

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

# Fax

To: Labour Program From: JOAN SIGOURAS.  
Company: \_\_\_\_\_ Pages 2 (including cover)  
Fax: 819-953-8768 Date: 22/05/2014  
Re: EE CC: \_\_\_\_\_

Urgent  For Review  Please Comment/Reply  For Your Files  As per Attached  Please Note

• Comments:



OFFICIAL USE ONLY
Agreement N°:

Labour Program  
Federal Contractors Program

### Agreement to Implement Employment Equity

- New Agreement
- Revised Agreement

ORGANIZATION	
Legal Name of Organization <i>EVRIPOS JANITORIAL SERVICES</i>	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) <i>SAME</i>	Procurement Business Number [REDACTED] (Full-Time/Part-Time/Temporary) <i>160</i>
Organization's North American Industry Classification System (NAICS) Code N° <i>56172</i>	To find your organization's NAICS Code Number please visit: <a href="http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02l-eng.htm">http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02l-eng.htm</a>

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

HEAD OFFICE			
Address (building number, street, suite, etc.) <i>412 MacLAREN STREET</i>	City <i>OTTAWA</i>	Province <i>ON</i>	Postal Code <i>K2P0M8</i>
	Telephone Number <i>(613) 232-9069</i>	Fax Number <i>613-232-3145</i>	

EMPLOYMENT EQUITY CONTACT	
Name (print) <i>CHRISTINE PROULX</i>	Title <i>MANAGER, Payroll &amp; Admin.</i>
Telephone Number <i>613-232-9069</i>	E-mail Address <i>ADMIN@EVRIPOS.CA</i>

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

SIGNATORY	
<b>NOTE:</b> The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) <i>JOHN SIGOZNAS</i>	Title <i>PRESIDENT</i>
Telephone Number <i>613-232-9069</i>	E-mail Address <i>JOHN@EVRIPOS.CA</i>
Signature 	Date <i>22/MAY/2014</i>

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



Evripos Janitorial Services Ltd. (certificate # 061346)

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



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 Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Senior Managers</b>  Top Range: \$ 65,000 - \$69,999  Bottom Range: Under \$5,000	4	3	2	1									
	3												
	2												
	1	4	4										
	<b>Total</b>	7	6	1									
<b>Middle and Other Managers</b>  Top Range: \$ 60,000 - \$64,999  Bottom Range: \$ 60,000 - \$64,999	4												
	3												
	2												
	1	1	1										
	<b>Total</b>	1	1										
<b>Professionals</b>  Top Range: \$ 50,000 - \$54,999  Bottom Range: \$ 50,000 - \$54,999	4												
	3												
	2												
	1	1		1									
	<b>Total</b>	1		1									
<b>Supervisors</b>  Top Range: \$ 65,000 - \$69,999  Bottom Range: \$ 20,000 - \$24,999	4	8	5	3							2	1	1
	3	12	8	4							5	5	
	2	24	16	8							4	2	2
	1	6	5	1							2	2	
	<b>Total</b>	50	34	16							13	10	3



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 Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Clerical Personnel</b>  Top Range: \$ 50,000 - \$54,999  Bottom Range: \$ 35,000 - \$39,999	4	1		1									
	3												
	2	1		1							1		1
	1	1	1										
	<b>Total</b>	3	1	2							1		1
<b>Intermediate Sales and Service Personnel</b>  Top Range: \$ 50,000 - \$54,999  Bottom Range: \$ 50,000 - \$54,999	4												
	3												
	2												
	1	1	1										
	<b>Total</b>	1	1										
<b>Other Sales and Service Personnel</b>  Top Range: \$ 50,000 - \$54,999  Bottom Range: \$ 10,000 - \$14,999	4	10	7	3							6	4	2
	3	135	65	70	1		1	2	2		22	15	7
	2	176	89	87	1		1	3	3		55	22	33
	1	84	54	30				3	2	1	52	33	19
	<b>Total</b>	405	215	190	2		2	8	7	1	135	74	61
<b>Total Number of Employees</b>		<b>468</b>	<b>258</b>	<b>210</b>	<b>2</b>		<b>2</b>	<b>8</b>	<b>7</b>	<b>1</b>	<b>149</b>	<b>84</b>	<b>65</b>



Evripos Janitorial Services Ltd. (certificate # 061346)

**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Part-Time / National**  
**Reporting Period 2016-09-20 to 2019-03-14**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Supervisors</b>  Top Range: \$ 15,000 - \$19,999  Bottom Range: \$ 15,000 - \$19,999	4	1	1								1	1	
	3												
	2												
	1	1		1									
	<b>Total</b>		2	1	1							1	1
<b>Other Sales and Service Personnel</b>  Top Range: \$ 35,000 - \$39,999  Bottom Range: \$ 10,000 - \$14,999	4	3	3										
	3	3	2	1							1		1
	2	5	4	1									
	1	46	24	22							24	10	14
	<b>Total</b>		57	33	24							25	10
<b>Total Number of Employees</b>			59	34	25						26	11	15



**Evripos Janitorial Services Ltd. (certificate # 061346)**

**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
**Full-Time / National**  
**Reporting Period 2016-09-20 to 2019-03-14**

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Under \$15,000</b>	18	12	6							8	5	3
<b>\$ 15,000 - \$19,999</b>	67	46	21				3	2	1	44	28	16
<b>\$ 20,000 - \$24,999</b>	18	9	9							4	1	3
<b>\$ 25,000 - \$29,999</b>	155	75	80	1		1	3	3		51	21	30
<b>\$ 30,000 - \$34,999</b>	83	21	62	1		1				12	6	6
<b>\$ 35,000 - \$37,499</b>	70	53	17				2	2		14	11	3
<b>\$ 37,500 - \$39,999</b>	14	14								1	1	
<b>\$ 40,000 - \$44,999</b>	11	9	2							5	4	1
<b>\$ 45,000 - \$49,999</b>	7	3	4							4	2	2
<b>\$ 50,000 - \$59,999</b>	19	11	8							5	4	1
<b>\$ 60,000 - \$69,999</b>	6	5	1							1	1	
<b>Total Number of Employees</b>	<b>468</b>	<b>258</b>	<b>210</b>	<b>2</b>		<b>2</b>	<b>8</b>	<b>7</b>	<b>1</b>	<b>149</b>	<b>84</b>	<b>65</b>



**Evripos Janitorial Services Ltd. (certificate # 061346)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
**Part-Time / National**  
**Reporting Period 2016-09-20 to 2019-03-14**

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 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										
<b>Total Number of Employees</b>	<b>59</b>	<b>34</b>	<b>25</b>							<b>26</b>	<b>11</b>	<b>15</b>





**Evripos Janitorial Services Ltd. (certificate # 061346)**

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**

**Full-Time / National**

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
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
<b>Total Number of Employees Hired</b>	<b>362</b>	<b>197</b>	<b>165</b>	<b>1</b>		<b>1</b>	<b>8</b>	<b>7</b>	<b>1</b>	<b>82</b>	<b>46</b>	<b>36</b>



**Evripos Janitorial Services Ltd. (certificate # 061346)**

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**

**Part-Time / National**

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

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



**Evripos Janitorial Services Ltd. (certificate # 061346)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED**  
**Full-Time / National**  
**Reporting Period 2016-09-20 to 2019-03-14**

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Supervisors</b>	<b>6</b>	<b>6</b>								<b>2</b>	<b>2</b>	
<b>Total Number of Employees Promoted</b>	<b>6</b>	<b>6</b>								<b>2</b>	<b>2</b>	
<b>Total Number of Promotions</b>	<b>6</b>	<b>6</b>								<b>2</b>	<b>2</b>	



**Evripos Janitorial Services Ltd. (certificate # 061346)**

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**

**Full-Time / National**

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

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



**Evripos Janitorial Services Ltd. (certificate # 061346)**

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**

**Part-Time / National**

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Other Sales and Service Personnel</b>	<b>20</b>	<b>13</b>	<b>7</b>							<b>4</b>	<b>4</b>	
<b>Total Number of Employees Terminated</b>	<b>20</b>	<b>13</b>	<b>7</b>							<b>4</b>	<b>4</b>	



Workplace Equity Information Management System - Evripos Janitorial Services Ltd.

**Workforce Analysis - Summary Report**

Date: 2019-03-14

**Women**

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		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
<b>Total</b>	<b>527</b>	<b>235</b>	<b>44.6 %</b>	<b>50.4 %</b>	<b>265</b>	<b>-30</b>

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Evripos Janitorial Services Ltd.

**Workforce Analysis - Summary Report**

Date: 2019-03-14

**Aboriginal Peoples**

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		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
<b>Total</b>	<b>527</b>	<b>2</b>	<b>0.4 %</b>	<b>4.1 %</b>	<b>21</b>	<b>-19</b>

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Evripos Janitorial Services Ltd.

**Workforce Analysis - Summary Report**

Date: 2019-03-14

**Members of Visible Minorities**

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities				Gap #
		Representation		Availability		
		#	%	%	#	
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
<b>Total</b>	<b>527</b>	<b>175</b>	<b>33.2 %</b>	<b>25.2 %</b>	<b>133</b>	<b>42</b>

Total may not equal sum of components due to rounding.





Workplace Equity Information Management System - Evripos Janitorial Services Ltd.

**Workforce Analysis - Summary Report**

Date: 2019-03-14

**Persons with Disabilities**

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
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
<b>Total</b>	<b>527</b>	<b>8</b>	<b>1.5 %</b>	<b>12.3 %</b>	<b>63</b>	<b>-55</b>

Total may not equal sum of components due to rounding.



## 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

**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

**Evripos Janitorial Services Ltd.**

**[Date: YYYY-MM-DD]**

**Data from First/Previous Workforce Analysis**

↓                      ↓                      ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	09	01

**Data from Subsequent/Current Workforce Analysis**

↓                      ↓                      ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	03	14

**Table 1: Women**

**First/Previous Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			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
<b>Total</b>		<b>305</b>	<b>124</b>	<b>49.1</b>

**Table 5: Women**

**Subsequent/Current Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			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	0	0.00
		0	0	0.00
		0	0	0.00
		3	2	65.70
		1	0	62.80
		0	0	0.00
		462	214	50.40
		0	0	0.00
<b>Total</b>		<b>527</b>	<b>235</b>	<b>50.4</b>

**\* Source:**

**\* Source:**





**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

**Evripos Janitorial Services Ltd.**

**[Date: YYYY-MM-DD]**

**Data from First/Previous Workforce Analysis**



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	09	01

**Data from Subsequent/Current Workforce Analysis**



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	03	14

**Table 4: Persons with Disabilities**

**First/Previous Workforce Analysis**

Employment Equity Occupational Group (EEOG)		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
<b>Total</b>		<b>305</b>	<b>1</b>	<b>4.3</b>

**Table 8: Persons with Disabilities**

**Subsequent/Current Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
		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
<b>Total</b>		<b>527</b>	<b>8</b>	<b>12.3</b>





**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Evripos Janitorial Services Ltd.**

**[Date: YYYY-MM-DD]**

Start Date of Flow Data		
YYYY	MM	DD
2015	09	01

End Date of Flow Data		
YYYY	MM	DD
2019	03	14

**Data from Form 4 - Employees Hired**

↓ ↓ ↓ ↓

**Table 2: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#

**Data from Form 5 - Employees Promoted**

↓ ↓ ↓ ↓

**Table 6: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
	#	#	#	#

**Data from Form 6 - Employees Terminated**

↓ ↓ ↓ ↓

**Table 10: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#

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
<b>Total</b>	<b>362</b>	<b>1</b>	<b>71</b>	<b>0</b>

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	6	0	0	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	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	11	0	0	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	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	136	0	20	0
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>147</b>	<b>0</b>	<b>20</b>	<b>0</b>

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Evripos Janitorial Services Ltd.**

**[Date: YYYY-MM-DD]**

Start Date of Flow Data		
YYYY	MM	DD
2015	09	01

End Date of Flow Data		
YYYY	MM	DD
2019	03	14

**Data from Form 4 - Employees Hired**



**Table 3: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	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
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	341	8	69	0
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>362</b>	<b>8</b>	<b>71</b>	<b>0</b>

**Data from Form 5 - Employees Promoted**



**Table 7: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	6	0	0	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	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Data from Form 6 - Employees Terminated**



**Table 11: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	11	0	0	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	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	136	1	20	0
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>147</b>	<b>1</b>	<b>20</b>	<b>0</b>

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Evripos Janitorial Services Ltd.**

**[Date: YYYY-MM-DD]**

Start Date of Flow Data		
YYYY	MM	DD
2015	09	01

End 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 4: Members of Visible Minorities**

**Table 8: Members of Visible Minorities**

**Table 12: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
	01 Senior Managers	1	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
<b>Total</b>	<b>362</b>	<b>82</b>	<b>71</b>	<b>29</b>

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
6	2	0	0

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
136	9	20	4
0	0	0	0
147	9	20	4

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Evrupos Janitorial Services Ltd.**

**[Date: YYYY-MM-DD]**

**Data for First/Previous Goals**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>
Data sources:		From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(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)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

**Table 1: Women**

Employment Equity Occupational Group (EEOG)		All Employees																First/Previous Short-term Goals					Women				
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)			3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years					
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years	From - To												
		2015-09-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-09-01		Annually	Over 3 Years	Annually	Over 3 Years	2015	2018											
		#	%	%	#	%	%	#	#	%	#	#	%	%	#	#	%	%									
01	Senior Managers	6	5.3%		0	0.0%		0	0	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	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	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	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	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	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	0	0.0%		0	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%		0	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	0.0%	0	0	#DIV/0!	#DIV/0!								
13	Other Sales & Service	274	19.0%		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%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!								
<b>Total</b>		<b>305</b>	<b>20.0%</b>		<b>0</b>	<b>40.1%</b>		<b>0</b>	<b>0</b>	<b>124</b>	<b>0.0%</b>	<b>0</b>	<b>26</b>	<b>0</b>	<b>49.1%</b>	<b>-26</b>	<b>-26</b>	<b>40.7%</b>	<b>40.7%</b>								

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

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

**Table 2: Women**

Employment Equity Occupational Group (EEOG)		Women				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	0.0	0	0.0	
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & 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	34	0.0	0	0.0	

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**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
Total		34	0.0	0	0.0

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Evrupos Janitorial Services Ltd.**

**[Date: YYYY-MM-DD]**

**Data for First/Previous Goals**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>
Data sources:		From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(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)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

**Table 3: Aboriginal Peoples**

**First/Previous Short-term Goals**

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY
	2015-09-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-09-01	Annually	Over 3 Years	2015	2018								
	#	%	%	#	%	%	#	#	%	#	%	#	%	%	#	#	%	%		
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	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	0	#DIV/0!	#DIV/0!		
05 Supervisors	18	42.4%		0	31.4%		0	0	0	0.0%	0	1	0	3.9%	-1	-1	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	2	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	4.0%	0	0	0.0%	0.0%		
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#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	0	0.0%		0	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%		0	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	0.0%	0	0	#DIV/0!	#DIV/0!		
13 Other Sales & Service	274	19.0%		0	42.4%		0	0	3	0.0%	0	5	0	2.9%	-5	-5	1.1%	1.1%		
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!		
<b>Total</b>	<b>305</b>	<b>20.0%</b>		<b>0</b>	<b>40.1%</b>		<b>0</b>	<b>0</b>	<b>4</b>	<b>0.0%</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>2.9%</b>	<b>-5</b>	<b>-5</b>	<b>1.3%</b>	<b>1.3%</b>		

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

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

**Table 4: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & 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	34	0.0	0	0.0	

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**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
Total		36	0.0	0	0.0

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Evrupos Janitorial Services Ltd.**

**[Date: YYYY-MM-DD]**

**Data for First/Previous Goals**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(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)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

**Table 5: Persons with Disabilities**

**First/Previous Short-term Goals**

Employment Equity Occupational Group (EEOG)	All Employees								Persons with Disabilities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years		From - To						
	2015-09-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-09-01	Annually	Over 3 Years		2015	2018							
	#	%	%	#	%	%	#	#	%	%	#	%	%	#	#	%	%			
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%	0.0%
03 Professionals	0	0.0%		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%	0	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%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#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%	0.0%
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#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	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	0.0%		0	0.0%		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%		0	0.0%		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	0	0.0%	0	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	0.0%	1	1	0	0.4%	0.4%
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
<b>Total</b>	<b>305</b>	<b>20.0%</b>		<b>0</b>	<b>40.1%</b>		<b>0</b>	<b>0</b>	<b>1</b>	<b>0.0%</b>	<b>0</b>	<b>#REF!</b>	<b>0</b>		<b>#REF!</b>	<b>#REF!</b>	<b>#REF!</b>		<b>0.3%</b>	<b>0.3%</b>

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

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

**Table 6: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01/02 Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & 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	34	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
<b>Total</b>	<b>36</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	

**004153**



**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Evripos Janitorial Services Ltd.**

**[Date: YYYY-MM-DD]**

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Evrupos Janitorial Services Ltd.**

**[Date: YYYY-MM-DD]**

**Data for First/Previous Goals**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>
Data sources:		From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(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)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

**Table 7: Members of Visible Minorities**

<b>Employment Equity Occupational Group (EEOG)</b>		<b>All Employees</b>										<b>Members of Visible Minorities</b>											
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years	From - To		From - To						
		2015-09-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-09-01	Annually	Over 3 Years	Annually	Over 3 Years	2015	2018								
		#	%	%	#	%	%	#	#	%	#	%	%	%	%	#	#	%	%				
01	Senior Managers	6	5.3%		0	0.0%		0	0	0	0.0%	0	0	1	0	13.2%	-1	-1	0.0%	0.0%			
02	Middle & Other Managers	5	-41.5%		0	0.0%		0	0	0	0.0%	0	0	1	0	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%	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%	0	0	#DIV/0!	#DIV/0!			
05	Supervisors	18	42.4%		0	31.4%		0	0	3	0.0%	0	1	0	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	0.0%	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	3.4%	0	0	0.0%	0.0%			
08	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#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	0	#DIV/0!	#DIV/0!			
10	Clerical Personnel	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
11	Intermediate Sales & Service	0	0.0%		0	0.0%		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	0	0.0%	0	0	#DIV/0!	#DIV/0!			
13	Other Sales & Service	274	19.0%		0	42.4%		0	0	158	0.0%	0	-89	0	25.3%	89	89	57.7%	57.7%				
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
<b>Total</b>		<b>305</b>	<b>20.0%</b>		<b>0</b>	<b>40.1%</b>		<b>0</b>	<b>0</b>	<b>161</b>	<b>0.0%</b>	<b>0</b>	<b>-86</b>	<b>0</b>	<b>24.7%</b>	<b>86</b>	<b>86</b>	<b>52.8%</b>	<b>52.8%</b>				

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

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

**Table 8: Members of Visible Minorities**

<b>Employment Equity Occupational Group (EEOG)</b>		<b>Members of Visible Minorities</b>				<b>Comments</b>
		<b>Short-term Goals</b>		<b>Long-term Goals</b>		
		<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	
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	

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
Total		4	0.0	0	0.0

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Evrupos Janitorial Services Ltd.**

**[Date: YYYY-MM-DD]**

**Data for Subsequent/Current Goals**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(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)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

**Table 9: Women**

Employment Equity Occupational Group (EEOG)		Subsequent/Current Short-term Goals																				
		All Employees								Women												
		Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years		
			Actual	Projected		Actual	Projected				Annually	Over 3 Years		Annually	Over 3 Years						From - To YYYY - YYYY	2019
		2019-03-14	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2019-03-14	Annually	Over 3 Years	#	#	%	%	#	#	%	%		
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%				
01	Senior Managers	7	5.3%	0.0%	0	0.0%		0	0	0	0	1	0.0%	0	0	0	27.6%	27.6%	-1	-1	14.3%	14.3%
02	Middle & Other Managers	1	-41.5%		0	0.0%		0	0	0	0	0	0.0%	0	0	0	39.4%	39.4%	0	0	0.0%	0.0%
03	Professionals	1	0.0%		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%	0.0%	0	0	#DIV/0!	#DIV/0!
05	Supervisors	52	42.4%		0	31.4%		0	0	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%	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%	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%	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%	0.0%	0	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	3	0.0%		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	0.0%	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%	0.0%	0	0	#DIV/0!	#DIV/0!
13	Other Sales & Service	462	19.0%		0	42.4%		0	0	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%	0.0%	0	0	#DIV/0!	#DIV/0!
Total		527	20.0%		0	40.1%		0	0	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)<sup>1/3</sup> - 1) x 100.

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

**Table 10: Women**

Employment Equity Occupational Group (EEOG)		Women		Comments
		Short-term Goals	Long-term Goals	
		%	%	
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	
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		0.5	0.5
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**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Evrupos Janitorial Services Ltd.**

**[Date: YYYY-MM-DD]**

**Data for Subsequent/Current Goals**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(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)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

**Table 11: Aboriginal Peoples**

**Subsequent/Current Short-term Goals**

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY
	2019-03-14	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-03-14	Annually	Over 3 Years	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%	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%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
05 Supervisors	52	42.4%		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%	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%	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%	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%	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%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	462	19.0%		0	42.4%		0	0	2	0.0%	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	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
<b>Total</b>	<b>527</b>	<b>20.0%</b>		<b>0</b>	<b>40.1%</b>		<b>0</b>	<b>0</b>	<b>2</b>	<b>0.0%</b>	<b>0</b>	<b>20</b>	<b>0</b>	<b>4.1%</b>	<b>4.1%</b>	<b>-20</b>	<b>-20</b>	<b>0.4%</b>	<b>0.4%</b>	

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

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

**Table 12: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
		%		%	
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	
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	0.0
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**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Evrupos Janitorial Services Ltd.**

**[Date: YYYY-MM-DD]**

**Data for Subsequent/Current Goals**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(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)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

**Table 13: Persons with Disabilities**

**Subsequent/Current Short-term Goals**

Employment Equity Occupational Group (EEOG)	All Employees								Persons with Disabilities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2019-03-14	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-03-14	Annually	Over 3 Years	2019	2022							
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%	
01/02 Managers	8	-18.1%		0	0.0%		0	0	0	0.0%	0	0	0	5.0%	5.0%	0	0	0.0%	0.0%
03 Professionals	1	0.0%		0	0.0%		0	0	0.0%	0	0	0	8.9%	8.9%	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	0	#DIV/0!	#DIV/0!	
05 Supervisors	52	42.4%		0	31.4%		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%	0.0%	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	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	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	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	3	0.0%		0	0.0%		0	0	0.0%	0	0	0	9.3%	9.3%	0	0	0.0%	0.0%	
11 Intermediate Sales & Service	1	0.0%		0	0.0%		0	0	0.0%	0	0	0	10.8%	10.8%	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	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	462	19.0%		0	42.4%		0	0	0.0%	0	41	0	10.7%	10.7%	-41	-41	1.7%	1.7%	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
<b>Total</b>	<b>527</b>	<b>20.0%</b>		<b>0</b>	<b>40.1%</b>		<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>57</b>	<b>0</b>	<b>12.3%</b>	<b>12.3%</b>	<b>-57</b>	<b>-57</b>	<b>1.5%</b>	<b>1.5%</b>	

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

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

**Table 14: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	Persons with Disabilities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
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	
<b>Total</b>	<b>0.1</b>	<b>0.1</b>	



**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Evrupos Janitorial Services Ltd.**

**[Date: YYYY-MM-DD]**

**Data for Subsequent/Current Goals**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(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)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

**Table 15: Members of Visible Minorities**

**Subsequent/Current Short-term Goals**

Employment Equity Occupational Group (EEOG)	All Employees								Members of Visible Minorities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY
	2019-03-14	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-03-14	Annually	Over 3 Years	2019	2022								
	#	%	%	#	%	%	#	#	%	#	%	%	%	%	#	#	%	%		
01 Senior Managers	7	5.3%		0	0.0%		0	0	0	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	0	17.6%	17.6%	0	0	0.0%	0.0%
03 Professionals	1	0.0%		0	0.0%		0	0	0	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%	0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	52	42.4%		0	31.4%		0	0	14	0.0%	0	-6	0	15.4%	15.4%	6	6	26.9%	26.9%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	#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%	0.0%	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%	0.0%	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%	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	3	0.0%		0	0.0%		0	0	1	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	0	25.9%	25.9%	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%	0.0%	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	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
<b>Total</b>	<b>527</b>	<b>20.0%</b>		<b>0</b>	<b>40.1%</b>		<b>0</b>	<b>0</b>	<b>175</b>	<b>0.0%</b>	<b>0</b>	<b>-42</b>	<b>0</b>	<b>25.2%</b>	<b>25.2%</b>	<b>42</b>	<b>42</b>	<b>33.2%</b>	<b>33.2%</b>	

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

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

**Table 16: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.1		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	
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	0.3
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**Federal Contractors Program Achievement Report**

**Part 4: Results - Women**

**Evripos Janitorial Services Ltd.**

**[Date: YYYY-MM-DD]**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		Women								Women				Women				Women						
		All Employees	Representation	Availability	Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference						
#	#	%	%	#	#	%	#	%	#	#	%	#	#	#	%	#	#	#	%	#	#			
01 Senior Managers	2015	6	3	50.0	22.8	1	2	219.3																
	2019	7	1	14.3	27.6	2	-1	51.8	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	
02 Middle & Other Managers	2015	5	3	60.0	57.0	3	0	105.3																
	2019	1	0	0.0	39.4	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	
03 Professionals	2015	0	0	0.0	0.0	0	0	0.0																
	2019	1	1	100.0	42.7	0	1	234.2	1	1	100.0	0	1	0	0	0.0	0	0	0	0	0	0.0	0	
04 Semi-Professionals & Technicians	2015	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	0	0	0.0	0	0	0	0	0	0.0	0	
05 Supervisors	2015	18	11	61.1	38.9	7	4	157.1																
	2019	52	17	32.7	52.3	27	-10	62.5	18	11	61.1	9	2	6	0	0.0	4	-4	11	4	36.4	7	-3	
06 Supervisors: Crafts & Trades	2015	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	0	0	0.0	0	0	0	0	0	0.0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		Women				Women				Women				
		All Employees	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	#	%	#	%					
01 Senior Managers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0	0.3	0.0	0.3	0.0	0.3	0.0	0.3	0.0		
02 Middle & Other Managers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0	0.4	0.0	0.4	0.0	0.4	0.0	0.4	0.0		
03 Professionals	2019	1	1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	1	100.0	0.4	23419.2	0.4	25000.0	0.4	25000.0	0.4	25000.0		
04 Semi-Professionals & Technicians	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
05 Supervisors	2019	13	7	53.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	13	7	53.8	0.5	10769.2	0.5	10769.2	0.5	10769.2	0.5	10769.2		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0	0.0	0.0	0.0	0.0	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]**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		Workforce								Hires				Promotions				Terminations								
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women										
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	#	%	%	#	#	%	#	%	#	#	%	#	%	#	#	%	#	%	#	#	%	#	#		
07 Administrative & Senior Clerical	2015	2	2	100.0	91.0	2	0	109.9																		
	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	0	0	0
08 Skilled Sales & Service Personnel	2015	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	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
09 Skilled Crafts & Trades Workers	2015	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	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
10 Clerical Personnel	2015	0	0	0.0	0.0	0	0	0.0																		
	2019	3	2	66.7	65.7	2	0	101.5	1	0	0.0	1	-1	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0
11 Intermediate Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																		
	2019	1	0	0.0	62.8	1	-1	0.0	1	0	0.0	1	-1	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0
12 Semi-Skilled Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																		
	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	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										
10 Clerical Personnel	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			0.5	0.0				0.5		
11 Intermediate Sales & Service Personnel	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			0.5	0.0				0.5		
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0				0.0		

**Federal Contractors Program Achievement Report**

**Part 4: Results - Women**

**Evripis Janitorial Services Ltd.**

**[Date: YYYY-MM-DD]**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2015	274	105	38.3	49.9	137	-32	76.8																
	2019	462	214	46.3	50.4	233	-19	91.9	410	189	46.1	207	-18	0	0	0.0	0	0	0	156	75	48.1	60	15
14 Other Manual Workers	2015	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	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2015	305	124	40.7	49.1	150	-26	82.8																
	2019	527	235	44.6	50.4	266	-31	88.5	433	201	46.4	218	-17	6	0	0.0	2	-2	167	79	47.3	68	11	

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	#	%	%	#	%			
13 Other Sales & Service Personnel	2019	254	114	44.9	34	335.3	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2022	254	114	44.9			0.5	8976.4			0.5	8976.4		
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	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	0.0		
	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]**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2015	6	1	16.7	1.7	0	1	980.4																
	2019	7	0	0.0	3.2	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
02 Middle & Other Managers	2015	5	0	0.0	2.7	0	0	0.0																
	2019	1	0	0.0	2.7	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
03 Professionals	2015	0	0	0.0	0.0	0	0	0.0																
	2019	1	0	0.0	1.6	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
04 Semi-Professionals & Technicians	2015	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	0	0	0	0.0	0	0	0	0	0	0.0	0
05 Supervisors	2015	18	0	0.0	3.9	1	-1	0.0																
	2019	52	0	0.0	3.3	2	-2	0.0	18	0	0.0	1	-1	6	0	0.0	0	0	0	11	0	0.0	0	0
06 Supervisors: Crafts & Trades	2015	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	0	0	0	0.0	0	0	0	0	0	0.0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	#	%	#	%	#	%			
01 Senior Managers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
02 Middle & Other Managers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
03 Professionals	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
04 Semi-Professionals & Technicians	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0	0	0.0	0.0	0.0	0	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	0.0		
	2022	13	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0	0	0.0	0.0	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]**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples									
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
07 Administrative & Senior Clerical	2015	2	0	0.0	4.0	0	0	0.0																	
	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	0	0
08 Skilled Sales & Service Personnel	2015	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	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2015	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	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2015	0	0	0.0	0.0	0	0	0.0																	
	2019	3	0	0.0	3.5	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																	
	2019	1	0	0.0	3.1	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																	
	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	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										
10 Clerical Personnel	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0										
11 Intermediate Sales & Service Personnel	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0										
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										

**Federal Contractors Program Achievement Report**

**Part 5: Results - Aboriginal Peoples**

**Evripos Janitorial Services Ltd.**

**[Date: YYYY-MM-DD]**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2015	274	3	1.1	2.9	8	-5	37.8																
	2019	462	2	0.4	4.2	19	-17	10.3	410	1	0.2	17	-16	0	0	0.0	0	0	0	156	0	0.0	2	-2
14 Other Manual Workers	2015	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	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2015	305	4	1.3	2.9	9	-5	45.2																
	2019	527	2	0.4	4.1	22	-20	9.3	433	1	0.2	18	-17	6	0	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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	2019	254	1	0.4	34	2.9	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2022	254	1	0.4			0.0	937.4			0.0	0.0	0.0	
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
Total	2019	272	1	0.4	36	2.8	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2022	272	1	0.4			0.0	896.7			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]**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#	#		
01 & 02 Managers	2015	11	0	0.0	0.0	0	0	0.0																	
	2019	8	0	0.0	5.0	0	0	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
03 Professionals	2015	0	0	0.0	0.0	0	0	0.0																	
	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	0.0	0	0
04 Semi-Professionals & Technicians	2015	0	0	0.0	13.9	0	0	0.0																	
	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	0	0
05 Supervisors	2015	18	0	0.0	0.0	0	0	0.0																	
	2019	52	0	0.0	27.5	14	-14	0.0	18	0	0.0	5	-5	6	0	0.0	0	0	0	11	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	2015	0	0	0.0	3.4	0	0	0.0																	
	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	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
01 & 02 Managers	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	0	0.0			0.1	0.0			0.1	0.0		
03 Professionals	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			0.1	0.0			0.1	0.0		
04 Semi-Professionals & Technicians	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	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	0.0		
	2022	13	0	0.0			0.3	0.0			0.3	0.0		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	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]**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees		Persons with Disabilities						All Employees		Persons with Disabilities		All Employees		Persons with Disabilities		All Employees		Persons with Disabilities				
		#	#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference		
07	Administrative & Senior Clerical	2015	2	0	0.0	0.0	0	0	0.0															
	2019	0	0	0.0	0.0	0	0	0.0																
08	Skilled Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0															
	2019	0	0	0.0	0.0	0	0	0.0																
09	Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0															
	2019	0	0	0.0	0.0	0	0	0.0																
10	Clerical Personnel	2015	0	0	0.0	0.0	0	0	0.0															
	2019	3	0	0.0	9.3	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
11	Intermediate Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0															
	2019	1	0	0.0	10.8	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
12	Semi-Skilled Manual Workers	2015	0	0	0.0	3.7	0	0	0.0															
	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	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees		Persons with Disabilities		Persons with Disabilities				Persons with Disabilities				
		#	#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	
07	Administrative & Senior Clerical	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0		0.0	0.0			0	0.0	0.0	0.0	
08	Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0		0.0	0.0			0	0.0	0.0	0.0	
09	Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0		0.0	0.0			0	0.0	0.0	0.0	
10	Clerical Personnel	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	1	0	0.0		0.1	0.0			0	0.0	0.1	0.0	
11	Intermediate Sales & Service Personnel	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	1	0	0.0		0.1	0.0			0	0.0	0.1	0.0	
12	Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0		0.0	0.0			0	0.0	0.0	0.0	

**Federal Contractors Program Achievement Report**

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

**Evripis Janitorial Services Ltd.**

**[Date: YYYY-MM-DD]**

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#			
13 Other Sales & Service Personnel	2015	274	1	0.4	0.0	0	1	0.0																
	2019	462	8	1.7	10.7	49	-41	16.2	410	8	2.0	44	-36	0	0	0.0	0	0	0	156	1	0.6	1	0
14 Other Manual Workers	2015	0	0	0.0	4.3	0	0	0.0																
	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	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	0	167	1	0.6	1	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	254	7	2.8	34	20.6	0.0	0.0	0	0.0	0.0	0.0		
	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		
	2022	0	0	0.0			0.0	0.0		0.0	0.0	0.0		
Total	2019	272	7	2.6	36	19.4	0.0	0.0	0	0.0	0.0	0.0		
	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**

**Evripis Janitorial Services Ltd.**

**[Date: YYYY-MM-DD]**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#	%	#	#			
01 Senior Managers	2015	6	0	0.0	13.2	1	-1	0.0																
	2019	7	0	0.0	11.5	1	-1	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2015	5	0	0.0	20.1	1	-1	0.0																
	2019	1	0	0.0	17.6	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
03 Professionals	2015	0	0	0.0	0.0	0	0	0.0																
	2019	1	0	0.0	26.4	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
04 Semi-Professionals & Technicians	2015	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	0	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2015	18	3	16.7	23.1	4	-1	72.2																
	2019	52	14	26.9	15.4	8	6	174.8	18	2	11.1	3	-1	6	2	33.3	1	1	11	0	0.0	2	-2	
06 Supervisors: Crafts & Trades	2015	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	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2019	1	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			0.1	0.0			0.1	0.0		
02 Middle & Other Managers	2019	1	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			0.2	0.0			0.2	0.0		
03 Professionals	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			0.3	0.0			0.3	0.0		
04 Semi-Professionals & Technicians	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	2019	13	4	30.8	2	200.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	13	4	30.8			0.2	19980.0			0.2	15384.6		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

**Federal Contractors Program Achievement Report**

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

**Evripis Janitorial Services Ltd.**

**[Date: YYYY-MM-DD]**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires			Promotions			Terminations							
		All Employees	Visible Minorities						All Employees	Visible Minorities		All Employees	Visible Minorities		All Employees	Visible Minorities								
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual		Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2015	2	0	0.0	3.4	0	0	0.0																
	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	0
08 Skilled Sales & Service Personnel	2015	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	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2015	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	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2015	0	0	0.0	0.0	0	0	0.0																
	2019	3	1	33.3	18.2	1	0	183.2	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																
	2019	1	0	0.0	25.9	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																
	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	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										
10 Clerical Personnel	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			0.2	0.0				0.2		
11 Intermediate Sales & Service Personnel	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			0.3	0.0				0.3		
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0				0.0		

**Federal Contractors Program Achievement Report**

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

**Evripis Janitorial Services Ltd.**

**[Date: YYYY-MM-DD]**

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2015	274	158	57.7	25.3	69	89	227.9																
	2019	462	160	34.6	26.6	123	37	130.2	410	109	26.6	109	0	0	0	0.0	0	0	0	156	13	8.3	90	-77
14 Other Manual Workers	2015	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	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2015	305	161	52.8	24.7	75	86	213.7																
	2019	527	175	33.2	25.2	133	42	131.8	433	111	25.6	109	2	6	2	33.3	3	-1	167	13	7.8	88	-75	

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	2019	254	96	37.8	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	254	96	37.8			0.3	14208.8			0.3	12598.4		
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2019	272	100	36.8	4	2500.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	272	100	36.8			0.3	14589.2			0.3	12254.9		

<b>Federal Contractors Program Achievement Report</b>
<b>Part 8: Reasonable Efforts</b>
<b>Evrupos Janitorial Services Ltd.</b>
<b>[Date: YYYY-MM-DD]</b>

## Efforts

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

### Required 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.
- Updated the workforce analysis to reflect new hires, promotions and terminations; any changes employees made to their self-identification questionnaires; and any revisions made to the availability estimates.
- Adjusted the availability estimates to reflect major changes in the workforce (e.g., changes in geographic recruitment areas, addition of new occupational groups or changes in the composition of occupational groups).
- 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:

- 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 equity.

- 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.
- 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.

## Operational Context

Please check the appropriate boxes and provide a brief overview of the events that have influenced your organization's activities during the period between the first/previous and subsequent/current compliance assessment.

- 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.



[Redacted]

- Strikes (include dates, the number of employees affected and the occupational groups of those employees).

None

- Other.

[Redacted]

**Additional Details**

Please provide any additional information (optional):

[Redacted]

**Federal Contractors Program  
Report of the Subsequent Compliance Assessment**

**Employer Name:** Evripos Janitorial Services Ltd.

**Primary Location:** Ottawa, Ontario

**Number of Employees:** 527

Ontario 292

Québec 235

**Organization Overview:**

NAICS # 5617 (Services to Buildings and Dwellings)

EVRIPPOS provides daily janitorial services to various types of facilities. All their services are customized in order to meet the customer's needs and expectations.

**Key Dates – First Year Assessment**

Initiated: 2015-10-27

Received: 2016-03-17

Closed: 2016-09-19

Workforce 2015-09-01

Analysis:

**Key Dates – Subsequent Assessment**

Initiated: 2018-03-06  
(extension granted till 2019-01-31)

Received: 2019-04-23

Workforce 2019-03-14

Analysis:

**DATA VERIFICATION**

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

Yes  No

Comments:

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

Yes  No

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%)
----	---------------------------------	----------------------------

#### Assessment/Observations

- EEOG 13 - Out of four hundred and ten new entrants in this EEOG, one hundred eighty-nine 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%)
----	-----------------	------------------------------

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		Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)	Present Gap	Short-term	Long-term		

#	Description	#	(1 to 3 years)	(3+ years)	%	%
			# 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		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
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		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
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		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years) # or %	(3+ years) # 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:

in compliance     in non-compliance

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

- 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.1intInf.4%40-eng.jsp?&&cid=aide-help&\\_ga=2.252268041.1845905918.1519931408-1912045188.1507820070](https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&_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 Federal Contractors Program (FCP) under the Employment Equity Act.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of 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.1intInf.4%40-eng.jsp?&cid=aide-help&\\_ga=2.252268041.1845905918.1519931408-1912045188.1507820070](https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intInf.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 under-represented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

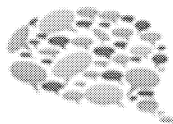
Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at [ee-eme@hrsdcc.gc.ca](mailto:ee-eme@hrsdcc.gc.ca).

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@hrsdcc.gc.ca](mailto:ee-eme@hrsdcc.gc.ca)



Rejoignez-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!