OFFICIAL USE ONLY Agreement N°:

Labour Program Federal Contractors Program

Agreement to Implement Employment Equity

✓ New Agreement				
Revised Agreement				
	ORGANIZATION			
Legal Name of Organization		Parent company	y is located outsi	de Canada
GDI Services (Canada) LP			z	*********
		***************************************	∐ Yes	∠ No
Operating Name (if different from Legal Name of Organization)		Danas and F	San	
Openiong name (8 unions aons cegai seame of Organization)		Procurement E	Business Numb	er
		Total number of	employees in C	anada.
			Time/Temporary	
Organization's North American Industry Classification System (I 56172	NAICS) Code Nº			S Code Number please ubjects-sujets/standard-
14 to 14		norme/naics-sci	an/2002/naics-sc	pian02I-eng.htm

Official use only (if information above is incorrect)				
Procurement Business Number Total	Il number of employees in Cana	da	Organization	's NAICS Code No
				······
	HEAD OFFICE		***************************************	***************************************
Address (building number, street, suite, etc.) 60 Worcester Rd.	City		Province	Postal Code
do morcascar ya:	Etobicoke		ON	M9W 5X2
	Telephone Numbe		Fax Numbe	r
	416-736-114	<u></u>		
EMPL	OYMENT EQUITY CONT	ACT	***************************************	
Name (print)	Title		***************************************	***************************************
Greg Szumilas	Corporate R	ecruiter	***************************************	
Telephone Number 416-736-1144	E-mail Address			
	[greg.szumil	asegalservi	ces.ca	
	CERTIFICATION		***************************************	······
The above-named organization:				
 having a combined workforce of 100 or more perman- 12 weeks or more in Canada, AND 	ent full-time, permanent part	time and tempor	ary employees	having worked
intending to bid on, or being in receipt of, a federal go	a commont manda ar anni ann		ér	
Supply Arrangement, valued at \$1,000,000 or more (ii	ncluding applicable taxes).	contract, standin	ig offer or conti	act issued under a
Hereby certifies its commitment to implement or maintain	employment equity on an on	-going basis, bev	ond the period	of the procurement
nstrument, in keeping with the Federal Contractors Progr	ram requirements. For more	information on hi	ow to impleme	nt employment equity
please refer to: http://www.esdc.gc.ca/eng/labour/equality	/icp/index.shtml			
mportant note: If an audit of the Agreement to Implemen	nt Employment Equity uncove	ers misrepresent	ation on the pa	irt of the organization,
he procurement instrument(s) with the Government of Ca	mada may be terminated.			
	SIGNATORY	***************************************	······································	***************************************
NOTE: The signatory must be the Chief Executive Office	······································	an executive no	sition with leas	al authority to sign a
contract on behalf of the organization.	, , , , , , , , , , , , , , , , , , , ,	p.		or mercinosity to origin or
Name (print)	Title		***************************************	
Dennis Fielding	V.P. Corpora	ite HR & Adm	ninistrati	ons
elephone Number	E-mail Address			
	dennis.field	unyegal80f7	/iues.ca	
	05/13/2014			
	ETURN INSTRUCTIONS			
MPORTANT -		•••••••••••••••••••••••••••••••••••••••		
 The original copy of the signed Agreement to Imple at: (819) 953-8768 or by e-mail at: ee-eme@hrsdc-r 	ement Employment Equity hdcc.oc.ca	form must be s	ent to the Lab	our Program fax,
* * * * * * * * * * * * * * * * * * *				

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION Period covered by te^{20JIDE-0429}b2018-05-01

Geographic regions

(INDICATE THE NUMBER OF EMPLOYEES IN EACH REGION).

	i	Province		
	Permanent full time	Permanent part- time	Temporary	Total number of employees
Ontario2936		1591	0	4527
Quebec3279		2904	0	6183
Nova Scotia339		222	0	561
New-338 Brunswick		193	0	531
Manitoba216		298	0	514
Colombia-428 British		116	0	544
Prince Edward Island-28 Édouard	3	16	0	44
Saskatchewan70		228	0	298
Alberta735		896	0	1631
Newfoundland and Lab	ador	104	0	179
Total number of employ in Canada	ees			1501

543	705	0	1248
144	123	0	267
148	89	0	237
2484	2153	0	4637
61	195	0	256
1122	712	0	1834
271	71	0	342
194	274	0	468
22	6	0	28
49	9	0	58
60	22	0	82
710	684	0	1394
30	30	0	60
4	6	0	10
28	22	0	50
518	172	0	690
	144 148 2484 61 1122 271 194 22 49 60 710 30 4 28	144 123 148 89 2484 2153 61 195 1122 712 271 71 194 274 22 6 49 9 60 22 710 684 30 30 4 6 28 22	144 123 0 148 89 0 2484 2153 0 61 195 0 1122 712 0 271 71 0 194 274 0 22 6 0 49 9 0 60 22 0 710 684 0 30 30 0 4 6 0 28 22 0

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION Period covered by te^{20JDEE0429}b2018-05-01

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



EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION Period covered by te^{20JDEE0429}b2018-05-01

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

Employment and Social Emploi et Développement Development Canada social Canada

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			employees			Aboriginal			ns with disal	oilities		of Visible M	inorities
Salary Range	Quarte		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Senior Management	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	313	146	167	5	3	2	4	2	2	37	17	20
	Total	313	146	167	5	3	2	2 4	2	2	37	17	20
Middle management and other directors	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	12	7	5	1	1							
	Total	12	7	5	1	1							
Professionals	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	21	10	11	1		1				3		3
	Total	21	10	11	1		1				3		3
Semi-professional and technical staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	1		1									
	Total	1		1									

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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			All employees			Aboriginal		Perso	Persons with disabilities	oilities	Members	Members of Visible Minorities	norities
Salary Hange Col. 1	Quarte r	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	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	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	7	1	6									
	Total	7	1	6									
Clerical staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	9	7	2							1		1
	Total	9	7	2							1		1
Intermediate sales and service personnel	4												
Upper value: Less than \$5,000	ယ												
Lower value: Less than \$5,000	2												
	1	14	6	8	1		1				6	4	2
	Total	14	6	8	1		_				6	4	2

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES Full time / National

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

Occupational Category		All	employees			Aboriginal		Perso	ns with disal	oilities	Members	of Visible Mi	norities
Salary Range Col. 1	Quarte r	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	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	6	6								5	5	
	Total	6	6								5	5	
Other sales and service personnel	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	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	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	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

Occupational Category Salary Range	Quarte	Total	All employees Men	Women	Total	Aboriginal Men	Women	Perso Total	Persons with disabilities al Men Wo	ilities Women	Members Total	Members of Visible Minorities Total Men Wom	inorities Women
Salary Range Col. 1	Quarte r	l otal Col. 2	Men Col. 3	Women Col. 4	l otal Col. 5	Men Col. 6	Women Col. 7	l otal Col. 8	Men Col. 9	Women Col. 10	l otal Col. 11	Men Col. 12	Women Col. 13
Senior Management	4												
Upper value: Less than \$5,000	ω												
Lower value: Less than \$5,000	2												
	_	1	8	3									
	Total	11	8	8									
Middle management and other directors	4												
Upper value: Less than \$5,000	သ												
Lower value: Less than \$5,000	2												
	1	73	52	21							11	10	
	Total	73	52	21							11	10	
Professionals	4												
Upper value: Less than \$5,000	ယ												
Lower value: Less than \$5,000	2												
	1	23	10	13							3		
	Total	23	10	13							3		
Semi-professional and technical staff	4												
Upper value: Less than \$5,000	သ												
Lower value: Less than \$5,000	2												
	_	9	2	7							2	1	
	Total	9	2	7							2	1	

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Employment and Social Emploi et Développement Development Canada social Canada

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

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES Part-time / National

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

Occupational Category		All	employees			Aboriginal		Perso	ns with disal	oilities	Members	of Visible Mi	inorities
Salary Range	Quarte	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Supervisors	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	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	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	30	2	28							3		3
	Total	30	2	28							3		3
Clerical staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	8	3	5							2		2
	Total	8	3	5							2		2
Intermediate sales and service personnel	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	34	13	21	2	2					14	5	9
	Total	34	13	21	2	2					14	5	Ç

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FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES Part-time / National

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

Occupational Category		All	employees			Aboriginal		Perso	ns with disab	ilities	Members	of Visible Mi	norities
Salary Range Col. 1	Quarte	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
COI. I		C01. 2	COI. 3	COI. 4	COI. 5	C01. 6	C01. 7	C01. 6	C01. 9	C01. 10	C01. 11	C01. 12	COI. 13
Skilled Manual Workers	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	9	9		1	1					6	6	
	Total	9	9		1	1					6	6	
Other sales and service personnel	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	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

GDI Services (Canada) L.P. (Certificate # 061185) FEDERAL Form 3 A

CONTRACT PROGRAMS: SALARY PROFILE

Full time / National

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

	Al	l employees			Aboriginal		Perso	ons with disabi	lities	Member	s of Visible Min	orities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
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

Form 3 B

CONTRACT PROGRAMS: SALARY PROFILE

Part-time / National

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

	Al	l employees			Aboriginal		Perso	ons with disabi	lities	Members	s of Visible Min	orities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
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

CONTRACT PROGRAMS: RECRUITMENTS

Full time / National

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

	Al	l employees			Aboriginal		Pers	ons with disabi	lities	Member	s of Visible Min	orities
Occupational Category	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
				001. 4	001. 3	COI. 0	COI. 7	COI. 0	001. 9			
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

	Al	l employees			Aboriginal		Pers	ons with disabi	lities	Member	s of Visible Min	orities
Occupational Category	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

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS Full time / National

	Promoted 6	employees (em	ployees promo	ted during neric	y ear should be	teported only i	n the occupatio	nal groups in v	vhich or to whic	ch they were la	st promoted.	
Occupational Category	Al	l employees			Aboriginal		Pers	ons with disabi	lities	Member	s of Visible Min	orities
Coccupational Category	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

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS Part-time / National

	Promoted e	employees (em	ployees promo	egoting reci	y ear should be	leported only i	n the occupation	nal groups in v	vhich or to which	ch they were la	st promoted.	
Occupational Category	Al	l employees			Aboriginal		Pers	ons with disabi	lities	Members	s of Visible Min	orities
Occupational Category	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

	Al	l employees			Aboriginal		Pers	ons with disabi	ities	Members	s of Visible Min	orities
Occupational Category	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Senior 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

	Al	l employees			Aboriginal		Pers	ons with disabi	ilities	Member	s of Visible Min	orities
Occupational Category	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

Workforce Analysis - Summary Report

Date: 2018-05-01

Women

				Women		
Employment Equity Occupational Group	All Employees	Repres	sentation	Ava	ilability	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
· <u>-</u>						
Total	15012	7527	50.2 %	54.3 %	8157	-630



Workforce Analysis - Summary Report

Date: 2018-05-01

Aboriginal Peoples

			Abori	ginal People	s		
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	ilability	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	



Workforce Analysis - Summary Report

Date: 2018-05-01

Members of Visible Minorities

			Members o	of Visible Mir	norities	
Employment Equity Occupational Group	All Employees	Repres	sentation	Ava	ilability	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
0 : 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



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

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Workforce Analysis - Summary Report

Date: 2018-05-01

Persons with Disabilities

			Persons v	Persons with Disabilities	es	
Employment Equity Occupational Group	All Employees	Represe	Representation	Availability	ability	Gap
	#	#	%	%	#	#
01/02 : Managers	409	4	1.0 %	4.3 %	18	-14
03 : Professionals	44	0	0.0 %	3.8 %	2	-23
04 : Semi-Professionals and Technicians	10	0	0.0 %	4.6 %	0	0
05 : Supervisors	797	18	2.3 %	13.9 %	111	-93
07 : Administrative and Senior Clerical Personnel	37	0	0.0 %	3.4 %	_	1
10 : Clerical Personnel	17	0	0.0 %	7.0 %	_	-
11 : Intermediate Sales and Service Personnel	48	0	0.0 %	5.6 %	ω	မ်
12 : Semi-Skilled Manual Workers	15	0	0.0 %	4.8 %	_	<u>-</u>
13 : Other Sales and Service Personnel	13629	287	2.1 %	6.3 %	859	-572
14 : Other Manual Workers	Ō	0	0.0 %	5.3 %	0	0
Total	15012	309	2.1 %	6.6 %	996	-687



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	СМА



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 Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2016	05	02

Data from S	Subsequent/Curro Analysis	ent Workforce
L	J.	J.

Data from Subse	equent/Current Wo	orkforce Analysis
YYYY	MM	DD
2018	05	01

			Гable 1: Women	l
		First/Pr	evious Workforce A	Analysis
Emplo	yment Equity Occupational Group (EEOG)	All Employees	Women	
Embio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	163	90	27.4
02	Middle & Other Managers	29	11	38.9
03	Professionals	43	25	55.9
04	Semi-Professionals & Technicians	2	2	85.5
05	Supervisors	478	248	57.2
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	29	20	80.8
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	3	1	10.5
10	Clerical Personnel	27	14	65.1
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	7,159	55.1
14	Other Manual Workers	0	0	0.0
Total		14,551	7,570	54.9

	Table 5: Women	
Subsequent	/Current Workford	e Analysis
All Employees	Won	ien
	Representation	Availability*
#	#	0/0
324	170	27.4
85	26	38.9
44	24	54.0
10	8	44.9
797	388	54.7
0	0	0.0
37	34	80.8
0	0	0.0
0	0	0.0
17	7	64.7
48	29	61.9
15	0	18.4
13,629	6,837	55.0
6	4	18.6
15,012	7,527	54.3

* Source	e:			
2011 Na	tional Hou	isehold Surv	/ey	

* Source	:			
2011 Nat	ional House	ehold Survey	1	

Federal Contractors Program Achievement Report GDI Services (Canada) L.P. Part 1: Workforce Analysis 2018-05-03

02	05	2016
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force Analysis	Data from First/Previous Workforce Analysis	Data from Fi
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kforce Analysis	Data from First/Previous Workforce Analysis	Data from Firs

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

Data from Subsequent/Current Workforce

3.1	354	14,551	
0.0	0	0	Other Manual Workers
3.1	339	13,777	Other Sales & Service Personnel
0.0	0	0	Semi-Skilled Manual Workers
0.0	0	0	Intermediate Sales & Service Personnel
1.9	0	27	Clerical Personnel
1.4	0	ယ	Skilled Crafts & Trades Workers
0.0	0	0	Skilled Sales & Service Personnel
0.7	0	29	Administrative & Senior Clerical Personnel
0.0	0	0	Supervisors: Crafts & Trades
3.3	9	478	Supervisors
0.9	0	2	Semi-Professionals & Technicians
2.1		43	Professionals
2.2	1	29	Middle & Other Managers
2.9	4	163	Senior Managers
%	#	#	
Availability*	Representation		ny mene Eduny Occubational Oroup (EEOO)
l Peoples	Aboriginal Peoples	All Employees	ovment Fauity Occupational Cropp (FFOC)
\nalysis	First/Previous Workforce Analysis	First/Pr	
eoples	Table 2: Aboriginal Peoples	Table	

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ubsequent/Current Workforce Analysis	Table 6: Aboriginal Peoples	0.0
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1.6	0	17
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0.7	0	37
0.0	0	0
2.4	28	797
1.4	0	10
1.9	<u> </u>	44
2.2	1	85
2.9	5	324
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Availability*	Representation	
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2011 National Household Survey

* Source:

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

GDI Services (Canada) L.P.

2018-05-03

Data from Fi	rst/Previous Wo	rkforce Analysis
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Data from Fi	rst/Previous Workt	force Analysis
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2018	05	01
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Data from Subse	equent/Current Wo	orkforce Analysis

		Table 3: Members of Visible Minorities			
		First/Previous Workforce Analysis			
Emplo	symant Equity Occupational Crown (EEOC)	All Employees	Members of Vis	Members of Visible Minorities	
Employment Equity Occupational Group (EEOG)			Representation	Availability*	
		#	#	%	
01	Senior Managers	163	32	10.1	
02	Middle & Other Managers	29	0	15.0	
03	Professionals	43	3	17.7	
04	Semi-Professionals & Technicians	2	1	8.3	
05	Supervisors	478	90	17.9	
06	Supervisors: Crafts & Trades	0	0	0.0	
07	Administrative & Senior Clerical Personnel	29	0	7.8	
08	Skilled Sales & Service Personnel	0	0	0.0	
09	Skilled Crafts & Trades Workers	3	0	14.4	
10	Clerical Personnel	27	1	12.3	
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	2,700	22.1	
14	Other Manual Workers	0	0	0.0	
Total		14,551	2,827	21.8	

Table 7: Members of Visible Minorities					
Subsequent/Current Workforce Analysis					
All Employees	Members of Vis	ible Minorities			
	Representation	Availability*			
#	#	%			
324	37	10.1			
85	11	15.0			
44	6	19.7			
10	2	7.2			
797	223	14.0			
0	0	0.0			
37	3	10.8			
0	0	0.0			
0	0	0.0			
17	3	13.8			
48	20	21.8			
15	11	22.7			
13,629	4,551	24.0			
6	2	10.3			
15,012	4,869	23.0			

* Source:		
2011 Natio	l Household Survey	

* So	ource:				
201	1 Nati	onal Ho	usehold	l Survey	

Federal Contractors Program Achievement Report GDI Services (Canada) L.P. Part 1: Workforce Analysis 2018-05-03 004446

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Employment Equity Occu

01/02 | Managers

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2018	YYYY	Data from Subse
05	MM	Data from Subsequent/Current Workforce Analysis
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6.5	183	14,551	
0.0	0	0	Other Manual Workers
6.3	173	13,777	Other Sales & Service Personnel
0.0	0	0	Semi-Skilled Manual Workers
0.0	0	0	Intermediate Sales & Service Personnel
7.0	0	27	Clerical Personnel
3.8	0	ω	Skilled Crafts & Trades Workers
0.0	0	0	Skilled Sales & Service Personnel
3.4	0	29	Administrative & Senior Clerical Personnel
0.0	0	0	Supervisors: Crafts & Trades
13.9	9	478	Supervisors
4.6	0	2	Semi-Professionals & Technicians
3.8	0	43	Professionals
4.3	1	192	Managers
%	#	#	
Availability*	Representation		y ment Eduny Occupational Group (EEGG)
Disabilities	Persons with Disabilities	All Employees	vment Family Occupational Crown (FFOC)
\nalysis	First/Previous Workforce Analysis	First/Pro	
sabilities	Table 4: Persons with Disabilities	Table 4:	

15,012	6	13,629	15	48	17	0	0	37	0	797	10	44	409	#	Repre	All Employees F	Subsequent/Current Workforce Analysis	Table 8: Persons with Disabilities
309	0	287	0	0	0	0	0	0	0	18	0	0	4	#	Representation	Persons with Disabilities	nt Workfored	ns with Dis
6.6	5.3	6.3	4.8	5.6	7.0	0.0	0.0	3.4	0.0	13.9	4.6	3.8	4.3	%	Availability*	Disabilities	e Analysis	abilities

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Part 2: Flow Data Analysis

GDI Services (Canada) L.P

2018-05-03

Start Date of Flow Data MM DD

YYYY 2016

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2018	AAAA	End I
05	MM	End Date of Flow Data
01	aa	/ Data

Data from Form 4 - Employees Hired

Table 1: Women

Full-time / National

Part-time / National

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	i tomoreu
Table 5: Women	Table 5: Women

Promoted

Data from Form 5 - Employees

All ployees comoted Women Promoted All Employees Promoted Women Promoted # # # # 58 28 0 0 0 0 0 0 3 0 2 2 60 37 36 17 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1,185 549 1,637 874 1,185 0 <t< th=""><th>895</th><th>1,677</th><th>615</th><th>1,309</th></t<>	895	1,677	615	1,309
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Women Employees Promoted Promoted Promoted Promoted Promoted Promoted Promoted	874	1,637	549	1,185
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07

Administrative & Senior Clerical Personnel

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Supervisors

Supervisors: Crafts & Trades

Semi-Professionals & Technicians

02

Middle & Other Managers

Senior Managers

Professionals

Employment Equity Occupational Group

Employees

Women Hired

Employees Hired

Women Hired

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Hired

09 80

Skilled Crafts & Trades Workers Skilled Sales & Service Personnel

10 Clerical Personnel

Intermediate Sales & Service Personnel

14 Other Manual Workers

13 12 =

Other Sales & Service Personnel Semi-Skilled Manual Workers

2,841

3,115

1,379

5,929

2,941

2,822

Data from Form 6 - Employees Terminated

376	#	Women Women Terminated	l-time / National
162 10	#	All Employees Terminated	
7	#	Women Terminated	Part-time / National

2,743	5,040	1,848	3,823
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2,612	4,807	1,577	3,196
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0	0	0	0
13	19	0	0
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9	12	0	(J)
10	21	0	0
7	10	162	376
#	#	#	#
Women Terminated	All Employees Terminated	Women Terminated	All Employees Terminated
/ National	Part-time / National	/National	Full-time / National
	WOMEN	Table 3.	

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

GDI Services (Canada) L.P.

2018-05-03

248

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5,699

5,929

115

125

Start	Date of Flow	v Data
YYYY	MM	DD
2016	05	02

End I	Date of Flow	Data
YYYY	MM	DD
2018	05	01

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Table 6: Aboriginal Paoples

Data from Form 6 - Employees Terminated

		Tab	ole 2: Abor	iginal Peo	ples
		Full-time	/ National	Part-time	/ National
	ployment Equity Occupational Group EOG)	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

154

2,841

3,115

05 Supervisors

10 Clerical Personnel

06 Supervisors: Crafts & Trades

08 Skilled Sales & Service Personnel09 Skilled Crafts & Trades Workers

12 Semi-Skilled Manual Workers

14 Other Manual Workers

Total

13 Other Sales & Service Personnel

07 Administrative & Senior Clerical Personnel

11 Intermediate Sales & Service Personnel

Full-time / National		Part-time / National		
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	
#	#	#	#	
58	2	0	0	
0	0	0	0	
3	0	2	0	
0	0	0	0	
60	4	36	1	
0	0	0	0	
0	0	2	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
1,185	44	1,637	88	
3	0	0	0	
1,309	50	1,677	89	

Tabl	e 10: Abo	riginal Peoples			
Full-time / National		Part-time / National			
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated		
#	#	#	#		
376	6	10	0		
0	0	21	0		
3	0	12	0		
5	0	4	0		
225	6	116	2		
0	0	0	0		
0	0	19	0		
0	0	0	0		
2	0	2	0		
0	0	10	0		
15	0	38	0		
1	0	1	0		
3,196	89	4,807	169		
0	0	0	0		
3,823	101	5,040	171		

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

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

2016	YYYY	Start
05	MM	Start Date of Flow Data
02	DD	v Data

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Data from Form 4 - Employees Hired

Table 3: Persons with Disabilities

Full-time / National

Part-time / Nationa

Employment Equity Occupational Group

Employees

Persons with Disabilities Hired

Employees

Disabilitie Persons w Hired

Hired

	105	1,677	68	1,309	206
	0	0	0	3	0
	103	1,637	63	1,185	204
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	2	0	0	0
	0	0	0	0	0
	2	36	3	60	2
	0	0	0	0	0
	0	2	0	3	0
	0	0	0	0	0
	0	0	2	58	0
	#	#	#	#	#
Em Ters	Disabilities Promoted	Employees Promoted	Disabilities Promoted	Employees Promoted	ed
	Persons with	<u> </u>	Persons with	2	S with
Ŧ	/ National	Part-time / National	/National	Full-time / National	onal
	Disabilities	with Disa	Table 7: Persons	Table '	es
	•	+	•	•]`

3 104

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Intermediate Sales & Service Personnel

10 Clerical Personnel

14 Other Manual Workers

13 12

Other Sales & Service Personnel Semi-Skilled Manual Workers

2,841

3,115

5,929

09 80

Skilled Crafts & Trades Workers Skilled Sales & Service Personnel 07 90 05 04 0302

Administrative & Senior Clerical Personnel

Supervisors: Crafts & Trades

Supervisors

Semi-Professionals & Technicians

Middle & Other Managers

Senior Managers

Professionals

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees

Terminated

376	#	All Employees Terminated	Table 1 Full-time	←
ر. ن	#	Persons with Disabilities Terminated	Table 11: Persons with Disabilities Full-time / National Part-time / Nations	←
10	#	All Employees Terminated	s with Dis	←
0	#	Persons with Disabilities Terminated	with Disabilities Part-time / National	←

3 0 12	0 0 21	376 5 10	# # #	All Persons with All Permployees Disabilities Employees Disabilities Terminated Terminated T	Full-time / National Part-time / National	Table 11: Persons with Disabilities
0	0	0	#	Persons with Disabilities Terminated	/ National	abilities

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GDI Services (Canada) L.P.

Part 2: Flow Data Analysis

2018-05-03

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Data from Form 4 - Employees Hired

Table 4: Members of Visible Minorities

Employment Equity Occupational Grou

	Full-time / National	/National	Part-time / National	/ National	Full-time / Nz	\ Z
nployment Equity Occupational Group (EOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All Employees Promoted	Me P
	#	#	#	#	#	
Senior Managers	106	21	10	2	58	
Middle & Other Managers	0	0	30	<u> Vi</u>	0	
Professionals	6	0	11	1	3	
Semi-Professionals & Technicians		1	သ	0	0	
Supervisors	154	29	104	25	60	
Supervisors: Crafts & Trades	0	0	0	0	0	
Administrative & Senior Clerical Personnel	0	0	15	2	0	
Skilled Sales & Service Personnel	0	0	0	0	0	
Skilled Crafts & Trades Workers	1	0	0	0	0	
Clerical Personnel	0	0	7	2	0	
Intermediate Sales & Service Personnel	3	2	45	20	0	
Semi-Skilled Manual Workers	0	0	5	(J)	0	
Other Sales & Service Personnel	2,841	740	5,699	2,380	1,185	
Other Manual Workers	3	0	0	0	3	
		-		•	-	

07

90 05 04 0302

9 80

10 Clerical Personnel

14 Other Manual Workers

3,115

793

5,929

2,440

1,309

1,677

1,637

478

13 12 1

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 8: Members of Visible Minorities Full-time / National Visible embers of linorities omoted Part-time / National Employees Promoted Members of Minorities Promoted Visible L T

376 49 0 0	# #	All Visible Employees rminated Terminated Terminated	ull-time / National Pa	able 12: Members of Visible Minorities	+	-
10 2	#	Members of Visible ees Minorities Terminated	Part-time / National	ble Minorities	←	

3,823	0	3,196		15	0	2	0	0	0	225	5	သ	0	376	#	All Employees Terminated	Full-time / National
1,064	0	957	0	8	0	0	0	0	0	45	5	0	0	49	#	Members of Visible Minorities Terminated	/ National
5,040	0	4,807	1	38	10	2	0	19	0	116	4	12	21	10	#	All Employees Terminated	Part-time
1,333	0	1,298	0	17	_	0	0	_	0	12	0	0	2	2	#	Members of Visible Minorities Terminated	Part-time / National

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

									Data 1	or First/I	Previous (Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	О	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	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	↓	↓	1	↓	↓	1	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓
									***	Table 1:									
				40 E.					First/	Previous Sh	iort-term G	ioals		***	omen				
		I		AH En	ployees								2 V	r Goals	omen	T	1		
	Number	Grow	th (New Posit	ions)	Turnover (Re	placement o Employees)	f Terminated		Number		eplacement of	Hires		n - To					
Employment Equity	wment Equity ntional Group (EEOG) YYYY-MM-DD Actual Projected Actual Projected		iected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3				
Occupational Group (EEOG)			-	Over 3			Over 3	Years			Over 3	Over 3 Years			Availability		Gap	Representation	Years
	2016-05-02	Annually	Annually	Years	Annually	Annually	Years		2016-05-02	Annually	Years		2016	2019					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	163	25.7%		0	158.5%		0	0	90		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	58.1%	58.1%
04 Semi-Professionals & Tech	2			0	150.0%		0	0	2	0.0%	0	0	0		85.5%	1	0	100.0%	100.0%
05 Supervisors 06 Supervisors: Crafts & Trades	478 0			0	53.5% 0.0%		0	0	248	0.0% 0.0%	0	25	0		57.2% 0.0%	-25	-25 0	51.9% #DIV/0!	51.9% #DIV/0!
07 Administrative & Sr Clerical	29			0	57.6%		"	١	20	0.0%	١	0	0		80.8%	-3	Ů	#DIV/0! 69.0%	#DIV/0! 69.0%
08 Skilled Sales & Service	0	0.0%		0	0.0%		"		1 20	0.0%	"]	0		0.0%] -3	-5	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	3	-100.0%		0	266.7%		0	١	1	0.0%	ا ا	_1	١		10.5%] ĭ	1	33.3%	33.3%
10 Clerical Personnel	27	-14.3%		0	45.5%] 0	٥	14	0.0%	ن ا	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) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

						Table 2: Women
100	1		Won	ien		
	oloyment Equity upational Group (EEOG)	Short-ter		Long-ter	rm Goals	Comments
0.1	Senior Managers	#	% 0.0	#	0.0	
	Middle & Other Managers	0	0.0	0	0.0	
	Professionals	0	0.0		0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
	Supervisors: Crafts & Trades	0	0.0	0	0.0	
	Administrative & Sr Clerical	0	0.0	0	0.0	
	Skilled Sales & Service	0	0.0		0.0	
	Skilled Crafts & Trades Clerical Personnel	0	0.0		0.0	
	Intermediate Sales & Service	0	0.0		0.0	
	Semi-Skilled Manual	0	0.0		0.0	
1	Other Sales & Service	0	0.0	0	0.0	004451

14 Other Manual Workers Total				
27.5 0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0	2018-05-03	GDI Services (Canada) L.P.	Part 3: Goals	Federal Contractors Program Achievement Report

Data for First/Previous Goals	2018-05-03	GDI Services (Canada) L.P.	Part 3: Goals	Federal Contractors Program Achievement Report	33
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Total	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers			Occupational Group (EFOG)	Fundament Fallin					Data sources:	AB
	kers	/ice	ıal	& Service		rades	rvice	sr Clerical	& Trades		& Tech		anagers						Γ				. W	
14,551	0	13,777	0	0	27	s	0	29	0	478	2	43	29	163	#	2016-05-02	AAAAWW-DD	Number				←	From Workforce Analysis	С
1.0%	0.0%	-0.4%	0.0%	0.0%	-14.3%	-100.0%	0.0%	8.5%	0.0%	18.6%	71.0%	0.8%	43.1%	25.7%	%	Annually	Actual	Grew				←	From Workforce Analysis [†]	D
															%	Annually	Projected	Growth (New Positions)				←	Data Entry	Е
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years	ected	ions)	All Em			←	CxEx3	F
60.0%	0.0%	58.4%	26.7%	220.8%	45.5%	266.7%	0.0%	57.6%	0.0%	53.5%	150.0%	34.5%	36.8%	158.5%	%	Annually	Actual	Turnover (R	All Employees			←	From Flow Workforce Data Entry C x E x 3 Analysis & Analysis Analysis &	G
															%	Annually	Projected	Turnover (Replacement of Terminated Employees)				←	Data Entry	Н
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years	ected	Terminated				←	CxHx3	-
															*	Vears	Hires Over 3	Anticipated				←	F + I	J
0 354	0	0 339	0	0	0	0	0	0	0	0	0	0	0	0	#	2016-05-02	YYYY-MM-DD	Number		Firs	Tab	←	From Workforce Analysis	K
4 0.0%	0 0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	9 0.0%	0.0%	1 0.0%	1 0.0%	4 0.0%	%	Annually		Turnover (First/Previous Short-term Goals	Table 3: Aboriginal Peoples	←	Equivalent to H	Т
	6	<u>^</u>	<u>^`</u>	<u>^`</u>	<u>^</u>	<u>^</u>	<u>~</u>	<u>6\</u>	<u>~</u>	<u></u>	<u>^`</u>	<u>^</u>	<u>^</u>	<u>^</u>	*	Over 3 Years		Turnover (Replacement of Terminated Employees)		short-term	riginal Pe	←	7	Δ
0 97	0	0 88	<u> </u>		0	0		0		<u> </u>	<u> </u>	<u> </u>	0	0	*	Years	Over 3	•		Goals	oples	←	(F x Q) - R + M	z
	0	<u>~</u>			_					7	<u> </u>			_	#	2016	1717	3 Yes				←	JхР	0
0	U	<u> </u>	<u>U</u>	0	<u>)</u>	<u> </u>		<u> </u>	<u> </u>	<u> </u>	<u>U</u>	<u> </u>	<u> </u>)	%	2019	AAAA - AAAA	3 Year Goals From - To	Aborig			←	Data Entry	P
3.1%	0.0%	3.1%	0.0%	0.0%	1.9%	1.4%	0.0%	0.7%	0.0%	3.3%	0.9%	2.1%	2.2%	2.9%	%		Availability	P	Aboriginal Peoples			←	From Workforco Analysis	O P Q
6 -97		-88	<u>~</u>	<u>6</u>	<u>~</u>	<u>^</u>	<u>~</u>	6	<u>~</u>		<u>~</u>	<u>^</u>	<u>6\</u>	<u>~</u>	#		Present Gap					←	From Workforc Analysis	
7 -97		- <u>~</u>	<u>0</u>	<u> </u>		0	0	0 (0	-7 -7	<u>0</u>	<u> </u>	0 (#:		Gap	5				←	From (K - M + Workforce O) - ((C + Analysis F) x Q)	S
7			0 #	0 #		0	0 #	0	0 #	7	0	0	0		%		Representation	D				←	K + C	T
2.4%	#DIV/0!	2.5%	#DIV/0!	#DIV/0!	0.0%	0.0%	#DIV/0!	0.0%	#DIV/0!	1.9%	0.0%	2.3%	3.4%	2.5%										
2.4%	#DIV/0!	2.5%	#DIV/0!	#DIV/0!	0.0%	0.0%	#DIV/0!	0.0%	#DIV/0!	1.9%	0.0%	2.3%	3.4%	2.5%	%	Years	Representation in 3	Projected				←	(K - M + O) ÷ (C + F)	S T U

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

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

13	12	Ξ	10	09	08	07	06	05	04	03	02	01				
13 Other Sales & Service	12 Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	Supervisors	Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	Occupational Group (FFOG)		
ıles & Se	illed Ma	fiate Sale	Personn	Trafts &	sales & S	trative &	ors: Cra	ors	ofessiona	onals	& Other	Aanagers	A description	Crown		
rvice	nual	es & Serv	el	Trades	ervice	Sr Cleri	fts & Tra		als & Tec		Manager			FFOC		
		rice				cal	des		h		S			Ι		
79	0	_	•		-	0	0	2	0	-	0	•	#	Short-term Goals		
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0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			Aboriginal Peoples	
9	0	0	_	0	0	0	0	Ų,	0	0	0	_	#	ong-ter	oples	
													%	Long-term Goals		
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		<u>"</u>		
																lable
																lable 4: Aboriginal Peoples
																origin
																al Peop
														Co		oles
														Comments		
														SS.		
			Ш	Ш												

	Federal Contractors Program Achievement Report
	Part 3: Goals
	GDI Services (Canada) L.P.
	2018-05-03
_	4 Other Manual Workers 0 0.0 0 0.0
Total	al 81 16

2018-05-03	GDI Services (Canada) L.P.	Part 3: Goals	Federal Contractors Program Achievement Report	555
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Total	14 Other M	13 Other Sa	12 Semi-Sk	11 Intermed	10 Clerical	09 Skilled (08 Skilled S	07 Adminis	06 Supervis	05 Supervisors	04 Semi-Pri	03 Professionals	01/02 Managers		o call	Occupational						Data sources:	Α
	Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	ors	Semi-Professionals & Tech	onals	S.		Consideration of the Constant	Crown (FEOC)	,						В
14,551	0	13,777	0	0	27	ဒ	0	29	0	478	2	43	192	#	2016-05-02	AAAAWW-DD	Number				←	From Workforce Analysis	С
1.0%	0.0%	-0.4%	0.0%	0.0%	-14.3%	-100.0%	0.0%	8.5%	0.0%	18.6%	71.0%	0.8%	34.4%	%	Annually	Actual	Grow				+	From Workforce Data Entry C x E x 3 Analysis†	D
														%	Annually	Projected	Growth (New Positions)				+	Data Entry	Е
0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years	cted		All Employees			+		F
60.0%	0.0%	58.4%	26.7%	220.8%	45.5%	266.7%	0.0%	57.6%	0.0%	53.5%	150.0%	34.5%	97.7%	%	Annually	Actual	Turnover (Replacement of Terminated Employees)	loyees			←	From Flow Data Analysis & Workforce Analysis [‡]	G
														%	Annually	Projected	placement of T Employees)					Data Entry	Н
0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years						←	CxHx3	1
0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Years	Hires Over 3	Anticipated				←	ъ + П	J
183)	173			0		(0	(9				#	2016-05-02	GG-WW-AAAA	Number		First	Table 5	←	From Workforce Analysis	K
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	%	Annually		Turnover (Repla		First/Previous Short-term Goals	Table 5: Persons w	←	Equivalent to H	L
0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years		urnover (Replacement of Ferminated Employees)		nort-term C	Service 1	+	KxLx3	×
763	0	695	0	0	2	0	0	_	0	57	0	2	7	#	Years	Over 3	Hires		oals	th Disabilities	←	(F x Q) - R + M	Z
0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	2016	11717 - 11717	3 Year Goals From - To				←	JxP	0
														%	2019	7777	Goals - To	Persons wit			←	Data Entry	P
6.5%	0.0%	6.3%	0.0%	0.0%	7.0%	3.8%	0.0%	3.4%	0.0%	13.9%	4.6%	3.8%	4.3%	%		Availability		Persons with Disabilities			+	From Workforce Analysis	Q
-763	0	-695	0	0	-2	0	0	-1	0	-57	0	-2	-7	#		Present Gap		55			←	From Workforce Analysis	R
-763	0	-695	0	0	-2	0	0	_	0	-57	0	-2	-7	#			7				↓		s
			#1	#1			<u>#</u>							9%		Representation	5				↓	K ÷ C	·
1.3%	#DIV/0!	1.3%	#DIV/0!	#DIV/0!	0.0%	0.0%	#DIV/0!	0.0%	#DIV/0!	1.9%	0.0%	0.0%	0.5%										
1.3%	#DIV/0!	1.3%	#DIV/0!	#DIV/0!	0.0%	0.0%	#DIV/0!	0.0%	#DIV/0!	1.9%	0.0%	0.0%	0.5%	%	Years	Representation in 3	Projected				←	(K - M + O) + (C + F)	T U

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

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

Total	14 Other	13 Other	12 Semi-S	11 Interm	10 Clerica	09 Skilled	08 Skilled	07 Admin	06 Superv	05 Supervisors	04 Semi-l	03 Professionals	01/02 Managers	Occupanion	December and Leave	Familiarman	
	14 Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	visors	04 Semi-Professionals & Tech	sionals	zers .	m oronh (maco)	Company Comp (FFOC)	Fanin	
2		2												#	Short-to		
28	0.0	25 0.0	0.0	0 0.	0.0	0.	00_	0.	0.	3 0.	0.0	0.0	0.0	%	Short-term Goals	Persons with Disabilities	
	0	<u> </u>						<u> </u>			<u> </u>	0		#	Lon	Disabi	
73	0	00	0	0	2	0	0		0	-8	0		_		Long-term Goals	lities	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	%	Goals		
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Federal Contractors Program Achievement Report Part 3: Goals GDI Services (Canada) L.P. 2018-05-03
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									Data f	or First/I	Previous (Goals							
		-	-	-	1 -											,			
A B	С	D	Е	F	G	Н	<u> </u>	<u> </u>	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
					↓	↓		<u> </u>			<u> </u>	<u> </u>			↓		↓	↓	\
									Table 7: M				S						
				40.0					First/	Previous Sh	iort-term (oals	3.4	1 63	isible Minor	1.7			
				All En	ployees					1				embers of V	isible Minor	ities			1
	Number	Grow	vth (New Posi	tions)	Turnover (Re	placement of Employees)	Terminated		Number	Turnover (Re	eplacement of	Hires		r Goais n - To					
Employment Equity	YYYY-MM-DD	Actual	D _{en}	ected	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	1111-000-00	Actual	1103	Over 3	Actual	110)	Over 3	Years			Over 3	Over 3 Years	****		Availability	lesen out	Gap	Representation	Years
	2016-05-02	Annually	Annually	Years	Annually	Annually	Years		2016-05-02	Annually	Years	7 (11)	2016	2019					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	163	25.7%		0	158.5%		0	0	32		0	-16	0		10.1%	1	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%		1 0	150.0%		0	0	90	0.0%	0	-1	0		8.3%		1	50.0%	50.0%
05 Supervisors 06 Supervisors: Crafts & Trades	478 0	18.6% 0.0%		"	53.5%		"	0	90	0.0% 0.0%	"	-4	"		17.9% 0.0%		4	18.8% #DIV/0!	18.8% #DIV/0!
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	29	8.5%		1 0	57.6%		"		١	0.0%	"	"	١		7.8%	ן י	"	#DIV/0! 0.0%	#DIV/0! 0.0%
08 Skilled Sales & Service	29	0.0%		"	0.0%		"		١	0.0%	"	2	"		0.0%] -2	-2	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	3	-100.0%		1 0	266.7%		١ ،	ا ،	١	0.0%	ا ا	0	١		14.4%	J	0	0.0%	0.0%
10 Clerical Personnel	27	-14.3%		1 0	45.5%		٠ ١	Ĭ	ľ	0.0%	ن ا	2	ا ،		12.3%		_2	3.7%	3.7%
11 Intermediate Sales & Service	0	0.0%		1 0	220.8%		ا ٥	0	l .	0.0%	0	0			0.0%	ه ا	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!

[†] 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.

60.0%

Total

14,551

1.0%

2,827

0.0%

345

21.8%

-345

-345

						Table 8: Members of Visible Minorities
TC.	1 (F ')	Men	bers of Vis	ible Minor	ities	
	oloyment Equity upational Group (EEOG)	Short-ter	m Goals	Long-te	rm Goals	Comments
		#	%	#	%	
01	Senior Managers	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	
05	Supervisors	0	0.0	(0.0	
06	Supervisors: Crafts & Trades	0	0.0	(0.0	
07	Administrative & Sr Clerical	0	0.0	2	9.0	
08	Skilled Sales & Service	0	0.0	(0.0	
09	Skilled Crafts & Trades	0	0.0	(0.0	
10	Clerical Personnel	1	0,0		0.0	
11	Intermediate Sales & Service	0	0,0	(0.0	
12	Semi-Skilled Manual	0	0.0	(0.0	
13	Other Sales & Service	310	0.0	35	0.0	004457

19.4%

19.4%

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

Total	14 Ot.				
	14 Other Manual Workers				
	al Worke				
	TS				
312	0				
	0.0				
5	0				
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					Feder
			G		al Cont
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Data for Subsequent/Current Goals

Total	14 Othe	13 Othe	12 Semi	11 Inter	10 Cleri	09 Skill	08 Skill	07 Adm		05 Supe	04 Semi	03 Profe	02 Mide	01 Senio			Occupational Group						Data sources:	Α
	Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	Supervisors	Semi-Professionals & Tech	Professionals	Middle & Other Managers	Senior Managers			Occupational Group (EEOG)	ant Fauity					es:	В
	kers	/ice	ıal	& Service		rades	rvice	Sr Clerical	& Trades		& Tech		anagers				EOG)							
15,012	6	13,629	15	48	17	0	0	37	0	797	10	44	85	324	#	2018-05-01	YYYY-MM-DD	Number				←	From Workforce Analysis	С
1.0%	0.0%	-0.4%	0.0%	0.0%	-14.3%	-100.0%	0.0%	8.5%	0.0%	18.6%	71.0%	0.8%	43.1%	25.7%	9/6	Annually	Actual	Grov				←	From Workforce Analysis [†]	D
	0.5%	1.5%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%	0.5%	0.5%	0.0%	0.0%	%	Annually	Projected	Growth (New Positions)				←	From Workforce Data Entry Analysis [†]	Е
0	0	613	0	0	0	0	0	0	0	24	0	_	0	0	#	Over 3 Years	ected		All Employees			←	C x E x 3	Ψ.
60.0%	0.0%	58.4%	26.7%	220.8%	45.5%	266.7%	0.0%	57.6%	0.0%	53.5%	150.0%	34.5%	36.8%	158.5%	%	Annually	Actual	Turnover (Replacement of Terminated Employees)	loyees			←	From Flow Data Analysis & Workforce Analysis‡	G
	0.0%	40.0%	15.0%	15.0%	30.0%	40.0%	0.0%	15.0%	0.0%	30.0%	40.0%	10.0%	10.0%	5.0%	9/0	Annually	Projected	placement of T Employees)				←	Data Entry	Н
0	0	16,355	7	22	15	0	0	17	0	717	12	13	26	49	#	Over 3 Years		erminated				←	CxHx3	-
0	0	16,968	7	22	15	0	0	17	0	741	12	14	26	49	#	Tells	Hires Over 3	Anticipated				←	F + I	J
7,527	,	6,837		2!				ယ္		388		24	26	170	#	2018-05-01	YYYY-MM-DD	Number		Subsequ		←	From Workforce Analysis	К
7 0.0%	4 0.0%	7 40.0%	15.0%	15.0%	7 30.0%	40.0%	0.0%	15.0%	0.0%	30.0%	40.0%	10.0%	10.0%	5.0%	%	Annually		Turnover (Repl		Subsequent/Current Short-term Goals	Table 9: V	←	Equivalent to H	L
0	0	8,204	0	13	6	0	0	15	0	349	10	7	~	26	#	Over 3 Years		urnover (Replacement of Terminated Employees)		t Short-tern	Women	←	KxLx3	3
625	-3	9,200	3	14	10	0	0	Ξ	0	410	6	7	15	-55	#	Years	Over 3	Hires		1 Goals		←	(F x Q) - R + M	2
0	0	0		0	∞	0	0	0	0	371	0	0	10	0	#	2018	AAAA - AAAA	3 Year Goals From - To				←	JxP	С
			18.4%		50.0%					50.0%			38.9%		9/6	2021	11111	Goals To	Women			←	Data Entry	Р
54.3%	18.6%	55.0%	18.4%	61.9%	64.7%	0.0%	0.0%	80.8%	0.0%	54.7%	44.9%	54.0%	38.9%	27.4%	%		Availability		nen			←	From Workforce Analysis	Q
-625	3	-659	చ	<u>.</u>	-4	0	0	4	0	-48	4	0	-7	81	#		Present Gap					←	From (K - M + Workforce O) - ((C + Analysis F) x Q)	7
-625	3	-9,200	-2	-14	-2	0	0	÷	0	-39	-6	-7	-5	55	#		Gap					←		S
50.1%	66.7%	50.2%	0.0%	60.4%	41.2%	#DIV/0!	#DIV/0!	91.9%	#DIV/0!	48.7%	80.0%	54.5%	30.6%	52.5%	%		Representation	7				←	K + C	1
6 50.1%	66.7%	-9.6%	6.7%	6 33.3%	6 52.9%	#DIV/0!	#DIV/0!	6 51.4%	#DIV/0!	6 49.9%	6 -20.0%	6 37.8%	6 32.9%	6 44.4%	9%	Teals	Representation in 3	Projected				←	K+C (K-M+0)+(C+F)	

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

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

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	14 Other Manual Workers 0.0	13 Other Sales & Service 0.0	12 Semi-Skilled Manual 18.4	11 Intermediate Sales & Service 0.0	10 Clerical Personnel 50.0	09 Skilled Crafts & Trades 0.0	08 Skilled Sales & Service 0.0	07 Administrative & Sr Clerical 0.0	06 Supervisors: Crafts & Trades 0.0	05 Supervisors 50.0	04 Semi-Professionals & Tech 0.0	03 Professionals 0.0	02 Middle & Other Managers 38.9	01 Senior Managers 0.0	% %	Occumational Group (FFOC) Short-term Goals	F molecular Family Women
			18.4%		500°s					50.0%			38.0%		9%	Long-term Goals	nen
																Comments	
																Its	
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of 38																	

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	2018-05-03
Total	0.0

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Data for Subsequent/Current Goals

10001	·	14 Othe	13 Othe	12 Sem	11 Inter	10 Cler	09 Skill	08 Skill	07 Adm	06 Supe	05 Supe	04 Sem	03 Prof	02 Mid	01 Seni		•	Occupatio						Data sources:	
		Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	Supervisors	Semi-Professionals & Tech	Professionals	Middle & Other Managers	Senior Managers		•	Occupational Group (EEOG)	Finally mean Fourity					xes:	
10,01	15012	6	13,629	15	ce 48	17	0	0	al 37	les 0	797	10	44	85	324	#	2018-05-01	YYYY-MM-DD	Number				←		,
1.070	1 0%	0.0%	-0.4%	0.0%	0.0%	-14.3%	-100.0%	0.0%	8.5%	0.0%	18.6%	71.0%	0.8%	43.1%	25.7%	%	Annually	Actual	Growt				+	From Workforce Analysis [†]	
		0.5%	1.5%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%	0.5%	0.5%	0.0%	0.0%	%	Annually	Projected	Grawth (New Positions)				←	From Plow Workforce Data Entry C x E x 3 Analysis & Workforce Analysis T Analysis & Workforce	····
٥	0	0	613	0	0	0	0	0	0	0	24	0	_	0	0	*	Over 3 Years	led		All Employees			↓	CxEx3 A	· · · · · · · · · · · · · · · · · · ·
00.0.0	60.0%	0.0%	58.4%	26.7%	220.8%	45.5%	266.7%	0.0%	57.6%	0.0%	53.5%	150.0%	34.5%	36.8%	158.5%	%	Annually	Actual	Turnover (Replacement of Terminated Employees)	oyees			←	From Flow Data Analysis & Workforce Analysis‡	***************************************
		0.0%	40.0%	15.0%	15.0%	30.0%	40.0%	0.0%	15.0%	0.0%	30.0%	40.0%	10.0%	10.0%	5.0%	%	Annually	Projected	placement of Te Employees)				←	Data C Entry	· · · · · · · · · · · · · · · · · · ·
_	0	0	16,355	7	22	15	0	0	17	0	717	12	13	26	49	#	Over 3 Years		1				←	CxHx3	
<	0	0	16,968	7	22	15	0	0	17	0	741	12	14	26	49	#	Tears	2	Anticipated				←	+ + I	•
0.70	378	0	339	_	3	0	0	0	0	0	28	0	_	_	5	*	2018-05-01	DO-WW-XAAA	Number		Subseque	Table	←	From Workforce Analysis	
0.0.0	0.0%	0.0%	40.0%	15.0%	15.0%	30.0%	40.0%	0.0%	15.0%	0.0%	30.0%	40.0%	10.0%	10.0%	5.0%	%	Annually		Turnover (Replacement of Terminated Employees)		Subsequent/Current S	Fable 11: Aboriginal Peoples	4	Equivalent to H	
	0	0	407	0	_	0	0	0	0	0	25	0	0	0	_	#	Over 3 Years		placement of Employees)		Short-term Goals	iginal Peo	+	KxLx3	
1	73	0	510	<u>.</u>	-2	0	0	0	0	0	17	0	0	_	Si	*	Years	Over-3	Hires		Goals	ples	←		*
٠	0	0	526	0	0	0	0	0	0	0	0	0	0			*	2018	1111 - 1111	3 Year Goals From - To				←	JxP	· · · · · · · · · · · · · · · · · · ·
			3.1%											2.2%	2.9%	%	2021	YYYY	Soals To	Aboriginal Peoples			←		
0.070	3.0%	5.9%	3.1%	0.9%	0.9%	1.6%	0.0%	0.0%	0.7%	0.0%	2.4%	1.4%	1.9%	2.2%	2.9%	%		Availability	Present	d Peoples			←	From Workforce Analysis	
	-77	0	-83	_	3	0	0	0	0	0	9	0	0		-4	#		Present Gap					+	From Workforce Analysis	
	<i>c</i> . <i>t</i> -	0	16	_	2	0	0	0	0	0	-17	0	0	0	4	*		Gap	Projected				←		
	2	0	2	6	6	0	#DIV/0!	#DIV/0!	0	#DI	3	0	2	1		%		Representation	Precent				←	K + C	
1.0,0	2 5%	0.0%	2.5%	6.7%	6.3%	0.0%	V/0!	V/0!	0.0%	#DIV/0!	3.5%	0.0%	2.3%	1.2%	1.5%				Pr					(K - M	
11.070	2 50%	0.0%	3.2%	6.7%	4.2%	0.0%	#DIV/0!	#DIV/0!	0.0%	#DIV/0!	0.4%	0.0%	2.2%	2.4%	1.5%	%	Tears	Representation in 3	Projected				←	(K - M + 0) ÷ (C + F)	

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

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

Page 10 of 28			
		0.0	14 Other Manual Workers
3.1% Labour shortages, in Quebec City among others, make it difficult to target specific groups.	3.1% Labour shortages	3.1	13 Other Sales & Service
		0.0	12 Semi-Skilled Manual
		0.0	11 Intermediate Sales & Service
		0.0	10 Clerical Personnel
		0.0	09 Skilled Crafts & Trades
		0.0	08 Skilled Sales & Service
		0.0	07 Administrative & Sr Clerical
		0.0	06 Supervisors: Crafts & Trades
		0.0	05 Supervisors
		0.0	04 Semi-Professionals & Tech
		0.0	03 Professionals
2.2% Little turnover in this category in general - demand for specific skills	2.2% Little turnover in	2.2	02 Middle & Other Managers
2.9% Little turnover in this category in general - demand for specific skills	2.9% Little turnover in	2.9	01 Senior Managers
	9/6		Occupanional Group (EEOG)
Comments	Peoples Long-term Goals	Aboriginal Peoples Short-term Goals Long-	Employment Equity
Table 12: Aboriginal Peoples			

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

Federal Contractors Program Achievement Report Part 3: Goals GDI Services (Canada) L.P. 2018-05-03 Data for Subsequent/Current Goals
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Total	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	01/02 Managers			Occupational Group (FFOG)	F I I I					Data sources:	A B
	ers	ce		¿ Service		ıdes	ice	Clerical	& Trades		& Tech				į						,		
15,012	6	13,629	15	48	17	0	0	37	0	797	10	44	409	#	2018-05-01	YYYY-MM-DD	Number				←	From Workforce Analysis	: :
1.0%	0.0%	-0.4%	0.0%	0.0%	-14.3%	-100.0%	0.0%	8.5%	0.0%	18.6%	71.0%	0.8%	34.4%	9/6	Annually	Actual	Grev				←	From Workforce Analysis [†]	D
	0.5%	1.5%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%	0.5%	0.5%	0.0%	%	Annually	Proj	Growth (New Positions)				←	From Workforce Data Entry C x E x 3	Е
0	0	613	0	0	0	0	0	0	0	24	0	1	0	#	Over 3 Years	Projected	tions)	All Em			←	CxEx3	Ŧ
60.0%	0.0%	58.4%	26.7%	220.8%	45.5%	266.7%	0.0%	57.6%	0.0%	53.5%	150.0%	34.5%	97.7%	%	Annually	Actual	Furnover (R	All Employees			←	From Flow Data Analysis & Workforce Analysis‡	G
	0.0%	40.0%	15.0%	15.0%	30.0%	40.0%	0.0%	15.0%	0.0%	30.0%	40.0%	10.0%	15.0%	9%	Annually	Projected	Turnover (Replacement of Terminated Employees)				←	Data Entry	Н
0	0	16,355	7	22	15	0	0	17	0	717	12	13	184	#	Over 3 Years	ected	Terminated				←	СхНх3	I
		16,968		22	_			17		741	12	14	184	#	Years	Hires Over 3	Anticipated				←	F; + I	J
0 3	0		7	2	15	0	0	7	0		2	4	4	#	2018-05-01	YYYY-MM-DD	Number		Subser	Table	←	From Workforce Analysis	К
309 0.0%	0 0.0%	287 40.0%	0 15.0%	0 15.0%	0 30.0%	0 40.0%	0 0.0%	0 15.0%	0.0%	18 30.0%	0 40.0%	0 10.0%	4 15.0%	9%	1 Annually		Turnover		Subsequent/Current SI	Table 13: Persons w	←	Equivalent to H	L
)%)%		<u>%</u>	<u>%</u>	<u>%</u>	<u>%</u>	<u>%</u>	<u>%</u>	<u>%</u>	<u>%</u>	%	<u>%</u>)%	#	Over 3 Years		Turnover (Replacement of Terminated Employees)				←	nt KxLx3	
0 68	0	344 954	0	0	0	0	0	0	0	16 1	0	0	2	#		Over 3			ort-term Goals	th Disabilities	←	3 (F x Q) - R + M	z
682	0	54 1,069	_	3	_	0	0	_	0	12 103	0	2	16	#	2018		П				←	- JxP	0
0	0	.9 6.3%	0 4.8%	5.6%	7.0%	0	0	1 3,4%	0	3 13.9%	0	3.8%	8 4.3%	%	2021	YYYY-YYYY	3 Year Goals From - To	Persons w			←	Data Entry	P
6.6%	5.3%	6.3%	4.8%	5.6%	7.0%	0.0%	0.0%	3.4%	0.0%	13.9%	4.6%	3.8%	4.3%	%		Availability	2	Persons with Disabilities			←		Q
% -682	%	% -572	<u>~</u>	<u>~</u> -	<u>~</u>	<u>~</u>	<u>~</u>	<u>~</u> -	<u>~</u>	<u>~</u> -93			<u>-14</u>	#		Present Gap		es			←	From From Workforce Workforce Analysis Analysis	R
2 -682	0	2 115	<u></u>	<u></u>		0	0		<u>0</u>		0	-2		#		p Gap					←		S
2	0	5		2	0	9 #	9 #	0	0 #	-9	0		-&	%	•	Representation	2				←	+ K+C	Т
2.1%	0.0%	2.1%	0.0%	0.0%	0.0%	#DIV/0!	#DIV/0!	0.0%	#DIV/0!	2.3%	0.0%	0.0%	1.0%									C (K	
2.1%	0.0%	7.1%	0.0%	2.1%	5.9%	#DIV/0!	#DIV/0!	2.7%	#DIV/0!	12.8%	0.0%	2.2%	2.4%	%	Years	Representation in 3	Projected				←	(K - M + C) + (C - M + C) + (C - M + C) + (C - M + C)	M N O P Q R S T U

++ Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 10.

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.

	0.0	0.0	Total
		0.0	14 Other Manual Workers
6.3% Shortage of manpower and candidates must be autonomous (no supervision everywhere), must understand the demands and perform physical tasks. Health and safety considerations must be taken in	6.3	6.3	13 Other Sales & Service
	4.8%	4.8	12 Semi-Skilled Manual
	5.6%	5.6	11 Intermediate Sales & Service
	7.0%	7.0	10 Clerical Personnel
		0.0	09 Skilled Crafts & Trades
		0.0	08 Skilled Sales & Service
	3.4%	3.4	07 Administrative & Sr Clerical
		0.0	06 Supervisors: Crafts & Trades
13.9% Need skilled workers who can perform maintenance (physical work) and personnel management. Must communicate with clients and employees.	139	13.9	05 Supervisors
		0.0	04 Semi-Professionals & Tech
3.8% Positions that require specific skills.	3.8	3.8	03 Professionals
4.3% These positions require specific skills. Not a lot of turnover at this level normally. Minimum target seems high to us.	4.3	4.3	01/02 Managers
	9/0	%	Constitution of the Constitution
Comments	Long-term Goals	Short-term Goals	Occurational Group (FFOG)
	Disabilities	Persons with Disabilities	First Francis
Table 14: Persons with Disabilities			

Federal Contractors Program Achievement Report

Part 3: Goals

GDI Services (Canada) L.P.

2018-05-03

									Data for Subsequent/Current Goals														
A B	С	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	T	U				
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)				
·	↓	↓	↓	↓	↓	↓	↓			↓	\	↓	↓		↓	↓	↓	↓	<u> </u>				
								l	Table 15: Members of Visible Minorities Subsequent/Current Short-term Goals														
				40.0	ıployees				Subseque	ent/Current	Short-teri	n Goals	3.4		/isible Minor	141							
				All En	7									r Goals	isible Minor	ittes	1		ı				
	Number	Grow	vth (New Posi	tions)	Turnover (Re	eplacement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires		n - To									
Employment Equity	YYYY-MM-DD	Actual	Proi	ected	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3				
Occupational Group (EEOG)				Over 3		,	Over 3	Years			Over 3	Over 3 Years			Availability		Gap	Representation	Years				
	2018-05-01	Annually	Annually	Years	Annually	Annually	Years		2018-05-01	Annually	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	1	30.0%	717	741	223		201	93	0		14.0%	111	-93	28.0%	2.7%				
06 Supervisors: Crafts & Trades	0	01070	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	1	40.0%	16,355	16,968	4,551	40.0%	5,461	4,328	0		24.0%	1,280	-4,328		-6.4%				
14 Other Manual Workers	15.012	0.0%	0.5%	0	0.0%	0.0%	0	0	2	0.0%	0	-1	0		10.3%	1 1	1 1116	33.3%	33.3%				
Total	15,012	1.0%		0	60.0%		0	0	4,869	0.0%	0	-1,416	1 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.

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

				Table 16: Members of Visible Minorities
Employment Equity Occupational Group (EEOG)	Mem Short-ter	bers of Visible Mir m Goals Long	norities y-term Goals	Comments
Occupational Group (EEOG)		%	%	
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		004464
14 Other Manual Workers		0.0		

Total 0.0 0.0	2018-05-03	GDI Services (Canada) L.P.	Part 3: Goals	Federal Contractors Program Achievement Report	
			oc	0446	5

								Feder	al Contr	actors	Progra	m Achie	vement	Report									
											_	- Wome		•									
									GI)I Servi	ces (Ca	nada) l	∠.P.										
										20	018-05-	-03											
	.,	,			.,		,							.,	.,		,						
A B	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E÷D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q÷Px 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
			\	\	1	↓	1	1		↓	Ţ	↓	\	↓	↓	↓ Data A	1	↓	↓	↓	1	\	<u> </u>
						ce Analysis																	
Employment Equity Occupational Group	Year			V	Vorkforce						Hires	omen			P	romotio	1S omen			Tei	rminatio	ns omen	
(EEOG)		All Employees	Represe	entation	.,	Women vailability Gap		EE Result	All Employees	Act	tual	Expected	Difference	All Employees	Ac	tual	Expected	Difference	All Employees	Acti		Expected	Difference
	# # # # ag Administrative & 2016 29 20						#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
07 Administrative & Senior Clerical	I	1 1			80.8	:		85.4	1.5	1.4	02.2	10	2		,	100.0		,	10	12	60.4	10	
Skilled Sales &	2018	37	34					113.7 0.0	15	14	93.3	12	2	2	2	100.0	1	1	19	13	68.4	13	0
08 Service Personnel	2018	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				1	317.5			0.0					0.0					27.0		
	2018	27	0 14		0.0		-4	0.0 79.6	1	0	0.0	0	0	0	0	0.0	0	0	4	1	25.0	I	0
10 Clerical Personnel	2018	17	7				-4	63.6	7	6	85.7	5	1	0	0	0.0	0	0	10	9	90.0	5	4
Intermediate Sales & Service Personnel	2016	0 48	0 29				0	0.0 97.6	48	26	54.2	30	-4		0	0.0	0	0	53	29	54.7	0	29
12 Semi-Skilled Manual	2016	0	0		_		0	0.0	46	20	34.2	30	-4		1 0	0.0	0	0	33	29	34.7	- 0	29
Workers	2018	15	0	0.0	18.4	3	-3	0.0	5	1	20.0	1	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											
	I	<u> </u>				↓																	
			Entra		<u> </u>	CI 44			oals														
Employment Equity Occupational Group	Year		low Data Wo			Short-te	rm Goal men	S		Long-ter Won							c	Commen	te				
(EEOG)		All Employees	Aei	ual	Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of						Johnnen					
	#	#	#	%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met											
07 Administrative &	2018	-2	16	-800.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Senior Clerical	2021	-2	16				0.0	0.0			0.0	0.0											
08 Skilled Sales & Service Personnel	2018	0	0		CKERROKERROKERROKER	0.0	0.0		THE RELIGIOUS PROPERTY OF THE	0.0	0.0												
09 Skilled Crafts &	2018	-3	0	0.0		0.0	0.0	0.0	0	0.0	0.0	0.0											
Trades Workers	2021	-3	0			0.0	0.0	0.0	0	0.0	0.0												
10 Clerical Personnel	2018	-3 -3	6			0.0	0.0 50.0	-400.0	1	0.0	0.0												
11 Intermediate Sales &	2018	-5	26	-520.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Service Personnel Semi-Skilled Manual	2021	-5 3	26 1		0 0	0.0	0.0		0	0.0	0.0												
Workers Wandan	2018	3	1	33.3		0.0	18.4			0.0	0.0												

										0.0	0.0	0 0	0 0	0 0.0	0.0 0.0	0 0		5,830 184.1 5,830 184.1	3,167	2018	20	otal	Total
																	33.3			2021	2	WOIKEIS	Τ
											0.0 0.0	0 0	0		0.0 0.0	0	3 33		6	2018	2 2		14
)	0.0	0.0		0	0.0	0.0		1.7	5,498 163.7	3,359 5	2021	20	Personnel	;
										0.0	0.0 0.0	0 0	0	0.0	0.0 0.0	0 0	5.7	5,498 163.7	3,359 5	2018		Other Sales & Service	<u>۔۔</u>
										%	9/6	9,6	*	9/6	9,6	%	*	# %	**	*			
									,	Percent of Goal Met	of Goal	Percent of Goal Met	of Goal	Percent of Goal Met	of Goal	Percent of Goal Met	Goal	Actual	Employees	Em		(EEOG)	(E1
			S	Comments	0						Women	¥			Women	١		Women	<u> </u>	Year		Occupational Group	00
									L	Se .	Long-term Goals	Long-to		ls	Short-term Goals	Short-		Data	Flow Data			Employment Equity	Em
													Goals					itrants	New Entrants				
										←	←	←	←	←	←	←	←	←	←				
									<u> </u>	F + M x 100	<u> </u>	als E÷Kx 100	F+Ix100 Part 3: Goals	: :		E ÷ G x 100	x Part 3: Goals	Part 2: E÷Dx Flow Data 100 Analysis		į		Data sources:	Data
									=				:						1	ŧ			
4,611 -20	51.8	4,591	8,863	-43	1,553	50.6	5 1,510	1 2,986	1 -591	8 4,911	20 47.8)44 4,320	3 9,044			[20	Stat	I Otal
													8		-418	.9 7,988			14,551	2016	20		1
0 0	0.0	0	0	_	0	33.3		3	0	υ.	1 33.3	ယ	44	3 358.4	_	18.6		4 6	6	2018	20		14
					Ţ																20		:
4,159 30	52.3	4,189	8,003	-43	1,466	50.4	2 1,423	2,822	7 -622	7 4,697	75 47.7	40 4,075	2 8,540										13
													3	2 94.3	-432	55.1 7,591	52.0 55	7,159 5	13,777	2016	- 6	Other Sales & Service	;
# #	%	#	#	#	#	9,6	#	#	#	#	9/9	#	#	9/9	#	#	9,4	# : %	#	#			
Expected Difference		Actual	Employees	Difference	Expected	Actual	Act	Employees	Difference	Expected	Actual		Employees	EE Result	Gap	Availability	*	Representation	Employees 1	Emp		(EEOG)	(E)
=	Women		All		Women	W		All A		Women			All			Women			All			Occupational Group	00
	Terminations	Termi			ıs	Promotions	P				Hires					rce	Workforce			Year 🗌		Employment Equity	E
					nalysis	Flow Data Analysis	Flow 1								•.	Workforce Analysis	dorce A	Worl					
←	←	←		←	←	←	←	←	←	←	←	←	←	←	←	←	←	↓	←				
	V+Ux Ux	Part 2: V + Flow Data I Analysis	Part 2: Flow Flow Data V+Ux UxF+100 Data Analysis Analysis	Q-S]	Q+Px 100 PxF+100 Q-S	Q+Px 100	Part 2: Part 2: Flow Flow Data Data Analysis Analysis	L - N Part 2: Flow Data Analysis		K x G ÷ 100	L+K ita L+K		Part 2: Flow Data Analysis	E+H x 100	Е-Н	Cc DxG		Part 1: E ÷ D Workforce x 100 Analysis				Data sources:	Data
X	W	V	PQRSTUVWX	T	S	R	Q	N O P	0	N	1 1	L	K	J	I	Н	F G	j		С		A B	Α
										5-03	2018-05-03												
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00									en	, - Wom	Part 4: Results - Women	Part 4:											
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TOUAL	Total	Workers	Other Manual	Personnel	13 Other Sales & Service		(EEOG)	Occupational Group	Employment Equity		ĺ	Data sources:		TOWN	Total	Workers	Other Manual	Personnel			(EEOG)	Occupational Group	Employment Equity			Data sources:	АВ				
			ual		s & Service			Group	Equity								ual		Other Sales & Service			Group	Equity				В				
2021	2018	2021	2018	2021	2018	#			Year					2018	2016	2018	2016	2018	2016	#:			Year				С				
3,167	3,167	6	6	3,359	3,359	**	Employees	All	7	New	←	Part 2: Flow Data Analysis		15,012	14,551	6	0	13,629	13,777	#1:	Employees	All			←	Part 1: Workforce Analysis	D				
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0.0		0.0	0.0	475.4	0.0	9%	Goal Met		s		←	Part 3: $F + I \times 100$ Goals		83.9	78.5	0.0		80.2	79.4	%	EE Result				←	E+H x 100	J				Fede
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0.0		0.0	0.0	47537.2	0.0	9%	Goal Met				←	F + M x 100		271		0		265		#1:	Expected	Aboriginal Peoples			←	K x G + 100	L M N C	-03	ınada)	riginal	m Achi
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01& 02 Ma	anagers	2016 2018	192 409	1 4	0.5	4.3	:		12.1 22.7	146			6	-1	58	2		0	2		5		2	3
03 Pro	ofessionals	2016	43	0	0.0	3.8	2	-2	0.0	17						0			0	15	0		2	
Ser	mi-Professionals &	2018 2016	2	0	0.0			-2	0.0	17	0	0.0	1	-1	3	0	0.0	0	0	13	0	0.0	0	0
1 04 1	chnicians	2018	10	0	0.0			0	0.0	4	. 0	0.0	0	0	0	0	0.0	0	0	9	0	0.0	0	0
05 Sur	pervisors	2016	478	9	1.9			-57																
		2018	797	18	2.3	13.9	<u> </u>	-93	16.2	258	9	3.5	36	-27	96	5	5.2	2	3	341	3	0.9	6	-3
	pervisors: Crafts & ades	2016 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
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			New	/ Entran	ts				G	oals														
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(EEOC	G)		Employees	Actu	al	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
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01& Ma	anagers	2018	-203	7	-3.4		0.0	0.0	0.0	1	700.0	0.0												
		2021 2018	-203 7	7	-3.4		0.0	4.3 0.0	-80.2 0.0	1	0.0	0.0												
03 Pro	ofessionals	2021	7	0	0.0		3.0	3.8	0.0	1	0.0	0.0	0.0											
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Workers	Service refsoluter	Intermediate Sales &	Clerical Personnel	TIAGES WOLKERS	Skilled Crafts & Trades Workers	Service Personnel	Skilled Sales &	Senior Clerical	Administrative &		9	Occupational Group	Employment Equity			ources:	Semi-Skilled Manual Workers	Service Personnel	Intermediate Sales &	Cicilear i ci somici	Terical Personnel	Trades Workers	Stilled Crafts &	Skilled Sales &	Administrative & Senior Clerical		OG)	Occupational Group	Employment Equity			энгсея:	A B				
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u	ناد	-5	్ట్	3 -5	ىك دا	0	0	-2	-2	41 .	Employees			Nev	←	Part 2: Flow Data Analysis	15	48	0	17	27	0	3 0	0	29 37	#	Employees	All			+	Part 1: Workforce Analysis	D				
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4 8	0.0	0.0	7.0	0.0	0.0	0.0	0.0	3.4	0.0	9/6	Goal P	Disabilities	m Goals		←	: :	-1 0	చ	0	<u>.</u>	-2	0 0	0 0	0	<u></u>		Gap E				←	Е-Н	I				
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0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met				←	F÷Mx100	0	s ₃		0		0	0	,	1	#	Expected	Disabilities			←	K x G + 100	Z	3	ada) L.P.	with Di	
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			W	orkfo	orce An	alysis									Flow I	Data A	nalysis						
Employment Equity Occupational Group	Year		ı		orkforce					1	Hires				P	romotio				Termi			
(EEOG)		All Employees	Representa		Persons with Availa	Disabilities	Gap	EE Result	All Employees	Act		th Disabilitie Expected	Difference	All Employees	Act		ith Disabilities Expected	Difference	All Employees	Per Actual	sons with	Disabilitie Expected	S Difference
	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#		%	#	#
Other Sales & Service	2016	13,777	173	1.3	6.3		-695	19.9															
Personnel	2018 2016	13,629	287	2.1 0.0	6.3 0.0		-572	33.4 0.0	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	2018	6	0	0.0	5.3		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		-763	19.3															
1000	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		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											
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Occupational Group (EEOG)	Year	All Employees	Persons w Disabiliti Actual	ies	Goal	Persons with Percent of	Disabilities Goal	Percent of	Goal	Persons with Percent of	Disabilities Goal	Percent of					C	ommen	ts				
	#	#	# :	%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met											
Other Sales & Service	2018	3,359	497	14.8	25	1988.0	0.0	0.0	100		0.0	0.0											
Personnel Personnel	2021	3,359	497	14.8			6.3	234.9			0.1	23485.8											
14 Other Manual Workers	2018 2021	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
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(EEOG)		All Employees	Represe	ntation	Visible A	linorities ability	Gap	EE Result	All Employees	Act		Minorities Expected	Difference	All Employees	Actu		Minorities Expected	Difference	All Employees	Actu		Minorities Expected	Difference
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Other Sales & Servic		13,777	2,700	19.6		3,045	-345	88.7															
Personnel	2018	13,629	4,551	33.4			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 2018	6	0 2				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		-345	89.1															
1000	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											
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Occupational Group (EEOG)		All Employees	Act		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					· ·	ommen	IS				
	#	#	#	%	#	%	%	%	Ħ	%	0/0	%											
Other Sales & Servic Personnel	e 2018 2021	3,359 3,359	3,864 3,864		C. C	1246.5	0.0	0.0	35	11040.0	0.0												
Other Manual	2018	5,339	0,804		1100001110001110001110001	0.0	0.0	0.0	0	0.0	0.0												
Workers Workers	2021	6	0				0.0	0.0			0.0	0.0											
Total	2018	3,167 3,167	4,012 4,012		312	1285.9	0.0	0.0	46	8721.7	0.0												
	2021	3,10/	4,012	120.7		l	0.0	0.0			L 0.0	0.0											

F	ederal 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.

D			
Kea	luirea	measures:	

Requi	red measures:
✓	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
✓	Provided a self-identification questionnaire to employees who wished to change information previously submitted and to those who requested it, and adjusted survey results accordingly.
	Adjusted survey results to reflect hires, promotions and terminations.
✓	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.
V	Consulted employee/union representatives on communication and implementation of employment equity.

✓	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.
V	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):
Oper	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ration's activities during the period between the first/previous and subsequent/current compliance nent.
	Impact of economic and industrial conditions on the organization.
	Any reorganization or other corporate structural changes.
V	Acquisitions, mergers or transfers of employees.
	Significant layoffs (include the number of employees affected and the occupational groups of those employees).

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

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: \boxtimes Yes \square No	
Comments:	
I have verified that the data provided in the Achievement Report is consistent with that in Forms 1 to 6: \boxtimes Yes \square No	: founc

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

- \times 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 underrepresentation.
 - 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				
5 1 15 11 2 11 12 (552.2)		6	Short- term	Long- term	Representation	LMA
Emp	loyment Equity Occupational Group (EEOG)	Gap	(1 to 3	(3+		
			years)	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				
- Francis	Employment Equity Occupational Group (EEOG)	Gap	Short- term	Long- term	Representation	LMA
Emp			(1 to 3	(3+		
			years)	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		Go	als	Representation		
_	Employment Equity Occupational Group (EEOG)		Short- term	Long- term		LMA	
Emp		Gap	(1 to 3	(3+			
			years)	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			
Employment Equity Occupational Group (EEOG)		Gap	Short- term	Long- term	Representation	LMA
			(1 to 3	(3+		
			years)	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 <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of 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 underrepresented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish 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@hrsdc-rhdcc.gc.ca



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

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