Federal Contractors Program

Labour Program

Emploi et Développement social Canada

OFFICIAL USE	ONL	Υ	
Agreement	N°:		

s.19(1)

s.24(1)

Agreement to Implement Employment Equity

Legal Name of Organization	ORGANIZATION	Parent como:	any is located outside	Canada
Ernst & Young LLP		I dicite comp	any io ioonica oatoiac	Janasa
			✓ Yes	No
Operating Name (if different from Legal Name of Organization)	Procuremen	t Business Number	
SY				
			of employees in Can	aua 4958
Organization's North American Industry Classification System	(NAICS) Code Nº	.	art-Time/Temporary) prognization's NAICS	Code Number please
541211	•	visit: http://w		jects-sujets/standard-
Official use only (if information above is incorrect) Procurement Business Number	tal number of employees in Canad	a	Omanization's	NAICS Code No
*Toculement business number	an number of employees in Canad	(4	Organizations	14 HOO CODE NO
-	HEAD OFFICE			
Address (building number, street, suite, etc.)	City		Province	Postal Code
Ernst & Young Tower, 222 Bay Street	Toronto		Ontario	M5K 1J7
	Telephone Number		Fax Number	
	416-864-123	4	416-864-	1174
EMF	LOYMENT EQUITY CONT	ACT		
Name (print)	Title			
Fiona Macfarlane	Chief Inclus E-mail Address	siveness	Ullicer	
Telephone Number	Fiona.J.Mac	Earlane@c	a.ev.com	
	k			
	CERTIFICATION			
 Fhe above-named organization: having a combined workforce of 100 or more permit 12 weeks or more in Canada, AND 				
 intending to bid on, or being in receipt of, a federal Supply Arrangement, valued at \$1,000,000 or more 	government goods or services (including applicable taxes).	contract, star	nding offer or contra	ict issued under a
Hereby certifies its commitment to implement or mainta nstrument, in keeping with the Federal Contractors Pro please refer to: http://www.esdc.gc.ca/eng/labour/equal	ogram requirements. For more	-going basis, information o	beyond the period n how to implemen	of the procurement t employment equity
Important note : If an audit of the Agreement to Implen the procurement instrument(s) with the Government of	nent Employment Equity uncovi Canada may be terminated.	ers misrepres	entation on the par	t of the organization
	SIGNATORY			
NOTE: The signatory must be the Chief Executive Officentract on behalf of the organization.	cer OR an authorized person in	n an executiv	e position with lega	l authority to sign a
Name (print)	Title	·····		
Charles-Antoine St-Jean	Parter		•••••	
Felephone Number	E-mail Address	sine et-T	ean@ca.ey.com	
513-598-4302	Date	J. 115 . O L TO		
	14/01/2015			
	URN INSTRUCTIONS			
	CMURICHRAN			



Federal Contractors Program (FCP)

Contractors who are awarded an initial goods and services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes) are required to implement employment equity, and if representation gaps exist, to make all reasonable efforts within the context of their specific organizational environment and structural needs to close the gaps. This obligation is on-going and not only subject to the period of a specific contract.

Contractors are required to conduct, develop and maintain:

- a. A survey of their workforce on the representation of the four designated groups using a selfidentification questionnaire;
- b. A workforce analysis (WFA) that compares representation with requisite labour market availability by occupational groups; and
- Short-term and long-term numeric goals on closing gaps that have been identified where underrepresentation exists.

Contractors are required to submit to ESDC-Labour:

- a. One year after the award of an initial goods and services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes);
 - Self-identification questionnaire used to collect workforce information;
 - Initial WFA; and
 - Annual short-term numeric goals for a period of three years and long-term numeric goals where underrepresentation exists on closing gaps that have been identified.
- b. Four years after the award of an initial goods and services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes) and every three years thereafter:
 - Updated WFA;
 - Updated annual short-term numeric goals for a period of three years and long term numeric goals where under-representation exists on closing gaps that have been identified; and
 - Completed Achievement Table

ESDC-Labour will assess contractors on a risk-based basis, one year and four years after the award of an initial goods and services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes) and every three years thereafter. Assessments are based on the achievement of representation results and measured against the requirements set out for the FCP.

Contractors found to be in non-compliance will be ineligible for future goods and services contracts, standing offer agreements, or supply agreements of any value with the federal government. In addition, contractors will be placed on a public list of non-compliant contractors. A finding of non-compliance may result in the termination of the contract.

For information on the detailed requirements as well as the framework and standards for assessment of results, please refer to the website: http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml



Questions and Answers

Subsidiary vs. Division/Branch

Q1 Does the Agreement to Implement Employment Equity (Agreement) apply to the whole organization or only to the part carrying out the contract?

A1 The signed Agreement applies to the whole organization named in the Agreement and its entire Canadian workforce including all of its components (divisions, branches, etc.), with the exception of subsidiary corporations.

Division: A division is part of the primary business, not separate, and the

primary business is legally responsible for the obligations and debts of

the division.

Branch: A branch is an office that is not located at/with the company's

corporate headquarters but is part of the organization.

Subsidiary: A subsidiary is owned or controlled by another entity (a parent

company), but it is a separate legal entity.

Q2 If an organization that is not subject to the Federal Contractor Program (FCP) is taken over by (or merged with) an organization that is subject to the Program, does it become subject to the FCP as well?

A2 An organization is subject to the FCP if it becomes part of the acquiring company. However, if the organization remains a subsidiary and still operates as a separate legal entity from the acquiring company, it does not become subject to the FCP.

For the purpose of the FCP, subsidiaries require a separate Agreement (and Agreement number) because they are separate legal entities. Divisions are part of an organization and are included as part of the whole organization.

Q3 When should a new Agreement be completed and signed?

A3 A new Agreement should be completed if the organization has undergone a change in its legal name.

Employment Status

Q1 Who is considered to be a permanent full-time employee under the FCP?

A1 A permanent full-time employee is employed for an indeterminate period of time to work the standard number of hours on a regular basis as determined by the employer, depending on the occupational group to which the person belongs. The standard number of hours cannot be less than the usual number of hours worked by full-time employees in the same occupational group.

Q2 Who is considered to be a permanent part-time employee under the FCP?

A2 A permanent part-time employee is employed for an indeterminate period of time to work fewer than the standard number of hours on a regular basis as determined by the employer, depending on the occupational group to which the person belongs.

Generally, what is standard or usual for a group of employees is considered full-time; anything less is considered part-time. For example, in a case where the standard, usual way of working for the company is to work eight (8) hours per day for three (3) days per week, employees who fit this work pattern would be considered full-time, and employees who do not would be considered part-time.

Q3 Who is considered to be a temporary employee under the FCP?

A3 A temporary employee is employed on a temporary basis for any number of hours within a fixed period or periods (start and end date) totalling 12 weeks or more during a calendar year. This does not include a person in full-time attendance at a secondary or post-secondary educational institution who is employed during a school break. Whether the hours are regular or irregular is not a factor to consider in determining temporary employment status.

The total number of weeks worked by temporary employees is calculated according to the cumulative number of weeks worked, not by the cumulative number of days. For example, an employee may be called to work two days one week, three days the following week and one day per week for ten other weeks during the calendar year. This employee would be considered a temporary employee for employment equity purposes.

The most significant distinction between temporary staff and permanent staff is job security, where permanence usually means employment for an indefinite duration. The duration of employment or the benefits received do not indicate employment status. Even if an employee is hired for a length of employment that is long term, the employee does not have permanent status if the duration of employment can be defined.

Q4 How are students counted under the FCP?

A4 Students employed during a school break, even if this period exceeds 12 weeks, and who are returning to school, are not counted as employees for employment equity purposes.

Co-operative education (Co-op) students working during the summer period are not considered to be on a school break since this work experience forms part of their education. Co-op students who work more than 12 weeks during their work placements should be reported as temporary employees. In addition, students working on a permanent part-time basis throughout the year are counted provided they worked 12 weeks or more.

Q5 How are casual or other employees counted under the FCP?

A5 Casual employees are emloyed to work less than 12 weeks during a calendar year and whose contracts have designated start and end dates.

Other employees are those who are on unpaid leave (often temporary layoff or long-term leave) but who otherwise fulfil the definitions of permanent full-time, permanent part-time or temporary employees and maintain the right to return to work.



Emploi et Développement social Canada

APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT INFORMATION

Federal Contractors Program

As per Appendix D – The Federal Contractors Program for Employment Equity of Treasury Board's *Contracting Policy*, contractors with a resident workforce of 100 or more employees who are awarded goods and services contracts of \$1 million or more are required to implement employment equity, submit information on their workforce and undergo a compliance assessment. If an unforeseen situation arises that prevents the contractor from meeting the submission of information deadline, the organization may submit an application for an extension. The application must be completed as outlined below and signed by a senior official of the corporation (e.g., chief executive officer, president or vice-president, authorized manager). Once completed, the form must be sent by email to: ee-eme@hrsdc-rhdcc.gc.ca.

I, the undersigned, on behalf of (legal name of organization) **Ernst & Young LLP** (hereafter referred to as "the organization") and (Agreement to Implement Employment Equity number) **060188**, agree to the following statements:

- 1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
- 2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
- 3. I am therefore requesting an extension until (date) 16/02/2018 for the following reason(s):

(Please describe) The due date of the secondary compliance assessment fell during a particularly busy period for our firm. As such, we request that the revised submission deadline fall outside of this period so that we can devote sufficient time and resources to successfully and fully complete our submission.

4. As a senior official of the organization, I hereby declare that all of these statements are correct to the best of my knowledge, and I am requesting an extension.

Name: Michael Bennett Position Title: Senior Inclusiveness Coordinator

Email address: michael.bennett@ca.ey.com

Telephone number: 416-943-4547

Business address: 100 Adelaide Street West, Toronto, Ontario, M4H





Date: 15/12/2017

From: Yakibonge, Maurice [NC] **Sent:** December 18, 2017 8:10 AM

To: 'Michael.Bennett@ca.ey.com' < Michael.Bennett@ca.ey.com>

Cc: 'jeannine.pereira@ca.ey.com' <jeannine.pereira@ca.ey.com>; Normandin, Ward W [NC]

<ward.normandin@labour-travail.gc.ca>

Subject: Extension to Submit Federal Contractors Program Compliance Assessment Information

Good morning.

You have requested an extension to submit your organization's information for the compliance assessment under the Federal Contractors Program beyond the initial deadline set by the Labour Program of Employment and Social Development Canada.

As requested, we hereby grant you an extension until February 16, 2018.

Should you have any questions regarding your compliance assessment, do not hesitate to contact us at: ee-eme@hrsdc-rhdcc.gc.ca.

Maurice Yakibonge

Acting Manager, Program Operations, Workplace Equity, Labour Program Employment and Social Development Canada / Government of Canada maurice.yakibonge@labour-travail.gc.ca / Tel: 819-654-6099



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

From: Michael Bennett < Michael. Bennett@ca.ey.com>

Sent: December 18, 2017 2:51 PM

To: Normandin, Ward W [NC] < ward.normandin@labour-travail.gc.ca>

Cc: EE-EME <ee-eme@hrsdc-rhdcc.gc.ca>

Subject: RE: Extension to Submit Federal Contractors Program Compliance Assessment Information

Hi Ward,

Please find attached a signed version of the extension request. Let me know if there are any issues. Thanks!

Regards,

Michael



Michael Bennett, CHRP | Senior Inclusiveness Coordinator | Canada's Talent Team I support inclusion

Ernst & Young LLP

EY Tower, 100 Adelaide Street West, PO Box 1 Toronto, ON M5H 0B3

Office: 416-943-4547 | Michael.Bennett@ca.ey.com

EY/Comm: 1662367 Website: http://www.ey.com

Visit <u>ey.com/differencesmatter</u> to find out how diverse and inclusive teams make the working world better.

From: ward.normandin@labour-travail.gc.ca [mailto:ward.normandin@labour-travail.gc.ca]

Sent: Monday, December 18, 2017 8:26 AM

To: Michael Bennett < Michael. Bennett@ca.ey.com >

Subject: RE: Extension to Submit Federal Contractors Program Compliance Assessment Information

Hi Michael,

Good morning. I hope you had a good weekend!

My manager has approved your request. However, he asked that I ensure that when you submit the signed version, you provide more detailed explanations for the reason for the extension request.

If you have any questions, please do not hesitate to contact me.

Kind regards,

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



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

From: Yakibonge, Maurice [NC] Sent: 2017-12-18 8:10 AM To: 'Michael.Bennett@ca.ey.com'

Cc: 'jeannine.pereira@ca.ey.com'; Normandin, Ward W [NC]

Subject: Extension to Submit Federal Contractors Program Compliance Assessment Information

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Maurice Yakibonge

 ${\sf Acting\ Manager,\ Program\ Operations,\ Workplace\ Equity,\ Labour\ Program\ }$

Employment and Social Development Canada / Government of Canada

maurice.yakibonge@labour-travail.gc.ca / Tel: 819-654-6099



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Join the online Workplace Equity, Diversity and Inclusion Forum (WEDIF), a collaborative space for employers. Send us an email to join!

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FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA Reporting Period 2016-02-26 to 2018-01-04

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF **EMPLOYEES LOCATED IN** EACH AREA)

	I	Province		
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Ontario	2545	37	0	2582
Québec	791	29	0	820
Nova Scotia	99	0	0	99
New Brunswick	87	3	0	90
Manitoba	85	1	0	86
British Columbia	380	7	0	387
Saskatchewan	113	3	0	116
Alberta	559	12	0	571
Newfoundland and Labrador	41	1	0	42
Total Employees in C	anada 🕨			4793

	Cens	sus Metropolitan	Areas	
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Calgary	431	10	0	441
Edmonton	128	2	0	130
Halifax	99	0	0	99
Montréal	713	26	0	739
Toronto	2184	29	0	2213
Vancouver	380	7	0	387
Winnipeg	85	1	0	86
St. John's	41	1	0	42
Moncton	31	3	0	34
Saint John	39	0	0	39
Québec	78	3	0	81
Ottawa - Gatineau	160	2	0	162
Kitchener - Cambridge - Waterloo	116	4	0	120
London	85	2	0	87
Saskatoon	113	3	0	116
N.B. less CMA	17	0	0	17

Canada

Employment and Social Emploi et Développement Development Canada social Canada

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Form 1

FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA Reporting Period 2016-02-26 to 2018-01-04

Total Employees in Canada	•	4793

Employment and Social Emploi et Développement Development Canada social Canada

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Reporting Period 2016-02-26 to 2018-01-04

Occupational Group			All Employee:			original Peop			ns with Disal	bilities		s of Visible N	
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	606	426	180				2	1	1	79	56	23
	Total	606	426	180				2	1	1	79	56	23
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	732	434	298	6	4	2	8	6	2	251	160	91
	Total	732	434	298	6	4	2	8	6	2	251	160	91
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2844	1321	1523	18	3	15	15	7	8	1017	468	549
	Total	2844	1321	1523	18	3	15	15	7	8	1017	468	549
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	60	42	18	1		1				18	13	5
	Total	60	42	18	1		1				18	13	5

Page 1 of 5 Canada

Form 2 A

003900

Occupational Group		Α	All Employees	0,	qV	Aboriginal Peoples	les	Perso	Persons with Disabilities	bilities	Member	Members of Visible Minorities	1inorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	_	11	2	9							1		_
	Total	11	2	9							1		1
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	265	12	253	8		8				65	4	61
	Total	265	12	253	8		8				65	4	61
Clerical Personnel	4												
Top Range: Under \$5,000	ω												
Bottom Range: Under \$5,000	2												
	1	178	62	116	6	1	5	4	1	3	68	30	38
	Total	178	62	116	6	1	5	4	1	3	68	30	38
Intermediate Sales and Service Personnel	4												
Top Range: Under \$5,000	ω												
Bottom Range: Under \$5,000	2												
	1	4		4									
	Total	4		4									

Form 2 A

Total Number of Employees	Col. 1	Salary Range	Occupational Group
es		QTR	
4700	Col. 2	Total	1
2299	Col. 3	Men	યા Employees
2401	Col. 4	Women	0
39	Col. 5	Total	Abo
8	Col. 6	Men	original Peoples
31	Col. 7	Women	les
29	Col. 8	Total	Perso
15	Col. 9	Men	Persons with Disabilities
14	Col. 10	Women	ilities
1499	Col. 11	Total	Members
731	Col. 12	Men	Members of Visible Minorities
768	Col. 13	Women	inorities

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Top Range: Under \$5,000 2	Occupational Group Salary Ra Col. 1 Senior Managers	nal Group Salary Range Col. 1	QTR	Total Col. 2	All Employees Men Col. 3	Women Col. 4	Abo Total Col. 5	Aboriginal Peoples Men Col. 6	Women Col. 7	Persor Total Col. 8	Persons with Disabilities al Men Wo	Women Col. 10	Memb Total Col. 11	mbers al	Members of Visible Minorities Total Men Wome ol. 11 Col. 12 Col. 1
8 8	Το _l	o Range: Under \$5,000	3												
8 8	Во	ttom Range: Under \$5,000	2												
8 8			_	8	3	5				1	1			2	2
00 00			Total	8	3	5				1	1			2	2
00 00	Middle and O	ther Managers	4												
8 8	To _l	o Range: Under \$5,000	3												
8 8	Во	ttom Range: Under \$5,000	2												
00			1	12	1	11								2	2
8			Total	12	1	11								2	2
8 8	Professionals	•	4												
00	То	Range: Under \$5,000	3												
00	Во	ttom Range: Under \$5,000	2												
00			1	59	2	57	1		1					7	7
00			Total	59	2	57	1		1					7	7
	Semi-Profess	ionals and Technicians	4												
	То	o Range: Under \$5,000	သ												
1	Во	ttom Range: Under \$5,000	2												
			1	3		3								1	1
lotal			Total	3		3									1

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FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / National

Reporting Period 2016-02-26 to 2018-01-04

Occupational Group		,	All Employee	S	Ab	original Peop	les	Perso	ns with Disa	bilities	Member	s of Visible N	/linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	7		7							3		3
	Total	7		7							3		3
Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	4		4							1		1
	Total	4		4							1		1
Total Number of Employees		93	6	87	1		1	1	1		16		16

Canada

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / National

Reporting Period 2016-02-26 to 2018-01-04

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disabi	lities	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	4700	2299	2401	39	8	31	29	15	14	1499	731	768
Total Number of Employees	4700	2299	2401	39	8	31	29	15	14	1499	731	768

Form 3 A

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / National Reporting Period 2016-02-26 to 2018-01-04

Total Number of Employees	Under \$5,000		Salary Range	
93	93	Col. 1	Total	
D)	6	Col. 2	Men	All Employees
87	87	Col. 3	Women	
	1	Col. 4	Total	AŁ
		Col. 5	Men	Aboriginal Peoples
_	1	Col. 6	Women	es
<u>.</u>	1	Col. 7	Total	Pers
<u>.</u>	1	Col. 8	Men	Persons with Disabilities
		Col. 9	Women	lities
16	16	Col. 10	Total	Member
		Col. 11	Men	Members of Visible Minorities
16	16	Col. 12	Women	norities

Ernst & Drug LLP (certificate # 060188)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / National

Reporting Period 2016-02-26 to 2018-01-04

		All Employees		Al	ooriginal 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
Senior Managers	77	54	23							19	14	5
Middle and Other Managers	194	129	65	2	1	1	4	4		71	49	22
Professionals	1215	596	619	11	3	8	7	4	3	471	236	235
Semi-Professionals and Technicians	14	7	7							2	1	1
Supervisors	4		4									
Administrative and Senior Clerical Personnel	101	8	93	3		3	1		1	29	3	26
Clerical Personnel	64	31	33	5	1	4	2	1	1	32	17	15
Intermediate Sales and Service Personnel	1		1									
Total Number of Employees Hired	1670	825	845	21	5	16	14	9	5	624	320	304

Canada

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / National Reporting Period 2016-02-26 to 2018-01-04

:		All Employees			Aboriginal Peoples	les	Pers	Persons with Disabilities	ilities	Membe	<	inor
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 Men Col. 10 Col. 11	Men Col. 11	Women Col. 12
Middle and Other Managers	2		2							2		
Professionals	3	1	2							1		
Administrative and Senior Clerical Personnel	1		1							1		
Clerical Personnel	_											
Total Number of Employees Hired	7	2	5							4		

Ernst & Doung LLP (certificate # 060188)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / National

Reporting Period 2016-02-26 to 2018-01-04

	Employe	ees promoted (Employees pro	omoted during t	he year are to	be reported on	ly in the occup	ational groups	in which or to v	which they have	e been last pro	moted.)
Occupational Group		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
Senior Managers	84	40	44				1		1	15	9	6
Middle and Other Managers	247	152	95	2	1	1	3	2	1	91	60	31
Professionals	1180	576	604	6		6	4	2	2	423	202	221
Semi-Professionals and Technicians	4	4								2	2	
Supervisors	4		4							1		1
Administrative and Senior Clerical Personnel	189	7	182	5		5				44	1	43
Clerical Personnel	28	10	18							8	3	5
Total Number of Employees Promoted	1736	789	947	13	1	12	8	4	4	584	277	307
Total Number of Promotions	1813	821	992	13	1	12	8	4	4	611	290	321

Form 5 B

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Ernst & Description | Ernst & Description | Ernst & Description | EmpLoyees Promoted | Part-Time | National | Part-Time | Part

Reporting Period 2016-02-26 to 2018-01-04

	Employ	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)	Employees pro	moted during t	the year are to	be reported on	ly in the occup	ational groups	in which or to v	vhich they have	e been last pro	noted.)
		All Employees		Al	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
Senior Managers	3		3							1		1
Middle and Other Managers	4		4							1		_
Professionals	6	1	5									
Administrative and Senior Clerical Personnel	4		4							2		2
Total Number of Employees Promoted	17	1	16							4		4
Total Number of Promotions	18	2	16							4		4

Form 5 C

Ernst & Doung LLP (certificate # 060188) FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Temporary / National Reporting Period 2016-02-26 to 2018-01-04

	Employ	ees promoted (Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)	moted during t	the year are to	be reported or	ly in the occup	ational groups	in which or to v	vhich they haνε	e been last pro	moted.)
		All Employees		Al	Aboriginal Peoples	es	Pers	Persons with Disabilities	ilities	Membei	Members of Visible Minorities	າorities
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
Professionals	1		1									
Administrative and Senior Clerical Personnel	2		2							1		
Clerical Personnel	1		1							1		_
Total Number of Employees Promoted	4		4							2		2
Total Number of Promotions	4		4							2		2

Ernst & Doung LLP (certificate # 060188)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / National

Reporting Period 2016-02-26 to 2018-01-04

		All Employees		Ab	ooriginal 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
Senior Managers	25	17	8							3	2	1
Middle and Other Managers	203	143	60	1	1		2		2	82	55	27
Professionals	990	472	518	6	2	4	3	3		385	183	202
Semi-Professionals and Technicians	9	5	4							1		1
Supervisors	6		6									
Administrative and Senior Clerical Personnel	74	5	69	1		1	1		1	20	2	18
Clerical Personnel	50	21	29	1	1		2		2	20	10	10
Total Number of Employees Terminated	1357	663	694	9	4	5	8	3	5	511	252	259

Ernst & Drug LLP (certificate # 060188)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / National

Reporting Period 2016-02-26 to 2018-01-04

		All Employees		A	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	6	1	5							4	1	3
Professionals	11	1	10							2		2
Administrative and Senior Clerical Personnel	3		3							2		2
Clerical Personnel	1	1										
Total Number of Employees Terminated	21	3	18							8	1	7

Workplace Equity Information Management System - Ernst & Young LLP

Workforce Analysis - Detailed Report

Date: 2018-01-04

Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Ava	ilability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	614	185	30.1 %	27.4 %	168	17	National
02 : Middle and Other Managers	National	744	309	41.5 %	38.9 %	289	20	National
03 : Professionals		2903	1580	54.4 %	53.6 %	1556	24	
1111 : Financial auditors and accountants	National	2250	1217	54.1 %	55.1 %	1240	-23	National
1121 : Human resources professionals	National	82	73	89.0 %	71.1 %	58	15	National
122 : Professional occupations in business management consulting	National	442	202	45.7 %	42.0 %	186	16	National
123 : Professional occupations in advertising, marketing and public relations	National	29	25	86.2 %	66.4 %	19	6	National
2147 : Computer engineers (except software engineers and designers)	National	1	0	0.0 %	12.6 %	0	0	National
171: Information systems analysts and consultants	National	12	3	25.0 %	28.3 %	3	0	National
172 : Database analysts and data administrators	National	1	1	100.0 %	35.2 %	0	1	National
:174 : Computer programmers and interactive media developers	National	4	1	25.0 %	17.9 %	1	0	National
021 : College and other vocational instructors	National	3	2	66.7 %	53.8 %	2	0	National
112 : Lawyers and Quebec notaries	National	4	3	75.0 %	42.5 %	2	1	National
163: Business development officers and marketing researchers and consultants	National	33	22	66.7 %	50.7 %	17	5	National
i125 : Translators, terminologists and interpreters	National	42	31	73.8 %	69.9 %	29	2	National
4 : Semi-Professionals and Technicians		63	21	33.3 %	33.6 %	21	0	
282 : User support technicians	Alberta	5	2	40.0 %	26.7 %	1	1	Alberta
282 : User support technicians	British Columbia	4	3	75.0 %	25.1 %	1	2	British Columbia
282 : User support technicians	Manitoba	1	0	0.0 %	27.1 %	0	0	Manitoba
282 : User support technicians	Nova Scotia	1	0	0.0 %	32.1 %	0	0	Nova Scotia
282 : User support technicians	Ontario	26	6	23.1 %	24.2 %	6	0	Ontario
282 : User support technicians	Québec	10	1	10.0 %	19.6 %	2	-1	Québec
282 : User support technicians	Saskatchewan	1	0	0.0 %	27.1 %	0	0	Saskatchewan
1211 : Paralegal and related occupations	British Columbia	2	0	0.0 %	84.2 %	2	-2	British Columbia



Workplace Equity Information Management System - Ernst & Young LLP

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Workforce Analysis - Detailed Report

Date: 2018-01-04

Women

Employment Equity Occupational Group	Internal Location	All Employees	Renre	Representation	Women Ava	Availabilitv	Gab	Recruitment Area
. ,		*	# .	%	%	# '	# '	
4211 : Paralegal and related occupations	Ontario	6	ω	50.0 %	82.0 %	5	-2	Ontario
5241 : Graphic designers and illustrators	British Columbia	Ν	2	100.0 %	43.7 %	<u> </u>	_	British Columbia
5241 : Graphic designers and illustrators	Ontario	4	ω	75.0 %	44.9 %	2	_	Ontario
5241 : Graphic designers and illustrators	Québec	_	_	100.0 %	47.2 %	0	_	Québec
05 : Supervisors		11	9	81.8 %	52.8 %	6	ω	
Employment Equity Occupational Group	Calgary	Ν	_	50.0 %	55.0 %	_	0	Calgary
Employment Equity Occupational Group	Montréal	ω	ω	100.0 %	50.8 %	N	<u> </u>	Montréal
Employment Equity Occupational Group	Saskatoon	_	_	100.0 %	53.4 %	_	0	Saskatoon
Employment Equity Occupational Group	Toronto	5	4	80.0 %	53.0 %	ω	<u> </u>	Toronto
07 : Administrative and Senior Clerical Personnel		272	260	95.6 %	80.6 %	219	41	
Employment Equity Occupational Group	Calgary	17	17	100.0 %	80.5 %	14	ω	Calgary
Employment Equity Occupational Group	Edmonton	9	9	100.0 %	84.6 %	∞	_	Edmonton
Employment Equity Occupational Group	Halifax	O	6	100.0 %	81.4 %	51	_	Halifax
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	S ₁	IJ	100.0 %	83.0 %	4	_	Kitchener - Cambridge
Employment Equity Occupational Group	London	Ō	6	100.0 %	82.5 %	5ī	_	London
Employment Equity Occupational Group	Moncton	4	4	100.0 %	80.9 %	ω	_	Moncton
Employment Equity Occupational Group	Montréal	52	52	100.0 %	80.8 %	42	10	Montréal
Employment Equity Occupational Group	N.B. less CMA	_	_	100.0 %	86.1 %	_	0	N.B. less CMA
Employment Equity Occupational Group	Ottawa - Gatineau	11	10	90.9 %	77.2 %	∞	2	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	O	6	100.0 %	80.9 %	5ī	_	Québec
Employment Equity Occupational Group	Saint John	N	_	50.0 %	83.6 %	2	<u>.,</u>	Saint John
Employment Equity Occupational Group	Saskatoon	12	12	100.0 %	84.0 %	10	2	Saskatoon
Employment Equity Occupational Group	St. John's	2	2	100.0 %	82.5 %	2	0	St. John's
Employment Equity Occupational Group	Toronto	107	98	91.6 %	80.1%	86	12	Toronto

Employment and Social Emploi et Développement Development Canada social Canada

Workplace Equity Information Management System - Ernst & Young LLP

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Workforce Analysis - Detailed Report

Date: 2018-01-04

Women

					141			
Employment Equity Occupational Group	Internal Location	All Employees #	Repres #	Representation #%	Availa %	Availability G	Gap #	Recruitment Area
Employment Equity Occupational Group	Vancouver	28	27	96.4 %	79.0 %	22	5	Vancouver
Employment Equity Occupational Group	Winnipeg	4	4	100.0 %	81.1 %	ω	<u> </u>	Winnipeg
10 : Clerical Personnel		182	120	65.9 %	66.3 %	121	<u>.</u>	
Employment Equity Occupational Group	Calgary	14	9	64.3 %	70.2 %	10	<u></u>	Calgary
Employment Equity Occupational Group	Edmonton	ω	2	66.7 %	70.3 %	N	0	Edmonton
Employment Equity Occupational Group	Halifax	_	0	0.0 %	67.7 %	1	<u></u>	Halifax
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	ω	ω	100.0 %	67.9 %	2	_	Kitchener - Cambridge
Employment Equity Occupational Group	London	4	4	100.0 %	71.4 %	ω	_	London
Employment Equity Occupational Group	Moncton	_	0	0.0 %	62.4 %	1	<u>.</u> .	Moncton
Employment Equity Occupational Group	Montréal	18	15	83.3 %	62.5 %	1	4	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	O	ω	50.0 %	65.8 %	4	<u>.</u>	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	2	2	100.0 %	61.6 %	_	<u> </u>	Québec
Employment Equity Occupational Group	Saint John	_	<u> </u>	100.0 %	70.5 %	_	0	Saint John
Employment Equity Occupational Group	Saskatoon	8	4	50.0 %	70.2 %	6	ĸ	Saskatoon
Employment Equity Occupational Group	St. John's	5	ω	60.0 %	72.6 %	4	<u>.</u>	St. John's
Employment Equity Occupational Group	Toronto	102	63	61.8 %	65.2 %	67	4	Toronto
Employment Equity Occupational Group	Vancouver	9	7	77.8 %	70.0 %	6	_	Vancouver
Employment Equity Occupational Group	Winnipeg	5	4	80.0 %	67.9 %	ω	_	Winnipeg
11 : Intermediate Sales and Service Personnel		4	4	100.0 %	62.4 %	2	2	
Employment Equity Occupational Group	Montréal	ယ	ω	100.0 %	61.8 %	2	_	Montréal
Employment Equity Occupational Group	Vancouver	_	_	100.0 %	64.2 %	_	0	Vancouver

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Workplace Equity Information Management System - Ernst & Young LLP

Workforce Analysis - Detailed Report

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Date: 2018-01-04

Women

Total	Employment Equity Occupational Group
	Internal Location
4793	All Employees #
2488	Repres
2488 51.9 % 49.7 %	Representation # %
49.7 %	Women Ava %
2382	Availability % #
106	Gap
	Recruitment Area

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

Total may not equal sum of components due to rounding.

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Workplace Equity Information Management System - Ernst & Young LLP

Workforce Analysis - Detailed Report

Date: 2018-01-04

Aboriginal Peoples

				Aborigi	Aboriginal Peoples		
Employment Equity Occupational Group	Internal Location	All Employees #	Representation # %	ntation %	Availability %#	ility Gap	Recruitment Area
01 : Senior Managers	National	614	0	0.0 %	2.9 %	18 -18	National
02 : Middle and Other Managers	National	744	6	0.8 %	2.2 %	16 -10	National
03 : Professionals		2903	19	0.7 %	1.4 %	-22	
1111 : Financial auditors and accountants	National	2250	15	0.7 %	1.3 %	29 -14	National
1121 : Human resources professionals	National	82	0	0.0 %	2.7 %	2 -2	National
1122 : Professional occupations in business management consulting	National	442	ω	0.7 %	1.6 %	7 -4	National
1123 : Professional occupations in advertising, marketing and public relations	National	29	0	0.0 %	2.1 %	1 -1	National
2147 : Computer engineers (except software engineers and designers)	National	_	0	0.0 %	0.9 %	0 0) National
2171 : Information systems analysts and consultants	National	12	0	0.0 %	1.1 %	0 0) National
2172 : Database analysts and data administrators	National	_	0	0.0 %	1.3 %	0 0) National
2174 : Computer programmers and interactive media developers	National	4	0	0.0 %	1.0 %	0 0) National
4021 : College and other vocational instructors	National	ω	0	0.0 %	2.4 %	0 0) National
4112 : Lawyers and Quebec notaries	National	4	0	0.0 %	1.6 %	0 0) National
4163 : Business development officers and marketing researchers and consultants	National	33	_	3.0 %	2.0 %	1 0	National National
5125 : Translators, terminologists and interpreters	National	42	0	0.0 %	2.9 %	1 -1	National
04 : Semi-Professionals and Technicians		63	_	1.6 %	2.1 %	1 0	-
2282 : User support technicians	Alberta	G	0	0.0 %	3.8 %	0 0) Alberta
2282 : User support technicians	British Columbia	4	0	0.0 %	1.8 %	0 0) British Columbia
2282 : User support technicians	Manitoba	-1	0	0.0 %	4.9 %	0 0) Manitoba
2282 : User support technicians	Nova Scotia	-1	0	0.0 %	3.2 %	0 0	Nova Scotia
2282 : User support technicians	Ontario	26	_	3.8 %	1.6 %	0 1	Ontario
2282 : User support technicians	Québec	10	0	0.0 %	1.3 %	0 0) Québec
2282 : User support technicians	Saskatchewan	_	0	0.0 %	7.9 %	0 0) Saskatchewan
4211 : Paralegal and related occupations	British Columbia	2	0	0.0 %	5.3 %	0 0) British Columbia

2018-02-15

Workplace Equity Information Management System - Ernst & Young LLP

Workforce Analysis - Detailed Report

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Date: 2018-01-04

Aboriginal Peoples

	(
Employment Equity Occupational Group	Internal Location	All Employees #	Abo Representation #%	Aborigi ntation %	Aboriginal Peoples ion Availability % % #	sility #	Gap #	Recruitment Area
4211 : Paralegal and related occupations	Ontario	6	0	0.0 %	1.5 %	0	0	Ontario
5241 : Graphic designers and illustrators	British Columbia	2	0	0.0 %	2.7 %	0	0	British Columbia
5241 : Graphic designers and illustrators	Ontario	4	0	0.0 %	1.6 %	0	0	Ontario
5241 : Graphic designers and illustrators	Québec	_	0	0.0 %	1.2 %	0	0	Québec
05 : Supervisors		11	0	0.0 %	2.2 %	0	0	
Employment Equity Occupational Group	Calgary	Ν	0	0.0 %	3.1 %	0	0	Calgary
Employment Equity Occupational Group	Montréal	ω	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	Saskatoon	_	0	0.0 %	10.8 %	0	0	Saskatoon
Employment Equity Occupational Group	Toronto	S	0	0.0 %	1.0 %	0	0	Toronto
07 : Administrative and Senior Clerical Personnel		272	∞	2.9 %	1.6 %	4	4	
Employment Equity Occupational Group	Calgary	17	_	5.9 %	2.6 %	0	_	Calgary
Employment Equity Occupational Group	Edmonton	9	0	0.0 %	3.6 %	0	0	Edmonton
Employment Equity Occupational Group	Halifax	6	_	16.7 %	2.2 %	0	_	Halifax
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	σ	0	0.0 %	1.6 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	London	6	0	0.0 %	0.8 %	0	0	London
Employment Equity Occupational Group	Moncton	4	0	0.0 %	1.2 %	0	0	Moncton
Employment Equity Occupational Group	Montréal	52	_	1.9 %	0.7 %	0	_	Montréal
Employment Equity Occupational Group	N.B. less CMA	_	0	0.0 %	2.7 %	0	0	N.B. less CMA
Employment Equity Occupational Group	Ottawa - Gatineau	11	0	0.0 %	3.2 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	6	0	0.0 %	0.7 %	0	0	Québec
Employment Equity Occupational Group	Saint John	N	0	0.0 %	1.1 %	0	0	Saint John
Employment Equity Occupational Group	Saskatoon	12	_	8.3 %	6.4 %	_	0	Saskatoon
Employment Equity Occupational Group	St. John's	N	0	0.0 %	2.5 %	0	0	St. John's
Employment Equity Occupational Group	Toronto	107	2	1.9 %	0.8 %	<u> </u>	_	Toronto

2018-02-15

Workplace Equity Information Management System - Ernst & Young LLP

Workforce Analysis - Detailed Report

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Date: 2018-01-04

Aboriginal Peoples

	,	•						
Employment Equity Occupational Group	Internal Location	All Employees #	Repres	Aborig Representation # %	Aboriginal Peoples ion Availability % % #	ability #	Gap #	Recruitment Area
Employment Equity Occupational Group	Vancouver	28	<u> </u>	3.6 %	2.1 %	_	0	Vancouver
Employment Equity Occupational Group	Winnipeg	4	<u> </u>	25.0 %	8.5 %	0	_	Winnipeg
10 : Clerical Personnel		182	6	3.3 %	1.8 %	ω	ω	
Employment Equity Occupational Group	Calgary	14	0	0.0 %	3.0 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	ω	0	0.0 %	5.1 %	0	0	Edmonton
Employment Equity Occupational Group	Halifax	_	0	0.0 %	2.7 %	0	0	Halifax
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	ω	0	0.0 %	0.9 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	London	4	0	0.0 %	1.6 %	0	0	London
Employment Equity Occupational Group	Moncton	_	0	0.0 %	2.0 %	0	0	Moncton
Employment Equity Occupational Group	Montréal	18	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	O	0	0.0 %	2.8 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	2	0	0.0 %	0.6 %	0	0	Québec
Employment Equity Occupational Group	Saint John	_	0	0.0 %	3.3 %	0	0	Saint John
Employment Equity Occupational Group	Saskatoon	8	2	25.0 %	8.4 %	_	_	Saskatoon
Employment Equity Occupational Group	St. John's	O I	_	20.0 %	1.4 %	0	_	St. John's
Employment Equity Occupational Group	Toronto	102	ω	2.9 %	0.7 %	_	2	Toronto
Employment Equity Occupational Group	Vancouver	Ø	0	0.0 %	2.4 %	0	0	Vancouver
Employment Equity Occupational Group	Winnipeg	ъ	0	0.0 %	9.8 %	0	0	Winnipeg
11 : Intermediate Sales and Service Personnel		4	0	0.0 %	1.2 %	0	0	
Employment Equity Occupational Group	Montréal	ω	0	0.0 %	0.9 %	0	0	Montréal
Employment Equity Occupational Group	Vancouver	_	0	0.0 %	2.3 %	0	0	Vancouver

Workplace Equity Information Management System - Ernst & Young LLP

Workforce Analysis - Detailed Report

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Date: 2018-01-04

Aboriginal Peoples

Total	Employment Equity Occupational Group
	Internal Location
4793	All Employees #
40	Ab Representation # %
40 0.9 % 1.8 %	Aborig entation %
1.8 %	Aboriginal Peoples ion Availi % %
83	oples Availability %#
83 43	Gap #
	Recruitment Area

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

Total may not equal sum of components due to rounding.

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Workplace Equity Information Management System - Ernst & Young LLP

Workforce Analysis - Detailed Report

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Date: 2018-01-04

Members of Visible Minorities

			_	Members of	Members of Visible Minorities		ı	
Employment Equity Occupational Group	Internal Location	All Employees #	Repres	Representation # %	Availability %#		Gap #	Recruitment Area
01 : Senior Managers	National	614	81	13.2 %	10.1 %	62	19	National
02 : Middle and Other Managers	National	744	253	34.0 %	15.0 %	112	141	National
03 : Professionals		2903	1024	35.3 %	26.0 %	755	269	
1111 : Financial auditors and accountants	National	2250	787	35.0 %	27.5 %	619	168	National
1121 : Human resources professionals	National	82	25	30.5 %	14.1 %	12	13	National
1122 : Professional occupations in business management consulting	National	442	185	41.9 %	21.6 %	95	90	National
1123 : Professional occupations in advertising, marketing and public relations	National	29	6	20.7 %	16.9 %	IJ	_	National
2147 : Computer engineers (except software engineers and designers)	National	_	<u> </u>	100.0 %	38.2 %	0	<u> </u>	National
2171: Information systems analysts and consultants	National	12	2	16.7 %	31.4 %	4	٨	National
2172 : Database analysts and data administrators	National	_	<u> </u>	100.0 %	32.3 %	0	_	National
2174 : Computer programmers and interactive media developers	National	4	ω	75.0 %	31.5 %	_	2	National
4021 : College and other vocational instructors	National	ω	0	0.0 %	13.4 %	0	0	National
4112 : Lawyers and Quebec notaries	National	4	ω	75.0 %	12.5 %	<u> </u>	2	National
4163 : Business development officers and marketing researchers and consultants	National	33	10	30.3 %	21.9 %	7	ω	National
5125 : Translators, terminologists and interpreters	National	42	<u> </u>	2.4 %	22.2 %	9	&	National
04 : Semi-Professionals and Technicians		63	19	30.2 %	28.2 %	18	_	
2282 : User support technicians	Alberta	5	4	80.0 %	28.2 %	_	ω	Alberta
2282 : User support technicians	British Columbia	4	2	50.0 %	32.5 %	_	<u> </u>	British Columbia
2282 : User support technicians	Manitoba	_	0	0.0 %	17.3 %	0	0	Manitoba
2282 : User support technicians	Nova Scotia	٦	0	0.0 %	11.3 %	0	0	Nova Scotia
2282 : User support technicians	Ontario	26	∞	30.8 %	35.9 %	9	_	Ontario
2282 : User support technicians	Québec	10	<u> </u>	10.0 %	18.2 %	2	<u>.</u>	Québec
2282 : User support technicians	Saskatchewan	_	0	0.0 %	7.9 %	0	0	Saskatchewan
4211 : Paralegal and related occupations	British Columbia	2	0	0.0 %	28.3 %	_	<u>.</u>	British Columbia

Page 9 of 15

Workplace Equity Information Management System - Ernst & Young LLP

Workforce Analysis - Detailed Report

Date: 2018-01-04

Members of Visible Minorities

				Members o	Members of Visible Minorities	ities		
Employment Equity Occupational Group	Internal Location	All Employees #	Repres	Representation # %	Availability %#	bility #	Gap #	Recruitment Area
4211 : Paralegal and related occupations	Ontario	6	ω	50.0 %	22.3 %	_	2	Ontario
5241 : Graphic designers and illustrators	British Columbia	Ν	_	50.0 %	28.0 %	<u> </u>	0	British Columbia
5241 : Graphic designers and illustrators	Ontario	4	0	0.0 %	24.0 %	_	<u>.</u>	Ontario
5241 : Graphic designers and illustrators	Québec	_	0	0.0 %	11.2 %	0	0	Québec
05 : Supervisors		11	_	9.1 %	31.0 %	ω	'n	
Employment Equity Occupational Group	Calgary	N	0	0.0 %	27.4 %	-1	<u>.</u>	Calgary
Employment Equity Occupational Group	Montréal	ω	_	33.3 %	16.7 %	<u> </u>	0	Montréal
Employment Equity Occupational Group	Saskatoon	_	0	0.0 %	7.2 %	0	0	Saskatoon
Employment Equity Occupational Group	Toronto	51	0	0.0 %	45.8 %	2	2	Toronto
07 : Administrative and Senior Clerical Personnel		272	68	25.0 %	23.6 %	64	4	
Employment Equity Occupational Group	Calgary	17	4	23.5 %	16.5 %	ω	_	Calgary
Employment Equity Occupational Group	Edmonton	9	2	22.2 %	13.4 %	_	_	Edmonton
Employment Equity Occupational Group	Halifax	O	0	0.0 %	5.8 %	0	0	Halifax
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	Сī	<u> </u>	20.0 %	9.5 %	0	<u> </u>	Kitchener - Cambridge
Employment Equity Occupational Group	London	თ	_	16.7 %	7.3 %	0	<u> </u>	London
Employment Equity Occupational Group	Moncton	4	0	0.0 %	2.2 %	0	0	Moncton
Employment Equity Occupational Group	Montréal	52	ъ	9.6 %	12.2 %	6	<u>.</u>	Montréal
Employment Equity Occupational Group	N.B. less CMA	_	0	0.0 %	1.0 %	0	0	N.B. less CMA
Employment Equity Occupational Group	Ottawa - Gatineau	11	_	9.1 %	12.2 %	_	0	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	O	_	16.7 %	1.5 %	0	_	Québec
Employment Equity Occupational Group	Saint John	N	0	0.0 %	1.9 %	0	0	Saint John
Employment Equity Occupational Group	Saskatoon	12	_	8.3 %	5.5 %	_	0	Saskatoon
Employment Equity Occupational Group	St. John's	2	0	0.0 %	0.7 %	0	0	St. John's
Employment Equity Occupational Group	Toronto	107	40	37.4 %	37.3 %	40	0	Toronto

Workplace Equity Information Management System - Ernst & Young LLP

Workforce Analysis - Detailed Report

003923

Date: 2018-01-04

Members of Visible Minorities

Vancouver 1 0	Montréal 3 0	11 : Intermediate Sales and Service Personnel 4 0 0.0	Employment Equity Occupational Group 5 2 40.0	Employment Equity Occupational Group 9 4 44.4	Employment Equity Occupational Group Toronto 102 47 46.1	Employment Equity Occupational Group St. John's 5 0 0.0	Employment Equity Occupational Group Saskatoon 8 4 50.0	Employment Equity Occupational Group Saint John 1 0 0.0	Employment Equity Occupational Group Québec 2 0 0.0	Employment Equity Occupational Group Ottawa - Gatineau 6 3 50.0	Employment Equity Occupational Group Montréal 18 3 16.7	Employment Equity Occupational Group Moncton 1 0 0.0	4 0	Employment Equity Occupational Group Kitchener - 3 0 0.0 Cambridge - Waterloo	Employment Equity Occupational Group Halifax 1 1 100.0	Employment Equity Occupational Group Edmonton 3 1 33.3	Employment Equity Occupational Group Calgary 14 4 28.6	10 : Clerical Personnel 182 69 37.9	Employment Equity Occupational Group Winnipeg 4 0 0.0	Employment Equity Occupational Group Vancouver 28 12 42.9	Members Employment Equity Occupational Group Internal Location All Employees Representation # # %
<u> </u>	ω	4	O1	9	102	5	œ	_	2	Ō	18	_	4	ω	_	ω	14	182	4	28	All Employees #
0	0	0	2	4	47	0	4	0	0	ω	ω	0	0	0	_	_	4	69	0	12	N Represe #
0.0 %	0.0 %	0.0 %	40.0 %	44.4 %	46.1 %	0.0 %	50.0 %	0.0 %	0.0 %	50.0 %	16.7 %	0.0 %	0.0 %	0.0 %	100.0 %	33.3 %	28.6 %	37.9 %	0.0 %	42.9 %	embers on ntation %
47.5 %	22.2 %	28.5 %	17.0 %	42.3 %	48.1 %	0.8 %	7.1 %	1.8 %	2.0 %	14.7 %	17.4 %	1.5 %	9.1 %	11.5 %	7.3 %	17.5 %	24.3 %	34.7 %	11.1 %	35.3 %	Members of Visible Minorities entation Availability #
0	<u> </u>	<u> </u>	<u> </u>	4	49	0	_	0	0	-1	ω	0	0	0	0	_	ω	63	0	10	** -
0	<u>.</u>	<u></u>	_	0	ĸ	0	ω	0	0	2	0	0	0	0	<u> </u>	0	_	6	0	2	Gap #
Vancouver	Montréal		Winnipeg	Vancouver	Toronto	St. John's	Saskatoon	Saint John	Québec	Ottawa - Gatineau	Montréal	Moncton	London	Kitchener - Cambridge	Halifax	Edmonton	Calgary		Winnipeg	Vancouver	Recruitment Area

- ()

Workplace Equity Information Management System - Ernst & Young LLP

Workforce Analysis - Detailed Report

003924

Date: 2018-01-04

Members of Visible Minorities

Total	Employment Equity Occupational Group
	Internal Location
4793	All Employees #
1515	Represe
1515 31.6% 22.5%	Members of Representation # %
	Members of Visible Minorities sentation Availability % % #
1078	orities lability #
437	Gap #
	Recruitment Area

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

Total may not equal sum of components due to rounding.

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Workplace Equity Information Management System - Ernst & Young LLP

Workforce Analysis - Detailed Report

Date: 2018-01-04

Persons with Disabilities

sionals and Technicians	ai 63	0	0.0 %	4.6 %	c:
			0.0 %	4.6 %	
05 : Supervisors National	ıal 11	0	0.0 %	13.9 %	2 -2
07 : Administrative and Senior Clerical Personnel National	ıal 272	2 0	0.0 %	3.4 %	9 -9
10 : Clerical Personnel National	ıal 182	2 4	2.2 %	7.0 %	13 -9
11 : Intermediate Sales and Service Personnel National	ıal 4	0	0.0 %	5.6 %	0
	4793	3 30	0.6 %	4.1 %	

Total may not equal sum of components due to rounding.

Sources: 2012 Canadian Survey on Disability and employer's internal data



Workplace Equity Information Management System - Ernst & Young LLP

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Workforce Analysis - Detailed Report

Date: 2018-01-04

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

11 : Intermediate Sales and Service Personnel	10 : Clerical Personnel	07 : Administrative and Senior Clerical Personnel	05 : Supervisors	04 : Semi-Professionals and Technicians	03 : Professionals	02 : Middle and Other Managers	01 : Senior Managers	Employment Equity Occupational Group
EEOG	EEOG	EEOG	EEOG	NOC	NOC	EEOG	EEOG	Perform Analysis By
CMA	CMA	CMA	CMA	Provincial	National	National	National	Recruitment Area

Workplace Equity Information Management System - Ernst & Young LLP

Workforce Analysis - Detailed Report

Date: 2018-01-04

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
05 : Supervisors	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National



Workplace Equity Information Management System - Ernst & Young LLP

Workforce Analysis - Summary Report

Date: 2018-01-04

Women

				Women		
Employment Equity Occupational Group	All Employees	Repres	entation	Ava	ilability	Gap
	#	#	%	%	#	#
01 : Senior Managers	614	185	30.1 %	27.4 %	168	17
02 : Middle and Other Managers	744	309	41.5 %	38.9 %	289	20
03 : Professionals	2903	1580	54.4 %	53.6 %	1556	24
04 : Semi-Professionals and Technicians	63	21	33.3 %	33.6 %	21	0
5 : Supervisors	11	9	81.8 %	52.8 %	6	3
7 : Administrative and Senior Clerical Personnel	272	260	95.6 %	80.6 %	219	41
0 : Clerical Personnel	182	120	65.9 %	66.3 %	121	-1
11 : Intermediate Sales and Service Personnel	4	4	100.0 %	62.4 %	2	2
Total	4793	2488	51.9 %	49.7 %	2382	106

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Ernst & Young LLP

Workforce Analysis - Summary Report

003929

Date: 2018-01-04

Aboriginal Peoples

			Aborigi	Aboriginal Peoples		
Employment Equity Occupational Group	All Employees	Representation	ntation	Availability	oility	Gap
	#	#	%	%	#	#
01 : Senior Managers	614	0	0.0 %	2.9 %	18	-18
02 : Middle and Other Managers	744	6	0.8 %	2.2 %	16	-10
03 : Professionals	2903	19	0.7 %	1.4 %	41	-22
04 : Semi-Professionals and Technicians	63	<u> </u>	1.6 %	2.1 %	_	0
05 : Supervisors	11	0	0.0 %	2.2 %	0	0
07 : Administrative and Senior Clerical Personnel	272	∞	2.9 %	1.6 %	4	4
10 : Clerical Personnel	182	6	3.3 %	1.8 %	ω	ω
11 : Intermediate Sales and Service Personnel	4	0	0.0 %	1.2 %	0	0
Total	4793	40	0.9 %	1.8 %	83	43

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Ernst & Young LLP

Workforce Analysis - Summary Report

Date: 2018-01-04

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	614	81	13.2 %	10.1 %	62	19
02 : Middle and Other Managers	744	253	34.0 %	15.0 %	112	141
03: Professionals	2903	1024	35.3 %	26.0 %	755	269
04 : Semi-Professionals and Technicians	63	19	30.2 %	28.2 %	18	<u>.</u>
05 : Supervisors	11	_	9.1%	31.0 %	ω	4
07 : Administrative and Senior Clerical Personnel	272	68	25.0 %	23.6 %	64	4
10 : Clerical Personnel	182	69	37.9 %	34.7 %	63	0
11 : Intermediate Sales and Service Personnel	4	0	0.0 %	28.5 %	1	•
Total	4793	1515	31.6 %	22.5 %	1078	437

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Ernst & Young LLP

Workforce Analysis - Summary Report

Date: 2018-01-04

Persons with Disabilities

			Persons v	Persons with Disabilities	Ġ	
Employment Equity Occupational Group	All Employees	Representati	ntation	Availabi	oility	Gap
	#	#	%	%	#	#
01/02 : Managers	1358	11	0.8 %	4.3 %	58	-47
03 : Professionals	2903	15	0.5 %	3.8 %	110	-95
04 : Semi-Professionals and Technicians	63	0	0.0 %	4.6 %	ω	မ်
05 : Supervisors	1	0	0.0 %	13.9 %	2	-2
07 : Administrative and Senior Clerical Personnel	272	0	0.0 %	3.4 %	9	9
10 : Clerical Personnel	182	4	2.2 %	7.0 %	13	-9
11 : Intermediate Sales and Service Personnel	4	0	0.0 %	5.6 %	0	0
Total	4793	30	30 0.6 %	4.1%	195	-165

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Ernst & Young LLP

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Workforce Analysis - Summary Report

Date: 2018-01-04

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

11 : Intermediate Sales and Service Personnel	10 : Clerical Personnel	07 : Administrative and Senior Clerical Personnel	05 : Supervisors	04 : Semi-Professionals and Technicians	03 : Professionals	02 : Middle and Other Managers	01 : Senior Managers	Employment Equity Occupational Group
EEOG	EEOG	EEOG	EEOG	NOC	NOC	EEOG	EEOG	Perform Analysis By
CMA	CMA	CMA	CMA	Provincial	National	National	National	Recruitment Area

Workplace Equity Information Management System - Ernst & Young LLP

Workforce Analysis - Summary Report

Date: 2018-01-04

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
05 : Supervisors	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National



Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Ernst & Young LLP

2018-02-08

Data from First/Previous Workforce Analysis

Data from	First/Previous	Workforce	Analysis
YYYY	MM		DD
2016	01		04

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Data from S	•	rent Workforce

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	01	04

Table 5: Women

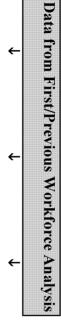
			Γable 1: Women evious Workforce A	
	4 F 34 Q 45 1 G (FFQC)	All Employees	Women	
Empio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	516	137	27.40
02	Middle & Other Managers	649	259	38.90
03	Professionals	2,673	1,455	54.00
04	Semi-Professionals & Technicians	62	22	34.20
05	Supervisors	13	11	53.00
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	239	228	80.60
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	191	134	66.20
11	Intermediate Sales & Service Personnel	4	4	62.40
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		4,347	2,250	50.3

Subsequent/Current Workforce Analysis			
All Employees	Women		
	Representation	Availability*	
#	#	%	
614	185	27.40	
744	309	38.90	
2,903	1,580	53.60	
63	21	33.60	
11	9	52.80	
0	0	0.00	
272	260	80.60	
0	0	0.00	
0	0	0.00	
182	120	66.30	
4	4	62.40	
0	0	0.00	
0	0	0.00	
0	0	0.00	
4,793	2,488	49.7	

* Source:			
2011 Nation	al Household S	Survey	

* Source:			
2011 Nationa	ıl Household Sui	·vey	

Federal Contractors Program Achievement Report Part 1: Workforce Analysis Ernst & Young LLP 2018-02-08



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The second Facility Opening than I Compared to the Compared to	All Employees	Aboriginal Peoples	l Peoples
Symetric Equity Occupational Gloup (EEGG)		Representation	Availability*
	#	#	%
Senior Managers	516	0	2.90
Middle & Other Managers	649	4	2.20
Professionals	2,673	12	1,40
Semi-Professionals & Technicians	62	1	2.00
Supervisors	13	0	2.60
Supervisors: Crafts & Trades	0	0	0.00
Administrative & Senior Clerical Personnel	239	5	1.60
Skilled Sales & Service Personnel	0	0	0.00
Skilled Crafts & Trades Workers	0	0	0.00
Clerical Personnel	191	1	1.80
Intermediate Sales & Service Personnel	4	0	1.20
Semi-Skilled Manual Workers	0	0	0.00
Other Sales & Service Personnel	0	0	0.00
Other Manual Workers	0	0	0.00
	4,347	23	1.7

01 02 03 04 05 06 06 07 07

4,793	0	0	0	4	182	0	0	272	0	11	63	2,903	744	614	#		All Employees	Subsequent	Table
40	0	0	0	0	6	0	0	8	0	0	1	19	6	0	#	Representation	Aborigin:	Subsequent/Current Workforce Analysis	Cable 6: Aboriginal Peoples
1.8	0.0	0.0	0.0	1.2	1.8	0.0	0.0	1.6	0.0	2.2	2.1	1.4	2.2	2.9	%	Availability*	Aboriginal Peoples	ce Analysis	eoples

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2011 National Household Survey

2011 National Household Survey * Source:

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Ernst & Young LLP

2018-02-08

Data from First/Previous Workforce Analysis

Data from Subsequent/Current Workforce

Analysis

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Table 3: Members of Visible Minorities

Employment Equ

2018	Data from Subse
01	Data from Subsequent/Current Workforce Analysis YYYY MM DD
04	rkforce Analysis DD

	First/Pr	First/Previous Workforce Analysis	v nalysis
The state of the s	All Employees	Members of Visible Minorities	ible Minorities
		Representation	Availability*
	#	#	0/0
Senior Managers	516	58	10.10
Middle & Other Managers	649	224	15.00
Professionals	2,673	906	26.20
Semi-Professionals & Technicians	62	19	28.20
Supervisors	13	0	31.10
Supervisors: Crafts & Trades	0	0	0.00
Administrative & Senior Clerical Personnel	239	54	23.00
Skilled Sales & Service Personnel	0	0	0.00
Skilled Crafts & Trades Workers	0	0	0.00
Clerical Personnel	191	69	34.20
Intermediate Sales & Service Personnel	4	0	28.50
Semi-Skilled Manual Workers	0	0	0.00
Other Sales & Service Personnel	0	0	0.00
Other Manual Workers	0	0	0.00
	4,347	1,330	22.8

01 02 03 04 05 06 06 07 08

4,793	0	0	0	4	182	0	0	272	0	11	63	2,903	744	614	#	_	All Employees	Subsequent/C	Table 7: Mem
1,515	0	0	0	0	69	0	0	68	0	1	19	1,024	253	81	#	Representation	Members of Visible Minorities	Subsequent/Current Workforce Analysis	Table 7: Members of Visible Minorities
22.5	0.0	0.0	0.0	28.5	34.7	0.0	0.0	23.6	0.0	31.0	28.2	26.0	15.0	10.1	%	Availability*	ible Minorities	re Analysis	e Minorities

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2011 National Household Survey

2011 National Household Survey * Source:

Federal Contractors Program Achievement Report Part 1: Workforce Analysis Ernst & Young LLP 2018-02-08

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4.1	23	4,347	
0.00	0	0	Other Manual Workers
0.00	0	0	Other Sales & Service Personnel
0.00	0	0	Semi-Skilled Manual Workers
5.60	0	4	Intermediate Sales & Service Personnel
7.00	رى د	191	Clerical Personnel
0.00	0	0	Skilled Crafts & Trades Workers
0.00	0	0	Skilled Sales & Service Personnel
3.40	0	239	Administrative & Senior Clerical Personnel
0.00	0	0	Supervisors: Crafts & Trades
13.90	0	13	Supervisors
4.60	0	62	Semi-Professionals & Technicians
3.80	12	2,673	Professionals
4.30	8	1,165	Managers
%	#	#	
Availability*	Representation		Symene Equity Occupational Group (EEGO)
Disabilities	Persons with Disabilities	All Employees	wment Fauity Occupational Cropp (FFOC)
unalysis	First/Previous Workforce Analysis	First/Pre	
sabilities	Table 4: Persons with Disabilities	Table 4: 1	

Employment Equity Occ

01/02 | Managers

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4.1	30	4,793
0.0	0	0
0.0	0	0
0.0	0	0
5.6	0	4
7.0	4	182
0.0	0	0
0.0	0	0
3.4	0	272
0.0	0	0
13.9	0	11
4.6	0	63
3.8	15	2,903
4.3	11	1,358
%	#	#
Availability*	Representation	
Disabilities	Persons with Disabilities	All Employees
e Analysis	Subsequent/Current Workforce Analysis	Subsequent
abilities	Table 8: Persons with Disabilities	Table 8:

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	2018-02-08	Ernst & Young LLP	Part 2: Flow Data Analysis	Federal Contractors Program Achievement Report	
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21	694	1,357	16	17	947	1,736	5	7	845	1,670	Total
0	0	0	0	0	0	0	0	0	<u>-</u>	0	14 Other Manual Workers
0	0	0	0	0	0	0	0	0	0	0	13 Other 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		1	11 Intermediate Sales & Service Personnel
1	29	50	0	0	18	28	0		33	64	10 Clerical Personnel
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	08 Skilled Sales & Service Personnel
3	69	74	4	4	182	189	1	1	93	101	07 Administrative & Senior Clerical Personnel
0	0	0	0	0	0	0	0	0	-	0	06 Supervisors: Crafts & Trades
0	6	6	0	0	4	4	0	0	4	4	05 Supervisors
0	4	9	0	0	0	4	0	0	7	14	04 Semi-Professionals & Technicians
П	518	990	<u>ر</u>	6	604	1,180	2	3	619	1,215	03 Professionals
6	60	203	4	4	95	247	2	2	65	194	02 Middle & Other Managers
0	<u> </u>	25	₍₃	3	44	84	0	0	23	77	01 Senior Managers
# #	#	#	#	#	#	#	#	#	#	#	
Terminated Terminat	Terminated Ter	Lerminated	Promoted	Promoted	Promoted	Promoted		Hired		Hired	(EEOO)
is.		œ	Women	All Employees	Women	All Employees	Women Hired	All Employees	Women Hired	All Employees	Employment Equity Occupational Group
Part-time / Nationa	+	Full-time / National	National	Part-time / National	Full-time / National	Full-time	/ National	Part-time / National	Full-time / National	Full-time	
omen	Table 9: Women			Table 5: Women	Table 5:			Table 1: Women	Table 1		
←	←	←	←	-	-	←	←	-	←	-	
ed	Terminated			Promoted	Pron			Hired	Hi		
- Employees	Data from Form 6 - Employees	Data fi	yees	Data from Form 5 - Employees	from Forn	Data	oyees	Data from Form 4 - Employees	from For	Data	
				Data DD 04	Date of Flow Data MM I 01	YYYY 2018	DDD 04	Start Date of Flow Data YY MM D 16 01 (Start YYYY 2016		

able 5:	Part-time / National	/ National	Table Full-time / National	Table 9: / National	Women Part-time / National	/ National
Vomen omoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#	#	#	#
44	3	3	25	8	0	0
95	4	4	203	60	9	5
604	6	O ₁	990	518	111	10
0	0	0	9	4	0	0
4	0	0	6	9	0	0
0	0	0	0	0	0	0
182	4	4	74	69	3	Ų.
0	0	0	0	0	0	0
0	0	0	0	0	0	0
18	0	0	50	29	1	0
0	0	0	0	0	0	0
0	0	0	0	0	0	0
0	0	0	0	0	0	0
0	0	0	0	0	0	0
947	17	16	1.357	694	21	18

2018-02-08	Ernst & Young LLP	Part 2: Flow Data Analysis	Federal Contractors Program Achievement Report
	2018-02-08	Ernst & Young LLP 2018-02-08	Part 2: Flow Data Analysis Ernst & Young LLP 2018-02-08

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14 Other Manual Workers 0		13 Other Sales & Service Personnel 0 0 0 0 0 0 0 0 0	12 Semi-Skilled Manual Workers	11 Intermediate Sales & Service Personnel 1 0 0 0 0 0	10 Clerical Personnel 64 5 1 0 28 0 0 0	09 Skilled Crafts & Trades Workers 0	08 Skilled Sales & Service Personnel 0	07 Administrative & Senior Clerical Personnel 101 3 1 1 0 189 5 4 0	06 Supervisors: Crafts & Trades 0 <t< th=""><th>05 Supervisors 4 0 0 0 4 0 0 0 0</th><th>04 Semi-Professionals & Technicians 14 0 0 0 4 0 0 </th><th>03 Professionals 1,215 11 3 0 1,180 6 6 0</th><th>02 Middle & Other Managers 194 2 2 0 247 2 4 0</th><th>01 Senior Managers 77 0 0 0 84 0 3 0</th><th># # # # # #</th><th>Employment Equity Occupational Group All Employees Aboriginal All Employees Peoples Hired Peoples Hired Peoples Hired Promoted P</th><th>Full-time / National Part-time / National Full-time / National Part-time / National</th><th>Table 2: Aboriginal Peoples Table 6: Aboriginal Peoples</th><th></th><th>Data from Form 4 - Employees Hired Promoted</th><th>]</th></t<>	05 Supervisors 4 0 0 0 4 0 0 0 0	04 Semi-Professionals & Technicians 14 0 0 0 4 0 0	03 Professionals 1,215 11 3 0 1,180 6 6 0	02 Middle & Other Managers 194 2 2 0 247 2 4 0	01 Senior Managers 77 0 0 0 84 0 3 0	# # # # # #	Employment Equity Occupational Group All Employees Aboriginal All Employees Peoples Hired Peoples Hired Peoples Hired Promoted P	Full-time / National Part-time / National Full-time / National Part-time / National	Table 2: Aboriginal Peoples Table 6: Aboriginal Peoples		Data from Form 4 - Employees Hired Promoted]
	<u> </u>	0 0	0 0	0 0	0 0	0 0 0	0 0 0	4	0 0	0 0	0	6 0	4 0	3	#	All Employees Promoted	Part-time / National	Aboriginal Peoples 7	←]
	0 0 0	0 0 0	0 0 0	0 0	50 1 1 0	0 0 0	0 0 0	74 1 3 0	0 0 0	6 0 0	9 0 0	990 6 11 0	203 1 6 0	25 0 0 0	# # #	Aboriginal All Employees Peoples Peoples Terminated Terminated Terminated Terminated	Full-time / National Part-time / National	Table 10: Aboriginal Peoples	+ + +	Data from Form 6 - Employees Terminated	

	2018-02-08	Ernst & Young LLP	Part 2: Flow Data Analysis	Federal Contractors Program Achievement Report
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		Start YYYY 2016	Start Date of Flow Data YY MM D 16 01 C	Data DD 04	YYYY 2018	NATE OF Flow Data NM I 01	Data DD 04					
	Data	Data from Form 4 - Employees	n 4 - Empl	oyees	Data fro	from Forn	m Form 5 - Employees	oyees	Data	Data from Form 6 - Employees	16 - Empl)yees
		Hired	ed be-			Prom	Promoted			Terminated	nated	
	←	←	←	←	←	←	←	←	←	←	←	←
	Table.	3: Persons with Disabilities	with Disa	bilities	Table 7: F		ersons with Disabilities	oilities	Table 1	1: Persons	with	Disabilities
	Full-time / National	/National	Part-time / National	/ National	Full-time / Na	National	Part-time / Nationa	/ National	Full-time / National	'National	Part-time / National	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
01 Senior Managers	# 77	# 0	# 0	#	# 84	#	# 3	0	# 25	#	0	#
	194	4	2	0	247	دن	4	0	203	2	6	0
03 Professionals	1,215	7	သ	0	1,180	4	6	0	990	3	11	0
04 Semi-Professionals & Technicians	14	0	0	0	4	0	0	0	9	0	0	0
05 Supervisors	4	0	0	0	4	0	0	0	6	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	101	1	_	0	189	0	4	0	74		3	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	64	2	_	0	28	0	0	0	50	2	_	0
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	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	1,670	14	7	0	1,736	∞	17	0	1,357	∞	21	0

2018-02-08	Ernst & Young LLP	Part 2: Flow Data Analysis	Federal Contractors Program Achievement Report
	2018-02-08	Ernst & Young LLP 2018-02-08	Part 2: Flow Data Analysis Ernst & Young LLP 2018-02-08

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13 Other Sales & Service Personnel 0	13 Other Sales & Service Personnel 0 0 0 0 0 0 0 0		2 Semi-Skilled Manual Workers	11 Intermediate Sales & Service Personnel I 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	10 Clerical Personnel 64 32 1 0 28 8 0 0 0	rades Workers 0 0 0 0 0	08 Skilled Sales & Service Personnel 0	07 Administrative & Senior Clerical Personnel 101 29 1 1 189 44 4 2	06 Supervisors: Crafts & Trades 0 <t< th=""><th>05 Supervisors 4 0 0 0 4 1 0 0 0</th><th>04 Semi-Professionals & Technicians 14 2 0 0 4 2 0 0</th><th>03 Professionals 1,215 471 3 1 1,180 423 6 0</th><th>02 Middle & Other Managers 194 71 2 2 247 91 4 1</th><th>01 Senior Managers 77 19 0 0 84 15 3 1</th><th># # # #</th><th>Hired Hired Promoted Promoted</th><th>Minorities Hired Minorities Promoted Minorities Promoted Minorities</th><th>All Employees Visible</th><th>f Members of Members of Members of</th><th>Full-time / National Part-time / National Full-time / National Part-time / National Full-time</th><th>Table 4: Members of Visible Minorities Table 8: Members of Visible Minorities Table</th><th>Hired Promoted</th><th>Data from Form 4 - Employees Data from Form 5 - Employees D</th><th></th></t<>	05 Supervisors 4 0 0 0 4 1 0 0 0	04 Semi-Professionals & Technicians 14 2 0 0 4 2 0 0	03 Professionals 1,215 471 3 1 1,180 423 6 0	02 Middle & Other Managers 194 71 2 2 247 91 4 1	01 Senior Managers 77 19 0 0 84 15 3 1	# # # #	Hired Hired Promoted Promoted	Minorities Hired Minorities Promoted Minorities Promoted Minorities	All Employees Visible	f Members of Members of Members of	Full-time / National Part-time / National Full-time / National Part-time / National Full-time	Table 4: Members of Visible Minorities Table 8: Members of Visible Minorities Table	Hired Promoted	Data from Form 4 - Employees Data from Form 5 - Employees D	
0 0 0 0		0 0 0 0	0 0 0		0 0 20 1	0 0 0 0		4 2 74 20 3		0 0 6 0 0	0 9 1 0	6 0 990 385 11	4 1 203 82 6	3 25 3 0	# # #	Promoted Terminated	Minorities Terminated Minorities Terminated M		Monthoroof	time / National Full-time / National Part-time / National	ole Minorities Table 12: Members of Visible Minorities	Terminated	mployees Data from Form 6 - Employees	

Data for First/Previous Goals	2018-02-08	Ernst & Young LLP	Part 3: Goals	Federal Contractors Program Achievement Report
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Data sources:	From	From Workforce Data Entry	ata Entry Cx	From Flow Data C x E x 3 Analysis &	From Flow Data Data Analysis & Data Entry C x H x 3	СхНх3	푸 + I	From Workforce	ent	KxLx3	(F x Q) -	J x P Da	Data Entry V	From Workforce V	From Workforce ((K - M + O) - ((C +	K ÷ C	(K - M + O) ÷ (C
	Analysis	Analysis†			orce sis‡			Analysis	Н		≯ + ≥					F) x Q)		+ 7
***************************************	\	1	↓ .	↓ ↓	↓	.	\	1	Ţ	↓	Ţ	Ţ	↓	Ţ	↓	Ţ	4	4
									Table 1: Women	пэшо/								
								First/I	First/Previous Short-term Goals	rt-term Goa	ls							
			A	All Employees									Women	en				
	Number	Growth	Growth (New Positions)	Turnove	Furnover (Replacement of Terminated Employees)	f Terminated		Number	Turnover (Replacement of		Hires	3 Year Goals From - To	0, 12					7
Group (FFOG)	AAAA-WW-DD	Actual	Projected	Actual		Projected	Hires Over 3	YYYY-MM-DD	· commence confragracy		Over 3	1111-1111		Availability 1	Present Gap	Gap	Present Representation	Representation in 3
	2016-01-04	Annually	Annually Ov	Over 3 Years Annually	lly Annually	Over 3 Years	i cars	2016-01-04	Annually	Over 3 Years	Years	2016	2019					. Called
	#	%	. %	# %	9%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	516		1.5%	23 4	4.4% 7.3%	113	136	137	7.3%	30	41	36	26.7%	27.4%	4	-5	26.6%	26.5%
02 Middle & Other Managers	649			0 30	30.0%	0	0	259	0.0%	0	-7	0		38.9%	7	7	39.9%	
	2,673			0 35	35.9%	0	0	1,455	0.0%	0	-12	0		54.0%	12	12	54.4%	
	62	5.4%		0 14	14.4%	0 0	0 0	22	0.0%	0 0	<u> </u>	0 0		34.2% \$3.0%	<u> </u>	٠ ــ	35.5% 84.6%	
06 Supervisors: Crafts & Trades	0			0 0	0.0%	0	0 (0;	0.0%	0 (<u>o .</u>	0 (0.0%	0 -	0 .	#DIV/0!	#DIV/0!
	239			0 30	30.1%	0	0	228	0.0%	0	-35	0		80.6%	35	35	95.4%	
08 Skilled Sales & Service	0	0.0%		0 0	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	21-
09 Skilled Crafts & Trades	0	0.0%		0 0	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	191	-1.6%		0 27	27.3%	0	0	134	0.0%	0	. ∞	0		66.2%	<u></u>	8	70.2%	70.2%
11 Intermediate Sales & Service	4	0.0%		0 0	0.0%	0	0	4	0.0%	0	-2	0		62.4%	2	2	100.0%	
12 Semi-Skilled Manual	0	0.0%		0 0	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0 0	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0 0	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	4,347	3.3%		0 30	30.2%	0	0	2,250	0.0%	0	-63	0		50.3%	63	63	51.8%	51.8%

	Employment Equity Occupational	omen	
# % # % # 100 magers 37 26.7 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Group (EEOG)	rt-term Goals	Goals
Managers 0 0.0 0 Is & Tech 0 0.0 0 Is & Trades 0 0.0 0 Sr Clerical 0 0.0 0 ervice 0 0.0 0 frades 0 0.0 0 s & Service 0 0.0 0 s & Service 0 0.0 0 und 0 0.0 0 orkers 0 0.0 0 orkers 0 0.0 0	(a)	%	%
Managers 0 0.0 0 Is & Tech 0 0.0 0 Is & Trades 0 0.0 0 Sr Clerical 0 0.0 0 Erades 0 0.0 0 Irades 0 0.0 0 Is & Service 0 0.0 0 Is & Service 0 0.0 0 Inual 0 0.0 0 Irades 0 0.0 0 Inual 0 0.0 0 Orkers 0 0.0 0	01 Senior Managers	26.7	27.4
Fech 0 0.0 0.0 Fech 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0	02 Middle & Other Managers	0.0	0.0
Fech 0 0.0 0.0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	03 Professionals	0.0	0.0
O	04 Semi-Professionals & Tech	0.0	0.0
Trades 0 0.0 0 erical 0 0.0 0 s 0 0.0 0 ervice 0 0.0 0 0 0.0 0 0 0 0.0 0 0 0 0.0 0 0 0 0.0 0 0 0 0.0 0 0	05 Supervisors	0.0	0.0
erical 0 0.0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	06 Supervisors: Crafts & Trades	0.0	0.0
ervice 0 0.0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	07 Administrative & Sr Clerical	0.0	0.0
ervice 0 0.0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	08 Skilled Sales & Service	0.0	0.0
0 0.0 0 0 0.0 0 0 0.0 0 0 0.0 0 0 0.0 0	09 Skilled Crafts & Trades		0.0
ervice 0 0.0 0 0 0.0 0 0 0.0 0 0 0.0 0	10 Clerical Personnel	0.0	0.0
0 0 0 0	1 Intermediate Sales & Service		0.0
0 0.0 0	12 Semi-Skilled Manual	0 0 0 0	0.0
0 00 0	13 Other Sales & Service	0 00 0	0.0
	14 Other Manual Workers	0 0.0 0	

[†] Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 1) x 100.

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

Data for First/Previous Goals	2018-02-08	Ernst & Young LLP		Federal Contractors Program Achievement Report
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Total	14	13	12	=	10	09	08	07	06	05	04	03	02	01		Ç						ĺ	Data	Α
	Other N	Other S	Semi-Sk	Interme	Clerical					Supervisors		Professionals	Middle.	Senior N			Grain (FFOG)						Data sources:	
	Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	diate Sale	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	strative &	sors: Craf	sors	ofessiona	onals	Middle & Other Managers	Senior Managers		9	2	Fallin						В
	orkers	rvice	nual	Intermediate Sales & Service	<u>-</u>	Trades	ervice	Administrative & Sr Clerical	Supervisors: Crafts & Trades		Semi-Professionals & Tech		Managers					Family Occupations						
				`ĕ				21	es							2016-							Fr Worl	
4,347	0	0	0	4	191	0	0	239	0	13	62	2,673	649	516	#	2016-01-04	AAAAWW-DD	Number				J	From Workforce W Analysis	С
3.3%	0.0%	0.0%	0.0%	0.0%	-1.6%	0.0%	0.0%	4.4%	0.0%	-5.4%	0.5%	2.8%	4.7%	6.0%	%	Annually	Actual	Grov				Ţ	From Workforce Analysis [†]	D
					1.5%							1.5%	1.5%	1.5%	%	Annually	P	Growth (New Positions)				1	From Workforce Data Entry Analysis [†]	E
					<u>»</u>							<u>%</u>	<u>%</u>	%	#	Over 3	Projected	sitions)	<u> </u>			↓	гу СхЕх3	Ŧ
0	0	0	0	0	9	0	0	0	0	0	0	120	29	23			A,	Turi	All Employees					
30.2%	0.0%	0.0%	0.0%	0.0%	27.3%	0.0%	0.0%	30.1%	0.0%	50.0%	14.4%	35.9%	30.0%	4.4%	%	Annually	Actual	iover (Repl E)	es			1	From Flow Data Analysis & D Workforce Analysis*	G
					17.5%							18.2%	7.2%	7.3%	%	Annually	Projected	Furnover (Replacement of Terminated Employees)				+	ata Entry	н
					100	_				_	_	1,459	140	113	#	Over 3 Years	ected	Terminatec				+	From Flow Data Analysis & Data Entry C x H x 3 Workforce Analysis*	-
0	0	0	<u> </u>	0	0	0	0	<u> </u>	0	0	0	9	0	w	#	Yours	Hires Over 3	Anticipated				↓	F +1	J
0	0	0	0	0	109	0	0	0	0	0	0	1,579	169	136				pated				,		
23	(_	_	_		_	•		_	•		12	_	_	#	2016-01-04	AAAAW-DD	Number		First	Tabl	↓	From Workforce Analysis	K
	0.0	0.0	0.0%	0.0%	17.5%	0.0%	0.0%	0.0	0.0	0.0%	0.0%	18.2%	7.2%	7.3%	%	Annually		Turnover		First/Previous Short-term Goals	Table 3: Aboriginal	1	Equivalent to H	T
0.0%	0.0%	0.0%)%)%	5%)%	%	0.0%	0.0%)%)%	2%	2%	3%	#	Over 3 Years		Turnover (Replacement of Terminated Employees)				Ţ	K ×	7
0	0	0	0	0	_	0	0	0	0	0	0	7	<u></u>	0				•		rm Goals	Peoples	,	Lx3 (F	4
51	0	0	0	0	4	0	0	<u>.</u>	0	0	0	34	12	16	#	Years	Over 3	Hires			3	Ţ	(F x Q) - R + M	z
0	0	0	0	0	2	0	0	0	0	0	0	22	4	4	#	2016	YYYY	3 Yea				1	JxP	0
					1.8%							1.4%	2.2%	2.9%	%	2019	YYYY-YYYY	3 Year Goals From - To	Aborig			4	Data Entry	P
1.	0.1	0.0%	0.0%	-		0.0%	0.0%	=	0.0%	2.1	2.1			2.9%	%		Availability		Aboriginal Peoples			4	From Workforce Analysis	Q
1.7%	0.0%	<u>%</u>	<u>%</u>	1.2%	1.8%	<u>%</u>	<u>%</u>	1.6%	<u>%</u>	2.6%	2.0%	1.4%	2.2%	%	#		Present Gap					↓		R
-51	0	0	0	0	-2	0	0	_	0	0	0	-25	-10	-15				ř					s ce	
-51	0	0	0	0	-2	0	0	_	0	0	0	-12	. ∞	-12	#		Gan					↓	(K - M + D) - ((C + F) x Q)	s
0.5%	#DIV/0!	#DIV/0!	#DIV/0!	0.0%	0.5%	#DIV/0!	#DIV/0!	2.1%	#DIV/0!	0.0%	1.6	0.4%	0.6%	0.0%	%		Representation	Ĩ				\	K÷C	Т
<u>5%</u>	/0!	/0!	/O!	<u>%</u>	3%	10/	/0!	%	10/	<u>%</u>	1.6%	1%	3%	<u>%</u>				7					(K - N	
0.5%	#DIV/0!	#DIV/0!	#DIV/0!	0.0%	1.0%	#DIV/0!	#DIV/0!	2.1	#DIV/0!	0.0%	1.6%	1.0%	1.0%	0.7%	%	Years	Representation in 3	Projected				4	(K - M + O) ÷ (C + F)	U
%	0!	01	0.1	%	%	0.	0!	%	0.	%	%	%	%	%	<u> </u>		u		L			l į	С	<u> []</u>

Table 4: Aboriginal Peoples Comments C
Table 4: Aboriginal Peoples Comments
4: Aboriginal Peoples Comments
nments

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

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

2018-02-08	Ernst & Young LLP	Part 3: Goals	Federal Contractors Program Achievement Report	
	2018-02-08	Ernst & Young LLP 2018-02-08		Federal Contractors Program Achievement Report Part 3: Goals Ernst & Young LLP 2018-02-08

Total	14 Other M	13 Other Sa	12 Semi-Sk	11 Intermed	10 Clerical	09 Skilled C	08 Skilled S	07 Adminis	06 Supervis	05 Supervisors	04 Semi-Pro	03 Professionals	01/02 Managers		•	Group (EEOG)	Familiarment I					Data sources:	Α
	Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	ors	Semi-Professionals & Tech	mals	si.			3	Employment Fauity Occupational						В
4,347	0	0	0	4	191	0	0	239	0	13	62	2,673	1,165	#	2016-01-04	AAAA-WW-DD	Number				←	From Workforce Analysis	С
3.3%	0.0%	0.0%	0.0%	0.0%	-1.6%	0.0%	0.0%	4.4%	0.0%	-5.4%	0.5%	2.8%	5.3%	%	Annually	Actual	Growth					From Flow Prom Data Workforce Data Entry C x E x 3 Analysis & Data Entry C x H x 3 Analysis Analysis Analysis & Data Entry C x H x 3	D
					1.5%			1.5%		1.5%	1.5%	1.5%	1.5%	%	Annually	Projected	Growth (New Positions)				–	Data Entry (E
0	0	0	0	0	9	0	0	=	0	_	ယ	120	52	#	Over 3 Years	ed		All Employees			←	Er S Au	F
30.2%	0.0%	0.0%	0.0%	0.0%	27.3%	0.0%	0.0%	30.1%	0.0%	50.0%	14.4%	35.9%	17.2%	%	Annually /	Actual	Turnover (Replacement of Terminated Employees)	oyees				From Flow Data Analysis & D: Workforce Analysis‡	G
					17.5%			17.5%		8.0%	4.8%	18.2%	7.2%	%	Annually	Projected	placement of Ter Employees)				←	ata Entry C	Н
0	0	0	0	0	100	0	0	125	0	ယ	9	1,459	252	#	Over 3 Years		L				←	x H x 3	-
0	0	0	0	0	109	0	0	136	0	4	12	1,579	304	*	EBS	3	Anticipated				←	ъ + П	J
23	0	0	0	0	3	0	0	0	0	0	0	12	8	#	2016-01-04	YYYY-MM-DD	Number		First/	Table 5:		From Workforce Analysis	K
0.0%	0.0%	0.0%	0.0%	0.0%	17.5%	0.0%	0.0%	17.5%	0.0%	8.0%	4.8%	18.2%	7.2%	%	Annually		Turnover (Replacement of Terminated Employees)		First/Previous Short-term Goals	able 5: Persons with D	↓	Equivalent to H	L
0	0	0	0	0	2	0	0	0	0	0	0	7	2	#	Over 3 Years		urnover (Replacement of Ferminated Employees)		ort-term Go		←	KxLx3	Z
#REF!	0	0	0	0	13	0	0	%	0	2	ယ	102	46	#	Years	Over 3	Ī		als	isabilities	←	(F x Q) - R + M	Z
0	0	0	0	0	<u>«</u>	0	0	ر. د	0	_	_	60	13	#	2016	AAAA - AAAA	3 Year Goals From - To				←	JxP	0
					7.0%			3.4%		13.9%	4.6%	3.8%	4.3%	%	2019	YYYY	- To	ersons with			+	Data Entry	P
#REF!	4.1%	0.0%	0.0%	0.0%	5.6%	7.0%	0.0%	0.0%	3.4%	0.0%	13.9%	4.6%	3.8%	%		Availability	Present	Persons with Disabilities			←	From Workforce Analysis	Q
#REF!	0	0	0	0	-10	0	0	-&	0	-2	చ	-90	-42	#		Present Gap		8			←	From Workforce Analysis	R
#REF!	0	0	0	0	-2	0	0	5	0	_	-8	-63	-27	#		Gap						(K - M + O) - ((C + F) x Q)	s
0.5%	#DIV/0!	#DIV/0!	#DIV/0!	0.0%	1.6%	#DIV/0!	#DIV/0!	0.0%	#DIV/0!	0.0%	0.0%	0.4%	0.7%	%		Representation	Ī				←	K÷C	Т
6 0.5%	#DIV/0!	#DIV/0!	#DIV/0!	0.0%		! #DIV/0!				6 7.1%		6 2.3%	6 1.6%	%	Tears	Representation in 3	Projected				←	(K - M + O) ÷ (C + F)	U

[†] Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 1) x 100.

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

Other Sales & Service		Semi-Skilled Manual	Intermediate Sales & Service	10 Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	07 Administrative & Sr Clerical	Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	01/02 Managers		Г	The Committee of	
- 0	0	0	0	8	0	0	5	0	- 1	- 1	60	13	#	hort-ter	P ₁	
													%	m Goals	ersons w	
0.0	0.0	0.0	0.0	4.5	0.0	0.0	2.0	0.0	7.1	1.5	2.3	1.6		F	ith Disa	
0	0	0	0	0	0	0	0	0	0	0	0	0	#	ong-teri	bilities	
	_	-	_		_	_		_	H				%	n Goals		
).0	. <u>o</u>).0	0.0	7.0).0).0	3.4	100	9.9	1.6	3.8	1.3				
																Table
																Fable 6: Persons with I
																sons w
																Disabilities
														Comm		es
														ents		
	s 0	0 0.0 0	0 0.0 0	& Service 0 0.0 0 al 0 0.0 0 ice 0 0.0 0 kers 0 0.0 0	8 4.5 0 & Service 0 0.0 0 al 0 0.0 0 ice 0 0.0 0 kers 0 0.0 0	ades 0 0.0 0 8 4.5 0 & Service 0 0.0 0 al 0 0.0 0 ice 0 0.0 0 kers 0 0.0 0	vice 0 0.0 0 ades 0 0.0 0 & Service 8 4.5 0 & Service 0 0.0 0 al 0 0.0 0 ice 0 0.0 0 kers 0 0.0 0	5 2.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0	5 20 0 0 0.0 0 0 0.0 0 0 0.0 0 0 0.0 0 0 0.0 0	1 7.1 0 0.0 0.0 0 5 2.0 0 0 0.0 0 0 0.0 0 0 0.0 0 0 0.0 0	1 1.5 0 1 7.1 0 1 7.1 0 1 7.1 0 0 0.0 0 0 0.0 0 0 0.0 0 0 0.0 0 0 0.0 0 0 0.0 0 0 0.0 0 0 0.0 0 0 0.0 0 0 0.0 0	60 2.3 0 1 1.5 0 1 7.1 0 1 7.1 0 0 0.0 0 0 0.0 0 0 0.0 0 0 0.0 0 0 0.0 0 0 0.0 0 0 0.0 0	als 15 16 0 essionals & Tech 1 1.5 0 essionals & Tech 1 1.5 0 essionals & Tech 1 1.5 0 essionals & Trades 0 0,0 0 ative & Sr Clerical 5 2,0 0 es & Service 0 0,0 0 es & Service 0 0,0 0 ersonnel 8 4.5 0 er Sales & Service 0 0,0 0 ed Manual 0 0,0 0 ed Manual 0 0,0 0 es & Service 0 0,0 0	# % # % als 13 1.6 0 als 2.3 0 essionals & Tech 1 1.5 0 s: Crafts & Trades 0 nive & Sr Clerical 5 2.0 0 es & Service 0 0.0 0 es & Service 0 0.0 0 es & Service 0 0.0 0 et & Sales & Service 0 0.0 0 et & Sales & Service 0 0.0 0.0 0 et	Short-term Goals Long-term Goals Long-term Goals	Persons with Disabilities Way # % # % # % essionals & Tech 1 1.5 0 4.3 essionals & Tech 1 1.5 0 4.6 ess Trades 1 7.1 0 13.9 es & Scrice 5 2.0 0 0.0 es & Scrvice 0 0.0 0.0 0.0 es & Scrvice 0 0.0 0.0

Part Ernst &	Federal Contractors Program Achievement Report Part 3: Goals Ernst & Young LLP 2018-02-08
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Data for First/Previous Goals

Total			12 Sen	11 Inte	10 Clei	09 Skil	08 Skil	07 Adr	06 Sup		04 Sen	03 Prod		01 Sen		-	Graim (EFOG)	Finition					Data sources:	A
	Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	Supervisors	Semi-Professionals & Tech	Professionals	Middle & Other Managers	Senior Managers			FOC	Facility Occupational					265.:	В
4,347	0	0	0	4	191	0	0	239	0	13	62	2,673	649	516	#	2016-01-04	AAAA-WW-DD	Number				←	From Workforce Analysis	С
3.3%	0.0%	0.0%	0.0%	0.0%	-1.6%	0.0%	0.0%	4.4%	0.0%	-5.4%	0.5%	2.8%	4.7%	6.0%	%	Annually	Actual	Gron				←	From Workforce Analysis [†]	D
				1.5%				1.5%		1.5%					%	Annually	Projected	Growth (New Positions)				←	Data Entry	E
0	0	0	0	0	0	0	0	=	0	_	0	0	0	0	#	Over 3 Years	ated		All Employees			←	From Flow Data Workforce Data Entry C x E x 3 Analysis & Data Entry C x H x 3 Analysis Analysis Analysis & Data Entry C x H x 3	Ŧ
30.2%	0.0%	0.0%	0.0%	0.0%	27.3%	0.0%	0.0%	30.1%	0.0%	50.0%	14.4%	35.9%	30.0%	4.4%	%	Annually	Actual	Furnover (Replacement of Terminated Employees)	loyees			←	From Flow Data Analysis & [Workforce Analysis [‡]	G
				17.5%				17.5%		8.0%					%	Annually	Projected	placement of Te Employees)				←	Data Entry C	Н
0	0	0	0	2	0	0	0	125	0	ယ	0	0	0	0	#:	Over 3 Years		I				←	x H x 3	Ι
0	0	0	0	2	0	0	0	136	0	4	0	0	0	0	#	Years		Anticipated			Т	←	다 + 1	J
1,330	0	0	0	0	69	0	0	54	0	0	19	906	224	58	#	2016-01-04	YYYY-MM-DD	Number		First/	able 7: Members of Visib	←	From Workforce Analysis	K
	0.0%	0.0%	0.0%	17.5%	0.0%	0.0%	0.0%	17.5%	0.0%	8.0%	0.0%	0.0%	0.0%	0.0%	%	Annually		Turnover (Replacement of Terminated Employees)		First/Previous Short-term Goals	embers of	–	Equivalent to H	L
0	0	0	0	0	0	0	0	28	0	0	0	0	0	0	#	Over 3 Years		urnover (Replacement of ferminated Employees)		ort-term Go		←	KxLx3	М
-339	0	0	0	_	-4	0	0	32	0	4	-2	-206	-127	-6	#:	Years	Over 3	Hires		als	le Minorities	←	(F x Q) - R + M	N
0	0	0	0		0	0	0	31	0		0	0	0	0	#:	2016	YYYY-YYYY	3 Year Goals From - To	Men			–	J x P	0
				28.5%				23.0%		31.1%					%	2019		ioals To	nbers of Vis				Data Entry	P
22.8%	0.0%	0.0%	0.0%	28.5%	34.2%	0.0%	0.0%	23.0%	0.0%	31.1%	28.2%	26.2%	15.0%	10.1%	%		Availability		Members of Visible Minorities			←	From Workforce Analysis	Q
339	0	0	0	<u>.</u>	4	0	0		0	4	2	206	127	6	#		Present Gap		ies			←	From (K - M + Workforce O) - ((C + Analysis F) x Q)	R
339	0	0	0	0	4	0	0	<u>-</u> _	0	క ు	2	206	127	6	#:		Gan					–	(K - M + O) - ((C + F) x Q)	s
30.6%	#DIV/0!	#DIV/0!	#DIV/0!	0.0%	36.1%	#DIV/0!	#DIV/0!	22.6%	#DIV/0!	0.0%	30.6%	33.9%	34.5%	11.2%	%		Representation					←	K ÷ C	T
			71				#	5% 22.8%	/0! #DIV/0!		30.6%			2% 11.2%	%	Years	Repr	Projected				←	(K - M + O) + (C + F)	U

Total	14 Ot	13 Ot	12 Se	11 ln	10 CI	09 Sk	08 Sk	07 Ac	06 Su	05 Su	04 Se	03 Pr	02 M	01 Se	Group (ELGG)				# C;	† C:	Total
	Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	Professionals	Middle & Other Managers	01 Senior Managers	EEOO)	Com (FFOC)	ment Fauity Occurs		Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.	Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)	
				ervice		<i>31</i>		erical	rades		ech		ers						2) x 100.	following f	
33	0	0	0		0	0	0	31	0		0	0	0	0	#	Short-term Goals	Memb		ormula: (Te	ormula: ((C	4,347
	0.0	0.0	0.0	25.0	0.0	0.0	0.0	22.8	0.0	7.1	0.0	0.0	0.0	0.0	%	Goals	ers of Visit		erminated fi	urrent num	3.3%
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Ħ	Long-term Goals	Members of Visible Minorities		ull-time em	ber of emp	
	0.0	0.0	0.0	28.5	0.0	0.0	0.0	23.0	0.0	31.1	0.0	0.0	0.0	0.0	%	m Goals	ies		ployees fro	loyees fron	0
						Ī										1	1		ım Flow Da	n Workfore	30.2%
																			ıta Analysis	e Analysis	%
																			+ Termina	÷ Previous	
																			ıted part-tir	number of	0
																		Tal	ne employ	employees	0
																		Table 8: Members of Visible Minorities	ees from Fl	from Wor	1,330
																		mbers o	ow Data A	kforce Ana	0.0%
																		f Visible	nalysis) ÷	lysis) ^{1/3} - 1	
																Cor		Minoriti	((Total nur	$)^{1/3}$ - 1) x 100.	0 -339
																Comments		es	nber of emp		39
																			ployees fro		0
																			m Previous		
																			s Workforc		22.8%
																			e Analysis		339
																			+ Total nu		339
																			ımber of en		
																			nployees fr		30.6%
																			rom Current		30.6%

Data for Subsequent/Current Goals	2018-02-08	Ernst & Young LLP	Part 3: Goals	Federal Contractors Program Achievement Report	6
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A B	С	D	E	₹		н	-	J	К	Г	4	Z	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	From Workforce Data Entry Analysis*	C x E x 3	From Flow Data Analysis & Data Entry C x H x 3 Workforce Analysis*	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	J _x P I	Data Entry	s ce	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
	←	←	←	←	←	←	←	←	←	Table 9: Women	Vomen ↓	←	←	←	←	←	+	←	←
									Subseque	Subsequent/Current Short-term Goals	Short-term	Goals							
				All Employees	doyees									Wo	Women				
Employment Faulty Occupational	Number	Grow	Growth (New Positions)	(ms)	Turnover (Rej	Furnover (Replacement of Terminated Employees)	erminated	Anticipated	Number	Turnover (Replacement of Terminated Employees)	placement of Employees	Hing	3 Year Gods From - To	Goals To					Projected
Group (EEOG)	AAAA-WW-DD	Actual	Projected	reted	Actual	Projected		Hires Over 3	YYYY-MM-DD			Over 3	AAAA - AAAA	YYYY	Availability	Present Gap	Galp	Representation	Representation in 3
	2018-01-04	Annually	Annually	Over 3 Years	Annualty	Annually	Over 3 Years		2018-01-04	Annually	Over 3 Years	Years	2018	2021					į
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
	614	6.0%		0	4.4%		0		185	0.0%	0	-17	0		27.4%	17	17	30.1%	
03 Professionals	2 903	4./% 2.8%		0 0	35.0%		0 0	· ·	1 580	0.0%	0 0	-20 -24)		58.9% 53.6%	20	20 24	41.5% 54.4%	41.5% 54.4%
	63			0	14.4%		0	0	21	0.0%	0	0	0		33.6%	0	0	33.3%	
05 Supervisors	=	-5.4%		0	50.0%		0	0	9	0.0%	0	చ	0		52.8%	ယ	ယ	81.8%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	**
07 Administrative & Sr Clerical	272	4.4%		0	30.1%		0	0	260	0.0%	0	-41	0		80.6%	41	41	95.6%	
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	182	-1.6%	1.5%	~	27.3%	13.7%	75	83	120	13.7%	49	55	55	66.3%	66.3%	<u>.</u>	0	65.9%	66.3%
11 Intermediate Sales & Service	4	0.0%		0	0.0%		0	0	4	0.0%	0	-2	0		62.4%	2	2	100.0%	100.0%
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0		0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	4,793	3.3%		0	30.2%		0	0	2,488	0.0%	0	-106	0		49.7%	106	106	51.9%	51.9%

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

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

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	Comments
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	mments

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	Federal Contractors Program Achievement Report 94 95 97 97 98 98 98 98 98 98 98 98 98 98 98 98 98

Total	14 C	13 C	12 S	11 h	10 C	09 S	08 S	07 A		05 S	04 S	03 P	02 N	01 S		Group	Employ						Data sources:	Α
	Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	Supervisors	Semi-Professionals & Tech	Professionals	Middle & Other Managers	Senior Managers		Group (EEOG)	Employment Equity Occupational						urces:	
	ıal Worker	& Service	d Manual	e Sales & S	sonnel	ts & Trade	s & Servic	ive & Sr C	: Crafts &		ssionals &	ls	ther Mana	agers			ity Occup							В
	s			ervice		Š	· п	lerical	Trades		Tech		gers			- I-			Т		•	1		
4,793	0	0	0	4	182	0	0	272	0	11	63	2,903	744	614	#:	2018-01-04	ANN MM DD	Number				←	From Workforce Analysis	С
3.3%	0.0%	0.0%	0.0%	0.0%	-1.6%	0.0%	0.0%	4.4%	0.0%	-5.4%	0.5%	2.8%	4.7%	6.0%	%	Annually	Astrod	Grov				←	From Workforce Analysis [†]	D
												1.5%	1.5%	1.5%	%	Annually	Proi	Growth (New Positions)				←	From Workforce Data Entry C x E x 3 Analysis†	E
0	0	0	0	0	0	0	0	0	0	0	0	131	33	28	#	Over 3 Years	DOM:	ions)	All Em			←	CxEx3	F
30.2%	0.0%	0.0%	0.0%	0.0%	27.3%	0.0%	0.0%	30.1%	0.0%	50.0%	14.4%	35.9%	30.0%	4.4%	%	Annually	Actual	Turnover (R	All Employees			Ļ	From Flow Data Analysis & Workforce Analysis‡	G
<u> </u>												18.8%	4.8%	3.5%	%	Annually	Peri	Turnover (Replacement of Terminated Employees)				←	From Flow Data Analysis & Data Entry C x H x 3 Workforce Analysis [‡]	Н
0	0	0	0	0	0	0	0	0	0	0	0	1,637	107	64	#:	Over 3 Years	Defeat.	Terminated				←	СхНх3	1
												1,768	140	2	#	Years	Hires Over 4					←	F + I	J
0	0	0	0	0	0	0	0	0	0	0	0	<u></u>	0	92	#	2018-01-04		Number		Subse	Tal	+	From Workforce Analysis	K
40	0	0	0	0	6	0	0	8	0	0		19 1:	,	0	%	4 Annually				Subsequent/Current Short-	able 11: Aboriginal	_	Equivalent to H	
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	18.8%	4.8%	3.5%			Terminated Employees)	Turnover (Replacement of		rrent Sho	borigin			
0	0	0	0	0	0	0	0	0	0	0	0	Ξ	_	0	#	Over 3 Years				rt-term Goals	al Peoples	+	KxLx3 (M
46	0	0	0	0	చ	0	0	-4	0	0	0	34	12	19	#:	Over 3 Years	Required	E ros		oals	es	←	(F x Q) - R + M	Z
0	0	0	0	0	0	0	0	0	0	0	0	25	ယ	ယ	*	2018 202	VVV	3 Year Goals				←	JхР	0
												1.4%	2.2%	2.9%	%	2021	VVV	Goals	Aborigio			-	Data Entry	P
1.8%	0.0%	0.0%	0.0%	1.2%	1.8%	0.0%	0.0%	1.69	0.0%	2.2%	2.1%	1.4%	2.29	2.9%	%	Availability	Present		Aboriginal Peoples			←	From Workforce Analysis	Q
	%	<u>~</u>	<u>~</u>	<u>~</u>	<u>~</u>	<u>~</u>	<u>~</u>	<u>~</u>	<u>~</u>	<u>~</u>	<u>~</u>	<u>%</u> -22		<u>%</u> -18	#		Present Ca					←	From Workforc Analysis	R
-46 -4	0	0	0	0	ယ	0	0	4	0	0	0				#	Cap	n Projected					–	From (K - M + Workforce O) - ((C + Analysis F) x Q)	s
-46	0	0	0	0	ယ	0	0	4	0	0	0	-9	-9	-16	%	Representation						—	+ K÷C	I
0.8%	#DIV/0!	#DIV/0!	#DIV/0!	0.0%	3.3%	#DIV/0!	#DIV/0!	2.9%	#DIV/0!	0.0%	1.6%	0.7%	0.8%	0.0%										
0.8%	#DIV/0!	#DIV/0!	#DIV/0!	0.0	3.3%	#DIV	#DIV	2.5	#DIV/0!	0.0	1.6%	1.1	1.0	0.5%	%	Years	Penresentation is	3				–	(K - M + O) ÷ (C + F)	U
%	<u> .</u>	10,	,Oi	%	3%	<u>0</u>	<u>0</u>	%	<u>,0</u>	%	%	1.1%	1.0%	3%			<u>.</u>			L	<u> </u>		Ĉ.	<u>[]</u>

					Table 1	Table 12: Aboriginal	l Peoples			
Employment Fauity Occupational	Aboriginal Peoples	Peoples								
Graim (FFOC)	Short-term Goals	Long-term Goals	Goals				Comments	ents		
annuly (prepar)	%		%							
01 Senior Managers	2.9		2.9							
02 Middle & Other Managers	2.2		2.2							
03 Professionals	1.4		1.4							
04 Semi-Professionals & Tech	0.0		0.0							
05 Supervisors	0.0		0.0							
06 Supervisors: Crafts & Trades	0.0		0.0							
07 Administrative & Sr Clerical	0.0		0.0							
08 Skilled Sales & Service	0.0		0.0							
09 Skilled Crafts & Trades	0.0		0.0							
10 Clerical Personnel	0.0		0.0							
11 Intermediate Sales & Service	0.0		0.0							
12 Semi-Skilled Manual	0.0		0.0							
13 Other Sales & Service	0.0		0.0							
14 Other Manual Workers	0.0		0.0							
Total	0.0									

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

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

Data for Subsequent/Current Goals	2018-02-08	Ernst & Young LLP	Part 3: Goals	Federal Contractors Program Achievement Report

	14	13	12	=	10	09	08	07	06	05	04	03	01/02				F					Data s	Α
	Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administ	Supervisors: Crafts & Trades	Supervisors	Semi-Professionals & Tech	Professionals	01/02 Managers			Group (FFOG)	T.					Data sources:	
	ınual Wor	es & Serv	lled Manu	ate Sales	ersonnel	rafts & Tr	ales & Ser	Administrative & Sr Clerical	ors: Crafts	SIC	fessionals	nals	•			dans con	anitro Oco						В
	kers	ice	al	& Service		ades	vice	r Clerical	& Trades		& Tech					apanona	iona iona						
4														*	2018-01-04	AXXX-MM-DD	Number				←	From Workforce Analysis	С
4,793	0	0	0	4	182	0	0	272	0	11	63	2,903	1,358				er						
3.3%	0.0%	0.0%	0.0%	0.0%	-1.6%	0.0%	0.0%	4.4%	0.0%	-5.4%	0.5%	2.8%	5.3%	%	Annually	Actual	Growt				←	From Workforce Data Entry Analysis [*]	D
					1.5%			1.5%		1.5%	1.5%	1.5%	1.5%	%	Annually	Pro	Growth (New Positions)				←	Data Entry	Е
														*	Over 3 Years	Projected	tions)	AII.			←	CxEx3	F
0 3	0	0	0	0	8 2	0	0	12 3	0	0 5	3 1	131 3	61 1	%	Annually	Actual	Turno	All Employees			←		G
30.2%	0.0%	0.0%	0.0%	0.0%	27.3%	0.0%	0.0%	30.1%	0.0%	50.0%	14.4%	35.9%	17.2%	-		ual	Turnover (Replacement of Terminated Employees)	9			,	From Flow Data Analysis & Data Entry C x H x 3 Workforce Analysis *	
					13,7%			13.7%		13.7%	5.2%	18.8%	4.8%	%	Annually	Projected	placement of Tr Employees)				←	a Entry (Н
0	0	0	0	0	75	0	0	112	0	5	10	1,637	196	#:	Over 3 Years	led	erminated				←	Cx H x 3	Ι
														#	Years	Hires Over 3	Anticipated				←	ъ + П	J
0	0	0	0	0	83	0	0	124	0	<u>5</u>	13	1,768	257							T			
30	0	0	0	0	4	0	0	0	0	0	0	15	11	#	2018-01-04	YYYY-MM-DD	Number		Subseque	able 13	←	From Workforce Analysis	K
0.0%	0.0%	0.0%	0.0%	0.0%	13.7%	0.0%	0.0%	13.7%	0.0%	13.7%	5.2%	18.8%	4.8%	%	Annually		Turnover (Replacement of Terminated Employees)		Subsequent/Current Short-term Goals	13: Persons with	←	Equivalent to H	Т
%	6	<u>~</u>	<u>~</u>	<u>~</u>	<u>~</u>	<u>~</u>	<u>~</u>	<u>~</u>	<u>~</u>	<u>~</u>	<u>~</u>	<u>~</u>	<u>~</u>	#:	Over 3 Years		urnover (Replacement o		nt Short-1		←	Кх	M
0	0	0	0	0	2	0	0	0	0	0	0	8	2						erm Goa	Disabilities		L x 3 (F x	
167	0	0	0	0	=	0	0	10	0	2	ω	108	52	#	Years	Over 3	Hires		ls	ies	Ţ	(F x Q) - R + M	Z
0	0	0	0	0	6	0	0	4	0	1	_	67		#	2018	1111 - 1111	3 Year Goals From - To				←	JxP	0
					7.0%			3.4%		13.9%	4.6%	3.8%	4.3%	%	2021	YYYY	Goals To	ersons w			←	Data Entry	P
														%		Availability	2	Persons with Disabilities			←	From / Workforce Analysis	Q
4.1%	0.0%	0.0%	0.0%	5.6%	7.0%	0.0%	0.0%	3.4%	0.0%	13.9%	4.6%	3.8%	4.3%					ilities					
-167	0	0	0	0	-9	0	0	-9	0	-2	చ	-95	-47	#		Present Gap					←	From forkforce analysis	R
-167		_	_	_	t.	_	_	-6	_	<u>.</u>	-2	-41	4	#		Gap					←	From (K - M + Workforce O) - ((C + Analysis F) x Q)	s
7	٥	<u> </u>	<u> </u>	<u> </u>	5	<u> </u>	0	<u> </u>	0	_	2	_	_			Repres	7						
0.6%	#DIV/0!	#DIV/0!	#DIV/0!	0.0%	2.2%	#DIV/0!	#DIV/0!	0.0%	#DIV/0!	0.0%	0.0%	0.5%	0.8%	%		Representation					←	K ÷ C	T
														0	γ.	Represen	Proje				,	(K - M + O) ÷ (t + F)	
0.6%	#DIV/0!	#DIV/0!	#DIV/0!	0.0%	4.2%	#DIV/0!	#DIV/0!	1.4%	#DIV/0!	9.1%	1.5%	2.4%	1.4%	%	Years	Representation in 3	Projected				↓	(K - M + O) ÷ (C + F)	U

[†] Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 1) x 100.

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

			Table	Table 14: Persons with Disabilities	lities		
	Persons with Disabilities						
Employment Equity Occupational	Short-term Goals Long-term Goals	Goals			Comments		
Group (EEOG)		%					
01/02 Managers	4.3	4.3					
03 Professionals	3.8	3.8					
04 Semi-Professionals & Tech	4.6	4.6					
05 Supervisors	13.9	13.9					
06 Supervisors: Crafts & Trades	0.0	0.0					
07 Administrative & Sr Clerical	3.4	3.4					
08 Skilled Sales & Service	0.0	0.0					
09 Skilled Crafts & Trades	0.0	0.0					
10 Clerical Personnel	7.0	7.0					
11 Intermediate Sales & Service	0.0	0.0					
12 Semi-Skilled Manual	0.0	0.0					
13 Other Sales & Service	0.0	0.0					
14 Other Manual Workers	0.0	0.0					
Total	0.0	0.0					

Total	14	13	12	=	10	09	08	07	06	05	04	03	02	01			Group	Fami					Data s	Α
	Other Ma	Other Sa	Semi-Ski	Intermed	Clerical Personnel	Skilled C	Skilled S	Administ	Supervis	Supervisors	Semi-Pro	Professionals	Middle &	Senior Managers			Group (EEOG)	ovment F					Data sources:	
	Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	iate Sales	Personnel	Skilled Crafts & Trades	Skilled Sales & Service	rative & !	ors: Craft	ors	Semi-Professionals & Tech	nals	Middle & Other Managers	lanagers				auity Oc						В
	rkers	vice	ual	Intermediate Sales & Service		rades	rvice	Administrative & Sr Clerical	Supervisors: Crafts & Trades		s & Tech		lanagers					Employment Fauity Occupational						
				<u> </u>				_	S						*	2018-01-04	AAAA-WW-DD	Number	Π] ←	From Workforce Analysis	С
4,793	0	0	0	4	182	0	0	272	0	11	63	2,903	744	614			AM-DD	ber				Ì	ξψ	
3.3%	0.0%	0.0%	0.0%	0.0%	-1.6%	0.0%	0.0%	4.4%	0.0%	-5.4%	0.5%	2.8%	4.7%	6.0%	%	Annually	Actual	Gron				_	From Workforce Analysis [†]	D
				1.5%						1.5%					%	Annually	Pr	Growth (New Positions)				←	From Workforce Data Entry Analysis [†]	E
				<u>~~</u>						6					3 1:	Over 3 Years	Projected	sitions)	All			←	y CxEx3	Ŧ
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			A.	Twr	All Employees				i	
30.2%	0.0%	0.0%	0.0%	0.0%	27.3%	0.0%	0.0%	30.1%	0.0%	50.0%	14.4%	35.9%	30.0%	4.4%	%	Annually	Actual	iover (Repl	es			 	From Flow Data Analysis & D Workforce Analysis‡	G
				13.7%						13.7%					%	Annually	Projected	placement of Employees)				←	ata Entry	Н
															#:	Over 3 Years	cted	Turnover (Replacement of Terminated Employees)				-	From Flow Data Analysis & Data Entry C x H x 3 Workforce Analysis *	_
0	0	0	<u> </u>	2	<u> </u>	0	0	<u> </u>	0	5	0	0	0	0	#	11.003	Hires Over 3	Anticipated				↓	F + I	J
0	0	0	0	2	0	0	0	0	0	٥	0	0	0	0				pated			Tal	•		
1,515		_	_	_	69	_	0	68	_		19	1,024	253	81	#	2018-01-04	AAAAWW-DD	Number		Subsequ	able 15: Members of Vis	←	From Workforce Analysis	ĸ
	0.0	0.0%	0.0%	13.7%	0.0%	0.0%			0.0%	1 13.7%	0.0%			0.0%	%	Annually		Turnover		Subsequent/Current Short-term Goals	/lember	Ļ	Equivalent to H	T
0.0%	0.0%	<u>%</u>)%	7%	<u>%</u>	<u>%</u>	0.0%	0.0%	3%	7%	<u>%</u>	0.0%	0.0%)%	25-	ly Over 3 Years		Turnover (Replacement of Terminated Employees)		ent Short	s of Vis	_	K _x	
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-		1			-term G			L x 3 (F	A
-437	0	0	0	_	-6	0	0	-4	0	2	_	-269	-141	-19	#:	Years	Over 3	Hires		als	ible Minorities	←	(F x Q) - R + M	Z
	(_	_		_	_	_	_	_	b)	_	_	_	_	#:	2018	11111	3 Yes	2			_	JхР	0
)			28.5%						31.0%					%	2021	AAAA - AAAA	3 Year Goals From - To	Members of Visible Minorities			←	Data Entry	P
				<u>~</u>						<u>%</u>					_		Avail	<u> </u>	f Visible					
22.5%	0.0%	0.0%	0.0%	28.5%	34.7%	0.0%	0.0%	23.6%	0.0%	31.0%	28.2%	26.0%	15.0%	10.1%	%		Availability P		Minoritie			 	From Workforce V Analysis	Q
437	0	0	0		6	0	0	4	0	-2	- 1	269	141	19	#:		Present Gap		SS			←	From Workforce Analysis	R
															#		Gap	Projects				L	(K - M + O) - ((C + F) x Q)	s
437	0	0	0	0	6	0	0	4	0	0	_	269	141	19										
31.6%	#DIV/0!	#DIV/0!	#DIV/0!	0.0%	37.9%	#DIV/0!	#DIV/0!	25.0%	#DIV/0!	9.1%	30.2%	35.3%	34.0%	13.2%	%		Representation	Pircont				←	K ÷ C	T
3%	/0!	/0!	/O!	%	%	0 <u>i</u>	/0!	%	<u>/</u> 0!	1%	%	3%	<u>%</u>	%				7					(K - N	
31.6%	#DIV/0!	#DIV/0!	#DIV/0!	25.0%	37.9%	#DIV/0!	#DIV/0!	25.0%	#DIV/0!	27.3%	30.2%	35.3%	34.0%	13.2%	%	ivans.	Representation in 3	Projected				_	(K - M + O) ÷ (C + F)	U
%	0!	0.1	0.	%	%	Ŏ.	0.	%	Ŏ.	%	%	%	<i></i> %	%	L		ū			L	L		, C	<u> </u>

Total	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers	Group (EEOG)	Employment Fauity Occupational
				rvice				erical	rades		ech		ers			
															Short-term Goals	Members of Visible Minorities
0	0.0	0.0	0.0	28.5	0.0	0.0	0.0	0.0	0.0	31.0	0.0	0.0	0.0	0.0		Visible!
															Long-term Goals	Minoritie
)	0.0	0.0	0.0	28.5	0.0	0.0	0.0	0.0	0.0	31.0	0.0	0.0	0.0	0.0	1 Goals	36
Ω.	0	0	0	5	0	0	0	0	0		0	ſ		0		Н
															Comments	
															nents	

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

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

06		05	-	04	0.5	_	02 I		01			(EEOG)	000	Emp			Data sources:		8	_	05.0	04		03	02 I	01		(EECG)	000	Emp			Data sources	Α				
Trades	imar icore	Supervisors	Technicians	Semi-Professionals &	Professionals		Managers	Middle & C	Senior Managers) (c)	Occupational Group	Employment Equity			ources:	Trades	Supervisors: Crafts &	Suber (1901)	Supervisors	Technicians	ami_Drofas	Professionals	Middle & Other Managers	Senior Managers)(c)	Occupational Group	Employment Equity			лигсея:	В				
Clatto	of affects			sionals &	8		i c	ther	agers				Group	Equity					: Crafts &			SIOIIAIS &	cionale &	<u>s</u>	ther	agers			Group	Equity								
	+	2021	2021		2021	2018	2021	2018	2021	2018	#			Year				8107	_	2018	2016	2018	+	2016	2016 2018	2018	*			Year				С				
					2,404	2,404	4				*		All Employees	I	2	←	Part 2: Flow Data Analysis						2,5	2,0	7		#		All Employees			←	Part 1: Workforce Analysis	D				
0	0	∞ «	18	18				447	164	164	*		rees	Flow Data	New Entrants	←	Part / E An	C	0	Ξ	13	63			649 744	614	#		Ĝ			<u>_</u>	Part 1: ce Workforce s Analysis	E				
0	Ī	<u> </u>		7		1,230				70		Actual	women	ata	trants		Flow ia E + D x 100	0	0			21			259 309		3	presentat			Wo	←	1: E+D orce x100					
0.0	0.0	100.0	38.9	38.9	51.2	51.2	37.1	37 1	42.7	42.7	%	6				-	1	0.0	0.0	81.8	84.6	33.3	35.5	54.4	39.9 41.5	30.1		+		Workforce	Workforce Analysis			F				
	0	0	>	0		0		0		37	#	Goal Go	P	Sh	2	-	3:	0.0	0.0	52.8	53.0	33.6			38.9 38.9	27.4	37.4	Availability	Women	force	e Analy	←	Part 1: I Workforce I Analysis +	G				
S	0.0	0.0	>	0.0		0.0		0 0		189.2	%	Goal Met	women	Short-term Goals		←	E+Gx	0	0	6	7	21)1)1	1,443	252 289	168	#	. · ·			ysis	←	D x G + 100	H				
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Federal Contractors Program Achievement Report Part 8: Reasonable Efforts Ernst & Young LLP 2018-02-08

Efforts

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

Req	mir	ed	m	eas	ure	es:
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✓.	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
V	Provided a self-identification questionnaire to employees who wished to change information previously submitted and to those who requested it, and adjusted survey results accordingly.
\checkmark	Adjusted survey results to reflect hires, promotions and terminations.
√	Updated the workforce analysis to reflect new hires, promotions and terminations; any changes employees made to their self-identification questionnaires; and any revisions made to the availability estimates.
∀	Adjusted the availability estimates to reflect major changes in the workforce (e.g., changes in geographic recruitment areas, addition of new occupational groups or changes in the composition of occupational groups).
V	Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
\checkmark	Ensured that any new gaps identified are addressed accordingly.
V	Maintained appropriate records in all required areas.
Other	measures:
✓	Reviewed employment systems, policies and practices to ensure that they do not result in barriers to employment of designated group members, monitored their implementation and adjusted as appropriate.
V	Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
\checkmark	Ensured ongoing senior-level support for employment equity and its implementation.
\checkmark	Established accountability mechanisms to ensure that the short-term goals would be met.
\checkmark	Communicated the goals to relevant managers as well as monitored and recorded the results.
V	Devoted adequate resources (financial and human) to ensure that the short-term goals would be met.
	Consulted employee/union representatives on communication and implementation of employment equity.
V	Kept all staff, including new employees and managers, informed of the purpose of employment equity, the steps taken to implement it and the progress made in its implementation.

J	Put in place a strategy to ensure a barrier-free workplace.
y	Undertook initiatives to increase representation where gaps in representation were found.
Į.	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
\checkmark	Other (please describe):
	Our firm is committed to its efforts to meet its equity goals through its diversity and inclusiveness and other programs. We continously strive to improve our diversity within our firm.
Onei	rational Context
Please	check the appropriate boxes and provide a brief overview of the events that have influenced your zation's activities during the period between the first/previous and subsequent/current compliance ment.
	Impact of economic and industrial conditions on the organization.
	Any reorganization or other corporate structural changes.
	Acquisitions, mergers or transfers of employees.
	Significant layoffs (include the number of employees affected and the occupational groups of those employees).

	Strikes (include dates, the number of employees affected and the occupational groups of those employees).
<u></u>	Other.
Addit	tional Details
Please 1	provide any additional information (optional):

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Ernst & Young LLP

Primary Location: Toronto, Ontario

Number of Employees: 4793

- Ontario 2582
- Quebec 820
- Alberta 571
- British Columbia 387
- Saskatchewan 116
- Nova Scotia 99
- New Brunswick 90
- Manitoba 86
- Newfoundland and Labrador 42

Organization Overview:

NAICS 5412 - Accounting, tax preparation, bookkeeping and payroll services Ernst & Young is a multinational firm headquartered in London, England. Their main service offerings are financial audit/assurance, tax services and advisory services.

Key Dates – First Year Assessment

Initiated: 2016-01-04 Received: 2016-03-01 Closed: 2016-03-02 Workforce Analysis: 2016-01-04

Key Dates – Subsequent Assessment

Initiated: 2017-10-07 Received: 2018-02-15 Workforce Analysis: 2018-01-04

DATA VERIFICATION

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

 \boxtimes Yes \square No

Comments:

The data from the previous workforce analysis was prepopulated in the Achievement Table and shared with the organization in January 2018. It is consistent with that found in the database.

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

∇	Vac		Nο
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Comments:

- The workforce analysis date for the first assessment is 2016-01-04 while the reporting period start date is 2016-02-26 for the current assessment. Given that eight months have passed since the reception of the submission, it has been decided not to contact the employer for the submission of new forms.
- Overall, the data from the current workforce analysis included in the Achievement Table is consistent with that found in Forms 1 to 6 from WEIMS. A few minor discrepancies were noted in the workforce data listed in the Achievement Table. The tables were amended to reflect the Workforce Analysis before proceeding to the assessment of reasonable progress.

ASSESSMENT OF REASONABLE PROGRESS

The organization had set previous goals in both numbers and percentages. For the purposes of this assessment, the percentage of goal met will reference that of the percentage goals.

Women

ſ			0 1
	01	Senior Managers	Goal met at 160%

Assessment/Observations

None

Aboriginal Peoples

01	Senior Managers	Goal not met (0% achieved)
02	Middle & Other Managers	Goal met at 90%
03	Professionals	Goal not met (71% achieved)
10	Clerical Personnel	Goal met at 538%

Assessment/Observations

 Out of four areas of under-representation, two goals were met while two were not. All goals were set at levels well below availability. This appears to have been accepted during the previous compliance assessment.

- EEOG 01: There were 164 new entrants and none were Aboriginal persons. With an availability rate of 2.9%, at least four would have been expected.
- EEOG 03: There were 2404 new entrants and 17 were Aboriginal persons. With an availability rate of 1.4%, at least 33 would have been expected.

Persons with Disabilities

01/02	Managers	Goal met at 82%
03	Professionals	Goal not met (20% achieved)
04	Semi-Professionals & Technicians	Goal not met (0% achieved)
05	Supervisors	Goal not met (0% achieved)
07	Administrative & Senior Clerical Personnel	Goal not met (17% achieved)
10	Clerical Personnel	Goal not met (48% achieved)

Assessment/Observations

- All goals required were set at levels well below labour market availability. However, this appears to have been accepted during the previous compliance assessment.
- EEOG 03: There were 2404 new entrants and 11 were persons with disabilities. At LMA rate of 3.8%, at least 91 people would have been expected.
- EEOG 04: There were 18 new entrants and none were persons with disabilities. This is to be expected given the availability of 4.6%.
- EEOG 05: There were eight new entrants and none were persons with disabilities. At LMA rate of 13.9%, at least one person would have been expected.
- EEOG 07: There were 295 new entrants and one was person with disabilities. At LMA rate of 3.4%, at least ten people would have been expected.
- EEOG 10: There were 93 new entrants and two were persons with disabilities. At LMA rate of 7.0%, at least six people would have been expected.

Members of Visible Minorities

05	Supervisors	Goal met at 176%
07	Administrative & Senior Clerical Personnel	Goal met at 113%
11	Intermediate Sales & Service Personnel	Goal not met (0% achieved)

Assessment/Observations

• EEOG 11: This occupational group has only four individuals. There was one new entrant and he is not a visible minority.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
 - Out of 14 goals, six were met at levels beyond 80%.
 - In two instances where the goals were not met, there were insufficient hiring and promotion opportunities to expect reasonable progress would be made.
 - There were sufficient hires and promotions in six instances to expect reasonable progress would be made.
 - Given that the organization has only had 24 months between the two compliance assessments; an assessment of reasonable efforts is not required.

ASSESSMENT OF GOALS

 All goals have been set in percentage format as recommended by the Labour Program. A short and long-term goal was established for every area of under-representation uncovered and all goals are equal to the respective labour market availability.

Women

	Workforce Analysis Results		Goals			
		Short-	Long-	Representation	LMA	
Emn	Franks, was not Facility Ossumational Crown (FFOC)		term			term
Employment Equity Occupational Group (EEOG)		Gap	(1 to 3			(+3
			years)			years)
#	Description	#	%	%	%	%
10	Clerical Personnel	-1	66.3	66.3	65.9	66.3

Observations:

A goal is not required given that the current representation levels exceed 50%

Aboriginal Peoples

Workforce Analysis Results			Goals			
Employment Equity Occupational Group (EEOG)		Gap	Short- term	Long- term	Representation	LMA
			(1 to 3	(+3		
			years)	years)		
#	Description	#	%	%	%	%
01	Senior Managers	-18	2.9	2.9	0.0	2.9
02	Middle & Other Managers	-10	2.2	2.2	0.8	2.2
03	Professionals	-22	1.4	1.4	0.7	1.4

Observations: None

Persons with Disabilities

Workforce Analysis Results			Goals			
Employment Equity Occupational Group (EEOG)		Gap	Short- term	Long- term	Representation	LMA
Lilibio	Employment Equity Occupational Group (EEOG)		(1 to 3	(+3		
			years)	years)		
#	Description	#	%	%	%	%
01/02	Managers	-47	4.3	4.3	0.8	4.3
03	Professionals	-95	3.8	3.8	0.5	3.8
04	Semi-Professionals & Technicians	-3	4.6	4.6	0.0	4.6
05	Supervisors	-2	13.9	13.9	0.0	13.9
07	Admin & Senior Clerical Personnel	-9	3.4	3.4	0.0	3.4
10	Clerical Personnel	-9	7.0	7.0	2.2	7.0

Observations: None

Members of Visible Minorities

Workforce Analysis Results		Goals				
			Short-	Long-	Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	term	term	Representation	LIVIA
			(1 to 3	(+3		
			years)	years)		
#	Description	#	%	%	%	%
05	Supervisors	-2	31.0	31.0	9.1	31.0
11	Intermediate Sales & Service Personnel	-1	28.5	28.5	0.0	28.5

Observations: None

RECOMMENDATION

I recommend that	the employer be found
⊠in compliance	☐in non-compliance

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

- Please note that a goal for women in EEOG 10 Clerical Personnel is not required given that current representation levels exceed the 50% benchmark for women. In these cases, a goal is not required, regardless of availability levels to avoid occupational segregation and to ensure that occupations in this group are welcoming of both men and women.
- Given that Ernst & Young LLP has a number of gaps for Aboriginal Peoples and Persons with Disabilities, the company may want to consider conducting an employment systems review to identify any potential barriers to the recruitment and retention of these three groups. Guidance on the conduct of an employment systems review is available on the Labour Program website (Step 2-2 of the training modules).

Name of Analyst: Maurice N. Yakibonge	
Date: 2018-10-19	

From: Yakibonge, Maurice [NC] On Behalf Of EE-EME

Sent: October 22, 2018 1:24 PM

To: 'Jeannine.Pereira@ca.ey.com' < Jeannine.Pereira@ca.ey.com>

Cc: 'Gabby.Zuniga@ca.ey.com' <Gabby.Zuniga@ca.ey.com>; 'michael.bennett@ca.ey.com'

<michael.bennett@ca.ey.com>

Subject: Government of Canada Agreement Number: 060188 - Notification of Compliance with the

Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Jeannine Pereira:

I am writing to inform you that the subsequent compliance assessment initiated on October 07, 2017 has been completed. As a result of the assessment, Ernst & Young LLP has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of Ernst & Young LLP's employment equity program.

- Please note that a goal for women in EEOG 10 Clerical Personnel is not required given that current representation levels exceed the 50% benchmark for women. In these cases, a goal is not required, regardless of availability levels to avoid occupational segregation and to ensure that occupations in this group are welcoming of both men and women.
- Given that Ernst & Young LLP has a number of gaps for Aboriginal Peoples and Persons with Disabilities, the company may want to consider conducting an employment systems review to identify any potential barriers to the recruitment and retention of these three groups. Guidance on the conduct of an employment systems review is available on the Labour Program website (<u>Step</u> 2-2 of the training modules).

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on October 7, 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, Ernst & Young LLP 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 Workplace Equity Information Management System (WEIMS) which can assist you in generating your workforce data and analysis.

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

Your cooperation during the course of this compliance assessment was appreciated and we wish Ernst & Young LLP continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

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



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