



s.24(1)

Labour Program
Federal Contractors Program

Agreement to Implement Employment Equity

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Medavie Inc.	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) Medavie Blue Cross	Procurement Business Number ████████████████████
Organization's North American Industry Classification System (NAICS) Code N° 5241	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 1856 To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-sclan/2002/naics-sclan02l-eng.htm

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

HEAD OFFICE			
Address (building number, street, suite, etc.) 644 Main Street, PO Box 220	City Moncton	Province NB	Postal Code E1C 8L5
	Telephone Number 506-867-4501	Fax Number 506-867-4528	

EMPLOYMENT EQUITY CONTACT	
Name (print) Gillian Gray	Title Director Human Resources & OD
Telephone Number 902-496-3265	E-mail Address gillian.gray@medavie.bluecross.ca

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

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) Pierre-Yves Julien	Title President & CEO Medavie Inc.
Telephone Number 506-867-4730	E-mail Address pierre-yves.julien@medavie.bluecross.ca
Signature 	Date 05/15/2014

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



**APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT
INFORMATION**

Federal Contractors Program

As per Appendix D – The Federal Contractors Program for Employment Equity of Treasury Board's *Contracting Policy*, contractors with a resident workforce of 100 or more employees who are awarded goods and services contracts of \$1 million or more are required to implement employment equity, submit information on their workforce and undergo a compliance assessment. If an unforeseen situation arises that prevents the contractor from meeting the submission of information deadline, the organization may submit an application for an extension. The application must be completed as outlined below and signed by a senior official of the corporation (e.g., chief executive officer, president or vice-president, authorized manager). Once completed, the form must be sent by email to: ee-eme@hrsdc-rhdcc.gc.ca.

I, the undersigned, on behalf of (legal name of organization) Medavie Blue Cross (hereafter referred to as "the organization") and (Agreement to Implement Employment Equity number) 030022, agree to the following statements:

1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
3. I am therefore requesting an extension until (date) April 30th for the following reason(s):

(Please describe) due to year-end work and planning and resource shortage
4. As a senior official of the organization, I hereby declare that all of these statements are correct to the best of my knowledge, and I am requesting an extension.

Name: Greg Bambury Position Title: Vice President Talent & Communications

Email address: greg.bambury@medavie.ca

Telephone number: 902-496-7134

Business address: 230 Brownlow Avenue, Dartmouth, NS B3B 0G5

Signature: _____

Date: January 2



**APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT
INFORMATION**

Federal Contractors Program

As per Appendix D – The Federal Contractors Program for Employment Equity of Treasury Board’s *Contracting Policy*, contractors with a resident workforce of 100 or more employees who are awarded goods and services contracts of \$1 million or more are required to implement employment equity, submit information on their workforce and undergo a compliance assessment. If an unforeseen situation arises that prevents the contractor from meeting the submission of information deadline, the organization may submit an application for an extension. The application must be completed as outlined below and signed by a senior official of the corporation (e.g., chief executive officer, president or vice-president, authorized manager). Once completed, the form must be sent by email to: cc-eme@hrade-rhdec.gc.ca.

I, the undersigned, on behalf of (legal name of organization) Medavie Blue Cross (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) 030022, agree to the following statements:

1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
3. I am therefore requesting an extension until (date) June for the following reason(s):

(Please describe) planning and resource shortage
4. As a senior official of the organization, I hereby declare that all of these statements are correct to the best of my knowledge, and I am requesting an extension.

Name: Greg Bambury Position Title: Chief Human Resources Officer

Email address: greg.bambury@medavie.ca

Telephone number: 902-496-7134

Business address: 230 Brownlow Avenue, Dartmouth, NS B3B 0G5

Signature: _____

Date: April 11, 2

From: Yakibonge, Maurice [NC]
Sent: January 25, 2018 6:31 PM
To: 'Greg.bambury@medavie.ca' <Greg.bambury@medavie.ca>
Cc: Gray, Gillian <Gillian.Gray@medavie.bluecross.ca>; 'Ward, Tracey' <Tracey.Ward@medavie.bluecross.ca>
Subject: Extension to Submit Federal Contractors Program Compliance Assessment Information

Good afternoon,

You have requested an extension to submit your organization's information for the compliance assessment under the Federal Contractors Program beyond the initial deadline set by the Labour Program of Employment and Social Development Canada.

As requested, we hereby grant you an extension **until April 30th, 2018**.

Should you have any questions regarding your compliance assessment, do not hesitate to contact us at: ee-eme@hrsdc-rhdc.gc.ca.

Maurice Yakibonge

Acting Manager, Program Operations, Workplace Equity, Labour Program
Employment and Social Development Canada / Government of Canada
maurice.yakibonge@labour-travail.gc.ca / Tel: 819-654-6099



Rejoignez-vous au Forum de l'équité, la diversité et l'inclusion en milieu de travail (WEDIF) où il y a un espace collaboratif pour employeurs, employés, pour un conseil pour vous joindre...
Join the online Workplace Equity, Diversity and Inclusion Forum (WEDIF), a collaborative space for employers. Send us an email to join!

From: Ward, Tracey [<mailto:Tracey.Ward@medavie.bluecross.ca>]
Sent: January-23-18 2:22 PM
To: Yakibonge, Maurice [NC]
Cc: Gray, Gillian
Subject: FW: Government of Canada Agreement 030022 – Subsequent Compliance Assessment under the Federal Contractors Program - New Reporting Tool

Good afternoon Maurice,

Thank you for sending the application form for requesting an extension. The form has been completed and is attached for your reference.

With thanks,
Tracey

Tracey Ward
Executive Assistant
Medavie Blue Cross
902-496-7333 tracey.ward@medavie.bluecross.ca
[LinkedIn](#) | [Twitter\(E\)](#) | [Twitter\(F\)](#) | [Facebook](#)

From: maurice.yakibonge@labour-travail.gc.ca [<mailto:maurice.yakibonge@labour-travail.gc.ca>] **On Behalf Of** ee-eme@hrsdc-rhdcc.gc.ca
Sent: January-16-18 1:43 PM
To: Gray, Gillian
Cc: sara.stewart@medavie.bluecross.ca
Subject: RE: Government of Canada Agreement 030022 – Subsequent Compliance Assessment under the Federal Contractors Program - New Reporting Tool

Caution: This email came from outside Medavie Blue Cross. Please be cautious when opening attachments or clicking on links if you do not recognize the sender.

Attention: Ce courriel provient de l'extérieur de Croix Bleue Medavie. Si vous ne reconnaissez pas l'expéditeur, prenez garde avant d'ouvrir une pièce jointe ou de cliquer sur un lien.

Good afternoon Gillian,

As discussed on the phone, please find attached an application for requesting an extension. Please complete it and return it to my attention. We will analyse the request as soon as possible.

Kind regards,

Maurice Yakibonge

Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099



Rejoignez-vous au Forum de l'équité, la diversité et l'inclusion en milieu de travail (WEDIF) en ligne, un espace collaboratif pour employeurs. Rejoignez-nous en consultant [ici](#).
Join the online Workplace Equity, Diversity and Inclusion Forum (WEDIF), a collaborative space for employers. Send us an email to [joinit](#)

From: Yakibonge, Maurice [NC] **On Behalf Of** EE-EME
Sent: January-10-18 1:41 PM
To: 'gillian.gray@medavie.bluecross.ca'
Cc: 'sara.stewart@medavie.bluecross.ca'
Subject: Government of Canada Agreement 030022 – Subsequent Compliance Assessment under the Federal Contractors Program - New Reporting Tool

Good afternoon Gillian,

We are writing to provide your organization with a new reporting tool – the FCP Achievement Report – that is designed to support you in completing the subsequent compliance assessment that is scheduled for February 10th, 2018. The FCP Achievement Report gathers the data that was submitted by your organization for the first/previous compliance assessment and compares it to the data being submitted for the subsequent/current compliance assessment to determine whether reasonable progress was made towards decreasing areas of under-representation.

Accordingly, attached you will find the following three documents:

- Achievement Report – prepopulated with the information your organization submitted for the previous compliance assessment (please verify)
- Federal Contractors Program Achievement Report Instructions – detailed instructions on how to use the tool
- Quick Reference Guide for Contractors – explains all the steps required in order to complete your compliance assessment.

Should you have any questions, please do not hesitate to contact us.

Kind regards,

Équipe de l'équité en emploi / Workplace Equity Team

Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
ee-eme@hrsdcc-rhdcc.gc.ca

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
ee-eme@hrsdcc-rhdcc.gc.ca



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From: Yakibonge, Maurice [NC] **On Behalf Of** EE-EME
Sent: April 19, 2018 8:31 AM
To: 'Greg.bambury@medavie.ca' <Greg.bambury@medavie.ca>
Cc: 'Ward, Tracey' <Tracey.Ward@medavie.bluecross.ca>; EE-EME <ee-eme@hrsdc-rhdcc.gc.ca>
Subject: Extension to Submit Federal Contractors Program Compliance Assessment Information

Good morning,

You have requested an extension to submit your organization's information for the compliance assessment under the Federal Contractors Program beyond the initial deadline set by the Labour Program of Employment and Social Development Canada.

As requested, we hereby grant you an extension until **June 15, 2018**. Please be advised that this is the second and last extension granted to submit your organization's information. Note that no further extensions will be granted.

Should you have any questions regarding your compliance assessment, do not hesitate to contact us at: ee-eme@hrsdc-rhdcc.gc.ca.

Maurice Yakibonge

Acting Manager, Program Operations, Workplace Equity, Labour Program
Employment and Social Development Canada / Government of Canada
maurice.yakibonge@labour-travail.gc.ca / Tel: 819-654-6099



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

From: Ward, Tracey [<mailto:Tracey.Ward@medavie.bluecross.ca>]
Sent: April-16-18 2:28 PM
To: EE-EME
Subject: Application for extension to submit compliance assessment information - 030022

Good afternoon,

Please find attached an application for extension to submit compliance assessment information to the end of June. To confirm our number is 030022.

Let me know if you need any further information and I look forward to hearing from you.

Also, I'm still trying to get hold our last certificate, it wasn't available on the website, if you could send a copy to me I would be grateful.

Thanks,
Tracey

Tracey Ward
Executive Assistant

Medavie Blue Cross
902-496-7333 tracey.ward@medavie.bluecross.ca
[LinkedIn](#) | [Twitter\(E\)](#) | [Twitter\(F\)](#) | [Facebook](#)

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FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA
 Reporting Period 2015-12-21 to 2017-12-31

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	110	1	2	113	Halifax	281	3	16	300
Québec	281	18	13	312	Montréal	273	18	13	304
Nova Scotia	281	3	16	300	Toronto	109	1	2	112
New Brunswick	1127	14	57	1198	St. John's	18	0	5	23
Prince Edward Island	33	0	2	35	Moncton	1115	14	57	1186
Newfoundland and Labrador	18	0	5	23	Saint John	7	0	0	7
Total Employees in Canada				1981	Québec	8	0	0	8
					N.B. less CMA	5	0	0	5
					Ont. less CMAs	1	0	0	1
					P.E.I.	33	0	2	35
					Total Employees in Canada				1981

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National

Reporting Period 2015-12-21 to 2017-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1	1										
	3	1	1										
	2	1	1										
	1	6	5	1				1	1				
	Total	9	8	1				1	1				
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$ 35,000 - \$39,999	4	8	6	2							1	1	
	3	29	12	17				1	1				
	2	52	9	43				1		1	3		3
	1	5	3	2									
	Total	94	30	64				2	1	1	4	1	3
Professionals Top Range: \$100,000 and over Bottom Range: \$ 30,000 - \$34,999	4	13	9	4				1		1			
	3	127	76	51	2		2	2	2		3	2	1
	2	188	82	106				4	1	3	11	5	6
	1	173	47	126	2		2	7		7	9	4	5
	Total	501	214	287	4		4	14	3	11	23	11	12
Semi-Professionals and Technicians Top Range: \$ 95,000 - \$99,999 Bottom Range: \$ 40,000 - \$44,999	4	6	6								1	1	
	3	10	10										
	2	11	8	3				1	1				
	1	17	14	3				1	1		1	1	
	Total	44	38	6				2	2		2	2	

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National

Reporting Period 2015-12-21 to 2017-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Top Range: \$ 90,000 - \$94,999 Bottom Range: \$ 40,000 - \$44,999	4	10	6	4							1		1
	3	18	7	11				3	2	1	1		1
	2	38	8	30				2		2	2		2
	1	20	3	17							1		1
	Total		86	24	62			5	2	3	5		5
Administrative and Senior Clerical Personnel Top Range: \$100,000 and over Bottom Range: \$ 35,000 - \$39,999	4	3	1	2							1	1	
	3	22	6	16	1		1	1		1	3	3	
	2	79	12	67				1		1	12	2	10
	1	94	17	77	1		1	1		1	6	2	4
	Total		198	36	162	2		2	3		3	22	8
Skilled Sales and Service Personnel Top Range: \$100,000 and over Bottom Range: \$ 35,000 - \$39,999	4	2	2										
	3	10	7	3									
	2	12	6	6									
	1	29	13	16				1		1	2	2	
	Total		53	28	25			1		1	2	2	
Skilled Crafts and Trades Workers Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 45,000 - \$49,999	4												
	3												
	2												
	1	1	1										
	Total		1	1									

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National

Reporting Period 2015-12-21 to 2017-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical Personnel Top Range: \$ 80,000 - \$84,999 Bottom Range: \$ 20,000 - \$24,999	4	15	2	13				1	1				
	3	26	5	21				1		1	2	1	1
	2	287	60	227	2		2	8		8	31	14	17
	1	530	79	451	6		6	9	1	8	20	4	16
	Total	858	146	712	8		8	19	2	17	53	19	34
Intermediate Sales and Service Personnel Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 45,000 - \$49,999	4	2		2									
	3												
	2												
	1	1	1										
	Total	3	1	2									
Semi-Skilled Manual Workers Top Range: \$ 25,000 - \$29,999 Bottom Range: \$ 25,000 - \$29,999	4	1		1									
	3												
	2												
	1	2	1	1									
	Total	3	1	2									
Total Number of Employees		1850	527	1323	14		14	47	11	36	111	43	68

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / National

Reporting Period 2015-12-21 to 2017-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Professionals Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 40,000 - \$44,999	4	1		1									
	3	1		1			1		1				
	2	3		3			1		1				
	1	3		3									
	Total		8		8			2		2			
Supervisors Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 45,000 - \$49,999	4												
	3												
	2												
	1	1		1									
	Total		1		1								
Administrative and Senior Clerical Personnel Top Range: \$ 55,000 - \$59,999 Bottom Range: \$ 50,000 - \$54,999	4	1		1									
	3												
	2												
	1	1		1									
	Total		2		2								
Clerical Personnel Top Range: \$ 40,000 - \$44,999 Bottom Range: \$ 15,000 - \$19,999	4	2	1	1									
	3	14	3	11							1		1
	2	4		4									
	1	5	2	3									
	Total		25	6	19							1	

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / National

Reporting Period 2015-1-2-21 to 2017-1-2-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total Number of Employees		36	6	30				2		2	1		1

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Temporary / National

Reporting Period 2015-12-21 to 2017-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Professionals Top Range: \$ 95,000 - \$99,999 Bottom Range: \$ 30,000 - \$34,999	4	1		1									
	3	1		1			1		1				
	2	13	2	11			1		1	2		2	
	1	11	1	10									
	Total		26	3	23			2		2	2		2
Supervisors Top Range: \$ 80,000 - \$84,999 Bottom Range: \$ 45,000 - \$49,999	4	1		1									
	3												
	2	1	1										
	1	8	1	7									
	Total		10	2	8								
Administrative and Senior Clerical Personnel Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 35,000 - \$39,999	4	2		2									
	3												
	2	3		3									
	1	1		1									
	Total		6		6								
Clerical Personnel Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 20,000 - \$24,999	4	3	1	2	1	1		1	1				
	3	8	3	5	1	1							
	2	23	3	20									
	1	19	4	15							1	1	
	Total		53	11	42	2	2		1	1	1	1	

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Temporary / National

Reporting Period 2015-1-2-21 to 2017-1-2-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total Number of Employees		95	16	79	2	2	2	3	1	2	3	1	2

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Ontario

Reporting Period 2015-12-21 to 2017-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1		1									
	3												
	2												
	1	1	1										
	Total	2	1	1									
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$ 80,000 - \$84,999	4	3	2	1							1	1	
	3	1		1									
	2	2		2									
	1	3		3							2		2
	Total	9	2	7							3	1	2
Professionals Top Range: \$ 90,000 - \$94,999 Bottom Range: \$ 50,000 - \$54,999	4	2		2									
	3	1	1										
	2	4	2	2									
	1	9	4	5							3	1	2
	Total	16	7	9							3	1	2
Supervisors Top Range: \$ 85,000 - \$89,999 Bottom Range: \$ 75,000 - \$79,999	4	1	1										
	3												
	2												
	1	2		2									
	Total	3	1	2									

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / Ontario
 Reporting Period 2015-1-2-21 to 2017-1-2-31

Occupational Group Salary Range Col. 1	QTR	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13		
Administrative and Senior Clerical Personnel Top Range: \$100,000 and over Bottom Range: \$ 45,000 - \$49,999	4	1	1										1	1	
	3	8	5	3									3	3	
	2	23	4	19	1		1	1			1		4	2	2
	1	12	1	11									8	1	7
	Total	44	11	33	1		1	1			1		16	7	9
Skilled Sales and Service Personnel Top Range: \$100,000 and over Bottom Range: \$ 45,000 - \$49,999	4	2	1	1											
	3	4	3	1											
	2	3	1	2											
	1	1	1										1	1	
	Total	10	6	4									1	1	
Clerical Personnel Top Range: \$ 70,000 - \$74,999 Bottom Range: \$ 30,000 - \$34,999	4	6		6											
	3	5		5									1		1
	2	4	1	3									2	1	1
	1	11	1	10									4	1	3
	Total	26	2	24									7	2	5
Total Number of Employees	110	30	80	1		1	1			1		30	12	18	

Medavie Inc. (certificate # 030022)

Form 2 B

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / Ontario

Reporting Period 2015-12-21 to 2017-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical Personnel Top Range: \$ 30,000 - \$34,999 Bottom Range: \$ 30,000 - \$34,999	4												
	3												
	2												
	1	1		1									
	Total		1		1								
Total Number of Employees		1		1									

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Temporary / Ontario

Reporting Period 2015-1-2-21 to 2017-1-2-31

Occupational Group Salary Range Cd. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
		Total Cd. 2	Men Cd. 3	Women Cd. 4	Total Cd. 5	Men Cd. 6	Women Cd. 7	Total Cd. 8	Men Cd. 9	Women Cd. 10	Total Cd. 11	Men Cd. 12	Women Cd. 13	
Administrative and Senior Clerical Personnel Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 60,000 - \$64,999	4													
	3													
	2													
	1	1		1										
	Total	1		1										
Clerical Personnel Top Range: \$ 30,000 - \$34,999 Bottom Range: \$ 30,000 - \$34,999	4													
	3													
	2													
	1	1		1										
	Total	1		1										
Total Number of Employees		2	1	1	1									

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Québec

Reporting Period 2015-12-21 to 2017-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$ 75,000 - \$79,999	4	5	2	3									
	3	1	1										
	2	4	1	3									
	1	3	1	2									
	Total	13	5	8									
Professionals Top Range: \$100,000 and over Bottom Range: \$ 35,000 - \$39,999	4	3	2	1									
	3	3	1	2									
	2	12	4	8									
	1	26	7	19							3	2	1
	Total	44	14	30							3	2	1
Semi-Professionals and Technicians Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 60,000 - \$64,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Québec
 Reporting Period 2015-12-21 to 2017-12-31

006184

Occupational Group Salary Range Cd. 1	QTR	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
		Total Cd. 2	Men Cd. 3	Women Cd. 4	Total Cd. 5	Men Cd. 6	Women Cd. 7	Total Cd. 8	Men Cd. 9	Women Cd. 10	Total Cd. 11	Men Cd. 12	Women Cd. 13		
Supervisors Top Range: \$ 85,000 - \$89,999 Bottom Range: \$ 50,000 - \$54,999	4	2	1	1									1		1
	3	3	2	1											
	2	5	2	3				1	1						
	1	6	1	5				1		1				1	1
	Total	16	6	10				2	1	1			2	2	1
Administrative and Senior Clerical Personnel Top Range: \$100,000 and over Bottom Range: \$ 40,000 - \$44,999	4	2		2											
	3	6	1	5											
	2	27	5	22									2	2	2
	1	10	3	7									1	1	1
	Total	45	9	36									3	3	3
Skilled Sales and Service Personnel Top Range: \$100,000 and over Bottom Range: \$ 50,000 - \$54,999	4	1	1												
	3														
	2	4	2	2											
	1	7	6	1									1	1	
	Total	12	9	3									1	1	1
Clerical Personnel Top Range: \$ 80,000 - \$84,999 Bottom Range: \$ 30,000 - \$34,999	4	3		3											
	3	6	2	4											
	2	26	7	19				1	1			5	2	3	
	1	114	40	74				1		1		31	12	19	
	Total	149	49	100				2	2	2		36	14	22	

Medavie Inc. (certificate # 030022)

Form 2 A

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Québec

Reporting Period 2015-12-21 to 2017-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total Number of Employees		281	93	188				4	1	3	45	17	28

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / Québec
 Reporting Period 2015-1-2-21 to 2017-1-2-31

006186

Occupational Group Salary Range Cd. 1	QTR	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
		Total Cd. 2	Men Cd. 3	Women Cd. 4	Total Cd. 5	Men Cd. 6	Women Cd. 7	Total Cd. 8	Men Cd. 9	Women Cd. 10	Total Cd. 11	Men Cd. 12	Women Cd. 13		
Professionals Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 45,000 - \$49,999	4														
	3														
	2														
	1	1			1										
	Total	1			1										
Supervisors Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 45,000 - \$49,999	4														
	3														
	2														
	1	1			1										
	Total	1			1										
Administrative and Senior Clerical Personnel Top Range: \$ 50,000 - \$54,999 Bottom Range: \$ 50,000 - \$54,999	4														
	3														
	2														
	1	1			1										
	Total	1			1										
Clerical Personnel Top Range: \$ 40,000 - \$44,999 Bottom Range: \$ 15,000 - \$19,999	4	2	1	1											
	3	10	3	7									1		1
	2	1		1											
	1	2		2											
	Total	15	4	11									1		1

Medavie Inc. (certificate # 030022)

Form 2 B

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / Québec

Reporting Period 2015-12-21 to 2017-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total Number of Employees		18	4	14							1		1

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Temporary / Québec

Reporting Period 2015-1-2-21 to 2017-1-2-31

Occupational Group Salary Range Col. 1	QTR	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13		
Professionals Top Range: \$ 55,000 - \$59,999 Bottom Range: \$ 35,000 - \$39,999	4	2		2									1		
	3														
	2														
	1	1		1											
	Total	3		3										1	
Administrative and Senior Clerical Personnel Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 45,000 - \$49,999	4														
	3														
	2														
	1	1		1											
	Total	1		1											
Clerical Personnel Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 30,000 - \$34,999	4	3	1	2	1	1		1	1		1	1			
	3	1		1											
	2	2		2											
	1	3	1	2											
	Total	9	2	7	1	1	1	1	1	1	1	1	1	1	1
Total Number of Employees		13	2	11	1	1	1	1	1	1	1	1	1	1	1

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Nova Scotia

Reporting Period 2015-12-21 to 2017-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1	1										
	3												
	2												
	1	1	1					1	1				
	Total	2	2					1	1				
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$ 75,000 - \$79,999	4	2		2									
	3	1		1									
	2	4	1	3									
	1	5		5				1		1	1		1
	Total	12	1	11				1		1	1		1
Professionals Top Range: \$100,000 and over Bottom Range: \$ 30,000 - \$34,999	4	8	6	2									
	3	36	21	15				1	1		2	2	
	2	29	13	16				1	1		1		1
	1	20	2	18				1		1	1		1
	Total	93	42	51				3	2	1	4	2	2
Semi-Professionals and Technicians Top Range: \$ 95,000 - \$99,999 Bottom Range: \$ 45,000 - \$49,999	4	1	1								1	1	
	3												
	2												
	1	1	1										
	Total	2	2								1	1	

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Nova Scotia
Reporting Period 2015-1-2-21 to 2017-1-2-31

006190

Occupational Group Salary Range Cd. 1	QTR	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities					
		Total Cd. 2	Men Cd. 3	Women Cd. 4	Total Cd. 5	Men Cd. 6	Women Cd. 7	Total Cd. 8	Men Cd. 9	Women Cd. 10	Total Cd. 11	Men Cd. 12	Women Cd. 13				
Supervisors Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 50,000 - \$54,999	4	2		2													
	3	1	1														
	2	2		2													
	1	7	1	6										1			
	Total	12	2	10				1		1			1				
Administrative and Senior Clerical Personnel Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 40,000 - \$44,999	4	2		2													
	3																
	2	12	3	9										1			1
	1	8	2	6										2		1	1
	Total	22	5	17									3	1			2
Skilled Sales and Service Personnel Top Range: \$100,000 and over Bottom Range: \$ 35,000 - \$39,999	4	3	3														
	3																
	2	4	2	2													
	1	5		5													
	Total	12	5	7				1		1							
Clerical Personnel Top Range: \$ 55,000 - \$59,999 Bottom Range: \$ 20,000 - \$24,999	4	4		4													
	3	20	1	19													
	2	65	10	55										5		4	
	1	33	7	26										1		1	1
	Total	122	18	104		3		3		7		1	6		1		1

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Nova Scotia

Reporting Period 2015-12-21 to 2017-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Intermediate Sales and Service Personnel Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 45,000 - \$49,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Semi-Skilled Manual Workers Top Range: \$ 25,000 - \$29,999 Bottom Range: \$ 25,000 - \$29,999	4	1		1									
	3												
	2												
	1	2	1	1									
	Total	3	1	2									
Total Number of Employees		281	78	203	3		3	14	4	10	11	4	7

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / Nova Scotia

Reporting Period 2015-1-2-21 to 2017-1-2-31

Occupational Group Salary Range Cd. 1	QTR	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities				
		Total Cd. 2	Men Cd. 3	Women Cd. 4	Total Cd. 5	Men Cd. 6	Women Cd. 7	Total Cd. 8	Men Cd. 9	Women Cd. 10	Total Cd. 11	Men Cd. 12	Women Cd. 13			
Professionals Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 50,000 - \$54,999	4	1		1												
	3															
	2															
	1	1		1												
	Total	2		2												
Clerical Personnel Top Range: \$ 25,000 - \$29,999 Bottom Range: \$ 25,000 - \$29,999	4															
	3															
	2															
	1	1		1												
	Total	1		1												
Total Number of Employees		3		3												

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Temporary / Nova Scotia

Reporting Period 2015-12-21 to 2017-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Professionals Top Range: \$ 95,000 - \$99,999 Bottom Range: \$ 35,000 - \$39,999	4	1		1									
	3												
	2	2	1	1									
	1	2		2									
	Total	5	1	4									
Supervisors Top Range: \$ 50,000 - \$54,999 Bottom Range: \$ 45,000 - \$49,999	4	1		1									
	3												
	2												
	1	1		1									
	Total	2		2									
Administrative and Senior Clerical Personnel Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 35,000 - \$39,999	4	1		1									
	3												
	2												
	1	1		1									
	Total	2		2									
Clerical Personnel Top Range: \$ 35,000 - \$39,999 Bottom Range: \$ 25,000 - \$29,999	4	3		3									
	3	1		1									
	2	1		1									
	1	2		2									
	Total	7		7									

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Temporary / Nova Scotia

Reporting Period 2015-1-2-21 to 2017-1-2-31

Occupational Group Salary Range Cd. 1	QTR	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Cd. 2	Men Cd. 3	Women Cd. 4	Total Cd. 5	Men Cd. 6	Women Cd. 7	Total Cd. 8	Men Cd. 9	Women Cd. 10	Total Cd. 11	Men Cd. 12	Women Cd. 13	
Total Number of Employees		16	1	15										

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / New Brunswick

Reporting Period 2015-12-21 to 2017-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1	1										
	3												
	2												
	1	3	3										
	Total	4	4										
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$ 35,000 - \$39,999	4	7	7				1	1					
	3	19	7	12									
	2	30	6	24									
	1	3	2	1									
	Total	59	22	37				1	1				
Professionals Top Range: \$100,000 and over Bottom Range: \$ 30,000 - \$34,999	4	9	6	3			1		1				
	3	91	55	36	2		2	1	1		2	1	1
	2	120	53	67				3		3	6	3	3
	1	127	36	91	2		2	6		6	5	2	3
	Total	347	150	197	4		4	11	1	10	13	6	7
Semi-Professionals and Technicians Top Range: \$ 90,000 - \$94,999 Bottom Range: \$ 40,000 - \$44,999	4	7	7										
	3	10	10										
	2	9	7	2				1	1				
	1	15	12	3				1	1		1	1	
	Total	41	36	5				2	2		1	1	

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / New Brunswick
Reporting Period 2015-1-2-21 to 2017-1-2-31

006196

Occupational Group Salary Range Col. 1	QTR	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities							
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13						
Supervisors Top Range: \$ 90,000 - \$94,999 Bottom Range: \$ 40,000 - \$44,999	4	3	2	1															
	3	10	4	6				1	1			1						1	
	2	23	7	16				1		1									
	1	16	1	15															1
	Total	52	14	38	1		1	2	1	1	1	2	2	1	1	2	1	1	2
Administrative and Senior Clerical Personnel Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 35,000 - \$39,999	4	6		6															
	3	8	1	7															
	2	33	3	30	1		1	2		2									
	1	39	7	32															
	Total	86	11	75	1		1	2	2	2	2	2	2	2	2	2	2	2	2
Skilled Sales and Service Personnel Top Range: \$100,000 and over Bottom Range: \$ 35,000 - \$39,999	4	2	2																
	3	2	1	1															
	2	1		1															
	1	12	3	9															
	Total	17	6	11	1		1	2	2	2	2	2	2	2	2	2	2	2	2
Skilled Crafts and Trades Workers Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 45,000 - \$49,999	4																		
	3																		
	2																		
	1	1	1																
	Total	1	1	1															

Medavie Inc. (certificate # 030022)

Form 2 A

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / New Brunswick

Reporting Period 2015-12-21 to 2017-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical Personnel Top Range: \$ 70,000 - \$74,999 Bottom Range: \$ 25,000 - \$29,999	4	6	2	4				1	1				
	3	18	2	16				2		2			
	2	153	18	135	2		2	6		6			
	1	341	51	290	3		3				9	3	6
	Total	518	73	445	5		5	9	1	8	9	3	6
Intermediate Sales and Service Personnel Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 45,000 - \$49,999	4	1		1									
	3												
	2												
	1	1	1										
	Total	2	1	1									
Total Number of Employees		1127	318	809	10		10	27	6	21	25	10	15

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Part-Time / New Brunswick
 Reporting Period 2015-1-2-21 to 2017-1-2-31

Occupational Group Salary Range Col. 1	QTR	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13	
Professionals Top Range: \$ 55,000 - \$59,999 Bottom Range: \$ 40,000 - \$44,999	4	1		1				1		1				
	3	1		1				1		1				
	2	2		2										
	1	1		1										
	Total	5		5				2		2				
Administrative and Senior Clerical Personnel Top Range: \$ 55,000 - \$59,999 Bottom Range: \$ 55,000 - \$59,999	4													
	3													
	2													
	1	1		1										
	Total	1		1										
Clerical Personnel Top Range: \$ 30,000 - \$34,999 Bottom Range: \$ 15,000 - \$19,999	4	3		3										
	3	2		2										
	2	2	1	1										
	1	1	1	1										
	Total	8	2	6				2		2				
Total Number of Employees	14	2	12				2		2					

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Temporary / New Brunswick
Reporting Period 2015-12-21 to 2017-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Professionals Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 30,000 - \$34,999	4	2		2				2		2			
	3	7	1	6							1		1
	2	5		5									
	1	4	1	3									
	Total		18	2	16				2		2	1	
Supervisors Top Range: \$ 80,000 - \$84,999 Bottom Range: \$ 45,000 - \$49,999	4	1		1									
	3												
	2	1	1										
	1	6	1	5									
	Total		8	2	6								
Administrative and Senior Clerical Personnel Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 45,000 - \$49,999	4	1		1									
	3												
	2												
	1	1		1									
	Total		2		2								
Clerical Personnel Top Range: \$ 40,000 - \$44,999 Bottom Range: \$ 20,000 - \$24,999	4	4	2	2									
	3	6	1	5	1	1							
	2	14	2	12									
	1	5		5									
	Total		29	5	24	1	1						

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Temporary / New Brunswick

Reporting Period 2015-1-2-21 to 2017-1-2-31

Occupational Group Salary Range Cd. 1	QTR	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Cd. 2	Men Cd. 3	Women Cd. 4	Total Cd. 5	Men Cd. 6	Women Cd. 7	Total Cd. 8	Men Cd. 9	Women Cd. 10	Total Cd. 11	Men Cd. 12	Women Cd. 13	
Total Number of Employees		57	9	48	1	1		2		2	1		1	

Medavie Inc. (certificate # 030022)

Form 2 A

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Prince Edward Island
Reporting Period 2015-12-21 to 2017-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 75,000 - \$79,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Professionals Top Range: \$ 85,000 - \$89,999 Bottom Range: \$ 85,000 - \$89,999	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Supervisors Top Range: \$ 50,000 - \$54,999 Bottom Range: \$ 50,000 - \$54,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Clerical Personnel Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 25,000 - \$29,999	4	3		3									
	3	6		6									
	2	12		12			1		1				
	1	9		9									
	Total	30		30				1		1			

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / Prince Edward Island
 Reporting Period 2015-1-2-21 to 2017-1-2-31

Occupational Group Salary Range Cd. 1	QTR	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Cd. 2	Men Cd. 3	Women Cd. 4	Total Cd. 5	Men Cd. 6	Women Cd. 7	Total Cd. 8	Men Cd. 9	Women Cd. 10	Total Cd. 11	Men Cd. 12	Women Cd. 13	
Total Number of Employees		33	1	32				1			1			

Medavie Inc. (certificate # 030022)

Form 2 C

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Temporary / Prince Edward Island
 Reporting Period 2015-12-21 to 2017-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical Personnel Top Range: \$ 25,000 - \$29,999 Bottom Range: \$ 25,000 - \$29,999	4	1		1									
	3												
	2												
	1	1	1										
	Total	2	1	1									
Total Number of Employees		2	1	1									

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Newfoundland and Labrador
 Reporting Period 2015-1-2-21 to 2017-1-2-31

006204

Occupational Group Salary Range Cd. 1	QTR	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities				
		Total Cd. 2	Men Cd. 3	Women Cd. 4	Total Cd. 5	Men Cd. 6	Women Cd. 7	Total Cd. 8	Men Cd. 9	Women Cd. 10	Total Cd. 11	Men Cd. 12	Women Cd. 13			
Supervisors Top Range: \$ 85,000 - \$89,999 Bottom Range: \$ 50,000 - \$54,999	4	1		1												
	3															
	2															
	1	1	1													
	Total	2	1	1	1											
Administrative and Senior Clerical Personnel Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 45,000 - \$49,999	4															
	3															
	2															
	1	1	1		1											
	Total	1	1	1	1											
Skilled Sales and Service Personnel Top Range: \$ 50,000 - \$54,999 Bottom Range: \$ 45,000 - \$49,999	4	1	1													
	3															
	2															
	1	1	1		1											
	Total	2	2	2	2											
Clerical Personnel Top Range: \$ 50,000 - \$54,999 Bottom Range: \$ 25,000 - \$29,999	4	1		1												
	3	3	1	2												
	2	4	1	3												
	1	5	2	3												
	Total	13	4	9	9											

Medavie Inc. (certificate # 030022)

Form 2 A

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Newfoundland and Labrador
Reporting Period 2015-12-21 to 2017-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total Number of Employees		18	7	11									

Medavie Inc. (certificate # 030022)

Form 2 C

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Temporary / Newfoundland and Labrador
Reporting Period 2015-12-21 to 2017-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical Personnel Top Range: \$ 30,000 - \$34,999 Bottom Range: \$ 25,000 - \$29,999	4	1		1									
	3	2		2									
	2												
	1	2	2								1	1	
	Total	5	2	3							1	1	
Total Number of Employees		5	2	3							1	1	

Medavie Inc. (certificate # 030022)

Form 3 A

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / National

Reporting Period 2015-12-21 to 2017-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 20,000 - \$24,999	1		1									
\$ 25,000 - \$29,999	34	9	25	1		1						
\$ 30,000 - \$34,999	319	55	264	3		3	6	1	5	17	3	14
\$ 35,000 - \$37,499	147	15	132	2		2	1		1	2	1	1
\$ 37,500 - \$39,999	159	28	131				3		3	17	6	11
\$ 40,000 - \$44,999	201	42	159	3		3	7	1	6	15	10	5
\$ 45,000 - \$49,999	153	42	111				7		7	13	4	9
\$ 50,000 - \$59,999	268	80	188	2		2	9	1	8	17	7	10
\$ 60,000 - \$69,999	170	57	113				6	4	2	15	2	13
\$ 70,000 - \$84,999	202	87	115	2		2	3	1	2	8	5	3
\$ 85,000 - \$99,999	118	66	52	1		1	2	1	1	5	3	2
\$100,000 and over	78	46	32				3	2	1	2	2	
Total Number of Employees	1850	527	1323	14		14	47	11	36	111	43	68

Medavie Inc. (certificate # 030022)

Form 3 B

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Part-Time / National

Reporting Period 2015-12-21 to 2017-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 17,500 - \$19,999	2	1	1									
\$ 22,500 - \$24,999	2	1	1									
\$ 25,000 - \$29,999	5		5									
\$ 30,000 - \$34,999	9	1	8							1		1
\$ 35,000 - \$39,999	5	2	3									
\$ 40,000 - \$49,999	6	1	5									
\$ 50,000 and over	7		7				2		2			
Total Number of Employees	36	6	30				2		2	1		1

Medavie Inc. (certificate # 030022)

Form 3 C

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Temporary / National

Reporting Period 2015-12-21 to 2017-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 22,500 - \$24,999	1		1									
\$ 25,000 - \$29,999	18	4	14							1	1	
\$ 30,000 - \$34,999	27	4	23									
\$ 35,000 - \$39,999	10	3	7	1	1							
\$ 40,000 - \$49,999	21	2	19	1	1		1	1		1		1
\$ 50,000 and over	18	3	15				2		2	1		1
Total Number of Employees	95	16	79	2	2		3	1	2	3	1	2

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Full-Time / Ontario
 Reporting Period 2015-12-21 to 2017-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 30,000 - \$34,999	1		1							1		1
\$ 35,000 - \$37,499	4		4									
\$ 37,500 - \$39,999	3		3							1		1
\$ 40,000 - \$44,999	3	1	2							2	1	1
\$ 45,000 - \$49,999	6	3	3							5	3	2
\$ 50,000 - \$59,999	13	3	10							4	1	3
\$ 60,000 - \$69,999	33	6	27							10	2	8
\$ 70,000 - \$84,999	26	7	19	1		1	1		1	3	2	1
\$ 85,000 - \$99,999	10	5	5							2	1	1
\$100,000 and over	11	5	6							2	2	
Total Number of Employees	140	30	80	1		1	1		1	30	12	18

Medavie Inc. (certificate # 030022)

Form 3 B

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Part-Time / Ontario

Reporting Period 2015-12-21 to 2017-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 30,000 - \$34,999	1		1									
Total Number of Employees	1		1									

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Temporary / Ontario

Reporting Period 2015-12-21 to 2017-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 30,000 - \$34,999	1	1										
\$ 50,000 and over	1		1									
Total Number of Employees	2	1	1									

Medavie Inc. (certificate # 030022)

Form 3 A

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Full-Time / Québec

Reporting Period 2015-12-21 to 2017-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 30,000 - \$34,999	21	6	15				1		1	7	1	6
\$ 35,000 - \$37,499	11	1	10							1		1
\$ 37,500 - \$39,999	52	20	32							16	6	10
\$ 40,000 - \$44,999	35	15	20							9	6	3
\$ 45,000 - \$49,999	28	6	22				1		1	4	1	3
\$ 50,000 - \$59,999	54	19	35							6	3	3
\$ 60,000 - \$69,999	36	9	27				2	1	1	1		1
\$ 70,000 - \$84,999	21	7	14									
\$ 85,000 - \$99,999	11	3	8							1		1
\$100,000 and over	12	7	5									
Total Number of Employees	281	93	188				4	1	3	45	17	28

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Part-Time / Québec

Reporting Period 2015-12-21 to 2017-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 17,500 - \$19,999	1		1									
\$ 22,500 - \$24,999	1		1									
\$ 25,000 - \$29,999	1		1									
\$ 30,000 - \$34,999	5	1	4							1		1
\$ 35,000 - \$39,999	5	2	3									
\$ 40,000 - \$49,999	4	1	3									
\$ 50,000 and over	1		1									
Total Number of Employees	18	4	14							1		1

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Temporary / Québec

Reporting Period 2015-12-21 to 2017-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 30,000 - \$34,999	4	1	3									
\$ 35,000 - \$39,999	3		3									
\$ 40,000 - \$49,999	4	1	3	1	1		1	1				
\$ 50,000 and over	2		2							1		1
Total Number of Employees	13	2	11	1	1		1	1		1		1

Medavie Inc. (certificate # 030022)

Form 3 A

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Nova Scotia

Reporting Period 2015-12-21 to 2017-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 20,000 - \$24,999	1		1									
\$ 25,000 - \$29,999	6	2	4									
\$ 30,000 - \$34,999	53	11	42	1		1	4	1	3	1		1
\$ 35,000 - \$37,499	29	4	25	2		2	1		1			
\$ 37,500 - \$39,999	15	1	14				2		2			
\$ 40,000 - \$44,999	27	2	25				1		1	1	1	
\$ 45,000 - \$49,999	26	5	21				1		1	2		2
\$ 50,000 - \$59,999	37	10	27				1	1		2		2
\$ 60,000 - \$69,999	18	7	11							1		1
\$ 70,000 - \$84,999	34	17	17				1		1	2	1	1
\$ 85,000 - \$99,999	22	13	9				2	1	1	2	2	
\$100,000 and over	13	6	7				1	1				
Total Number of Employees	281	78	203	3		3	14	4	10	11	4	7

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Part-Time / Nova Scotia

Reporting Period 2015-12-21 to 2017-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 25,000 - \$29,999	1		1									
\$ 50,000 and over	2		2									
Total Number of Employees	3		3									

Medavie Inc. (certificate # 030022)

Form 3 C

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Temporary / Nova Scotia
 Reporting Period 2015-12-21 to 2017-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 25,000 - \$29,999	2		2									
\$ 30,000 - \$34,999	4		4									
\$ 35,000 - \$39,999	3		3									
\$ 40,000 - \$49,999	2		2									
\$ 50,000 and over	5	1	4									
Total Number of Employees	16	1	15									

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Full-Time / New Brunswick

Reporting Period 2015-12-21 to 2017-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 25,000 - \$29,999	26	6	20	1		1						
\$ 30,000 - \$34,999	224	37	187	2		2				8	2	6
\$ 35,000 - \$37,499	98	9	89							1	1	
\$ 37,500 - \$39,999	80	7	73				1		1			
\$ 40,000 - \$44,999	132	24	108	3		3	6	1	5	3	2	1
\$ 45,000 - \$49,999	89	26	63				5		5	2		2
\$ 50,000 - \$59,999	160	46	114	2		2	8		8	5	3	2
\$ 60,000 - \$69,999	83	35	48				4	3	1	3		3
\$ 70,000 - \$84,999	120	56	64	1		1	1	1		3	2	1
\$ 85,000 - \$99,999	73	44	29	1		1						
\$100,000 and over	42	28	14				2	1	1			
Total Number of Employees	1127	318	809	10		10	27	6	21	25	10	15

Medavie Inc. (certificate # 030022)

Form 3 B

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Part-Time / New Brunswick

Reporting Period 2015-12-21 to 2017-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 17,500 - \$19,999	1	1										
\$ 22,500 - \$24,999	1	1										
\$ 25,000 - \$29,999	3		3									
\$ 30,000 - \$34,999	3		3									
\$ 40,000 - \$49,999	2		2									
\$ 50,000 and over	4		4				2		2			
Total Number of Employees	14	2	12				2		2			

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Temporary / New Brunswick

Reporting Period 2015-12-21 to 2017-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 22,500 - \$24,999	1		1									
\$ 25,000 - \$29,999	12	1	11									
\$ 30,000 - \$34,999	15	2	13									
\$ 35,000 - \$39,999	4	3	1	1	1							
\$ 40,000 - \$49,999	15	1	14							1		1
\$ 50,000 and over	10	2	8				2		2			
Total Number of Employees	57	9	48	1	1		2		2	1		1

Medavie Inc. (certificate # 030022)

Form 3 A

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Prince Edward Island
Reporting Period 2015-12-21 to 2017-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 25,000 - \$29,999	1		1									
\$ 30,000 - \$34,999	16		16				1		1			
\$ 35,000 - \$37,499	3		3									
\$ 37,500 - \$39,999	7		7									
\$ 40,000 - \$44,999	2		2									
\$ 45,000 - \$49,999	1		1									
\$ 50,000 - \$59,999	1		1									
\$ 70,000 - \$84,999	1		1									
\$ 85,000 - \$99,999	1	1										
Total Number of Employees	33	1	32				1		1			

Medavie Inc. (certificate # 030022)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Temporary / Prince Edward Island
 Reporting Period 2015-12-21 to 2017-12-31

006223

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 25,000 - \$29,999	2	1	1									
Total Number of Employees	2	1	1									

Medavie Inc. (certificate # 030022)

Form 3 A

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Newfoundland and Labrador
Reporting Period 2015-12-21 to 2017-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 25,000 - \$29,999	1	1										
\$ 30,000 - \$34,999	4	1	3									
\$ 35,000 - \$37,499	2	1	1									
\$ 37,500 - \$39,999	2		2									
\$ 40,000 - \$44,999	2		2									
\$ 45,000 - \$49,999	3	2	1									
\$ 50,000 - \$59,999	3	2	1									
\$ 85,000 - \$99,999	1		1									
Total Number of Employees	18	7	11									

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Temporary / Newfoundland and Labrador
 Reporting Period 2015-12-21 to 2017-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 25,000 - \$29,999	2	2								1		
\$ 30,000 - \$34,999	3		3									
Total Number of Employees	5	2	3							1		1

Medavie Inc. (certificate # 030022)

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / National
Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	2	2										
Middle and Other Managers	7	2	5									
Professionals	69	29	40	1		1				4	3	1
Semi-Professionals and Technicians	8	8										
Supervisors	7	2	5									
Administrative and Senior Clerical Personnel	54	13	41				1		1	11	2	9
Skilled Sales and Service Personnel	8	6	2							2	2	
Clerical Personnel	258	71	187	3		3	2	1	1	26	9	17
Semi-Skilled Manual Workers	1	1										
Total Number of Employees Hired	414	134	280	4		4	3	1	2	43	16	27

Medavie Inc. (certificate # 030022)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
 Part-Time / National
 Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Clerical Personnel	3	1	2							1		
Total Number of Employees Hired	3	1	2							1		

Medavie Inc. (certificate # 030022)

Form 4 C

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
 Temporary / National
 Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	17	3	14				1		1	2		2
Administrative and Senior Clerical Personnel	1		1									
Clerical Personnel	43	8	35	1	1					1	1	
Total Number of Employees Hired	61	11	50	1	1		1		1	3	1	2

Medavie Inc. (certificate # 030022)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
 Full-Time / Ontario
 Reporting Period 2015-1-2-21 to 2017-1-2-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1	1										
Middle and Other Managers	2	1	1									
Professionals	5	2	3							1	1	
Supervisors	1		1									
Administrative and Senior Clerical Personnel	19	2	17				1		1	8	1	7
Skilled Sales and Service Personnel	3	2	1							1	1	
Clerical Personnel	3	1	2							1	1	
Total Number of Employees Hired	34	9	25				1		1	11	4	7

Medavie Inc. (certificate # 030022)

Form 4 C

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
 Temporary / Ontario
 Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Clerical Personnel	1	1										
Total Number of Employees Hired	1	1										

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Québec
Reporting Period 2015-1-2-21 to 2017-1-2-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Cd. 1	Men Cd. 2	Women Cd. 3	Total Cd. 4	Men Cd. 5	Women Cd. 6	Total Cd. 7	Men Cd. 8	Women Cd. 9	Total Cd. 10	Men Cd. 11	Women Cd. 12
Middle and Other Managers	3	1	2									
Professionals	12	6	6							1	1	
Supervisors	2	1	1									
Administrative and Senior Clerical Personnel	16	2	14							2		2
Skilled Sales and Service Personnel	2	2								1	1	
Clerical Personnel	51	17	34							18	5	13
Total Number of Employees Hired	86	29	57							22	7	15

Medavie Inc. (certificate # 030022)

Form 4 B

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Part-Time / Québec
Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Clerical Personnel	3	1	2							1		1
Total Number of Employees Hired	3	1	2							1		1

Medavie Inc. (certificate # 030022)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
 Temporary / Québec
 Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Cd. 1	Men Cd. 2	Women Cd. 3	Total Cd. 4	Men Cd. 5	Women Cd. 6	Total Cd. 7	Men Cd. 8	Women Cd. 9	Total Cd. 10	Men Cd. 11	Women Cd. 12
Professionals	3		3							1		1
Clerical Personnel	7	1	6									
Total Number of Employees Hired	10	1	9							1		1

Medavie Inc. (certificate # 030022)

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Nova Scotia
Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	2		2									
Professionals	6	2	4									
Supervisors	1		1									
Administrative and Senior Clerical Personnel	4	3	1							1	1	
Clerical Personnel	39	10	29	1		1	2	1	1	1		1
Semi-Skilled Manual Workers	1	1										
Total Number of Employees Hired	53	16	37	1		1	2	1	1	2	1	1

Medavie Inc. (certificate # 030022)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
 Temporary / Nova Scotia

Reporting Period 2015-1-2-21 to 2017-1-2-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	2	1	1									
Clerical Personnel	5		5									
Total Number of Employees Hired	7	1	6									

Medavie Inc. (certificate # 030022)

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / New Brunswick
Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1	1										
Professionals	46	19	27	1		1				2	1	1
Semi-Professionals and Technicians	8	8										
Supervisors	3	1	2									
Administrative and Senior Clerical Personnel	15	6	9									
Skilled Sales and Service Personnel	2	1	1									
Clerical Personnel	157	41	116	2		2				6	3	3
Total Number of Employees Hired	232	77	155	3		3				8	4	4

Medavie Inc. (certificate # 030022)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
 Temporary / New Brunswick
 Reporting Period 2015-1-2-21 to 2017-1-2-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	12	2	10				1		1	1		1
Administrative and Senior Clerical Personnel	1		1									
Clerical Personnel	25	4	21	1	1							
Total Number of Employees Hired	38	6	32	1	1		1		1	1		1

Medavie Inc. (certificate # 030022)

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Prince Edward Island
Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Clerical Personnel	4		4									
Total Number of Employees Hired	4		4									

Medavie Inc. (certificate # 030022)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
 Temporary / Prince Edward Island
 Reporting Period 2015-1-2-21 to 2017-1-2-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Clerical Personnel	1		1									
Total Number of Employees Hired	1		1									

Medavie Inc. (certificate # 030022)

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Newfoundland and Labrador
Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Skilled Sales and Service Personnel	1	1										
Clerical Personnel	4	2	2									
Total Number of Employees Hired	5	3	2									

Medavie Inc. (certificate # 030022)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
 Temporary / Newfoundland and Labrador
 Reporting Period 2015-1-2-21 to 2017-1-2-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Clerical Personnel	4	2	2							1		
Total Number of Employees Hired	4	2	2							1		

Medavie Inc. (certificate # 030022)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / National
Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	12	5	7							1		1
Professionals	79	34	45				2		2	2	1	1
Semi-Professionals and Technicians	5	3	2									
Supervisors	17	5	12				1		1			
Administrative and Senior Clerical Personnel	33	7	26							3	2	1
Skilled Sales and Service Personnel	7	4	3									
Clerical Personnel	123	15	108	1		1	1		1	5	1	4
Total Number of Employees Promoted	276	73	203	1		1	4		4	11	4	7
Total Number of Promotions	283	74	209	1		1	4		4	12	4	8

Medavie Inc. (certificate # 030022)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
 Part-Time / National

Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Cd. 1	Men Cd. 2	Women Cd. 3	Total Cd. 4	Men Cd. 5	Women Cd. 6	Total Cd. 7	Men Cd. 8	Women Cd. 9	Total Cd. 10	Men Cd. 11	Women Cd. 12
Clerical Personnel	4			4								
Total Number of Employees Promoted	4			4								
Total Number of Promotions	4			4								

Medavie Inc. (certificate # 030022)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
 Temporary / National
 Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	9	1	8				1		1			
Supervisors	5	1	4									
Administrative and Senior Clerical Personnel	3		3									
Clerical Personnel	9	3	6	1	1		1	1				
Total Number of Employees Promoted	26	5	21	1	1		2	1	1			
Total Number of Promotions	27	5	22	1	1		2	1	1			

Medavie Inc. (certificate # 030022)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED

Full-Time / Ontario
 Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Cd. 1	Men Cd. 2	Women Cd. 3	Total Cd. 4	Men Cd. 5	Women Cd. 6	Total Cd. 7	Men Cd. 8	Women Cd. 9	Total Cd. 10	Men Cd. 11	Women Cd. 12
Middle and Other Managers	1		1							1		1
Supervisors	1			1								
Administrative and Senior Clerical Personnel	3	2	1							2	2	
Skilled Sales and Service Personnel	2	1	1									
Clerical Personnel	5		5									
Total Number of Employees Promoted	12	3	9							3	2	1
Total Number of Promotions	12	3	9							3	2	1

Medavie Inc. (certificate # 030022)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Temporary / Ontario
Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Administrative and Senior Clerical Personnel	1		1									
Clerical Personnel	1	1										
Total Number of Employees Promoted	2	1	1									
Total Number of Promotions	2	1	1									

Medavie Inc. (certificate # 030022)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Québec
Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	1		1									
Professionals	8	4	4									
Supervisors	2		2									
Administrative and Senior Clerical Personnel	10	2	8							1		1
Skilled Sales and Service Personnel	2	1	1									
Clerical Personnel	19	5	14							5	1	4
Total Number of Employees Promoted	42	12	30							6	1	5
Total Number of Promotions	45	12	33							7	1	6

Medavie Inc. (certificate # 030022)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Part-Time / Québec

Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)													
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities				
	Total Cd. 1	Men Cd. 2	Women Cd. 3	Total Cd. 4	Men Cd. 5	Women Cd. 6	Total Cd. 7	Men Cd. 8	Women Cd. 9	Total Cd. 10	Men Cd. 11	Women Cd. 12		
Clerical Personnel	2			2										
Total Number of Employees Promoted	2			2										
Total Number of Promotions	2			2										

Medavie Inc. (certificate # 030022)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Temporary / Québec
Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Administrative and Senior Clerical Personnel	1		1									
Clerical Personnel	2	1	1	1	1		1	1				
Total Number of Employees Promoted	3	1	2	1	1		1	1				
Total Number of Promotions	3	1	2	1	1		1	1				

Medavie Inc. (certificate # 030022)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
 Full-Time / Nova Scotia

Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)														
	All Employees						Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Cd. 1	Men Cd. 2	Women Cd. 3	Total Cd. 4	Men Cd. 5	Women Cd. 6	Total Cd. 7	Men Cd. 8	Women Cd. 9	Total Cd. 10	Men Cd. 11	Women Cd. 12			
Professionals	14	4	10				1		1			1			
Supervisors	2	1	1				1		1						
Administrative and Senior Clerical Personnel	4		4												
Skilled Sales and Service Personnel	1	1													
Clerical Personnel	24	4	20	1		1									
Total Number of Employees Promoted	45	10	35	1		1	2		2		1	1			
Total Number of Promotions	45	10	35	1		1	2		2		1	1			

Medavie Inc. (certificate # 030022)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Part-Time / Nova Scotia
Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Clerical Personnel	1		1									
Total Number of Employees Promoted	1		1									
Total Number of Promotions	1		1									

Medavie Inc. (certificate # 030022)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
 Temporary / Nova Scotia

Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)														
	All Employees						Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Cd. 1	Men Cd. 2	Women Cd. 3	Total Cd. 4	Men Cd. 5	Women Cd. 6	Total Cd. 7	Men Cd. 8	Women Cd. 9	Total Cd. 10	Men Cd. 11	Women Cd. 12			
Professionals	2		2												
Supervisors	1		1												
Administrative and Senior Clerical Personnel	1		1												
Clerical Personnel	2		2												
Total Number of Employees Promoted	6		6												
Total Number of Promotions	7		7												

Medavie Inc. (certificate # 030022)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / New Brunswick
Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	10	5	5									
Professionals	57	26	31				1		1	1	1	
Semi-Professionals and Technicians	5	3	2									
Supervisors	12	4	8									
Administrative and Senior Clerical Personnel	16	3	13									
Skilled Sales and Service Personnel	2	1	1									
Clerical Personnel	71	6	65				1		1			
Total Number of Employees Promoted	173	48	125				2		2	1	1	
Total Number of Promotions	177	49	128				2		2	1	1	

Medavie Inc. (certificate # 030022)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
 Part-Time / New Brunswick

Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Cd. 1	Men Cd. 2	Women Cd. 3	Total Cd. 4	Men Cd. 5	Women Cd. 6	Total Cd. 7	Men Cd. 8	Women Cd. 9	Total Cd. 10	Men Cd. 11	Women Cd. 12
Clerical Personnel	1			1								
Total Number of Employees Promoted	1			1								
Total Number of Promotions	1			1								

Medavie Inc. (certificate # 030022)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Temporary / New Brunswick
Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	7	1	6				1		1			
Supervisors	4	1	3									
Clerical Personnel	3	1	2									
Total Number of Employees Promoted	14	3	11				1		1			
Total Number of Promotions	14	3	11				1		1			

Medavie Inc. (certificate # 030022)

Form 5 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED

Full-Time / Prince Edward Island

Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Cd. 1	Men Cd. 2	Women Cd. 3	Total Cd. 4	Men Cd. 5	Women Cd. 6	Total Cd. 7	Men Cd. 8	Women Cd. 9	Total Cd. 10	Men Cd. 11	Women Cd. 12
Clerical Personnel	3			3								
Total Number of Employees Promoted	3			3								
Total Number of Promotions	3			3								

Medavie Inc. (certificate # 030022)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Newfoundland and Labrador
Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Clerical Personnel	1		1									
Total Number of Employees Promoted	1		1									
Total Number of Promotions	1		1									

Medavie Inc. (certificate # 030022)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
 Temporary / Newfoundland and Labrador
 Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Cd. 1	Men Cd. 2	Women Cd. 3	Total Cd. 4	Men Cd. 5	Women Cd. 6	Total Cd. 7	Men Cd. 8	Women Cd. 9	Total Cd. 10	Men Cd. 11	Women Cd. 12
Clerical Personnel	1			1								
Total Number of Employees Promoted	1			1								
Total Number of Promotions	1			1								

Medavie Inc. (certificate # 030022)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / National
Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	2	2										
Middle and Other Managers	18	7	11				1		1			
Professionals	56	20	36	1	1		1		1	7	3	4
Semi-Professionals and Technicians	6	5	1									
Supervisors	13	4	9	1		1	1		1	1	1	
Administrative and Senior Clerical Personnel	49	7	42				2		2	13	1	12
Skilled Sales and Service Personnel	8	4	4	1		1	1		1	2	2	
Clerical Personnel	137	18	119	1	1		1		1	20	2	18
Intermediate Sales and Service Personnel	1		1									
Semi-Skilled Manual Workers	1		1									
Total Number of Employees Terminated	291	67	224	4	2	2	7		7	43	9	34

Medavie Inc. (certificate # 030022)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
 Part-Time / National
 Reporting Period 2015-1-2-21 to 2017-1-2-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Cd. 1	Men Cd. 2	Women Cd. 3	Total Cd. 4	Men Cd. 5	Women Cd. 6	Total Cd. 7	Men Cd. 8	Women Cd. 9	Total Cd. 10	Men Cd. 11	Women Cd. 12
Professionals	1		1									
Administrative and Senior Clerical Personnel	1		1									
Clerical Personnel	6		6				1		1	1		1
Total Number of Employees Terminated	8		8				1		1	1		1

Medavie Inc. (certificate # 030022)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
 Temporary / National
 Reporting Period 2015-1-2-21 to 2017-1-2-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	10	1	9							1		1
Semi-Professionals and Technicians	2	1	1							1	1	
Administrative and Senior Clerical Personnel	3	1	2							1	1	
Clerical Personnel	37	6	31	1		1				8	1	7
Total Number of Employees Terminated	52	9	43	1		1				11	3	8

Medavie Inc. (certificate # 030022)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / Ontario
Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1	1										
Middle and Other Managers	1		1									
Professionals	2	1	1									
Supervisors	1	1								1	1	
Administrative and Senior Clerical Personnel	16	2	14							9		9
Skilled Sales and Service Personnel	5	4	1							2	2	
Clerical Personnel	9	3	6							2	1	1
Total Number of Employees Terminated	35	12	23							14	4	10

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Medavie Inc. (certificate # 030022)
 Temporary / Ontario
 Reporting Period 2015-1-2-21 to 2017-1-2-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	1		1									
Administrative and Senior Clerical Personnel	2	1	1							1	1	
Clerical Personnel	3	1	2							3	1	2
Total: Number of Employees Terminated	6	2	4							4	2	2

Medavie Inc. (certificate # 030022)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
 Full-Time / Québec
 Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Cd. 1	Men Cd. 2	Women Cd. 3	Total Cd. 4	Men Cd. 5	Women Cd. 6	Total Cd. 7	Men Cd. 8	Women Cd. 9	Total Cd. 10	Men Cd. 11	Women Cd. 12
Middle and Other Managers	5	2	3									
Professionals	6	2	4							1		1
Supervisors	4	1	3									
Administrative and Senior Clerical Personnel	17	3	14							3	1	2
Clerical Personnel	33	6	27							8		8
Total Number of Employees Terminated	65	14	51							12	1	11

Medavie Inc. (certificate # 030022)

Form 6 B

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Part-Time / Québec
Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Clerical Personnel	1		1							1		1
Total Number of Employees Terminated	1		1							1		1

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Medavie Inc. (certificate # 030022)

Temporary / Québec

Reporting Period 2015-1-2-21 to 2017-1-2-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Cd. 1	Men Cd. 2	Women Cd. 3	Total Cd. 4	Men Cd. 5	Women Cd. 6	Total Cd. 7	Men Cd. 8	Women Cd. 9	Total Cd. 10	Men Cd. 11	Women Cd. 12
Professionals	3		3									
Administrative and Senior Clerical Personnel	1		1									
Clerical Personnel	14	4	10							2		2
Total Number of Employees Terminated	18	4	14							2		2

Medavie Inc. (certificate # 030022)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / Nova Scotia
Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1	1										
Professionals	11	3	8	1	1					1		1
Supervisors	1	1										
Administrative and Senior Clerical Personnel	6	2	4							1		1
Clerical Personnel	15	1	14				1		1	2		2
Semi-Skilled Manual Workers	1		1									
Total Number of Employees Terminated	35	8	27	1	1		1		1	4		4

Medavie Inc. (certificate # 030022)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
 Part-Time / Nova Scotia
 Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	1		1									
Clerical Personnel	2		2									
Total Number of Employees Terminated	3		3									

Medavie Inc. (certificate # 030022)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
 Temporary / Nova Scotia
 Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Cd. 1	Men Cd. 2	Women Cd. 3	Total Cd. 4	Men Cd. 5	Women Cd. 6	Total Cd. 7	Men Cd. 8	Women Cd. 9	Total Cd. 10	Men Cd. 11	Women Cd. 12
Professionals	2	1	1									
Clerical Personnel	2											
Total Number of Employees Terminated	4	1	3									

Medavie Inc. (certificate # 030022)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / New Brunswick
Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	12	5	7				1		1			
Professionals	37	14	23				1		1	5	3	2
Semi-Professionals and Technicians	6	5	1									
Supervisors	6	1	5	1		1	1		1			
Administrative and Senior Clerical Personnel	10		10				2		2			
Skilled Sales and Service Personnel	3		3	1		1	1		1			
Clerical Personnel	74	7	67	1	1					7		7
Total Number of Employees Terminated	148	32	116	3	1	2	6		6	12	3	9

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Medavie Inc. (certificate # 030022)
 Part-Time / New Brunswick
 Reporting Period 2015-1-2-21 to 2017-1-2-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Cd. 1	Men Cd. 2	Women Cd. 3	Total Cd. 4	Men Cd. 5	Women Cd. 6	Total Cd. 7	Men Cd. 8	Women Cd. 9	Total Cd. 10	Men Cd. 11	Women Cd. 12
Administrative and Senior Clerical Personnel	1		1									
Clerical Personnel	3		3				1		1			
Total Number of Employees Terminated	4		4				1		1			

Medavie Inc. (certificate # 030022)

Form 6 C

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
 Temporary / New Brunswick
 Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	4		4							1		1
Semi-Professionals and Technicians	2	1	1							1	1	
Clerical Personnel	11		11							2		2
Total Number of Employees Terminated	17	1	16							4	1	3

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Medavie Inc. (certificate # 030022)
 Full-Time / Prince Edward Island
 Reporting Period 2015-1-2-21 to 2017-1-2-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Cd. 1	Men Cd. 2	Women Cd. 3	Total Cd. 4	Men Cd. 5	Women Cd. 6	Total Cd. 7	Men Cd. 8	Women Cd. 9	Total Cd. 10	Men Cd. 11	Women Cd. 12
Supervisors	1		1									
Clerical Personnel	2		2									
Total Number of Employees Terminated	3		3									

Medavie Inc. (certificate # 030022)

Form 6 C

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
 Temporary / Prince Edward Island
 Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Clerical Personnel	2	1	1									
Total Number of Employees Terminated	2	1	1									

Medavie Inc. (certificate # 030022)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
 Full-Time / Newfoundland and Labrador
 Reporting Period 2015-1-2-21 to 2017-1-2-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Clerical Personnel	4	1	3							1	1	
Intermediate Sales and Service Personnel	1		1									
Total Number of Employees Terminated	5	1	4							1	1	

Medavie Inc. (certificate # 030022)

Form 6 C

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
 Temporary / Newfoundland and Labrador
 Reporting Period 2015-12-21 to 2017-12-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Clerical Personnel	5		5	1		1				1		1
Total Number of Employees Terminated	5		5	1		1				1		1

Workplace Equity Information Management System - Medavie Inc.

Workforce Analysis - Detailed Report

Date: 2017-12-31

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	9	1	11.1 %	27.4 %	2	3	National
02 : Middle and Other Managers	National	94	64	68.1 %	38.9 %	37	27	National
03 : Professionals		535	318	59.4 %	36.4 %	195	123	
1111 : Financial auditors and accountants	National	4	2	50.0 %	55.1 %	2	0	National
1121 : Human resources professionals	National	13	13	100.0 %	71.1 %	9	4	National
1122 : Professional occupations in business management consulting	National	91	59	64.8 %	42.0 %	38	21	National
2147 : Computer engineers (except software engineers and designers)	National	5	1	20.0 %	12.6 %	1	0	National
2161 : Mathematicians, statisticians and actuaries	National	15	7	46.7 %	46.7 %	7	0	National
2171 : Information systems analysts and consultants	National	173	108	62.4 %	28.3 %	49	59	National
2172 : Database analysts and data administrators	National	34	12	35.3 %	35.2 %	12	0	National
2173 : Software engineers and designers	National	13	2	15.4 %	17.4 %	2	0	National
2174 : Computer programmers and interactive media developers	National	81	27	33.3 %	17.9 %	14	13	National
2175 : Web designers and developers	National	1	1	100.0 %	32.9 %	0	1	National
3112 : General practitioners and family physicians	National	1	0	0.0 %	42.4 %	0	0	National
3131 : Pharmacists	National	9	8	88.9 %	61.3 %	6	2	National
3144 : Other professional occupations in therapy and assessment	National	4	4	100.0 %	76.5 %	3	1	National
3152 : NOC 2006 - Registered Nurses	National	26	24	92.3 %	55.0 %	14	10	National
4131 : NOC 2006 - College and Other Vocational Instructors	National	39	28	71.8 %	55.0 %	21	7	National
4163 : Business development officers and marketing researchers and consultants	National	3	3	100.0 %	50.7 %	2	1	National
5121 : Authors and writers	National	12	11	91.7 %	54.9 %	7	4	National
5124 : NOC 2006 - Professional Occupations in Public Relations and Communications	National	8	5	62.5 %	55.0 %	4	1	National
5125 : Translators, terminologists and interpreters	National	3	3	100.0 %	69.9 %	2	1	National
04 : Semi-Professionals and Technicians		44	6	13.6 %	21.8 %	10	4	
2281 : Computer network technicians	New Brunswick	25	4	16.0 %	13.9 %	3	1	New Brunswick

Workplace Equity Information Management System - Medavie Inc.

Workforce Analysis - Detailed Report

Date: 2017-12-31

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation #	Representation %	Women		Gap #	Recruitment Area
					Availability #	Availability %		
2281 : Computer network technicians	Nova Scotia	1	0	0.0 %	0	0	0	Nova Scotia
2281 : Computer network technicians	Québec	1	1	100.0 %	0	0	1	Québec
2282 : User support technicians	New Brunswick	14	1	7.1 %	5	4	1	New Brunswick
2282 : User support technicians	Nova Scotia	1	0	0.0 %	0	0	0	Nova Scotia
5241 : Graphic designers and illustrators	New Brunswick	2	0	0.0 %	1	1	1	New Brunswick
05 : Supervisors		97	71	73.2 %	55	16	16	
Employment Equity Occupational Group	Halifax	14	12	85.7 %	8	4	4	Halifax
Employment Equity Occupational Group	Moncton	59	43	72.9 %	34	9	9	Moncton
Employment Equity Occupational Group	Montréal	16	10	62.5 %	8	2	2	Montréal
Employment Equity Occupational Group	N.B. less CMA	1	1	100.0 %	1	0	0	N.B. less CMA
Employment Equity Occupational Group	P.E.I.	1	1	100.0 %	1	0	0	P.E.I.
Employment Equity Occupational Group	Québec	1	1	100.0 %	1	0	0	Québec
Employment Equity Occupational Group	St. John's	2	1	50.0 %	1	0	0	St. John's
Employment Equity Occupational Group	Toronto	3	2	66.7 %	2	0	0	Toronto
07 : Administrative and Senior Clerical Personnel		206	170	82.5 %	166	4	4	
Employment Equity Occupational Group	Halifax	24	19	79.2 %	20	4	4	Halifax
Employment Equity Occupational Group	Moncton	87	76	87.4 %	70	6	6	Moncton
Employment Equity Occupational Group	Montréal	45	38	84.4 %	36	2	2	Montréal
Employment Equity Occupational Group	N.B. less CMA	1	1	100.0 %	1	0	0	N.B. less CMA
Employment Equity Occupational Group	Québec	2	0	0.0 %	2	2	2	Québec
Employment Equity Occupational Group	Saint John	1	1	100.0 %	1	0	0	Saint John
Employment Equity Occupational Group	St. John's	1	1	100.0 %	1	0	0	St. John's
Employment Equity Occupational Group	Toronto	45	34	75.6 %	36	4	4	Toronto
08 : Skilled Sales and Service Personnel		53	25	47.2 %	30	5	5	

Workplace Equity Information Management System - Medavie Inc.

Workforce Analysis - Detailed Report

Date: 2017-12-31

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
6231 : Insurance agents and brokers	New Brunswick	17	11	64.7 %	58.2 %	10	1	New Brunswick
6231 : Insurance agents and brokers	Newfoundland and Labrador	2	0	0.0 %	56.3 %	1	3	Newfoundland and Labrador
6231 : Insurance agents and brokers	Nova Scotia	12	7	58.3 %	55.4 %	7	0	Nova Scotia
6231 : Insurance agents and brokers	Ontario	10	4	40.0 %	55.0 %	6	2	Ontario
6231 : Insurance agents and brokers	Québec	12	3	25.0 %	60.4 %	7	4	Québec
09 : Skilled Crafts and Trades Workers		1	0	0.0 %	0.0 %	0	0	
7381 : Printing press operators	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick
10 : Clerical Personnel		936	773	82.6 %	63.8 %	597	176	
Employment Equity Occupational Group	Halifax	130	112	86.2 %	67.7 %	88	24	Halifax
Employment Equity Occupational Group	Moncton	548	468	85.4 %	62.4 %	342	126	Moncton
Employment Equity Occupational Group	Montréal	168	115	68.5 %	62.5 %	105	10	Montréal
Employment Equity Occupational Group	N.B. less CMA	3	3	100.0 %	72.6 %	2	1	N.B. less CMA
Employment Equity Occupational Group	P.E.I.	32	31	96.9 %	70.0 %	22	9	P.E.I.
Employment Equity Occupational Group	Québec	5	3	60.0 %	61.6 %	3	0	Québec
Employment Equity Occupational Group	Saint John	4	4	100.0 %	70.5 %	3	1	Saint John
Employment Equity Occupational Group	St. John's	18	12	66.7 %	72.6 %	13	3	St. John's
Employment Equity Occupational Group	Toronto	28	25	89.3 %	65.2 %	18	7	Toronto
11 : Intermediate Sales and Service Personnel		3	2	66.7 %	64.4 %	2	0	
Employment Equity Occupational Group	Halifax	1	1	100.0 %	65.5 %	1	0	Halifax
Employment Equity Occupational Group	Moncton	2	1	50.0 %	63.9 %	1	0	Moncton
12 : Semi-Skilled Manual Workers		3	2	66.7 %	12.1 %	0	2	
Employment Equity Occupational Group	Halifax	3	2	66.7 %	12.1 %	0	2	Halifax

Workforce Analysis - Detailed Report

Date: 2017-12-31

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation #	Representation %	Women		Gap #	Recruitment Area
					Availability #	Availability %		
Total		1981	1432	72.3 %	1094	55.3 %	338	

Total may not equal sum of components due to rounding.

Sources: 2011 National Household Survey and employer's internal data

Workplace Equity Information Management System - Medavie Inc.

Workforce Analysis - Detailed Report

Date: 2017-12-31

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples					Recruitment Area
			Representation		Availability	Gap		
			#	%	%	#		
01 : Senior Managers	National	9	0	0.0 %	2.9 %	0	0	National
02 : Middle and Other Managers	National	94	0	0.0 %	2.2 %	2	2	National
03 : Professionals		535	4	0.7 %	1.4 %	7	3	
1111 : Financial auditors and accountants	National	4	0	0.0 %	1.3 %	0	0	National
1121 : Human resources professionals	National	13	1	7.7 %	2.7 %	0	1	National
1122 : Professional occupations in business management consulting	National	91	0	0.0 %	1.6 %	1	1	National
2147 : Computer engineers (except software engineers and designers)	National	5	0	0.0 %	0.9 %	0	0	National
2161 : Mathematicians, statisticians and actuaries	National	15	0	0.0 %	1.0 %	0	0	National
2171 : Information systems analysts and consultants	National	173	1	0.6 %	1.1 %	2	1	National
2172 : Database analysts and data administrators	National	34	0	0.0 %	1.3 %	0	0	National
2173 : Software engineers and designers	National	13	0	0.0 %	0.6 %	0	0	National
2174 : Computer programmers and interactive media developers	National	81	0	0.0 %	1.0 %	1	1	National
2175 : Web designers and developers	National	1	0	0.0 %	1.5 %	0	0	National
3112 : General practitioners and family physicians	National	1	0	0.0 %	0.8 %	0	0	National
3131 : Pharmacists	National	9	0	0.0 %	1.1 %	0	0	National
3144 : Other professional occupations in therapy and assessment	National	4	0	0.0 %	2.1 %	0	0	National
3152 : NOC 2006 - Registered Nurses	National	26	1	3.8 %	2.1 %	1	0	National
4131 : NOC 2006 - College and Other Vocational Instructors	National	39	0	0.0 %	2.1 %	1	1	National
4163 : Business development officers and marketing researchers and consultants	National	3	0	0.0 %	2.0 %	0	0	National
5121 : Authors and writers	National	12	1	8.3 %	1.9 %	0	1	National
5124 : NOC 2006 - Professional Occupations in Public Relations and Communications	National	8	0	0.0 %	2.1 %	0	0	National
5125 : Translators, terminologists and interpreters	National	3	0	0.0 %	2.9 %	0	0	National
04 : Semi-Professionals and Technicians		44	0	0.0 %	2.1 %	1	1	
2281 : Computer network technicians	New Brunswick	25	0	0.0 %	1.0 %	0	0	New Brunswick

Workforce Analysis - Detailed Report

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Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	Representation %	Availability %	Availability #		
2281 : Computer network technicians	Nova Scotia	1	0	0.0 %	3.6 %	0	Nova Scotia	
2281 : Computer network technicians	Québec	1	0	0.0 %	1.1 %	0	Québec	
2282 : User support technicians	New Brunswick	14	0	0.0 %	4.2 %	1	New Brunswick	
2282 : User support technicians	Nova Scotia	1	0	0.0 %	3.2 %	0	Nova Scotia	
5241 : Graphic designers and illustrators	New Brunswick	2	0	0.0 %	0.0 %	0	New Brunswick	
05 : Supervisors		97	0	0.0 %	3.1 %	3		
Employment Equity Occupational Group	Halifax	14	0	0.0 %	2.2 %	0	Halifax	
Employment Equity Occupational Group	Moncton	59	0	0.0 %	4.1 %	2	Moncton	
Employment Equity Occupational Group	Montréal	16	0	0.0 %	0.8 %	0	Montréal	
Employment Equity Occupational Group	N.B. less CMA	1	0	0.0 %	2.9 %	0	N.B. less CMA	
Employment Equity Occupational Group	P.E.I.	1	0	0.0 %	0.0 %	0	P.E.I.	
Employment Equity Occupational Group	Québec	1	0	0.0 %	1.2 %	0	Québec	
Employment Equity Occupational Group	St. John's	2	0	0.0 %	1.9 %	0	St. John's	
Employment Equity Occupational Group	Toronto	3	0	0.0 %	1.0 %	0	Toronto	
07 : Administrative and Senior Clerical Personnel		206	2	1.0 %	1.1 %	2		
Employment Equity Occupational Group	Halifax	24	0	0.0 %	2.2 %	1	Halifax	
Employment Equity Occupational Group	Moncton	87	1	1.1 %	1.2 %	1	Moncton	
Employment Equity Occupational Group	Montréal	45	0	0.0 %	0.7 %	0	Montréal	
Employment Equity Occupational Group	N.B. less CMA	1	0	0.0 %	2.7 %	0	N.B. less CMA	
Employment Equity Occupational Group	Québec	2	0	0.0 %	0.7 %	0	Québec	
Employment Equity Occupational Group	Saint John	1	0	0.0 %	1.1 %	0	Saint John	
Employment Equity Occupational Group	St. John's	1	0	0.0 %	2.5 %	0	St. John's	
Employment Equity Occupational Group	Toronto	45	1	2.2 %	0.8 %	0	Toronto	
08 : Skilled Sales and Service Personnel		53	0	0.0 %	0.5 %	0		

Workplace Equity Information Management System - Medavie Inc.

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
6231 : Insurance agents and brokers	New Brunswick	17	0	0.0 %	0.0 %	0	0	New Brunswick
6231 : Insurance agents and brokers	Newfoundland and Labrador	2	0	0.0 %	0.0 %	0	0	Newfoundland and Labrador
6231 : Insurance agents and brokers	Nova Scotia	12	0	0.0 %	0.8 %	0	0	Nova Scotia
6231 : Insurance agents and brokers	Ontario	10	0	0.0 %	1.0 %	0	0	Ontario
6231 : Insurance agents and brokers	Québec	12	0	0.0 %	0.6 %	0	0	Québec
09 : Skilled Crafts and Trades Workers		1	0	0.0 %	0.0 %	0	0	
7381 : Printing press operators	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick
10 : Clerical Personnel		936	10	1.1 %	1.8 %	17	7	
Employment Equity Occupational Group	Halifax	130	3	2.3 %	2.7 %	4	1	Halifax
Employment Equity Occupational Group	Moncton	548	6	1.1 %	2.0 %	11	5	Moncton
Employment Equity Occupational Group	Montréal	168	1	0.6 %	0.8 %	1	0	Montréal
Employment Equity Occupational Group	N.B. less CMA	3	0	0.0 %	3.0 %	0	0	N.B. less CMA
Employment Equity Occupational Group	P.E.I.	32	0	0.0 %	1.7 %	1	1	P.E.I.
Employment Equity Occupational Group	Québec	5	0	0.0 %	0.6 %	0	0	Québec
Employment Equity Occupational Group	Saint John	4	0	0.0 %	3.3 %	0	0	Saint John
Employment Equity Occupational Group	St. John's	18	0	0.0 %	1.4 %	0	0	St. John's
Employment Equity Occupational Group	Toronto	28	0	0.0 %	0.7 %	0	0	Toronto
11 : Intermediate Sales and Service Personnel		3	0	0.0 %	2.0 %	0	0	
Employment Equity Occupational Group	Halifax	1	0	0.0 %	3.2 %	0	0	Halifax
Employment Equity Occupational Group	Moncton	2	0	0.0 %	1.4 %	0	0	Moncton
12 : Semi-Skilled Manual Workers		3	0	0.0 %	2.9 %	0	0	
Employment Equity Occupational Group	Halifax	3	0	0.0 %	2.9 %	0	0	Halifax

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Gap #	Recruitment Area
			Representation %	Availability %		
Total		1981	16	0.8 %	32	

Total may not equal sum of components due to rounding.

Sources: 2011 National Household Survey and employer's internal data

Workplace Equity Information Management System - Medavie Inc.

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	Members of Visible Minorities					Recruitment Area	
		All Employees	Representation		Availability	Gap		
		#	#	%	%	#		
01 : Senior Managers	National	9	0	0.0 %	10.1 %	1	1	National
02 : Middle and Other Managers	National	94	4	4.3 %	15.0 %	14	10	National
03 : Professionals		535	25	4.7 %	27.2 %	146	121	
1111 : Financial auditors and accountants	National	4	0	0.0 %	27.5 %	1	1	National
1121 : Human resources professionals	National	13	1	7.7 %	14.1 %	2	1	National
1122 : Professional occupations in business management consulting	National	91	7	7.7 %	21.6 %	20	13	National
2147 : Computer engineers (except software engineers and designers)	National	5	0	0.0 %	38.2 %	2	2	National
2161 : Mathematicians, statisticians and actuaries	National	15	1	6.7 %	27.7 %	4	3	National
2171 : Information systems analysts and consultants	National	173	5	2.9 %	31.4 %	54	49	National
2172 : Database analysts and data administrators	National	34	1	2.9 %	32.3 %	11	10	National
2173 : Software engineers and designers	National	13	0	0.0 %	40.5 %	5	5	National
2174 : Computer programmers and interactive media developers	National	81	4	4.9 %	31.5 %	26	22	National
2175 : Web designers and developers	National	1	0	0.0 %	22.8 %	0	0	National
3112 : General practitioners and family physicians	National	1	0	0.0 %	28.1 %	0	0	National
3131 : Pharmacists	National	9	0	0.0 %	32.2 %	3	3	National
3144 : Other professional occupations in therapy and assessment	National	4	0	0.0 %	12.4 %	0	0	National
3152 : NOC 2006 - Registered Nurses	National	26	1	3.8 %	19.9 %	5	4	National
4131 : NOC 2006 - College and Other Vocational Instructors	National	39	4	10.3 %	19.9 %	8	4	National
4163 : Business development officers and marketing researchers and consultants	National	3	0	0.0 %	21.9 %	1	1	National
5121 : Authors and writers	National	12	1	8.3 %	10.7 %	1	0	National
5124 : NOC 2006 - Professional Occupations in Public Relations and Communications	National	8	0	0.0 %	19.9 %	2	2	National
5125 : Translators, terminologists and interpreters	National	3	0	0.0 %	22.2 %	1	1	National
04 : Semi-Professionals and Technicians		44	2	4.5 %	3.4 %	1	1	
2281 : Computer network technicians	New Brunswick	25	0	0.0 %	3.1 %	1	1	New Brunswick

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Gap #	Recruitment Area
			Representation %	Availability %		
2281 : Computer network technicians	Nova Scotia	1	100.0 %	4.7 %	0	Nova Scotia
2281 : Computer network technicians	Québec	1	0.0 %	13.1 %	0	Québec
2282 : User support technicians	New Brunswick	14	7.1 %	3.0 %	0	New Brunswick
2282 : User support technicians	Nova Scotia	1	0.0 %	11.3 %	0	Nova Scotia
5241 : Graphic designers and illustrators	New Brunswick	2	0.0 %	0.0 %	0	New Brunswick
05 : Supervisors		97	5.2 %	8.1 %	8	
Employment Equity Occupational Group	Halifax	14	7.1 %	4.6 %	1	Halifax
Employment Equity Occupational Group	Moncton	59	3.4 %	5.2 %	3	Moncton
Employment Equity Occupational Group	Montréal	16	6.3 %	16.7 %	3	Montréal
Employment Equity Occupational Group	N.B. less CMA	1	0.0 %	2.2 %	0	N.B. less CMA
Employment Equity Occupational Group	P.E.I.	1	0.0 %	3.0 %	0	P.E.I.
Employment Equity Occupational Group	Québec	1	100.0 %	2.3 %	0	Québec
Employment Equity Occupational Group	St. John's	2	0.0 %	0.0 %	0	St. John's
Employment Equity Occupational Group	Toronto	3	0.0 %	45.8 %	0	Toronto
07 : Administrative and Senior Clerical Personnel		206	10.7 %	12.4 %	26	
Employment Equity Occupational Group	Halifax	24	12.5 %	5.8 %	1	Halifax
Employment Equity Occupational Group	Moncton	87	0.0 %	2.2 %	2	Moncton
Employment Equity Occupational Group	Montréal	45	6.7 %	12.2 %	5	Montréal
Employment Equity Occupational Group	N.B. less CMA	1	0.0 %	1.0 %	0	N.B. less CMA
Employment Equity Occupational Group	Québec	2	0.0 %	1.5 %	0	Québec
Employment Equity Occupational Group	Saint John	1	0.0 %	1.9 %	0	Saint John
Employment Equity Occupational Group	St. John's	1	0.0 %	0.7 %	0	St. John's
Employment Equity Occupational Group	Toronto	45	35.6 %	37.3 %	17	Toronto
08 : Skilled Sales and Service Personnel		53	3.8 %	8.8 %	5	

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Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Gap #	Recruitment Area
			Representation %	Availability %		
6231 : Insurance agents and brokers	New Brunswick	17	0	3.7 %	1	New Brunswick
	Newfoundland and Labrador	2	0	0.0 %	0	Newfoundland and Labrador
6231 : Insurance agents and brokers	Nova Scotia	12	0	6.5 %	1	Nova Scotia
	Ontario	10	1	23.7 %	2	Ontario
6231 : Insurance agents and brokers	Québec	12	1	7.4 %	1	Québec
	New Brunswick	1	0	0.0 %	0	New Brunswick
09 : Skilled Crafts and Trades Workers	New Brunswick	1	0	0.0 %	0	New Brunswick
	Halifax	936	55	6.6 %	62	Halifax
10 : Clerical Personnel	Halifax	130	1	7.3 %	9	Halifax
	Moncton	548	9	1.5 %	8	Moncton
Employment Equity Occupational Group	Montréal	168	34	17.4 %	29	Montréal
	N.B. less CMA	3	0	1.9 %	0	N.B. less CMA
Employment Equity Occupational Group	P.E.I.	32	0	2.6 %	1	P.E.I.
	Québec	5	3	2.0 %	0	Québec
Employment Equity Occupational Group	Saint John	4	0	1.8 %	0	Saint John
	St. John's	18	1	0.8 %	0	St. John's
Employment Equity Occupational Group	Toronto	28	7	48.1 %	13	Toronto
	Halifax	3	0	5.6 %	0	Halifax
11 : Intermediate Sales and Service Personnel	Halifax	1	0	8.5 %	0	Halifax
	Moncton	2	0	4.1 %	0	Moncton
Employment Equity Occupational Group	Moncton	3	0	6.1 %	0	Moncton
	Halifax	3	0	6.1 %	0	Halifax
12 : Semi-Skilled Manual Workers	Halifax	3	0	6.1 %	0	Halifax



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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities			Recruitment Area
			Representation	Availability	Gap	
			# %	% #	#	
Total		1981	115 5.8 %	13.2 % 263	-148	

Total may not equal sum of components due to rounding.

Sources: 2011 National Household Survey and employer's internal data

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Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities				Gap #	Recruitment Area
			Representation #	%	Availability #	%		
01/02 : Managers	National	103	3	2.9 %	4	1	National	
03 : Professionals	National	535	18	3.4 %	20	2	National	
04 : Semi-Professionals and Technicians	National	44	2	4.5 %	2	0	National	
05 : Supervisors	National	97	5	5.2 %	13	8	National	
07 : Administrative and Senior Clerical Personnel	National	206	3	1.5 %	7	4	National	
08 : Skilled Sales and Service Personnel	National	53	1	1.9 %	2	1	National	
09 : Skilled Crafts and Trades Workers	National	1	0	0.0 %	0	0	National	
10 : Clerical Personnel	National	936	20	2.1 %	66	46	National	
11 : Intermediate Sales and Service Personnel	National	3	0	0.0 %	0	0	National	
12 : Semi-Skilled Manual Workers	National	3	0	0.0 %	0	0	National	
Total		1981	52	2.6 %	114	42		

Total may not equal sum of components due to rounding.

Sources: 2012 Canadian Survey on Disability and employer's internal data

Workforce Analysis - Detailed Report

Date: 2017-12-31

Reasons for selecting a different analysis scope, recruitment area or recruitment location:

We have changed the default settings for Senior Manager, Middle and Other Managers, and Professionals from National level to Provincial level. Our recruitment efforts have been successful for these EEOGs at the provincial level in all four of our larger locations. The Atlantic provinces have a large talent pool to draw from, as does Ontario and Quebec. As a not for profit organization, it is not customary for us to incur costs associated with relocating potential employees.

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



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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
08 : Skilled Sales and Service Personnel	EEOG	National
09 : Skilled Crafts and Trades Workers	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National



Workplace Equity Information Management System - Medavie Inc.

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Women

Employment Equity Occupational Group	All Employees		Representation		Women Availability		Gap
	#	#	%	%	#	#	
01 : Senior Managers	9	1	11.1 %	27.4 %	2	3	
02 : Middle and Other Managers	94	64	68.1 %	38.9 %	37	27	
03 : Professionals	535	318	59.4 %	36.4 %	195	123	
04 : Semi-Professionals and Technicians	44	6	13.6 %	21.8 %	10	4	
05 : Supervisors	97	71	73.2 %	56.8 %	55	16	
07 : Administrative and Senior Clerical Personnel	206	170	82.5 %	80.8 %	166	4	
08 : Skilled Sales and Service Personnel	53	25	47.2 %	57.4 %	30	5	
09 : Skilled Crafts and Trades Workers	1	0	0.0 %	0.0 %	0	0	
10 : Clerical Personnel	936	773	82.6 %	63.8 %	597	176	
11 : Intermediate Sales and Service Personnel	3	2	66.7 %	64.4 %	2	0	
12 : Semi-Skilled Manual Workers	3	2	66.7 %	12.1 %	0	2	
Total	1981	1432	72.3 %	55.3 %	1094	338	

Total may not equal sum of components due to rounding.

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Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees #	Representation #	Availability %	Gap #	Availability %	Gap #
01 : Senior Managers	9	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	94	0	0.0 %	2.2 %	2	2
03 : Professionals	535	4	0.7 %	1.4 %	7	3
04 : Semi-Professionals and Technicians	44	0	0.0 %	2.1 %	1	1
05 : Supervisors	97	0	0.0 %	3.1 %	3	2
07 : Administrative and Senior Clerical Personnel	206	2	1.0 %	1.1 %	2	0
08 : Skilled Sales and Service Personnel	53	0	0.0 %	0.5 %	0	0
09 : Skilled Crafts and Trades Workers	1	0	0.0 %	0.0 %	0	0
10 : Clerical Personnel	936	10	1.1 %	1.8 %	17	7
11 : Intermediate Sales and Service Personnel	3	0	0.0 %	2.0 %	0	0
12 : Semi-Skilled Manual Workers	3	0	0.0 %	2.9 %	0	0
Total	1981	16	0.8 %	1.7 %	32	18

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Medavie Inc.

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Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
01 : Senior Managers	9	0	0.0 %	10.1 %	1	1
02 : Middle and Other Managers	94	4	4.3 %	15.0 %	14	10
03 : Professionals	535	25	4.7 %	27.2 %	146	121
04 : Semi-Professionals and Technicians	44	2	4.5 %	3.4 %	1	1
05 : Supervisors	97	5	5.2 %	8.1 %	8	3
07 : Administrative and Senior Clerical Personnel	206	22	10.7 %	12.4 %	26	4
08 : Skilled Sales and Service Personnel	53	2	3.8 %	8.8 %	5	3
09 : Skilled Crafts and Trades Workers	1	0	0.0 %	0.0 %	0	0
10 : Clerical Personnel	936	55	5.9 %	6.6 %	62	7
11 : Intermediate Sales and Service Personnel	3	0	0.0 %	5.6 %	0	0
12 : Semi-Skilled Manual Workers	3	0	0.0 %	6.1 %	0	0
Total	1981	115	5.8 %	13.2 %	263	148

Total may not equal sum of components due to rounding.

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Employment Equity Occupational Group	Persons with Disabilities		Persons with Disabilities		Availability	Gap
	All Employees	Representation	Representation	Availability		
	#	#	%	%	#	#
01/02 : Managers	103	3	2.9 %	4.3 %	4	1
03 : Professionals	535	18	3.4 %	3.8 %	20	2
04 : Semi-Professionals and Technicians	44	2	4.5 %	4.6 %	2	0
05 : Supervisors	97	5	5.2 %	13.9 %	13	8
07 : Administrative and Senior Clerical Personnel	206	3	1.5 %	3.4 %	7	4
08 : Skilled Sales and Service Personnel	53	1	1.9 %	3.5 %	2	1
09 : Skilled Crafts and Trades Workers	1	0	0.0 %	3.8 %	0	0
10 : Clerical Personnel	936	20	2.1 %	7.0 %	66	46
11 : Intermediate Sales and Service Personnel	3	0	0.0 %	5.6 %	0	0
12 : Semi-Skilled Manual Workers	3	0	0.0 %	4.8 %	0	0
Total	1981	52	2.6 %	5.8 %	114	62

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2017-12-31

Reasons for selecting a different analysis scope, recruitment area or recruitment location:

We have changed the default settings for Senior Manager, Middle and Other Managers, and Professionals from National level to Provincial level. Our recruitment efforts have been successful for these EEOGs at the provincial level in all four of our larger locations. The Atlantic provinces have a large talent pool to draw from, as does Ontario and Quebec. As a not for profit organization, it is not customary for us to incur costs associated with relocating potential employees.

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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

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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
08 : Skilled Sales and Service Personnel	EEOG	National
09 : Skilled Crafts and Trades Workers	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National

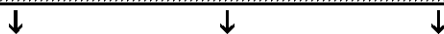
Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Medavie Inc.

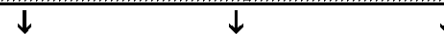
2017-12-31

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	12	31

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2017	12	31

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
01	Senior Managers	10	1	27.40
02	Middle & Other Managers	110	73	38.90
03	Professionals	454	264	35.80
04	Semi-Professionals & Technicians	42	7	22.20
05	Supervisors	95	71	57.00
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	180	149	80.90
08	Skilled Sales & Service Personnel	42	21	56.80
09	Skilled Crafts & Trades Workers	1	0	0.00
10	Clerical Personnel	793	692	63.80
11	Intermediate Sales & Service Personnel	8	7	64.70
12	Semi-Skilled Manual Workers	2	2	12.10
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		1,737	1,287	54.8

Table 5: Women

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
		9	1	27.40
		94	64	38.90
		535	318	36.40
		44	6	21.80
		97	71	56.80
		0	0	0.00
		206	170	80.80
		53	25	57.40
		1	0	0.00
		936	773	63.80
		3	2	64.40
		3	2	12.10
		0	0	0.00
		0	0	0.00
Total		1,981	1,432	55.3

*** Source:**
2006 Census of Canada

*** Source:**
2011 National Household Survey

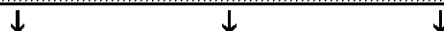
Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Medavie Inc.

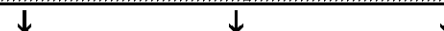
2017-12-31

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	12	31

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2017	12	31

Table 2: Aboriginal Peoples

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		Table 2: Aboriginal Peoples		
		First/Previous Workforce Analysis		
		All Employees	Aboriginal Peoples	
#	Representation #		Availability* %	
01	Senior Managers	10	0	2.90
02	Middle & Other Managers	110	0	2.20
03	Professionals	454	4	1.40
04	Semi-Professionals & Technicians	42	0	2.20
05	Supervisors	95	2	3.10
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	180	1	1.10
08	Skilled Sales & Service Personnel	42	1	0.50
09	Skilled Crafts & Trades Workers	1	0	0.00
10	Clerical Personnel	793	8	1.80
11	Intermediate Sales & Service Personnel	8	0	2.20
12	Semi-Skilled Manual Workers	2	0	2.90
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		1,737	16	1.7

*** Source:**
2006 Census of Canada

Table 6: Aboriginal Peoples

Subsequent/Current Workforce Analysis

		Table 6: Aboriginal Peoples		
		Subsequent/Current Workforce Analysis		
		All Employees	Aboriginal Peoples	
#	Representation #		Availability* %	
		9	0	2.9
		94	0	2.2
		535	4	1.4
		44	0	2.1
		97	0	3.1
		0	0	0.0
		206	2	1.1
		53	0	0.5
		1	0	0.0
		936	10	1.8
		3	0	2.0
		3	0	2.9
		0	0	0.0
		0	0	0.0
		0	0	0.0
		1,981	16	1.7

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Medavie Inc.

2017-12-31

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis

YYYY	MM	DD
2015	12	31

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis

YYYY	MM	DD
2017	12	31

Table 3: Members of Visible Minorities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Members of Visible Minorities	
			Representation	Availability*
		#	#	%
01	Senior Managers	10	1	10.10
02	Middle & Other Managers	110	8	15.00
03	Professionals	454	33	27.40
04	Semi-Professionals & Technicians	42	2	3.70
05	Supervisors	95	7	8.00
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	180	31	12.80
08	Skilled Sales & Service Personnel	42	4	10.90
09	Skilled Crafts & Trades Workers	1	0	0.00
10	Clerical Personnel	793	83	7.50
11	Intermediate Sales & Service Personnel	8	0	5.50
12	Semi-Skilled Manual Workers	2	1	6.10
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		1,737	170	13.7

*** Source:**
2006 Census of Canada

Table 7: Members of Visible Minorities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Members of Visible Minorities	
			Representation	Availability*
		#	#	%
		9	0	10.1
		94	4	15.0
		535	25	27.4
		44	2	3.4
		97	5	8.1
		0	0	0.0
		206	22	12.4
		53	2	8.8
		1	0	0.0
		936	55	6.6
		3	0	5.6
		3	0	6.1
		0	0	0.0
		0	0	0.0
Total		1,981	115	13.2

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Medavie Inc.

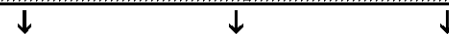
2017-12-31

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	12	31

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2017	12	31

Table 4: Persons with Disabilities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
01/02	Managers	120	4	4.30
03	Professionals	454	15	3.80
04	Semi-Professionals & Technicians	42	2	4.60
05	Supervisors	95	7	13.90
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	180	6	3.40
08	Skilled Sales & Service Personnel	42	1	3.50
09	Skilled Crafts & Trades Workers	1	0	3.80
10	Clerical Personnel	793	22	7.00
11	Intermediate Sales & Service Personnel	8	0	5.60
12	Semi-Skilled Manual Workers	2	0	4.80
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		1,737	57	5.8

Table 8: Persons with Disabilities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
		103	3	4.3
		535	18	3.8
		44	2	4.6
		97	5	13.9
		0	0	0.0
		206	3	3.4
		53	1	3.5
		1	0	3.8
		936	20	7.0
		3	0	5.6
		3	0	4.8
		0	0	0.0
		0	0	0.0
Total		1,981	52	5.8

*** Source:**
2011 National Household Survey

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Medavie Inc.

2017-12-31

Start Date of Flow Data		
YYYY	MM	DD
2015	12	31

End Date of Flow Data		
YYYY	MM	DD
2017	12	31

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

Employment Equity Occupational Group (EEOG)	Table 1: Women				Table 5: Women				Table 9: Women			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	2	0	0	0	0	0	0	0	2	0	0	0
02 Middle & Other Managers	7	5	0	0	12	7	0	0	18	11	0	0
03 Professionals	69	40	0	0	79	45	0	0	56	36	1	1
04 Semi-Professionals & Technicians	8	0	0	0	5	2	0	0	6	1	0	0
05 Supervisors	7	5	0	0	17	12	0	0	13	9	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	54	41	0	0	33	26	0	0	49	42	1	1
08 Skilled Sales & Service Personnel	8	2	0	0	7	3	0	0	8	4	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	258	187	3	2	123	108	4	4	137	119	6	6
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	1	1	0	0
12 Semi-Skilled Manual Workers	1	0	0	0	0	0	0	0	1	1	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	414	280	3	2	276	203	4	4	291	224	8	8

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Medavie Inc.

2017-12-31

Start Date of Flow Data		
YYYY	MM	DD
2015	12	31

End Date of Flow Data		
YYYY	MM	DD
2017	12	31

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 2: Aboriginal Peoples

Table 6: Aboriginal Peoples

Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples			
	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
01 Senior Managers	2	0	0	0
02 Middle & Other Managers	7	0	0	0
03 Professionals	69	1	0	0
04 Semi-Professionals & Technicians	8	0	0	0
05 Supervisors	7	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	54	0	0	0
08 Skilled Sales & Service Personnel	8	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	258	3	3	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	1	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	414	4	3	0

	Table 6: Aboriginal Peoples			
	Full-time / National		Part-time / National	
	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
	#	#	#	#
	0	0	0	0
	12	0	0	0
	79	0	0	0
	5	0	0	0
	17	0	0	0
	0	0	0	0
	33	0	0	0
	7	0	0	0
	0	0	0	0
	123	1	4	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
Total	276	1	4	0

	Table 10: Aboriginal Peoples			
	Full-time / National		Part-time / National	
	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#
	2	0	0	0
	18	0	0	0
	56	1	1	0
	6	0	0	0
	13	1	0	0
	0	0	0	0
	49	0	1	0
	8	1	0	0
	0	0	0	0
	137	1	6	0
	1	0	0	0
	1	0	0	0
	0	0	0	0
	0	0	0	0
Total	291	4	8	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Medavie Inc.

2017-12-31

Start Date of Flow Data		
YYYY	MM	DD
2015	12	31

End Date of Flow Data		
YYYY	MM	DD
2017	12	31

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 3: Persons with Disabilities

Table 7: Persons with Disabilities

Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
	01 Senior Managers	2	0	0
02 Middle & Other Managers	7	0	0	0
03 Professionals	69	0	0	0
04 Semi-Professionals & Technicians	8	0	0	0
05 Supervisors	7	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	54	1	0	0
08 Skilled Sales & Service Personnel	8	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	258	2	3	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	1	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	414	3	3	0

Full-time / National		Part-time / National	
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
#	#	#	#
0	0	0	0
12	0	0	0
79	2	0	0
5	0	0	0
17	1	0	0
0	0	0	0
33	0	0	0
7	0	0	0
0	0	0	0
123	1	4	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
276	4	4	0

Full-time / National		Part-time / National	
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
2	0	0	0
18	0	0	0
56	1	1	0
6	1	0	0
13	1	0	0
0	0	0	0
49	2	1	0
8	1	0	0
0	0	0	0
137	1	6	1
1	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
291	7	8	1

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Medavie Inc.

2017-12-31

Start Date of Flow Data		
YYYY	MM	DD
2015	12	31

End Date of Flow Data		
YYYY	MM	DD
2017	12	31

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities			
	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
01 Senior Managers	2	0	0	0
02 Middle & Other Managers	7	0	0	0
03 Professionals	69	4	0	0
04 Semi-Professionals & Technicians	8	0	0	0
05 Supervisors	7	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	54	11	0	0
08 Skilled Sales & Service Personnel	8	2	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	258	26	3	1
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	1	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	414	43	3	1

Employment Equity Occupational Group (EEOG)	Table 8: Members of Visible Minorities			
	Full-time / National		Part-time / National	
	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
	#	#	#	#
01 Senior Managers	0	1	0	0
02 Middle & Other Managers	12	2	0	0
03 Professionals	79	0	0	0
04 Semi-Professionals & Technicians	5	0	0	0
05 Supervisors	17	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	33	3	0	0
08 Skilled Sales & Service Personnel	7	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	123	5	4	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	276	11	4	0

Employment Equity Occupational Group (EEOG)	Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National	
	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#
01 Senior Managers	2	0	0	0
02 Middle & Other Managers	18	0	0	0
03 Professionals	56	7	1	0
04 Semi-Professionals & Technicians	6	0	0	0
05 Supervisors	13	1	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	49	13	1	0
08 Skilled Sales & Service Personnel	8	2	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	137	20	6	1
11 Intermediate Sales & Service Personnel	1	0	0	0
12 Semi-Skilled Manual Workers	1	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	291	43	8	1

Federal Contractors Program Achievement Report

Part 3: Goals

Medavie Inc.

2017-12-31

Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
Data sources:		From Workforce Analysis	From Workforce Analysis	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [†]	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C

Table 1: Women

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees										Women									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation		
		YYYY-MM-DD	Actual	Projected	Over 3 Years	Actual	Projected			Over 3 Years	YYYY-MM-DD		Annually	Over 3 Years					From: YYYY	To: YYYY
	2015-12-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-12-31	Annually	Over 3 Years	2015	2018								
	#	%	%	#	%	%	#	#	%	%	#	%	%	#	#	%				
01 Senior Managers	10	-3.5%	2.7%	1	21.1%	9.6%	3	4	1	9.6%	0	2	2	0.0%	27.4%	-2	0	10.0%		
02 Middle & Other Managers	110	-5.1%	2.7%	9	17.6%	9.6%	32	41	73	9.6%	21	-6	0	38.9%	38.9%	30	6	66.4%		
03 Professionals	454	5.6%	2.7%	37	11.5%	9.6%	131	168	264	9.6%	76	-12	0	35.8%	35.8%	101	12	58.1%		
04 Semi-Professionals & Tech	42	1.6%	2.7%	3	14.0%	9.6%	12	15	7	9.6%	2	5	5	36.4%	22.2%	-2	0	16.7%		
05 Supervisors	95	0.7%	2.7%	8	13.5%	9.6%	27	35	71	9.6%	20	8	0	21.8%	57.0%	17	-8	74.7%		
06 Supervisors: Crafts & Trades	0	0.0%	2.7%	0	0.0%	9.6%	0	0	0	9.6%	0	0	0	0.0%	0.0%	0	0	#DIV/0!		
07 Administrative & Sr Clerical	180	4.6%	2.7%	15	25.9%	9.6%	52	67	149	9.6%	43	52	0	56.8%	80.9%	3	-52	82.8%		
08 Skilled Sales & Service	42	8.1%	2.7%	3	16.8%	9.6%	12	15	21	9.6%	6	11	12	80.8%	56.8%	-3	1	50.0%		
09 Skilled Crafts & Trades	1	0.0%	2.7%	0	0.0%	9.6%	0	0	0	9.6%	0	0	0	57.4%	0.0%	0	0	0.0%		
10 Clerical Personnel	793	5.7%	2.7%	64	16.5%	9.6%	228	292	692	9.6%	199	54	0	63.8%	63.8%	186	-54	87.3%		
11 Intermediate Sales & Service	8	-27.9%	2.7%	1	18.2%	9.6%	2	3	7	9.6%	2	1	0	64.4%	64.7%	2	-1	87.5%		
12 Semi-Skilled Manual	2	14.5%	2.7%	0	40.0%	9.6%	1	1	2	9.6%	1	-1	0	12.1%	12.1%	2	1	100.0%		
13 Other Sales & Service	0	0.0%	2.7%	0	0.0%	9.6%	0	0	0	9.6%	0	0	0	0.0%	0.0%	0	0	#DIV/0!		
14 Other Manual Workers	0	0.0%	2.7%	0	0.0%	9.6%	0	0	0	9.6%	0	0	0	0.0%	0.0%	0	0	#DIV/0!		
Total	1,737	4.5%	2.7%	141	16.1%	9.6%	500	641	1,287	9.6%	371	113	19	0.0%	54.8%	335	-94	74.1%		

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

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

Table 2: Women

Employment Equity Occupational Group (EEOG)	Women					Comments
	Short-term Goals		Long-term Goals			
	#	%	#	%		
01 Senior Managers	2	0.0	1	50.0		
02 Middle & Other Managers	0	0.0	1	0.0		
03 Professionals	0	0.0	38	0.0		
04 Semi-Professionals & Tech	5	0.0	0	0.4		
05 Supervisors	0	0.0	1	0.0		
06 Supervisors: Crafts & Trades	0	0.0	0	0.0		
07 Administrative & Sr Clerical	0	0.0	1	0.0		
08 Skilled Sales & Service	12	0.0	0	0.0		
09 Skilled Crafts & Trades	0	0.0	0	0.0		
10 Clerical Personnel	0	0.0	10	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		

Federal Contractors Program Achievement Report

Part 3: Goals

Medavie Inc.

2017-12-31

14	Other Manual Workers	0	0.0	0	0.0
Total		19		52	

Federal Contractors Program Achievement Report

Part 3: Goals

Medavie Inc.

2017-12-31

Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
Data sources:		From Workforce Analysis	From Workforce Analysis	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees										Aboriginal Peoples									
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation		
		2015-12-31	Annually	Annually	Over 3 Years	Annually	Annually			Over 3 Years	2015-12-31		Annually	Over 3 Years					2015	2018
			%	%	%	%	%			%			%	%					%	%
01 Senior Managers	10	-3.5%	2.7%	1	21.1%	9.6%	3	4	0	9.6%	0	0	0	0.0%	2.9%	0	0	0.0%		
02 Middle & Other Managers	110	-5.1%	2.7%	9	17.6%	9.6%	32	41	0	9.6%	0	3	1	0.0%	2.2%	-2	-2	0.0%		
03 Professionals	454	5.6%	2.7%	37	11.5%	9.6%	131	168	4	9.6%	1	4	38	0.7%	1.4%	-2	34	0.9%		
04 Semi-Professionals & Tech	42	1.6%	2.7%	3	14.0%	9.6%	12	15	0	9.6%	0	1	0	0.0%	2.2%	-1	-1	0.0%		
05 Supervisors	95	0.7%	2.7%	8	13.5%	9.6%	27	35	2	9.6%	1	2	1	50.0%	3.1%	-1	-1	2.1%		
06 Supervisors: Crafts & Trades	0	0.0%	2.7%	0	0.0%	9.6%	0	0	0	9.6%	0	0	0	0.0%	0.0%	0	0	#DIV/0!		
07 Administrative & Sr Clerical	180	4.6%	2.7%	15	25.9%	9.6%	52	67	1	9.6%	0	1	1	1.0%	1.1%	-1	0	0.6%		
08 Skilled Sales & Service	42	8.1%	2.7%	3	16.8%	9.6%	12	15	1	9.6%	0	-1	0	0.0%	0.5%	1	1	2.4%		
09 Skilled Crafts & Trades	1	0.0%	2.7%	0	0.0%	9.6%	0	0	0	9.6%	0	0	0	0.0%	0.0%	0	0	0.0%		
10 Clerical Personnel	793	5.7%	2.7%	64	16.5%	9.6%	228	292	8	9.6%	2	9	10	1.1%	1.8%	-6	1	1.0%		
11 Intermediate Sales & Service	8	-27.9%	2.7%	1	18.2%	9.6%	2	3	0	9.6%	0	0	0	0.0%	2.2%	0	0	0.0%		
12 Semi-Skilled Manual	2	14.5%	2.7%	0	40.0%	9.6%	1	1	0	9.6%	0	0	0	0.0%	2.9%	0	0	0.0%		
13 Other Sales & Service	0	0.0%	2.7%	0	0.0%	9.6%	0	0	0	9.6%	0	0	0	0.0%	0.0%	0	0	#DIV/0!		
14 Other Manual Workers	0	0.0%	2.7%	0	0.0%	9.6%	0	0	0	9.6%	0	0	0	0.0%	0.0%	0	0	#DIV/0!		
Total	1,737	4.5%	2.7%	141	16.1%	9.6%	500	641	16	9.6%	5	21	51	0.0%	1.7%	-14	30	0.9%		

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

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	1	0.0	1	0.0	
03 Professionals	38	0.7	38	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	1	50.0	1	0.5	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	1	1.0	1	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	10	1.1	10	0.3	
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	

Federal Contractors Program Achievement Report

Part 3: Goals

Medavie Inc.

2017-12-31

14	Other Manual Workers	0	0.0	0	0.0
Total		51		51	

Federal Contractors Program Achievement Report

Part 3: Goals

Medavie Inc.

2017-12-31

Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
Data sources:		From Workforce Analysis	From Workforce Analysis	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C

Table 5: Persons with Disabilities

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees										Persons with Disabilities									
	Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation
	YYYY-MM-DD		Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years		YYYY-MM-DD		Annually	Over 3 Years		From	To				
	2015-12-31		Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-12-31		Annually	Over 3 Years	2015	2018						
	#	%	%	%	#	%	%	#	#	%	%	%	#	%						
01/02 Managers	120	-4.3%	2.7%	10	19.3%	9.6%	35	45	4	9.6%	1	3	2	4.3%	3.8%	-1	0	3.3%		
03 Professionals	454	5.6%	2.7%	37	11.5%	9.6%	131	168	15	9.6%	4	8	8	3.8%	4.6%	-2	-4	3.3%		
04 Semi-Professionals & Tech	42	1.6%	2.7%	3	14.0%	9.6%	12	15	2	9.6%	1	1	0	4.6%	13.9%	0	-5	4.8%		
05 Supervisors	95	0.7%	2.7%	8	13.5%	9.6%	27	35	7	9.6%	2	8	8	13.9%	0.0%	-6	13	7.4%		
06 Supervisors: Crafts & Trades	0	0.0%	2.7%	0	0.0%	9.6%	0	0	0	9.6%	0	0	0	0.0%	3.4%	0	0	#DIV/0!		
07 Administrative & Sr Clerical	180	4.6%	2.7%	15	25.9%	9.6%	52	67	6	9.6%	2	3	0	3.4%	3.5%	0	-3	3.3%		
08 Skilled Sales & Service	42	8.1%	2.7%	3	16.8%	9.6%	12	15	1	9.6%	0	1	0	3.5%	3.8%	0	-1	2.4%		
09 Skilled Crafts & Trades	1	0.0%	2.7%	0	0.0%	9.6%	0	0	0	9.6%	0	0	0	3.8%	7.0%	0	0	0.0%		
10 Clerical Personnel	793	5.7%	2.7%	64	16.5%	9.6%	228	292	22	9.6%	6	43	44	7.0%	5.6%	-34	12	2.8%		
11 Intermediate Sales & Service	8	-27.9%	2.7%	1	18.2%	9.6%	2	3	0	9.6%	0	0	0	5.6%	4.8%	0	0	0.0%		
12 Semi-Skilled Manual	2	14.5%	2.7%	0	40.0%	9.6%	1	1	0	9.6%	0	0	0	4.8%	0.0%	0	0	0.0%		
13 Other Sales & Service	0	0.0%	2.7%	0	0.0%	9.6%	0	0	0	9.6%	0	0	0	0.0%	0.0%	0	0	#DIV/0!		
14 Other Manual Workers	0	0.0%	2.7%	0	0.0%	9.6%	0	0	0	9.6%	0	0	0	0.0%	5.8%	0	0	#DIV/0!		
Total	1,737	4.5%	2.7%	141	16.1%	9.6%	500	641	57	9.6%	16	#REF!	62	0.0%	#REF!	-44	#REF!	3.3%		

† 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 V Analysis) ÷ 2) x 100.

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01/02 Managers	2	0.0	0	0.0	
03 Professionals	8	0.2	1	0.5	
04 Semi-Professionals & Tech	0	0.0	38	0.0	
05 Supervisors	8	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	1	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	1	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	44	0.3	0	0.3	
11 Intermediate Sales & Service	0	0.0	10	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	62		51		

Federal Contractors Program Achievement Report

Part 3: Goals

Medavie Inc.

2017-12-31

Federal Contractors Program Achievement Report

Part 3: Goals

Medavie Inc.

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Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
Data sources:		From Workforce Analysis	From Workforce Analysis	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C

Table 7: Members of Visible Minorities

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees										Members of Visible Minorities									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation		
		YYYY-MM-DD	Actual	Projected	Over 3 Years	Actual	Projected			Over 3 Years	YYYY-MM-DD		Annually	Over 3 Years					From	To
	2015-12-31	%	%	%	%	%	%	%	%	%	%	2015	2018	%	%	%	%	%		
	#	%	%	%	#	%	%	#	#	%	%	#	%	#	%	#	%	#	%	
01 Senior Managers	10	-3.5%	2.7%	1	21.1%	9.6%	3	4	1	9.6%	0	0	0	10.0%	10.1%	0	0	10.0%		
02 Middle & Other Managers	110	-5.1%	2.7%	9	17.6%	9.6%	32	41	8	9.6%	2	12	12	15.0%	15.0%	-9	0	7.3%		
03 Professionals	454	5.6%	2.7%	37	11.5%	9.6%	131	168	33	9.6%	10	112	106	27.2%	27.4%	-91	-6	7.3%		
04 Semi-Professionals & Tech	42	1.6%	2.7%	3	14.0%	9.6%	12	15	2	9.6%	1	1	0	3.4%	3.7%	0	-1	4.8%		
05 Supervisors	95	0.7%	2.7%	8	13.5%	9.6%	27	35	7	9.6%	2	3	3	8.1%	8.0%	-1	0	7.4%		
06 Supervisors: Crafts & Trades	0	0.0%	2.7%	0	0.0%	9.6%	0	0	0	9.6%	0	0	0	0.0%	0.0%	0	0	#DIV/0!		
07 Administrative & Sr Clerical	180	4.6%	2.7%	15	25.9%	9.6%	52	67	31	9.6%	9	3	0	12.4%	12.8%	8	-3	17.2%		
08 Skilled Sales & Service	42	8.1%	2.7%	3	16.8%	9.6%	12	15	4	9.6%	1	2	2	8.8%	10.9%	-1	0	9.5%		
09 Skilled Crafts & Trades	1	0.0%	2.7%	0	0.0%	9.6%	0	0	0	9.6%	0	0	0	0.0%	0.0%	0	0	0.0%		
10 Clerical Personnel	793	5.7%	2.7%	64	16.5%	9.6%	228	292	83	9.6%	24	5	0	6.6%	7.5%	24	-5	10.5%		
11 Intermediate Sales & Service	8	-27.9%	2.7%	1	18.2%	9.6%	2	3	0	9.6%	0	0	0	5.6%	5.5%	0	0	0.0%		
12 Semi-Skilled Manual	2	14.5%	2.7%	0	40.0%	9.6%	1	1	1	9.6%	0	-1	0	6.1%	6.1%	1	1	50.0%		
13 Other Sales & Service	0	0.0%	2.7%	0	0.0%	9.6%	0	0	0	9.6%	0	0	0	0.0%	0.0%	0	0	#DIV/0!		
14 Other Manual Workers	0	0.0%	2.7%	0	0.0%	9.6%	0	0	0	9.6%	0	0	0	0.0%	0.0%	0	0	#DIV/0!		
Total	1,737	4.5%	2.7%	141	16.1%	9.6%	500	641	170	9.6%	49	136	123	0.0%	13.7%	-68	-13	9.8%		

† 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 V Analysis) ÷ 2) x 100.

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities					Comments
	Short-term Goals		Long-term Goals			
	#	%	#	%		
01 Senior Managers	0	0.0	0	0.0		
02 Middle & Other Managers	12	0.4	1	0.3		
03 Professionals	106	0.0	38	0.0		
04 Semi-Professionals & Tech	0	0.0	0	0.0		
05 Supervisors	3	0.0	1	0.0		
06 Supervisors: Crafts & Trades	0	0.0	0	0.0		
07 Administrative & Sr Clerical	0	0.0	1	0.0		
08 Skilled Sales & Service	2	0.0	0	0.0		
09 Skilled Crafts & Trades	0	0.0	0	0.0		
10 Clerical Personnel	0	0.0	10	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		

Federal Contractors Program Achievement Report

Part 3: Goals

Medavie Inc.

2017-12-31

14	Other Manual Workers	0	0.0	0	0.0
Total		123		51	

Federal Contractors Program Achievement Report

Part 3: Goals

Medavie Inc.

2017-12-31

Data for Subsequent Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
Data sources:		From Workforce Analysis	From Workforce Analysis	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [†]	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C

Table 9: Women

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees										Women									
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation		
		2017-12-31	Annually	Projected	Over 3 Years	Annually	Projected			Over 3 Years	2017-12-31		Annually	Over 3 Years					2017	2020
			%	%	%	%	%			%			%	%					%	%
01 Senior Managers	9	-3.5%	2.7%	1	21.1%	9.6%	3	4	1	9.6%	0	2	1	30.0%	27.4%	-1	-1	11.1%		
02 Middle & Other Managers	94	-5.1%	2.7%	8	17.6%	9.6%	27	35	64	9.6%	18	-6	0	0.0%	38.9%	27	6	68.1%		
03 Professionals	535	5.6%	2.7%	43	11.5%	9.6%	154	197	318	9.6%	92	-16	0	0.0%	36.4%	123	16	59.4%		
04 Semi-Professionals & Tech	44	1.6%	2.7%	4	14.0%	9.6%	13	17	6	9.6%	2	6	5	30.0%	21.8%	-4	-1	13.6%		
05 Supervisors	97	0.7%	2.7%	8	13.5%	9.6%	28	36	71	9.6%	20	9	9	25.0%	56.8%	16	0	73.2%		
06 Supervisors: Crafts & Trades	0	0.0%	2.7%	0	0.0%	9.6%	0	0	0	9.6%	0	0	0	0.0%	0.0%	0	0	#DIV/0!		
07 Administrative & Sr Clerical	206	4.6%	2.7%	17	25.9%	9.6%	59	76	170	9.6%	49	59	46	60.0%	80.8%	4	-13	82.5%		
08 Skilled Sales & Service	53	8.1%	2.7%	4	16.8%	9.6%	15	19	25	9.6%	7	15	10	50.0%	57.4%	-5	-5	47.2%		
09 Skilled Crafts & Trades	1	0.0%	2.7%	0	0.0%	9.6%	0	0	0	9.6%	0	0	0	0.0%	0.0%	0	0	0.0%		
10 Clerical Personnel	936	5.7%	2.7%	76	16.5%	9.6%	270	346	773	9.6%	223	96	93	27.0%	63.8%	176	-3	82.6%		
11 Intermediate Sales & Service	3	-27.9%	2.7%	0	18.2%	9.6%	1	1	2	9.6%	1	1	0	0.0%	64.4%	0	-1	66.7%		
12 Semi-Skilled Manual	3	14.5%	2.7%	0	40.0%	9.6%	1	1	2	9.6%	1	-1	0	0.0%	12.1%	2	1	66.7%		
13 Other Sales & Service	0	0.0%	2.7%	0	0.0%	9.6%	0	0	0	9.6%	0	0	0	0.0%	0.0%	0	0	#DIV/0!		
14 Other Manual Workers	0	0.0%	2.7%	0	0.0%	9.6%	0	0	0	9.6%	0	0	0	0.0%	0.0%	0	0	#DIV/0!		
Total	1,981	4.5%	2.7%	160	16.1%	9.6%	571	731	1,432	9.6%	412	164	0		55.3%	337	-164	72.3%		

† 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 V Analysis) ÷ 2) x 100.

Table 10: Women

Employment Equity Occupational Group (EEOG)	Women		Comments
	Short-term Goals	Long-term Goals	
01 Senior Managers	1	30%	30%
02 Middle & Other Managers	0	0%	0%
03 Professionals	0	0%	0%
04 Semi-Professionals & Tech	5	30%	30%
05 Supervisors	9	25%	25%
06 Supervisors: Crafts & Trades	0	0%	0%
07 Administrative & Sr Clerical	46	60%	60%
08 Skilled Sales & Service	10	50%	50%
09 Skilled Crafts & Trades	0	0%	0%
10 Clerical Personnel	93	27%	27%
11 Intermediate Sales & Service	0	0%	0%
12 Semi-Skilled Manual	0	0%	0%
13 Other Sales & Service	0	0%	0%
14 Other Manual Workers	0	0%	0%

Our present gap is 2 positions. Shifts in our senior mgmt team adjusted the short term goal to 0. A long term goal would be to hire 50% of any open positions with a female candidate.

No gap

No gap

This is a predominantly male workforce, we did not hire any females from 2016-2018 but will work on hiring 6 (40%) of the project 15 new hires over the next 3 years.

No gap

No gap

We hired 2 female candidates between 2016-2018 which is bridging the gap.

No gap

We hired 2 female candidates between 2016-2018 which is bridging the gap.

No gap

No gap

No gap

No gap

Federal Contractors Program Achievement Report

Part 3: Goals

Medavie Inc.

2017-12-31

Total	0	0.0	0.0
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Federal Contractors Program Achievement Report

Part 3: Goals

Medavie Inc.

2017-12-31

Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
Data sources:		From Workforce Analysis	From Workforce Analysis	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees										Aboriginal Peoples									
	Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation
	YYYY-MM-DD		Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years		YYYY-MM-DD		Annually	Over 3 Years		From - To	2017				
	2017-12-31		Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-12-31		Annually	Over 3 Years								
#	%	%	%	#	%	%	#	#	%	#	#	#	%	%						
01 Senior Managers	9	-3.5%	2.7%	1	21.1%	9.6%	3	4	0	9.6%	0	0	0	0	0.0%	2.9%	0	0	0.0%	
02 Middle & Other Managers	94	-5.1%	2.7%	8	17.6%	9.6%	27	35	0	9.6%	0	2	3	8.0%	2.2%	-2	1	0.0%		
03 Professionals	535	5.6%	2.7%	43	11.5%	9.6%	154	197	4	9.6%	1	5	4	2.0%	1.4%	-3	-1	0.7%		
04 Semi-Professionals & Tech	44	1.6%	2.7%	4	14.0%	9.6%	13	17	0	9.6%	0	1	0	2.1%	2.1%	-1	-1	0.0%		
05 Supervisors	97	0.7%	2.7%	8	13.5%	9.6%	28	36	0	9.6%	0	3	3	8.0%	3.1%	-3	0	0.0%		
06 Supervisors: Crafts & Trades	0	0.0%	2.7%	0	0.0%	9.6%	0	0	0	9.6%	0	0	0	0.0%	0.0%	0	0	#DIV/0!		
07 Administrative & Sr Clerical	206	4.6%	2.7%	17	25.9%	9.6%	59	76	2	9.6%	1	1	2	2.0%	1.1%	0	1	1.0%		
08 Skilled Sales & Service	53	8.1%	2.7%	4	16.8%	9.6%	15	19	0	9.6%	0	0	0	0.0%	0.5%	0	0	0.0%		
09 Skilled Crafts & Trades	1	0.0%	2.7%	0	0.0%	9.6%	0	0	0	9.6%	0	0	0	0.0%	0.0%	0	0	0.0%		
10 Clerical Personnel	936	5.7%	2.7%	76	16.5%	9.6%	270	346	10	9.6%	3	11	10	3.0%	1.8%	-7	-1	1.1%		
11 Intermediate Sales & Service	3	-27.9%	2.7%	0	18.2%	9.6%	1	1	0	9.6%	0	0	0	0.0%	2.0%	0	0	0.0%		
12 Semi-Skilled Manual	3	14.5%	2.7%	0	40.0%	9.6%	1	1	0	9.6%	0	0	0	0.0%	2.9%	0	0	0.0%		
13 Other Sales & Service	0	0.0%	2.7%	0	0.0%	9.6%	0	0	0	9.6%	0	0	0	0.0%	0.0%	0	0	#DIV/0!		
14 Other Manual Workers	0	0.0%	2.7%	0	0.0%	9.6%	0	0	0	9.6%	0	0	0	0.0%	0.0%	0	0	#DIV/0!		
Total	1,981	4.5%	2.7%	160	16.1%	9.6%	571	731	16	9.6%	5	25	0		1.7%	-18	-25	0.8%		

† 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 V Analysis) ÷ 2) x 100.

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples			Comments
	Short-term Goals	Long-term Goals		
	#	%	#	
01 Senior Managers	0	0%	0.0	No gap.
02 Middle & Other Managers	3	8%	8.0	Working with IndigenousLink for promotion of position to Aboriginal people
03 Professionals	4	2%	2.0	Working with IndigenousLink for promotion of position to Aboriginal people
04 Semi-Professionals & Tech	0	2%	2.1	We hired 1 Aboriginal resource during this period. None of our offices are near major Aboriginal populations, attracting this candidate will be difficult.
05 Supervisors	3	8%	8.0	Working with IndigenousLink for promotion of position to Aboriginal people
06 Supervisors: Crafts & Trades	0	0%	0.0	No gap.
07 Administrative & Sr Clerical	2	2%	2.0	Working with IndigenousLink for promotion of position to Aboriginal people
08 Skilled Sales & Service	0	0%	0.0	No gap.
09 Skilled Crafts & Trades	0	0%	0.0	No gap.
10 Clerical Personnel	10	3%	3.0	Working with IndigenousLink for promotion of position to Aboriginal people
11 Intermediate Sales & Service	0	0%	0.0	No gap.
12 Semi-Skilled Manual	0	0%	0.0	No gap.
13 Other Sales & Service	0	0%	0.0	No gap.
14 Other Manual Workers	0	0%	0.0	No gap.

Federal Contractors Program Achievement Report

Part 3: Goals

Medavie Inc.

2017-12-31

Total		0%	
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Federal Contractors Program Achievement Report

Part 3: Goals

Medavie Inc.

2017-12-31

Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
Data sources:		From Workforce Analysis	From Workforce Analysis	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C

Table 13: Persons with Disabilities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees										Persons with Disabilities									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation		
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Annually		Over 3 Years	From					To	
		2017-12-31	Annually	Annually	Over 3 Years	Annually	Annually			Over 3 Years	2017-12-31		Annually	Over 3 Years					2017	2020
#	%	%	#	%	%	#	#	%	%	#	%	%	#	%	#	%				
01/02 Managers	103	-4.3%	2.7%	8	19.3%	9.6%	30	38	3	9.6%	1	3	4	10.0%	4.3%	-1	1	2.9%		
03 Professionals	535	5.6%	2.7%	43	11.5%	9.6%	154	197	18	9.6%	5	9	9	4.5%	3.8%	-2	0	3.4%		
04 Semi-Professionals & Tech	44	1.6%	2.7%	4	14.0%	9.6%	13	17	2	9.6%	1	1	0	0.0%	4.6%	0	-1	4.5%		
05 Supervisors	97	0.7%	2.7%	8	13.5%	9.6%	28	36	5	9.6%	1	11	7	20.0%	13.9%	-8	-4	5.2%		
06 Supervisors: Crafts & Trades	0	0.0%	2.7%	0	0.0%	9.6%	0	0	0	9.6%	0	0	0	0.0%	0.0%	0	0	#DIV/0!		
07 Administrative & Sr Clerical	206	4.6%	2.7%	17	25.9%	9.6%	59	76	3	9.6%	1	6	6	8.0%	3.4%	-4	0	1.5%		
08 Skilled Sales & Service	53	8.1%	2.7%	4	16.8%	9.6%	15	19	1	9.6%	0	1	1	5.0%	3.5%	-1	0	1.9%		
09 Skilled Crafts & Trades	1	0.0%	2.7%	0	0.0%	9.6%	0	0	0	9.6%	0	0	0	0.0%	3.8%	0	0	0.0%		
10 Clerical Personnel	936	5.7%	2.7%	76	16.5%	9.6%	270	346	20	9.6%	6	57	35	10.0%	7.0%	-46	-22	2.1%		
11 Intermediate Sales & Service	3	-27.9%	2.7%	0	18.2%	9.6%	1	1	0	9.6%	0	0	0	0.0%	5.6%	0	0	0.0%		
12 Semi-Skilled Manual	3	14.5%	2.7%	0	40.0%	9.6%	1	1	0	9.6%	0	0	0	0.0%	4.8%	0	0	0.0%		
13 Other Sales & Service	0	0.0%	2.7%	0	0.0%	9.6%	0	0	0	9.6%	0	0	0	0.0%	0.0%	0	0	#DIV/0!		
14 Other Manual Workers	0	0.0%	2.7%	0	0.0%	9.6%	0	0	0	9.6%	0	0	0	0.0%	0.0%	0	0	#DIV/0!		
Total	1,981	4.5%	2.7%	160	16.1%	9.6%	571	731	52	9.6%	15	87	0		5.8%	-63	-87	2.6%		

† 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 V Analysis) ÷ 2) x 100.

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01/02 Managers	4	0.1	Our present gap is 2 positions. Shifts in our senior mgmt team adjusted the short term goal to 0. Very little growth in this role category anticipated
03 Professionals	9	0.0	No gap.
04 Semi-Professionals & Tech	0	0.0	No gap.
05 Supervisors	7	0.2	Our goal would be to opening more opportunities to disabled populations, very do not have a large candidate pool of disabled persons at this time.
06 Supervisors: Crafts & Trades	0	0.0	No gap.
07 Administrative & Sr Clerical	6	0.1	Our goal would be to opening more opportunities to disabled populations, very do not have a large candidate pool of disabled persons at this time.
08 Skilled Sales & Service	1	0.1	Our goal would be to opening more opportunities to disabled populations, very do not have a large candidate pool of disabled persons at this time.
09 Skilled Crafts & Trades	0	0.0	No gap.
10 Clerical Personnel	35	0.1	Our goal would be to opening more opportunities to disabled populations, very do not have a large candidate pool of disabled persons at this time.
11 Intermediate Sales & Service	0	0.0	No gap.
12 Semi-Skilled Manual	0	0.0	No gap.
13 Other Sales & Service	0	0.0	n/a
14 Other Manual Workers	0	0.0	n/a
Total	0.0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Medavie Inc.

2017-12-31

Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
Data sources:		From Workforce Analysis	From Workforce Analysis	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees										Members of Visible Minorities									
	Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation
	YYYY-MM-DD		Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years		YYYY-MM-DD		Annually	Over 3 Years		From - To	2017				
	2017-12-31		Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-12-31		Annually	Over 3 Years								
	#	%	%	%	#	%	%	#	#	%	#	%	#	%	#	%	#	%		
01 Senior Managers	9	-3.5%	2.7%	1	21.1%	9.6%	3	4	0	9.6%	0	1	1	20.0%	10.1%	-1	0	0.0%		
02 Middle & Other Managers	94	-5.1%	2.7%	8	17.6%	9.6%	27	35	4	9.6%	1	12	5	15.0%	15.0%	-10	-7	4.3%		
03 Professionals	535	5.6%	2.7%	43	11.5%	9.6%	154	197	25	9.6%	7	140	59	30.0%	27.4%	-122	-81	4.7%		
04 Semi-Professionals & Tech	44	1.6%	2.7%	4	14.0%	9.6%	13	17	2	9.6%	1	1	0	0.0%	3.4%	1	-1	4.5%		
05 Supervisors	97	0.7%	2.7%	8	13.5%	9.6%	28	36	5	9.6%	1	5	3	8.1%	8.1%	-3	-2	5.2%		
06 Supervisors: Crafts & Trades	0	0.0%	2.7%	0	0.0%	9.6%	0	0	0	9.6%	0	0	0	0.0%	0.0%	0	0	#DIV/0!		
07 Administrative & Sr Clerical	206	4.6%	2.7%	17	25.9%	9.6%	59	76	22	9.6%	6	12	9	12.4%	12.4%	-4	-3	10.7%		
08 Skilled Sales & Service	53	8.1%	2.7%	4	16.8%	9.6%	15	19	2	9.6%	1	4	3	15.0%	8.8%	-3	-1	3.8%		
09 Skilled Crafts & Trades	1	0.0%	2.7%	0	0.0%	9.6%	0	0	0	9.6%	0	0	0	0.0%	0.0%	0	0	0.0%		
10 Clerical Personnel	936	5.7%	2.7%	76	16.5%	9.6%	270	346	55	9.6%	16	28	28	8.0%	6.6%	-7	0	5.9%		
11 Intermediate Sales & Service	3	-27.9%	2.7%	0	18.2%	9.6%	1	1	0	9.6%	0	0	0	0.0%	5.6%	0	0	0.0%		
12 Semi-Skilled Manual	3	14.5%	2.7%	0	40.0%	9.6%	1	1	0	9.6%	0	0	0	0.0%	6.1%	0	0	0.0%		
13 Other Sales & Service	0	0.0%	2.7%	0	0.0%	9.6%	0	0	0	9.6%	0	0	0	0.0%	0.0%	0	0	#DIV/0!		
14 Other Manual Workers	0	0.0%	2.7%	0	0.0%	9.6%	0	0	0	9.6%	0	0	0	0.0%	0.0%	0	0	#DIV/0!		
Total	1,981	4.5%		0	16.1%		0	0	115	0.0%	0	146	0	0.0%	13.2%	-146	-146	5.8%		

† 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 V Analysis) ÷ 2) x 100.

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities		Comments
	Short-term Goals	Long-term Goals	
01 Senior Managers	1	20%	20.0 Our goal would be attract visible minorities to our available positions, bilingualism and our enhanced security requirements continue to be a major barrier to hiring these candidates.
02 Middle & Other Managers	5	15%	15.0 Our goal would be attract visible minorities to our available positions, bilingualism and our enhanced security requirements continue to be a major barrier to hiring these candidates.
03 Professionals	59	30%	30.0 Our goal would be attract visible minorities to our available positions, bilingualism and our enhanced security requirements continue to be a major barrier to hiring these candidates.
04 Semi-Professionals & Tech	0	0%	0.0 We hired 4 persons considered a visible minority since the first assessment. No gap at this time.
05 Supervisors	3	8%	8.1 Our goal would be attract visible minorities to our available positions, bilingualism and our enhanced security requirements continue to be a major barrier to hiring these candidates.
06 Supervisors: Crafts & Trades	0	0%	0.0 No gap.
07 Administrative & Sr Clerical	9	12%	12.4 We hired 11 persons considered a visible minority since the first assessment. Our goal would be attract visible minorities to our available positions, bilingualism and our enhanced security requirements continue to be a major barrier to hiring these candidates.
08 Skilled Sales & Service	3	15%	15.0 Our goal would be attract visible minorities to our available positions, bilingualism and our enhanced security requirements continue to be a major barrier to hiring these candidates.
09 Skilled Crafts & Trades	0	0%	0.0 We hired 2 persons considered a visible minority since the first assessment. No gap.
10 Clerical Personnel	28	8%	8.0 We hired 26 persons considered a visible minority since the first assessment. Our goal would be attract visible minorities to our available positions, bilingualism and our enhanced security requirements continue to be a major barrier to hiring these candidates.
11 Intermediate Sales & Service	0	0%	0.0 No gap.
12 Semi-Skilled Manual	0	0%	0.0 No gap.
13 Other Sales & Service	0	0%	0.0 n/a
14 Other Manual Workers	0	0%	0.0 n/a

Federal Contractors Program Achievement Report

Part 3: Goals

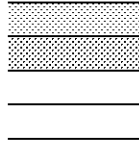
Medavie Inc.

2017-12-31

Total		0.0	0.0
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Federal Contractors Program Achievement Report

Part 4: Results - Women

Medavie Inc.

2017-12-31

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees		Women		Availability		Gap	EE Result	All Employees		Women		All Employees		Women		All Employees		Women				
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
01 Senior Managers	2015	10	1	10.0	27.4	3	-2	36.5																
	2017	9	1	11.1	27.4	2	-1	40.6	2	0	0.0	1	-1	0	0	0.0	0	0	0	2	0	0.0	0	0
02 Middle & Other Managers	2015	110	73	66.4	38.9	43	30	170.6																
	2017	94	64	68.1	38.9	37	27	175.0	7	5	71.4	3	2	12	7	58.3	8	-1	18	11	61.1	12	-1	
03 Professionals	2015	454	264	58.1	35.8	163	101	162.4																
	2017	535	318	59.4	36.4	195	123	163.3	69	40	58.0	25	15	79	45	57.0	46	-1	57	37	64.9	33	4	
04 Semi-Professionals & Technicians	2015	42	7	16.7	22.2	9	-2	75.1																
	2017	44	6	13.6	21.8	10	-4	62.6	8	0	0.0	2	-2	5	2	40.0	1	1	6	1	16.7	1	0	
05 Supervisors	2015	95	71	74.7	57.0	54	17	131.1																
	2017	97	71	73.2	56.8	55	16	128.9	7	5	71.4	4	1	17	12	70.6	13	-1	13	9	69.2	10	-1	
06 Supervisors: Crafts & Trades	2015	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	0	0	0.0	0	0	0	0	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E - G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals				
		Women		Goal		Percent of Goal Met		Goal		Percent of Goal Met		
		#	%	#	%	#	%	#	%	#	%	
01 Senior Managers	2017	2	0	0.0	2	0.0	0.0	0.0	1	0.0	50.0	0.0
	2020	2	0	0.0			0.3	0.0			0.3	0.0
02 Middle & Other Managers	2017	19	12	63.2	0	0.0	0.0	0.0	1	1,200.0	0.0	0.0
	2020	19	12	63.2			0.0	0.0			0.0	0.0
03 Professionals	2017	148	85	57.4	0	0.0	0.0	0.0	38	223.7	0.0	0.0
	2020	148	85	57.4			0.0	0.0			0.0	0.0
04 Semi-Professionals & Technicians	2017	13	2	15.4	5	40.0	0.0	0.0	0	0.0	0.4	3846.2
	2020	13	2	15.4			0.3	5128.2			0.3	5128.2
05 Supervisors	2017	24	17	70.8	0	0.0	0.0	0.0	1	1700.0	0.0	0.0
	2020	24	17	70.8			0.3	28333.3			0.3	28333.3
06 Supervisors: Crafts & Trades	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2020	0	0	0.0			0.0	0.0			0.0	0.0

Federal Contractors Program Achievement Report

Part 4: Results - Women

Medavie Inc.

2017-12-31

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees		Women						All Employees		Women		All Employees		Women		All Employees		Women				
		#	%	Disp. representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference					
07 Administrative & Senior Clerical	2015	180	149	82.8	80.9	146	3	102.3																
	2017	206	170	82.5	80.8	166	4	102.1	54	41	75.9	44	-3	33	26	78.8	27	-1	50	43	86.0	41	2	
08 Skilled Sales & Service Personnel	2015	42	21	50.0	56.8	24	-3	88.0																
	2017	53	25	47.2	57.4	30	-5	82.2	8	2	25.0	5	-3	7	3	42.9	4	-1	8	4	50.0	4	0	
09 Skilled Crafts & Trades Workers	2015	1	0	0.0	0.0	0	0	0.0																
	2017	1	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2015	793	692	87.3	63.8	506	186	136.8																
	2017	936	773	82.6	63.8	597	176	129.4	261	189	72.4	167	22	127	112	88.2	111	1	143	125	87.4	125	0	
11 Intermediate Sales & Service Personnel	2015	8	7	87.5	64.7	5	2	135.2																
	2017	3	2	66.7	64.4	2	0	103.5	0	0	0.0	0	0	0	0	0.0	0	0	1	1	100.0	1	0	
12 Semi-Skilled Manual Workers	2015	2	2	100.0	12.1	0	2	826.4																
	2017	3	2	66.7	12.1	0	2	551.0	1	0	0.0	0	0	0	0	0.0	0	0	1	1	100.0	1	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals				
		Women		Women		Women		Women		Women		
		Actual	Goal	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
07 Administrative & Senior Clerical	2017	87	67	77.0	0	0.0	0.0	0.0	1	6700.0	0.0	0.0
	2020	87	67	77.0			0.6	12835.2		0.6	12835.2	
08 Skilled Sales & Service Personnel	2017	15	5	33.3	12	41.7	0.0	0.0	0	0.0	0.0	0.0
	2020	15	5	33.3			0.5	6666.7		0.5	6666.7	
09 Skilled Crafts & Trades Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2020	0	0	0.0			0.0	0.0		0.0	0.0	0.0
10 Clerical Personnel	2017	388	301	77.6	0	0.0	0.0	0.0	10	3010.0	0.0	0.0
	2020	388	301	77.6			0.3	28732.3		0.3	28732.3	
11 Intermediate Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2020	0	0	0.0			0.0	0.0		0.0	0.0	0.0
12 Semi-Skilled Manual Workers	2017	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2020	1	0	0.0			0.0	0.0		0.0	0.0	0.0

Federal Contractors Program Achievement Report

Part 4: Results - Women

Medavie Inc.

2017-12-31

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women			EE Result				All Employees	Women			All Employees	Women			All Employees	Women						
		#	Disp. orientation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
13 Other Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																	
	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	0	0
14 Other Manual Workers	2015	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	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2015	1,737	1,287	74.1	54.8	952	335	135.2																	
	2017	1,981	1,432	72.3	55.3	1,095	337	130.7	417	282	67.6	231	51	280	207	73.9	207	0	299	232	77.6	222	10		

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals				
		All Employees	Women	Women		Women		Women		Women		
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
13 Other Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2020	0	0	0.0			0.0	0.0			0.0	0.0
14 Other Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2020	0	0	0.0			0.0	0.0			0.0	0.0
Total	2017	697	489	70.2	19	2573.7	0.0	0.0	52	940.4	0.0	0.0
	2020	697	489	70.2			0.0	0.0			0.0	0.0

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Medavie Inc.

2017-12-31

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		Aboriginal Peoples								Aboriginal Peoples				Aboriginal Peoples				Aboriginal Peoples						
		All Employees	Disp. representation		Availability		Gap	EE Result		All Employees	Actual	Expected	Difference		All Employees	Actual	Expected	Difference		All Employees	Actual	Expected	Difference	
#	#	%	%	#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2015	10	0	0.0	2.9	0	0	0.0																
	2017	9	0	0.0	2.9	0	0	0.0	2	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
02 Middle & Other Managers	2015	110	0	0.0	2.2	2	-2	0.0																
	2017	94	0	0.0	2.2	2	-2	0.0	7	0	0.0	0	0	0	12	0	0.0	0	0	18	0	0.0	0	0
03 Professionals	2015	454	4	0.9	1.4	6	-2	62.9																
	2017	535	4	0.7	1.4	7	-3	53.4	69	1	1.4	1	0	0	79	0	0.0	1	-1	57	1	1.8	1	0
04 Semi-Professionals & Technicians	2015	42	0	0.0	2.2	1	-1	0.0																
	2017	44	0	0.0	2.1	1	-1	0.0	8	0	0.0	0	0	0	5	0	0.0	0	0	6	0	0.0	0	0
05 Supervisors	2015	95	2	2.1	3.1	3	-1	67.9																
	2017	97	0	0.0	3.1	3	-3	0.0	7	0	0.0	0	0	0	17	0	0.0	0	0	13	1	7.7	0	1
06 Supervisors: Crafts & Trades	2015	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	0	0	0	0.0	0	0	0	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E - G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples					
		All Employees	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	#	%	#	%				
01 Senior Managers	2017	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	2	0	0.0			0.0	0.0				0.0	0.0
02 Middle & Other Managers	2017	19	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0	
	2020	19	0	0.0			0.1	0.0				8.0	0.0
03 Professionals	2017	148	1	0.7	38	2.6	0.7	96.5	38	2.6	0.0	0.0	
	2020	148	1	0.7			0.0	3378.4			2.0	33.8	
04 Semi-Professionals & Technicians	2017	13	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	13	0	0.0			0.0	0.0			2.1	0.0	
05 Supervisors	2017	24	0	0.0	1	0.0	50.0	0.0	1	0.0	0.5	0.0	
	2020	24	0	0.0			0.1	0.0			8.0	0.0	
06 Supervisors: Crafts & Trades	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	0	0	0.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Medavie Inc.

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce					Hires					Promotions					Terminations							
		All Employees #	Imp. position #	Availability %	Gap #	EE Result %	All Employees #	Actual #	Expected #	Difference #	All Employees #	Actual #	Expected #	DIFF %	All Employees #	Actual #	Expected #	DIFF %	All Employees #	Actual #	Expected #	DIFF %		
07 Administrative & Senior Clerical	2015	180	1	0.6	1.1	2	-1	50.5	54	0	0.0	1	-1	33	0	0.0	0	0	50	0	0.0	0	0	0
	2017	206	2	1.0	1.1	2	0	88.3																
08 Skilled Sales & Service Personnel	2015	42	1	2.4	0.5	0	1	476.2	8	0	0.0	0	0	7	0	0.0	0	0	8	1	12.5	0	1	0
	2017	53	0	0.0	0.5	0	0	0.0																
09 Skilled Crafts & Trades Workers	2015	1	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
	2017	1	0	0.0	0.0	0	0	0.0																
10 Clerical Personnel	2015	793	8	1.0	1.8	14	-6	56.0	261	3	1.1	5	-2	127	1	0.8	1	1	143	1	0.7	1	1	0
	2017	936	10	1.1	1.8	17	-7	59.4																
11 Intermediate Sales & Service Personnel	2015	8	0	0.0	2.2	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
	2017	3	0	0.0	2.0	0	0	0.0																
12 Semi-Skilled Manual Workers	2015	2	0	0.0	2.9	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
	2017	3	0	0.0	2.9	0	0	0.0																

Data sources:

Part 2 Flow Data Analysis	Part 2 Flow Data Analysis	E-D x 100	Part 3 Goals	E-G x 100	Part 3 Goals	F+I x 100	Part 3 Goals	E-K x 100	Part 3 Goals	F+M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples		
		Actual	Goal	Actual	Goal	Actual	Goal	Actual	Goal	Actual	Goal	Actual	Goal	
07 Administrative & Senior Clerical	2017	87	0	0.0	1	0.0	1	0.0	0.0	0.0	2.0	0.0		
	2020	87	0	0.0										
08 Skilled Sales & Service Personnel	2017	15	0	0.0	0	0.0	0	0.0	0.0	0.0	0.0	0.0		
	2020	15	0	0.0										
09 Skilled Crafts & Trades Workers	2017	0	0	0.0	0	0.0	0	0.0	0.0	0.0	0.0	0.0		
	2020	0	0	0.0										
10 Clerical Personnel	2017	388	4	1.0	10	40.0	1.1	93.7	10	40.0	3.0	41.24		
	2020	388	4	1.0										
11 Intermediate Sales & Service Personnel	2017	0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0										
12 Semi-Skilled Manual Workers	2017	1	0	0.0	0	0.0	0	0.0	0	0.0	0.0	0.0		
	2020	1	0	0.0										

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Medavie Inc.

2017-12-31

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		Aboriginal Peoples								Aboriginal Peoples				Aboriginal Peoples				Aboriginal Peoples							
		All Employees	Diversity		Availability		Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference					
#	#	%	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
13 Other Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																	
	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	0	
14 Other Manual Workers	2015	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	0	0	0	0.0	0	0	0	0	0.0	0	0	
Total	2015	1,737	16	0.9	1.7	30	-14	54.2																	
	2017	1,981	16	0.8	1.7	34	-18	47.5	417	4	1.0	7	-3	280	1	0.4	3	-2	299	4	1.3	3	1		

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E - G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples					
		All Employees	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	%	%	%	%	%	%	%				
13 Other Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	0	0	0.0			0.0	0.0				0.0	0.0
14 Other Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	0	0	0.0			0.0	0.0				0.0	0.0
Total	2017	697	5	0.7	51	9.8	0.0	0.0	51	9.8	0.0	0.0	
	2020	697	5	0.7			0.0	0.0				0.0	0.0

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

Medavie Inc.
 2017-12-31

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y																																						
																									Part 1: Workforce Analysis	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E-D Workforce x 100	Part 1: Workforce Analysis	D x G + 100	E-H	E-H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L-K	K x G + 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q-P x 100	P x F + 100	Q-S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V-U x 100	U x F + 100	V-X															
Data sources:																																																														
Employment Equity Occupational Group (EEOG)																							Workforce Analysis										Flow Data Analysis																													
New Entrants																							Workforce										Hires										Flow Data Analysis										Terminations									
Year																							All Employees										All Employees										All Employees										All Employees									
Year																							Part 2: Flow Data Analysis										Part 2: Flow Data Analysis										Part 2: Flow Data Analysis										Part 2: Flow Data Analysis									
01 & Managers																							2015	120	4	3.3	4.3	5	-1	77.5	All Employees	9	0.0	0	0	12	0	0.0	0	0	0	20	0	0.0	1	0	0	0	0	0												
02 & Managers																							2017	103	3	2.9	4.3	4	-1	67.7	All Employees	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0													
03 Professionals																							2015	454	15	3.3	3.8	17	-2	86.9	All Employees	69	0.0	3	-3	79	2	2.5	3	-1	0	57	1	1.8	2	-1	0	0	0													
04 Semi-Professionals & Technicians																							2015	535	18	3.4	3.8	20	-2	88.5	All Employees	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0													
05 Supervisors																							2015	95	7	7.4	13.9	13	-6	53.0	All Employees	0	0.0	1	-1	17	1	5.9	1	0	0	13	1	7.7	1	0	0	0	0													
06 Supervisors, Crafts & Trades																							2015	0	0	0.0	0.0	0	0	0.0	All Employees	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0													
2017																							0	0	0	0.0	0.0	0	0	0.0	All Employees	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0													

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E-D x 100	Part 3: Goals	E-G x 100	Part 3: Goals	F-I x 100	Part 3: Goals	E-K x 100	Part 3: Goals	F-M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-Term Goals				Long-Term Goals				Comments
		All Employees	Persons with Disabilities	Actual	Goal	Percent of Goal	Actual	Goal	Percent of Goal	Actual	Goal	Percent of Goal	Actual	
01 & Managers	2017	21	0	0.0	2	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
02 & Managers	2020	21	0	0.0			0.1	0.0	0	0.0	0.1	0.0	0.0	
03 Professionals	2017	148	2	1.4	8	25.0	0.2	675.7	1	200.0	0.5	270.3		
04 Semi-Professionals & Technicians	2017	148	2	1.4			0.0	3003.0	38	0.0	0.1	1351.4		
05 Supervisors	2017	24	1	4.2	8	12.5	0.0	0.0	0	0.0	0.0	0.0		
06 Supervisors, Crafts & Trades	2017	0	0	0.0	0	0.0	0.0	2083.3	1	0.0	0.2	2083.3		
	2020	0	0	0.0			0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0	0	0.0	0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Medavie Inc.

2017-12-31

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce								Hires				Promotions				Terminations						
		All Employees		Persons with Disabilities						All Employees		Persons with Disabilities		All Employees		Persons with Disabilities		All Employees		Persons with Disabilities				
		#	%	Disp. representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference					
07 Administrative & Senior Clerical	2015	180	6	3.3	3.4	6	0	98.0																
	2017	206	3	1.5	3.4	7	-4	42.8	54	1	1.9	2	-1	33	0	0.0	1	-1	50	2	4.0	2	0	
08 Skilled Sales & Service Personnel	2015	42	1	2.4	3.5	1	0	68.0																
	2017	53	1	1.9	3.5	2	-1	53.9	8	0	0.0	0	0	7	0	0.0	0	0	8	1	12.5	0	1	
09 Skilled Crafts & Trades Workers	2015	1	0	0.0	3.8	0	0	0.0																
	2017	1	0	0.0	3.8	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
10 Clerical Personnel	2015	793	22	2.8	7.0	56	-34	39.6																
	2017	936	20	2.1	7.0	66	-46	30.5	261	2	0.8	18	-16	127	1	0.8	4	-3	143	2	1.4	4	-2	
11 Intermediate Sales & Service Personnel	2015	8	0	0.0	5.6	0	0	0.0																
	2017	3	0	0.0	5.6	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2015	2	0	0.0	4.8	0	0	0.0																
	2017	3	0	0.0	4.8	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E - G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees		Persons with Disabilities		Persons with Disabilities				Persons with Disabilities				
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
07 Administrative & Senior Clerical	2017	87	1	1.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	87	1	1.1			0.1	1436.8			0.1	1149.4		
08 Skilled Sales & Service Personnel	2017	15	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2020	15	0	0.0			0.1	0.0			0.1	0.0		
09 Skilled Crafts & Trades Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2017	388	3	0.8	44	6.8	0.3	309.3	0	0.0	0.3	309.3		
	2020	388	3	0.8			0.1	773.2			0.1	773.2		
11 Intermediate Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	10	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2017	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	1	0	0.0			0.0	0.0			0.0	0.0		

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

Medavie Inc.
 2017-12-31

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y																													
																									Part 1 Workforce Analysis	Part 1 Workforce Analysis	E-D Workforce x 100	Part 1 Workforce Analysis	D x G + 100	E-H x 100	Part 2, Flow Data Analysis	Part 2, Flow Data Analysis	L-K x 100	K x G + 100	L-N Data Analysis	Part 2, Flow Data Analysis	Part 2, Flow Data Analysis	Q-P x 100	P x F + 100	Q-S Data Analysis	Part 2, Flow Data Analysis	Part 2, Flow Data Analysis	V-U x 100	U x F + 100	V-X								
Employment Equity (EEOG)																								Workforce Analysis										Flow Data Analysis																			
Occupational Group																								Workforce										Hires										Terminations									
Year																								All Employees										All Employees										All Employees									
2015																								2015										2015										2015									
Other Sales & Service Personnel																								0										0										0									
2017																								0										0										0									
Other Manual Workers																								0										0										0									
2017																								0										0										0									
2015																								1,737										57										1,737									
2017																								1,981										52										1,981									
Total																								2.6										5.8										11.5									

Data sources:	Part 2, Flow Data Analysis	Part 2, Flow Data Analysis	E-D x 100	Part 3, Goals	F-G x 100	Part 3, Goals	F-I x 100	Part 3, Goals	E-K x 100	Part 3, Goals	F-M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants						Goals						Comments
		Flow Data			Short-term Goals			Long-term Goals						
		All Employees	Persons with Disabilities	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
13 Other Sales & Service Personnel	2017	0	0	0.0	0	0.0	0	0.0	0	0.0				
	2020	0	0	0.0										
14 Other Manual Workers	2017	0	0	0.0	0	0.0	0	0.0	0	0.0				
	2020	0	0	0.0										
Total	2017	697	7	1.0	62	11.3	51	13.7	0.0	0.0				
	2020	697	7	1.0					0.0	0.0				

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Medavie Inc.

2017-12-31

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		Visible Minorities								Visible Minorities				Visible Minorities				Visible Minorities						
		All Employees	Disp. Representation		Availability		Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference				
#	#	%	%	#	%	#	#	#	%	#	#	#	#	#	%	%	#	%	#	%				
01 Senior Managers	2015	10	1	10.0	10.1	1	0	99.0																
	2017	9	0	0.0	10.1	1	-1	0.0	2	0	0.0	0	0	0	0	1	0.0	0	1	2	0	0.0	0	0
02 Middle & Other Managers	2015	110	8	7.3	15.0	17	-9	48.5																
	2017	94	4	4.3	15.0	14	-10	28.4	7	0	0.0	1	-1	12	2	16.7	1	1	18	0	0.0	1	-1	
03 Professionals	2015	454	33	7.3	27.4	124	-91	26.5																
	2017	535	25	4.7	27.4	147	-122	17.1	69	4	5.8	19	-15	79	0	0.0	6	-6	57	7	12.3	4	3	
04 Semi-Professionals & Technicians	2015	42	2	4.8	3.7	2	0	128.7																
	2017	44	2	4.5	3.4	1	1	133.7	8	0	0.0	0	0	5	0	0.0	0	0	6	0	0.0	0	0	
05 Supervisors	2015	95	7	7.4	8.0	8	-1	92.1																
	2017	97	5	5.2	8.1	8	-3	63.6	7	0	0.0	1	-1	17	0	0.0	1	-1	13	1	7.7	1	0	
06 Supervisors: Crafts & Trades	2015	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	0	0	0.0	0	0	0	0	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E - G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		Visible Minorities		Goal		Percent of Goal Met		Goal		Percent of Goal Met			
		All Employees	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	%	#	%	#	%	#	%	#	%				
01 Senior Managers	2017	2	1	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	2	1	50.0			0.2	25000.0			20.0	250.0	
02 Middle & Other Managers	2017	19	2	10.5	12	16.7	0.4	2,631.6	1	200.0	0.3	3,508.8	
	2020	19	2	10.5			0.2	7017.5			15.0	70.2	
03 Professionals	2017	148	4	2.7	106	3.8	0.0	0.0	38	10.5	0.0	0.0	
	2020	148	4	2.7			0.3	900.9			30.0	9.0	
04 Semi-Professionals & Technicians	2017	13	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	13	0	0.0			0.0	0.0			0.0	0.0	
05 Supervisors	2017	24	0	0.0	3	0.0	0.0	0.0	1	0.0	0.0	0.0	
	2020	24	0	0.0			0.1	0.0			8.1	0.0	
06 Supervisors: Crafts & Trades	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	0	0	0.0			0.0	0.0			0.0	0.0	

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

Medavie Inc.

2017-12-31

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y																						
																									Part 1: Workforce Analysis	Part 1: Workforce Analysis	E-D Workforce x 100	Part 1: Workforce Analysis	D x G + 100	E-H	E-H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L-K	K x G + 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q-P x 100	P x F + 100	Q-S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V-U x 100	U x F + 100	V-X
Employment Equity Occupational Group (EOOG)																							Workforce Analysis						Hires						Flow Data Analysis											
																							Workforce						Hires						Promotions						Terminations					
																							Visible minorities						Visible minorities						Visible minorities						Visible minorities					
																							All Employees						All Employees						All Employees						All Employees					
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Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Medavie Inc.

2017-12-31

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities						
		#	Disp. orientation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
13 Other Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																	
	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	0	0
14 Other Manual Workers	2015	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	0	0	0.0	0	0	0	0	0	0.0	0	0	0
Total	2015	1,737	170	9.8	13.7	238	-68	71.4																	
	2017	1,981	115	5.8	13.2	261	-146	44.0	417	44	10.6	55	-11	280	11	3.9	27	-16	299	44	14.7	29	15		

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E - G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Visible Minorities	Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities			
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
13 Other Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	0	0	0.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	0	0	0.0			0.0	0.0			0.0	0.0	
Total	2017	697	55	7.9	123	44.7	0.0	0.0	51	107.8	0.0	0.0	
	2020	697	55	7.9			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Medavie Inc.
2017-12-31

Efforts

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

Required measures:

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

Other measures:

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

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

The security clearance process continues to be a barrier to hiring non-Canadian residence (visible minorities) in our workplace. Additionally our geographic locations compared to location of aboriginal populations creates a barrier to the candidate pool unless candidate is willing to relocate.

Operational Context

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

- Impact of economic and industrial conditions on the organization.

We've had some changes to leadership positions (shirking of pool) and organizational changes to the staffing of professional and semi-professionals and technicians.

- Any reorganization or other corporate structural changes.

No.

- Acquisitions, mergers or transfers of employees.

no.

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

12 layoffs in IT in 2017 to technical positions.

[Redacted area]

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

No

- Other.

[Redacted area]

Additional Details

Please provide any additional information (optional):

[Redacted area]

**Federal Contractors Program
Report of the Subsequent Compliance Assessment**

Employer Name: Medavie Inc.

Primary Location: Moncton, New Brunswick

Number of Employees: 1981

- New Brunswick – 1198
- Newfoundland and Labrador - 23
- Nova Scotia - 300
- Ontario - 113
- PEI - 35
- Quebec - 312

Organization Overview:

NAICS: 5241 – Insurance Carriers

Medavie Inc. is a non-profit medical care insurance company headquartered in Moncton, New Brunswick, providing health care services and health, dental, travel, life and disability benefits to individuals, employers and governments across the country. Medavie Blue Cross administers various government sponsored health programs on behalf of provincial and federal governments, including Veteran Affairs Canada, and Immigration, Refugees and Citizenship Canada.

Key Dates – First Year Assessment

Initiated: 2015-10-27
 Received: 2016-02-01
 Closed: 2016-04-11
 WFA: 2015-12-21

Key Dates – Subsequent Assessment

Initiated: 2018-01-06
 Received: 2018-06-14
 WFA: 2017-12-31

DATA VERIFICATION

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

Yes No

Comments:

The period reported on the Achievement report is 2015-12-21 to 2017-12-31. The data from the current workforce analysis included in the Achievement Table is consistent with that found in Forms 1 to 6 from WEIMS.

ASSESSMENT OF REASONABLE PROGRESS

In the previous assessment, many gaps were found in different EEOG’s in the four designated groups. The organization set short-term and long-term goals in numerical format only in their previous assessment.

Women

01	Senior Managers	Goal not met (0.0 achieved)
04	Semi-Professionals & Technicians	Goal not met (40.0% achieved)
08	Skilled Sales & Service Personnel	Goal not met (41.7% achieved)

Assessment/Observations:

- EEOG 01 – There were two new entrants, and none were women. The market availability is 27.4%. The company had set a goal of hiring / promoting two women, and did not meet the goal.
- EEOG 04 - There were 13 new entrants, and two were women. The market availability is 22.2%. The company had set a goal of hiring / promoting five women and they hired / promoted two, meeting 40% of the goal set.
- EEOG 08 - There were 15 new entrants, and five were women. The market availability is 56.8%. The company had set a goal of hiring / promoting 12 women and hired / promoted five. This is acceptable as the representation of women in this EEOG is 50.0%.

Aboriginal Peoples

02	Middle & Other Managers	Goal not met (0.0% achieved)
03	Professionals	Goal met (96.5% achieved)
04	Semi-Professionals & Technicians	Goal not set
05	Supervisors	Goal not met (0.0% achieved)
07	Administrative & Senior Clerical	Goal not met (0.0% achieved)
10	Clerical Personnel	Goal not met (40% achieved)

Assessment/Observations

- EEOG 02 – There were 19 new entrants, and none were Aboriginal persons. The market availability is 2.2 %. The company set a goal of hiring / promoting one Aboriginal person and did not meet the goal.

- EEOG 03 – There were 148 new entrants, and one was an Aboriginal person. The market availability is 1.4 %. The company set a goal of hiring / promoting 0.7 % and met the goal by 96.5 %.
- EEOG 04 – There were 13 new entrants, and none were Aboriginal persons. The market availability is 2.2%. Reasonable effort could not be assessed as no goal was set.
- EEOG 05 – There were 24 new entrants, and none were Aboriginal persons. The market availability is 3.1 %.
- EEOG 07 – There were 87 new entrants, and none were Aboriginal persons. The market availability is 1.1 %. The company set a goal of hiring / promoting one Aboriginal person and did not meet the goal.
- EEOG 10 – There were 388 new entrants, and four were Aboriginal persons. The market availability is 1.8 %. The company set a goal of hiring / promoting 10 Aboriginal persons and did not meet the goal.

Persons with Disabilities

01/ 02	Managers	Goal not met (0.0% achieved)
03	Professionals	Goal not met (25% achieved)
05	Supervisors	Goal not met (12.5% achieved)
10	Clerical Personnel	Goal not met (6.8% achieved)

Assessment/Observations

- EEOG 01 & 02 – There were 21 new entrants, and none were persons with disabilities. The market availability is 4.3 %. The company set a goal of hiring / promoting two persons and did not meet the goal.
- EEOG 03 – There were 148 new entrants, and two were persons with disabilities. The market availability is 3.8 %. The company set a goal of hiring / promoting eight persons with disabilities and did not meet the goal.
- EEOG 05 – There were 24 new entrants, and one was a person with disabilities. The market availability is 13.9 %. The company set a goal of hiring / promoting eight persons and did not meet the goal.
- EEOG 10 – There were 388 new entrants, and three were persons with disabilities. The market availability is 7.0 %. The company set a goal of hiring / promoting 44 persons and did not meet the goal.

Members of Visible Minorities

02	Middle & Other Managers	Goal not met (16.7 % achieved)
03	Professionals	Goal not met (3.8 % achieved)
05	Supervisors	Goal not met (0.0% achieved)
08	Skilled Sales & Service Personnel	Goal met (100 % achieved)

Assessment/Observations

- EEOG 02 - There were 19 new entrants, and two were visible minorities. The market availability is 15.0 %. The company set a goal of hiring / promoting 12 persons and did not meet the goal.
- EEOG 03 - There were 148 new entrants, and four were visible minorities. The market availability is 27.4 %. The company set a goal of hiring / promoting 106 persons and did not meet the goal.
- EEOG 05 - There were 24 new entrants, and none were visible minorities. The market availability is 8.0 %. The company set a goal of hiring / promoting three persons and did not meet the goal.
- EEOG 08 - There were 15 new entrants, and two were visible minorities. The market availability is 10.9 %. The company set a goal of hiring / promoting two persons and met the goal.

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 2015-12-21 to 2017-12-31. During their initial assessment, the organization had set 17 short-term goals and two goals were met above 80%.
- The company experienced changes to leadership positions and organizational changes in professional, semi-professional and technicians.
- The company states that the security clearance process is a barrier to hiring visible minorities that are not Canadian residents.

ASSESSMENT OF SHORT-TERM GOALS

- All short and long-term goals are set in percentage format.
- All short and long-term goals have been set a little higher than market availability.

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	# or %	# or %	%	%
01	Senior Managers	-1	30.0	30.0	11.1	27.4
04	Semi-Professionals & Tech	-4	30.0	30.0	13.6	21.8
08	Skilled Sales & Service	-5	50.0	50.0	47.2	57.4

Observations:

- Although availability is higher in EEOG 08, the goal was 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.

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	# or %	# or %	%	%
02	Middle & Other Managers	-2	8.0	8.0	0.0	2.2
03	Professionals	-3	2.0	2.0	0.7	1.4
04	Semi-Professionals & Tech	-1	2.1	2.1	0.0	2.1
05	Supervisors	-3	8.0	8.0	0.0	3.1
10	Clerical Personnel	-7	3.0	3.0	1.1	1.8

Observations:

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	# or %	# or %	%	%
01/02	Managers	-1	10.0	10.0	2.9	4.3
03	Professionals	-2	4.5	10.0	3.4	3.8
05	Supervisors	-8	20.0	20.0	5.2	13.9
07	Administrative & Senior Clerical	-4	8.0	10.0	1.5	3.4
08	Skilled Sales & Service	-1	5.0	10.0	1.9	3.5
10	Clerical Personnel	-46	10.0	10.0	2.1	7.0

Observations:

- The long-term goals are aspirational and are set slightly higher than the short-term goals.

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	# or %	# or %	%	%
01	Senior Managers	-1	20.0	20.0	0.0	10.1
02	Middle & Other Managers	-10	15.0	15.0	4.3	15.0
03	Professionals	-121	30.0	30.0	4.7	27.2
05	Supervisors	-3	8.1	8.1	5.2	8.1
07	Administrative & Sr. Clerical	-4	12.4	12.4	10.7	12.4
08	Skilled Sales and Service Personnel	-3	15.0	15.0	3.8	8.8
10	Clerical Personnel	-7	8.0	8.0	5.9	6.6

Observations:

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

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

- Given that Medavie Inc. has a number of 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 are part of these designated groups.
- Medavie Inc. may want to consider conducting an employment systems review to identify any potential barriers to the recruitment and retention of individuals with focus on EEOG 10 – Clerical Personnel in Persons of Disabilities group and EEOG 02 – Middle & Other Managers & EEOG 03 – Professionals in Visible Minorities group.
- Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&_ga=2.252268041.1845905918.1519931408-1912045188.1507820070.

Name of Analyst: Neena Sharan

Date: August 13, 2018

From: Sharan, Neena N. [NC] on behalf of EE-EME
Sent: October 10, 2018 1:04 PM
To: 'VANESSA.FLORENT-GOSSELIN@MEDAVIE.CROIXBLEUE.CA';
'gillian.gray@medavie.bluecross.ca'; 'Ward, Tracey'
Subject: Government of Canada Agreement Number: 030022 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Eric Laberge:

I am writing to inform you that the subsequent compliance assessment initiated on January 06, 2018 has been completed. As a result of the assessment, Medavie Inc. 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 Medavie Inc. employment equity program.

- Given that Medavie Inc. has a number of 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 are part of these designated groups.
- Medavie Inc. may want to consider conducting an employment systems review to identify any potential barriers to the recruitment and retention of individuals with focus on EEOG 10 – Clerical Personnel in Persons of Disabilities group and EEOG 02 – Middle & Other Managers & EEOG 03 – Professionals in Visible Minorities group.
- Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): https://equity.esdc.gc.ca/soient-weims/emp/W2_3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&_ga=2.252268041.1845905918.1519931408-1912045188.1507820070

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 06, 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, Medavie Inc. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish Medavie Inc. 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



Rejoignez-vous au Forum de l'équité, la diversité et l'inclusion en milieu de travail (WEDIF)
en tant qu'espace collaboratif pour employeurs. Enjoignez-vous au conseil pour vous joindre
to the online Workplace Equity, Diversity and Inclusion Forum (WEDIF), a collaborative
space for employers. Send us an email to join.