal Setting Tool Edcore Enterprises (1987) Ltd 43031	Tool 7) Ltd								
A	В	C	D	E	F	G	Н	I	ľ	X	T	M	z	0	P	Q	R
	Data entry from from	Date entry	BxCx3	Data entry	BxEx3	D+F	Data entry from from	Equivalent to E	HxIx3	(D x N) - O + J	G x M	Data entry	Data entry from Data entry from from from	Data entry from from	(H - J + L) - ((B + D) x N)	H÷B	(H - J + L) + (B + D)
	Workforce Analysis						Workforce Analysis						Workforce Analysis	Workforce Analysis			
Employment Equity	All	Growth (New Positions)	v Positions)	Turnover (Replacement of	placement of	Anticipated					PERSON	PERSONS WITH DISABILITIES	ILITIES				
Occupational Group	Employees			Terminated Employees)	Employees)	Hires Over	Number	Turnover (Replacement of	placement of	Hires	3 Year Goals	Goals	Present	Present Gap	Projected Gap		Projected
(EEOG)	2017-10-20	Annually	Over 3	Annually	Vears	5 Years		Annually Over 3	Over 3	Required	2017-2020	YYYY	Availability			Kepresentation	in 3 Years
	*	%	*	%	*	#	#:	%	Years #	*	*	%	%	*	*	%	%
Senior Managers	9		0		0	0	0	0.0%	0	0	0						0.0%
Middle & Other Managers	86	1.0%	w	19.4%	50	53	<u>∞</u>	19.4%	10	10	0		4.3%		4	20.9%	9.0%
Professionals	(A	0.0%	0	6.3%	_		0	6.3%	0	0	0		3.8%		0	0.0%	0.0%
Semi-Professionals & Lechnicians	126	2 502	10 0	27 60/	125	140	'n	0.0%	лс	200	10 0	12 00/	12.00/	-	<b>3</b> C	%/07 in/AIC	#DIV/0!
Supervisors: Crafts & Trades		t i	0	0	0	0		0.0%	0	0	0	10.00			0 1	#DIV/0!	#DIV/0!
Administrative & Senior Clerical Personnel	4	10.0%	1	6.9%	_	2	_	6.9%	0	0	0		3,4%		_	25.0%	20.0%
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	#DIV/0!	#DIV/0!
Clerical Personnel	67	0.5%	1	49.5%	99	100	2	49.5%	₃₃	6	7	7.0%	7.0%	ů,	1	3.0%	8.8%
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	1.5%	349	45.1%	10,498	10,847	1,464	45.1%	1,981	2,003	651	6.0%	6.3%		-377	18.9%	1.7%
Other Manual Workers			0		0	0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!

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

A	В	C	D	E	F	G	H	ī	J	K	L	M	l N	0	P	0	R	1
		_	_	_	_	_		-			_			-	_	`		
	1																	
	Data entry from	Date entry	BxCx3	Data entry	BxEx3	D+F	Data entry from	Equivalent	HxIx3	(D x N)	G x M	Data entry	Data entry from	Data entry from	(H - J + L)	H÷B	(H - J + L)	
	Butte Chitry Irom	Date entry	DACAS	Data chity	DALAS	D . 1	Buttu Chitry Hom	Equivalent	HAIAS	1 ' '	G X M	Data Chiry	Buttu Chitry Irom					i
	from						from	to E		- O + J			from	from	- ((B + D) x N)		÷ (B + D)	
	Workforce						Workforce						Workforce	Workforce	1			1
													WOLKIOLCE					
	Analysis						Analysis						Analysis	Analysis				1
	1												1					1
			I		I										1			1

Employment Equity	All	Growth (New	Positions)	Turnover (Re	placement of	Anticipated					MEMBERS	OF VISIBLE M	INORITIES				
Occupational Group	Employees			Terminated	Employees)	Hires Over	Number	Turnover (Rep	lacement of	Hires	3 Year	Goals	Present	Present Gap	Projected Gap	Present	Projected
(EEOG)	2017-10-20	Annually	Over 3	Annually	Over 3	3 Years		Terminated I	Employees)	Required	2017-	2020	Availability			Representation	Representation
			Years		Years			Annually	Over 3	1			1				in 3 Years
									Years								
	#	%	#	%	#	#	#	%	#	#	#	%	%	#	#	%	%
Senior Managers	9	0.0%	0		0	0	1	0.0%	0	0	0		10.1%	(	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%
Administrative & Senior Clerical Personnel	4	10.0%	1	6.9%	1	2	0	6.9%	0		0		6.0%	(	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%	(	-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%	(	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 15/05/2015 Received: 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:

## 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, on 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 %)
----	-------------------------	------------------

## Assessment/Observations

1 short term goal and was met above 80%.

#### ASSESSMENT OF REASONABLE EFFORTS

- $\boxtimes$ 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**

Name of Analyst: Sylvie Fortin

10/04/2018

Date:

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.

# Nyirasafari, Ange AN [NC]

**From:** Fortin, Sylvie SY [NC] on behalf of EE-EME

Sent:April 24, 2018 11:35 AMTo:'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 underrepresented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish 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



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 courriei 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

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



Joignez-vous au Forum de l'équité, la diversité et l'inclusion en milleu de travail (FEDIMT) en ligne, un espace coilaboratif pour employeurs. Envoyez-nous un courriel pour vous joindret 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]

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

Agent de programmes, Programme du travail Emploi et Développement social Canada / Gouvernement du Canada ward.normandin@labour-travail.gc.ca / Tél.: 819-654-4334

Program Officer, Labour Program
Employment and Social Development Canada / Government of Canada ward.normandin@labour-travail.gc.ca / Tel.: 819-654-4334

From: Adele Prazeres [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.

Adèle Prazeres, rpa

Regional Director of Human Resources
Directrice Regionale Ressources Humaines
15-5350 rue Canotek Road, Ottawa, ON K1J 9E1
Tel: 613-860-1860 Cell: 613-913-8611 Fax: 613-701-0320

aprazeres@bee-clean.com

