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Agreement to Implement Employment Equity

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NOTE: The signatory must be the Chief Electricity Officer (SR on arith occurrent on behalf of the organization)	rediced person in an executive position with larger authority to sign a
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 The Signed Agreement to Implement Employment Equity from the Mile of the Agreement of Implement Employment Equity from the Agreement of Agreement (Agreement Employment Employment Equity from the Agreement (Agreement Employment Employment Employment Expert) 	must be sent to the Labour Program by
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Manpower Services Canada Limited (certificate # 060670)

FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA

Reporting Period 2016-04-27 to 2017-11-20

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

		Province		
ı	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Ontario	152	0	0	152
Québec	33	0	0	33
Nova Scotia	3	0	0	3
New Brunswick	4	0	0	4
Manitoba	1	0	0	1
British Columbia	11	0	0	11
Saskatchewan	4	0	0	4
Newfoundland and Labrador	2	0	0	2
Total Employees in Cana	da 🕨			210

	Cer	nsus Metropolita	n Areas	
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Halifax	2	0	0	2
Montréal	11	0	0	11
Regina	2	0	0	2
Toronto	38	0	0	38
Vancouver	6	0	0	6
Winnipeg	1	0	0	1
St. John's	1	0	0	1
Moncton	2	0	0	2
Saint John	1	0	0	1
Québec	3	0	0	3
Kingston	1	0	0	1
Ottawa - Gatineau	6	0	0	6
Hamilton	2	0	0	2
St. Catharines Niagara	s - 7	0	0	7
Kitchener - Cambridge - Waterloo	2	0	0	2
London	1	0	0	1

Canada

Manpower Services Canada Limited (certificate # 060670)

FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA Reporting Period 2016-04-27 to 2017-11-20

Census Metropolitan Areas

	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Brantford	2	0	0	2
Saskatoon	2	0	0	2
Barrie	9	0	0	9
B.C. less CMA	s 5	0	0	5
N.B. less CMA	1	0	0	1
N.S. less CMA	1	0	0	1
Nfld.Lab. less CMA	1	0	0	1
Ont. less CMA	s 84	0	0	84
Que. less CMA	s 19	0	0	19
Total Employe	es in Canada	•		210

Employment and Social — Emploi et Développement S Development Canada — social Canada

Manpower Services Canada Limited (certificate # 060670)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

Reporting Period 2016-04-27 to 2017-11-20

Occupational Group			All Employee:			original Peop			ns with Disa	bilities		s of Visible I	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Cdl. 4	Total Col. 5	Men Cal. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Cdl. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2		2									
	Total	2		2									
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	44	13	31	1	1					9	3	6
	Total	44	13	31	1	1					9	3	6
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	27	15	12				1		1	10	6	4
	Total	27	15	12				1		1	10	6	4
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1		1									
	Total	1		1									

Page 1 of 3 Canada

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National Reporting Period 2016-04-27 to 2017-11-20 Manpower Services Canada Limited (certificate # 060670)

Form 2 A

006105

Occupational Group		ъ	All Employees	0,	≥	Aboriginal Peoples	ples	Pers	Persons with Disabilities	bilities	Member	Members of Visible Minorities	/linorities
Salary Range	QTR	Total	Men	اـ	Total	Men	Women	Total	Men	Women	Total	Men	Women
-		2	9	9	9	9	9	9	9	9	9	2	9
Supervisors	4												
Top Range: Under \$5,000	ယ												
Bottom Range: Under \$5,000	2												
	_	1	1										
	Total	-2	1										
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	သ												
Bottom Range: Under \$5,000	2												
	_	126	24	102	3	1	2				45	14	31
	Total	126	24	102	3	1		2			45	14	31
Clerical Personnel	4												
Top Range: Under \$5,000	ω												
Bottom Range: Under \$5,000	2												
	_	7		7							3		3
	Total	7		7							3		င
Intermediate Sales and Service Personnel	4												
Top Range: Under \$5,000	ω												
Bottom Range: Under \$5,000	2												
	_	2	_	_							_		_
	Total	2	1	1							J		_

Page 2 of 3

Employment and Social Employet Obveloppement Sevelopment Canada social Canada

Manpower Services Canada Limited (certificate # 060670)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

Reporting Period 2016-04-27 to 2017-11-20

Occupational Group		,	All Employees	5	Ab	original Peop	les	Perso	ns with Disal	oilities	Member	s of Visible N	1inorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Cal. 2	Cdl. 3	Cd. 4	Cdl. 5	Cdl. 6	Cd. 7	Cal. 8	Cd. 9	Cd. 10	Cd. 11	Cd. 12	Cd. 13
Total Number of Employees		210	54	156	4	2	2	1		1	68	23	45

Canada

Form 3 A

Manpower Services Canada Limited (certificate #060670)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / National

Reporting Period 2016-04-27 to 2017-11-20

		All Employees		Al	original People	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Cal. 2	Col. 3	Cal. 4	Cal. 5	Col. 6	Cdl. 7	Cal. 8	Col. 9	Cal. 10	Cal. 11	Col. 12
Under \$15,000	210	54	156	4	2	2	1		1	68	23	45
Total Number of Employees	210	54	156	4	2	2	1		1	68	23	45

Canada

Manpower Services Canada Limited (certificate # 060670)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / National

Reporting Period 2016-04-27 to 2017-11-20

		All Employees		A	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Cd. 1	Cdl. 2	Col. 3	Cd. 4	Cdl. 5	Col. 6	Col. 7	Col. 8	Col. 9	Cal. 10	Cd. 11	Cal. 12
Middle and Other Managers	9	2	7							2		2
Professionals	2		2							2		2
Administrative and Senior Clerical Personnel	28	4	24	1		1				10	1	9
Clerical Personnel	1		1									
Total Number of Employees Hired	40	6	34	1		1				14	1	13

Canadä

Manpower Services Canada Limited (certificate # 060670) FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / National

Reporting Period 2016-04-27 to 2017-11-20

	Employ	ees promoted ((Employees pro	moted during	the year are to	be reported on	ly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
Occupational Course		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	2		2									
Professionals	1		1				1		1			
Administrative and Senior Clerical Personnel	3		3									
Total Number of Employees Promoted	6		6				1		1			
Total Number of Promotions	6		6				1		1			

Manpower Services Canada Limited (certificate # 060670)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / National

Reporting Period 2016-04-27 to 2017-11-20

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Cd. 1	Cdl. 2	Col. 3	Cal. 4	Cd. 5	Col. 6	Cal. 7	Cal. 8	Col. 9	Cdl. 10	Cd. 11	Cal. 12
Senior Managers	1	1										
Middle and Other Managers	12	5	7							4	3	1
Professionals	4	3	1							1	1	
Administrative and Senior Clerical Personnel	29	8	21							15	3	12
Total Number of Employees Terminated	46	17	29							20	7	13

Canadä

Workplace Equity Information Management System - Manpower Services Canada Limited

Workforce Analysis - Summary Report

Date: 2018-02-12

Women

				Women		
Employment Equity Occupational Group	All Employees	Repres	sentation	Avai	ilability	Gap
	#	#	%	%	#	#
01 : Seni or Managers	2	2	100.0 %	27.4 %	1	1
02: Middle and Other Managers	44	31	70.5 %	38.9 %	17	14
03 : Professionals	27	12	44.4 %	55.4 %	15	***
04 : Semi-Professionals and Technicians	1	1	100.0 %	35.1 %	0	1
05 : Supervisors	1	0	0.0 %	53.0 %	1	-1
07 : Administrative and Senior Clerical Personnel	124	100	80.6 %	84.5 %		-5
10 : Clerical Personnel	6	6	100.0 %	70.0 %	4	2
11 : Intermediate Sales and Service Personnel	2	1	50.0 %	72.4 %	1	0
Total	207	153	73.9 %	69.5 %	144	9

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Manpower Services Canada Limited

Workforce Analysis - Summary Report

Date: 2018-02-12

Aboriginal Peoples

			Aborigi	Aboriginal Peoples	
Employment Equity Occupational Group	All Employees	Representation	ation	Availability	ility Gap
	#	#	%	%	#
01 : Senior Managers	2	0	0.0 %	2.9 %	0 0
02 : Middle and Other Managers	44	_	2.3 %	2.2 %	1 0
03 : Professionals	27	0	0.0 %	2.1 %	-1
04 : Semi-Professionals and Technicians	_	0	0.0 %	2.1 %	0 0
05 : Supervisors	_	0	0.0 %	1.0 %	0 0
07 : Administrative and Senior Clerical Personnel	124	2	1.6%	3.0 %	4
10 : Clerical Personnel	Ø	0	0.0 %	3.4 %	0 0
11 : Intermediate Sales and Service Personnel	2	0	0.0 %	4.9 %	0 0
Total	207	ω	1.4 %	2.7 %	6

Total may not equal sum of components due to rounding.

2018-02-12

Workplace Equity Information Management System - Manpower Services Canada Limited

Workforce Analysis - Summary Report

Date: 2018-02-12

Members of Visible Minorities

			Members o	Members of Visible Minorities	rities		
Employment Equity Occupational Group	All Employees	Repres	Representation	Avail	Availability	Gap	
	#	#	%	%	#	#	
01 : Seni or Managers	2	0	0.0 %	10.1%	0	0	
02 : Middle and Other Managers	44	9	20.5 %	15.0 %	7	2	
03 : Professionals	27	10	37.0 %	19.8 %	σ 1	5	
04 : Semi-Professionals and Technicians	<u>.</u>	0	0.0 %	16.6%	0	0	
05 : Supervisors	<u>.</u>	0	0.0 %	45.8 %	0	0	
07 : Administrative and Senior Clerical Personnel	124	46	37.1%	9.2 %	=	35	
10 : Clerical Personnel	o	ω	50.0 %	17.2 %	_	2	
11 : Intermediate Sales and Service Personnel	2	_	50.0 %	2.3 %	0	_	
Total	207	89	33.3 %	12.2 %	24	45	

Total may not equal sum of components due to rounding.

2018-02-12

Workplace Equity Information Management System - Manpower Services Canada Limited

006114

Workforce Analysis - Summary Report

Date: 2018-02-12

Persons with Disabilities

			Persons v	Persons with Disabilities	es	
Employment Equity Occupational Group	All Employees	Represe	Representation	Availability	bility Gap	
	#	#	%	%	#	
01/02 : Managers	46	0	0.0 %	4.3 %	2 ***	
03 : Professionals	27	_	3.7 %	3.8 %	1 0	
04 : Semi-Professionals and Technicians	_	0	0.0 %	4.6 %	0 0	
05 : Supervisors	<u> </u>	0	0.0 %	13.9 %	0 0	
07 : Administrative and Senior Clerical Personnel	124	0	0.0 %	3.4 %	4 ***	
10 : Clerical Personnel	o	0	0.0 %	7.0 %	0 0	
11 : Intermediate Sales and Service Personnel	2	0	0.0 %	5.6 %	0	
Total	207	_	0.5 %	3.8 %	7	

Total may not equal sum of components due to rounding.

2018-02-12



006115

Workforce Analysis - Summary Report

Date: 2018-02-12

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

11 : Intermediate Sales and Service Personnel	10 : Clerical Personnel	07 : Administrative and Senior Clerical Personnel	05 : Supervisors	04 : Semi-Professionals and Technicians	03 : Professionals	02 : Middle and Other Managers	01 : Senior Managers	Employment Equity Occupational Group
EEOG	EEOG	EEOG	EEOG	NOC	NOC	EEOG	EEOG	Perform Analysis By
CMA	CMA	CMA	CMA	Provincial	National	National	National	Recruitment Area

Workplace Equity Information Management System - Manpower Services Canada Limited

Workforce Analysis - Summary Report

Date: 2018-02-12

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
05 : Supervisors	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National



	kforce Analysis
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	Analysis	
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Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2017	11	20

		7	lable 1: Women	
		First/Pro	evious Workforce A	nalysis
T		All Employees	Won	ien
ւարտ	syment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	9/8
01	Senior Managers	3	2	27.40
02	Middle & Other Managers	47	31	38.90
03	Professionals	29	11	55.20
04	Semi-Professionals & Technicians	1	1	35.10
05	Supervisors	1	0	53.00
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	126	98	84.40
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	6	6	71.20
11	Intermediate Sales & Service Personnel	2	1	72.40
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		215	150	68.9

n	l'able 5: Women	
Subsequent	/Current Workfore	e Analysis
All Employees	Won	1 0 11
	Representation	Availability*
#	#	%
2	2	27.40
44	31	38.90
27	12	55.40
1	1	3 5.10
1	0	53.00
0	0	0.00
124	100	84.50
0	o	0.00
0	0	0.00
6		70,00
2	6 1	72.40
0	0	0.00
0	0	0.00
0	0	0.00
207	153	69.5

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* Source	e:		

	irst/Previous Wor	•
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Data from Fir	.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
YYYYY	MM	DD
2016	05	26

	anenta neepat we	rkforce Analysis
YYYY	MM	DD
2017	11	20

		Table	2: Aboriginal P	eoples
		First/Pr	evious Workforce .	Analysis
T	TENT OF ENTRY	All Employees	Aborigina	ıl Peoples
rmpa	syment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	3	0	2.90
02	Middle & Other Managers	47	1	2.20
03	Professionals	29	0	2.10
04	Semi-Professionals & Technicians	1	0	2.10
05	Supervisors	1	0	1.00
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	126	2	3 .10
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	6	0	4.00
11	Intermediate Sales & Service Personnel	2	0	4.90
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	0	0	00.00
14	Other Manual Workers	0	0	0.00
Total		215	3	2.8

Table	6: Aboriginal Po	eoples										
Subsequent	Subsequent/Current Workforce Analysis											
All Employees	Aborigina	l Peoples										
	Representation	Availability*										
#	#	9/4										
2	0	2.9										
44	1	2.2										
27	0	2.1										
1	0	2.1										
1	0	1.0										
0	0	0.0										
124	2	3.0										
0	o	0.0										
0	0	0.0										
6	0	3.4										
2	0	4.9										
0	0	0.0										
0	0	0.0										
0	0	0.0										
207	3	2.7										

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Data from First/Previous Workforce Analysis

ANICH LINGING	Analysis	ent Workforce

Data from Fir		orce Analysis
YYYY	MM	DD
2016	05	26

	anenta neepat we	rkforce Analysis
YYYY	MM	DD
2017	11	20

		Table 3: Me	mbers of Visible	e Minorities
		First/Pr	evious Workforce /	Analysis
Umal	syment Equity Occupational Group (EEOG)	All Employees	Members of Vis	ible Minorities
cmpa	умені едину Оссиранніга Стопр (Елект)		Representation	Availability*
		#	#	%
01	Senior Managers	3	0	10.10
02	Middle & Other Managers	47	11	15.00
03	Professionals	29	9	19.80
04	Semi-Professionals & Technicians	1	0	16.60
05	Supervisors	1	0	45.80
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	126	50	9.50
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	6	3	9.40
11	Intermediate Sales & Service Personnel	2	1	2.30
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		215	74	12.2

Table 7: Me	mbers of Visible	Minorities
Subsequent	/Current Workfore	e Analysis
All Employees	Members of Visi	ble Minorities
	Representation	Availability*
#	#	%
2	0	10.1
44	9	15.0
27	10	19.8
1	0	16.6
1	0	45.8
0	O	0.0
124	46	9.2
0	0	0.0
0	0	0.0
6	3	17.2
2	1	2.3
0	0	0.0
0	0	0.0
0	0	0.0
207	69	12.2

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Data from First	/Previous Woi	kforce Analysis
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Data from Fir	st/Previous Workl	CALL NAME AND ASSESSED TO A SECOND CONTROL OF THE CALL
YYYY	MM	DD
2016	05	26

	anenta neepat we	rkforce Analysis
YYYY	MM	DD
2017	11	20

		Table 4:	Persons with Di	sabilities
		First/Pro	evious Workforce A	C nalysis
T. L.	Emit O timel Come (EFOC)	All Employees	Persons with	Disabilities
ranbio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	9/8
01/02	Managers	50	0	4.30
03	Professionals	29	0	3.80
04	Semi-Professionals & Technicians	1	0	4.60
05	Supervisors	1	0	13.90
06	Supervisors: Crafts & Trades	0	O	0.00
07	Administrative & Senior Clerical Personnel	126	0	3.40
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	6	0	7.00
11	Intermediate Sales & Service Personnel	2	O	5.60
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		215	0	3.8

Table 8:	Persons with Dis	abilities
Subsequent	/Current Workfore	e Analysis
All Employees	Persons with	Disabilities
	Representation	Availability*
#	#	%
46	0	4.3
27	1	3.8
1	0	4.6
1	0	13.9
0	0	0.0
124	0	3.4
0	0	0.0
0	0	0.0
6	0	7.0
2	o	5.6
0	0	0.0
0	0	0.0
0	0	0.0
207	1	3.8

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Part 2: Flow Data Analysis

Manpower Services Canada Limited

Date: 2017-11-20

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Data from Form 4 - Employees Hired

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Data from Form 5 - Employees Promoted Data from Form 6 - Employees Terminated

		Ψ.	ullet	₩	₩
			Table 1:	Women	
		Full-time	/National	Part-time	/National
	pployment Equity Occupational Group EOG)	All Employees Hired	Women Hired	AH Employees Hired	Women Hired
		#	#	#	#
01	Senior Managers	0	0	0	0
02	Middle & Other Managers	9	7	0	0
03	Professionals	2	2	0	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	28	24	0	0
08	Skilled Sales & Service Personnel	0	0	0	0
09	Skilled Crafts & Trades Workers	0	0	0	0
10	Clerical Personnel	1	1	0	0
11	Intermediate Sales & Service Personnel	0	0	Ø	0
12	Semi-Skilled Manual Workers	0	0	0	0

13 Other Sales & Service Personnel

14 Other Manual Workers

Total

	Table 5:	Women	
Full-time	National	Part-time	/National
All Employees Premoted	Women Promoted	AH Employees Promoted	Women Promoted
#	#	#	#
0	0	0	0
2	2	0	0
1	1	0	0
0	0	0	0
0	0	0	0
0	0	0	0
3	3	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
6	6	0	0

	Table 9:	Women	
Full-time	/National	Part-time	/National
All Employees Terminated	Women Terminated	AH Employees Terminated	Women Terminated
#	#	#	#
Ŀ	0	0	0
12	7	0	0
4	l	0	0
0	0	0	0
0	0	0	0
0	0	0	0
29	21	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
46	29	0	0

Part 2: Flow Data Analysis

Manpower Services Canada Limited

Date: 2017-11-20

Start	Date of Flov	Data
YYYY	MM	DĐ
2016	05	26

End I	ate of Flow	Data
YYYY	MM	DĐ.
2017	11	20

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 2: Aboriginal Peoples

	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Aboriginal Peoples Hired	AH Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	9	0	0	0
03 Professionals	2	0	0	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	28	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
Total	40	1	0	0

National	Part-time	
Aberiginal Peoples Promoted	AH Employees Promoted	Aboriginal Peoples Promoted
#	Ħ	и
0	0	0
0	0	0
0	0	0
0	0	0
0	0	0
0	0	0
0	0	0
0	0	0
0	0	0
0	0	0
0	0	0
0	0	0
0	0	0
0	0	0
	National Aberiginal Peoples Fromotel # 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	# # # # # # # # # # # # # # # # # # #

Tabl	e 10: Abo	riginal Peo	ples
Full-time	National	Part-time	/National
All Employees Terminated	Aboriginal Peoples Terminated	AH Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
1	0	0	0
12	0	0	0
4	0	0	C
0	0	0	0
0	0	0	0
0	0	0	0
29	0	0	0
0	0	0	C
0	0	0	C
0	0	0	0
0	0	0	0
0	0	0	C
0	0	0	0
0	0	0	0
46	0	0	0

Part 2: Flow Data Analysis

Manpower Services Canada Limited

Date: 2017-11-20

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2016	05	26

End I	ate of Flow	Data
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2017	11	20

Data from Form 4 - Employees Hired

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Data from Form 5 - Employees Promoted Data from Form 6 - Employees Terminated

		•	•	•	₩
		Table.	3: Persons	with Disa	bilities
		Full-time	/National	Part-time	/ National
*****	pployment Equity Occupational Group EOG)	All Employees Hired	Persons with Disabilities Hired	AH Employees Hired	Persons with Disabilities Hired
		#	#	#	#
01	Senior Managers	0	0	0	0
02	Middle & Other Managers	9	0	0	0
03	Professionals	2	0	0	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	28	0	0	0
08	Skilled Sales & Service Personnel	0	0	0	0
09	Skilled Crafts & Trades Workers	0	0	0	0

10 Clerical Personnel

11 Intermediate Sales & Service Personnel

12 Semi-Skilled Manual Workers13 Other Sales & Service Personnel

14 Other Manual Workers

Total

	7: Persons /National	with Disa Part-time	
All Employees Premoted	Persons with Disabilities Promoted	AH Employees Promoted	Persons with Disabilities Promoted
#	#	#	#
0	0	0	0
2	0	0	0
1	1	0	0
0	0	0	0
0	0	0	0
0	0	0	0
3	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
6	1	0	0

Table 1	1: Person	s with Dis	abilities
Full-time	/ National	Part-time	/National
All Employees Terminated	Persons with Disabilities Terminated	AH Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
1	0	0	0
12	0	0	0
4	0	0	C
0	0	0	0
0	0	0	0
0	0	0	0
29	0	0	0
0	0	0	C
0	0	0	C
0	0	0	0
0	0	0	0
0	0	0	C
0	0	0	0
0	0	0	0
46	0	0	0

Part 2: Flow Data Analysis

Manpower Services Canada Limited

Date: 2017-11-20

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End I	ate of Flow	Data
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2017	11	20

Data from Form 4 - Employees Hired

Table 4: Members of Visible Minorities

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Table 8;	Members o	1 Visible Minorities
Full-time	/ National	Part-time / National
All	Members of Visible	AH Members of Visible
Employees Premoted	Minorities Premoted	Employees Promoted Minorities Promoted

Data from Form 6 - Employees Terminated

Table 12: Members of Visible Minorities

	 	*******************	***************	***************************************	***************************************	******************	*************	***************************************		
	Full-time	/National	Part-time	/ National	Full-time	/National	Part-time	/National	Full-time	/National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Members of Visible Minorities Hired	AH Employees Hired	Members of Visible Minarities Hired	All Employees Promoted	Members of Visible Minorities Promoted	AH Employees Promoted	Members of Visible Minorities Pranated	All Employees Ferminated	Members o Visible Minorities Terminates
	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	1	
02 Middle & Other Managers	9	2	0	0	2	0	0	0	12	
03 Professionals	2	2	0	0	1	0	0	0	4	
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	
05 Supervisors	0	0	0	0	0	0	0	0	0	
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	
07 Administrative & Senior Clerical Personnel	28	10	0	0	3	0	0	0	29	1
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	
10 Clerical Personnel	1	0	0	0	0	0	0	0	0	
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	O	0	
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	
Total Total	40	14	0	0	6	0	0	0	46	2

Full-time	/ National	Part-time	/National
All Employees Ferminated	Members of Visible Minorities Terminated	AH Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
1	0	0	0
12	4	0	0
4	1	0	0
0	0	0	0
0	0	0	0
0	0	0	0
29	15	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
46	20	0	0

										Dataf	or First/I	revious (Jouls							
Α	В	С	D	E	F	G	Н	I	J	K	L	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	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	К÷С	(K · M + O) ÷ (C +F)
i	i	J	1	<u>†</u>	, 1	.	\	, 1	J	J	, ,	.	,	1	,	1	, 1	Ţ	.	Į.
											Table 1:									
57500000										First/	Previous Sh	ort term (oals							
					AH En	aployees									***********	omen	1			
		Number	Grø	eth (New Posi	tions)	Turnover (R	pla cercere e Erorday ees)	Terndnated		Number	Тогноуег (R	eplacement of	Hires	***************************************	r Goels					
Empl	oyment Equity								Anticipated			Emplayees):	Respired		n-To	Present		Projected	Present	Projected
Occu	pational Group (EEOG)	YYYY MM DD	Actual	Proj	ected L	Actual	Proj	ected:	Hires Over 3 Years	YYYY MM DO		.	Over 3		***** T	Availability	Present Cap	Gap	Representation	Representation in 3 Years
		2016-05-26	Ammally	Anmally	Over 3 Vears	Annually	Amually	Vears Vears		2016-05-26	Annually	Over 3 Vears	¥ eau s	2016	2019					
		***************************************	96	0.0	¥	0:0	B _{ri}	# The state of the	#	#	9,0	₽	#	#	8.0	9/0	#	#	0/0	0/0
01	Senior Managers	3	-12.6%		0	40.0%		0	0	2	0.0%	0	-1	0		27.4%	1	1	66.7%	66.7%
02	Middle & Other Managers	47	-2.2%		0	26.4%		0	0	31	0.0%	0	-13	0		38.9%	13	13	66.0%	66.0%
03	Professionals	29	-2.4%		0	14.3%		0	0	11	0.0%	0	5	0		55.2%	-5	-5	37.9%	37.9%
04	Semi-Professionals & Tech	1	0.0%		0	0.0%		0	0	1	0.0%	0	-1	0		35.1%	1	1	100.0%	100.0%
0.5	Supervisors	1	0.0%		0	0.0%		0	0	0	0.0%	0	1	0		53.0%	-1	-1	0.0%	0.0%
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07	Administrative & Sr Clerical	126	-0.5%		0	23.2%		0	0	98	0.0%	0	8	0		84.4%	-8	-8	77.8%	77.8%
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	6	0.0%		0	0.0%		0	0	6	0.0%	0	-2	0		71.2%	2	2	100.0%	100.0%
11	Intermediate Sales & Service	2	0.0%		0	0.0%		0	0	1	0.0%	0	0	0		72.4%	0	0	50.0%	50.0%
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		215	-1.3%		0	21.8%		0	0	150	0.0%	0	-2	0		68.9%	2	2	69.8%	69.8%

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

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

•	vorktorce Amarysis) ÷ 2) x 10	··				
				Table 2: Women		
	<u>.</u>	Women				
Laupio	ment Equity tional Group (EEOG)	Short term Goals Long	n Goals	Comme	ants.	
Occups	ttonal Group (EECG)	# % #	00			
01 S	enior Managers	0 0.0	0.0			
02 N	fiddle & Other Managers	0 0.0	0.0			
03 P	rofessionals	50 0.0 5	0.0			
04 S	emi-Professionals & Tech	0 6.0	0.0			
05 S	upervisors	0.0	0.0			
06 S	upervisors: Crafts & Trades	0.0	0.0			
07 A	dministrative & Sr Clerical	0.0	0.0			
08 S	killed Sales & Service	0.0	0.0			
09 S	killed Crafts & Trades	0.0	0.0			
10	lerical Personnel	0.0	0.0			
11 Б	ntermediate Sales & Service	0.0	0.0			
12 S	emi-Skilled Manual	0.0	0.0			
13	other Sales & Service	0.0	0.0			006125

		Federal Contractors Program Achievement Report												
		Part 3: Goals												
	Manpower Services Canada Limited													
	Date: 2017-11-20													
14	Other Manual Workers	0 00 0 00												
Total		50 50												

Data for First/Previous Coals L M N From Flow From Data From From From From (K - M + (F x Q) $(K \cdot M + O) \div (C$ Workforce Data Entry CxEx3 Analysis & KxLx3 Data sources: Workforce CxHx3 F + IWorkforce Ix P Data Entry Workforce Workforce O) - ((C + $K \div C$ Entry R + M+F) Analysis Workforce Analysis Analysis Analysis F) x O) Analysis[†] Analysis[‡] Table 3: Aboriginal Peoples First/Previous Short term Goals All Employees Aborizinal Peoples :3.Y.ear.Goals Turnover (Replacement of Terminated Monther Genieth (Nati Prisitions) ornover (Replacement o Eropinyees) Hires Prom To Terminated Funday ees Employment Equity Rejoraced Becomer Declarate Historiari Hires Over 3 YYYY YYYY YYYY MM DD Projected YYYY MM DD enresentation in 3 Actual Protected Actual Occupational Group /EEOG Gap Voore Victor e Octo 3 Over Over 5 Y HO'S 2016-05-26 2016-05-26 Y ears Years # # # ġ. 80 0/6 Senior Managers -12.6% 40.0% 0.09 0.09 0.0% 02 Middle & Other Managers 47 -2.2%26.4% 0.0% 2.2% 2.1% 2.1% 03 Professionals 29 -2.4% 14.3% 0.0% 2.1% 0.0% 0.0% -1 Semi-Professionals & Tech 0.0% 0.0% 0.0% 2.1% 0.0% 0.0% 0.5 0.0% 0.0% ol 0.0% 1.0% 0.0%0.0% Supervisors Supervisors: Crafts & Trades 0.0% 0.0% 0 0.0% 0.0% #DIV/0! #DIV/0! Administrative & Sr Clerical 126 -0.5% 23.2% 0.0% 3.1% 1.6% 1.6% Skilled Sales & Service 0.0% 0.0% Λ 0.0% 0.0% #DIV/0! #DTV/0! Skilled Crafts & Trades 0.0% 09 0.0% 0.0% 0.0% #DIV/0! #DIV/0! Clerical Personnel 0.0% 0.0% 0.0% 4.0% 0.0% 0.0% 0.0% 4 9% 11 Intermediate Sales & Service 0.0% 0.0% 0.0% 0.0% 12 Semi-Skilled Manual 0.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0! 13 Other Sales & Service 0.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0! Other Manual Workers 0.0% 0.0% #DIV/0 #DIV/0! 14 0.0% 0.0%

-1.3%

Total

0.0%

006127

1.4%

1.4%

^{21.8%} Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

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

		Federal Contractors Program Achievement Report												
		Part 3: Goals												
	Manpower Services Canada Limited													
	Date: 2017-11-20													
14	Other Manual Workers	0 00 0 00												
Total		53 8												

													***************************************						***************************************		
									Dataf	or First/I	Tevious (Jouls .									
	~						·		T7			I 57							-		
<u>A</u> <u>B</u>		<u> </u>	<u> </u>		<u> </u>	Н	<u>ii</u>	J	<u>K</u>	<u>i</u>	<u>į IVI</u>	iN	0	jP	Q	R	<u> </u>	1	<u> </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	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K · M + O) ÷ (C +F)		
		1	1	1	1	↓	1	1	↓	↓	1	↓	1	↓	1	1	1		Ψ		
											with Disa										
									First	Previous Sh	ort term (oals .									
				AHE	aployees							4		************	di Disabilitie	\$					
	Number	Gree	eth (New Posi	ttens)	Turnover (Re		Terminated		Number	Тогночи (К	enlacement of		*************	r.Goels							
Employment Equity						Emplayees)		Anticipated			Emplayees	Hires Remixed		n Tø	Present		Projected	Present	Projected		
Occupational Group (EEOG)	Y Y YY MM ED			Acual	Proj	ected:	Hires Over 3 Years	YYYY MM DD			Over 3	· · · · · · · · · · · · · · · · · · ·	YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years			
	2016-05-26	Annally	Annally	Over3 Veas	Ammally	Annially	Over 5 Vears		2016-05-26	Associate	Over5 Veaxs	Y etar s	2016	2019							
	#	96	9/0	#	99	#4)	#	#	#	9-0	#	#	#	80	0 ₀	#	#	0/0	0.6		
01/02 Managers	50	-7.4%		C	33.2%		0	0	0	0.0%	0	2	0		3.8%	-2	-2	0.0%	0.0%		
03 Professionals	29	-2.4%		C	14.3%		0	0	0	0.0%	0	1	0		4.6%	-1	-1	0.0%	0.0%		
04 Semi-Professionals & Tech	1	0.0%	100000000000000000000000000000000000000	C	0.0%		0	0	0	0.0%	0	0	0		13.9%	0	0	0.0%	0.0%		
05 Supervisors	1	0.0%	-00000000000000000000000000000000000000	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%	100000000000000000000000000000000000000	0	0.0%		0	0	0	0.0%	0	0	0		3.4%	0	0	#DIV/0!	#DIV/0!		
07 Administrative & Sr Clerical	126	-0.5%	166666666666666	0	23.2%		0	0	0	0.0%	0	4	0		0.0%	-4	0	0.0%	0.0%		
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
09 Skilled Crafts & Trades	0	0.0%		C	0.0%		0	0	0	0.0%	0	0	0		7.0%	0	0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	6	0.0%	100000000000000000000000000000000000000	0	0.0%		0	0	0	0.0%	0	0	0		5.6%	0	0	0.0%	0.0%		
11 Intermediate Sales & Service	2	0.0%	100000000000000000000000000000000000000	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	0.0%	0.0%		
12 Semi-Skilled Manual	0	0.0%	-00000000000000000000000000000000000000	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%	100000000000000000000000000000000000000	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%		C	0.0%		0	0	0	0.0%	0	0	0		3.8%	0	0	#DIV/0!	#DIV/0!		
Total	215	-1.3%		1 0	21.8%		0	0	0	0.0%	0	#REF!	0		#REF!	-8	#REF!	0.0%	0.0%		

 $\ \, \uparrow \quad \text{Calculated by using the following formula: ((Current number of employees from Workforce Analysis)}^{1/2} \cdot 1) \times 100.$

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

† Workforce Analysis) ÷ 2) x 100.

	workforce Analysis) + 2) x 10	υ.																	
								- 1	Fable 6	: Persor	is with E	isabiliti	es						
	2	P	ersons with Disal	bilities															
1,mp	oyment Equity pational Group (EEOG)	Short-ter	rm Goals — Lo	ong term Go	is i								omm	ents					
Coccu	panonal Group (EECAG)	#	00	# %															
01/02	Managers		0.0	5	0.0														
03	Professionals	0	0.0	0	0.0														
04	Semi-Professionals & Tech	0	0.0	0	0.0														
0.5	Supervisors	0	0.0	0	0.0														
06	Supervisors: Crafts & Trades	0	0.0	0	0.0														
07	Administrative & Sr Clerical	5	0.0	5	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														
14	Other Manual Workers	0	0.0	0	0.0														
Total		10	r e	10															006129

Federal Contractors Program Achievement Report	
Part 3: Goals	
Manpower Services Canada Limited	
Date: 2017-11-20	

Data for First/Previous Coals L M N From Flow From Data From From From From (K - M + (F x Q) $(K \cdot M + O) \div (C$ Workforce Data Entry CxEx3 Analysis & KxLx3 Data sources: Workforce CxHx3 F + IWorkforce Jx P Data Entry Workforce Workforce O) - ((C + $K \div C$ Entry R + M+F) Analysis Workforce Analysis Analysis Analysis F) x O) Analysis[†] Analysis[‡] Table 7: Members of Visible Minorities First/Previous Short term Goals All Employees Members of Visible Minorities :3:Y.ear:Gools Turnover (Replacement of Terminated Monther Genieth (Nati Prisitions) огночи: (Replacement o Eropinyees) Hires Prom To Terminated Funday ees Employment Equity Rejoraced Becomer Declarate Historiari Hires Over 3 YYYY YYYY YYYY MM DD YYYY MM DD enresentation in 3 Actual Protected Actual Protected Occupational Group /EEOG Gap Victor e Voore. Octo 3 Over Over 5 e mors 2016-05-26 2016-05-26 Ancocalle Y ears Years # # # ġ. 80 0,6 Senior Managers -12.6% 40.0% 0.09 10.1% 0.09 02 Middle & Other Managers 47 -2.2%26.4% 11 0.0% 15.0% 23.4% 23.4% 03 Professionals 29 -2.4% 14.3% 0.0% 19.8% 31.0% 31.0% Semi-Professionals & Tech 0.0% 0.0% 0.0% 16.6% 0.0%0.0% 0.5 0.0% 0.0% ol 0.0% 45 89/ 0.0%0.0% Supervisors Supervisors: Crafts & Trades 0.0% 0.0% 0 0.0% 0.0% #DIV/0! #DIV/0! Administrative & Sr Clerical 126 -0.5% 23.2% 50 0.0% -38 9.5% 38 39.7% 39.7% Skilled Sales & Service 0.0% 0.0% 0.0% 0.0% #DIV/0! #DTV/0! Skilled Crafts & Trades 0.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0! Clerical Personnel 0.0% 0.0% 0.0% 9.4% 50.0% 50.0% 0.0% 2.3% 11 Intermediate Sales & Service 0.0% 0.0% 50.0% 50.0% 12 Semi-Skilled Manual 0.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0! 13 Other Sales & Service 0.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0!

0.0%

21.8%

0.0%

-1.3%

Other Manual Workers

14

Total

0.0%

0.0%

	Workforce Analysis) + 2) x 10	····		
			Table 8: Members of Visible Minorities	
		Members of Visible Mit	nies	
Lanp	oyment Equity pattonal Group (EEOG)	Short term Goals Long	Tin Goals Comments	
A.J.CEU	Sational Group (EECR)	# 90 #	96	
01	Senior Managers	0 0.0	0.0	
02	Middle & Other Managers	0.0	0.0	
03	Professionals	0 0.0	0.0	
04	Semi-Professionals & Tech	0 0.0	0.0	
0.5	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	0.0	
10	Clerical Personnel	0 0.0	0.0	
11	Intermediate Sales & Service	0 0.0	0.0	
12	Semi-Skilled Manual	0.0	ao	
13	Other Sales & Service	0.0	0.0	006131

#DTV/0

34.4%

0.0%

12.2%

#DIV/0!

34.4%

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

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

		Federal Contractors Program Achievement Report											
		Part 3: Goals											
		Manpower Services Canada Limited											
	Date: 2017-11-20												
14	Other Manual Workers	0.0 0 0.0 0 0.0											
Total		0 0											

	processor and the second	***************************************		***************************************	***************************************			*******************************			***************************************	******************		*****************		****************			
									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	E	F	G	Н	I	J	К	L	М	N	О	P	Q	R	s	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	К÷С	(K - M + O) ÷ (C +F)
		Ţ	Ţ	1	Ţ	\	Ţ	4	Ţ	Ţ	1	Ţ	1	4	J	Ţ	Ţ	¥	Ţ
										Table 9:	Women								
									Subsequ	ent/Curren	t Short-terr	n Goals							
				AH Ea	up loyees									W.	om en				
	NUMBER SERVED (1948 POSITIONS)		For nover (Replacement of Lernanated Employees)			Anticipated	Nimber	Tornover (R	eplacement of Empleyeesi	Hires		r Goels n - Te					Projected		
Employment Equity	YYYY MM DD	Actual	Proj	ected	Actual Projected		Hires Over 3	YYYY MM DD	reminiale	г.слиринуеезу.	Required Over 3	ŶŶŶŶ	YYYY	Present Availability	Present Gap	Projected Gan	Present Representation	Representation in 3	
Occupational Group (EEOG)	2017-11-20	Amountly	Anmally	Over 5 Vears	Annually	Annually	Over5 Years	Years	2017-11-20	Annually	Over 5 Veas	Yetars	2017	2020	Ачамонну		Cay	кергезскани	Years
	#	90	9,0	₽	99	B/g	#	#	#	90	#	#	#	8.0	0.0	#	₽	0/0	9/0
01 Senior Managers	2	-12.6%	0.0%	(40.0%	0:0%	- 1	0	2	0.0%	0	-1	0		27.4%	1	. 1	100.0%	
02 Middle & Other Managers	44	-2.2%	0.0%	(26.4%	0.0%	0	0	31	0.0%	0	-14	0		38.9%	14	14	70.5%	70.5%
03 Professionals	27		0.0%	3		0.0%	31	0	12	1	0	3	0	55.4%	55.4%		-3	44.4%	
04 Semi-Professionals & Tech	1	0.0%	0.0%	(0.0%	0.0%	0	0	1	0.0%	0	-1	0		35.1%	1	. 1	100.0%	1
05 Supervisors	1	0.0%	0.0%	(0.0%	0.0%	o 0	0	0	0.0%	0	1	0	53,0%	53.0%	-1	-1	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	-1	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	124			-1	/ 23.2,0	0.0%	0	0	100	1	0	5	0	84.5%	84.5%		-5	80.6%	1
08 Skilled Sales & Service	0	0.0%		-1	, 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%	5	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	6	0.0%	0.0%	(/ 0.070	0.0%	31	0	6	0.0%	0	-2	0		70.0%		2	100.0%	100.0%
11 Intermediate Sales & Service	2	0.0%	0.0%	(0.0%	0.0%	<u>i</u> 0	0	1	0.0%	0	0	0		72.4%		0	50.0%	50.0%
12 Semi-Skilled Manual	0	0.0%	0.0%	(0.0%	0.0%	o 0	0	0	0.0%	0	0	0		0.0%		0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%	0.0%	i] C	0.0%	0.0%	6 0	0	0	0.0%	0	0	0		0.0%	o 0	0	#DIV/0!	#DIV/0!

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

0.0%

0.0%

0.0%

-1.3%

0.0%

14 Other Manual Workers

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

OLATO W	nce minipais) · 2) A 10	٠٠.														
							Table	l0: Wome	n							
			Women													
zaupioymem:	Equity Graup (EEOG)	Short t		erm Goals					C	ommen	8					
Occupational	(Craup (EECC)		60	96												
01 Senior I	Managers		0.0	24.7												
02 Middle	& Other Managers		0.0	38.9												
03 Professi	ionals		0.6	55.4												
04 Semi-Pr	rofessionals & Tech		0.0	35.1												
05 Supervi	isors		0.5	53.0												
06 Supervi	isors: Crafts & Trades		0.0	0.0												
07 Adminis	strative & Sr Clerical		0.8	84.5												
08 Skilled	Sales & Service		0.0	0.0												
09 Skilled	Crafts & Trades		0.0	0.0												
10 Clerical	l Personnel		0.0	70.0												
11 Interme	diate Sales & Service		0.0	72.4												
12 Semi-Sl	killed Manual		0.0	0.0												
13 Other S	Sales & Service		0.0	0.0											በበፍ	133
14 Other M	Manual Workers		0.0	0.0												100

#DIV/0!

73.9%

#DIV/0!

73.9%

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Manpower Services Canada Limited
	Date: 2017-11-20
Total	0.7 69.5

Data for Subsement/Current Coals L M N From Flow From Data From From From From (K - M + (F x Q) $(K - M + O) \div (C$ Workforce Data Entry CxEx3 Analysis & KxLx3 Data sources: Workforce CxHx3 F + IWorkforce Ix P Data Entry Workforce Workforce O) - ((C + $K \div C$ Entry R + M+F) Analysis Workforce Analysis Analysis Analysis F) x O) Analysis[†] Analysis[‡] Table 11: Aboriginal Peoples Subsconent/Current Short-term Goals All Employees Aborizinal Peoples :3.Y.ear.Goals Turnover (Replacement of Terminated Monther Genieth (Nati Prisitions) Nimbe огночи: (Replacement o Eropinyees) Hires Prom To Terminated Employees Employment Equity Rejoraced Becomer Declarate Historiari Hires Over 3 YYYY YYYY YYYY MM DD YYYY MM DD enresentation in 3 Actual Protected Actual Protected Occupational Group /EEOG Cap Victor e Voore. Over 5 Over Over 5 e mors 2017-11-20 2017-11-20 Annually 2020 Y ears Y ears # # # ġ. 86 0/6 Senior Managers -12.6% 0.0940.0% 0.090.09 0.09 0.0% 02 Middle & Other Managers 44 -2.2% 0.09%26.4% 0.0% 0.0% 2.2% 2.3% 2.3% Professionals 27 -2.4% 0.0% 0 14.3% 0.0% 0.0% 2.1% 2.1% 0.0% 0.0% 0 Semi-Professionals & Tech 0.0% 0.0% 0.0% 0.00% 0.0% 2.1% 0.0% 0.0% 0.5 0.0% 0.0%ol 0.0% 0.0% ol 0.0% 1.0% 0.0%0.0% Supervisors Supervisors: Crafts & Trades 0.0% 0.0%0.0% 0.0% 0 0.0% 0.0% #DIV/0! #DIV/0! Administrative & Sr Clerical 124 -0.5% 0.0%n 23.2% 0.0% 0.0% 3.0% 3.0% 1.6% 1.6% Skilled Sales & Service 0.0% 0.09%0.0% O 10% n۱ 0.0% 0.0% #DIV/0! #DTV/0! Skilled Crafts & Trades 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0! Clerical Personnel 0.0% 0.0% 0.0% 0.09_{B} 0.0% 3.4% 0.0% 0.0% 0.0% 11 Intermediate Sales & Service 0.0% 0.0% 0.0% 0.0% 4 9% 0.0% 0.0% 12 Semi-Skilled Manual 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0! 13 Other Sales & Service 0.0% 0.0960.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0! Other Manual Workers 0.0% #DIV/0! 14 0.0% 0.09%0.0% 0.0% 0.0% #DIV/0! -1.3% 0.0% 21.8% 0.0% Total 2.7% 1.4% 1.4%

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

								· · · · · · · · · · · · · · · ·	Fable	12: Ab	origina	al Peo _l	ples							
Employ	nent Equity		Aboriginal P	eoples																
Occupan	nent Equity (onal Group (EEOG)	Short-te	rm Goals	Long to	erm Goals								C OI	mment						
01 Ser	nior Managers		0.0		2.9															
02 Mi	ddle & Other Managers		0.0		2.2															
03 Pro	ofessionals		0.0		2.1															
04 Ser	mi-Professionals & Tech		0.0		2.1															3333333
05 Su	pervisors		0.0		1.0															
06 Su	pervisors: Crafts & Trades		0.0		0.0															
07 Ad	ministrative & Sr Clerical		0.0		3.0															
08 Ski	illed Sales & Service		0.0		0.0															
09 Ski	illed Crafts & Trades		0.0		0.0															
10 Cle	erical Personnel		0.0		3.4															
11 Int	ermediate Sales & Service		0.0		4.9															
12 Ser	mi-Skilled Manual		0.0		0.0															
13 Ot	her Sales & Service		0.0		0.0														_0061	35
14 Ot	her Manual Workers		0.0		0.0															

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

	Federal Contractors Program Achievement Report
	Part 3: Goals
Manpower Services Canada Limited	
Date: 2017-11-20	
Total	0.0 2.7

Federal Contractors Program Achievement Report Part 3: Goals Manpower Services Canada Limited Date: 2017-11-20

Data for Subsement Current Coals L M N From Flow From Data From From From From (K - M + (F x Q) $(K - M + O) \div (C$ Workforce Data Entry C x E x 3 Analysis & KxLx3 Data sources: Workforce CxHx3 F + IWorkforce Ix P Data Entry Workforce Workforce O) - ((C + $K \div C$ Entry R + M+F) Analysis Workforce Analysis Analysis Analysis F) x O) Analysis[†] Analysis[‡] Table 13: Persons with Disabilities Subsconent/Current Short-term Goals All Employees Persons with Disabilities 3.Y.ear:Goals Turnover (Replacement of Terminated Monther Genieth (Nati Pricitions) Nimbe огночи: (Replacement o Eropinyees) Hires From To Terminated Employees Employment Equity Rejoraced Becomer Declarate Historiari Hires Over 3 YYYY YYYY YYYY MM DD YYYY MM DD enresentation in 3 Actual Protected Actual Projected: Occupational Group /EEOG Cap Victor e Voore. Oppos Over Over 5 e mors 2017-11-20 2017-11-20 Ancocalle 2020 Years. Y ears # # # 0/6 ġ. 80 01/02 Managers 46 -7.4% 0.09/33.2% 0.0970.0% 4 3% 03 Professionals 27 -2.4% $0.09/_{0}$ 14.3% 0.0% 0.0% 3.8% 0 3.7% 3.7% Semi-Professionals & Tech 0.0% 0.0% 0.0% 0.0% 0.0% 4.6% 0.0% 0.0% Supervisors 0.0% 0.0% 0.0% 0.0960.0% 13.9% 0.0% 0.0% 0.0% 0.0%ol 0.0% 0.0% ol 0.0% 0.0% #DIV/0! #DTV/0! Supervisors: Crafts & Trades Administrative & Sr Clerical 124 -0.5% 0.0%23.2% 0.0% 0.0% 3.4% 3.4% 0.0% 0.0% Skilled Sales & Service 0.0% 0.09n 0.0% 0.0960.0% 0.0% #DIV/0! #DTV/0! Skilled Crafts & Trades 0.0% 0.09%0.0% O 10% 0.0% 0.0% #DIV/0! #DTV/0! 0.0% 0.0% 0.0% Clerical Personnel 0.0% 0.0% 7.0% 0.0% 0.0% 0.0% Intermediate Sales & Service 0.0% 0.0% 0.0% 0.0% 5.6% 0.0% 0.0% 0.0% #DTV/0! Semi-Skilled Manual 0.0% 0.0% 0.0% 0.0% 0.0% #DIV/0! 13 Other Sales & Service 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% #DIV/0! #DIV/0!

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

21.8%

0.0%

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

0.0%

3.8%

3 8%

[∓] Workforce Analysis) ÷ 2) x 100.

Total

207

-1.3%

0.0%

							Tab	le 14: Pe	rsons w	th Disa	bilities						
Eneployment Equity Occupational Group (EEOG)	Short-te	Persons with Dis erm Goals	sabilities Long ter	n Goals							Com	ments					
Creenpational Group (EEC/G)		0.0		9/0													
01/02 Managers		0.0		4.3													
03 Professionals		0.0		3.8													
04 Semi-Professionals & Tech		0.0		4.6													
05 Supervisors		0.0		13.9													
06 Supervisors: Crafts & Trades		0.0		0.0													
07 Administrative & Sr Clerical		0.0		3.4													
08 Skilled Sales & Service		0.0		0.0													
09 Skilled Crafts & Trades		0.0		0.0													
10 Clerical Personnel		0.0		7.0													
11 Intermediate Sales & Service		0.0		5.6													
12 Semi-Skilled Manual		0.0		0.0													
13 Other Sales & Service		0.0		0.0													
14 Other Manual Workers		0.0		0.0													
Total		0.0		3.8													006137

0.5%

0.5%

Federal Contractors Program Achievement Report Part 3: Goals Manpower Services Canada Limited Date: 2017-11-20

Data for Subsement/Current Coals L M N From Flow From Data From From From From (K - M + (F x Q) $(K - M + O) \div (C$ Workforce Data Entry CxEx3 Analysis & Data sources: Workforce CxHx3 F + IWorkforce KxLx3 Ix P Data Entry Workforce Workforce O) - ((C + $K \div C$ Entry R + M+F) Analysis Workforce Analysis Analysis Analysis F) x O) Analysis[†] Analysis[‡] Table 15: Members of Visible Minorities Subsconent/Current Short-term Goals All Employees Members of Visible Minorities :3:Y.ear:Gools Turnover (Replacement of Terminated Monther Centerh (State Prisitions) огночи: (Replacement o Eropinyees) Hires From To Terminated Employees Employment Equity Rejoraced Becomer Declarate Historiari YYYY YYYY YYYY MM DD Hires Over 3 YYYY MM DD enresentation in 3 Actual Protected Actual Protected Occupational Group /EEOG Cap Victor e Voore. Oppos Over Over 5 e mors 2017-11-20 2017-11-20 2020 Y ears Y ears # # # 870 0/6 Senior Managers -12.6% 0.0940.0% 0.090.09 10.1% 02 Middle & Other Managers 44 -2.2% $0.09/_{0}$ 26.4% 0.0% 0.0% 15.0% 20.5% 20.5% -2 Professionals 27 -2.4% 0.0% 14.3% 0.0% 10 0.0% 19.8% 37.0% 37.0% Semi-Professionals & Tech 0.0% 0.0% 0.0% 0.00° 0.0% 16.6% 0.0%0.0% 0.5 0.0% 0.0%ol 0.0% 0.0% ol 0.0% 45.8% 0.0%0.0% Supervisors Supervisors: Crafts & Trades 0.0% 0.0%0.0% 0.0% 0 0.0% 0.0% #DIV/0! #DIV/0! Administrative & Sr Clerical 124 -0.5% 0.09n 23.2% 0.0% 0.0% -35 9.2% 37.1% 37.1% Skilled Sales & Service 0.0% 0.09%0.0% O 10% 0.0% 0.0% #DIV/0! #DTV/0! Skilled Crafts & Trades 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0! Clerical Personnel 0.0% 0.0% 0.0% 0.0% 0.0% 17.2% 50.0% 50.0% 0.0% 11 Intermediate Sales & Service 0.0% 0 0% 0.0% 0.0% 2.3% 50.0% 50.0% 12 Semi-Skilled Manual 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0! 13 Other Sales & Service 0.0% 0.0960.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0! 0.0% 14 Other Manual Workers 0.0% 0.09%0.0% 0.0% 0.0% #DIV/0 #DIV/0! -1.3% 0.0% 21.8% 0.0%

Total

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 zurungsis) · 2) x 1	.00.																	
							Table	16: Memb	ers of Vi	sible M	inorities							
det b de	Me	mbers of Visible A	lin oriti	es														
Employment Equity Occupational Group (EEOG)	Short-t	erm Goals Lo	ng tern	n Goals							Comme	1115						
cocupational Group (EECG)		0.0		9 ₀														
01 Senior Managers		0.0		10.1														
01 Senior Managers 02 Middle & Other Managers		0.0		15.0														
03 Professionals		0.0		19,8														
04 Semi-Professionals & Tech		0.0		16.6														
05 Supervisors		0.0		45.8														
06 Supervisors: Crafts & Trades		0.0		0.0														
07 Administrative & Sr Clerical		0.0		9.2														
08 Skilled Sales & Service		0.0		0.0														
09 Skilled Crafts & Trades		0.0		0.0														
10 Clerical Personnel		0.0		17,2														
11 Intermediate Sales & Service		0.0		2.3														
12 Semi-Skilled Manual		0.0		0.0														
13 Other Sales & Service		0.0		0.0													በበብ	6138
14 Other Manual Workers		0.0		0.0											55555555555			, 100

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

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Manpower Services Canada Limited
	Date: 2017-11-20
Total	0.0 12.2

Federal Contractors Program Achievement Report Part 4: Results - Women Manpower Services Canada Limited Date: 2017-11-20 C F. F G Н M N O Р O S IJ v W X Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow Part 2: Flow Part 2: Flow V + U x E÷ D DxG E÷ H L÷K Workforce Workforce Workforce E.- H K x G ÷ 100 I.- N Flow Data P x F ÷ 100 Flow Data U x F ÷ 100 V-X Data sources Flow Data O - S x 100 + 100 x 100 Data Analysi: x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ Workforce Analysis Flow Data Analysis Employment Equity Workforce Hires Promotions Terminations Occupational Group W anson Windows Αđ AR Ali ΑR (EEOG) Employee Emplayee Employees Availability EE Result Actual Expected Employee Armat Difference Representation Cap deninal Expetted Difference Difference: Expected 2016 27.4 243.3 2 66.7 01 Senior Managers 2017 100.0 27.4 365.0 0.0 0.0 0.0 0 47 18 Middle & Other 2016 31 66.0 389 13 169 6 02 Managers 2017 44 38.9 17 181.1 77.8 100.0 12 58.3 31 70.5 14 7 2016 29 11 37.9 55.2 16 -5 68.7 03 Professionals 2017 27 12 44.4 55.4 15 -3 80.2 2 100.0 100.0 25.0 Semi-Professionals & 2016 1 1 100.0 35.1 0 284.9 Technicians 2017 100.0 284.9 1 35.1 0 0 0.0 0 0.0 0 0 0.0 2016 0 0.0 53.0 0.0 05 Supervisors 2017 0 0.0 53.0 0.0 0 0.0 0.0 0 0.0 Supervisors: Crafts & 2016 0 0.0 0.0 0 0 0.0 Trades 0 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: Part 2: Flow E÷Gx E÷Dx Part 3: E÷Kx Part 3: Part 3: Data sources Flow Data F + I x 100 Part 3: Goals + M x 100 Data Analysis Goals 100 Goals Goals Analysis New Entrants Goats Flow Data Short-term Goals Long-term Goals Employment Equity Worden Wome Occupational Group Comments Αij (EEOG) Employee Percentel Percent of Percent of Percent of t naf Cnal Coal Coat Goal Met Gool Met Gual Met Gual Met * *d*::: 4/0 ø. 9/0 % : Ψq. 46 %0 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 -1 Senior Managers 2020 0.0 -1 0 0.0 0.0 24.7 0.0 2017 -1 2 0.0 -200.0 0.0 0.0 0.0 Middle & Other 0.0 0.0 02 Managers 2020 2 -200.0 0.0 0.0 38.9 -514.1 -1 2 2017 -1 -200.0 50 4.0 0.0 0.0 50 4.0 0.0 0.0 03 Professionals 2020 2 -200.0 0.6 -36101.1 55.4 -361.0 0 Semi-Professionals & 2017 0.0 0.0 0.0 0.0 0.0 0.0 04 Technicians 2020 0.0 0.0 0 0.0 0.0 35.1 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 2020 0.0 0.5 0.0 53.0 0.0 0 2017 0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 0.0 0.0 06 Trades 0.0 0.0 0.0 0.0 0.0 0

Federal Contractors Program Achievement Report Part 4: Results - Women Manpower Services Canada Limited Date: 2017-11-20 C F. F G Н М N O O S IJ v W X Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow Part 2: Flow V + U x Dort 2: Flore E÷ D DxG E÷ H L÷K Workforce Workforce Workforce E.- H K x G ÷ 100 Flow Data P x F ÷ 100 U x F ÷ 100 V-X Data sources Flow Data I.- N 0.8 Flow Data x 100 + 100 x 100 Data Analysi: x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ Workforce Analysis Flow Data Analysis Employment Equity Workforce Promotions Hires Terminations Occupational Group W anson Windows Αđ AR Ali ΑR (EEOG) Employee Emplayee Employees Availability EE Result Actual Employee Difference Representation Cap Armal Expetted Difference Expected Difference. Armat Expected 2016 92.2 Administrative & 126 98 77.8 84.4 106 -8 07 Senior Clerical 2017 124 100 80.6 84.5 105 -5 95.4 85.7 100.0 72.4 28 24 24 29 21 23 n Skilled Sales & 2016 0 0.0 0.0 0.0 οl Service Personnel 2017 0 ٥l ٥l 0.0 0 0.0 0.0 0.0 0.0 0 0.0 2016 0 0.0 0.0 Skilled Crafts & 0.0 0 οl 09 Trades Workers 2017 0 0.0 0.0 ol ol 0.0 0 0.0 0.0 0 0.0 2 2016 6 100.0 71.2 140.4 10 Clerical Personnel 2017 6 2 142.9 100.0 100.0 70.0 0 0.0 0 0 0 0.0 Intermediate Sales & 2016 1 50.0 72.4 69.1 Service Personnel 2017 1 50.0 72.4 ٥l 69.1 0 0.0 0.0 0 0 0.0 2016 0 0.0 0.0 0 0 0.0 Semi-Skilled Manual Workers 0 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: Part 2: Flow E÷Dx Part 3: E÷Gx E÷K× Part 3: Part 3 Data sources Flow Data F ÷ I x 100 Part 3: Goals + M x 100 Data Analysis Goals 100 Goals Goals Analysis New Entrants Goats Flow Data Short-term Goals Long-term Goals Employment Equity Worden Wome Wome Occupational Group Comments Αij (EEOG) Employee Percentel Percent of ercent of Percent of Coal Coat Coal Cnal Goal Met Gool Met Gual Met Gual Met *d*::: 4/0 ø. 9/0 %: Ψq. 6/6 %0 Administrative & 6 300.0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 2020 35 503.0 300.0 0.8 84.5 355.0 2 6 2017 0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 0.0 0.0 Service Personnel 2020 0.0 0.0 0.0 0.0 0 0.0 Skilled Crafts & 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 09 Trades Workers 2020 0 0.0 0.0 0.0 0.0 0.0 2017 100.0 0.0 0.0 0.0 0.0 0.0 0.0 Clerical Personnel 2020 100.0 70.0 142.9 0.0 0.0 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 2020 0.0 0.0 0.0 0.0 0 72.4 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 12 Workers 0.0 0.0 0.0 0.0 0.0 0

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14 W	orkers	2017	0	0	0.0	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		2016	215	150		68.9	148	2																
		2017	207	153	73.9	69.5	144	9	106.3	40	34	85.0	28	6	6	6	100.0	4	2	46	29	63.0	32	-3
Data sou	rces:		Part 2: Flow Data Analysis	Part 2: Flow Data	E÷Dx 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F + I x 100	Part 3: Goals	E÷ Kx 100	Part 3: Goals	F + M x 100											
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(EEO	oational Group G)		All Employees		Hai	Guat	Percent of Gual Met	Gozil	Percent of Goal Met	Gual	Percent of Goal Met	(en Goal	Percent of Goal Met						'ommen	ts				
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Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples Manpower Services Canada Limited Date: 2017-11-20 C D F. F G Н L M N O Р O R S Т IJ v W X Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow Part 2: Flow Part 2: Flow V + U x E÷ D DxG E÷ H L÷K O+Px Workforce Workforce Workforce E.- H K x G ÷ 100 I.- N Flow Data P x F ÷ 100 Flow Data Ux F ÷ 100 V-X Data sources Flow Data O - S x 100 x 100 Data Analysi: x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ Workforce Analysis Flow Data Analysis Employment Equity Workforce Promotions Hires Terminations Occupational Group Abortobial Peoples Abaricinal Peoples Alterioleal Pennies Aboriginal Peoples Αđ AR Ali ΑR (EEOG) Employee Emplayee Employees Availabildy EE Result Armal Expected Actual Expected: Employee Expected Difference Representation Eap . Difference Difference: Armal 2016 0 0.0 2.9 0.0 0 01 Senior Managers 2017 0 0.0 2.9 0 Λ 0.0 0 0.0 0.0 0.0 0 Middle & Other 47 2.1 2.2 96.7 2016 1 0 02 Managers 2017 44 1 2.2 ٥l 103.3 0 0.0 0.0 0 12 0 0.0 2.3 o i 2016 29 0 0.0 2.1 0.0 -1 03 Professionals 2017 27 0 0.0 2.1 -1 0.0 0 0.0 0.0 n 0 0.0 0 Semi-Professionals & 2016 0.0 2.1 0 0 0.0 Technicians 2017 0 0 ol 0.0 0.0 2.1 0 0.0 0 0.0 0 0 0 0.0 2016 0 0.0 1.0 0 0 0.0 05 Supervisors 2017 0 0.0 1.0 οl ٥l 0.0 0 0.0 0.0 0 0 0.0 Supervisors: Crafts & 2016 0 0.0 0.0 0 0 0.0 Trades 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: Part 2: Flow E÷Gx E÷Dx Part 3: E÷K× Part 3: Part 3: Data sources Flow Data F + I x 100 Part 3: Goals + M x 100 Data Analysis Goals 100 Goals Goals Analysis New Entrants Goats Flow Data Short-term Goals Long-term Goals Employment Equity Year Aboriginal Peoples Aborisinal Peoples Occupational Group Aborisinal Peoples Comments (EEOG) Employees Percento Percent of Percent of Percent of t nai Coat Coal Cnal Goal Met Gool Met Gual Met Gual Met * # 0/0 ø. 9/0 % : Ψq. 6/6 %0 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 -1 01 Senior Managers 2020 0.0 0.0 2.9 -1 0.0 0.0 0 2017 -1 0 0.0 0.0 0.0 0.0 0.0 Middle & Other 0.0 0.0 02 Managers 2020 0 0.0 0.0 2.2 0.0 -1 0.0 0 2017 -1 0.0 50 0.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 2020 0 0.0 0.0 0.0 2.1 0.0 0 Semi-Professionals & 2017 0.0 0.0 0.0 0.0 0.0 0.0 0.0 04 Technicians 2020 0.0 2.1 0.0 0 0.0 0.0 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 2020 0.0 0.0 0.0 0.0 0 1.0 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 0.0 06 Trades 0.0 0.0 0.0 0.0 0.0 0

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13	Personnel	2017	0	0	:	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	2016	0	0	0.0	0.0	0	0	0.0															
	Workers	2017	0	0	:	0.0	0	0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
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13	Personnel	2020	0	0		U	0.0	0.0	0.0		0.0	0.0												
14	Other Manual	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
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01 &	Managers	2016	50	0	0.0	4.3	2	-2	0.0															
02	Widnagers	2017	46	0	0.0	4.3	2	-2	0.0	9	0	0.0	0	0	2	0	0.0	0	0	13	0	0.0	0	0
03	Professionals	2016	29		0.0			-1	0.0					_			1000					0.0		_
	Semi-Professionals &	2017 2016	27	1 0	0.0	3.8 4.6		0	97.5	2	0	0.0	0	0	1	1	100.0	0	1	4	0	0.0	0	0
04	Technicians	2017	1	0	0.0	4.6		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
0.5	Supervisors	2016 2017	1	0	0.0	13.9 13.9	0	0	0.0	0	0	0.0	,	0		0	0.0	,	0		0	0.0	0	
06	Supervisors: Crafts &	2016	0	0	0.0	-		0	0.0	0	-	0.0	"	0		-	0.0	-	-	0	0	0.0		
00	Trades	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
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Data	sources:		Part 2: Flow Data Analysis	Flow Data Analysis	E+Dx 100	Part 3: Goals	E+Gx 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E+ Kx 100	Part 3: Goals	F ÷ M x 100											
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02		2020	-2	0	0.0			0.0	0.0			4.3	0.0											
03	Professi on als	2017 2020	-1 -1	1 :	-100.0 -100.0	0	0.0	0.0 0.0	0.0 0.0	0	0.0	0.0 3.8	l											
	Semi-Professionals &	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
04	Technicians	2020	0	0	0.0	*********	<u> </u>	0.0	0.0			4.6												
05	Supervisors	2017 2020	0	0	0.0	777777777777	0.0	0.0	0.0	0	0.0	0.0 13.9	.											
06	Supervisors: Crafts &	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	Trades	2020	0	0	0.0			0.0	0.0			0.0	0.0											

Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities Manpower Services Canada Limited Date: 2017-11-20 C F. F G Н М N O Р O R S IJ v W X Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow Part 2: Flow V + U x E÷ D Dort 2: Flore DxG E÷ H L÷K Workforce Workforce Workforce E.- H K x G ÷ 100 I.- N Flow Data P x F ÷ 100 U x F ÷ 100 V-X Data sources Flow Data O - S Flow Data x 100 + 100 x 100 Data Analysi: x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis Employment Equity Workforce Hires Promotions Terminations Occupational Group Person cwith Disshilities Parente with Dieshilities Parents with Trieskilling Personal artist Dissistintos Αđ AR Ali ΑR (EEOG) Employee Emplayee Employees Availabildy EE Result Actual Employee Representation Eap . Apriles I Expected Difference Expected Difference: Armal Experted Difference 2016 Administrative & 126 0 0.0 3.4 0.0 07 Senior Clerical 2017 124 0 0.0 3.4 0.0 0 0.0 0.0 28 0.0 29 0 0.0 Skilled Sales & 2016 0 0.0 0 0 0.0 Service Personnel 2017 0 0.0 ٥l 0.0 0 0.0 0.0 ٥l n 0.0 0 0.0 2016 0 0.0 0.0 Skilled Crafts & 0.0 nΙ οl 09 Trades Workers 2017 0 0.0 0.0 n۱ ol 0.0 0 0.0 0.0 0 0.0 2016 0 0.0 7.0 0 0 0.0 10 Clerical Personnel 2017 0 0.0 0.0 7.0 0 οl 0 0.0 0 0.0 0 0 0 0.0 Intermediate Sales & 2016 0 0.0 5.6 0 0 0.0 Service Personnel 2017 0 0.0 5.6 οl ٥l 0.0 0 0.0 0.0 0 0 0.0 2016 0 0.0 0.0 0 0 0.0 Semi-Skilled Manual Workers 0 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: E÷Dx Part 2: Flow Part 3: E÷Gx E÷K× Part 3: Part 3 Data sources Flow Data F ÷ I x 100 Part 3: Goals + M x 100 Data Analysis Goals 100 Goals Goals Analysis New Entrants Goats Flow Data Short-term Goals Long-term Goals Employment Equity Year Persons with Persons with Disabilities Persons with Disabilities Occupational Group Comments Disabilities ΑII (EEOG) Employees Percentel Percent of Percent of Percent of Arbis Goal Met Goal Met Goal Met Goal Met b, 6/ **6**/0 8,0 2017 0 0.0 0.0 0.0 0.0 0.0 Administrative & 0.0 0.0 07 Senior Clerical 2020 0 0.0 0.0 0.0 0.0 3.4 2017 0.0 0.0 Skilled Sales & 0 0.0 0.0 0.0 0.0 0.0 08 Service Personnel 2020 0 0.0 0.0 0.0 0.0 0.0 2017 0.0 Skilled Crafts & 0 0.0 0.0 0.0 0.0 0.0 0.0 09 Trades Workers 2020 0 0.0 0.0 0.0 0.0 0.0 2017 0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 10 Clerical Personnel 2020 0 0.0 0.0 0.0 7.0 0.0 2017 0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 0.0 0.0 11 Service Personnel 2020 0 0.0 0.0 0.0 5.6 0.0 Semi-Skilled Manual 2017 0 0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 Workers 0.0 0.0 0.0 0.0 0 0.0

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Oca	ipatio	nai Group	Year	Alt			Persons with				Alt			nh Dischildie		Ali			nh Disabilkie		AB			di Disabilitie	
(EE)	O(G)		*	Employees	Repres	entation %	Availe 94	ability #	Gap #	EE Result	Emplayees #	A.	tual %	Expected	Dattereace #	Employees	Ac	tual %	Expected	Difference	Employees	Ar #		Expected	Difference #
1 13 1		Sales & Service	2016	0	0	*************	0.0	***********	0	0.0	00000000	\$0000000000000	<u> </u>	***************************************	;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;	***************************************	***************************************		***************************************	000000000000000000000000000000000000000	***************		<u> </u>	000000000000000000000000000000000000000	***************************************
	Personn		2017	0	0		0.0 0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	C	0	0	0.0	0	0
1 14 1	Otner M Worker	Manual rs	2016 2017	0	0		0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	c	0	0	0.0	0	0
Total			2016	215	0		3.8		-8	0.0															
			2017	207	1	0.5	3.8	8	-7	12.7	40	0	0.0	2	-2	6	1	16.7	0	1	. 46	0	0.0	0	0
Data so	ources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷Dx 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F + I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F + M x 100											
D0000000				<u> </u>	<u> </u>	J	1	Ţ	<u> </u>	<u> </u>	1	<u> </u>	.	<u> </u>			,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,					000000000000			000000000000000000000000000000000000000
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(EE		nal Group		Alt Employees		idities toal		Percental		Percent of		Percent of		Percent of					```	'on ıme n	us.				
			*	*	e Ac	igai g	Einat ei	Goal Met	Goal %	Cual Met	Gost e	Gual Met	Goat %	Gual Met											
13	Other S	Sales & Service	2017	0	0	******	0	0.0	0.0	0.0	0	000000000000000000000000000000000000000	******	*************								400000000000000000000000000000000000000	<u> </u>		
	Personn		2020	0	0				0.0	0.0	//////////////////////////////////////		0.0												
1 14 1	Other M Worker	Manual rs	2017 2020	0	0		0	0.0	0.0 0.0	0.0 0.0	0	0.0	0.0	1											
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Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities Manpower Services Canada Limited Date: 2017-11-20 C F. F G Н M N O Р O R S Т IJ v W X Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow Part 2: Flow Part 2: Flow V + U x E÷ D DxG E÷ H L÷K Workforce Workforce Workforce E.- H K x G ÷ 100 I.- N Flow Data P x F ÷ 100 Flow Data U x F ÷ 100 V-X Data sources Flow Data O - S x 100 + 100 x 100 Data Analysi: x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ Workforce Analysis Flow Data Analysis Employment Equity Workforce Hires Promotions Terminations Occupational Group Visible Moorities Weble Minorities Gakte Misseritter Vielble Minnefries Αđ AR Ali ΑĤ (EEOG) Employee Emplayee Employees Availabildy EE Result Armal Expected Actual Expected Employe Expected Difference Representation Lap Diff or once Difference. Armal 2016 10.1 0 0.0 0.0 0 01 Senior Managers 2017 0 0.0 10.1 0 0.0 0 0.0 0.0 0.0 0 Middle & Other 47 23.4 156.0 2016 11 15.0 02 Managers 136.4 2017 44 9 20.5 15.0 0.0 12 33.3 2 22.2 o i 0 2016 29 9 19.8 156.7 31.0 6 03 Professionals 2017 27 10 37.0 19.8 187.1 2 100.0 0.0 n 25.0 Semi-Professionals & 2016 0 0.0 16.6 0 ol 0.0 Technicians 2017 0 0.0 0.0 16.6 0 οl 0 0.0 0 0.0 0 0 0 0.0 2016 0 0.0 45.8 0 0 0.0 05 Supervisors 2017 0 0.0 45.8 ٠l ٥l 0.0 0 0.0 0.0 0 0 0.0 Supervisors: Crafts & 2016 0 0.0 0.0 0 0 0.0 Trades 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: Part 2: Flow E÷Gx E÷Dx Part 3: E÷K× Part 3: Part 3: Data sources Flow Data F + I x 100 Part 3: Goals + M x 100 Data Analysis Goals 100 Goals Goals Analysis New Entrants Goats Flow Data Short-term Goals Long-term Goals Employment Equity Visible Minorities Visible Vinorities Visible Minorities Occupational Group Comments (EEOG) Employee Percento Percent of ercent of Percent of t nai Coat Coal Cnal Goal:Met Guel Met Gual Met Gual Met * d: 4/0 ø. 9/0 %: Ψq. 6/6 %0 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 -1 01 Senior Managers 2020 0.0 0.0 -1 0 0.0 10.1 0.0 2017 -1 -2 200.0 0.0 0.0 0.0 0.0 Middle & Other 0.0 0.0 02 Managers 2020 -2 200.0 0.0 1333.3 -1 0.0 15.0 1 2017 -1 -100.0 0.0 0.0 0.0 0.0 0.0 0.0 03 Professionals -100.0 2020 -1 0.0 0.0 19.8 -505.1 0 Semi-Professionals & 2017 0.0 0.0 0.0 0.0 0.0 0.0 0.0 04 Technicians 2020 0.0 0.0 0 0.0 0.0 16.6 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 2020 0.0 0.0 0.0 45.8 0.0 0 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 0.0 06 Trades 0.0 0.0 0.0 0.0 0.0 0

Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities Manpower Services Canada Limited Date: 2017-11-20 C F. F G Н М N O Р O S IJ v W X Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow Part 2: Flow Part 2: Flow V + U x E÷ D DxG E÷ H L÷K Workforce Workforce Workforce E.- H K x G ÷ 100 I.- N Flow Data P x F ÷ 100 Flow Data U x F ÷ 100 V-X Data sources Flow Data O - S x 100 + 100 x 100 Data Analysi: x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ Ţ Workforce Analysis Flow Data Analysis Employment Equity Workforce Promotions Hires Terminations Occupational Group Visible Moorities Weble Minorities Gakte Misseritter Vielble Minnefries Αđ AR Ali ΑR (EEOG) Employee Emplayee Employees Availability EE Result Armal Expected Actual Employee Expected Representation Eap . Diff or once Expected Difference. Armal Difference 0,4 2016 12 38 417.7 Administrative & 126 50 39.7 9.5 07 Senior Clerical 2017 124 46 37.1 9.2 11 35 403.2 10 35.7 28 0.0 -1 29 15 51.7 12 0.0 Skilled Sales & 2016 0 0.0 0 0 0.0 08 Service Personnel 2017 0 0.0 ٥l ٥l 0.0 0 0.0 0.0 o i 0.0 0 0 0.0 2016 0 0.0 0.0 Skilled Crafts & 0.0 nΙ οl 09 Trades Workers 2017 0 0.0 0.0 ol ol 0.0 0 0.0 0.0 n 0 0.0 3 2016 50.0 9.4 2 531.9 10 Clerical Personnel 2017 3 290.7 50.0 17.2 0 0.0 0 0.0 0 0 0 0.0 Intermediate Sales & 2016 1 50.0 2.3 0 2,173,9 Service Personnel 2017 1 50.0 2.3 ٠l 2,173.9 0 0.0 0.0 0 0 0.0 2016 0 0.0 0.0 0 0.0 Semi-Skilled Manual Workers 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: E÷Gx Part 2: Flow E÷Dx Part 3: E÷K× Part 3: Part 3: Data sources Flow Data F + I x 100 Part 3: Goals + M x 100 Data Analysis Goals 100 Goals Goals Analysis New Entrants Goats Flow Data Short-term Goals Long-term Goals Employment Equity Visible Minorities Visible Vinorities Visible Minorities Occupational Group Comments (EEOG) Employee Percento Percent of ercent of Percent of Coal Cnal t-nat Coal Goal Met Gool Met Gual Met Gual Met * d: 9/0 ø. 9/0 %: Ψq. 6/6 %0 Administrative & -5 -250.0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 2020 -250.0 -5 0.0 0.0 9.2 -2717.4 2 2017 0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 0.0 0.0 Service Personnel 2020 0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 09 Trades Workers 2020 0 0.0 0.0 0.0 0.0 0.0 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Clerical Personnel 2020 0.0 17.2 0.0 0 0.0 0.0 Intermediate Sales & 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2020 0.0 0.0 0.0 2.3 0.0 0 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 12 Workers 0.0 0.0 0.0 0.0 0.0 0

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Federal Contractors Program Achievement Report Part 8: Reasonable Efforts **Manpower Services Canada Limited** Date: 2017-11-20

Efforts

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

-			
Rem	nired	mea	sures:

Requi	red measures:
V	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
7	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.
\checkmark	Adjusted survey results to reflect hires, promotions and terminations.
4	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.
7	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).
V	Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
1	Ensured that any new gaps identified are addressed accordingly.
7	Maintained appropriate records in all required areas.
Other	measures:
4	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.
7	Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
V	Ensured ongoing senior-level support for employment equity and its implementation.
7	Established accountability mechanisms to ensure that the short-term goals would be met.
V	Communicated the goals to relevant managers as well as monitored and recorded the results.
V	Devoted adequate resources (financial and human) to ensure that the short-term goals would be met.
\Box	Consulted employee/union representatives on communication and implementation of employment equity.

\Box	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.
\Box	Put in place a strategy to ensure a barrier-free workplace.
V	Undertook initiatives to increase representation where gaps in representation were found.
\checkmark	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
	Other (please describe):
Opera	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ation's activities during the period between the first/previous and subsequent/current compliance tent.
	Impact of economic and industrial conditions on the organization.
	Any reorganization or other corporate structural changes.
	Acquisitions, mergers or transfers of employees.
	Significant layoffs (include the number of employees affected and the occupational groups of those employees).

	Strikes (include dates, the number of employees affected and the occupational groups of those employees).
	Other.
Addit	cional Details
Please 1	provide any additional information (optional):

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Manpower Services Canada Limited

Primary Location: Toronto, Ontario

Number of Employees: 207

- Ontario 152
- Quebec 32
- British Columbia 10
- New Brunswick 4
- Nova Scotia 3
- Saskatchewan 3
- Newfoundland and Labrador 2
- Manitoba 1

Organization Overview:

NAICS: 5419 – Other Professional, Scientific, and Technical Services.

Manpower Services Canada Limited operates as a subsidiary of Manpower Group Inc. They provide innovative workforce solutions. Manpower offers expertise in organizational development including employee engagement, leadership development, career placement and outsourcing.

Key Dates – First Year Assessment

Initiated: 2016-05-02 Received: 2016-05-26 Closed: 2016-06-02 WFA: 2016-05-26

Key Dates – Subsequent Assessment

Initiated: 2018-02-19 Received: 2018-02-17 WFA: 2018-02-12

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:



Comments:

- The period reported on the Achievement report is 2016-06-02 to 2018-05-09.
- 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:	

\times	Yes		No
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Comments:

In the previous assessment many gaps were found in different EEOG's in all four designated group.

ASSESSMENT OF REASONABLE PROGRESS

The Company did not set most of the short-term and long-term goals in the previous assessment. Therefore, an assessment of reasonable progress of the organization cannot be completed.

Women

03	Professionals	Goal not met (6.0 % achieved)
05	Supervisors	Goal not set
07	Administrative & Senior Clerical	Goal not set

Assessment/Observations

- The company had set one goal in numerical format while the two goals were not set.
- EEOG 03 The Company had three new entrants and they were all women. The market availability is 55.2%. The company had set a goal of hiring / promoting 50. They achieved 6.0% of the goal set and thus did not meet the goal.
- EEOG 05 The Company did not hire or promote anyone from this designated group in this EEOG. The market availability is 53.0 %. Reasonable effort could not be assessed since no goal was set.
- EEOG 07 The Company had 32 new entrants, and 27 were women. The market availability is 84.4%. Reasonable effort could not be assessed since no goal was set.

Aboriginal Peoples

03	Professionals	Goal not met (0.0 % achieved)
07	Administrative & Senior Clerical Personnel	Goal not met (33.3% achieved)

Assessment/Observations

- EEOG 03 Out of the three new entrants, none were Aboriginal persons. The market availability is 2.1 %. The company had not any set a goal in the previous assessment and thus reasonable effort cannot be assessed.
- EEOG 07 Out of the 32 new entrants, one was an Aboriginal person. The market availability is 3.1%. The company had set a goal of hiring / promoting three individuals and hired / promoted one, thus did not meet the goal set.

Persons with Disabilities

01	Managers	Goal not met (0.0% achieved)
03	Professionals	Goal not set
07	Administrative & Senior Clerical Personnel	Goal not met (0.0% achieved)

Assessment/Observations

- EEOG 01 & 02 Out of the 11 new entrants, none were persons with disabilities. The market availability is 4.3 %. The company had set a goal of hiring / promoting five and did not hire / promote any individuals from this designated group in this EEOG. Thus did not meet the goal.
- EEOG 03 Out of the three new entrants, one was a person with disabilities. The market availability is 3.8 %. The company had not any set a goal in the previous assessment and thus reasonable effort cannot be assessed.
- EEOG 07 Out of the 32 new entrants, none were persons with disabilities. The market availability is 3.4 %. The company had set a goal a goal of hiring / promoting five individuals, while they did not hire / promote anyone. Thus did not meet the goal.

Members of Visible Minorities

Assessment/Observations

No gap exists in any EEOG's in this designated group.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
 - This assessment covers the data from 2016-05-26 to 2018-02-12. During their initial assessment, the organization had set five short-term goals and none were met above 80%, while no goals were set for the three.

ASSESSMENT OF SHORT AND LONG TERM GOALS

- All short and long-term goals are set in percentage format.
- All short-term goals are set as per the labour market availability.

Women

	Workforce Analysis Results		Go	als		
Employment Equity Occupational Group		Present	Short- term	Long- term	Representation	LMA
	(EEOG)	Gap	(1 to 3	(3+		
			years)	years)		
#	Description	#	# or %	# or %	%	%
03	Professionals	-3	50.0	55.4	44.4	55.4
05	Supervisors	-1	50.0	53.0	0.0	53.0
07	Admin & Senior Clerical Personnel	-5	NR	NR	80.6	84.5

Observations:

- Although availability is higher in EEOG's 03 and 05, goals were appropriately set at 50%, so as not to encourage the occupational clustering of women in these occupations, and to ensure that they are inclusive of all genders.
- Besides these instances, in EEOG 07 the organization is not required to set any the short and long-term goal since the present representation of women is already at 80.6%.

Aboriginal Peoples

Workforce Analysis Results Employment Equity Occupational Group			Go	als		
		Present	Short- term	Long- term	Representation	LMA
	(EEOG)	Gap	(1 to 3	(3+		
			years)	years)		
#	Description	#	# or %	# or %	%	%
03	Professionals	-1	2.1	2.1	0.0	2.1
07	Admin & Senior Clerical Personnel	-2	3.0	3.0	1.6	3.0

Observations:

All short and long-term goals have been set at availability.

Persons with Disabilities

Workforce Analysis Results			Goals			
			Short- term	Long- term	Representation	LMA
Emp	Employment Equity Occupational Group			(3		
(EEOG)		Gap	(1 to 3	years		
			years)	or		
				more)		
#	Description	#	# or %	# or %	%	%
01/ 02	Managers	-2	4.3	4.3	0.0	4.3
07	Admin & Senior Clerical Personnel	-4	3.4	3.4	0.0	3.4

Observations:

All short and long-term goals have been set at availability.

Members of Visible Minorities

Observations:

No gap exists in thus no goals need to be set.

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:

Given that Manpower Services Canada Limited has few gaps in each designated group, 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 identify as part of a designated group.

Name of Analyst: Neena Sharan

Date: September 25, 2018

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

Sent: October 16, 2018 10:46 AM

To: Ciani, Nadia <nadia.ciani@manpowergroup.com>; Karkavitsas, Nicole <nicole.karkavitsas@manpowergroup.com>; 'Fleming, Kendra' <kendra.fleming@manpowergroup.com> **Subject:** Government of Canada Agreement Number: 060670 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Nadia Ciani:

I am writing to inform you that the subsequent compliance assessment initiated on February 19, 2018 has been completed. As a result of the assessment, Manpower Services Canada Limited has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of the Manpower Services Canada Limited employment equity program.

 Given that Manpower Services Canada Limited has few gaps in each designated group, 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 identify as part of a designated group.

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 February 19, 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, Manpower Services Canada Limited will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

- the implementation of initiatives to foster a diverse and inclusive workplace;
- measures to remove employment barriers;

- tailored programs to attract and retain designated group members in areas where they are underrepresented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish Manpower Services Canada Limited 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-voir, au Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEGMT)

de ligne, un espace (oilaboratif pour employeurs, Envoyez-nous un courriet pour vous jointref

loin the online Workplace Equity, Diversity and Inclusion Forum (WELEF), a cellaborative

space for employers. Send us an email to join!