



OFFICIAL USE ONLY
Agreement N°:

Agreement to Implement Employment Equity

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization GDI Services (Canada) LP	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° 56172	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 5981 To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian021-eng.htm

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.) 60 Worcester Rd.	City Etobicoke	Province ON	Postal Code M9W 5X2
	Telephone Number 416-736-1144	Fax Number	

EMPLOYMENT EQUITY CONTACT	
Name (print) Greg Szumilas	Title Corporate Recruiter
Telephone Number 416-736-1144	E-mail Address greg.szumilas@gdiservices.ca

CERTIFICATION
The above-named organization: <ul style="list-style-type: none"> 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 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). 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: http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml <p>Important note: 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.</p>

SIGNATORY	
NOTE: 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) Dennis Fielding	Title V.P. Corporate HR & Administrations
Telephone Number [REDACTED]	E-mail Address dennis.fielding@gdiservices.ca
	Date 05/13/2014

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



EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION

Period covered by the data: 2018-05-01 to 2018-04-30

Geographic regions

(INDICATE THE NUMBER OF EMPLOYEES IN EACH REGION).

Province	Province				Census Metropolitan Area				
	Permanent full time	Permanent part-time	Temporary	Total number of employees					
Ontario	2936	1591	0	4527	Calgary	543	705	0	1248
Quebec	3279	2904	0	6183	Edmonton	144	123	0	267
Nova Scotia	339	222	0	561	Halifax	148	89	0	237
New Brunswick	338	193	0	531	Montreal	2484	2153	0	4637
Manitoba	216	298	0	514	Regina	61	195	0	256
Colombia British	428	116	0	544	Toronto	1122	712	0	1834
Prince Edward Island	28	16	0	44	Vancouver	271	71	0	342
Édouard					Winnipeg	194	274	0	468
Saskatchewan	70	228	0	298	St. John's	22	6	0	28
Alberta	735	896	0	1631	Moncton	49	9	0	58
Newfoundland and Labrador		104	0	179	Saint John	60	22	0	82
Total number of employees in Canada				15012	Quebec	710	684	0	1394
					Sherbrooke	30	30	0	60
					Trois-Rivières	4	6	0	10
					Kingston	28	22	0	50
					Ottawa - Gatineau	518	172	0	690



GDI Services (Canada) L.P. (Certificate # 061185)

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION

Period covered by this report: ~~2018-01-01 to 2018-03-31~~ 2018-05-01 to 2018-05-01

Census Metropolitan Area

Oshawa	68	15	0	83
Peterborough	23	3	0	26
Hamilton	68	48	0	116
St. Catharines - Niagara	16	22	0	38
Kitchener - Cambridge - Waterloo	66	84	0	150
London	112	99	0	211
Windsor	71	81	0	152
Greater Sudbury	37	11	0	48
Brantford	5	7	0	12
Guelph	1	4	0	5
Saskatoon	0	7	0	7
Barrie	22	19	0	41
Abbotsford - Mission	0	1	0	1
Victoria	5	8	0	13
Alb. minus48 CMAs		68	0	116
B.C. minus152 CMAs		36	0	188



GDI Services (Canada) L.P. (Certificate # 061185)

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION

Period covered by this report: 2018-05-01 to 2018-05-01

Census Metropolitan Area

Man. minus22 CMA	24	0	46
NB minus229 CMAs	162	0	391
NS minus191 CMAs	133	0	324
NL minus53 CMAs	98	0	151
Ont. minus830	323	0	1153
PEI 28	16	0	44
Sask. minus9 CMA	26	0	35
Total number of employees in Canada			15012



FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / National

Reporting period 2016-04-29 to 2018-05-01

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			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
Senior Management Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	313	146	167	5	3	2	4	2	2	37	17	20
	Total	313	146	167	5	3	2	4	2	2	37	17	20
Middle management and other directors Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	12	7	5	1	1							
	Total	12	7	5	1	1							
Professionals Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	21	10	11	1		1				3		3
	Total	21	10	11	1		1				3		3
Semi-professional and technical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	1		1									
	Total	1		1									

GDI Services (Canada) L.P. (Certificate # 061185)
FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES
 Full time / National
 Reporting period 2016-04-29 to 2018-05-01

Occupational Category Salary Range Col. 1	Quarter Col. 1	All employees				Aboriginal			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			
Supervisors Upper value: Less than \$5,000 Lower value: Less than \$5,000	4															
	3															
	2															
	1	635	332	303	18	5	13	15	5	10	178	107	71			
	Total	635	332	303	18	5	13	15	5	10	178	107	71			
Administrative and main office staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4															
	3															
	2															
	1	7	1	6												
	Total	7	1	6												
Clerical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4															
	3															
	2															
	1	9	7	2							1		1			
	Total	9	7	2							1		1			
Intermediate sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4															
	3															
	2															
	1	14	6	8	1		1				6	4	2			
	Total	14	6	8	1		1				6	4	2			



FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / National

Reporting period 2016-04-29 to 2018-05-01

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			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
Skilled Manual Workers Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	6	6								5	5	
	Total	6	6								5	5	
Other sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	7420	3739	3681	161	86	75	124	68	56	2002	1013	989
	Total	7420	3739	3681	161	86	75	124	68	56	2002	1013	989
Other manual workers Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	6	2	4							2		2
	Total	6	2	4							2		2
Total number of employees		8444	4256	4188	187	95	92	143	75	68	2234	1146	1088

GDI Services (Canada) L.P. (Certificate # 061185)
FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES
 Part-time / National
 Reporting period 2016-04-29 to 2018-05-01

004426

Occupational Category Salary Range Col. 1	Quarter Col. 1	All employees				Aboriginal		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			
Senior Management Upper value: Less than \$5,000 Lower value: Less than \$5,000	4															
	3															
	2															
	1	11	8	3												
	Total	11	8	3												
Middle management and other directors Upper value: Less than \$5,000 Lower value: Less than \$5,000	4															
	3															
	2															
	1	73	52	21								11	10	1		
	Total	73	52	21								11	10	1		
Professionals Upper value: Less than \$5,000 Lower value: Less than \$5,000	4															
	3															
	2															
	1	23	10	13								3		3		
	Total	23	10	13								3		3		
Semi-professional and technical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4															
	3															
	2															
	1	9	2	7								2	1	1		
	Total	9	2	7								2	1	1		



FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Part-time / National

Reporting period 2016-04-29 to 2018-05-01

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			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
Supervisors Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	162	77	85	10	3	7	3	1	2	45	21	24
	Total	162	77	85	10	3	7	3	1	2	45	21	24
Administrative and main office staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	30	2	28							3		3
	Total	30	2	28							3		3
Clerical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	8	3	5							2		2
	Total	8	3	5							2		2
Intermediate sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	34	13	21	2	2					14	5	9
	Total	34	13	21	2	2					14	5	9



FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Part-time / National

Reporting period 2016-04-29 to 2018-05-01

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			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
Skilled Manual Workers Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	9	9		1	1					6	6	
	Total	9	9		1	1					6	6	
Other sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	6209	3053	3156	178	82	96	163	71	92	2549	1345	1204
	Total	6209	3053	3156	178	82	96	163	71	92	2549	1345	1204
Total number of employees		6568	3229	3339	191	88	103	166	72	94	2635	1388	1247



CONTRACT PROGRAMS: SALARY PROFILE

Full time / National

Reporting period 2016-04-29 to 2018-05-01

Salary Range	All employees			Aboriginal			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
Less than \$15,000	8444	4256	4188	187	95	92	143	75	68	2234	1146	1088
Total number of employees	8444	4256	4188	187	95	92	143	75	68	2234	1146	1088



CONTRACT PROGRAMS: SALARY PROFILE

Part-time / National

Reporting period 2016-04-29 to 2018-05-01

Salary Range	All employees			Aboriginal			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
Less than \$5,000	6568	3229	3339	191	88	103	166	72	94	2635	1388	1247
Total number of employees	6568	3229	3339	191	88	103	166	72	94	2635	1388	1247



GDI Services (Canada) L.P. (Certificate # 061185) FEDERAL

CONTRACT PROGRAMS: RECRUITMENTS

Full time / National

Reporting period 2016-04-29 to 2018-05-01

Occupational Category	All employees			Aboriginal			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 Management	106	54	52	4	2	2	5	2	3	21	10	11
Professionals	6	6										
Semi-professional and technical staff	1	1								1	1	
Supervisors	154	82	72	6	1	5	7	1	6	29	15	14
Skilled workers and artisans	1	1										
Intermediate sales and service personnel	3	2	1							2	1	1
Other sales and service personnel	2841	1588	1253	115	59	56	127	67	60	740	435	305
Other manual workers	3	2	1									
Total number of employees hired	3115	1736	1379	125	62	63	139	70	69	793	462	331

CONTRACT PROGRAMS: RECRUITMENTS

Part-time / National

Reporting period 2016-04-29 to 2018-05-01

Occupational Category	All employees			Aboriginal			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 Management	10	5	5							2		2
Middle management and other directors	30	21	9							5	4	1
Professionals	11	3	8							1		1
Semi-professional and technical staff	3	1	2									
Supervisors	104	55	49	4	2	2	2	1	1	25	13	12
Administrative and main office staff	15	1	14							2	1	1
Clerical staff	7	1	6							2		2
Intermediate sales and service personnel	45	20	25	2	2					20	8	12
Skilled Manual Workers	5	4	1	1	1					3	3	
Other sales and service personnel	5699	2877	2822	248	113	135	204	98	106	2380	1325	1055
Total number of employees hired	5929	2988	2941	255	118	137	206	99	107	2440	1354	1086



GDI Services (Canada) L.P. (Certificate # 061185)

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS

Full time / National

Reporting period 2016-04-29 to 2018-05-01

Occupational Category	Promoted employees (employees promoted during the year should be reported only in the occupational groups in which or to which they were last promoted.)											
	All employees			Aboriginal			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 Management	58	30	28	2	2		2	2		6	5	1
Professionals	3	3										
Supervisors	60	23	37	4		4	3		3	12	5	7
Other sales and service personnel	1185	636	549	44	23	21	63	36	27	266	137	129
Other manual workers	3	2	1									
Total number of employees promoted	1309	694	615	50	25	25	68	38	30	284	147	137
Total number of promotions	1310	695	615	50	25	25	68	38	30	285	148	137

GDI Services (Canada) L.P. (Certificate # 061185)

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS

Part-time / National

~~Reporting period 2016-04-29 to 2018-05-01~~

Occupational Category	Promoted employees (employees promoted during the year should be reported only in the occupational groups in which or to which they were last promoted.)											
	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	2		2							1		1
Supervisors	36	19	17	1	1		2	1	1	16	8	8
Administrative and main office staff	2		2									
Other sales and service personnel	1637	763	874	88	35	53	103	45	58	478	234	244
Total number of employees promoted	1677	782	895	89	36	53	105	46	59	495	242	253
Total number of promotions	1680	783	897	89	36	53	105	46	59	495	242	253



FEDERAL CONTRACT PROGRAMS: CEASES OF EMPLOYMENT

Full time / National

Reporting period 2016-04-29 to 2018-05-01

Occupational Category	All employees			Aboriginal			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 Management	376	214	162	6	2	4	5	2	3	49	20	29
Professionals	3	3										
Semi-professional and technical staff	5	5								5	5	
Supervisors	225	123	102	6	3	3	3		3	45	27	18
Skilled workers and artisans	2	2										
Intermediate sales and service personnel	15	8	7							8	3	5
Skilled Manual Workers	1	1										
Other sales and service personnel	3196	1619	1577	89	42	47	82	40	42	957	469	488
Total number of employees whose employment was terminated	3823	1975	1848	101	47	54	90	42	48	1064	524	540

FEDERAL CONTRACT PROGRAMS: CEASES OF EMPLOYMENT

Part-time / National

Reporting period 2016-04-29 to 2018-05-01

Occupational Category	All employees			Aboriginal			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 Management	10	3	7							2		2
Middle management and other directors	21	11	10							2	2	
Professionals	12	3	9									
Semi-professional and technical staff	4	1	3									
Supervisors	116	60	56	2	1	1				12	10	2
Administrative and main office staff	19	6	13							1	1	
Skilled workers and artisans	2	1	1				1	1				
Clerical staff	10	1	9							1		1
Intermediate sales and service personnel	38	16	22							17	7	10
Skilled Manual Workers	1		1									
Other sales and service personnel	4807	2195	2612	169	74	95	118	56	62	1298	599	699
Total number of employees whose employment was terminated	5040	2297	2743	171	75	96	119	57	62	1333	619	714



Workplace Equity Information Management System - GDI Services (Canada) L.P.

Workforce Analysis - Summary Report

Date: 2018-05-01

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	324	170	52.5 %	27.4 %	89	81
02 : Middle and Other Managers	85	26	30.6 %	38.9 %	33	-7
03 : Professionals	44	24	54.5 %	54.0 %	24	0
04 : Semi-Professionals and Technicians	10	8	80.0 %	44.9 %	4	4
05 : Supervisors	797	388	48.7 %	54.7 %	436	-48
07 : Administrative and Senior Clerical Personnel	37	34	91.9 %	80.8 %	30	4
10 : Clerical Personnel	17	7	41.2 %	64.7 %	11	-4
11 : Intermediate Sales and Service Personnel	48	29	60.4 %	61.9 %	30	-1
12 : Semi-Skilled Manual Workers	15	0	0.0 %	18.4 %	3	-3
13 : Other Sales and Service Personnel	13629	6837	50.2 %	55.0 %	7496	-659
14 : Other Manual Workers	6	4	66.7 %	18.6 %	1	3
Total	15012	7527	50.2 %	54.3 %	8157	-630

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - GDI Services (Canada) L.P.

Workforce Analysis - Summary Report

Date: 2018-05-01

Aboriginal Peoples

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #
		#	%	%	#	
01 : Senior Managers	324	5	1.5 %	2.9 %	9	-4
02 : Middle and Other Managers	85	1	1.2 %	2.2 %	2	-1
03 : Professionals	44	1	2.3 %	1.9 %	1	0
04 : Semi-Professionals and Technicians	10	0	0.0 %	1.4 %	0	0
05 : Supervisors	797	28	3.5 %	2.4 %	19	9
07 : Administrative and Senior Clerical Personnel	37	0	0.0 %	0.7 %	0	0
10 : Clerical Personnel	17	0	0.0 %	1.6 %	0	0
11 : Intermediate Sales and Service Personnel	48	3	6.3 %	0.9 %	0	3
12 : Semi-Skilled Manual Workers	15	1	6.7 %	0.9 %	0	1
13 : Other Sales and Service Personnel	13629	339	2.5 %	3.1 %	422	-83
14 : Other Manual Workers	6	0	0.0 %	5.9 %	0	0
Total	15012	378	2.5 %	3.0 %	453	-75

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - GDI Services (Canada) L.P.

Workforce Analysis - Summary Report

Date: 2018-05-01

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	324	37	11.4 %	10.1 %	33	4
02 : Middle and Other Managers	85	11	12.9 %	15.0 %	13	-2
03 : Professionals	44	6	13.6 %	19.7 %	9	-3
04 : Semi-Professionals and Technicians	10	2	20.0 %	7.2 %	1	1
05 : Supervisors	797	223	28.0 %	14.0 %	112	111
07 : Administrative and Senior Clerical Personnel	37	3	8.1 %	10.8 %	4	-1
10 : Clerical Personnel	17	3	17.6 %	13.8 %	2	1
11 : Intermediate Sales and Service Personnel	48	20	41.7 %	21.8 %	10	10
12 : Semi-Skilled Manual Workers	15	11	73.3 %	22.7 %	3	8
13 : Other Sales and Service Personnel	13629	4551	33.4 %	24.0 %	3271	1280
14 : Other Manual Workers	6	2	33.3 %	10.3 %	1	1
Total	15012	4869	32.4 %	23.0 %	3459	1410

Total may not equal sum of components due to rounding.

Workplace Equity Information Management System - GDI Services (Canada) L.P.
Workforce Analysis - Summary Report
 Date: 2018-05-01

Employment Equity Occupational Group	All Employees		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities	
	#	%	#	%	Availability #	Gap #	Availability %	Gap %
01/02 : Managers	409	1.0 %	4	1.0 %	18	-14	6.6 %	-1.4 %
03 : Professionals	44	0.0 %	0	0.0 %	2	-2	6.6 %	-2.0 %
04 : Semi-Professionals and Technicians	10	0.0 %	0	0.0 %	0	0	6.6 %	0.0 %
05 : Supervisors	797	2.3 %	18	2.3 %	111	-93	6.6 %	-9.3 %
07 : Administrative and Senior Clerical Personnel	37	0.0 %	0	0.0 %	1	-1	6.6 %	-1.0 %
10 : Clerical Personnel	17	0.0 %	0	0.0 %	1	-1	6.6 %	-1.0 %
11 : Intermediate Sales and Service Personnel	48	0.0 %	0	0.0 %	3	-3	6.6 %	-3.0 %
12 : Semi-Skilled Manual Workers	15	0.0 %	0	0.0 %	1	-1	6.6 %	-1.0 %
13 : Other Sales and Service Personnel	13629	2.1 %	287	2.1 %	859	-572	6.6 %	-5.7 %
14 : Other Manual Workers	6	0.0 %	0	0.0 %	0	0	6.6 %	0.0 %
Total	15012		309	2.1 %	996	-887	6.6 %	-8.8 %

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-05-01

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
04 : Semi-Professionals and Technicians	NOC	Provincial
05 : Supervisors	EEOG	CMA
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
09 : Skilled Crafts and Trades Workers	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA
13 : Other Sales and Service Personnel	EEOG	CMA
14 : Other Manual Workers	EEOG	CMA



Workforce Analysis - Summary Report

Date: 2018-05-01

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
05 : Supervisors	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
09 : Skilled Crafts and Trades Workers	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National
13 : Other Sales and Service Personnel	EEOG	National
14 : Other Manual Workers	EEOG	National

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

GDI Services (Canada) L.P.

2018-05-03

Data from First/Previous Workforce Analysis

↓ ↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	05	02

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	05	01

Employment Equity Occupational Group (EEOG)

	Table 2: Aboriginal Peoples		
	First/Previous Workforce Analysis		Availability*
	All Employees	Aboriginal Peoples	
	#	#	%
01 Senior Managers	163	4	2.9
02 Middle & Other Managers	29	1	2.2
03 Professionals	43	1	2.1
04 Semi-Professionals & Technicians	2	0	0.9
05 Supervisors	478	9	3.3
06 Supervisors: Crafts & Trades	0	0	0.0
07 Administrative & Senior Clerical Personnel	29	0	0.7
08 Skilled Sales & Service Personnel	0	0	0.0
09 Skilled Crafts & Trades Workers	3	0	1.4
10 Clerical Personnel	27	0	1.9
11 Intermediate Sales & Service Personnel	0	0	0.0
12 Semi-Skilled Manual Workers	0	0	0.0
13 Other Sales & Service Personnel	13,777	339	3.1
14 Other Manual Workers	0	0	0.0
Total	14,551	354	3.1

* Source:

2011 National Household Survey

	Table 6: Aboriginal Peoples		
	Subsequent/Current Workforce Analysis		Availability*
	All Employees	Aboriginal Peoples	
	#	#	%
	324	5	2.9
	85	1	2.2
	44	1	1.9
	10	0	1.4
	797	28	2.4
	0	0	0.0
	37	0	0.7
	0	0	0.0
	0	0	0.0
	0	0	0.0
	17	0	1.6
	48	3	0.9
	15	1	0.9
	13,629	339	3.1
	6	0	5.9
Total	15,012	378	3.0

* Source:

2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1 : Workforce Analysis

GDI Services (Canada) L.P.

2018-05-03

Data from First/Previous Workforce Analysis

↓ ↓ ↓ ↓

Data from First/Previous Workforce Analysis			
YYYY	MM	DD	
2016	05	02	

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis			
YYYY	MM	DD	
2018	05	01	

Employment Equity Occupational Group (EEOG)

Table 4: Persons with Disabilities

	First/Previous Workforce Analysis			%
	All Employees	Persons with Disabilities Representation	Availability*	
01/02 Managers	192	1	4.3	
03 Professionals	43	0	3.8	
04 Semi-Professionals & Technicians	2	0	4.6	
05 Supervisors	478	9	13.9	
06 Supervisors: Crafts & Trades	0	0	0.0	
07 Administrative & Senior Clerical Personnel	29	0	3.4	
08 Skilled Sales & Service Personnel	0	0	0.0	
09 Skilled Crafts & Trades Workers	3	0	3.8	
10 Clerical Personnel	27	0	7.0	
11 Intermediate Sales & Service Personnel	0	0	0.0	
12 Semi-Skilled Manual Workers	0	0	0.0	
13 Other Sales & Service Personnel	13,777	173	6.3	
14 Other Manual Workers	0	0	0.0	
Total	14,551	183	6.5	

Table 8: Persons with Disabilities

	Subsequent/Current Workforce Analysis			%
	All Employees	Persons with Disabilities Representation	Availability*	
	409	4	4.3	
	44	0	3.8	
	10	0	4.6	
	797	18	13.9	
	0	0	0.0	
	37	0	3.4	
	0	0	0.0	
	0	0	0.0	
	17	0	7.0	
	48	0	5.6	
	15	0	4.8	
	13,629	287	6.3	
	6	0	5.3	
	15,012	309	6.6	

* Source:

2012 Canadian Survey on Disability

* Source:

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

GDI Services (Canada) L.P.

2018-05-03

004447

Start Date of Flow Data			
YYYY	MM	DD	
2016	05	02	

End Date of Flow Data			
YYYY	MM	DD	
2018	05	01	

Data from Form 4 - Employees Hired

Table 1: Women

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired #	Women Hired #	All Employees Hired #	Women Hired #
01 Senior Managers	106	52	10	5
02 Middle & Other Managers	0	0	30	9
03 Professionals	6	0	11	8
04 Semi-Professionals & Technicians	1	0	3	2
05 Supervisors	154	72	104	49
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	15	14
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0
10 Clerical Personnel	0	0	7	6
11 Intermediate Sales & Service Personnel	3	1	45	25
12 Semi-Skilled Manual Workers	0	0	5	1
13 Other Sales & Service Personnel	2,841	1,253	5,699	2,822
14 Other Manual Workers	3	1	0	0
Total	3,115	1,379	5,929	2,941

Data from Form 5 - Employees Promoted

Table 5: Women

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted #	Women Promoted #	All Employees Promoted #	Women Promoted #
01 Senior Managers	58	28	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	3	0	2	2
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	60	37	36	17
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	2	2
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	1,185	549	1,637	874
14 Other Manual Workers	3	1	0	0
Total	1,309	615	1,677	895

Data from Form 6 - Employees Terminated

Table 9: Women

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated #	Women Terminated #	All Employees Terminated #	Women Terminated #
01 Senior Managers	376	162	10	7
02 Middle & Other Managers	0	0	21	10
03 Professionals	3	0	12	9
04 Semi-Professionals & Technicians	5	0	4	3
05 Supervisors	225	102	116	56
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	19	13
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	2	0	2	1
10 Clerical Personnel	0	0	10	9
11 Intermediate Sales & Service Personnel	15	7	38	22
12 Semi-Skilled Manual Workers	1	0	1	1
13 Other Sales & Service Personnel	3,196	1,577	4,807	2,612
14 Other Manual Workers	0	0	0	0
Total	3,823	1,848	5,040	2,743

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

GDI Services (Canada) L.P.

2018-05-03

Start Date of Flow Data		
YYYY	MM	DD
2016	05	02

End Date of Flow Data		
YYYY	MM	DD
2018	05	01

Data from Form 4 - Employees Hired

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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
	#	#	#	#

01 Senior Managers	106	4	10	0
02 Middle & Other Managers	0	0	30	0
03 Professionals	6	0	11	0
04 Semi-Professionals & Technicians	1	0	3	0
05 Supervisors	154	6	104	4
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	15	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0
10 Clerical Personnel	0	0	7	0
11 Intermediate Sales & Service Personnel	3	0	45	2
12 Semi-Skilled Manual Workers	0	0	5	1
13 Other Sales & Service Personnel	2,841	115	5,699	248
14 Other Manual Workers	3	0	0	0
Total	3,115	125	5,929	255

Data from Form 5 - Employees Promoted

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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
	#	#	#	#

01 Senior Managers	58	2	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	3	0	2	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	60	4	36	1
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	2	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	1,185	44	1,637	88
14 Other Manual Workers	3	0	0	0
Total	1,309	50	1,677	89

Data from Form 6 - Employees Terminated

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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	376	6	10	0
02 Middle & Other Managers	0	0	21	0
03 Professionals	3	0	12	0
04 Semi-Professionals & Technicians	5	0	4	0
05 Supervisors	225	6	116	2
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	19	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	2	0	2	0
10 Clerical Personnel	0	0	10	0
11 Intermediate Sales & Service Personnel	15	0	38	0
12 Semi-Skilled Manual Workers	1	0	1	0
13 Other Sales & Service Personnel	3,196	89	4,807	169
14 Other Manual Workers	0	0	0	0
Total	3,823	101	5,040	171

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

GDI Services (Canada) L.P.

2018-05-03

004449

Start Date of Flow Data			
YYYY	MM	DD	
2016	05	02	

End Date of Flow Data			
YYYY	MM	DD	
2018	05	01	

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 3: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National		Persons with Disabilities Hired
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	
01 Senior Managers	106	5	10	0	0
02 Middle & Other Managers	0	0	30	0	0
03 Professionals	6	0	11	0	0
04 Semi-Professionals & Technicians	1	0	3	0	0
05 Supervisors	154	7	104	2	2
06 Supervisors: Crafts & Trades	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	15	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0	0
10 Clerical Personnel	0	0	7	0	0
11 Intermediate Sales & Service Personnel	3	0	45	0	0
12 Semi-Skilled Manual Workers	0	0	5	0	0
13 Other Sales & Service Personnel	2,841	127	5,699	204	0
14 Other Manual Workers	3	0	0	0	0
Total	3,115	139	5,929	206	

Table 7: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National		Persons with Disabilities Promoted
	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	
01 Senior Managers	58	2	0	0	0
02 Middle & Other Managers	0	0	0	0	0
03 Professionals	3	0	2	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0
05 Supervisors	60	3	36	2	2
06 Supervisors: Crafts & Trades	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	2	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0
13 Other Sales & Service Personnel	1,185	63	1,637	103	0
14 Other Manual Workers	3	0	0	0	0
Total	1,309	68	1,677	105	

Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National		Persons with Disabilities Terminated
	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated	
01 Senior Managers	376	5	10	0	0
02 Middle & Other Managers	0	0	21	0	0
03 Professionals	3	0	12	0	0
04 Semi-Professionals & Technicians	5	0	4	0	0
05 Supervisors	225	3	116	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	19	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0
09 Skilled Crafts & Trades Workers	2	0	2	1	1
10 Clerical Personnel	0	0	10	0	0
11 Intermediate Sales & Service Personnel	15	0	38	0	0
12 Semi-Skilled Manual Workers	1	0	1	0	0
13 Other Sales & Service Personnel	3,196	82	4,807	118	0
14 Other Manual Workers	0	0	0	0	0
Total	3,823	90	5,040	119	

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

GDI Services (Canada) L.P.

2018-05-03

004450

Start Date of Flow Data			
YYYY	MM	DD	
2016	05	02	

End Date of Flow Data			
YYYY	MM	DD	
2018	05	01	

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 4: 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	106	21	10	2
02 Middle & Other Managers	0	0	30	5
03 Professionals	6	0	11	1
04 Semi-Professionals & Technicians	1	1	3	0
05 Supervisors	154	29	104	25
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	15	2
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0
10 Clerical Personnel	0	0	7	2
11 Intermediate Sales & Service Personnel	3	2	45	20
12 Semi-Skilled Manual Workers	0	0	5	3
13 Other Sales & Service Personnel	2,841	740	5,699	2,380
14 Other Manual Workers	3	0	0	0
Total	3,115	793	5,929	2,440

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted #	Members of Visible Minorities Promoted #	All Employees Promoted #	Members of Visible Minorities Promoted #
01 Senior Managers	58	6	0	0
02 Middle & Other Managers	0	0	0	1
03 Professionals	3	0	2	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	60	12	36	16
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	2	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	1,185	266	1,637	478
14 Other Manual Workers	3	0	0	0
Total	1,309	284	1,677	495

Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated #	Members of Visible Minorities Terminated #	All Employees Terminated #	Members of Visible Minorities Terminated #
01 Senior Managers	376	49	10	2
02 Middle & Other Managers	0	0	21	2
03 Professionals	3	0	12	0
04 Semi-Professionals & Technicians	5	5	4	0
05 Supervisors	225	45	116	12
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	19	1
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	2	0	2	0
10 Clerical Personnel	0	0	10	1
11 Intermediate Sales & Service Personnel	15	8	38	17
12 Semi-Skilled Manual Workers	1	0	1	0
13 Other Sales & Service Personnel	3,196	957	4,807	1,298
14 Other Manual Workers	0	0	0	0
Total	3,823	1,064	5,040	1,333

Federal Contractors Program Achievement Report

Part 3: Goals

GDI Services (Canada) L.P.

2018-05-03

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 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)		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							
	2016-05-02	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-05-02	Annually	Over 3 Years	Years	2016	2019	%	#	#	%	%									
	#	%	%	#	%	%	#	#	%	%	#	#	%	%	#	#	%	%									
01 Senior Managers	163	25.7%		0	158.5%		0	0	90	0.0%	0	-45	0	27.4%	45	45	55.2%	55.2%									
02 Middle & Other Managers	29	43.1%		0	36.8%		0	0	11	0.0%	0	0	0	38.9%	0	0	37.9%	37.9%									
03 Professionals	43	0.8%		0	34.5%		0	0	25	0.0%	0	-1	0	55.9%	1	1	58.1%	58.1%									
04 Semi-Professionals & Tech	2	71.0%		0	150.0%		0	0	2	0.0%	0	0	0	85.5%	0	0	100.0%	100.0%									
05 Supervisors	478	18.6%		0	53.5%		0	0	248	0.0%	0	25	0	57.2%	-25	-25	51.9%	51.9%									
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	29	8.5%		0	57.6%		0	0	20	0.0%	0	3	0	80.8%	-3	-3	69.0%	69.0%									
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	3	-100.0%		0	266.7%		0	0	1	0.0%	0	-1	0	10.5%	1	1	33.3%	33.3%									
10 Clerical Personnel	27	-14.3%		0	45.5%		0	0	14	0.0%	0	4	0	65.1%	-4	-4	51.9%	51.9%									
11 Intermediate Sales & Service	0	0.0%		0	220.8%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!									
12 Semi-Skilled Manual	0	0.0%		0	26.7%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!									
13 Other Sales & Service	13,777	-0.4%		0	58.4%		0	0	7,159	0.0%	0	432	0	55.1%	-432	-432	52.0%	52.0%									
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!									
Total	14,551	1.0%		0	60.0%		0	0	7,570	0.0%	0	418	0	54.9%	-418	-418	52.0%	52.0%									

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

‡ 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	0	0.0	0	0.0	

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I4	Other Manual Workers	0	0.0	0	0.0
Total		0	0.0	0	0.0

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GDI Services (Canada) L.P.
2018-05-03

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
		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 O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x O)	K + C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	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	
		Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			Actual	Projected	Over 3 Years		From - To	2016						2019
		Annual	Annual	%	Annual	Annual	%			Annual	Annual	%		From - To	%						%
01 Senior Managers	163	25.7%	0	0	158.5%	0	0	4	0.0%	0	0	1	0	0	2.9%	-1	-1	2.5%	2.5%		
02 Middle & Other Managers	29	43.1%	0	0	36.8%	0	0	1	0.0%	0	0	0	0	0	2.2%	0	0	3.4%	3.4%		
03 Professionals	43	0.8%	0	0	34.5%	0	0	1	0.0%	0	0	0	0	0	2.1%	0	0	2.3%	2.3%		
04 Semi-Professionals & Tech	2	71.0%	0	0	150.0%	0	0	0	0.0%	0	0	0	0	0	0.9%	0	0	0.0%	0.0%		
05 Supervisors	478	18.6%	0	0	53.5%	0	0	9	0.0%	0	0	7	0	0	3.3%	-7	-7	1.9%	1.9%		
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	0.0%	0.0%		
07 Administrative & Sr Clerical	29	8.5%	0	0	57.6%	0	0	0	0.0%	0	0	0	0	0	0.7%	0	0	0.0%	0.0%		
08 Skilled Sales & Service	0	0.0%	0	0	0.0%	0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	0.0%	0.0%		
09 Skilled Crafts & Trades	3	-100.0%	0	0	266.7%	0	0	0	0.0%	0	0	0	0	0	1.4%	0	0	0.0%	0.0%		
10 Clerical Personnel	27	-14.3%	0	0	45.5%	0	0	0	0.0%	0	0	1	0	0	1.9%	-1	-1	0.0%	0.0%		
11 Intermediate Sales & Service	0	0.0%	0	0	220.8%	0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	0.0%	0.0%		
12 Semi-Skilled Manual	0	0.0%	0	0	26.7%	0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	0.0%	0.0%		
13 Other Sales & Service	13,777	-0.4%	0	0	58.4%	0	0	339	0.0%	0	0	88	0	0	3.1%	-88	-88	2.5%	2.5%		
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	0.0%	0.0%		
Total	14,531	1.0%	0	0	60.0%	0	0	354	0.0%	0	0	97	0	0	3.1%	-97	-97	2.4%	2.4%		

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis) ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.
 ‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples		Comments	
	Short-term Goals	Long-term Goals		
	#	%		
01 Senior Managers	0	0.0	1	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	5	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	1	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	9	0.0
Total	79	0.0	9	0.0

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14	Other Manual Workers	0	0.0	0	0.0
Total		81		16	

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Part 3: Goals

GDI Services (Canada) L.P.

2018-05-03

004455

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
		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 O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x O)	K + C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 5: Persons with Disabilities

Occupational Group (EOG)	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					
	2016-05-02	Annual	Annual	Projected	Actual	Projected	Over 3 Years	Years	2016-05-02	Annual	Projected	Over 3 Years	Years	2016	2019	%	%	#	%	#	%	#	%	#	%	#	%			
01/02 Managers	192	34.4%		0	97.7%	0	0	1	0.0%	0	0	7	0	0	4.3%	-7	4.3%	-7	0.5%	-7	0.5%	0	0.0%	-7	0.5%	0	0.0%	0	0.0%	
03 Professionals	43	0.8%		0	34.5%	0	0	0	0.0%	0	0	2	0	0	3.8%	-2	3.8%	-2	0.0%	-2	0.0%	0	0.0%	-2	0.0%	0	0.0%	0	0.0%	
04 Semi-Professionals & Tech	2	71.0%		0	150.0%	0	0	0	0.0%	0	0	0	0	0	4.6%	0	4.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
05 Supervisors	478	18.6%		0	53.5%	0	0	9	0.0%	0	0	57	0	0	13.9%	-57	13.9%	-57	1.9%	-57	1.9%	0	0.0%	-57	1.9%	0	0.0%	0	0.0%	
06 Supervisors: Crafts & Trades	29	8.5%		0	57.6%	0	0	0	0.0%	0	0	1	0	0	0.0%	0	0.0%	-1	0.0%	-1	0.0%	0	0.0%	-1	0.0%	0	0.0%	0	0.0%	
07 Administrative & Sr Clerical	29	0.0%		0	0.0%	0	0	0	0.0%	0	0	0	0	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	3	-100.0%		0	266.7%	0	0	0	0.0%	0	0	0	0	0	3.8%	0	3.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
09 Skilled Crafts & Trades	27	-14.3%		0	45.5%	0	0	0	0.0%	0	0	2	0	0	7.0%	-2	7.0%	-2	0.0%	-2	0.0%	0	0.0%	-2	0.0%	0	0.0%	0	0.0%	
10 Clerical Personnel	0	0.0%		0	220.8%	0	0	0	0.0%	0	0	0	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
11 Intermediate Sales & Service	0	0.0%		0	26.7%	0	0	0	0.0%	0	0	0	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
12 Semi-Skilled Manual	13,777	-0.4%		0	58.4%	0	0	173	0.0%	0	0	695	0	0	6.3%	-695	6.3%	-695	1.3%	-695	1.3%	0	0.0%	-695	1.3%	0	0.0%	0	0.0%	
13 Other Sales & Service	0	0.0%		0	0.0%	0	0	0	0.0%	0	0	0	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
14 Other Manual Workers	14,551	1.0%		0	60.0%	0	0	183	0.0%	0	0	763	0	0	6.5%	-763	6.5%	-763	1.3%	-763	1.3%	0	0.0%	-763	1.3%	0	0.0%	0	0.0%	
Total																														

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)³ - 1) x 100.
‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ (Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2 x 100.

Table 6: Persons with Disabilities

Occupational Group (EOG)	Persons with Disabilities				Comments
	Short-term Goals	Long-term Goals	#	%	
01/02 Managers	0	0.0%	1	0.0%	
03 Professionals	0	0.0%	1	0.0%	
04 Semi-Professionals & Tech	0	0.0%	0	0.0%	
05 Supervisors	3	0.0%	18	0.0%	
06 Supervisors: Crafts & Trades	0	0.0%	0	0.0%	
07 Administrative & Sr Clerical	0	0.0%	1	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%	2	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	25	0.0%	100	0.0%	
14 Other Manual Workers	0	0.0%	0	0.0%	
Total	28		123		

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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 7: Members of Visible Minorities

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	
		Actual	Projected		Actual	Projected				Turnover (Replacement of Terminated Employees)	From - To		2016	2019						
	YYYY-MM-DD	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	YYYY-MM-DD	Annually	Over 3 Years	2016	2019	%	#	#	%	%			
	2016-05-02	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-05-02	Annually	Over 3 Years	#	#	%	%	#	#	%	%		
#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%			
01 Senior Managers	163	25.7%		0	158.5%		0	0	32	0.0%	0	-16	0	10.1%	16	16	19.6%	19.6%		
02 Middle & Other Managers	29	43.1%		0	36.8%		0	0	0	0.0%	0	4	0	15.0%	-4	-4	0.0%	0.0%		
03 Professionals	43	0.8%		0	34.5%		0	0	3	0.0%	0	5	0	17.7%	-5	-5	7.0%	7.0%		
04 Semi-Professionals & Tech	2	71.0%		0	150.0%		0	0	1	0.0%	0	-1	0	8.3%	1	1	50.0%	50.0%		
05 Supervisors	478	18.6%		0	53.5%		0	0	90	0.0%	0	-4	0	17.9%	4	4	18.8%	18.8%		
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07 Administrative & Sr Clerical	29	8.5%		0	57.6%		0	0	0	0.0%	0	2	0	7.8%	-2	-2	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	3	-100.0%		0	266.7%		0	0	0	0.0%	0	0	0	14.4%	0	0	0.0%	0.0%		
10 Clerical Personnel	27	-14.3%		0	45.5%		0	0	1	0.0%	0	2	0	12.3%	-2	-2	3.7%	3.7%		
11 Intermediate Sales & Service	0	0.0%		0	220.8%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
12 Semi-Skilled Manual	0	0.0%		0	26.7%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
13 Other Sales & Service	13,777	-0.4%		0	58.4%		0	0	2,700	0.0%	0	345	0	22.1%	-345	-345	19.6%	19.6%		
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total	14,551	1.0%		0	60.0%		0	0	2,827	0.0%	0	345	0	21.8%	-345	-345	19.4%	19.4%		

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	4	0.0	
03 Professionals	1	0.0	4	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	2	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	1	0.0	1	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	310	0.0	35	0.0	

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I4	Other Manual Workers	0	0.0	0	0.0
Total		312		46	

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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
		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 O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x O)	K + C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 9: Women

Employment Equity Occupational Group (EEOG)	All Employees										Subsequent/Current Short-term Goals										Women			
	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			
	2018-05-01	Actual	Projected	Actual	Projected	Actual	Projected	2018-05-01	Actual	Projected	Actual	Projected	From - To	2018	2021	%						#	#	%
01 Senior Managers	324	25.7%	0.0%	158.5%	5.0%	49	49	170	5.0%	26	-55	0	0	27.4%	81	55	52.5%	44.4%						
02 Middle & Other Managers	85	43.1%	0.0%	36.8%	10.0%	26	15	26	10.0%	8	15	10	38.9%	-7	-5	30.6%	32.9%							
03 Professionals	44	0.8%	0.5%	34.5%	10.0%	13	7	24	10.0%	7	7	0	54.0%	0	-7	54.5%	37.8%							
04 Semi-Professionals & Tech	10	71.0%	0.5%	150.0%	40.0%	12	6	8	40.0%	10	6	0	44.9%	4	-6	80.0%	-20.0%							
05 Supervisors	797	18.6%	1.0%	53.5%	30.0%	717	410	388	30.0%	349	410	371	50.0%	-48	-39	48.7%	49.9%							
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	0.0%	0.0%							
07 Administrative & Sr Clerical	37	8.5%	0.0%	57.6%	15.0%	17	11	34	15.0%	15	11	0	80.8%	4	-11	91.9%	51.4%							
08 Skilled Sales & Service	0	-100.0%	0.0%	0.0%	40.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0.0%	0.0%							
09 Skilled Crafts & Trades	17	-14.3%	0.0%	45.5%	30.0%	15	10	7	30.0%	6	10	8	50.0%	0	-4	64.7%	52.9%							
10 Clerical Personnel	48	0.0%	0.0%	220.8%	15.0%	22	14	29	15.0%	13	14	0	61.9%	-1	-14	60.4%	33.3%							
11 Intermediate Sales & Service	15	0.0%	0.5%	26.7%	15.0%	7	3	0	15.0%	0	3	1	18.4%	0	-3	18.4%	6.7%							
12 Semi-Skilled Manual	13,629	-0.4%	1.5%	58.4%	40.0%	613	9,200	6,837	40.0%	8,204	9,200	0	55.0%	0	-9,200	50.2%	-9.6%							
13 Other Sales & Service	6	0.0%	0.5%	0.0%	0.0%	0	-3	4	0.0%	0	-3	0	18.6%	3	3	66.7%	66.7%							
14 Other Manual Workers	15,012	1.0%	0.0%	60.0%	0.0%	0	625	7,527	0.0%	0	625	0	54.3%	-625	-625	50.1%	50.1%							

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous 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	0.0		
02 Middle & Other Managers	38.9	38.9%	
03 Professionals	0.0		
04 Semi-Professionals & Tech	0.0		
05 Supervisors	50.0	50.0%	
06 Supervisors: Crafts & Trades	0.0		
07 Administrative & Sr Clerical	0.0		
08 Skilled Sales & Service	0.0		
09 Skilled Crafts & Trades	0.0		
10 Clerical Personnel	50.0	50.0%	
11 Intermediate Sales & Service	0.0		
12 Semi-Skilled Manual	18.4	18.4%	
13 Other Sales & Service	0.0		
14 Other Manual Workers	0.0		

Federal Contractors Program Achievement Report

Part 3: Goals

GDI Services (Canada) L.P.

2018-05-03

Total		0.0	0.0
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Federal Contractors Program Achievement Report
Part 3: Goals
GDI Services (Canada) L.P.
2018-05-03

004461

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
		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 O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x O)	K + C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 11: Aboriginal Peoples

Occupational Group (EEOC)	All Employees										Subsequent/Current Short-term Goals										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		
	2018-05-01	Actual	Annual	Projected	Over 3 Years	Actual	Annual	Projected	Over 3 Years	2018-05-01	Actual	Projected	Over 3 Years	2018	2021											
01 Senior Managers	324	25.7%	0.0%	0	158.5%	5.0%	49	49	5	5.0%	1	5	1	2.9%	2.9%	2.9%	-4	-4	1.5%	1.5%						
02 Middle & Other Managers	85	43.1%	0.0%	0	36.8%	10.0%	26	26	1	10.0%	0	1	1	2.2%	2.2%	2.2%	-1	0	1.2%	2.4%						
03 Professionals	44	0.8%	0.5%	1	34.5%	10.0%	13	14	0	10.0%	0	0	0	1.9%	1.9%	1.9%	0	0	2.3%	2.2%						
04 Semi-Professionals & Tech	10	71.0%	0.5%	0	150.0%	40.0%	12	12	0	40.0%	0	0	0	1.4%	1.4%	1.4%	0	0	0.0%	0.0%						
05 Supervisors	797	18.6%	1.0%	24	53.5%	30.0%	717	741	28	30.0%	25	17	0	2.4%	2.4%	2.4%	9	-17	3.5%	0.4%						
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%	0.0%	0	0	0.0%	0.0%						
07 Administrative & Sr Clerical	37	8.5%	0.0%	0	57.6%	15.0%	17	17	0	15.0%	0	0	0	0.7%	0.7%	0.7%	0	0	0.0%	0.0%						
08 Skilled Sales & Service	0	-100.0%	0.0%	0	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	17	-14.3%	0.0%	0	266.7%	40.0%	0	0	0	40.0%	0	0	0	0.0%	0.0%	0.0%	0	0	0.0%	0.0%						
10 Clerical Personnel	48	0.0%	0.0%	0	45.5%	30.0%	15	15	0	30.0%	0	0	0	1.6%	1.6%	1.6%	0	0	0.0%	0.0%						
11 Intermediate Sales & Service	15	0.0%	0.5%	0	220.8%	15.0%	22	22	3	15.0%	1	-2	0	0.9%	0.9%	0.9%	3	2	6.3%	4.2%						
12 Semi-Skilled Manual	13	0.4%	1.5%	613	58.4%	40.0%	16,335	7	1	15.0%	407	510	0	3.1%	3.1%	3.1%	-83	16	2.5%	6.7%						
13 Other Sales & Service	6	0.0%	0.5%	0	60.0%	0.0%	0	0	0	0.0%	0	0	0	5.9%	5.9%	5.9%	0	0	0.0%	3.2%						
14 Other Manual Workers	15,012	1.0%	0	0	60.0%	0.0%	0	0	0	0.0%	0	72	0	3.0%	3.0%	3.0%	-72	-72	2.5%	0.0%						
Total																										

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.
 ‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOC)	Short-term Goals		Long-term Goals		Comments
	%	%	%	%	
01 Senior Managers	2.9	2.9%	2.9%	2.9%	Little turnover in this category in general - demand for specific skills
02 Middle & Other Managers	2.2	2.2%	2.2%	2.2%	Little turnover in this category in general - demand for specific skills
03 Professionals	0.0	0.0%	0.0	0.0%	
04 Semi-Professionals & Tech	0.0	0.0%	0.0	0.0%	
05 Supervisors	0.0	0.0%	0.0	0.0%	
06 Supervisors: Crafts & Trades	0.0	0.0%	0.0	0.0%	
07 Administrative & Sr Clerical	0.0	0.0%	0.0	0.0%	
08 Skilled Sales & Service	0.0	0.0%	0.0	0.0%	
09 Skilled Crafts & Trades	0.0	0.0%	0.0	0.0%	
10 Clerical Personnel	0.0	0.0%	0.0	0.0%	
11 Intermediate Sales & Service	0.0	0.0%	0.0	0.0%	
12 Semi-Skilled Manual	0.0	0.0%	0.0	0.0%	
13 Other Sales & Service	3.1	3.1%	3.1%	3.1%	Labour shortages in Quebec City among others, make it difficult to target specific groups.
14 Other Manual Workers	0.0	0.0%	0.0	0.0%	

Federal Contractors Program Achievement Report

Part 3: Goals

GDI Services (Canada) L.P.

2018-05-03

Total		0.0	0.0
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Federal Contractors Program Achievement Report
Part 3: Goals
GDI Services (Canada) L.P.
2018-05-03

004463

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
		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 O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x O)	K + C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 13: Persons with Disabilities

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
	2018-05-01	#	Actual Annually	Projected Annually	Over 3 Years	Actual Annually	Projected Annually	Over 3 Years	Years	#	Actual Annually	Projected Annually	Over 3 Years	Years	From - To	2018	2021							
01/02 Managers	409	34.4%	0.0%	0.0%	0	97.7%	15.0%	184	184	4	15.0%	2	16	8	4.3%	4.3%	-14	-8	1.0%	2.4%				
03 Professionals	44	0.8%	0.5%	0.5%	1	34.5%	10.0%	13	14	0	10.0%	0	2	1	3.8%	3.8%	-2	-1	0.0%	2.2%				
04 Semi-Professionals & Tech	10	71.0%	0.5%	0.5%	0	150.0%	40.0%	12	12	0	40.0%	0	0	0	4.6%	4.6%	0	0	0.0%	0.0%				
05 Supervisors	797	18.6%	1.0%	1.0%	24	53.5%	30.0%	717	741	18	30.0%	16	112	103	13.9%	13.9%	-93	-9	2.3%	12.8%				
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%	0.0%	0	0	0.0%	0.0%				
07 Administrative & Sr Clerical	37	8.5%	0.0%	0.0%	0	57.6%	15.0%	17	17	0	15.0%	0	1	1	3.4%	3.4%	-1	0	0.0%	2.7%				
08 Skilled Sales & Service	0	0.0%	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%				
09 Skilled Crafts & Trades	0	-100.0%	0.0%	0.0%	0	266.7%	40.0%	0	0	0	40.0%	0	0	0	7.0%	7.0%	0	0	0.0%	5.9%				
10 Clerical Personnel	17	-14.3%	0.0%	0.0%	0	45.5%	30.0%	15	15	0	30.0%	0	1	1	5.6%	5.6%	-3	-2	0.0%	2.1%				
11 Intermediate Sales & Service	48	0.0%	0.0%	0.0%	0	220.8%	15.0%	22	22	0	15.0%	0	3	1	4.8%	4.8%	-1	-1	0.0%	0.0%				
12 Semi-Skilled Manual	15	0.0%	0.5%	0.5%	0	26.7%	15.0%	7	7	0	15.0%	0	1	0	4.8%	4.8%	0	0	0.0%	0.0%				
13 Other Sales & Service	13,629	-0.4%	1.5%	1.5%	613	58.4%	40.0%	16,355	16,968	287	40.0%	344	954	1,069	6.3%	6.3%	-572	115	2.1%	7.1%				
14 Other Manual Workers	6	0.0%	0.5%	0.5%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	5.3%	5.3%	0	0	0.0%	0.0%				
Total	15,012	1.0%			0	60.0%		0	0	309	0.0%	0	682	0			-682	-682	2.1%	2.1%				

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)³ - 1) x 100.
 ‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ (Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2 x 100.

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01/02 Managers	4.3	4.3%	These positions require specific skills. Not a lot of turnover at this level normally. Minimum target seems high to us. Positions that require specific skills. Need skilled workers who can perform maintenance (physical work) and personnel management. Must communicate with clients and employees.
03 Professionals	3.8	3.8%	
04 Semi-Professionals & Tech	0.0	0.0%	
05 Supervisors	13.9	13.9%	
06 Supervisors: Crafts & Trades	0.0	0.0%	
07 Administrative & Sr Clerical	3.4	3.4%	
08 Skilled Sales & Service	0.0	0.0%	
09 Skilled Crafts & Trades	0.0	0.0%	
10 Clerical Personnel	7.0	7.0%	
11 Intermediate Sales & Service	5.6	5.6%	
12 Semi-Skilled Manual	4.8	4.8%	
13 Other Sales & Service	6.3	6.3%	
14 Other Manual Workers	0.0	0.0%	
Total	0.0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

GDI Services (Canada) L.P.

2018-05-03

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)			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	Turnover (Replacement of Terminated Employees)		From - To							
	2018-05-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-05-01	Annually	Over 3 Years	Hires Required Over 3 Years	2018	2021							
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%		
01 Senior Managers	324	25.7%	0.0%	0	158.5%	5.0%	49	49	37	5.0%	6	2	0	10.1%	4	-2	11.4%	9.6%		
02 Middle & Other Managers	85	43.1%	0.0%	0	36.8%	10.0%	26	26	11	10.0%	3	5	4	15.0%	15.0%	-2	-1	12.9%	14.1%	
03 Professionals	44	0.8%	0.5%	1	34.5%	10.0%	13	14	6	10.0%	2	5	3	19.7%	19.7%	-3	-2	13.6%	15.6%	
04 Semi-Professionals & Tech	10	71.0%	0.5%	0	150.0%	40.0%	12	12	2	40.0%	2	1	0	7.2%	1	-1	20.0%	0.0%		
05 Supervisors	797	18.6%	1.0%	24	53.5%	30.0%	717	741	223	30.0%	201	93	0	14.0%	111	-93	28.0%	2.7%		
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	37	8.5%	0.0%	0	57.6%	15.0%	17	17	3	15.0%	1	2	2	10.8%	10.8%	-1	0	8.1%	10.8%	
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	-100.0%	0.0%	0	266.7%	40.0%	0	0	0	40.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	17	-14.3%	0.0%	0	45.5%	30.0%	15	15	3	30.0%	3	2	0	13.8%	1	-2	17.6%	0.0%		
11 Intermediate Sales & Service	48	0.0%	0.0%	0	220.8%	15.0%	22	22	20	15.0%	9	-1	0	21.8%	10	1	41.7%	22.9%		
12 Semi-Skilled Manual	15	0.0%	0.5%	0	26.7%	15.0%	7	7	11	15.0%	5	-3	0	22.7%	8	3	73.3%	40.0%		
13 Other Sales & Service	13,629	-0.4%	1.5%	613	58.4%	40.0%	16,355	16,968	4,551	40.0%	5,461	4,328	0	24.0%	1,280	-4,328	33.4%	-6.4%		
14 Other Manual Workers	6	0.0%	0.5%	0	0.0%	0.0%	0	0	2	0.0%	0	-1	0	10.3%	1	1	33.3%	33.3%		
Total	15,012	1.0%		0	60.0%		0	0	4,869	0.0%	0	-1,416	0	23.0%	1,416	1,416	32.4%	32.4%		

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0			
02 Middle & Other Managers		15.0		15.0%	
03 Professionals		19.7		19.7%	
04 Semi-Professionals & Tech		0.0			
05 Supervisors		0.0			
06 Supervisors: Crafts & Trades		0.0			
07 Administrative & Sr Clerical		10.8		10.8%	
08 Skilled Sales & Service		0.0			
09 Skilled Crafts & Trades		0.0			
10 Clerical Personnel		0.0			
11 Intermediate Sales & Service		0.0			
12 Semi-Skilled Manual		0.0			
13 Other Sales & Service		0.0			
14 Other Manual Workers		0.0			

Federal Contractors Program Achievement Report

Part 3: Goals

GDI Services (Canada) L.P.

2018-05-03

Total		0.0	0.0
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Federal Contractors Program Achievement Report

Part 4: Results - Women

GDI Services (Canada) L.P.

2018-05-03

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
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	2016	29	20	69.0	80.8	23	-3	85.4																
	2018	37	34	91.9	80.8	30	4	113.7	15	14	93.3	12		2	2	2	100.0	1	1	19	13	68.4	13	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	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	2016	3	1	33.3	10.5	0	1	317.5																
	2018	0	0	0.0	0.0	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	4	1	25.0	1	0
10 Clerical Personnel	2016	27	14	51.9	65.1	18	-4	79.6																
	2018	17	7	41.2	64.7	11	-4	63.6	7	6	85.7	5	1	0	0	0	0.0	0	0	10	9	90.0	5	4
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	48	29	60.4	61.9	30	-1	97.6	48	26	54.2	30	-4	0	0	0	0.0	0	0	53	29	54.7	0	29
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2018	15	0	0.0	18.4	3	-3	0.0	5	1	20.0	1	0	0	0	0	0.0	0	0	2	1	50.0	0	1

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			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	-2	16	-800.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-2	16	-800.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	-3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-3	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	-3	6	-200.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-3	6	-200.0			50.0	-400.0			0.5	-40000.0		
11 Intermediate Sales & Service Personnel	2018	-5	26	-520.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-5	26	-520.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	3	1	33.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	3	1	33.3			18.4	181.2			0.2	18115.9		

Federal Contractors Program Achievement Report
Part 4: Results - Women
GDI Services (Canada) L.P.

004468

2018-05-03

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y																				
																									Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D Workforce x 100	Part 1: Workforce Analysis	D x G + 100	E - H x 100	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
Employment Equity Occupational Group (EEOG)																							Workforce Analysis						Hires						Flow Data Analysis						Terminations			
		Year		All Employees		Women		All Employees		Women		All Employees		Women		All Employees		Women		All Employees		Women		All Employees		Women																		
				Representation		Availability		Gap		EE Result		Actual		Expected		Difference		Expected		Difference		Actual		Expected		Difference																		
		#		#		#		#		#		#		#		#		#		#		#		#		#		#																
		%		%		%		%		%		%		%		%		%		%		%		%		%		%																
13	Other Sales & Service Personnel	2018	3,359	5,498	163.7	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0												
13	Other Sales & Service Personnel	2021	3,359	5,498	163.7	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0												
14	Other Manual Workers	2018	6	2	33.3	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0												
14	Other Manual Workers	2021	6	2	33.3	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	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		2018	3,167	5,830	184.1	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0												
Total		2021	3,167	5,830	184.1	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	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; Part 3: Goals

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees	Women	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	
13	Other Sales & Service Personnel	2018	3,359	5,498	163.7	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
13	Other Sales & Service Personnel	2021	3,359	5,498	163.7	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
14	Other Manual Workers	2018	6	2	33.3	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
14	Other Manual Workers	2021	6	2	33.3	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Total		2018	3,167	5,830	184.1	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Total		2021	3,167	5,830	184.1	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

GDI Services (Canada) L.P.

2018-05-03

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
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	2016	29	0	0.0	0.7	0	0	0.0	15	0	0.0	0	0	2	0	0.0	0	0	19	0	0.0	0	0
	2018	37	0	0.0	0.7	0	0	0.0		0	0.0	0	0		0	0	0.0	0		0	0	0	0.0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
	2018	0	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	2016	3	0	0.0	1.4	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	4	0	0.0	0	0
	2018	0	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	2016	27	0	0.0	1.9	1	-1	0.0	7	0	0.0	0	0	0	0	0.0	0	0	10	0	0.0	0	0
	2018	17	0	0.0	1.6	0	0	0.0		0	0.0	0	0		0	0	0.0	0		0	0	0	0.0
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0	48	2	4.2	0	2	0	0	0.0	0	0	53	0	0.0	0	0
	2018	48	3	6.3	0.9	0	3	694.4		0	0	0.0	0		0	0	0.0	0		0	0	0	0.0
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0	5	1	20.0	0	1	0	0	0.0	0	0	2	0	0.0	0	0
	2018	15	1	6.7	0.9	0	1	740.7		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			
#	#	#	%	#	%	#	%	#	%	#	%			
07 Administrative & Senior Clerical	2018	-2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	-3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
10 Clerical Personnel	2018	-3	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	-3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	-5	2	-40.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-5	2	-40.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
12 Semi-Skilled Manual Workers	2018	3	1	33.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	3	1	33.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

Federal Contractors Program Achievement Report
Part 5: Results - Aboriginal Peoples
GDI Services (Canada) L.P.

004471

2018-05-03

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y								
																									Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D Workforce x 100	Part 1: Workforce Analysis	D x G + 100	E - H x 100	E + H x 100	Part 2: Flow Data Analysis
Workforce Analysis																							Flow Data Analysis									
Employment Equity Occupational Group (EEOG)		Year	Workforce										Hires					Promotions					Terminations									
			All Employees	Representation %	Aboriginal Peoples Availability %	Gap #	EE Result %	All Employees	Actual #	Expected #	Difference #	All Employees	Actual #	Expected #	Difference #	All Employees	Actual #	Expected #	Difference #	All Employees	Actual #	Expected #	Difference #									
13	Other Sales & Service Personnel	2018	13,777	339	2.5	3.1	427	-88	79.4	8,540	363	4.3	265	98	2,822	132	4.7	69	63	8,003	258	3.2	197	61								
14	Other Manual Workers	2018	0	0	0.0	0.0	0	0	0.0	3	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0								
Total		2018	14,551	354	2.4	3.1	451	-97	78.5	9,044	380	4.2	271	109	2,986	139	4.7	73	66	8,863	272	3.1	216	56								

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			Short-term Goals			Long-term Goals			Comments		
		All Employees	Aboriginal Peoples Actual	Goal %	Aboriginal Peoples Goal %	Percent of Goal Met	Aboriginal Peoples Goal %	Percent of Goal Met	Aboriginal Peoples Goal %	Percent of Goal Met			
13	Other Sales & Service Personnel	2018	3,359	495	14.7	79	626.6	0.0	0.0	9	5500.0	0.0	0.0
	2021	3,359	495	14.7			3.1	475.4				47537.2	
14	Other Manual Workers	2018	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	6	0	0.0									
Total		2018	3,167	519	16.4	81	640.7	0.0	0.0	16	3243.8	0.0	0.0
		2021	3,167	519	16.4			0.0	0.0			0.0	0.0

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

GDI Services (Canada) L.P.

2018-05-03

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
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	2016	192	1	0.5	4.3	8	-7	12.1																
	2018	409	4	1.0	4.3	18	-14	22.7	146	5	3.4	6	-1	58	2	3.4	0	2	407	5	1.2	2	3	
03 Professionals	2016	43	0	0.0	3.8	2	-2	0.0																
	2018	44	0	0.0	3.8	2	-2	0.0	17	0	0.0	1	-1	5	0	0.0	0	0	15	0	0.0	0	0	
04 Semi-Professionals & Technicians	2016	2	0	0.0	4.6	0	0	0.0																
	2018	10	0	0.0	4.6	0	0	0.0	4	0	0.0	0	0	0	0	0.0	0	0	9	0	0.0	0	0	
05 Supervisors	2016	478	9	1.9	13.9	66	-57	13.5																
	2018	797	18	2.3	13.9	111	-93	16.2	258	9	3.5	36	-27	96	5	5.2	2	3	341	3	0.9	6	-3	
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	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	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
01&02 Managers	2018	-203	7	-3.4	0	0.0	0.0	0.0	1	700.0	0.0	0.0		
	2021	-203	7	-3.4			4.3	-80.2			0.0	-8019.2		
03 Professionals	2018	7	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	7	0	0.0			3.8	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2018	-5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-5	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	2018	13	14	107.7	3	466.7	0.0	0.0	18	77.8	0.0	0.0		
	2021	13	14	107.7			13.9	774.8			0.1	77476.5		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

GDI Services (Canada) L.P.

2018-05-03

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
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							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#			
13 Other Sales & Service Personnel	2016	13,777	173	1.3	6.3	868	-695	19.9																
	2018	13,629	287	2.1	6.3	859	-572	33.4	8,540	331	3.9	538	-207	2,822	166	5.9	35	131	8,003	200	2.5	100	100	
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2018	6	0	0.0	5.3	0	0	0.0	3	0	0.0	0	0	3	0	0.0	0	0	0	0	0.0	0	0	
Total	2016	14,551	183	1.3	6.5	946	-763	19.3																
	2018	15,012	309	2.1	6.6	991	-682	31.2	9,044	345	3.8	597	-252	2,986	173	5.8	38	135	8,863	209	2.4	111	98	

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	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	3,359	497	14.8	25	1988.0	0.0	0.0	100	497.0	0.0	0.0		
	2021	3,359	497	14.8			6.3	234.9		0.1	23485.8			
14 Other Manual Workers	2018	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	6	0	0.0			0.0	0.0		0.0	0.0	0.0		
Total	2018	3,167	518	16.4	28	1850.0	0.0	0.0	123	421.1	0.0	0.0		
	2021	3,167	518	16.4			0.0	0.0		0.0	0.0	0.0		

**Federal Contractors Program Achievement Report
Part 7: Results - Members of Visible Minorities
GDI Services (Canada) L.P.**

004476

2018-05-03

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y																			
																									Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D Workforce x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis
Employment Equity Occupational Group (EEOG)																							Workforce Analysis										Flow Data Analysis										
		Year		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	2018	2018	29	0	0.0	7.8	2	-2	0.0	15	2	13.3	2	0	2	0	0.0	0	0	19	1	5.3	0	1																		
08	Skilled Sales & Service Personnel	2018	2018	37	3	8.1	10.8	4	-1	75.1	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0																		
09	Skilled Crafts & Trades Workers	2018	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	4	0	0.0	0	0																		
10	Clerical Personnel	2018	2018	27	1	3.7	12.3	3	-2	30.1	7	2	28.6	1	1	0	0	0.0	0	0	10	1	10.0	0	1																		
11	Intermediate Sales & Service Personnel	2018	2018	0	0	0.0	0.0	0	0	0.0	48	22	45.8	10	12	0	0	0.0	0	0	53	25	47.2	0	25																		
12	Semi-Skilled Manual Workers	2018	2018	0	0	0.0	0.0	0	0	0.0	5	3	60.0	1	2	0	0	0.0	0	0	2	0	0.0	0	0																		

Data sources: Part 2: Flow Data Analysis; Part 2: Flow Data Analysis; Part 3: E + D x 100 Goals; Part 3: E - G x 100 Goals; Part 3: E + H x 100 Goals; Part 3: L + K x 100 Goals; Part 3: E + M x 100 Goals

Occupational Group (EEOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments
		All Employees	Visible Minorities Actual	Goal %	Percent of Goal Met	Goal %	Percent of Goal Met	Goal %	Percent of Goal Met		
07	Administrative & Senior Clerical	2018	-2	2	-100.0	0	0.0	2	100.0	0.0	
08	Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0	0.0	0.1	
09	Skilled Crafts & Trades Workers	2018	-3	0	0.0	0	0.0	0	0.0	-92.5926	
10	Clerical Personnel	2018	-3	2	-66.7	1	200.0	1	200.0	0.0	
11	Intermediate Sales & Service Personnel	2018	-5	22	-440.0	0	0.0	0	0.0	0.0	
12	Semi-Skilled Manual Workers	2018	3	3	100.0	0	0.0	0	0.0	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

GDI Services (Canada) L.P.

2018-05-03

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
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							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	13,777	2,700	19.6	22.1	3,045	-345	88.7																
	2018	13,629	4,551	33.4	24.0	3,271	1,280	139.1	8,540	3,120	36.5	2,050	1,070	2,822	744	26.4	553	191	8,003	2,255	28.2	1,568	687	
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2018	6	2	33.3	10.3	1	1	323.6	3	0	0.0	0	0	3	0	0.0	0	0	0	0	0.0	0	0	
Total	2016	14,551	2,827	19.4	21.8	3,172	-345	89.1																
	2018	15,012	4,869	32.4	23.0	3,453	1,416	141.0	9,044	3,233	35.7	2,080	1,153	2,986	779	26.1	580	199	8,863	2,397	27.0	1,722	675	

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			
#	#	#	%	#	%	%	#	%	%	%				
13 Other Sales & Service Personnel	2018	3,359	3,864	115.0	310	1246.5	0.0	0.0	35	11040.0	0.0	0.0		
	2021	3,359	3,864	115.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	6	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	3,167	4,012	126.7	312	1285.9	0.0	0.0	46	8721.7	0.0	0.0		
	2021	3,167	4,012	126.7			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
GDI Services (Canada) L.P.
2018-05-03

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):

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.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

- Significant layoffs (include the number of employees affected and the occupational groups of those employees).

[Redacted area]

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

[Redacted area]

- Other.

[Redacted area]

Additional Details

Please provide any additional information (optional):

We are currently experiencing a significant labour shortage in Quebec. We have worked a lot with organizations (ex: Centre multiethnique de Québec, Communauté d'accueil aux réfugiés St-Yves, Option travail, etc.), in order to meet pools of candidates from groups in which we needed to increase the representativeness.

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: GDI Services (Canada) L.P.

Primary Location: Etobicoke, Ontario

Number of Employees: 15012

- Ontario - 4527
- Québec - 6183
- Nova Scotia - 561
- New Brunswick - 531
- Manitoba - 514
- British Columbia - 544
- Prince Edward Island - 44
- Saskatchewan - 298
- Alberta - 1631
- Newfoundland and Labrador - 179

Organization Overview:

NAICS 5617 Services to Buildings and Dwellings

GDI Services is a commercial facility services provider offering a range of services including office buildings, hotels, shopping centres, industrial facilities, healthcare establishments, distribution facilities, airports and other transportation facilities. GDI provides commercial janitorial, building system repair, servicing and other facility services, damage restoration, cleaning services and distributes janitorial and sanitation supplies.

Key Dates – First Year Assessment

Initiated: 2015-10-27
Received: 2016-05-03
Closed: 2016-05-13
Workforce Analysis: 2016-05-02

Key Dates – Subsequent Assessment

Initiated: 2018-03-28
Received: 2018-05-03
Workforce Analysis: 2018-05-01

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:

- Minor discrepancies were noted in the Achievement Report for the current assessment. Corrections were made based on the workforce analysis and Forms 1 to 6. The corrected report was returned to the employer for validation. The data from the current workforce analysis included in the Achievement Report is now consistent with that found in Forms 1 to 6 in WEIMS.

ASSESSMENT OF REASONABLE PROGRESS***Women***

5.	Supervisors	No goal set
7.	Administrative & Senior Clerical Personnel	No goal set
10.	Clerical Personnel	No goal set
13	Other Sales & Service Personnel	No goal set

Assessment/Observations

- No goals were set during the previous assessment given that the representation was above 50% in those EEOGs.

Aboriginal Peoples

1.	Senior Managers	No goal set
5.	Supervisors	Goal met at 750%
10.	Clerical Personnel	No goal set
13	Other Sales & Service Personnel	Goal met at 626%

Assessment/Observations

- EEOG 10: This EEOG saw a reduction in staff from 27 to 17, causing the gap to decrease from -1 to 0.
- All goals set during the previous assessment have been met.

Persons with Disabilities

1./2.	Managers	No goal set
3.	Professionals	No goal set
5.	Supervisors	Goal met at 467%
7.	Administrative & Senior Clerical Personnel	No goal set
10.	Clerical Personnel	No goal set
13	Other Sales & Service Personnel	Goal met at 1988%

Assessment/Observations

- All goals set during the previous assessment have been met.

Members of Visible Minorities

2.	Middle & Other Managers	No goal set
3.	Professionals	Goal met at 100%
7.	Administrative & Senior Clerical Personnel	No goal set
10.	Clerical Personnel	Goal met at 200%
13	Other Sales & Service Personnel	Goal met at 1246%

Assessment/Observations

- All goals set during the previous assessment have been met.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- The previous compliance assessment revealed a total of 19 gaps with seven short-term goals set. Four goals were not required and the previous assessment accepted that the company be found in compliance without setting goals for the other eight area of under-representation.
 - The organization achieved all seven goals set which demonstrate reasonable efforts.

ASSESSMENT OF GOALS

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

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	# or %	# or %	%	%
02	Middle & Other Managers	-7	38.9	38.9	30.8	38.9
05	Supervisors	-48	50	50	48.7	54.7
10	Clerical Personnel	-4	50	50	41.2	64.7
11	Intermediate Sales & Service Personnel	-1	-	-	60.4	61.9
12	Semi-Skilled Manual Workers	-3	18.4	18.4	0.0	18.4
13	Other Sales & Service Personnel	-659	-	-	50.2	55.0

Observations:

- No goals are required for EEOGs 11 and 13 given that the current representation of women is above 50%.

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	# or %	# or %	%	%
01	Senior Managers	-4	2.9	2.9	1.5	2.9
02	Middle & Other Managers	-1	2.2	2.2	1.2	2.2
13	Other Sales & Service Personnel	-83	3.1	3.1	2.5	3.1

Observations:

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%

1/2	Managers	-14	4.3	4.3	1.0	4.3
03	Professionals	-2	3.8	3.8	0.0	3.8
05	Supervisors	-93	13.9	13.9	2.3	13.9
07	Admin & Senior Clerical Personnel	-1	3.4	3.4	0.0	3.4
10	Clerical Personnel	-1	7.0	7.0	0.0	7.0
11	Intermediate Sales & Service Personnel	-3	5.6	5.6	0.0	5.6
12	Semi-Skilled Manual Workers	-1	4.8	4.8	0.0	4.8
13	Other Sales & Service Personnel	-572	6.3	6.3	2.1	6.3

Observations:

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-2	15.0	15.0	12.9	15.0
03	Professionals	-3	19.7	19.7	13.6	19.7
07	Admin & Senior Clerical Personnel	-1	10.8	10.8	8.1	10.8

Observations:

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

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

- Given that GDI Services (Canada) L.P. has a number of gaps for 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 these three groups. Guidance on the conduct of an employment systems review is available on the Labour Program website ([Step 2-2](#) of the modules).

Name of Analyst: Maurice N. Yakibonge

Date: 2018-10-05

From: Yakibonge, Maurice [NC] **On Behalf Of** EE-EME
Sent: October 10, 2018 3:26 PM
To: 'daniel.Sklivas@gdi.com' <daniel.Sklivas@gdi.com>
Cc: 'zahra.kanji@gdi.com' <zahra.kanji@gdi.com>; 'Laurie Germain' <Laurie.Germain@gdi.com>
Subject: Government of Canada Agreement Number: 061185 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Daniel Sklivas:

I am writing to inform you that the subsequent compliance assessment initiated on March 28, 2018 has been completed. As a result of the assessment, GDI Services (Canada) L.P. 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 GDI Services (Canada) L.P.'s employment equity program.

- Given that GDI Services (Canada) L.P. has a number of gaps for 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 these three groups. Guidance on the conduct of an employment systems review is available on the Labour Program website (Step 2-2 of the modules).

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on March 28, 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, GDI Services (Canada) L.P. 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.

Your cooperation during the course of this compliance assessment was appreciated and we wish GDI Services (Canada) L.P. 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



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