



## Agreement to Implement Employment Equity

 New Agreement

 Revised Agreement

ORGANIZATION	
Legal Name of Organization CLS Lexi-Tech Ltd.	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° 54193	Total number of employees in Canada (Full-Time/Part-Time/Temporary)    223 To find your organization's NAICS Code Number please visit: <a href="http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02-eng.htm">http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02-eng.htm</a>

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

HEAD OFFICE			
Address (building number, street, suite, etc.) 10 Dawson Street	City Dieppe	Province NB	Postal Code E1A 6C8
	Telephone Number 506-859-5200	Fax Number 506-859-5205	

EMPLOYMENT EQUITY CONTACT	
Name (print) Chantal Tully	Title Director of Human Resources
Telephone Number 506-859-5130	E-mail Address ctully@lexitech.ca

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

SIGNATORY	
<b>NOTE:</b> The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) Larry Rogers	Title Chief Executive Officer
Telephone Number 506-859-[REDACTED]	E-mail Address lrogers@lexitech.ca
Signature [REDACTED]	Date 2014-02-19

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

**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

**CLS Lexi-Tech Ltd.**

**[Date: 2018-02-20]**

**Data from First/Previous Workforce Analysis**



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	02	26

**Data from Subsequent/Current Workforce Analysis**



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	01	22

**Table 1: Women**

**First/Previous Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
01	Senior Managers	1	0	27.4
02	Middle & Other Managers	10	7	38.9
03	Professionals	147	104	67.3
04	Semi-Professionals & Technicians	1	1	33.0
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	39	29	81.6
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	10	9	72.6
11	Intermediate Sales & Service Personnel	4	1	62.9
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
<b>Total</b>		<b>212</b>	<b>151</b>	<b>68.4</b>

**Table 5: Women**

**Subsequent/Current Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
		0	0	0.0
		10	5	38.9
		138	93	65.9
		1	1	33.0
		0	0	0.0
		0	0	0.0
		30	18	81.8
		0	0	0.0
		0	0	0.0
		8	7	70.1
		2	1	62.9
		0	0	0.0
		0	0	0.0
		0	0	0.0
<b>Total</b>		<b>189</b>	<b>125</b>	<b>67.0</b>

**\* Source:**

**\* Source:**

**Federal Contractors Program Achievement Report**

**Part 1 : Workforce Analysis**

**CLS Lexi-Tech Ltd.**

[Date: 2018-02-20]

**Data from First/Previous Workforce Analysis**

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Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	02	26

**Data from Subsequent/Current Workforce Analysis**

↓ ↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	01	22

**Employment Equity Occupational Group (EEOG)**

	Table 2: Aboriginal Peoples			
	First/Previous Workforce Analysis		Aboriginal Peoples	
	All Employees	Representation	Avalability*	
	#	#	%	
01 Senior Managers	1	0	2.9	
02 Middle & Other Managers	10	0	2.2	
03 Professionals	147	2	2.8	
04 Semi-Professionals & Technicians	1	0	4.2	
05 Supervisors	0	0	0.0	
06 Supervisors: Crafts & Trades	0	0	0.0	
07 Administrative & Senior Clerical Personnel	39	0	2.1	
08 Skilled Sales & Service Personnel	0	0	0.0	
09 Skilled Crafts & Trades Workers	0	0	0.0	
10 Clerical Personnel	10	0	3.0	
11 Intermediate Sales & Service Personnel	4	0	1.5	
12 Semi-Skilled Manual Workers	0	0	0.0	
13 Other Sales & Service Personnel	0	0	0.0	
14 Other Manual Workers	0	0	0.0	
<b>Total</b>	<b>212</b>	<b>2</b>	<b>2.6</b>	

	Table 6: Aboriginal Peoples			
	Subsequent/Current Workforce Analysis		Aboriginal Peoples	
	All Employees	Representation	Avalability*	
	#	#	%	
	0	0	0.0	
	10	0	2.2	
	138	5	2.7	
	1	0	4.2	
	0	0	0.0	
	0	0	0.0	
	30	1	3.1	
	0	0	0.0	
	0	0	0.0	
	8	0	2.8	
	2	0	2.2	
	0	0	0.0	
	0	0	0.0	
	0	0	0.0	
<b>Total</b>	<b>189</b>	<b>6</b>	<b>2.7</b>	

\* Source: 0

\* Source: 0

**Federal Contractors Program Achievement Report**

**Part 1 : Workforce Analysis**

**CLS Lexi-Tech Ltd.**

[Date: 2018-02-20]

**Data from First/Previous Workforce Analysis**

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Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	02	26

**Data from Subsequent/Current Workforce Analysis**

↓ ↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	01	22

**Employment Equity Occupational Group (EEOG)**

**Table 3: Members of Visible Minorities**

**First/Previous Workforce Analysis**

	All Employees	Members of Visible Minorities		Availability*
		Representation	#	
	#	#	%	
01 Senior Managers	1	0	0.0	10.1
02 Middle & Other Managers	10	1	15.0	15.0
03 Professionals	147	4	22.8	22.8
04 Semi-Professionals & Technicians	1	0	3.0	3.0
05 Supervisors	0	0	0.0	0.0
06 Supervisors: Crafts & Trades	0	0	0.0	0.0
07 Administrative & Senior Clerical Personnel	39	4	12.0	12.0
08 Skilled Sales & Service Personnel	0	0	0.0	0.0
09 Skilled Crafts & Trades Workers	0	0	0.0	0.0
10 Clerical Personnel	10	0	1.9	1.9
11 Intermediate Sales & Service Personnel	4	0	24.3	24.3
12 Semi-Skilled Manual Workers	0	0	0.0	0.0
13 Other Sales & Service Personnel	0	0	0.0	0.0
14 Other Manual Workers	0	0	0.0	0.0
<b>Total</b>	<b>212</b>	<b>9</b>	<b>19.3</b>	

**Table 7: Members of Visible Minorities**

**Subsequent/Current Workforce Analysis**

	All Employees	Members of Visible Minorities		Availability*
		Representation	#	
	#	#	%	
	0	0	0.0	0.0
	10	1	15.0	15.0
	138	7	23.1	23.1
	1	0	3.0	3.0
	0	0	0.0	0.0
	0	0	0.0	0.0
	30	5	4.8	4.8
	0	0	0.0	0.0
	0	0	0.0	0.0
	8	0	1.8	1.8
	2	0	13.1	13.1
	0	0	0.0	0.0
	0	0	0.0	0.0
	0	0	0.0	0.0
	<b>189</b>	<b>13</b>	<b>18.7</b>	

\* Source:

0

\* Source:

0



Federal Contractors Program Achievement Report

Part 1 : Workforce Analysis

CLS Lexi-Tech Ltd.

[Date: 2018-02-20]

Data from First/Previous Workforce Analysis

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Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	02	26

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	01	22

Employment Equity Occupational Group (EEOG)

Table 4: Persons with Disabilities

First/Previous Workforce Analysis

	All Employees	Persons with Disabilities		Availability*
		Representation	#	
	#	#	%	
01/02 Managers	11	0	4.3	
03 Professionals	147	2	3.8	
04 Semi-Professionals & Technicians	1	0	4.6	
05 Supervisors	0	0	0.0	
06 Supervisors: Crafts & Trades	0	0	0.0	
07 Administrative & Senior Clerical Personnel	39	1	3.4	
08 Skilled Sales & Service Personnel	0	0	0.0	
09 Skilled Crafts & Trades Workers	0	0	0.0	
10 Clerical Personnel	10	0	7.0	
11 Intermediate Sales & Service Personnel	4	0	5.6	
12 Semi-Skilled Manual Workers	0	0	0.0	
13 Other Sales & Service Personnel	0	0	0.0	
14 Other Manual Workers	0	0	0.0	
<b>Total</b>	<b>212</b>	<b>3</b>	<b>3.9</b>	

Table 8: Persons with Disabilities

Subsequent/Current Workforce Analysis

	All Employees	Persons with Disabilities		Availability*
		Representation	#	
	#	#	%	
	10	0	4.3	
	138	3	3.8	
	1	0	4.6	
	0	0	0.0	
	0	0	0.0	
	30	0	3.4	
	0	0	0.0	
	8	0	7.0	
	2	0	5.6	
	0	0	0.0	
	0	0	0.0	
	0	0	0.0	
	<b>189</b>	<b>3</b>	<b>3.9</b>	

\* Source:

\* Source:

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

CLS Lexi-Tech Ltd.

[Date: 2018-02-20]

005982

Start Date of Flow Data			
YYYY	MM	DD	
2015	02	26	

End Date of Flow Data			
YYYY	MM	DD	
2018	01	22	

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

Employment Equity Occupational Group (EEOG)	Table 1: Women				Table 5: Women				Table 9: Women			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	1	0	0	0	4	2	0	0	5	4	0	0
03 Professionals	57	38	6	5	16	12	2	2	47	33	15	13
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	16	9	0	0	7	4	0	0	22	19	2	2
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	1	1	0	0	0	0	0	0	2	2	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	2	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>75</b>	<b>48</b>	<b>6</b>	<b>5</b>	<b>27</b>	<b>18</b>	<b>2</b>	<b>2</b>	<b>78</b>	<b>58</b>	<b>17</b>	<b>15</b>

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

CLS Lexi-Tech Ltd.

[Date: 2018-02-20]

005983

Start Date of Flow Data		
YYYY	MM	DD
2015	02	26

End Date of Flow Data		
YYYY	MM	DD
2018	01	22

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples				Table 6: Aboriginal Peoples				Table 10: Aboriginal Peoples			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	1	0	0	0	4	0	0	0	5	0	0	0
03 Professionals	57	4	6	0	16	1	2	0	47	1	15	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	16	1	0	0	7	0	0	0	22	0	2	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	1	0	0	0	0	0	0	0	2	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	2	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>75</b>	<b>5</b>	<b>6</b>	<b>0</b>	<b>27</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>78</b>	<b>1</b>	<b>17</b>	<b>0</b>

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

CLS Lexi-Tech Ltd.

[Date: 2018-02-20]

Start Date of Flow Data		
YYYY	MM	DD
2015	02	26

End Date of Flow Data		
YYYY	MM	DD
2018	01	22

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities Hired				Table 7: Persons with Disabilities Promoted				Table 11: Persons with Disabilities Terminated			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	1	0	0	0	4	0	0	0	5	0	0	0
03 Professionals	57	3	6	0	16	0	2	0	47	2	15	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	16	0	0	0	7	0	0	0	22	1	2	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	1	0	0	0	0	0	0	0	2	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	2	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>75</b>	<b>3</b>	<b>6</b>	<b>0</b>	<b>27</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>78</b>	<b>3</b>	<b>17</b>	<b>0</b>



**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

CLS Lexi-Tech Ltd.

[Date: 2018-02-20]

005985

Start Date of Flow Data		
YYYY	MM	DD
2015	02	26

End Date of Flow Data		
YYYY	MM	DD
2018	01	22

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities Hired				Table 8: Members of Visible Minorities Promoted				Table 12: Members of Visible Minorities Terminated			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	1	0	0	0	4	1	0	5	0	0	0	0
03 Professionals	57	6	6	0	16	0	2	47	0	1	15	1
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	16	3	0	0	7	0	0	22	0	2	2	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	1	0	0	0	0	0	0	2	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	2	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>75</b>	<b>9</b>	<b>6</b>	<b>0</b>	<b>27</b>	<b>1</b>	<b>2</b>	<b>78</b>	<b>3</b>	<b>17</b>	<b>1</b>	<b>0</b>



**Federal Contractors Program Achievement Report**

005986

**Part 3: Goals**  
**CLS Lexi-Tech Ltd.**  
 [Date: 2018-02-20]

**Data for First/Previous Goals**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
		From Workforce Analysis	From Workforce Analysis <sup>4</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>5</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent t to H	K x L x 3	(F x O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce e Analysis	(K - M + O) - (C + F) x O	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

**All Employees**

**Table 1: Women**

Occupational Group (EOG)	All Employees										First/Previous Short-term Goals										Women					
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years						
		Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			Actual	Projected	Over 3 Years		From - To	%						%	#	#	%	%	
01 Senior Managers	1	-100.0%		0	0.0%		0	0	0.0%		0	0	0	0	0	0	0	0	0.0%	0.0%						
02 Middle & Other Managers	10	0.0%		0	50.0%		0	7	0.0%		0	0	0	0	0	0	0	0	70.0%	70.0%						
03 Professionals	147	-2.1%		0	43.5%		0	104	0.0%		0	0	0	0	0	0	0	0	70.7%	70.7%						
04 Semi-Professionals & Tech	1	0.0%		0	0.0%		0	1	0.0%		0	0	-1	0	0	0	0	0	100.0%	100.0%						
05 Supervisors	0	0.0%		0	0.0%		0	0	0.0%		0	0	0	0	0	0	0	0	0.0%	0.0%						
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%		0	0	0	0	0	0	0	0	0.0%	0.0%						
07 Administrative & Sr Clerical	39	-8.4%		0	69.6%		0	29	0.0%		0	0	3	0	0	0	0	0	74.4%	74.4%						
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%						
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%		0	0	0	0	0	0	0	0	0.0%	0.0%						
10 Clerical Personnel	10	-7.2%		0	22.2%		0	9	0.0%		0	0	0	0	0	0	0	0	90.0%	90.0%						
11 Intermediate Sales & Service	4	-20.6%		0	66.7%		0	1	0.0%		0	0	2	0	0	0	0	0	25.0%	25.0%						
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0.0%		0	0	0	0	0	0	0	0	0.0%	0.0%						
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0.0%		0	0	0	0	0	0	0	0	0.0%	0.0%						
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%		0	0	0	0	0	0	0	0	0.0%	0.0%						
Total	212	-3.8%		0	47.4%		0	151	0.0%		0	0	-6	0	0	0	0	0	71.2%	71.2%						

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

**Table 2: Women**

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

Federal Contractors Program Achievement Report

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Part 3: Goals  
CLS Lexi-Tech Ltd.

Date: 2018-02-20

14	Other Manual Workers	0.0	0.0	0.0	0.0
Total		0.0	0.0	0.0	0.0

**Federal Contractors Program Achievement Report**

005988

**Part 3: Goals**  
**CLS Lexi-Tech Ltd.**  
 [Date: 2018-02-20]

**Data for First/Previous Goals**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
		From Workforce Analysis	From Workforce Analysis <sup>4</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>5</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce e Analysis	(K - M + O) - (C + F) x O	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

**Table 3: Aboriginal Peoples**

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees										Aboriginal Peoples									
	Growth (New Positions)					Turnover (Replacement of Terminated Employees)					Anticipated Hires Over 3 Years					3 Year Goals				
	Number	Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years	Number	Turnover of Terminated Employees	Over 3 Years	Hires Required Over 3 Years	From - To	Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years			
01 Senior Managers	1	-100.0%		0	0.0%		0	0.0%	0	0	0	0	2.9%	0	0	0.0%	0.0%			
02 Middle & Other Managers	10	0.0%		0	50.0%		0	0.0%	0	0	0	0	2.2%	0	0	0.0%	0.0%			
03 Professionals	147	-2.1%		0	43.5%		2	0.0%	0	2	0	0	2.8%	-2	-2	1.4%	1.4%			
04 Semi-Professionals & Tech	1	0.0%		0	0.0%		0	0.0%	0	0	0	0	4.2%	0	0	0.0%	0.0%			
05 Supervisors	0	0.0%		0	0.0%		0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0.0%	0	0	0	0	0.0%	0	-1	0	#DIV/0!			
07 Administrative & Sr Clerical	39	-8.4%		0	69.6%		0	0.0%	0	0	1	0	2.1%	0	-1	0.0%	0.0%			
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
10 Clerical Personnel	10	-7.2%		0	22.2%		0	0.0%	0	0	0	0	3.0%	0	0	0.0%	0.0%			
11 Intermediate Sales & Service	4	-20.6%		0	66.7%		0	0.0%	0	0	0	0	1.5%	0	0	0.0%	0.0%			
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
13 Other Sales & Service	0	0.0%		0	0.0%		0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
14 Other Manual Workers	0	0.0%		0	0.0%		0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
Total	212	-3.8%		0	47.4%		2	0.0%	0	4	0	0	2.6%	-4	-4	0.9%	0.9%			

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

**Table 4: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals	Long-term Goals	Short-term Goals	Long-term Goals	
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	3	3.0	2	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	1	1.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	

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**Part 3: Goals**

CLS Lexi-Tech Ltd.

|Date: 2018-02-20|

14	Other Manual Workers	0	0.0	0	0.0
Total		4	0.0	2	0.0

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

CLS Lexi-Tech Ltd.

[Date: 2018-02-20]

005990

**Data for First/Previous Goals**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
		From Workforce Analysis	From Workforce Analysis <sup>4</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>5</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent t to H	K x L x 3	(F x O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce e Analysis	(K - M + O) - (C + F) x O	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

**Table 5: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	All Employees										Persons with Disabilities									
	Growth (New Positions)					Turnover (Replacement of Terminated Employees)					Anticipated Hires Over 3 Years					3 Year Goals				
	Number	Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years	Number	Turnover of Employees	Over 3 Years	Hires Required Over 3 Years	From - To	Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years			
01/02 Managers	11	-50.00%		0	25.00%		0	0	0.00%	0	0	0	4.3%	0	0	0.00%	0.00%			
03 Professionals	147	-2.1%		0	43.5%		0	0	0.0%	0	4	0	3.8%	-4	-4	1.4%	1.4%			
04 Semi-Professionals & Tech	1	0.0%		0	0.0%		0	0	0.0%	0	0	0	4.6%	0	0	0.0%	0.0%			
05 Supervisors	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
06 Supervisors: Crafts & Trades	39	-8.4%		0	69.6%		0	0	0.0%	0	0	0	3.4%	0	0	2.6%	2.6%			
07 Administrative & Sr Clerical	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	7.0%	0	0	0.0%	0.0%			
09 Skilled Crafts & Trades	10	-7.2%		0	22.2%		0	0	0.0%	0	1	0	1.0%	-1	-1	0.0%	0.0%			
10 Clerical Personnel	4	-20.6%		0	66.7%		0	0	0.0%	0	0	0	5.6%	0	0	0.0%	0.0%			
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
<b>Total</b>	<b>212</b>	<b>-3.8%</b>		<b>0</b>	<b>47.4%</b>		<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>3.9%</b>	<b>-5</b>	<b>-5</b>	<b>1.4%</b>	<b>1.4%</b>			

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

**Table 6: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals	Long-term Goals	#	%	
01/02 Managers	0	0	0	0.0	
03 Professionals	2	2	0	0.0	
04 Semi-Professionals & Tech	0	0	0	0.0	
05 Supervisors	0	0	0	0.0	
06 Supervisors: Crafts & Trades	0	0	0	0.0	
07 Administrative & Sr Clerical	0	1	0	0.0	
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	0	0	0	0.0	
14 Other Manual Workers	0	0	0	0.0	
<b>Total</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>0.0</b>	



Federal Contractors Program Achievement Report

Part 3: Goals

CLS Lexi-Tech Ltd.

|Date: 2018-02-20|

**Federal Contractors Program Achievement Report**

005992

Part 3: Goals  
CLS Lexi-Tech Ltd.  
[Date: 2018-02-20]

**Data for First/Previous Goals**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
		From Workforce Analysis	From Workforce Analysis <sup>4</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>5</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent t to H	K x L x 3	(F x O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce e Analysis	(K - M + O) - (C + F) x O	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

**Table 7: Members of Visible Minorities**

Occupational Group (EOG)	All Employees										Members of Visible Minorities									
	Growth (New Positions)					Turnover (Replacement of Terminated Employees)					Anticipated Hires Over 3 Years					3 Year Goals				
	Number	Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years	Number	Turnover (Replacement of Terminated Employees)	Over 3 Years	Hires Required Over 3 Years	From - To	Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years			
01 Senior Managers	1	-100.0%		0	0.0%		0	0.0%		0	0	0	10.1%	0	0	0.0%	0.0%			
02 Middle & Other Managers	10	0.0%		0	50.0%		0	0.0%		0	0	0	15.0%	-1	-1	10.0%	10.0%			
03 Professionals	147	-2.1%		0	43.5%		0	0.0%		30	0	0	22.8%	-30	-30	2.7%	2.7%			
04 Semi-Professionals & Tech	1	0.0%		0	0.0%		0	0.0%		0	0	0	3.0%	0	0	0.0%	0.0%			
05 Supervisors	0	0.0%		0	0.0%		0	0.0%		0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0.0%		0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
07 Administrative & Sr Clerical	39	-8.4%		0	69.6%		4	0.0%		0	0	0	12.0%	-1	-1	10.3%	10.3%			
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0.0%		0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0.0%		0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
10 Clerical Personnel	10	-7.2%		0	22.2%		0	0.0%		0	0	0	10.0%	0	0	0.0%	0.0%			
11 Intermediate Sales & Service	4	-20.6%		0	66.7%		0	0.0%		0	0	0	24.3%	-1	-1	0.0%	0.0%			
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0.0%		0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
13 Other Sales & Service	0	0.0%		0	0.0%		0	0.0%		0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
14 Other Manual Workers	0	0.0%		0	0.0%		0	0.0%		0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
Total	212	-3.8%		0	47.4%		9	0.0%		32	0	0	19.3%	-32	-32	4.2%	4.2%			

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

**Table 8: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals	%	Long-term Goals	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	1.0	1	0.0	
03 Professionals	3	6.0	4	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	1	39.0	4	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	10.0	0	0.0	
11 Intermediate Sales & Service	0	4.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	

**Federal Contractors Program Achievement Report**

**005993**

**Part 3: Goals**

CLS Lexi-Tech Ltd.

|Date: 2018-02-20|

14	Other Manual Workers	0	0.0	0	0.0
Total		4	0.0	9	0.0



**Federal Contractors Program Achievement Report**

005995

**Part 3: Goals**

CLS Lexi-Tech Ltd.

|Date: 2018-02-20|

14	Other Manual Workers		0.0		0.0
Total			0.0		0.0



**Federal Contractors Program Achievement Report**

005996

Part 3: Goals  
CLS Lexi-Tech Ltd.  
[Date: 2018-02-20]

**Data for Subsequent/Current Goals**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
		From Workforce Analysis	From Workforce Analysis <sup>4</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>5</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce e Analysis	(K - M + O) - (C + F) x O	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

**Table 11: Aboriginal Peoples**

Occupational Group (EEOG)	All Employees										Subsequent/Current Short-term Goals										Aboriginal Peoples										
	Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years		Number		Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years		3 Year Goals		Present Availability		Present Gap		Projected Gap		Present Representation		Projected Representation in 3 Years			
	YYYY-MM-DD	2018-01-22	Actual Annually	Projected Annually	Over 3 Years	Actual Annually	Projected Annually	Over 3 Years	Years	Years	2018-01-22	Annually	Over 3 Years	Years	Years	2018	2021	%	%	#	#	%	%	#	#	%	%				
01 Senior Managers	0	0	-100.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
02 Middle & Other Managers	10	0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0	2.2%	0	0	0.0%	0	0	0	0	0.0%	0	0	0.0%	0	
03 Professionals	138	0	-2.1%		0	0	0.0%	0	0	5	0	0.0%	0	0	0	0	0	2.7%	0	0	0.0%	0	0	0	0	0.0%	0	0	3.6%	1	3.6%
04 Semi-Professionals & Tech	1	0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0	4.2%	0	0	0.0%	0	0	0	0	0.0%	0	0	0.0%	0	
05 Supervisors	0	0	0.0%		0	0	0.0%	0	0	0	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!	
06 Supervisors: Crafts & Trades	0	0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	30	0	-8.4%		0	0	0.0%	0	0	1	0	0.0%	0	0	0	0	0	3.1%	0	0	0.0%	0	0	0	0	0.0%	0	0	3.3%	0	3.3%
08 Skilled Sales & Service	0	0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	0	0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	8	0	-7.2%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0	2.8%	0	0	0.0%	0	0	0	0	0.0%	0	0	0.0%	0	
11 Intermediate Sales & Service	2	0	-20.6%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0	2.2%	0	0	0.0%	0	0	0	0	0.0%	0	0	0.0%	0	
12 Semi-Skilled Manual	0	0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	0	0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	189	0	-3.8%		0	0	0.0%	0	0	6	0	0.0%	0	0	0	0	0	2.7%	0	0	0.0%	0	0	0	0	0.0%	0	0	3.2%	1	3.2%

† 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.

**Table 12: Aboriginal Peoples**

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

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14	Other Manual Workers		0.0		0.0
Total			0.0		0.0

**Federal Contractors Program Achievement Report**

Part 3: Goals

CLS Lexi-Tech Ltd.

[Date: 2018-02-20]

005998

**Data for Subsequent/Current Goals**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
		From Workforce Analysis	From Workforce Analysis <sup>4</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>5</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent t to H	K x L x 3	(F x O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce e Analysis	(K - M + O) - (C + F) x O	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

**Table 13: Persons with Disabilities**

Occupational Group (EOG)	All Employees										Subsequent/Current Short-term Goals												
	Growth (New Positions)					Turnover (Replacement of Terminated Employees)					Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
	Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years	From - To			%	%	#		%	#					
01/02 Managers	10	-50.0%	%	0	25.0%	%	0	0	0	0	0	0	0	0	0	4.3%	0	0	0	0.0%	0	0.0%	
03 Professionals	138	-2.1%	0.0%	0	43.5%	25.0%	104	104	104	3	25.0%	2	4	4	3.8%	3.8%	-2	0	0	2.2%	0	3.6%	
04 Semi-Professionals & Tech	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0	0.0%	0	0	0	0	4.6%	0	0	0.0%	0	0.0%		
05 Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	0.0%	0	0.0%		
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	0.0%	0	0.0%		
07 Administrative & Sr Clerical	30	-8.4%	-5.0%	0	69.6%	15.0%	14	9	9	0	15.0%	0	1	0	3.4%	3.4%	-1	-1	0.0%	0	0.0%		
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0	0.0%	0	0	0	0	7.0%	0	0	0.0%	0	0.0%		
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	0.0%	0	0.0%		
10 Clerical Personnel	8	-7.2%	-5.0%	0	22.2%	-10.0%	-2	-3	0	0	-10.0%	0	0	0	0	7.0%	-1	0	0.0%	0	0.0%		
11 Intermediate Sales & Service	2	-20.6%	0.0%	0	66.7%	0.0%	0	0	0	0	0.0%	0	0	0	0	5.6%	0	0	0.0%	0	0.0%		
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	0.0%	0	0.0%		
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	0.0%	0	0.0%		
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	0.0%	0	0.0%		
Total	189	-3.8%	47.4%	0	0	0	0	0	0	3	0.0%	0	4	0	0	3.9%	-4	-4	1.6%	0	1.6%		

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

**Table 14: Persons with Disabilities**

Occupational Group (EOG)	Persons with Disabilities		Comments
	Short-term Goals	Long-term Goals	
01/02 Managers	0.0	0.0	We try our best to recruit persons with disabilities, but it is a work environment that is mainly full-time in front of a screen at a cubicle, therefore not as many candidates with certain types of more common disabilities such as vision, etc. They often do not pursue a career in linguistics to avoid a full-time computer job. Also, given that the majority of our hires are linguists for governmental projects, we need to obtain security clearances with Public Works, need to ensure candidates have a completed bachelor's degree in translation, experience in translation or editing from English into French and pass our quality test. This often reduces our pool of potential candidates.
03 Professionals	3.8	2.0	
04 Semi-Professionals & Tech	0.0	0.0	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	3.4	3.0	The availability on the market does not even close the gap.
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	7.0	4.0	Given that we plan on reducing the clerical personnel in the company, we may not even hire.
11 Intermediate Sales & Service	0.0	0.0	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	0.0	0.0	

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CLS Lexi-Tech Ltd.

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14	Other Manual Workers		0.0		0.0
Total			0.0		0.0

**Federal Contractors Program Achievement Report**

00600

Part 3: Goals  
CLS Lexi-Tech Ltd.  
[Date: 2018-02-20]

**Data for Subsequent/Current Goals**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
		From Workforce Analysis	From Workforce Analysis <sup>4</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>5</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent t 10 H	K x L x 3	(F x O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce e Analysis	(K - M + O) - (C + F) x O	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

**Table 15: Members of Visible Minorities**

Occupational Equity (EOCG)	All Employees										Subsequent/Current Short-term Goals										Members of Visible Minorities					
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years						
		Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			Annually	Over 3 Years	From - To		%												
01 Senior Managers	0	-100.0%	%	0	0.0%	%	0	0	0.0%	%	0	0	0	0	0	0.0%	0	0	0	0.0%	0	#DIV/0!	%	0	#DIV/0!	%
02 Middle & Other Managers	10	0.0%	1.0%	0	50.0%	10.0%	3	1	10.0%	0	0	1	0	15.0%	0	0.0%	-1	-1	0	10.0%	0	10.0%	0	10.0%	0	10.0%
03 Professionals	138	-2.1%	0.0%	0	43.5%	25.0%	104	7	25.0%	5	30	24	23.1%	23.1%	23.1%	3.0%	-25	-6	5.1%	18.8%	0	0.0%	0	0.0%	0	18.8%
04 Semi-Professionals & Tech	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0	0	0.0%	0	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
05 Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0	0	0.0%	0	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0	0	0.0%	0	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
07 Administrative & Sr Clerical	30	-8.4%	0.0%	0	69.6%	0.0%	0	5	0.0%	0	0	0	-4	0	0	4.8%	4	4	16.7%	16.7%	0	0.0%	0	0.0%	0	16.7%
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0	0	0.0%	0	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0	0	0.0%	0	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
10 Clerical Personnel	8	-7.2%	0.0%	0	22.2%	0.0%	0	0	0.0%	0	0	0	0	0	0	1.8%	0	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
11 Intermediate Sales & Service	2	-20.6%	0.0%	0	66.7%	0.0%	0	0	0.0%	0	0	0	0	0	0	13.1%	0	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0	0	0.0%	0	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0	0	0.0%	0	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0	0	0.0%	0	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	189	-3.8%			47.4%		0	13	0.0%		22	0	0	0	0	18.7%	-22	-22	6.9%	6.9%	0	0.0%	0	0.0%	0	6.9%

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

**Table 16: Members of Visible Minorities**

Employment Equity Occupational Group (EOCG)	Members of Visible Minorities			Comments
	Short-term Goals	Long-term Goals	%	
01 Senior Managers	0.0	0.0	0.0	The availability on the market does not even close the gap.
02 Middle & Other Managers	15.0	17.0	4.0	The availability on the market would not even close the gap. We try our best to recruit persons of visible minorities, but it is a work environment that is mainly full-time in front of a screen at a cubicle, therefore not as many candidates with certain types of more common disabilities such as vision, etc. They often do not pursue a career in linguistics to avoid a full-time computer job. Also, given that the majority of our hires are linguists for governmental projects, we need to obtain security clearances with Public Works, need to ensure candidates have a completed bachelor's degree in translation, experience in translation or editing from English into French and pass our quality test. This often reduces our pool of potential candidates.
03 Professionals	23.1			
04 Semi-Professionals & Tech	0.0	0.0	0.0	
05 Supervisors	0.0	0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	0.0	
07 Administrative & Sr Clerical	0.0	0.0	0.0	
08 Skilled Sales & Service	0.0	0.0	0.0	
09 Skilled Crafts & Trades	0.0	0.0	0.0	
10 Clerical Personnel	0.0	0.0	0.0	



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**Part 3: Goals**

CLIS Lexi-Tech Ltd.

|Date: 2018-02-20|

11	Intermediate Sales & Service	0.0	0.0	0.0
12	Semi-Skilled Manual	0.0	0.0	0.0
13	Other Sales & Service	0.0	0.0	0.0
14	Other Manual Workers	0.0	0.0	0.0
Total		0.0	0.0	0.0

Federal Contractors Program Achievement Report  
Part 4: Results - Women  
CLS Lexi-Tech Ltd.  
[Date: 2018-02-20]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis													Flow Data Analysis									
		All Employees						Women			Hires			Promotions			Terminations							
		Representation	Availability	Gap	FE Result	#	%	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference					
01 Senior Managers	2015	1	0	0.0	27.4	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0																
02 Middle & Other Managers	2015	10	7	70.0	38.9	4	3	179.9																
	2018	10	5	50.0	38.9	4	1	128.5																
03 Professionals	2015	147	104	70.7	67.3	99	5	105.1																
	2018	138	93	67.4	65.9	91	2	102.3																
04 Semi-Professionals & Technicians	2015	1	1	100.0	33.0	0	1	303.0																
	2018	1	1	100.0	33.0	0	1	303.0																
05 Supervisors	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0																
06 Supervisors, Crafts & Trades	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0																

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants						Short-term Goals						Long-term Goals						Comments
		All Employees			Women			All Employees			Women			All Employees			Women			
#	#	Actual	Goal	Percent of Goal Met	Actual	Goal	Percent of Goal Met	Actual	Goal	Percent of Goal Met	Actual	Goal	Percent of Goal Met	Actual	Goal	Percent of Goal Met	Actual	Goal	Percent of Goal Met	
01 Senior Managers	2018	0	0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	
	2021	0	0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	
02 Middle & Other Managers	2018	0	-2	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	
	2021	0	-2	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	
03 Professionals	2018	19	11	57.9	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	
	2021	19	11	57.9	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	
04 Semi-Professionals & Technicians	2018	0	0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	
	2021	0	0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	
	2021	0	0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	
06 Supervisors, Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	
	2021	0	0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	

**Federal Contractors Program Achievement Report**  
**Part 4: Results - Women**  
**CLS Lexi-Tech Ltd.**

Date: 2018-02-201

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

Occupational Equity (EEOG)	Year	Workforce Analysis										Hires					Promotions					Terminations					
		All Employees					Women					All Employees					Women					All Employees			Women		
		#	#	%	#	%	#	%	Availability	#	Gap	EE Result	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected
07	Administrative & Senior Clerical	2015	39	29	74.4	81.6	32	-3	91.1	16	9	56.3	13	-4	7	4	57.1	5	-1	24	21	87.5	18	3			
08	Skilled Sales & Service Personnel	2015	30	18	60.0	81.8	25	-7	73.3	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0			
09	Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0			
10	Clerical Personnel	2015	10	9	90.0	72.6	7	2	124.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0			
11	Intermediate Sales & Service Personnel	2015	4	1	25.0	62.9	3	-2	39.7	1	1	100.0	1	0	0	0	0.0	0	0	2	2	100.0	2	0			
12	Semi-Skilled Manual Workers	2015	2	1	50.0	62.9	1	0	79.5	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	-1			
		2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0			

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

Occupational Equity (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Women		Women				Women				
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
07	Administrative & Senior Clerical	2018	-1	-8	800.0	0	0.0	0	0.0	0	0.0	0	0.0	
08	Skilled Sales & Service Personnel	2018	-1	-8	800.0	0	0.0	0	0.0	0	0.0	0	0.0	
09	Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
10	Clerical Personnel	2018	-1	-1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	
11	Intermediate Sales & Service Personnel	2018	-2	-2	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
12	Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
		2021	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

**Federal Contractors Program Achievement Report**  
**Part 4: Results - Women**  
**CLS Lexi-Tech Ltd.**

006004

[Date: 2018-02-20]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y							
																									Part 1: Workforce Analysis	Part 1: Workforce Analysis	Part 1: Workforce Analysis	Part 1: D x G + 100	Part 1: E - H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis
<b>Workforce Analysis</b>																								<b>Flow Data Analysis</b>							
<b>Employment Equity Occupational Group (EEOG)</b>		<b>Year</b>	<b>Workforce</b>										<b>Hires</b>					<b>Promotions</b>					<b>Terminations</b>								
			<b>All Employees</b>		<b>Women</b>		<b>Gap</b>		<b>E/E Result</b>		<b>All Employees</b>		<b>Women</b>		<b>Difference</b>		<b>All Employees</b>		<b>Women</b>		<b>Difference</b>		<b>All Employees</b>		<b>Women</b>		<b>Difference</b>				
		#	#	Representation %	Availability %	#	#	%	%	#	#	Actual %	Expected %	Difference #	#	#	Actual %	Expected %	Difference #	#	#	Actual %	Expected %	Difference #							
13	Other Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0					
13	Other Sales & Service Personnel	2018	0	0	0.0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0					
14	Other Manual Workers	2015	0	0	0.0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0					
14	Other Manual Workers	2018	0	0	0.0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0					
<b>Total</b>		2015	212	151	71.2	68.4	145	6	104.1	81	53	65.4	54	-1	29	20	69.0	21	-1	95	73	76.8	68	5							
		2018	189	125	66.1	67.0	127	-2	98.7	81	53	65.4	54	-1	29	20	69.0	21	-1	95	73	76.8	68	5							

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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Employment Equity Occupational Group (EEOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments
		All Employees	Women	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
13	Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0	0.0	0.0	
13	Other Sales & Service Personnel	2021	0	0	0.0	0	0.0	0	0.0	0.0	
14	Other Manual Workers	2018	0	0	0.0	0	0.0	0	0.0	0.0	
14	Other Manual Workers	2021	0	0	0.0	0	0.0	0	0.0	0.0	
<b>Total</b>		2018	15	0	0.0	0	0.0	0	0.0	0.0	
		2021	15	0	0.0	0	0.0	0	0.0	0.0	



**Federal Contractors Program Achievement Report**  
**Part 5: Results - Aboriginal Peoples**  
**CLS Lexi-Tech Ltd.**

[Date: 2018-02-20]

006005

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

Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis									
		All Employees			Aboriginal Peoples			Hires			Promotions			Terminations									
		#	%	Representation	Availability	Gap	EE Result	#	%	Expected	#	%	Expected	#	%	Expected	#	%	Expected				
01 Senior Managers	2015	1	0	0.0	2.9	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0			
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0			
02 Middle & Other Managers	2015	10	0	0.0	2.2	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0			
	2018	10	0	0.0	2.2	0	0	0.0	1	0	0	4	0	0	0	0	0	5	0	0			
03 Professionals	2015	147	2	1.4	2.8	4	-2	48.6	134.2	63	4	6.3	2	2	18	1	5.6	0	1	1.6	62	1	1
	2018	138	5	3.6	2.7	4	1	134.2	63	4	6.3	2	2	2	1	1	5.6	0	1	1.6	1	1	1
04 Semi-Professionals & Technicians	2015	1	0	0.0	4.2	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2018	1	0	0.0	4.2	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	2015	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors, Crafts & Trades	2015	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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	E + K x 100	Part 3: Goals	F + M x 100
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Occupational Group (EEOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments
		All Employees		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples			
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
01 Senior Managers	2018	0	0	0	0.0	0	0.0	0	0.0		
	2021	0	0	0	0.0	0	0.0	0	0.0		
02 Middle & Other Managers	2018	0	0	0	0.0	0	0.0	0	0.0		
	2021	0	0	0	0.0	0	0.0	0	0.0		
03 Professionals	2018	19	4	21.1	3	133.3	2	200.0	0	0.0	
	2021	19	4	21.1	3	133.3	2	200.0	0	0.0	
04 Semi-Professionals & Technicians	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	0	0	0.0	0	0.0	0	0.0	0	0.0	
05 Supervisors	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	0	0	0.0	0	0.0	0	0.0	0	0.0	
06 Supervisors, Crafts & Trades	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	0	0	0.0	0	0.0	0	0.0	0	0.0	

**Federal Contractors Program Achievement Report**  
**Part 5: Results - Aboriginal Peoples**  
**CLS Lexi-Tech Ltd.**

|Date: 2018-02-20|

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

Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis											
		All Employees			Aboriginal Peoples			Hires			Promotions			Terminations											
		#	%	Representation	Availability	Gap	EE Result	All Employees	Actual	Expected	All Employees	Actual	Expected	All Employees	Actual	Expected									
07 Administrative & Senior Clerical	2015	39	0.0	0.0	2.1	1	-1	0.0																	
	2018	30	1	3.3	3.1	1	0	107.5	16	1	6.3	0	1	7	0	0.0	0	0	0	24	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
10 Clerical Personnel	2015	10	0	0.0	3.0	0	0	0.0																	
	2018	8	0	0.0	2.8	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0	0
11 Intermediate Sales & Service Personnel	2015	4	0	0.0	1.5	0	0	0.0																	
	2018	2	0	0.0	2.2	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0	0
12 Semi-Skilled Manual Workers	2015	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments	
		Flow Data		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples				
		All Employees	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
07 Administrative & Senior Clerical	2018	-1	1	-100.0	1	100.0	1.0	#####	0	0.0	0.0	
	2021	-1	1	-100.0			0.0		0	0.0	0.0	
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	
	2021	0	0	0.0			0.0		0	0.0	0.0	
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	
	2021	0	0	0.0			0.0		0	0.0	0.0	
10 Clerical Personnel	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	
	2021	-1	0	0.0			0.0		0	0.0	0.0	
11 Intermediate Sales & Service Personnel	2018	-2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	
	2021	-2	0	0.0			0.0		0	0.0	0.0	
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	
	2021	0	0	0.0			0.0		0	0.0	0.0	



**Federal Contractors Program Achievement Report**  
**Part 5: Results - Aboriginal Peoples**  
**CLS Lexi-Tech Ltd.**

[Date: 2018-02-20]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y		
																									Part 1: Workforce Analysis	Part 1: Workforce Analysis
<b>Workforce Analysis</b>																								<b>Flow Data Analysis</b>		
<b>Employment Equity Occupational Group (EEOG)</b>		<b>Year</b>	<b>Workforce</b>		<b>Aboriginal Peoples</b>		<b>Hires</b>		<b>Promotions</b>		<b>Terminations</b>															
			All Employees	Representation	Availability	Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference							
		#	#	%	%	#	%	#	#	#	#	#	#	#	#	#	#	#	#							
13	Other Sales & Service Personnel	2015	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0							
		2018	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0							
14	Other Manual Workers	2015	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0							
		2018	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0							
<b>Total</b>		2015	212	0.9	2.6	6	36.3	-4	36.3	0	0	0	0	0	0	0	0	0	0							
		2018	189	6	3.2	2.7	5	117.6	81	5	6.2	2	29	1	3.4	0	1	95	1	1.1	1	0				

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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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Short-term Goals		Long-term Goals		Comments
		All Employees	Aboriginal Peoples	Actual	Goal	Percent of Goal Met	Goal	
13	Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	
		2021	0	0	0.0	0	0.0	
14	Other Manual Workers	2018	0	0	0.0	0	0.0	
		2021	0	0	0.0	0	0.0	
<b>Total</b>		2018	15	5	33.3	4	125.0	
		2021	15	5	33.3	5	250.0	

**Federal Contractors Program Achievement Report**  
**Part 6: Results - Persons with Disabilities**  
 CLS Lexi-Tech Ltd.

|Date: 2018-02-20|

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

Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis											
		All Employees			Persons with Disabilities			Hires			Promotions			Terminations											
		#	%	Availability	Gap	EE Result	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference							
01&02 Managers	2015	11	0.0	4.3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	2018	10	0.0	4.3	0	0	0	0	0	1	0	0	0	0	4	0	0	0	0	0	5	0	0	0	0
03 Professionals	2015	147	2	1.4	3.8	6	-4	35.8																	
	2018	138	3	2.2	3.8	5	-2	57.2		63	3	4.8	2	1	18	0	0	0	0	0	62	2	3.2	1	1
04 Semi-Professionals & Technicians	2015	1	0	0.0	4.6	0	0	0.0																	
	2018	1	0	0.0	4.6	0	0	0.0																	
05 Supervisors	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0																	
06 Supervisors: Crafts & Trades	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0																	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments	
		Flow Data		Persons with Disabilities	Persons with Disabilities		Persons with Disabilities					
		All Employees	Actual		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
01&02 Managers	2018	0	0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	0	0	0	0.0	0	0.0	0	0.0	0	0.0	
03 Professionals	2018	19	1	5.3	2	50.0	2	50.0	0	0.0	263.2	
	2021	19	1	5.3	2	50.0	2	50.0	0	0.0	263.2	
04 Semi-Professionals & Technicians	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	0	
	2021	0	0	0.0	0	0.0	0	0.0	0	0.0	0	
05 Supervisors	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	0	
	2021	0	0	0.0	0	0.0	0	0.0	0	0.0	0	
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	0	
	2021	0	0	0.0	0	0.0	0	0.0	0	0.0	0	

**Federal Contractors Program Achievement Report**  
**Part 6: Results - Persons with Disabilities**  
 CLS Lexi-Tech Ltd.

|Date: 2018-02-20|

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		All Employees		Representation		Persons with Disabilities Availability		Gaps		EEO Result		All Employees		Hires		Promotions		Terminations						
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
07	Administrative & Senior Clerical	2015	39	1	2.6	3.4	1	0	75.4															
		2018	30	0	0.0	3.4	1	-1	0.0	16	0	0.0	1	-1	7	0	0.0	0	0	24	1	4.2	1	0
08	Skilled Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0
		2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0
09	Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0
		2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0
10	Clerical Personnel	2015	10	0	0.0	7.0	1	-1	0.0															
		2018	8	0	0.0	7.0	1	-1	0.0	1	0	0.0	0	0	0	0	0.0	0	0	2	0	0.0	0	0
11	Intermediate Sales & Service Personnel	2015	4	0	0.0	5.6	0	0	0.0															
		2018	2	0	0.0	5.6	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	2	0	0.0	0	0
12	Semi-Skilled Manual Workers	2015	0	0	0.0	0.0	0	0	0.0															
		2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + 1 x 100	Part 3: Goals	E + M x 100
↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		
		#	%	#	%	Goal #	% of Goal Met	Goal #	% of Goal Met	Goal #	% of Goal Met	Goal #	% of Goal Met	
07	Administrative & Senior Clerical	2018	-1	100.0	0	0.0	0	0.0	1	-100.0	0	0.0		
		2021	-1	100.0			3.4	2941.2			3.0	3333.3		
08	Skilled Sales & Service Personnel	2018	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
		2021	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
09	Skilled Crafts & Trades Workers	2018	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
		2021	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
10	Clerical Personnel	2018	-1	0.0	1	0.0	1.0	0.0	0	0.0	0	0.0		
		2021	-1	0.0			7.0	0.0	4	0.0	0	0.0		
11	Intermediate Sales & Service Personnel	2018	-2	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
		2021	-2	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
12	Semi-Skilled Manual Workers	2018	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
		2021	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		

**Federal Contractors Program Achievement Report  
Part 6: Results - Persons with Disabilities**

CLS Lexi-Tech Ltd.

|Date: 2018-02-20|

006010

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis												
		Workforce						Hires						Promotions						Terminations						
		All Employees	Representation	Persons with Disabilities Availability	Gap	EE Result	All Employees	Actual	Persons with Disabilities Expected	Difference	All Employees	Actual	Persons with Disabilities Expected	Difference	All Employees	Actual	Persons with Disabilities Expected	Difference								
13 Other Sales & Service Personnel	2015	0	0.0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
	2018	0	0.0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
14 Other Manual Workers	2015	0	0.0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
	2018	0	0.0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
<b>Total</b>	2015	212	3	1.4	3.9	8	-5	36.3	8	3	3	3.7	3	3	29	0	0.0	0	0	0	0	0	0.0	0	0	0
	2018	189	3	1.6	3.9	7	-4	40.7	7	3	3	3.7	3	3	29	0	0.0	0	0	0	0	0	0.0	0	0	2

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		Flow Data		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		
		All Employees	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
13 Other Sales & Service Personnel	2018	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
14 Other Manual Workers	2018	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	0	0	0	0.0	3	0.0	3	0.0	3	0.0	3	0.0	
<b>Total</b>	2018	15	0	0	0.0	3	0.0	3	0.0	3	0.0	3	0.0	
	2021	15	0	0	0.0	3	0.0	3	0.0	3	0.0	3	0.0	



**Federal Contractors Program Achievement Report  
Part 7: Results - Members of Visible Minorities**

CLS Lexi-Tech Ltd.

|Date: 2018-02-20|

006011

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

Occupational Group (EEOG)	Year	Workforce Analysis										Hires						Promotions						Terminations		
		All Employees	Representation	Visible Minorities Availability		Gap	EE Result	All Employees	Actual	Visible Minorities Expected		Difference	All Employees	Actual	Visible Minorities Expected		Difference	All Employees	Actual	Visible Minorities Expected		Difference				
	#	#	%	%	#	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#		
01 Senior Managers	2015	1	0	0.0	10.1	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	
	2018	0	0	0.0	0.0	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	
02 Middle & Other Managers	2015	10	1	10.0	15.0	2	-1	66.7	66.7	1	0.0	0	0.0	0	0.0	1	25.0	0	0.0	1	5	0	0.0	1	-1	
	2018	10	1	10.0	15.0	2	-1	66.7	66.7	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	
03 Professionals	2015	147	4	2.7	22.8	34	-30	11.9	11.9	63	6	9.5	15	-9	18	0	0.0	0	0.0	0	62	2	3.2	2	0	
	2018	138	7	5.1	23.1	32	-25	22.0	22.0	63	6	9.5	15	-9	18	0	0.0	0	0.0	0	62	2	3.2	2	0	
04 Semi-Professionals & Technicians	2015	1	0	0.0	3.0	0	0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	
	2018	1	0	0.0	3.0	0	0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	
05 Supervisors	2015	0	0	0.0	0.0	0	0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	
	2018	0	0	0.0	0.0	0	0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2015	0	0	0.0	0.0	0	0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	
	2018	0	0	0.0	0.0	0	0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	

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

Occupational Group (EEOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments
		All Employees	Visible Minorities Actual		Goal	Visible Minorities Percent of Goal Met		Goal	Visible Minorities Percent of Goal Met		
	#	#	#	%	#	%	%	#	%	%	
01 Senior Managers	2018	0	0	0.0	0	0.0	0.0	0	0.0	0.0	
	2021	0	0	0.0	0	0.0	0.0	0	0.0	0.0	
02 Middle & Other Managers	2018	0	1	0.0	0	0.0	1.0	0.0	0.0	0.0	
	2021	0	1	0.0	0	0.0	1.0	0.0	0.0	0.0	
03 Professionals	2018	19	4	21.1	3	133.3	6.0	350.9	4	100.0	
	2021	19	4	21.1	3	133.3	23.1	91.1	4.0	526.3	
04 Semi-Professionals & Technicians	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	



**Federal Contractors Program Achievement Report  
Part 7: Results - Members of Visible Minorities**

CLS Lexi-Tech Ltd.

|Date: 2018-02-20|

006012

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

Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis														
		All Employees					Visible Minorities					All Employees					Visible Minorities									
		#	Representation %	Availability %	Gap #	EE Result %	#	%	#	Gap #	EE Result %	#	Actual %	Expected #	Difference #	#	Actual %	Expected #	Difference #	#	Actual %	Expected #	Difference #			
07 Administrative & Senior Clerical	2015	39	4	10.3	12.0	5	-1	85.5	16	3	18.8	1	2	7	0	0.0	1	-1	24	2	8.3	2	2	0	0.0	0
08 Skilled Sales & Service Personnel	2015	30	5	16.7	4.8	1	4	347.2	16	3	18.8	1	2	7	0	0.0	1	-1	24	2	8.3	2	2	0	0.0	0
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0.0	0
10 Clerical Personnel	2015	10	0	0.0	1.9	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	2	0	0.0	0	0	0	0.0	0
11 Intermediate Sales & Service Personnel	2015	2	0	0.0	24.3	1	-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	2	0	0.0	0	0	0	0.0	0
12 Semi-Skilled Manual Workers	2015	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0.0	0

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

Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities				
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %			
07 Administrative & Senior Clerical	2018	-1	1	-100.0	1	100.0	39.0	-256.4	4	25.0	0.0	0.0		
08 Skilled Sales & Service Personnel	2018	-1	1	-100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
10 Clerical Personnel	2018	-1	0	0.0	0	0.0	10.0	0.0	0	0.0	0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	-2	0	0.0	0	0.0	4.0	0.0	0	0.0	0.0	0.0		
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

**Federal Contractors Program Achievement Report**

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

**CLS Lexi-Tech Ltd.**

**[Date: 2018-02-20]**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		Workforce								Hires				Promotions				Terminations								
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference									
#	#	%	%	#	#	%	#	#	%	#	#	%	#	%	#	#	%	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																		
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0
14 Other Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																		
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0
Total	2015	212	9	4.2	19.3	41	-32	22.0																		
	2018	189	13	6.9	18.7	35	-22	36.8	81	9	11.1	15	-6	29	1	3.4	1	0	95	4	4.2	4	0			

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	#	%	%	#	%	%	#	%	%	%		
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	15	6	40.0	4	150.0	0.0	0.0	0.0	9	66.7	0.0	0.0	
	2021	15	6	40.0			0.0	0.0			0.0	0.0		

<b>Federal Contractors Program Achievement Report</b>
<b>Part 8: Reasonable Efforts</b>
<b>CLS Lexi-Tech Ltd.</b>
<b>[Date: 2018-02-20]</b>

## Efforts

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

### Required measures:

- Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
- Provided a self-identification questionnaire to employees who wished to change information previously submitted and to those who requested it, and adjusted survey results accordingly.
- Adjusted survey results to reflect hires, promotions and terminations.
- Updated the workforce analysis to reflect new hires, promotions and terminations; any changes employees made to their self-identification questionnaires; and any revisions made to the availability estimates.
- Adjusted the availability estimates to reflect major changes in the workforce (e.g., changes in geographic recruitment areas, addition of new occupational groups or changes in the composition of occupational groups).
- Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
- Ensured that any new gaps identified are addressed accordingly.
- Maintained appropriate records in all required areas.

### Other measures:

- Reviewed employment systems, policies and practices to ensure that they do not result in barriers to employment of designated group members, monitored their implementation and adjusted as appropriate.
- Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
- Ensured ongoing senior-level support for employment equity and its implementation.
- Established accountability mechanisms to ensure that the short-term goals would be met.
- Communicated the goals to relevant managers as well as monitored and recorded the results.
- Devoted adequate resources (financial and human) to ensure that the short-term goals would be met.
- Consulted employee/union representatives on communication and implementation of employment equity.

- Kept all staff, including new employees and managers, informed of the purpose of employment equity, the steps taken to implement it and the progress made in its implementation.
- Put in place a strategy to ensure a barrier-free workplace.
- Undertook initiatives to increase representation where gaps in representation were found.
- Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
- Other (please describe):

HR has reached out to governmental programs in New Brunswick to help attract visible minorities.

## Operational Context

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

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

CLS Lexitech was acquired by Lionbridge in 2015. It remains a separate legal entity but this brought some organizational changes, leadership changes as well as a change in HR staff during the past 3 years. Previous leaders and HR staff are no longer employed to comment on previously established goals, but all have taken this program seriously and the results show improvements since the last analysis. Projected hires in the previous assessment did not take into account hiring slowdowns that occurred during the transition period.

- Acquisitions, mergers or transfers of employees.

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

The company proceeded with some reorganization in 2017 and closed an office located in Toronto as well as reduced its headcount significantly in Ottawa.

MIDDLE AND OTHER MANAGERS:2  
PROFESSIONALS:22  
ADMINISTRATIVE AND SENIOR CLERICAL PERSONNEL:10

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

- Other.

### **Additional Details**

Please provide any additional information (optional):

The majority of the workforce are professional translators and revisors (specialized in English to French Canadian) and most of our clients require specifically a university degree as well as membership to a professional association as well as a certain amount of years of service. We try and attract a diverse workforce all the while balancing the needs of our clients.



## Federal Contractors Program Report of the Subsequent Compliance Assessment

**Employer Name:** CLS Lexi-tech Ltd.

**Primary Location:** Dieppe, New Brunswick

**Number of Employees:** 189

- New Brunswick - 92
- Quebec - 71
- Ontario - 25
- Northwest Territories - 1

**Organization Overview:**

**NAICS: 5419** (Other Professional, Scientific, and Technical Services)

CLS Lexi-tech is a language and documentation services company part of the [Lionbridge Technologies](#). In Canada, CLS Lexi-tech translates and edits in both official Languages.

**Key Dates – First Year Assessment**

Initiated: 2015-02-09  
 Received: 2015-03-03  
 Closed: 2015-11-19  
 WFA: 2015-02-26

**Key Dates – Subsequent Assessment**

Initiated: 2018-01-11  
 Received: 2018-02-20  
 WFA: 2018-02-16

**DATA VERIFICATION**

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

Yes  No

**Comments:**

- The period reported on the Achievement report is 2015-02-26 to 2018-01-22. The data from the current workforce analysis included in the Achievement table is consistent with that found in Forms 1 to 6 from WEIMS.

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

Yes  No

Comments:

- In the previous assessment many gaps were found in different EEOG's in each designated group. The period for which the data was submitted and analyzed was from 2015-02-26 to 2018-01-22.

### ASSESSMENT OF REASONABLE PROGRESS

- The Company has set short term and long term goals in numbers and percentage.
- For the purpose of the assessment only goals set in percentage will be used.

#### Women

07	Administrative & Senior Clerical Personnel	No goal set
11	Intermediate Sales & Service Personnel	No goal set

Assessment/Observations

- EEOG 07 - It will not be considered in the assessment of reasonable progress given that the representation of women in this EEOG exceeded 50% and no goals were required. EEOG 11 - There were no new entrants even though the market availability is 62.9%. The gap has since been closed as a result of the reduction in staff.

#### Aboriginal Peoples

03	Professionals	Goal met (205.8%)
07	Administrative & Senior Clerical Personnel	Goal met (434.8%)

Assessment/Observations

- EEOG 3 - There were 81 new entrants and five were Aboriginal persons. The market availability is 2.8%. The gap has since been closed as a result of the new hires and promotion in staff.
- EEOG 7 - There were 23 new entrants and one was an Aboriginal person. The market availability is 2.1%. The gap has since been closed as a result of the one new hire in this group.

#### Persons with Disabilities

03	Professionals	Goal met (185.2%)
10	Clerical Personnel	No goal set

**Assessment/Observations**

- EEOG 3 - There were 81 new entrants and were persons with disabilities. This is below the short-term goal but this is expected given the availability of 3.8%. acceptable.
- EEOG 10 - There was one new entrant but none were persons with disabilities. The market availability is 5.6%. This is expected given the availability and thus acceptable.

**Members of Visible Minorities**

02	Middle & Other Managers	Goal met (2000.0%)
03	Professionals	Goal met (123.5%)
07	Administrative & Senior Clerical Personnel	Goal not met (33.4)
11	Intermediate Sales & Service Personnel	No goal set

**Assessment/Observations**

- EEOG 2 - There were five new entrants and one was a visible minority. The market availability is 15.0% and the representation is 10% in this category. By promoting one person the company met the goal.
- EEOG 3 - There were 81 new entrants and six were visible minorities. The market availability is 22.8%. By hiring six new persons in this EEOG the company met its goal.
- EEOG 7 - There were 23 new entrants and three were visible minorities. The market availability is 12.0% and the representation in this category is 10.3%. By hiring three new persons in this EEOG the company eliminated the gap.
- EEOG 11 - There were no new entrants in this EEOG. The market availability is 24.3%. The company eliminated the gap by terminating two employees from this EEOG.

**ASSESSMENT OF REASONABLE EFFORTS**

- Out of six short-term goals set, five were met above 80%, and one was not met.
- CLS Lexi-tech was acquired by Lionbridge in 2015. CLS remain a Legal entity but this organizational changes, such as Leadership changes and HR staff changes. Projected hires in the previous assessment did not take into account hiring slowdowns that occurred during the transition period.
- In 2017, the company was reorganized, an office in Toronto was closed, and the workforce headcount located in Ottawa was reduced.
- The company adjusts their survey result when new employees self-identified.
- Human Resources reached out to governmental programs in New Brunswick to attract members of visible minorities.
- The company has an accommodation policy, has communicated goals to Upper Management, and has monitored and recorded their Employment Equity results.
- The company stated that considering that the working environment is mainly spent in front of a computer screen at a cubicle, not many candidates with certain types of more common disabilities are available.

- The company stated that the pool of potential candidates is often reduced due to the requirement to have a completed bachelor's degree in translation, experience in translation or editing from English into French, and pass the quality test.

## **ASSESSMENT OF SHORT-TERM GOALS**

All short and long-term goals are set in percentages.

### ***Women***

- No goals are required to be set.
- EEOG 07: Gap at -7, however no goal is set as there is a representation of more than 50% women in the organization.

### ***Aboriginal Peoples***

- There is no gap in this designated group.

### ***Persons with Disabilities***

- EEOG 03: Gap at -2 and the availability is 3.8%. Short-term goal set as per the availability and long-term is set at 2%.
- EEOG 07: Gap at -1 and the availability is 3.4%. Short-term goal set as per the availability and long-term is set at 3%.
- EEOG 10: Gap at -1 and the availability is 7%. Short-term goal set as per the availability and long-term goal is set at 4%.

### ***Members of Visible Minorities***

- EEOG 02: Gap -1 and availability is 15%. Short-term goal is set as per the availability and the long-term goal is 17%.
- EEOG 03: Gap at -25 and the availability is 23.1%. Short-term goal is set as per the availability and the long-term is 4%.
- Goals at market availability would not close the gap but would decrease it. The short and long-term goals are reasonable.

**RECOMMENDATION**

I recommend that the employer be found:

in compliance    in non-compliance

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

- CLS Lexi-Tech Ltd. has gaps in Persons with Disabilities and Members of Visible Minorities; it may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of these two designated group. It is recommended that efforts be placed towards closing the gap in EEOG 03 (Professionals) of the Members of Visible Minorities.

**Name of Analyst:** Neena Sharan on behalf of Sylvie Fortin

**Date:** July 12, 2018



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

**Sent:** October 16, 2018 10:48 AM

**To:** 'Lortie, Sandra' <Sandra.Lortie@lionbridge.com>; 'info@lexitech.ca' <info@lexitech.ca>

**Subject:** Government of Canada Agreement Number: 030042 – Notification of Compliance with the Federal Contractors Program

*Cette information est également disponible en français sur demande.*

Dear Sandra Lortie:

I am writing to inform you that the subsequent compliance assessment initiated on January 08, 2018 has been completed. As a result of the assessment, CLS Lexi-Tech Ltd. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of the CLS Lexi-Tech Ltd. employment equity program.

- CLS Lexi-Tech Ltd. has gaps in Persons with Disabilities and Members of Visible Minorities; it may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of these two designated group. It is recommended that efforts be placed towards closing the gap in EEOG 03 (Professionals) of the Members of Visible Minorities.

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 January 08, 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, CLS Lexi-Tech Ltd. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish CLS Lexi-Tech Ltd. continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

Workplace Equity Division, Labour Program  
Employment and Social Development Canada / Government of Canada  
[ee-eme@hrsdcc.gc.ca](mailto:ee-eme@hrsdcc.gc.ca)



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!