Employment and Social Development Canada

Emploi et Développement social Canada

OFFICIAL USE ONLY
Agreement No:

Labour Program Federal Contractors Program

Agreement to Implement Employment Equity

Revised Agreement				
<u> </u>				
	ORGANIZATION			
Legal Name of Organization	ORGANIZATION	Barnet compa	ny is located outs	ide Canada
CLS Lexi-Tech Ltd.		Falent Compa	ny is localed outs	ide Calibus
			✓ Yes	☐ No
Operating Name (if different from Legal Name of O	rganization)	Procurement	Business Numb	er
			of employees in c t-Time/Temporar	
Organization's North American Industry Classificati	on System (NAICS) Code N°			CS Code Number pleas
54193	,	visit: http://ww	w.statcan.gc.ca/	subjects-sujets/standard
		norme/naics-s	cian/2002/naics-s	icianU2I-eng.htm
Official use only (if information above is incorre	erti.			
Official use only (if imormation above is incorre Procurement Business Number	Total number of employees in (Canada	Organizatio	n's NAICS Code No
	Total California of Origina yasa are		- go	
	LIEAD ACCION			
	HEAD OFFICE		Tourise an	Bostol Code
Address (building number, street, suite, etc.) 10 Dawson Street	City Dieppe		Province	Postal Code E1A 6C8
	Telephone N	umber	Fax Numb	
	506-859-		506-85	
	EMPLOYMENT EQUITY C	ONTACT		
Name (print)	Title			
Chantal Tully		of Human Res	ources	
Telephone Number 506-859-5130	E-mail Addres	exitech.ca		
300 837 3130	- Journal Ca	CALCCONICA		
	CERTIFICATION			
having a combined workforce of 100 or m		part-time and temp	porary employed	es having worked
12 weeks or more in Canada, AND	nore permanent full-time, permanent			
having a combined workforce of 100 or m 12 weeks or more in Canada, AND intending to bid on, or being in receipt of,	nore permanent full-time, permanent a federal government goods or sen	vices contract, stand		
 having a combined workforce of 100 or m 12 weeks or more in Canada, AND intending to bid on, or being in receipt of, Supply Arrangement, valued at \$1,000,00 	nore permanent full-time, permanent a federal government goods or sen 10 or more (including applicable taxe	rices contract, stand 98).	ding offer or cor	itract issued under a
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Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

CLS Lexi-Tech Ltd.

[Date: 2018-02-20]

Data from First/Previous Workforce Analysis

1 1

Data from Fi	st/Previous Work	force Analysis
YYYY	MM	DD
2015	02	26

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	01	22

			Гable 1: Women	l .
		First/Pr	evious Workforce A	Analysis
Empl	over ant Faulty Occupational Crown (FFOC)	All Employees	Wor	nen
rmba	oyment Equity Occupational Group (EEOG)		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
Total		212	151	68.4

]	Table 5: Women	
Subsequent	/Current Workford	e Analysis
All Employees	Won	ien
	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
189	125	67.0

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Federal Contractors Program Achievement Report Part 1: Workforce Analysis CLS Lexi-Tech Ltd. [Date: 2018-02-20] 005979

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2018	YYYY	Data from Subse	←	-	Data from Su
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%	#	#	
Availability*	Representation		Toub (EEGO)
Aboriginal Peoples		All Employees	Foun (FFOC)
Analysis	First/Previous Workforce Analysis	First	
eoples	Table 2: Aboriginal Peoples	Tal	

Employment Equity Occupational G

		Representation	Availability.
	#	#	9/0
Senior Managers	1	0	2.9
Middle & Other Managers	10	0	2.2
Professionals	147	2	2.8
Semi-Professionals & Technicians	1	0	4.2
Supervisors	0	0	0.0
Supervisors: Crafts & Trades	0	0	0.0
Administrative & Senior Clerical Personnel	39	0	2.1
Skilled Sales & Service Personnel	0	0	0.0
Skilled Crafts & Trades Workers	0	0	0.0
Clerical Personnel	10	0	3.0
Intermediate Sales & Service Personnel	4	0	1.5
Semi-Skilled Manual Workers	0	0	0.0
Other Sales & Service Personnel	0	0	0.0
Other Manual Workers	0	0	0.0
	212	2	2.6

01 02 03 04 04 05 06 06 07 07 09

Table	Table 6: Aboriginal Peoples	eoples
Subsequent	Subsequent/Current Workforce Analysis	e Analysis
All Employees	Aboriginal Peoples	l Peoples
	Representation	Availability*
#	#	9/0
0	0	0.0
10	0	2.2
138	5	2.7
_	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
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0	0	0.0
189	6	2.7

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Federal Contractors Program Achievement Report Part 1: Workforce Analysis CLS Lexi-Tech Ltd. [Date: 2018-02-20] 005980

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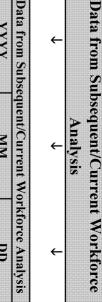


Table 3: Mo	2015
Members of Visibl	02
Visible Minorities	26

All Employees

First/Previous Workforce Analysis

Members of Visible Minorities

2018	AAAA	Data from Sub
01	MM	Data from Subsequent/Current Workforce Analys
22	DD	rkforce Analysis

19.3	6	212	al	Total
0.0	0	0	4 Other Manual Workers	14
0.0	0	0	3 Other Sales & Service Personnel	=
0.0	0	0	2 Semi-Skilled Manual Workers	1.
24.3	0	4	Intermediate Sales & Service Personnel	1
1.9	0	10	0 Clerical Personnel	1(
0.0	0	0	9 Skilled Crafts & Trades Workers	03
0.0	0	0	8 Skilled Sales & Service Personnel	
12.0	4	39	7 Administrative & Senior Clerical Personnel	0,
0.0	0	0	6 Supervisors: Crafts & Trades	<u> </u>
0.0	0	0	5 Supervisors	0,5
3.0	0	1	4 Semi-Professionals & Technicians	ر 0
22.8	4	147	3 Professionals	03
15.0	1	10	2 Middle & Other Managers	02
10.1	0	1	Senior Managers	0
9/0	#	#		
Availability*	Representation		Employment Eduity Occupational Group (EEOO)	
Sible Willorities	Members of visible Millorities	All Employees	playment Family Occupational Crown (FFOC)	rj

18.7	13	189
0.0	0	0
0.0	0	0
0.0	0	0
13.1	0	2
1.8	0	8
0.0	0	0
0.0	0	0
4.8	5	30
0.0	0	0
0.0	0	0
3.0	0	_
23.1	7	138
15.0		10
0.0	0	0
%	#	#
Availability*	Representation	
ible Minorities	Members of Visible Minorities	All Employees
ce Analysis	Subsequent/Current Workforce Analysis	Subsequent
e Minorities	Members of Visible Minorities	Table 7: Me

Total

Federal Contractors Program Achievement Report Part 1: Workforce Analysis CLS Lexi-Tech Ltd. [Date: 2018-02-20]

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	Table 4: Persons with Disabilities
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Employment Equity Occupation

	First/Pr	First/Previous Workforce Analysis	\nalysis
The state of the s	All Employees	Persons with Disabilities	Disabilities
Dyment Equity Occupational Group (EEOG)		Representation	Availability*
	#	#	0%
Managers	11	0	4.3
Professionals	147	2	3.8
Semi-Professionals & Technicians	1	0	4.6
Supervisors	0	0	0.0
Supervisors: Crafts & Trades	0	0	0.0
Administrative & Senior Clerical Personnel	39	1	3,4
Skilled Sales & Service Personnel	0	0	0.0
Skilled Crafts & Trades Workers	0	0	0.0
Clerical Personnel	10	0	7.0
Intermediate Sales & Service Personnel	4	0	5.6
Semi-Skilled Manual Workers	0	0	0.0
Other Sales & Service Personnel	0	0	0.0
Other Manual Workers	0	0	0.0

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10	#	Representation	Il Employees Persons w	Subsequent/Current Workforce Analysis	Table 8: Persons with Disabilities	
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Data from Form 4 - Employees

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

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		Table 1:	Table 1: Women	
	Full-time	Full-time / National	Part-time / National	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers		0	0	0
03 Professionals	57	38	9	(A)
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	16	9	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	_	_	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
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	Women Promoted	All Employees Promoted	Women Promoted	All Employees Promoted
	National	Part-time / National	National	Full-time / National
		Women	Table 5:	
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Fable 2: Aboriginal Peoples

Full-time / National

Part-time / National

Employment Equity Occupational Group (EEOG)	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	1	0	0	0
03 Professionals	57	4	6	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	16	1	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	1	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
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Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted
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oles	Aboriginal Peoples	lable 6: Abor	Tab
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Data from Form 6 - Employees Terminated

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Data from Form 5 - Employees Promoted

	Data	from Form 4 Hired	Data from Form 4 - Employees Hired	oyees
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	Table.	3: Persons	Table 3: Persons with Disabilities	bilities
	Full-time / National	/ National	Part-time / National	/National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	_	0	0	0
03 Professionals	57	Ç	6	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	16	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel		0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
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/ National	Part-time / National	'National	Full-time / National
bilities	with Disabilities	7: Persons	Table 7:
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	Table 1	1: Person	Table 11: Persons with Disabilities	bilities
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Table 4: Members of Visible Minorities

	Full-time	Full-time / National	Part-time / National	'National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	1	0	0	0
03 Professionals	57	6	6	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	16	3	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	1	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0

14 Other

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Data from Form 5 - Employees Promoted

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All Emp Termin	Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	yees
7 4	National	Fart-time / National	ime / National	IIIIe /
7		n i	National	•
Tabl	linorities	Members of Visible Minorities	Members o	œ: ::_
]				

Data from Form 6 - Employees Terminated

	0	0	0
#	#	#	#
Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated	nployees ninated
/ Nationa	Part-time / National	II-time / National	II-time
Minoritie	ole 12: Members of Visible Minorities	Members)le 12:
←	←	←	←

47 5 0 # # # # # # # # # # # # # # # # #
0 0 0 0 0 0 0 0 0
0 # 0

Federal Contractors Program Achievement Report Part 3: Goals CLS Lexi-Tech Ltd. [Date: 2018-02-20]

A B	СД	E	F	G	н	I	J	K	L	Z	Z	0	P	Q	R	s	T	TU
Data sources:	From From Workforce Workforce Analysis Analysis	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F + I	From Workforce Analysis	Equivalen t to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From (K - M + Workforc O) - ((C · e Analysis F) x Q)	From (K - M + Workforc O) - ((C + e Analysis F) x Q)	K ÷ C	(K - M + O) + (C + F)
	↓ ↓	←	←	←	←	←	–	←	–	←	←	←	←	←	←	←	←	←
								,	Table 1: Wo	Vomen								
								First/P	First/Previous Short-term Goals	rt-term G	oals							
			All Employees	loyees									W.	Women				
	Number Gr	Growth (New Positions)	ıs)	Turnover (Replacement of Terminated Employees)	placement of Employees)	Ferminated		Number	Turnover (Replacement	placement	Hires	3 Year Goals	Goals - To					
Employment Equity	YYYY-MM-DD Actual	Projected	ed	Actual	Projected	cted	Hires Over 3	DD-IMM-AAAA	Employees)	rees)	Required	1111-1111	1444	Present	Present Gap	Projected	Present	Representation in 3
·	2015-02-26 Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	rears	2015-02-26	Annually	Over 3 Years	Years	2015	2018					Tears
	# 9%	9/6	#	%	%	#	#	#	9/6	#	#	#	%	%	#	#	9/6	9/0
01 Senior Managers	1 -100.0%	6	0	0.0%		0	0	0	0.0%	0	0	0		27.4%	0	0	0.0%	0.0%
02 Middle & Other Managers	10 0.0%	6	0	50.0%		0	0	7	0.0%	0	- ა	0		38.9%	3	u	70.0%	70.0%
03 Professionals	147 -2.1%	<u>``</u>	0	43.5%		0	0	104	0.0%	0	-5	0		67.3%	5	5	70.7%	70.7%
04 Semi-Professionals & Tech	1 0.0%	<u>~</u>	0	0.0%		0	0	_	0.0%	0	<u>.</u>	0		33.0%	_		100.0%	100.0%
05 Supervisors	0 0.0%	<u>~</u>	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	
06 Supervisors: Crafts & Trades	0 0.0%	<u>~</u>	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%	6	0	69.6%		0	0	29	0.0%	0	3	0		81.6%	. 5	చ	74.4%	
08 Skilled Sales & Service	0 0.0%	%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0 0.0%	%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	10 -7.2%	6	0	22.2%		0	0	9	0.0%	0	-2	0		72.6%	2	2	90.0%	90.0%
11 Intermediate Sales & Service	4 -20.6%	6	0	66.7%		0	0	_	0.0%	0	2	0		62.9%	-2	-2	25.0%	25.0%
12 Semi-Skilled Manual	0 0.0%	<i>~</i>	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	#DIV/0!	
14 Other Manual Workers	0 0.0%	%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	212 -3.8%	<u>~</u>	0	47.4%		0	0	151	0.0%	0	-6	0		68.4%	6	6	71.2%	71.2%

[†] Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

12 041 6-6	12 Ser	11 Int	10 Cle	09 Ski	08 Ski	07 Ad:	06 Su _l	05 Su _l	04 Ser	03 Prc	02 Mi	01 Ser	Secupar	Complete	-	
	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers	она отопра	Comparisonal Group (FFC)		
	ual	s & Service	_	rades	rvice	Sr Clerical	is & Trades		ls & Tech		1anagers		about 1	750 0		
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	#	Short-te		
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	9%	Short-term Goals	Women	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	#	Long-term Goals	en	
· ·	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	%	n Goals		
																Table 2:
																l able 2: Women
														Con		
														Comments		
The second secon																

Total	14 Other Manual Workers				
0.0 0.0 0.0	0.0 0.0 0.0				
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Federal Contractors Program Achievement Report Part 3: Goals CLS Lexi-Tech Ltd. [Date: 2018-02-20]		7		CLS Lexi-Tech Ltd.	[Date: 2018-02-20]	
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	From	From			From Flow Data				From							From	Æ-M+		
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	Data Analysis & Workforce Analysis‡	Data Entry	CxHx3	+ +	From Workforce Analysis	Equivalen t to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From (K - M + Workforc O) - ((C + e Analysis F) x Q)	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	←	←	←	←	←	←	←	←	←	←	←	←	←	←	←	←	←	←	←
									Table	Table 3: Aboriginal Peoples	inal Peop	iles							
									First/P	First/Previous Short-term Goals	ert-term Go	als							
				All Employees	ployees									Aborigin	Aboriginal Peoples				
	Number	Grow	Growth (New Positions)	ons)	Turnover (Replacement of Terminated Employees)	placement of Employees)	Ferminated	Anticipated	Number	Turnover (Replacement of Terminated	eplacement inated	Hires	3 Year Goals From - To	Foats					Projected
Occupational Group (EEOG)	GG-IMM-AAAA	Actual	Projected	cted	Actual	Projected	cted	Hires Over 3	GG-IVM-AAAA	Employees)	yees)	Over 3	1444 - 1444	AAA	Availability	Present Gap	Gap	Representation	Representation in 3
	2015-02-26	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2015-02-26	Annually	Over 3 Years	Years	2015	2018					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	9%
01 Senior Managers	_	-100.0%		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	0	0.0%	2.2%	0	0	0.0%	0.0%
03 Professionals	147	-2.1%		0	43.5%		0	0	2	0.0%	0	2	0	3.0%	2.8%	-2	-2	1.4%	
04 Semi-Professionals & Tech	_	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		4.2%	0	0	0.0%	
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	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	#DIV/0!	#
07 Administrative & Sr Clerical	39	-8.4%		0	69.6%		0	0	0	0.0%	0	_	_0	1.0%	2.1%	<u>-</u>	<u>_</u>	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!	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	10	-7.2%		0	22.2%		0	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	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	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	#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%		0	0) 2	0.0%	0	4	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 Flow Data Analysis) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

	F	Comparisonal Group	Occupano	01 Senio	02 Midd.	03 Professionals	04 Semi-	05 Supervisors	06 Super	07 Admi	08 Skille	09 Skille	10 Cleric	11 Intern	12 Semi-	12 041 6-1 6-5
	Family	of Group (BEOG)	Occupational Group (EEGG)	01 Senior Managers	02 Middle & Other Managers	ssionals	04 Semi-Professionals & Tech	visors	Supervisors: Crafts & Trades	07 Administrative & Sr Clerical	Skilled Sales & Service	Skilled Crafts & Trades	10 Clerical Personnel	Intermediate Sales & Service	Semi-Skilled Manual	
		Short	#		<i>31</i>		h		des	cal				ice		
	Λb	Short-term Goals		0	0	ω	0	0	0		0	0	0	0	0	
	Aboriginal Peoples		%	0.0	0.0	3.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	
	Peoples	Long-term Goals	#													
		erm Go	9%	0	0	2	0	0	0	0	0	0	0	0	0	
		als	,	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Contraction of the contraction o
Lable																
4: Ab																
origina																
lable 4: Aboriginal Peoples																
les		Con														
		Comments														

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Total	14 (13 (12 8	=======================================	10	09	08	07	3	05	04	03 I	01/02			Occup						Data sources:	A
	ther Manu	Other Sales & Service	Semi-Skilled Manual	ntermediat	Clerical Personnel	killed Crad	killed Sale	\dministrat	upervisors	Supervisors	emi-Profe	Professionals	01/02 Managers			Occupational Group	vment Fa					ources:	
	Other Manual Workers	& Service	d Manual	Intermediate Sales & Service	sonnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades		Semi-Professionals & Tech	ls				Occupational Group (EEOG)	į						В
	<i>J.</i>			ervice		· ·	(V	lerical	Trades		Tech						ı			I	ı		
212	0	0	0	4	10	0	0	39	0	0	1	147	11	#	2015-02-26	AAAAWW-DD	Number				←	From Workforce Analysis	С
-3.8%	0.0%	0.0%	0.0%	-20.6%	-7.2%	0.0%	0.0%	-8.4%	0.0%	0.0%	0.0%	-2.1%	-50.0%	%	Annually	Actual	Grow				←	From Workforce Analysis [†]	D
														%	Annually	Projected	Growth (New Positions)				←	Data Entry	E
0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years	cted	ons)	All En			←	CxEx3	F
47.4%	0.0%	0.0%	0.0%	66.7%	22.2%	0.0%	0.0%	69.6%	0.0%	0.0%	0.0%	43.5%	25.0%	9/0	Annually	Actual	Turnover (Replacement of Terminated Employees)	All Employees			←	From Flow Data Analysis & Workforce Analysis [‡]	G
														9%	Annually	Proj	eplacement o Employees)				←	Data Entry	H
0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years	Projected	Terminated				←	CxHx3	I
														#	Teats	Hires Over 3	Anticipated				←	F + I	J
														#	2015-02-26	YYYY-MM-DD	Number		First	Table 5	←	From Workforce Analysis	К
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%	2 0.0%	0.0%	%	Annually		Turnover (First/Previous Short-term Goals	able 5: Persons with	←	Equivalen t to H	L
0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years	Employees)	Turnover (Replacement of Terminated		ort-term (←	KxLx3	3
5	0	0	0	0	_	0	0	0	0	0	0	4	0	#	Years	Over 3	Hires		oals	Disabilities	←	(F x Q) - R + M	z
0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	2015	14.11 - 1.14.1	3 Year Goals From - To				←	JxP	0
					1.0%							2.0%		%	2018	1111	Goals - To	Persons wit			←	Data Entry	P
3.9%	0.0%	0.0%	0.0%	5.6%	7.0%	0.0%	0.0%	3.4%	0.0%	0.0%	4.6%	3.8%	4.3%	9/0		Availability		Persons with Disabilities			←	From Workforce Analysis	Q
-5	0		Č		<u>.</u>	·	0	0	0	0	0	-4	0	#		Present Gap		is.			←	From Workforc e Analysis	R
-5		0		0		0		0		0	-	4	0	#		Gap					←	From (K - M + Workfore O) - ((C + Analysis F) x Q)	s
) #DI) #DI) #DI	0	0) #DI) #DI	2) #DI) #DI	0	1	0	9/0		Representation	7				←	K + C	Т
1.4%	#DIV/0!	#DIV/0!	#DIV/0!	0.0%	0.0%	#DIV/0!	#DIV/0!	2.6%	#DIV/0!	#DIV/0!	0.0%	1.4%	0.0%									(K -	
1.4%	#DIV/0!	#DIV/0!	#DIV/0!	0.0%	0.0%	#DIV/0!	#DIV/0!	2.6%	#DIV/0!	#DIV/0!	0.0%	1.4%	0.0%	%	Tems	Representation in 3	Projected				←	(K - M + O) ÷ (C + F)	U

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

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

	Paren	se with Die	ahiliting		Table 6: Persons with Disabilities	
Employment Equity	Person		abilities			
Committee of Commi	Short-term Goals		Long-term Goals	Goals	Comments	
Occupational Group (EEGO)	#	9%	#	%		
01/02 Managers	0	0.0	0	0.0		
03 Professionals	2	2.0	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	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	_	1.0	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		
14 Other Manual Workers	0	0.0	0	0.0		
Total	3	0.0	(J.)	0.0		

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A B	С	D	Б	F G	······	н	I J	J	ĸ	L		z	0	P	Q	R	s	Т	M N O P Q R S T U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F + I	From Workforce Analysis	Equivalen t to H	KxLx3	(F x Q) - R + M	J x P			From (K - M + Workforc O) - ((C + e Analysis F) x Q)		K + C	(K · M + O) ÷ (C + F)
	←	←	←	←	←	←	←	←	←	←	←	←	←	←	←	←	←	←	←
								,	Table 7: Members of Visible Minorities	embers of	Visible N	linorities							
									First/	First/Previous Short-term Goals	ort-term G	oals							
				All Employees	oloyees								Mei	nbers of V	Members of Visible Minorities	ties			
: -	Number	Grow	Growth (New Positions)		Turnover (Replacement of Terminated Employees)	placement of T Employees)	Terminated	Anticipated	Number	Turnover (Replacement of Terminated	teplacement ninated	Hires	3 Year Goals From - To	Goals - To					Projected
Occupational Group (EEOG)	DG-MM-AAAA	Actual	Projected	cted	Actual	Projected	cted	Hires Over 3	AAAA-WW-DD	Employees)	oyees)	Over 3	AAA AAA	1111	Availability	Present Gap	Gap	Representation	Representation in 3
	2015-02-26	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	teats	2015-02-26	Annually	Over 3 Years	Years	2015	2018					LEAD
	#	%	%	#	%	9/6	#	#	#	9/6	#	#	#	9/6	9/0	#	#	9/0	%
01 Senior Managers	1	-100.0%		0	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	1.0%	15.0%	-	Ļ	10.0%	10.0%
03 Professionals	147	-2.1%		0	43.5%		0	0	4	0.0%	0	30	0	6.0%	22.8%	-30	-30	2.7%	2.7%
04 Semi-Professionals & Tech	1	0.0%		0	0.0%		0	0		0.0%	0	0	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%	0	0	#DIV/0!	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0		0.0%	0	0	0		0.0%	0	0	#DIV/0!	#
07 Administrative & Sr Clerical	39	-8.4%		0	69.6%		0	0	4	0.0%	0	_	0	39.0%	12.0%	<u>-</u>	<u>_</u>	10.3%	
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	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	10	-7.2%		0	22.2%		0	0	0	0.0%	0	0	0	10.0%	1.9%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	4	-20.6%		0	66.7%		0	0	0	0.0%	0	_	0	4.0%	24.3%	÷	<u></u>	0.0%	0.0%
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	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	#DIV/0!	#DIV/0!
Total	212	-3.8%		0	47.4%		0	0	9	0.0%	0	32	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) 10.

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

† Workforce Analysis) + 2) x 100.

5	Members of Visible Minorities			Lable	8: Member	lable 8: Members of Visible Minorities	Imorities				
Occupational Group (EEOG)	Short-term Goals Long-term Goals # % # 0%	Goals %						Commen	Comments	Comments	Comments
01 Senior Managers	0.0 0.0	0.0									
02 Middle & Other Managers	0 1.0	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									

14 Other Manual Workers 0 0. Total 4 0.				
	[Date: 2018-02-20]	CLS Lexi-Tech Ltd.	Part 3: Goals	Federal Contractors Program Achievement Report

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Data for Subsequent/Current Goals

Total	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers		<u> </u>	(EEOG)	Final Compat Family 20				Too constants	Data sources: Wo
189	0	0	0	2	∞	0	0	30	0	0		138	10	0	#	2018-01-22	GG-WW-AAAA	Number				←	From Workforce V Analysis
-3.8%	0.0%	0.0%	0.0%	-20.6%	-7.2%	0.0%	0.0%	-8.4%	0.0%	0.0%	0.0%	-2.1%	0.0%	-100.0%	%	Annually	Actual	Growt				←	From Workforce Analysis [†]
								-5.0%							%	Annually	Projected	Growth (New Positions)				←	Data Entry
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								15.0%							%	Annually	Projected	placement of Employees)				←	Data Entry
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0	0				0		0	~	0	0	0	0	0		#:	Over 3 Years	Employees)	Turnover (Replacement of Terminated		Short-ter	Women	-	KxLx3
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		<u> </u>													%	2021	AAAA - AAAA	3 Year Goals From - To	1			←	Data Entry
67.0%	0.0%	0.0%	0.0%	62.9%	70.1%	0.0%	0.0%	81.8%	0.0%	0.0%	33.0%	65.9%	38.9%	0.0%	%		Availability		Women			-	From Workforce Analysis
6 -2	-	<u>, </u>	<u>, </u>	,	<u> </u>	<u> </u>	<u>, </u>	<u>.</u>	<u>, </u>	<u> </u>		6 2	<u> </u>	<u> </u>	#		Present Gap		-			←	From Workforc e Analysis
2 -2	_							7 -10							#		Gap					←	(K - M + 0) - ((C + s F) x Q)
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1% 66.1%	/0! #DIV/0!	/0! #DIV/0!	/0! #DIV/0!)% 50.0%	5% 87.5%	#:)% 40.0%	/0! #DIV/0!	/0! #DIV/0!		1% 67.4%		/0! #DIV/0!	9%	Tears	Repr	Projected				<u></u>	(K - M + O) ÷ (C + F)

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

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

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Other Sa	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers	Occupational Group (EEOO)	Comparisonal Comp		
13 Other Sales & Service	lled Man	iate Sale	ersonne	rafts & 7	ales & So	rative &	ors: Craf	ors	fessiona	nals	Other N	anagers	or out to	Samp		
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Total	14 Other Manual Workers					
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Data for Subsequent/Current Goals

Total	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers			Occupational Group (EEOG)	F					Data sources:	A B
	ers	Ö		Service		des	ce	Clerical	¿ Trades		t Tech		agers		#	2018-01-22	OG) YYYY-MM-DD	Number				 ←	From Workforce Analysis	С
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-3.8%	0.0%	0.0%	0.0%	6%	2%	0.0%	0.0%	-8.4%	0.0%	0.0%	0.0%	-2.1%	0.0%	0%	9%	y Annually		Growth (New Positions)				←	Data Entry	Æ
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47.4%	0.0%	0.0%	0.0%	66.7%	22.2%	0.0%	0.0%	69.6%	0.0%	0.0%	0.0%	43.5%	50.0%	0.0%	%	Annually	Actual	Turnover (Replacement of Terminated Employees)	All Employees			←	From Flow Data Analysis & Workforce Analysis [‡]	G
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0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	%	Annually	Employees)	Turnover (Replacement of Terminated		Subsequent/Current S	able II: Aborigi	←	Equivalen t to H	L
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† 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.

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13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers	occupanion or only occord	Occupational Group	ement Fo	
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Data for Subsequent/Current Goals

			Data sources:	A
			Data sources: Workforce Workforce Analysis Anal	A B C D E F G H I J K L M N O P Q R S T U
		+	From Workforce Analysis	С
		4	From Workforce Analysis [†]	D
		+	Data Entry	E
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		↓	From Flow Data Analysis & Workforce Analysis‡	G
		+	Data Entry	Н
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Subsequ	Table 13	←	From Workforce Analysis	K
Subsequent/Current S	: Persons	↓	Equivalen t to H	Т
Short-term Goals	with Dis		KxLx3	Z
m Goals	abilities	4	3 (F x Q) - R + M	z
		←	JxP	0
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		+	From Workforce Analysis	0
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		+	(K - M + 0) - ((C + F) x Q)	s
			K + C	M N O P Q R S T U
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			All Employees	doyees							Persons with Disabilities	Disabilities				
: -	Number	Growth (New Positions)	'ositions)	Turnover (Replacement of Terminated Employees)	ent of Terminated	Anticipated	Number	Turnover (Replacement of Terminated			3 Year Goals From - To					Projected
Occumulational Group (FFOG)	AAAA-WW-DD	Actual I	Projected	Actual	Projected		GG-IMM-AAAA	Employees)	Over 3		AAAA - AAAA	Availability Pro	Present Gap Gap		Representation	Representation in 3
	2018-01-22	Annually Annually	Over 3 Vears	Annually Annually	Over 3 Years	Years 20	2018-01-22	Annually Over 3		2018	2021					Years
	#	% %	#	% %	#	#	#	% #	#	#	9%	9/0	# #		9%	9/0
01/02 Managers	10	-50.0%	0	25.0%	0	0	0	0.0%	0	0 0		4.3%	0	0	0.0%	0.0%
03 Professionals	138	-2.1% 0.0%	0	43.5% 25	25.0% 104	104	ယ	25.0%	2	4	3.8%	3.8%	-2	0	2.2%	3.6%
04 Semi-Professionals & Tech		0.0%	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	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	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	30	-8.4% -5.0%)% -5	69.6%	15.0% 14	9	0	15.0%	0	0	3.4%	3.4%	<u></u>	_	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%	0	0.0%	0	0	0	0.0%	0	0 0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%	0	0.0%	0	0	0	0.0%	0	0 0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	8	-7.2% -5.0%)% -1	22.2% -10	-10.0% -2	င်း	0	-10.0%	0	0 0	7.0%	7.0%	<u></u>	0	0.0%	0.0%
11 Intermediate Sales & Service	2	-20.6%	0	66.7%	0	0	0	0.0%	0	0 0		5.6%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	0	0.0%	0	0.0%	0	0	0	0.0%	0	0 0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	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	#DIV/0!	#DIV/0!
Total	189	-3.8%	0	47.4%	0	0	3	0.0%	0	4 0		3.9%	4	-4	1.6%	1.6%
† Calculated by using the following formula: ((Current number of employees from Workforce Analysis) 13 1) x 100	ing formula: ((Current number of	emplovees from	Workforce Analys	sis ÷ Previous nun	nber of employed	es from Wor	kforce Analysis)1/	³ - 1) x 100.							

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

	13 Other Sales & Service	13 01 65 .	12 Octing Symbol Mannage	12 Comi Chilled Menual	The surface comes on the surface of	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	OT Seill-i l'Olessionais & Tech	04 Semi-Professionals & Tech			03 Professionals			01/02 Managers	•	Occupational Group (EEOG)			
	0.0	>	0.0			0.0	7.0	0.0	0.0	3.4	0.0	0.0		0.0			3.8			0.0	26 26 26	ļ	Short-term Goals Long-term Goals	Persons with Disabilities	
n 21 620			•			9	4.0 Given that we plan on reducing the clerical personnel in the company, we may not even hire.	<u>.0</u>		3.0 The availability on the market does not even close the gap.	.0	10			from English into French and pass our quality test. This often reduces our pool of potential candidates.	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	20 more common assumes such as vision, etc. They often do not pursue a career in inguistics to avoid a turismic computer foo. Also, given mai are indiging of our intestate inguists to a	many common disabilities such as vision, and That often de not automate consort in Institution to consider full time community of Alco even that the majority of our bires are linearity for	We try our best to recruit persons with disabilities, but it is a work environment that is maintly full-time in front of a screen at a cubicle, therefore not as many candidates with certain types of				Comments		Lable 14: Persons with Disabilities

Total	14 Other Manual Workers				
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						Table 15	: Member	Table 15: Members of Visible Minorities	Minorities						
						Subse	Subsequent/Current Sho	ent Short-term Goals	Goals						
			All Employees	ees						Membe	Members of Visible Minorities	rities			
	Number	Growth (New Positions)		Turnover (Replacement of Terminated Employees)	Terminated	Number		Turnover (Replacement of Terminated	Hires	3 Year Goals	S				-
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02 Middle & Other Managers	10	0.0% 1.0%	0	50.0% 10.0%	ω	ω	1 10.	10.0% 0	1	0	15.0% 15.0%	· -1	-1	10.0%	10.0%
03 Professionals	138	-2.1% 0.0%	0	43.5% 25.0%	104	104	7 25.0%	0% 5	30	24	23.1% 23.1%	6 -25	6	5.1%	18.8%
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07 Administrative & Sr Clerical	30	-8.4%	0	69.6%	0	0	5 0.	0.0% 0	4	0	4.8%	6 4	4	16.7%	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	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%	0	0.0%	0	0	0 0.	0.0% 0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	8	-7.2%	0	22.2%	0	0	0 0.	0.0% 0	0	0	1.8%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	2	-20.6%	0	66.7%	0	0	0 0.	0.0% 0	0	0	13.1%	0	0	0.0%	0.0%
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13 Other Sales & Service	0	0.0%	0	0.0%	0	0	0 0.	0.0% 0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%	0	0.0%	0	0	0 0.	0.0% 0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
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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.

10	09	08	07	06	05	04	03	02	01	Осси	7	
10 Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers	Occupational Group (EEOG)		
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Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
CLS Lexi-Tech Ltd.
[Date: 2018-02-20]

Efforts

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

Requi	red measures:
√	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
✓	Provided a self-identification questionnaire to employees who wished to change information previously submitted and to those who requested it, and adjusted survey results accordingly.
√	Adjusted survey results to reflect hires, promotions and terminations.
√	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.

✓	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.		
Oper	rational Context		
	check the appropriate boxes and provide a brief overview of the events that have influenced your zation's activities during the period between the first/previous and subsequent/current compliance ment.		
	Impact of economic and industrial conditions on the organization.		
\checkmark	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 occured 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 it's 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:

 \boxtimes Yes \square 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:

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 foun		
⊠in compliance	\square in non-compliance	

Having assessed the data submitted by the employer regarding its workforce and considered its unique <u>circumstances</u>; 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 underrepresented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

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

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@hrsdc-rhdcc.gc.ca



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

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