

For Your Janitorial Service Solutions Pour vos solutions d'entretien ménager

Fax

To:	Labour	Frogram	From: 5/14	IN Gigor	rads.
Comp	any:	' /	Pages 2	(including cover)	
Fax:	819-953	-8768	Date: 22/0	5/2014	
Re:	EE		CC:		
□ Urg	ent 🛘 For Review	☐ Please Comment/Reply	☐ For Your Files	MAs per Attached	☐ Please Note
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Comments:



004122

Emploi et Développement social Canada OFFICIAL USE ONLY
Agreement N°:

s.19(1)

Labour Program
Federal Contractors Program

Agreement to Implement Employment Equity

☐ New Agreement ☐ Revised Agreement			
<u> </u>			
	NIZATION	D	Leasted outside Canada
EVRIPOS JANITORIAL SE	RVICES	Parent company is	s located outside Canada
Operating Name (if different from Legal Name of Organization)		Procurement But	siness Number 🦯
SAME		(Full-Time/Part-Ti	me/Temporary)
Organization's North American Industry Classification System (NAICS) Code	e Nº	To find your organ	nization's NAICS Code Number please tatcan.gc.ca/subjects-sujets/standard- n/2002/naics-scian02l-eng.htm
Official use only (if information above is incorrect)			
	employees in Canad	a	Organization's NAICS Code No
HEA	D OFFICE		
Address (building number, street, suite, etc.) 412 MacLARGN STREET	City Telephone Numbe	WA	Province Postal Code ON KAROM Fax Number
	6/3/23	2-9067	613-232-3145
<u> </u>	T EQUITY CONT	ACT	<u> </u>
CHRISTINE YROULY	MANA C	SER, Tai	WOLL & ADMIN
Telephone Number 613 - 232 - 906 9	Bomil	100EVI	BiPOS.CA
CER	TIFICATION		
The above-named organization: • having a combined workforce of 100 or more permanent full-tin 12 weeks or more in Canada, AND	ne, permanent part	-time and tempor	ary employees having worked
 intending to bid on, or being in receipt of, a federal government Supply Arrangement, valued at \$1,000,000 or more (including a 	applicable taxes).		
Hereby certifies its commitment to implement or maintain employm instrument, in keeping with the Federal Contractors Program requiplease refer to: http://www.esdc.gc.ca/eng/labour/equality/fcp/index	irements. For more	n-going basis, be information on h	yond the period of the procurement ow to implement employment equity
Important note: If an audit of the Agreement to Implement Employ the procurement instrument(s) with the Government of Canada ma	yment Equity uncov ay be terminated.	vers misrepresent	ation on the part of the organization
Sic	GNATORY		
NOTE: The signatory must be the Chief Executive Officer OR an contract on behalf of the organization.	authorized person	in an executive p	osition with legal authority to sign a
Name (print) SIGOUNAS	Title A	SIDEN	
Telephone Number 432 - 906 9	E-mail Address Date	DEVAIT	bs, ca
Signature The state of the sta	22/	MASI	12014
RETURN	INSTRUCTIONS	3	

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

Reporting Period 2016-09-20 to 2019-03-14

GEOGRAPHICAL AREAS

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

		Province				Cens	us Metropolitan	Areas	
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees		manent ull-time	Permanent Part-time	Temporary	Total Number of Employees
Ontario	254	38	0	292	Montréal	1	0	0	1
Québec	214	21	0	235	Ottawa - Gatineau	428	56	0	484
Total Employees	s in Canada			527	Greater Sudbury	27	2	0	29
					Ont. less CMAs	1	0	0	1
					Que. less CMAs	11	1	0	12
					Total Employees in	n Canada	>		527



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

Reporting Period 2016-09-20 to 2019-03-14

Occupational Group			All Employee:			original Peor			ns with Disa			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	3	2	1									
Top Range: \$ 65,000 - \$69,999	3												
Bottom Range: Under \$5,000	2												
	1	4	4										
	Total	7	6	1									
Middle and Other Managers	4		-										
Top Range: \$ 60,000 - \$64,999	3												
Bottom Range: \$ 60,000 - \$64,999	2												
	1	1	1										
	Total	1	1										
Professionals	4												
Top Range: \$ 50,000 - \$54,999	3												
Bottom Range: \$ 50,000 - \$54,999	2												
	1	1		1									
	Total	1		1									
Supervisors	4	8	5	3							2	1	1
Top Range: \$ 65,000 - \$69,999	3	12	8	4							5	5	
Bottom Range: \$ 20,000 - \$24,999	2	24	16	8							4	2	2
	1	6	5	1							2	2	
	Total	50	34	16							13	10	3

Page 1 of 3 Canada

Employment and Social Emploi et Développement Development Canada social Canada

Evripos Janitorial Services Ltd. (certificate # 061346) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National Reporting Period 2016-09-20 to 2019-03-14

Occupational Group		A	All Employees	3	Ab	original Peor	oles	Perso	ns with Disal	bilities	Member	s of Visible M	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
Clerical Personnel	4	1		1									
Top Range: \$ 50,000 - \$54,999	3												
Bottom Range: \$ 35,000 - \$39,999	2	1		1							1		1
	1	1	1										
	Total	3	1	2							1		1
Intermediate Sales and Service Personnel	4												
Top Range: \$ 50,000 - \$54,999	3												
Bottom Range: \$ 50,000 - \$54,999	2												
	1	1	1										
	Total	1	1										
Other Sales and Service Personnel	4	10	7	3							6	4	2
Top Range: \$ 50,000 - \$54,999	3	135	65	70	1		1	2	2		22	15	7
Bottom Range: \$ 10,000 - \$14,999	2	176	89	87	1		1	3	3		55	22	33
	1	84	54	30				3	2	1	52	33	19
	Total	405	215	190	2		2	8	7	1	135	74	61
Total Number of Employees		468	258	210	2		2	8	7	1	149	84	65

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / National

Reporting Period 2016-09-20 to 2019-03-14

Occupational Group		,	All Employee	S	Ab	original Peop	oles	Perso	ons with Disa	bilities	Member	s of Visible M	1inorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors	4	1	1								1	1	
Top Range: \$ 15,000 - \$19,999	3												
Bottom Range: \$ 15,000 - \$19,999	2												
	1	1		1									
	Total	2	1	1							1	1	
Other Sales and Service Personnel	4	3	3										
Top Range: \$ 35,000 - \$39,999	3	3	2	1							1		1
Bottom Range: \$ 10,000 - \$14,999	2	5	4	1									
	1	46	24	22							24	10	14
	Total	57	33	24							25	10	15
Total Number of Employees		59	34	25							26	11	15

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / National

Reporting Period 2016-09-20 to 2019-03-14

	All Employees Total Men Women			Al	original Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range				Total	Men	Women	Total	Men	Women	Total	Men	Women
	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	18	12	6							8	5	3
\$ 15,000 - \$19,999	67	46	21				3	2	1	44	28	16
\$ 20,000 - \$24,999	18	9	9							4	1	3
\$ 25,000 - \$29,999	155	75	80	1		1	3	3		51	21	30
\$ 30,000 - \$34,999	83	21	62	1		1				12	6	6
\$ 35,000 - \$37,499	70	53	17				2	2		14	11	3
\$ 37,500 - \$39,999	14	14								1	1	
\$ 40,000 - \$44,999	11	9	2							5	4	1
\$ 45,000 - \$49,999	7	3	4							4	2	2
\$ 50,000 - \$59,999	19	11	8							5	4	1
\$ 60,000 - \$69,999	6	5	1							1	1	
Total Number of Employees	468	258	210	2		2	8	7	1	149	84	65

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / National

Reporting Period 2016-09-20 to 2019-03-14

		All Employees		А	boriginal Peop	es	Pers	ons with Disab	oilities	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
\$ 12,500 - \$14,999	8	4	4							4	1	3
\$ 15,000 - \$17,499	33	17	16							18	7	11
\$ 17,500 - \$19,999	9	6	3							3	3	
\$ 20,000 - \$22,499	1		1									
\$ 22,500 - \$24,999	2	2										
\$ 25,000 - \$29,999	2	2										
\$ 30,000 - \$34,999	1		1							1		1
\$ 35,000 - \$39,999	3	3										
Total Number of Employees	59	34	25							26	11	15

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / National

Reporting Period 2016-09-20 to 2019-03-14

		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	1	1										
Middle and Other Managers	1	1										
Professionals	1		1									
Supervisors	16	13	3							2	2	
Clerical Personnel	1	1										
Intermediate Sales and Service Personnel	1	1										
Other Sales and Service Personnel	341	180	161	1		1	8	7	1	80	44	36
Total Number of Employees Hired	362	197	165	1		1	8	7	1	82	46	36

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / National

Reporting Period 2016-09-20 to 2019-03-14

		All Employees		Al	Aboriginal Peoples			ons with Disab	oilities	Members of Visible Minorities		
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Supervisors	2	1	1							1	1	
Other Sales and Service Personnel	69	41	28							29	14	15
Total Number of Employees Hired	71	42	29							30	15	15

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / National

Reporting Period 2016-09-20 to 2019-03-14

	Employe	ees promoted (Employees pro	omoted during	the year are to	be reported or	ly in the occup	ational groups	in which or to	which they have	e been last pro	moted.)
Constituted Cross		All Employees		Aboriginal Peoples			Pers	ons with Disab	oilities	Members of Visible Minorities		
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Supervisors	6	6								2	2	
Total Number of Employees Promoted	6	6								2	2	
Total Number of Promotions	6	6								2	2	

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / National

Reporting Period 2016-09-20 to 2019-03-14

	All Employees			Aboriginal Peoples			Pers	ons with Disab	ilities	Members of Visible Minorities		
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Supervisors	11	7	4							1	1	
Other Sales and Service Personnel	136	68	68				1		1	9	5	4
Total Number of Employees Terminated	147	75	72				1		1	10	6	4

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / National

Reporting Period 2016-09-20 to 2019-03-14

		All Employees		Al	original Peopl	es	Pers	ons with Disab	ilities	Members of Visible Minorities				
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women		
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12		
Other Sales and Service Personnel	20	13	7							4	4			
Total Number of Employees Terminated	20	13	7							4	4			

Workforce Analysis - Summary Report

Date: 2019-03-14

Women

: Senior Managers : Middle and Other Managers	Women										
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	ilability	Gap					
	#	#	%	%	#	#					
01 : Senior Managers	7	1	14.3 %	27.6 %	2	-1					
02 : Middle and Other Managers	1	0	0.0 %	39.4 %	0	0					
03 : Professionals	1	1	100.0 %	42.7 %	0	1					
05 : Supervisors	52	17	32.7 %	52.3 %	27	-10					
10 : Clerical Personnel	3	2	66.7 %	65.7 %	2	0					
11 : Intermediate Sales and Service Personnel	1	0	0.0 %	62.8 %	1	-1					
13 : Other Sales and Service Personnel	462	214	46.3 %	50.4 %	233	-19					
Total	527	235	44.6 %	50.4 %	265	-30					



Workforce Analysis - Summary Report

Date: 2019-03-14

Aboriginal Peoples

	Aboriginal Peoples										
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	ability	Gap					
	#	#	%	%	#	#					
01 : Senior Managers	7	0	0.0 %	3.2 %	0	0					
02 : Middle and Other Managers	1	0	0.0 %	2.7 %	0	0					
03 : Professionals	1	0	0.0 %	1.6 %	0	0					
05 : Supervisors	52	0	0.0 %	3.3 %	2	-2					
10 : Clerical Personnel	3	0	0.0 %	3.5 %	0	0					
11 : Intermediate Sales and Service Personnel	1	0	0.0 %	3.1 %	0	0					
13 : Other Sales and Service Personnel	462	2	0.4 %	4.2 %	19	-17					
Total	527	2	0.4 %	4.1 %	21	-19					



Workforce Analysis - Summary Report

Date: 2019-03-14

Members of Visible Minorities

Employment Equity Occupational Group	All Employees	Repres	entation	Avai	lability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	7	0	0.0 %	11.5 %	1	-1	
02 : Middle and Other Managers	1	0	0.0 %	17.6 %	0	0	
03 : Professionals	1	0	0.0 %	26.4 %	0	0	
05 : Supervisors	52	14	26.9 %	15.4 %	8	6	
10 : Clerical Personnel	3	1	33.3 %	18.2 %	1	0	
11 : Intermediate Sales and Service Personnel	1	0	0.0 %	25.9 %	0	0	
13 : Other Sales and Service Personnel	462	160	34.6 %	26.6 %	123	37	
Total	527	175	33.2 %	25.2 %	133	42	
। । ।	527	1/5	33.2 %	25.2 %	133	42	



Workforce Analysis - Summary Report

Date: 2019-03-14

Persons with Disabilities

Employment Equity Occupational Group	All Employees	Repres	entation	Avai	lability	Gap	
	#	#	%	%	#	#	
01/02 : Managers	8	0	0.0 %	5.0 %	0	0	
03 : Professionals	1	0	0.0 %	8.9 %	0	0	
05 : Supervisors	52	0	0.0 %	27.5 %	14	-14	
10 : Clerical Personnel	3	0	0.0 %	9.3 %	0	0	
11 : Intermediate Sales and Service Personnel	1	0	0.0 %	10.8 %	0	0	
13 : Other Sales and Service Personnel	462	8	1.7 %	10.7 %	49	-41	
Total	527	8	1.5 %	12.3 %	63	-55	



Workforce Analysis - Summary Report

Date: 2019-03-14

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Summary Report

Date: 2019-03-14

WFA Defaults - Persons with Disabilities

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



Part 1: Workforce Analysis

Evripos Janitorial Services Ltd.

[Date: YYYY-MM-DD]

Data from First/Previous Workforce Analysis

1 1

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2015	09	01

Data from Subsequent/Current Workforce Analysis

Data from Subse	equent/Current Wo	orkforce Analysis
YYYY	MM	DD
2019	03	14

		r	Гable 1: Women						
		First/Pr	evious Workforce A	Analysis					
F1	Comment Family Occupantional Comme (FFOC)	All Employees	Women						
Етри	oyment Equity Occupational Group (EEOG)		Representation	Availability*					
		#	#	%					
01	Senior Managers	6	3	22.80					
02	Middle & Other Managers	5	3	57.00					
03	Professionals	0	0	0.00					
04	Semi-Professionals & Technicians	0	0	0.00					
05	Supervisors	18	11	38.90					
06	Supervisors: Crafts & Trades	0	0	0.00					
07	Administrative & Senior Clerical Personnel	2	2	91.00					
08	Skilled Sales & Service Personnel	0	0	0.00					
09	Skilled Crafts & Trades Workers	0	0	0.00					
10	Clerical Personnel	0	0	0.00					
11	Intermediate Sales & Service Personnel	0	0	0.00					
12	Semi-Skilled Manual Workers	0	0	0.00					
13	Other Sales & Service Personnel	274	105	49.90					
14	Other Manual Workers	0	0	0.00					
Total		305	124	49.1					

]	Table 5: Women	
Subsequent	/Current Workfore	e Analysis
All Employees	Won	ien
	Representation	Availability*
#	#	%
7	1	27.60
1	0	39.40
1	1	42.70
0	0	0.00
52	17	52.30
0	0	0.00
0	o	0.00
0	o	0.00
0	0	0.00
3	2	65.70
1	0	62.80
0	0	0.00
462	214	50.40
o	0	0.00
527	235	50.4

77	84	111	rc	e٠												
		•														

* Source	e:		

Part 1: Workforce Analysis

Evripos Janitorial Services Ltd.

[Date: YYYY-MM-DD]

Data from First/Previous Workforce Analysis

2015	09	01
YYYY	MM	DD
Data from Fi	rst/Previous Work	force Analysis

Data from Subsequent/Current Workforce Analysis

2019	03	14
YYYY	MM	DD
Data from Subse	equent/Current Wo	orkforce Analysis

		Table	2: Aboriginal Po	eoples
		First/Pr	evious Workforce A	Analysis
Fig. 1. (FEOC)		All Employees	Aborigina	l Peoples
Embic	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	6	1	1.70
02	Middle & Other Managers	5	0	2.70
03	Professionals	0	0	0.00
04	Semi-Professionals & Technicians	0	0	0.00
05	Supervisors	18	0	3.90
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	2	0	4.00
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	0	0	0.00
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	274	3	2.90
14	Other Manual Workers	0	0	0.00
Total		305	4	2.9

Table 6: Aboriginal Peoples							
Subsequent/Current Workforce Analysis							
All Employees	Aboriginal Peoples						
	Representation	Availability*					
#	#	%					
7	0	3.2					
1	0	2.7					
1	0	1.6					
0	0	0.0					
52	0	3.3					
0	0	0.0					
0	0	0.0					
0	0	0.0					
0	0	0.0					
3	0	3.5					
1	0	3.1					
0	0	0.0					
462	2	4.2					
0	0	0.0					
527	2	4.1					

* Source:	

* Source:	
0	

Part 1: Workforce Analysis

Evripos Janitorial Services Ltd.

[Date: YYYY-MM-DD]

Data from First/Previous Workforce Analysis

2015	09	01
YYYY	MM	DD
Data from Fi	rst/Previous Workf	force Analysis

Data from Subsequent/Current Workforce Analysis

Data from Subse	equent/Current Wo	rkforce Analysis
YYYY	MM	DD
2019	03	14

Га	ble	e 3	: ľ	Иe	m	be	rs	of	ľ	/is	sib	le	Λ	4i	n(ri	tie	es	
		********																	333

		First/Pr	evious Workforce A	Analysis
Emple	yment Equity Occupational Group (EEOG)	All Employees	Members of Vis	ible Minorities
Empic	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	6	0	13.20
02	Middle & Other Managers	5	0	20.10
03	Professionals	0	0	0.00
04	Semi-Professionals & Technicians	0	0	0.00
05	Supervisors	18	3	23.10
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	2	0	3.40
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	0	0	0.00
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	274	158	25.30
14	Other Manual Workers	0	0	0.00
Total		305	161	24.7

Table 7: Me	mbers of Visible	Minorities						
Subsequent/Current Workforce Analysis								
All Employees	Members of Vis	ible Minorities						
	Representation	Availability*						
#	#	%						
7	0	11.5						
1	0	17.6						
1	0	26.4						
0	0	0.0						
52	14	15.4						
0	0	0.0						
0	0	0.0						
0	0	0.0						
0	0	0.0						
3	1	18.2						
1	0	25.9						
0	0	0.0						
462	160	26.6						
0	0	0.0						
527	175	25.2						

* Sou			
0			

* Source:	
0	

Part 1: Workforce Analysis

Evripos Janitorial Services Ltd.

[Date: YYYY-MM-DD]

Data from First/Previous Workforce Analysis

YYYY 2015	MM	DD O1
Data from Fi	rst/Previous Work	orce Analysis

Data from	Subsequent/Curre Analysis	nt Workforce
	1	1

2019	03	14
YYYY	MM	DD
Data from Subse	equent/Current Wo	orkforce Analysis

		Table 4: Persons with Disabilities			
Employment Equity Occupational Group (EEOG)		First/Previous Workforce Analysis			
		All Employees	Persons with Disabilities		
			Representation	Availability*	
		#	#	%	
01/02	Managers	11	0	4.30	
03	Professionals	0	0	0.00	
04	Semi-Professionals & Technicians	0	0	0.00	
05	Supervisors	18	0	13.90	
06	Supervisors: Crafts & Trades	0	0	0.00	
07	Administrative & Senior Clerical Personnel	2	0	3.40	
08	Skilled Sales & Service Personnel	0	0	0.00	
09	Skilled Crafts & Trades Workers	0	0	0.00	
10	Clerical Personnel	0	0	0.00	
11	Intermediate Sales & Service Personnel	0	0	0.00	
12	Semi-Skilled Manual Workers	0	0	0.00	
13	Other Sales & Service Personnel	274	1	3.70	
14	Other Manual Workers	0	0	0.00	
Total		305	1	4.3	

Table 8: Persons with Disabilities				
Subsequent	t/Current Workfore	e Analysis		
All Employees	Persons with	Disabilities		
	Representation	Availability*		
#	#	0/0		
8	0	5.0		
1	0	8.9		
0	0	0.0		
52	0	27.5		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
3	0	9.3		
1	0	10.8		
0	0	0.0		
462	8	10.7		
0	0	0.0		
527	8	12.3		

Part 2: Flow Data Analysis

Evripos Janitorial Services Ltd.

[Date: YYYY-MM-DD]

Start	Date of Flow	v Data
YYYY	MM	DD
2015	09	01

End I	Date of Flow	Data
YYYY	MM	DD
2019	03	14

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

	Table 1: Women				
	Full-time	Full-time / National		Part-time / National	
Employment Equity Occupational Group (EEOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired	
	#	#	#	#	
01 Senior Managers	1	0	0	0	
02 Middle & Other Managers	1	0	0	0	
03 Professionals	1	1	0	0	
04 Semi-Professionals & Technicians	0	0	0	0	
05 Supervisors	16	10	2	1	
06 Supervisors: Crafts & Trades	0	0	0	0	
07 Administrative & Senior Clerical Personnel	0	0	0	0	
08 Skilled Sales & Service Personnel	0	0	0	0	
09 Skilled Crafts & Trades Workers	0	0	0	0	
10 Clerical Personnel	1	l ol	0	0	
11 Intermediate Sales & Service Personnel	1	0	0	0	
12 Semi-Skilled Manual Workers	0	l ol	0	0	
13 Other Sales & Service Personnel	341	161	69	28	
14 Other Manual Workers	0	0	0	0	
Total	362	172	71	29	

Full-time / National		Part-time / National		
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	
#	#	#	#	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
6	0	0	0	
0	0	0	0	
o	0	0	0	
o	0	0	0	
o	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
6	0	0	0	

	Table 9:	Women		
Full-time / National		Part-time / National		
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated	
#	#	#	#	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
11	4	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
136	68	20	7	
0	0	0	0	
147	72	20	7	

Part 2: Flow Data Analysis

Evripos Janitorial Services Ltd.

[Date: YYYY-MM-DD]

Start	Date of Flow	v Data
YYYY	MM	DD
2015	09	01

71

0

2019	03	14
YYYY	MM	DD
End I	Date of Flow	Data

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

		Table 2: Aboriginal People			ples	
		Full-time	ıll-time / National Pa		art-time / National	
Employment Equity Occupational Group (EEOG)		All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	
		#	#	#	#	
01	Senior Managers	1	0	0	0	
02	Middle & Other Managers	1	0	0	0	
03	Professionals	1	0	0	0	
04	Semi-Professionals & Technicians	0	0	0	0	
05	Supervisors	16	0	2	0	
06	Supervisors: Crafts & Trades	0	0	0	0	
07	Administrative & Senior Clerical Personnel	0	0	0	0	
08	Skilled Sales & Service Personnel	0	0	0	0	
09	Skilled Crafts & Trades Workers	0	0	0	0	
10	Clerical Personnel	1	0	0	0	
11	Intermediate Sales & Service Personnel	1	0	0	0	
12	Semi-Skilled Manual Workers	0	0	0	0	
13	Other Sales & Service Personnel	341	1	69	0	
14	Other Manual Workers	0	0	0	0	

362

Total

Full-time	/ National	Part-time	/ National
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
6	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
6	0	0	0

Table 10: Aboriginal Peoples			
Full-time / National		Part-time / National	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
11	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
136	0	20	0
0	0	0	0
147	0	20	0

Part 2: Flow Data Analysis

Evripos Janitorial Services Ltd.

[Date: YYYY-MM-DD]

0

0

71

2015	09	01
YYYY	MM	DD
Start	Date of Flow	v Data

2019	03	14
YYYY	MM	DD
End I	Date of Flow	Data

Data from Form 4 - Employees Hired

Table 3. Persons with Disabilities

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

		Lable	3: Persons	WITH DISE	Diffues
		Full-time / National		Part-time / National	
Employment Equity Occupational Group (EEOG)		All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
		#	#	#	#
01	Senior Managers	1	0	0	0
02	Middle & Other Managers	1	0	0	0
03	Professionals	1	0	0	0
04	Semi-Professionals & Technicians	0	0	0	0
05	Supervisors	16	0	2	0
06	Supervisors: Crafts & Trades	0	0	0	0
07	Administrative & Senior Clerical Personnel	0	0	0	0
08	Skilled Sales & Service Personnel	0	0	0	0
09	Skilled Crafts & Trades Workers	0	0	0	0
10	Clerical Personnel	1	0	0	0
11	Intermediate Sales & Service Personnel	1	0	0	0

341

362

12 Semi-Skilled Manual Workers13 Other Sales & Service Personnel

14 Other Manual Workers

Total

Full-time	/ National	Part-time	/ National
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
#	#	#	#
0	0	0	0
0	o	0	0
0	0	0	0
0	0	0	0
6	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
6	0	0	0

Table 11: Persons Full-time / National			/ National	
All Employees Terminated	All Persons with Employees Disabilities		Persons with Disabilities Terminated	
#	#	#	#	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
11	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
136	1	20	0	
0	0	0	0	
147	1	20	0	

Part 2: Flow Data Analysis

Evripos Janitorial Services Ltd.

[Date: YYYY-MM-DD]

29

71

2015	09	01
VVVV	MM	aa
Start	Date of Flow	v Data

2019	03	14
YYYY	MM	DD
End I	Date of Flow	Data

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Data from Form 4 - Employees Hired

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82

362

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

		Table 4:	Members o	of Visible N	Ainorities
		Full-time	/ National	Part-time	/ National
	ployment Equity Occupational Group EOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
		#	#	#	#
01	Senior Managers	1	0	0	0
02	Middle & Other Managers	1	0	0	0
03	Professionals	1	0	0	0
04	Semi-Professionals & Technicians	0	0	0	0
05	Supervisors	16	2	2	0
06	Supervisors: Crafts & Trades	0	0	0	0
07	Administrative & Senior Clerical Personnel	0	0	0	0
08	Skilled Sales & Service Personnel	0	0	0	0
09	Skilled Crafts & Trades Workers	0	0	0	0
10	Clerical Personnel	1	0	0	0
11	Intermediate Sales & Service Personnel	1	0	0	0
12	Semi-Skilled Manual Workers	0	0	0	0
13	Other Sales & Service Personnel	341	80	69	29
14	Other Manual Workers	0	0	0	0

Total

Full-time	/ National	Part-time	/ National
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
6	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	0
0	0	0	0
0	0	0	0
0	0	0	0
6	2	0	0

Table 12:	Members	of Visible	Minorities
Full-time	/ National	Part-time	/ National
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
11	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
136	9	20	4
0	0	0	0
147	9	20	4

Part 3: Goals

Evripos Janitorial Services Ltd.

[Date: YYYY-MM-DD]

									Data	for First/	Previous	Goals							
A B	С	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
<u> </u>	\	<u> </u>	<u> </u>	<u> </u>	<u>.</u>	\	<u> </u>	\	V	<u> </u>		,	J	↓	\	·	.		<u> </u>
											Women								
									First	/Previous S	hort-term	Goals							
		,		All En	ployees										omen				
	Number	Grov	wth (New Posit	ions)	Turnover (Re	olacement o Employees)	Terminated		Number	Turnover (Re	eplacement of	Hires		r Goals					
Employment Equity		-	T		 	Anticipat			Terminated Employees) Required					n - To	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj		Actual	Proj	1	Years	YYYY-MM-DD			Over 3	1111	- YYYY	Availability	Present Gap	Gap	Representation	Vears
	2015-09-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2015-09-01	Annually	Over 3 Years	Years	2015	2018					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	6	5.3%		0			0	C	3	0.0%	0	-2	0	0.0%	22.8%	2	2	50.0%	50.0%
02 Middle & Other Managers	5	-41.5%		0	0.0%		0	0	3	0.0%	0	0	0		57.0%	0	0	60.0%	60.0%
03 Professionals	0	0.0%		0	0.0%		0	C	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	C	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	18	42.4%		0	31.4%		0	0	11	0.0%	0	-4	0		38.9%	4	4	61.1%	61.1%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	C	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	2	-100.0%		0	0.0%		0	0	2	0.0%	0	0	0		91.0%	0	0	100.0%	100.0%
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	C	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	C	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	0.0%		0	0.0%		0	C	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	C	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	
12 Semi-Skilled Manual	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	274			0	42.4%		0	0	105	0.0%	0	32	0		49.9%	-32	-32	38.3%	38.3%
14 Other Manual Workers	0	0.0%	1	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	305	20.0%		0	40.1%		0	0	124	0.0%	0	26	0		49.1%	-26	-26	40.7%	40.7%

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

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

Workforce Analysis) · 2) x 10	, o .				
					Table 2: Women
E		Won	nen		
Employment Equity Occupational Group (EEOG)	Short-tei	rm Goals	Long-t	erm Goals	Comments
Occupational Group (EEOG)	#	%	#	%	
01 Senior Managers	0	0.0		0.0	
02 Middle & Other Managers	0	0.0		0.0	
03 Professionals	0	0.0		0.0	
04 Semi-Professionals & Tech	0	0.0		0.0	
05 Supervisors	0	0.0		0.0	
06 Supervisors: Crafts & Trades	0	0.0		0.0	
07 Administrative & Sr Clerical	0	0.0		0.0	
08 Skilled Sales & Service	0	0.0		0.0	
09 Skilled Crafts & Trades	0	0.0		0.0	
10 Clerical Personnel	0	0.0		0.0	
11 Intermediate Sales & Service	0	0.0		0.0	
12 Semi-Skilled Manual	0	0.0		0.0	
13 Other Sales & Service	34	0.0		0.0	004149

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Evripos Janitorial Services Ltd.
	[Date: YYYY-MM-DD]
14	Other Manual Workers 0 0.0 0 0.0 0 0.0
Total	34 0.0 0 0.0

Federal Contractors Program Achievement Report Part 3: Goals Evripos Janitorial Services Ltd. [Date: YYYY-MM-DD]

									Data	Data for First/Previous Goals										
A B	C	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	T	U	
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)	
			↓		↓				<u>↓</u>	<u>↓</u>	<u>↓</u>	<u> </u>		↓			↓	↓		
										le 3: Abor /Previous S										
				All En	aplovees				11151	/1 revious 3	nort-term	Guais		Ahario	inal Peoples					
	Number Crowth (New Positions) Turnover (Replacement of Terminated Number 7 D) 3 Year Goals																			
	Number Growth (New Positions) Employees) Number Turnover (Replacement of Hires From											n - To					Projected			
Employment Equity Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3	YYYY-MM-DD	Lerminated	Employees)	Required Over 3	YYYY	- YYYY	YYYY Present Availability		Projected Gap	Present Representation	Representation in 3	
Оссиранован Group (ЕЕОС)	2015-09-01			Over 3			Over 3	Years	****	Annually	Over 3	Years	2015	2018	Availability		Сар	Representation	Years	
	2015-09-01	Annually	Annually	Years	Annually	Annually	Years		2015-09-01	Annuany	Years		2015	2018						
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	9/6	
01 Senior Managers	6	5.3%		0	0.0%		0	0	1	0.0%	0	-1	0		1.7%	1	1	16.7%	16.7%	
02 Middle & Other Managers	5	-41.5%		0	0.0%		0	0	0	0.0%	0	0	0		2.7%	0	0	0.0%	0.0%	
03 Professionals	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	1 0		0.0%	1 0	0	#DIV/0!	#DIV/0!	
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0		0.0%	0	0	1 0		0.0%	'	0	#DIV/0!	#DIV/0!	
05 Supervisors	18	42.4% 0.0%		"	31.4%		0	"] 0	0.0%	0	1	"		3.9% 0.0%	-1	-1	0.0% #DIV/0!	0.0% #DIV/0!	
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	"	-100.0%		"	0.0%		1 0	"		0.0%	0	"] "		4.0%	1 %	"	#DIV/0! 0.0%	#DIV/0! 0.0%	
08 Skilled Sales & Service	2	0.0%		"	0.0%		1 0	"		0.0%	0	١			0.0%	1 %	"	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	"	0.0%		1 0	0.0%		1 0	"] ,	0.0%	0	0			0.0%		"	#DIV/0!	#DIV/0!	
10 Clerical Personnel	0	0.0%		۱ ،	0.0%		1 0	١	l ő	0.0%	٥	١	1 6		0.0%]	١ ،	#DIV/0!	#DIV/0!	
11 Intermediate Sales & Service		0.0%		l "	0.0%		1 0	۱] 0	0.0%	0	١	0		0.0%]	"	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	0	0.0%		1 0	0.0%		1 0	ا آ	ا ،	0.0%	٥	0	ا ،		0.0%] š	ا ،	#DIV/0!	#DIV/0!	
13 Other Sales & Service	274	19.0%		0	42.4%		ا ،	0	3	0.0%	ه ا	5	0		2.9%	-5	-5	1.1%	1.1%	
14 Other Manual Workers	0	0.0%		l 0	0.0%		0	0	0	0.0%	0	0	0		0.0%	ه ا	0	#DIV/0!	#DIV/0!	
Total	305			0	40.1%		0	0	4	0.0%	0	5	0		2.9%	-5	-5	1.3%	1.3%	

† 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.

Workforce / marysis) * 2) x 10	· ·				Table 4: Aboriginal Peoples
		Aborigina	l Peoples		Tube Wilderightar Copies
Employment Equity Occupational Group (EEOG)	Short-ter	m Goals	Long-t	erm Goals	Comments
Occupational Group (EEGG)	#	%	#	%	
01 Senior Managers	0	0.0		0.0	
02 Middle & Other Managers	0	0.0		0.0	
03 Professionals	0	0.0		0.0	
04 Semi-Professionals & Tech	0	0.0		0.0	
05 Supervisors	2	0.0		0.0	
06 Supervisors: Crafts & Trades	0	0.0		0.0	
07 Administrative & Sr Clerical	0	0.0		0.0	
08 Skilled Sales & Service	0	0.0		0.0	
09 Skilled Crafts & Trades	0	0.0		0.0	
10 Clerical Personnel	0	0,0		0.0	
11 Intermediate Sales & Service	0	0.0		0.0	
12 Semi-Skilled Manual	0	0.0		0.0	
13 Other Sales & Service	34	0.0		0.0	004151

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Evripos Janitorial Services Ltd.
	[Date: YYYY-MM-DD]
14 Other Manual Workers	
Total	36 0.0 0 0 0.0

Federal Contractors Program Achievement Report Part 3: Goals Evripos Janitorial Services Ltd.

[Date: YYYY-MM-DD]

									Data	for First/	Previous	Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
<u> </u>		<u> </u>	V	<u> </u>						<u> </u>	T				\	\		·	
									Table 5	: Persons	with Dis	abilities							
									First	/Previous S	hort-term	Goals							
				All En	nployees									Persons w	ith Disabilities				
E to the tr	Number	Grov	wth (New Posit	tions)	Turnover (Re	placement of Employees)	Terminated	Anticipated	Number		eplacement of Hires 1 Employees) Required			r Goals n - To					Projected
Employment Equity Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	Projected Hire		YYYY-MM-DD	1 Communica	Limployees	Required Over 3	YYYY	- YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
Occupational Group (EEGG)	2015-09-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2015-09-01	Annually	Over 3 Years	Years	2015	2018	,			1.27	Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	9/6	#	#	%	%
01/02 Managers	11	-18.1%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	0.0%	0.0%
03 Professionals	0	0.0%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	0.0%		C	0.0%		0	0	0	0.0%	0	0	0		13.9%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	18	42.4%		0	31.4%		0	0	0	0.0%	0	0	0		0.0%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%		C	0.0%		0	0	0	0.0%	0	0	0		3.4%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	2	-100.0%		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%		C	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%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	0.0%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		3.7%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	274	19.0%		0	42.4%		0	0	1	0.0%	0	-1	0		0.0%	1	1	0.4%	0.4%
14 Other Manual Workers	0	0.0%		C	0.0%		0	0	0	0.0%	0	0	0		4.3%	0	0	#DIV/0!	#DIV/0!
Total	305	20.0%		0	40.1%		0	0	1	0.0%	0	#REF!	0		#REF	#REF!	#REF!	0.3%	0.3%

[†] 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) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Workforce Analysis) · 2) x 10					
					Table 6: Persons with Disabilities
Familian and Familia	Pei	rsons with	Disabilitie	es	
Employment Equity Occupational Group (EEOG)	Short-tern	n Goals	Long-to	erm Goals	Comments
Occupational Group (EEOG)	# %		# %		
01/02 Managers	0	0.0	(0.0	
03 Professionals	0	0.0	(0.0	
04 Semi-Professionals & Tech	0	0.0	(0.0	
05 Supervisors	2	0.0	(0.0	
06 Supervisors: Crafts & Trades	0	0.0	(0.0	
07 Administrative & Sr Clerical	0	0.0	(0.0	
08 Skilled Sales & Service	0	0.0	(0.0	
09 Skilled Crafts & Trades	0	0.0	(0.0	
10 Clerical Personnel	0	0.0	(0.0	
11 Intermediate Sales & Service	0	0.0	(0.0	
12 Semi-Skilled Manual	0	0.0		0.0	
13 Other Sales & Service	34	0.0		0.0	
14 Other Manual Workers	0	0.0		0.0	
Total	36	0.0	(0.0	004153

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Part 3: Goals
Evripos Janitorial Services Ltd.
[Date: YYYY-MM-DD]

Part 3: Goals

Evripos Janitorial Services Ltd.

[Date: YYYY-MM-DD]

									Data	for First/	Previous	Goals									
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U		
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	ЈхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)		
		↓	↓	↓	↓	↓	1	↓		↓	.	↓	↓	↓	1	↓	↓	\	<u> </u>		
												Minorities	8								
				40.0					First	/Previous S	hort-term	n Goals Members of Visible Minorities									
				All En	ployees										VISIDIE MINOPINES						
	Number	Grov	vth (New Posit	tions)		Turnover (Replacement of Terminated Employees)			Number Turnover (r (Replacement of Hires		3 Year Goals From - To		-						
Employment Equity	YYYY-MM-DD	Actual	Actual Projected						YYYY-MM-DD	Terminated Employees)		Required			Present	Present Gap	Projected	Present	Projected Representation in 3		
Occupational Group (EEOG)	1111-3131-00	Actual	1,0)			Over 3	Hires Over 3 Years	1111-3131-00	Over 3		Over 3 Years		Τ	Availability		Gap	Representation	Years			
	2015-09-01	Annually	Annually	Years	Annually	Annually	Years		2015-09-01	Annually	Years	icars	2015	2018							
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%		
01 Senior Managers	6	5.3%		0	0.0%		0	0	0	0.0%	0	1	()	13.2%	-1	-1	0.0%	0.0%		
02 Middle & Other Managers	5	-41.5%		0	0.0%		0	0	0	0.0%	0	1	()	20.1%	-1	-1	0.0%	0.0%		
03 Professionals	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!		
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!		
05 Supervisors	18			0	31.4%		0	0	3	0.0%	0	1	()	23.1%	-1	-1	16.7%	16.7%		
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0		0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!		
07 Administrative & Sr Clerical	2	-100.0%		0	0.0%		0	0	0	0.0%	0	0	()	3.4%	0	0	0.0%	0.0%		
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0		0.0%	0	0	(2	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	#DIV/0!	#DIV/0!		
10 Clerical Personnel	0	0.0%		0	0.0%		0	0		0.0%	0	0	()	0.0%	1 0	0	#DIV/0!	#DIV/0!		
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0		0.0%	0	0	(<u>'</u>	0.0%		0	#DIV/0!	#DIV/0!		
12 Semi-Skilled Manual	0	0.0%		0	0.0%			0		0.0%			(<u>'</u>	0.0%	1 0	0	#DIV/0!	#DIV/0!		
13 Other Sales & Service	274	19.0%		0	42.4%		1 0		158	0.0%		-89	((25.3%	89	89	57.7%	57.7%		
14 Other Manual Workers	0	0.0%		0	0.0%		1 0	1 0	ր <u>0</u>	0.0%	1 0	0	(7	0.0%	1 0	0	#DIV/0!	#DIV/0!		

^{40.1%} † Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

305

Total

20.0%

161

0.0%

-86

24.7%

	Workforce Analysis) + 2) x 10	<i>7</i> 0.				
						Table 8: Members of Visible Minorities
r	1 2 P 32	Men	ibers of Visi	ble Minor	ities	
	oloyment Equity upational Group (EEOG)			rm Goals Long-term Goals		Comments
ou	apational Group (EEGG)	#	%	#	%	
01	Senior Managers	- 1	0.0	0	0.0	
02	Middle & Other Managers	1	0.0	0	0.0	
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	2	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	004155

52.8%

52.8%

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.

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14 Other Manual Worke	
otal	4 0.0 0 0.0

Part 3: Goals

Evripos Janitorial Services Ltd.

[Date: YYYY-MM-DD]

										Data for	Subsequ	ent/Curre	ent Goals								
Α	В	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U	
Data s	ources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	
i	i	\			<u> </u>	.i	\	<u> </u>	↓	<u>.</u>	↓	¥	.	\	<u>.</u>	↓	.	.	↓	<u> </u>	
										Table 9: Women											
										Subsequent/Current Short-term Goals											
					All En	aployees										omen					
		Number	Grov	rth (New Posit	ions)		Turnover (Replacement of Terminated			Number	Turnover (Replacement of			3 Year Goals					1		
Employment Equity									Anticipated			Terminated Employees) Hires Require			n - To	Present		Projected	Present	Projected	
	Occupational Group (EEOG)		Actual Projected A			Actual	Actual Projected I			YYYY-MM-DD	YYY-MM-DD			YYYY	- YYYY	Availability			Representation	Representation in 3 Years	
			Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2019-03-14	Annually	Over 3 Years	Years	2019	2022					rears	
		H	%	%	1 ears	9/0	%	1 ears	и	#	%	1 cars	п	11	%	%	ш	4	%	%	
01	Senior Managers	7	5.3%	0.0%	7 0	0.0%	7.0	0		1	0.0%		1		27.6%	27.6%	-1	-1	14.3%	14.3%	
02	Middle & Other Managers	1	-41.5%	0.070	0	0.0%		٥	0	0	0.0%	0	0	0	39.4%	39.4%		0	0.0%	0.0%	
03	Professionals	1	0.0%		0	0.0%		0	0	1	0.0%	0	-1	0	42.7%	42.7%	1	1	100.0%	100.0%	
04	Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
05	Supervisors	52	42.4%		0	31.4%		0	0	17	0.0%	0	10	0	50.0%	52.3%	-10	-10	32.7%	32.7%	
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
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	3	0.0%		0	0.0%		0	0	2	0.0%	0	0	0	50.0%	65.7%	0	0	66.7%	66.7%	
11	Intermediate Sales & Service	1	0.0%		0	0.0%		0	0	0	0.0%	0	1	0	50.0%	62.8%	-1	-1	0.0%	0.0%	
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	462	19.0%		0	42.4%		0	0	214	0.0%	0	19	0	50.0%	50.4%	-19	-19	46.3%	46.3%	
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
Total		527	20.0%		0	40.1%		0	0	235	0.0%	0	31	0	50.0%	50.4%	-31	-31	44.6%	44.6%	

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

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

Workforce / marysis) · 2) x 10				Table 10: Women									
F	Wom	ien											
Employment Equity Occupational Group (EEOG)	Short-term Goals	Long-term		Comments									
	%		%										
01 Senior Managers	0.3		0.3										
02 Middle & Other Managers	0.4		0.4										
03 Professionals	0.4		0.4										
04 Semi-Professionals & Tech	0.0		0.0										
05 Supervisors	0.5		0.5										
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	0.5		0.5										
11 Intermediate Sales & Service	0.5		0.5										
12 Semi-Skilled Manual	0.0		0.0										
13 Other Sales & Service	0.5		0.5	004157									
14 Other Manual Workers	0.0		0.0										

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Total	0.5

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Part 3: Goals

Evripos Janitorial Services Ltd.

[Date: YYYY-MM-DD]

									Data for	Subsequ	ient/Curr	ent Goals							
A B	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
<u> </u>	<u> </u>	<u> </u>	\	↓	<u> </u>	1	<u> </u>	1	<u> </u>	<u> </u>	1	<u> </u>	\	.i	↓	<u> </u>	1	↓	
											original P								
									Subsequ	ient/Curre	nt Short-tei	rm Goals							
				All En	ployees		1			ı				<u> </u>	nal Peoples				
	Number	Grow	rth (New Posit	ions)	Turnover (Re	placement o Employees)	f Terminated		Number	Turnover (R	leplacement of	Hires		r Goals					
Employment Equity	YYYY-MM-DD	Actual	D	ected	Actual		jected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	d Employees)	Required		n - To	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	1111-3131-00	Actual	110)		Actual	110	Over 3	Years	1111-431-00		١,,,	Over 3 Years			Availability	r researe Grap	Gap	Representation	Years
	2019-03-14	Annually	Annually	Over 3 Years	Annually	Annually	Years		2019-03-14	Annually	Over 3 Years	icars	2019	2022					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	7	5.3%		0	0.0%		0	0	0	0.0%	0	0	0	3.2%	3.2%	0	0	0.0%	0.0%
02 Middle & Other Managers	1	-41.5%		0	0.0%		0	0	0	0.0%	0	0	0	2.7%	2.7%	0	0	0.0%	0.0%
03 Professionals	1	0.0%		0	0.0%		0	0	0	0.0%	6 0	0	0	1.6%	1.6%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0	0.0%	6 0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	52	1		0	31.4%		0	0	0	0.0%	0	2	0	3.3%	3.3%	-2	-2	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
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	3	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	3.5%	3.5%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	3.1%	3.1%	0	0	0.0%	0.0%
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	462	1		0	42.4%		0	0	2	0.0%		17	0	4.2%	4.2%	-17	-17	0.4%	0.4%
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%		0	0	1	0.0%	0	0	#DIV/0!	#DIV/0!
Total	527	20.0%		0	40.1%		1 0	0	1 2	0.0%	<u> </u>	20	0	4.1%	4.1%	-20	-20	0.4%	0.4%

[†] 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.

				Table 12: Aboriginal Peoples
Employment Equity	Aboriginal	Peoples		
Occupational Group (EEOG)	Short-term Goals	Long-term		Comments
	%		%	
01 Senior Managers	0.0		0.0	
02 Middle & Other Managers	0.0		0.0	
03 Professionals	0.0		0.0	
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	004159
14 Other Manual Workers	0.0		0.0	

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Evripos Janitorial Services Ltd.
	[Date: YYYY-MM-DD]
Total	0.0

Federal Contractors Program Achievement Report

Part 3: Goals

Evripos Janitorial Services Ltd.

[Date: YYYY-MM-DD]

A B C D Data sources: Workforce Analysis Analysis	rce Data Entry C x E x	Workforce Analysis‡	H Data Entry	I CxHx3	J F+I	K	Subsequ	М	N	O	P	Q	R	S	Т	U
Prom From Data sources: Workforce Workforce	rce Data Entry C x E x	From Flow Data Analysis & Workforce Analysis‡	Data	I CxHx3	J F+I	F				О	Р				Т	U
Data sources: Workforce Workfo	rce Data Entry C x E x	Data 3 Analysis & Workforce Analysis‡	: : : : : : : : : : : : : : : : : : : :	C x H x 3	F + I	From	Equivalent									
↓ ↓	↓		ti			Analysis	to H	KxLx3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	<u> </u>	<u> </u>		1	↓	↓	↓	1	<u></u>	↓	↓		<u></u>
							3: Person									
						Subsequ	uent/Currer	it Short-ter	m Goals							
	All I	mployees									Persons w	ith Disabilities				
Employment Equity Number	irowth (New Positions)		eplacement of T Employees)	Terminated	Anticipated	Number		eplacement of Employees)	Hires Required		r Goals n - To	n.		Projected		Projected
Occupational Group (EEOG) YYYY-MM-DD Actua	Projected	Actual	Projec	cted	Hires Over 3	YYYY-MM-DD			Over 3	YYYY	- YYYY	Present Availability	Present Gap	Gap	Present Representation	Representation in 3
2019-03-14 Annual	y Annually Over 3 Years	Annually	Annually	Over 3 Years	Years	2019-03-14	Annually	Over 3 Years	Years	2019	2022	,				Years
# %	% #	%	%	#	#	#	%	#	#	#	%	9/0	#	#	%	%
01/02 Managers 8 -18.	1%	0.0%		0	0	0	0.0%	0	0	0	5.0%	5.0%	0	0	0.0%	0.0%
	0%	0.0%		0	0	0	0.0%	0	0	0	8.9%	8.9%	0	0	0.0%	0.0%
	0%	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors 52 42.		0 31.4%		0	0	0	0.0%	0	14	0	27.5%	27.5%	-14	-14	0.0%	0.0%
06 Supervisors: Crafts & Trades 0 0.		0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical 0 -100.		0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
	0%	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
	0%	0.0%		0	0	0	0.0%	0	0	0	0.207	0.0%	0	0	#DIV/0!	#DIV/0!
	0%	0.0%		0	0	0	0.0%	0	0	0	9.3%	9.3%	0	0	0.0%	0.0%
	0%	0 0.0%		0	0	"	0.0%			0	10.8%	10.8% 0.0%		0	0.0% #DIV/0!	0.0% #DIV/0!
	0%	0 0.0%		0	0	"	0.0%	0	41	0	10.7%	10.7%	-41	-41	#DIV/0! 1.7%	#DIV/0! 1.7%
	0%	0 42.4%		ال	0	8	0.0%	"	41	0	10.7%	0.0%	-41	-41	#DIV/0!	#DIV/0!
Total		0 40.1%		0	0	0	0.0%	0	57	0	12.3%	12.3%	-57	-57	#DIV/0!	#D1V/0!

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

t 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.

workforce Analysis) + 2) x 10	<u>u. </u>			
				Table 14: Persons with Disabilities
F I P i e	Persons with	Disabilities		
Employment Equity Occupational Group (EEOG)	Short-term Goals	Long-term	ı Goals	Comments
Occupational Group (EEOG)	%		%	
01/02 Managers	0.1		0.1	
03 Professionals	0.1		0.1	
04 Semi-Professionals & Tech	0.0		0.0	
05 Supervisors	0.3		0.3	
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	0.1		0.1	
11 Intermediate Sales & Service	0.1		0.1	
12 Semi-Skilled Manual	0.0		0,0	
13 Other Sales & Service	0.1		0.1	
14 Other Manual Workers	0.0		0.0	
Total	0.1		0.1	004161

Federal Contractors Program Achievement Report

Part 3: Goals

Evripos Janitorial Services Ltd.

[Date: YYYY-MM-DD]

									Data for	Subsequ	ent/Curro	ent Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	О	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
<u> </u>	¥	·		\	.	1		↓	\		↓ ↓	.	\	·	Ţ	.		<u> </u>	<u> </u>
									Table 15:				es						
				4 44 47					Subsequ	ient/Currer	it Short-ter	m Goals							
		ı		All En	ployees									·····	Visible Minori	ties			1
	Number	Grov	vth (New Positio	ons)	Turnover (Re	olacement of Employees)	Terminated		Number		eplacement of	Hires		r Goals n - To					
Employment Equity	YYYY-MM-DD	Actual	Projec	rted	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	2019-03-14	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2019-03-14	Annually	Over 3 Years	Over 3 Years	2019	2022	Availability		Gap	Representation	Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	7	5.3%		0	0.0%		0	C	0	0.0%	0	1	0	11.5%	11.5%	-1	-1	0.0%	0.0%
02 Middle & Other Managers	1	-41.5%		0	0.0%		0	0	0	0.0%	0	0	0	17.6%	17.6%	0	0	0.0%	0.0%
03 Professionals	1	0.0%		0	0.0%		0	C	0	0.0%	0	0	0	26.4%	26.4%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	52	42.4% 0.0%		0	31.4%		0		14	0.0%	0	-6	0	15.4%	15.4% 0.0%	6	6	26.9% #DIV/0!	26.9% #DIV/0!
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0			0.0%	0		0		0.0%		١	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%		0	0.0%		l 0			0.0%	١		0		0.0%]	"	#DIV/0!	I I
09 Skilled Crafts & Trades	ő	0.0%		0	0.0%		0) ŏ	0.0%	0	0	0		0.0%	í ő	ن ا	#DIV/0!	#DIV/0!
10 Clerical Personnel	3	0.0%		0	0.0%		0			0.0%	0	0	0	18.2%	18.2%	0	0	33.3%	33.3%
11 Intermediate Sales & Service	1	0.0%		0	0.0%		0		0	0.0%	0	0	0	25.9%	25.9%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	[c	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	462	19.0%		0	42.4%		0	0	160	0.0%	0	-37	0	26.6%	26.6%	37	37	34.6%	34.6%
14 Other Manual Workers	0	0.0%		0	0.0%		0	C	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	527	20.0%		0	40.1%		0	0	175	0.0%	0	-42	0	25.2%	25.2%	42	42	33.2%	33.2%

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

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

Workforce rularysis) · 2) x ro				Table 16: Members of Visible Minorities
	Members of Visi	ble Minorities		
Employment Equity Occupational Group (EEOG)	Short-term Goals	Long-term	Goals %	Comments
01 Senior Managers	0.1	Color of the	0.1	
02 Middle & Other Managers	0.2		0.2	
03 Professionals	0.3		0.3	
04 Semi-Professionals & Tech	0.0		0.0	
05 Supervisors	0.2		0.2	
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	0.2		0.2	
11 Intermediate Sales & Service	0.3		0.3	
12 Semi-Skilled Manual	0.0		0.0	
13 Other Sales & Service	0.3		0.3	004162
14 Other Manual Workers	0.0		0.0	

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Evripos Janitorial Services Ltd.
	[Date: YYYY-MM-DD]
Total	0.3

Federal Contractors Program Achievement Report Part 4: Results - Women **Evripos Janitorial Services Ltd.** [Date: YYYY-MM-DD] В C E F G Н K M Ν 0 P 0 R T U V W D S X Y Part 1 Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow $E \div D$ DxG $\mathbf{E} \div \mathbf{H}$ Part 2: Flow $L \div K$ $Q \div P x$ Part 2: Flow $V \div U x$ U x F ÷ 100 Workforce Workforce E - H Flow Data K x G ÷ 100 L-N Flow Data P x F ÷ 100 Q - S Flow Data V - X Workforce :Data sources x 100 Data Analysis Data Analysis Data Analysis x 100 x 100 $\div 100$ Analysis Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Women All All All All (EEOG) Employees Employees Representation Availability EE Result Employees Actual Difference Actual Difference Employees Difference Gap Expected Expected Actual Expected % # % % % % # % # # # # 2015 3 50.0 22.8 219.3 01 Senior Managers 2019 14.3 27.6 51.8 0.0 0 0.0 0.0 2015 3 60.0 57.0 105.3 Middle & Other 02 Managers 2019 0 0.0 39.4 0.0 0 0.0 0 0.0 0 0.0 2015 0 0.0 0.0 0 0.0 03 Professionals 2019 100.0 42.7 234.2 100.0 0 0.0 0 0.0 Semi-Professionals & 2015 0 0.0 0.0 0.0 04 Technicians 2019 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2015 18 11 38.9 157.1 61.1 05 Supervisors 2019 52 17 32.7 52.3 27 -10 62.5 18 11 61.1 0 0.0 11 36.4 Supervisors: Crafts & 2015 0 0.0 0.0 0.0 Trades 0 0.0 0.0 0.0 2019 0.0 0 0.0 0.0 Part 2: Part 2: Flow $E \div D \; x$ Part 3 $E \div G \; x$ Part 3: Part 3: F ÷ I x 100 Part 3: Goals ÷ M x 100 Data sources Flow Data Data Analysis 100 Goals 100 Goals 100 Goals Analysis 1 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals Employment Equity Women Women Women Occupational Group Comments (EEOG) Percent of Percent of Percent o Percent of Employees Actual Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 2022 0 0.0 0.3 0.0 0.3 0.0 Middle & Other 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 02 Managers 2022 0 0.0 0.4 0.0 0.4 0.0 2019 100.0 0.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 2022 100.0 0.4 23419.2 0.4 25000.0 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & Technicians 2022 0 0.0 0.0 0.0 0.0 0.0 2019 13 7 53.8 0.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 2022 13 7 53.8 0.5 10769.2 0.5 10769.2 2019 Supervisors: Crafts & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 2022 0 0.0 0.0 0.0 0.0

Federal Contractors Program Achievement Report Part 4: Results - Women **Evripos Janitorial Services Ltd.** [Date: YYYY-MM-DD] В \mathbf{C} E F G K M 0 P R Т U V W D Н N Q S X Part 1 Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow $E \div D$ DxG $\mathbf{E} \div \mathbf{H}$ Part 2: Flow $L \div K$ $Q \div P x$ Part 2: Flow $V \div U x$ Workforce Workforce E - H Flow Data K x G ÷ 100 L-N Flow Data P x F ÷ 100 Q - S Flow Data U x F ÷ 100 V - X Workforce :Data sources Data Analysis Data Analysis Data Analysis x 100 x 100 x 100 $\div 100$ Analysis Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Women Women All All All All (EEOG) Employees Employees Representation Availability EE Result Employees Actual Difference Actual Difference Employees Difference Gap Expected Expected Actual Expected % % # % # # % # % # # % Administrative & 2015 2 100.0 91.0 109.9 Senior Clerical 2019 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2015 0.0 0 Skilled Sales & 0 0.0 0.0 Service Personnel 2019 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2015 0 0.0 0.0 0.0 Skilled Crafts & Trades Workers 2019 0 0.0 0.0 0.0 0.0 0 0.0 0 0.0 2015 0 0.0 0.0 0.0 10 Clerical Personnel 2019 2 65.7 66.7 101.5 0 0.0 0 0.0 0 0.0 0.0 Intermediate Sales & 2015 0 0.0 0.0 Service Personnel 2019 0 0.0 62.8 0.0 0 0.0 0 0.0 0 0.0 Semi-Skilled Manual 2015 0 0.0 0.0 0.0 Workers 0.0 0.0 2019 0 0.0 0.0 0 0.0 0.0 Part 2: Part 2: Flow $E \div D \; x$ Part 3 $E \div G \; x$ Part 3: Part 3: F ÷ I x 100 Part 3: Goals ÷ M x 100 Data sources Flow Data Data Analysis 100 100 100 Goals Goals Goals Analysis 1 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals Employment Equity Women Women Women Occupational Group Comments (EEOG) Percent of Percent of Percent o Percent of Employees Actual Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % Administrative & 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 2022 0.0 0 0.0 0.0 0.0 0.0 Skilled Sales & 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2022 0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 2019 0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 Trades Workers 2022 0 0.0 0.0 0.0 0.0 0.0 0.0 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 10 | Clerical Personnel 2022 0 0.0 0.5 0.0 0.5 0.0 Intermediate Sales & 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2022 0 0.0 0.5 0.0 0.5 0.0 Semi-Skilled Manual 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Workers 0 0.0 0.0 0.0 0.0

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									F	'art 4: I	Results	- Wome	n										
									Evri	pos Jan	itorial	Services	Ltd.										
									I	Date: Y	YYYY-	MM-DD)]										
			-			**	-		***	· · ·	3.5	.						an.	***	* 7 :	***	3 7	**
A B	C	D	Е	F	G	Н	I	J	K	<u>L</u>	M	N	О	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q÷Px 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
		↓	V	\	<u> </u>	\	1	1	V	`	\	, J	↓	\	,	,		V	\	↓	Ţ	\	<u>\</u>
			1	Vorkf	orce An	alysis									Flow	Data A	nalysis						
Employment Equity	Year			N	orkforce						Hires				I	Promotio	ns			Te	rminatio	ns	
Occupational Group (EEOG)		All Employees			Wor		_		All Employees			omen		All Employees			omen		All Employees			omen	
(LLOO)	H	##	Represe	ntation %	Availa %	ibility #	Gap #	EE Result	##	Act	ual %	Expected	Difference #	± #	# At	tual %	Expected #	Difference #	Employees	Act	ual %	Expected #	Difference #
Other Caller & Carrier 2015 274 105 28.2 40.0 127 22 76.0											,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,	- 0	7									
13 Other Sales & Service Personnel	2019	462	214	46.3	50.4		-19	91.9	410	189	46.1	207	-18	0	0	0.0	0	0	156	75	48.1	60	15
Other Manual	2015	0	0				0	0.0															
Workers	2019	305	0 124	40.7		150	-26	0.0 82.8	0	0	0.0	0	0	0	C	0.0	0	0	0	0	0.0	0	0
Total	2013	527	235	40.7			-26	88.5	433	201	46.4	218	-17	6	(0.0	2	-2	167	79	47.3	68	11
	<u>'</u>				:											:				-			
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
		·····································	J	\	↓	\	1	1	J	<u> </u>	V	, 	i										
		New	Entran	its				G	oals														
Employment Equity	Year	F	ow Data			Short-te	rm Goals	i		Long-ter	m Goals												
Occupational Group (EEOG)	rear	All Employees	Won Acti		Goal	Wo Percent of Goal Met	men Goal	Percent of Goal Met	Goal	Won Percent of Goal Met	Goal	Percent of Goal Met					C	ommen	ts				
	#	#	#	%	#	%	%	%	#	%	%	%											
Other Sales & Service		254	114	44.9	34	335.3	0.0	0.0	0	0.0	0.0												
Personnel Other Manual	2022	254 0	114 0	44.9	n	0.0	0.5	8976.4 0.0	0	0.0	0.5												
Workers	2022	0	0		, v	0.0	0.0	0.0		0.0	0.0												
Total	2019	272	122	44.9	34	358.8	0.0	0.0	0	0.0	0.0												
1000	2022	272	122	44.9			0.5	8970.6			0.5	8970.6											

Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples **Evripos Janitorial Services Ltd.** [Date: YYYY-MM-DD] В C E F G Н K M Ν 0 P 0 R Т U V W D S X Y Part 1 Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow $E \div D$ DxG $\mathbf{E} \div \mathbf{H}$ Part 2: Flow $L \div K$ $Q \div P \; x$ Part 2: Flow $V \div U x$ L-N Workforce Workforce E - H Flow Data K x G ÷ 100 Flow Data P x F ÷ 100 Q - S Flow Data U x F ÷ 100 V - X Workforce :Data sources x 100 Data Analysis Data Analysis Data Analysis x 100 x 100 $\div 100$ Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples **Aboriginal Peoples** All All All All (EEOG) Employees Employees Representation Availability EE Result Employees Actual Difference Actual Difference Employees Actual Difference Gap Expected Expected Expected % # % % % # % # # # % # # 2015 16.3 1.7 980.4 01 Senior Managers 2019 0 0.0 3.2 0.0 0.0 0 0.0 0.0 2015 0.0 2.7 Middle & Other 0 0.0 02 Managers 2019 0 0.0 2.7 0.0 0 0.0 0 0.0 0 0.0 2015 0 0.0 0.0 0.0 03 Professionals 2019 0 0.0 1.6 0.0 0.0 0 0.0 0 0.0 Semi-Professionals & 2015 0 0.0 0.0 0.0 04 Technicians 0.0 0.0 2019 0 0.0 0 0.0 0 0.0 0 0.0 2015 18 0.0 3.9 0.0 0 -1 05 Supervisors 2019 52 0 0.0 3.3 -2 0.0 18 0 0.0 -1 0 0.0 11 0 0.0 Supervisors: Crafts & 2015 0 0.0 0.0 0.0 Trades 0 0.0 0.0 2019 0.0 0.0 0 0.0 0.0 Part 2: Part 2: Flow $E \div D \; x$ Part 3 $E \div G \; x$ Part 3: Part 3: F ÷ Lx 100 Part 3: Goals ÷ M x 100 Data sources Flow Data Data Analysis 100 100 Goals 100 Goals Goals Analysis 1 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals Employment Equity Aboriginal Peoples **Aboriginal Peoples Aboriginal Peoples** Occupational Group Comments (EEOG) Percent o Percent of Percent o Percent of Employees Actual Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 2022 0.0 0.0 0 0.0 0.0 0.0 Middle & Other 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 02 Managers 2022 0 0.0 0.0 0.0 0.0 0.0 2019 0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 03 Professionals 2022 0 0.0 0.0 0.0 0.0 0.0 2019 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 Semi-Professionals & Technicians 0 0.0 0.0 0.0 0.0 0.0 2019 13 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 2022 13 0 0.0 0.0 0.0 0.0 0.0 2019 Supervisors: Crafts & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 06 Trades 2022 0 0.0 0.0 0.0 0.0

Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples **Evripos Janitorial Services Ltd.** [Date: YYYY-MM-DD] В \mathbf{C} E F G M 0 P R Т U V W D Н K N O S X Part 1 Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow $E \div D$ DxG $\mathbf{E} \div \mathbf{H}$ Part 2: Flow $L \div K$ $Q \div P \; x$ Part 2: Flow $V \div U x$ L-N Workforce Workforce E - H Flow Data K x G ÷ 100 Flow Data P x F ÷ 100 Q - S Flow Data U x F ÷ 100 V - X Workforce :Data sources Data Analysis Data Analysis Data Analysis x 100 x 100 x 100 $\div 100$ Analysis Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples **Aboriginal Peoples** All All All All (EEOG) Employees Employees Representation Availability EE Result Employees Difference Actual Difference Employees Difference Gap Actual Expected Expected Actual Expected % # % % # % # # # % # # % Administrative & 2015 0 0.0 4.0 0.0 Senior Clerical 2019 0 0.0 0.0 0.0 0.0 0 0.0 0.0 2015 0.0 Skilled Sales & 0 0.0 0.0 Service Personnel 2019 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2015 0 0.0 0.0 0.0 Skilled Crafts & Trades Workers 2019 0 0.0 0.0 0.0 0.0 0 0.0 0 0.0 2015 0 0.0 0.0 0.0 10 Clerical Personnel 2019 0.0 3.5 0 0.0 0 0.0 0 0.0 0 0.0 0.0 0.0 0.0 Intermediate Sales & 2015 0 Service Personnel 2019 0 0.0 3.1 0 0.0 0 0.0 0 0.0 0 0.0 2015 0 0.0 0.0 0.0 Semi-Skilled Manual Workers 0.0 2019 0 0.0 0.0 0.0 0 0.0 0.0 Part 2: Part 2: Flow $E \div D \; x$ Part 3 $E \div G \; x$ Part 3: Part 3: F ÷ Lx 100 Part 3: Goals ÷ M x 100 Data sources Flow Data Data Analysis 100 100 100 Goals Goals Goals Analysis 1 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals Employment Equity Aboriginal Peoples **Aboriginal Peoples Aboriginal Peoples** Occupational Group Comments (EEOG) Percent o Percent of Percent o Percent of Employees Actual Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % Administrative & 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 2022 0.0 0 0.0 0.0 0.0 0.0 Skilled Sales & 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2022 0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 2019 0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 Trades Workers 2022 0 0.0 0.0 0.0 0.0 0.0 0.0 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 10 | Clerical Personnel 2022 0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2022 0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Workers 0 0.0 0.0 0.0 0.0

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A B	С	D	Е	F	G	Н	I	J	K	L	M	N	0	Р	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$\begin{array}{c} Q \div P \ x \\ 100 \end{array}$	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
		↓		\	↓	↓	1	\	↓	↓	↓	J	\	i↓		\	i	J	i↓	↓	\	↓	↓
			1	Workfo	orce An	alysis									Flow	Data A	nalysis						
Employment Equity	Year			W	orkforce						Hires				P	romotio				Tei	minatio		
Occupational Group (EEOG)		All Employees	Represe	ntation	Aborigina Availa		Gap	EE Result	All Employees	Act		nal Peoples Expected	Difference	All Employees	Act		nal Peoples Expected	Difference	All Employees	Acti		nal Peoples Expected	Difference
	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
13 Other Sales & Service Personnel	2015 2019	274 462	3 2	1.1 0.4	2.9 4.2	8 19	-5 -17	37.8 10.3	410	1	0.2	17	-16										-2
Other Manual	2015	0	0				0	0.0															
Workers	2019 2015	305	0 4	0.0	0.0 2.9		-5	0.0 45.2	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Total	2019	527	2	0.4	4.1	22	-20	9.3	433	1	0.2	18	-17	6	0	0.0	0	0	167	0	0.0	2	-2
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
<u> </u>		↓	V		ŧ↓	↓	\	J	J	\	↓												
		New	Entrar	nts				G	oals														
Employment Equity	Year	F	ow Data			Short-tei		š		Long-ter													
Occupational Group (EEOG)	. car	All Employees	Aborigina Acti	· · ·	Goal	Aboriging Percent of Goal Met	d Peoples Goal	Percent of Goal Met	Goal	Aboriginal Percent of Goal Met	Peoples Goal	Percent of Goal Met					C	'ommen	ts				
	#	#	#	%	#	%	%	%	#	%	%	%											
13 Other Sales & Service Personnel	2019 2022	254 254	1 1	0.4	34	2.9	0.0	0.0 937.4	0	0.0	0.0	0.0											
Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Total	2022 2019	272	0 1	0.0	36	2.8	0.0	0.0	0	0.0	0.0	0.0											
	2022	272	1	0.4			0.0	896.7			0.0	0.0											

									Feder	al Contr	actors	Progra	m Achie	vement	Report									
									I	Part 6: R					ies									
													Services											
											Date: Y	Y Y Y Y -	MM-DD	<u>'] </u>										
Α	В	C	D	E	F	G	Н	I	J	K	L	M	N	O	P	Q	R	S	Т	U	V	W	X	Y
Data s	ources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q÷Px 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
			<u> </u>	\	<u> </u>	<u> </u>	\			<u> </u>			<u> </u>			\	<u> </u>	<u>_</u>			<u> </u>	_ ↓	<u> </u>	
Emr	oloyment Equity					orce An orkforce						Hires			T		Data A romotio	nalysis		Τ	Ter	minatio	ins	
Occi	upational Group	Year	All		•	Persons with				All			ith Disabilitie	S	All			ith Disabilitie	s	All			th Disabilitie	es
(EE	DG)		Employees	Represe		Avail	, i	Gap	EE Result	Employees		tual	Expected	Difference	Employees		tual	Expected	Difference	Employees	Actu		Expected	Difference
01		2015	# 11	# 0	0.0	0.0	# 0	# 0	0.0	#	#	%	#	#	#	#	%	#	#	#	#	%	Ħ	#
&	Managers	2019	8	0	0.0	5.0	0	0	0.0	,	0	0.0	0	0		0	0.0	0	0	0	0	0.0	0	
02		2019	0	0	0.0	0.0		0	ļ		0	0.0	0		1	1 0	0.0	0	0	0	0	0.0	0	"
03	Professionals	2019	1	0	0.0	8.9	0	0	0.0	1	0	0.0	0	() 0	0	0.0	0	0	0	0	0.0	0	0
04	Semi-Professionals & Technicians	2015 2019	0	0	0.0	13.9 0.0		0	0.0	0	0	0.0	0		2	0	0.0	0	0		0	0.0	0	
05		2019	18	0	0.0	0.0		0	0.0	"	0	0.0	0	· ·	1	1	0.0	0	0	0	0	0.0	0	
\perp	Supervisors	2019	52	0	0.0	27.5		-14		18	0	0.0	5	-5	5 6	0	0.0	0	0	11	0	0.0	0	0
06	Supervisors: Crafts & Trades	2015 2019	0	0	0.0	3.4 0.0		0	0.0	0	0	0.0	0	C	0 0	0	0.0	0	0	0	0	0.0	0	0
			:	, ,		· · · · · · · · · · · · · · · · · · ·			·		·		·		•		•			•				'
Data s	purces:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
			<u> </u>		\	,	1	1	1		\	1	\											
				Entran	its		Chaut to	Cool		oals	Longton	on Cools												
	oloyment Equity apational Group	Year		Person			Short-ter Persons with				Long-ter Persons with							•	ommen	te				
(EE	· · · · · · · · · · · · · · · · · · ·		All Employees	Disabi Acti		Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of						Junicu	13				
		#	#	# Acti	%	Goai #	Goal Met %	Goai %	Goal Met	Goai #	Goal Met	Goai %	Goal Met											
01		2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	 	0.0											
02	Managers	2022	2	0	0.0			0.1				0.1	0.0											
	Professionals	2019	1	0	0.0	0	0.0	0.0		0	0.0													
\vdash		2022 2019	1 0	0	0.0		0.0	0.1	0.0	0	0.0	0.1	0.0											
	Semi-Professionals & Technicians	2019	0	0	0.0		0.0	0.0	0.0	L	0.0	0.0	0.0											
05	Supervisors	2019	13	0	0.0	2	0.0	0.0	0.0	0	0.0		0.0											
H	Supervisors: Crafts &	2022 2019	13	0	0.0	0	0.0	0.3	0.0	0	0.0	0.3	0.0											
06	Trades	2022	0	0	0.0			0.0	0.0	·		0.0												

Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities **Evripos Janitorial Services Ltd.** [Date: YYYY-MM-DD] В \mathbf{C} F G M V W D E Н K N О P 0 R S Т U X Part 1 Part 1: Part 1: Part 2: Part 2: Part 2: E ÷ D DxG $\mathbf{E} \div \mathbf{H}$ Part 2: Flow Part 2: Flow $Q \div P x$ Part 2: Flow $V \div U x$ L-N Workforce Workforce E - H Flow Data K x G ÷ 100 Flow Data P x F ÷ 100 Q - S Flow Data U x F ÷ 100 V - X Workforce :Data sources Data Analysis Data Analysis Data Analysis x 100 x 100 x 100 $\div 100$ Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions** Terminations Year Occupational Group Persons with Disabilities Persons with Disabilities Persons with Disabilities Persons with Disabilities All All All All (EEOG) Employees Representation Availability EE Result Employees Employees Employees Gap Actual Expected Difference Actual Expected Difference Actual Expected Difference % % % # % # # # # % # % Administrative & 2015 0 0.0 0.0 0.0 Senior Clerical 2019 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2015 0.0 Skilled Sales & 0 0.0 0.0 Service Personnel 2019 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2015 0.0 0.0 0.0 Skilled Crafts & 0 Trades Workers 2019 0 0.0 0.0 0.0 0.0 0 0.0 0 0.0 2015 0 0.0 0.0 0.0 10 Clerical Personnel 9.3 2019 0 0.0 0.0 0 0.0 0.0 0 0.0 0 0.0 0.0 0.0 Intermediate Sales & 2015 0 Service Personnel 2019 0 0.0 10.8 0 0.0 0 0.0 0 0.0 0 0.0 2015 0 0.0 3.7 0.0 Semi-Skilled Manual Workers 0.0 2019 0 0.0 0.0 0.0 0 0.0 0.0 Part 2: Part 2: Flow $E \div D \; x$ Part 3 $E \div G \; x$ Part 3: $E \div K \; x$ Part 3: F ÷ I x 100 Part 3: Goals ÷ M x 100 Data sources Flow Data Data Analysis 100 100 Goals Goals 100 Goals Analysis 1 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year Persons with Disabilities Persons with Disabilities Occupational Group Comments Disabilities (EEOG) Employees Percent of Percent of Percent of Percent of Actual Goal Me Goal Met Goal Met Goal Met % % % % % % 9/4 2019 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 Administrative & Senior Clerical 2022 0.0 0.0 0 0.0 0.0 0.0 2019 0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 0.0 0.0 Service Personnel 2022 0.0 0.0 0.0 0.0 0 0.0 0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 2019 0.0 0.0 Trades Workers 2022 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 2019 0 0.0 0.0 0.0 Clerical Personnel 2022 0.0 0.1 0.0 0 0.0 0.1 0.0 0.0 2019 0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 2022 0.0 0.1 0.0 0.1 0.0 0 0.0 0.0 Semi-Skilled Manual 2019 0 0.0 0.0 0.0 0.0 0.0 Workers 0.0 0.0 0.0 0.0 2022 0.0 0

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Data sources:		Part 1: Workforce Analysis		E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
Ĺ		↓ ↓	↓		L↓	↓		↓	\	↓		↓		i↓	↓ ↓	↓			↓	↓	↓	↓	i↓
Workforce Analysis Flow Data Analysis																							
Employment Equity Occupational Group	Year		W								Hires				P	romotio				Te	rminatio		
(EEOG)		All Employees	Representa		Persons with Avails		Gap	EE Result	All Employees	Act		th Disabilities Expected	Difference	All Employees	Act		th Disabilitie Expected	S Difference	All Employees	Act		th Disabilitie Expected	Difference
	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
Other Sales & Service	2015	274	1	0.4	0.0		1	0.0			_										_		
Personnel Other Manual	2019 2015	462	8	1.7 0.0	10.7 4.3	49 0	-41	16.2 0.0	410	8	2.0	44	-36	0	0	0.0	0	0	156	1	0.6	1	0
Workers	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Total	2015	305	1	0.3	#REF!	#REF!	#REF!	0.0															
	2019	527	8	1.5	12.3	65	-57	12.3	433	8	1.8	53	-45	6	0	0.0	0	0	167	1	0.6	1	0
Data sources:		Part 2: Flow Data Analysis		E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
<u> </u>		↓	↓ ↓	↓	↓		1	J	\	↓	V	\											
		New	Entrants	S				G	oals														
Employment Equity			ow Data			Short-tei	m Goals	S	I	Long-ter	m Goals												
Occupational Group (EEOG)	Year	All Employees	Persons w Disabilitie Actual	es	Goal	Persons with Percent of	Disabilities Goal	Percent of	Goal	Persons with Percent of	Disabilities Goal	Percent of					(Commen	ts				
	#	#	# :	%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met											
Other Sales & Service	2019	254	7	2.8	34	20.6	0.0	0.0	0		0.0	0.0											
Personnel	2022	254	7	2.8	-		0.1	2575.6	-		0.1	2755.9											
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	2019	272	7	2.6	36	19.4	0.0	0.0	0	0.0	0.0	0.0											
Total	2022	272	7	2.6			0.1	2092.3			0.1	2573.5											

Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities **Evripos Janitorial Services Ltd.** [Date: YYYY-MM-DD] В \mathbf{C} E F G Н K M Ν 0 P R Т U V W D O S X Y Part 1 Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow $E \div D$ DxG $\mathbf{E} \div \mathbf{H}$ Part 2: Flow $L \div K$ $Q \div P \; x$ Part 2: Flow $V \div U x$ L-N Workforce Workforce E - H Flow Data K x G ÷ 100 Flow Data P x F ÷ 100 Q - S Flow Data U x F ÷ 100 V - X Workforce :Data sources Data Analysis Data Analysis Data Analysis x 100 x 100 x 100 $\div 100$ Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All All All All (EEOG) Employees Employees Representation Availability EE Result Employees Actual Difference Actual Difference Employees Difference Gap Expected Expected Actual Expected % # % % % # % # # # % # # 2015 0 0.0 13.2 0.0 01 Senior Managers 2019 0 0.0 11.5 0.0 0.0 0 0.0 0.0 2015 0.0 20.1 -1 Middle & Other 0 0.0 02 Managers 2019 0 0.0 17.6 0.0 0 0.0 0 0.0 0 0.0 2015 0 0.0 0.0 0.0 03 Professionals 2019 0 0.0 26.4 0.0 0.0 0 0.0 0 0.0 Semi-Professionals & 2015 0 0.0 0.0 0.0 Technicians 2019 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2015 18 3 23.1 72.2 16.7 05 Supervisors 2019 52 14 26.9 15.4 174.8 18 11.1 2 33.3 11 0 0.0 Supervisors: Crafts & 2015 0 0.0 0.0 0.0 Trades 0.0 0.0 2019 0 0.0 0.0 0 0.0 0.0 Part 2: Part 2: Flow $E \div D \; x$ Part 3 Part 3: Part 3: F ÷ I x 100 Part 3: Goals ÷ M x 100 Data sources Flow Data Data Analysis 100 100 Goals 100 Goals Goals Analysis 1 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals Employment Equity Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments (EEOG) Percent o Percent of Percent o Percent of Employees Actual Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 2022 0.1 0 0.0 0.0 0.1 0.0 Middle & Other 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 02 Managers 2022 0 0.0 0.2 0.0 0.2 0.0 2019 0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 03 Professionals 2022 0 0.0 0.3 0.0 0.3 0.0 2019 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 Semi-Professionals & Technicians 0 0.0 0.0 0.0 0.0 0.0 2019 13 4 30.8 200.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 2022 13 4 30.8 0.2 19980.0 0.2 15384.6 2019 Supervisors: Crafts & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 2022 0 0.0 0.0 0.0 0.0

Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities **Evripos Janitorial Services Ltd.** [Date: YYYY-MM-DD] В \mathbf{C} F G M P V W D E Н K N О O R S Т U X Part 1 Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow $E \div D$ DxG $\mathbf{E} \div \mathbf{H}$ Part 2: Flow $Q \div P x$ Part 2: Flow $V \div U x$ L-N Workforce Workforce E - H Flow Data K x G ÷ 100 Flow Data P x F ÷ 100 Q - S Flow Data U x F ÷ 100 V - X Workforce :Data sources Data Analysis Data Analysis Data Analysis x 100 x 100 x 100 $\div 100$ Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All All All All (EEOG) Employees Employees Representation Availability EE Result Employees Difference Actual Difference Employees Gap Actual Expected Expected Actual Expected Difference % # % % # % # # # % # % Administrative & 2015 0 0.0 3.4 0.0 Senior Clerical 2019 0 0.0 0.0 0.0 0.0 0 0.0 0.0 2015 0.0 Skilled Sales & 0 0.0 0.0 Service Personnel 2019 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2015 0 0.0 0.0 0.0 Skilled Crafts & Trades Workers 2019 0 0.0 0.0 0.0 0.0 0 0.0 0 0.0 2015 0 0.0 0.0 0.0 10 Clerical Personnel 2019 33.3 18.2 183.2 0 0.0 0.0 0 0.0 0 0.0 Intermediate Sales & 2015 0 0.0 0.0 Service Personnel 2019 0 0.0 25.9 0 0.0 0 0.0 0 0.0 0 0.0 2015 0 0.0 0.0 0.0 Semi-Skilled Manual Workers 0.0 2019 0 0.0 0.0 0.0 0 0.0 0.0 Part 2: Part 2: Flow $E \div D \; x$ Part 3 $E \div G \; x$ Part 3: Part 3: F ÷ I x 100 Part 3: Goals ÷ M x 100 Data sources Flow Data Data Analysis 100 100 Goals Goals 100 Goals Analysis 1 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals Employment Equity Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments (EEOG) Percent o Percent of Percent o Percent of Employees Actual Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % Administrative & 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 2022 0.0 0 0.0 0.0 0.0 0.0 Skilled Sales & 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2022 0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 2019 0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 Trades Workers 2022 0 0.0 0.0 0.0 0.0 0.0 0.0 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 10 | Clerical Personnel 2022 0 0.0 0.2 0.0 0.2 0.0 Intermediate Sales & 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2022 0 0.0 0.3 0.0 0.3 0.0 Semi-Skilled Manual 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Workers 0 0.0 0.0 0.0 0.0

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California Group (EEOG) Ralignost	Employment Equity	• 7	FI	ow Data			Short-ter	m Goals	i		Long-ter	m Goals												
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4044 414 100; 30.0[Total	2019	272	100	36.8		2300.0				0.0	0.0												

Federal Contractors Program Achievement Report Part 8: Reasonable Efforts **Evripos Janitorial Services Ltd.** [Date: YYYY-MM-DD]

Efforts

Please check the appropriate boxes next to the efforts that your organization made to implement the Federal C_0

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

equity.

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

✓	Kept all staff, including new employees and managers, informed of the purpose of employment equity, the steps taken to implement it and the progress made in its implementation.
✓	Put in place a strategy to ensure a barrier-free workplace.
✓	Undertook initiatives to increase representation where gaps in representation were found.
J	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
✓	Other (please describe):
	Evripos as a Janitorial Services Provider based within the province of Ontario has a unique industry set of guidelines where we must inherit employees from a previous company at a specific building site. Realistically this means we don't always get to determine the make-up of our workforce, but we can and will strive to implement as many plans as our feasible to address gaps through new hires.
Oper	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ration's activities during the period between the first/previous and subsequent/current compliance ment.
√	Impact of economic and industrial conditions on the organization.
	Evripos has gone through a few major bid wins that increased our employee headcount by 50%. This has forced a very rapid increase in policy creation and understanding and goal setting and achievements by Senior Staff and the company as a whole. It has also forced a large change within our systems, record keeping and employee awareness.
✓	Any reorganization or other corporate structural changes.
	Other than the expansions from contract wins, no other major structural changes.
✓	Acquisitions, mergers or transfers of employees.
	None
✓	Significant layoffs (include the number of employees affected and the occupational groups of those employees).
	None, in our industry it is very rare to lay off many people, as they are usually absorbed by the incoming Janitorial Management Company at a building site in Ontario.

√	Strikes (include dates, the number of employees affected and the occupational groups of those employees).								
	None								
	Other.								
Addi	tional Details								
Please 1	provide any additional information (optional):								

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Nan	ne: Evripos Janitorial Services Ltd.
Primary Locati	on: Ottawa, Ontario
Number of Em	ployees: 527
Ontario Québec	292 235
EVRIPOS provi	Overview: Services to Buildings and Dwellings) des daily janitorial services to various types of facilities. All their services are order to meet the customer's needs and expectations.
Key Dates – First Initiated: Received: Closed: Workforce Analysis:	st Year Assessment 2015-10-27 2016-03-17 2016-09-19 2015-09-01
Kev Dates – Sul	osequent Assessment
Initiated: Received: Workforce Analysis:	2018-03-06 (extension granted till 2019-01-31) 2019-04-23 2019-03-14
	TION hat the data provided as part of the subsequent assessment package is that provided during the previous submission:
Comments:	
I have verified t in Forms 1 to 6: ☑ Yes ☐ No	hat the data provided in the Achievement Report is consistent with that found

Comments:

ASSESSMENT OF REASONABLE PROGRESS

The period reported on the Achievement report is 2016-09-20 to 2019-03-14. The data from the current workforce analysis included in the Achievement Table is consistent with that found in Forms 1 to 6 from WEIMS.

Women

13 Other Sales & Service Personnel Goal met (achieved 555.9%)	13	Other Sales & Service Personnel	Goal met (achieved 555.9%)
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Assessment/Observations

 EEOG 13 - Out of four hundred and ten new entrants in this EEOG, one hundred eightynine were from this designated group. The market availability is 49.9%. The company had set a goal of hiring / promoting 34 women. By hiring // promoting 189 new entrants from this designated group, they achieved only 555.9% of the goal set.

Aboriginal Peoples

05	Supervisors	Goal not met (achieved 0.0%)
13	Other Sales & Service Personnel	Goal not met (achieved 2.9%)

Assessment/Observations

- EEOG 05 Out of twenty-four new entrants in this EEOG, none were from this designated group. The market availability is 3.9%. The company had set a goal of hiring / promoting 2 individual from this designated group. By hiring / promoting none new entrant from this designated group, they achieved only 0.0% of the goal set.
- EEOG 13 Out of four hundred and ten new entrants in this EEOG, one was from this designated group. The market availability is 2.9%. The company had set a goal of hiring / promoting 34 individual from this designated group. By hiring / promoting one new entrant from this designated group, they achieved only 2.9% of the goal set.

Persons with Disabilities

Assessment/Observations

No gap existed in this designated group.

Members of Visible Minorities

01	Senior Managers	Goal not met (achieved 0.0%)
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02	Middle & Other Managers	Goal not met (achieved 0.0%)
05	Supervisors	Goal met (achieved 250.0%)

Assessment/Observations

- EEOG 01 There was only one new entrant in this EEOG, and that was not from this designated group. The market availability is 13.2%. The company had set a goal of hiring / promoting one individual from this designated group. By hiring / promoting none new entrant from this designated group, they achieved only 0.0% of the goal set.
- EEOG 02 There was only one new entrant in this EEOG, and that was not from this designated group. The market availability is 20.1%. The company had set a goal of hiring / promoting one individual from this designated group. By hiring / promoting none new entrant from this designated group, they achieved only 0.0% of the goal set.
- EEOG 05 Out of twenty-four new entrants in this EEOG, five were from this designated group. The market availability is 23.1%. The company had set a goal of hiring / promoting two individual from this designated group. By hiring / promoting five new entrants from this designated group, they achieved only 250.0% of the goal set.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
 - This assessment covers the data from 2016-09-20 to 2019-03-14.
 - During their initial assessment, the organization set five short-term goals and only one was achieved above 80% of the goal set.
 - Evripos has gone through a few major bid wins that increased our employee headcount by 50%. This has forced a very rapid increase in policy creation and understanding and goal setting and achievements by Senior Staff and the company as a whole. It has also forced a large change within our systems, record keeping and employee awareness.
 - Other than the expansions from contract wins, there is no other major structural changes that happened in the period mentioned.

ASSESSMENT OF GOALS

- All short and long-term goals are set in percentage format.
- All short and long-term goals are set at labour market availability.

Women

Workforce Analysis Results	Go	als	Representation	LMA	
Employment Equity Occupational Group	Present		. •	Representation	LIVIA
(EEOG)	Gap	term	term		

			(1 to 3 years)	(3+ years)		
#	Description	#	# or %	# or %	%	%
01	Senior Managers	-1	27.6	27.6	14.3	27.6
05	Supervisors	-10	50.0	50.0	32.7	52.3
11	Inter. Sales & Service Personnel	-1	50.0	50.0	0.0	62.8
13	Other Sales & Service Personnel	-19	50.0	50.0	46.3	50.4

Observations:

- Although availability is higher in EEOG 05, 11 and 13, the short and long-term goals were appropriately set at 50% so as not to encourage the occupational clustering of women in this occupation, and to ensure that they are inclusive of all genders.
- EEOG 01 Short and long-term goals are set as per the market availability.

Aboriginal Peoples

Workforce Analysis Results			Goals			
Emp	ployment Equity Occupational Group (EEOG)	Present Gap	Short- term (1 to 3 years)	Long- term (3 + years)	Representation	LMA
#	Description	#	# or %	# or %	%	%
05	Supervisors	-2	3.3	3.3	0.0	3.3
13	Other Sales & Service Personnel	-17	4.2	4.2	0.4	4.2

Observations:

• All short and long-term goals are set as per the market availability.

Persons with Disabilities

	Workforce Analysis Results		Goals			
Emr	oloyment Equity Occupational Group	Present	Short- term	Long- term	Representation	LMA
	(EEOG)	Gap	(1 to 3	(3+		
			years)	years)		
#	Description	#	# or %	# or %	%	%
05	Supervisors	-14	27.5	30.0	0.0	27.5
13	Other Sales & Service Personnel	-41	10.7	10.7	1.7	10.7

Observations:

• All short and long-term goals are set as per the market availability.

Members of Visible Minorities

	Workforce Analysis Results		Goals			
			Short-	Long-	Representation	LMA
Emp	ployment Equity Occupational Group	Present	term	term	Representation	
	(EEOG)	Gap	(1 to 3	(3+		
			years)	years)		
#	Description	#	# or %	# or %	%	%
01	Senior Managers	-1	11.5	11.5	0.0	11.5

Observations:

EEOG 01 - Short and long-term goals are set as per the market availability.

RECOMMENDATION

I recommend that the employer be found	recommend	that the	employ	er be	tound
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 \boxtimes in compliance \square in non-compliance

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

- Evripos Janitorial Services Ltd. has gaps in all four designated groups. It may be beneficial for this organization to develop relationships with colleges, vocational institutes, or other associations to identify and hire qualified individuals that are part of these designated groups when vacancies arise.
- Evripos Janitorial Services Ltd. has large gaps in EEOG 13 in women, 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 individuals in EEOG 13.
- Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): https://equity.esdc.gc.ca/sgiemtweims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aidehelp& ga=2.252268041.1845905918.1519931408-1912045188.1507820070.

Name of Analyst: Neena Sharan

Date: April 24, 2019.

From: Sharan, Neena N [NC] On Behalf Of EE-EME

Sent: May 2, 2019 11:13 AM

To: 'john@evripos.ca' <john@evripos.ca>; 'admin@evripos.ca' <admin@evripos.ca>; 'Alex McLeod' <alex@evripos.ca>

Subject: Government of Canada Agreement Number: 061346 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear John Sigounas:

I am writing to inform you that the subsequent compliance assessment initiated on March 06, 2018 has been completed. As a result of the assessment, Evripos Janitorial Services Ltd. 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 the Evripos Janitorial Services Ltd. employment equity program.

- Evripos Janitorial Services Ltd. has gaps in all four designated groups. It may be beneficial for
 this organization to develop relationships with colleges, vocational institutes, or other associations
 to identify and hire qualified individuals that are part of these designated groups when vacancies
 arise.
- Evripos Janitorial Services Ltd. has large gaps in EEOG 13 in women, 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 individuals in EEOG 13.
- Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intlnf.4%40-eng.jsp?&&cid=aide-help&ga=2.252268041.1845905918.1519931408-1912045188.1507820070

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 March 06, 2021. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

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

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If over the three year period reasonable progress has not been made, Evripos Janitorial Services Ltd. will be required to demonstrate that it has made reasonable efforts

to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

Labour Program officers are available to answer questions and provide guidance. You may also visit our website to access a number of tools and a series of training modules. In particular, we encourage your organization to continue using the 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 Evripos Janitorial Services Ltd. continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

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



Joignez-vous au Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT) en ligne, un espace collaboratif pour employeurs. Envoyez-nous un 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!