✓ New Agreement

Employment and Emploi et Social Development Canada Développement social Canada

OFFICIAL USE ONLY Agreement N°:

s.24(1)

Labour Program Federal Contractors Program

Agreement to Implement Employment Equity

,	ORG	ANIZATION			·····
Legal Name of Organization			Parent company i	s located outsid	e Canada
Medavie Inc.					erra
				Yes	√ No
Operating Name (if different from Legal Name of Organize	ation)		Procurement Bu	einese Numba	r
Medavie Blue Cross	auony		, rosarement Ele	suress rearranc	
			Total number of e	molovees in Ca	nada
			(Full-Time/Part-Ti	me/Temporary)	1856
Organization's North American Industry Classification Sys 5241	etem (NA(CS) Cod	e M _e		itatean.ge.ca/su	6 Code Number please bjects-sujets/standard- lan02I-eng.htm
Official use only (if information above is incorrect)		•••••		***************************************	
Procurement Business Number	Total number of	employees in Canad	da .	Organization's	s NAICS Code No
	НЕД	D OFFICE		•••••••••	
Address (building number, street, suite, etc.)	***************************************	City		Province	Postal Code
644 Main Street, PO Box 220		Menecon	,	NB	EIC BLS
		Telephone Numbe	ſ	Fax Number	
		506-867-450	1	506~867-	-4528
F	MPLOYMENT	EQUITY CONT	ACT		*****
Name (print)		Tille	<u></u>		
Gillian Gray	~	 	man Resource	ន & ೧៦	
Telephone Number		E-rnail Address			
902-496-3265		giilian.gra	y@medavie.bl	uecross.c	a
	CERT	IFICATION			 ,
The above-named organization:					
 having a combined workforce of 100 or more per 12 weeks or more in Canada, AND 	ermanent full-tim	e, permanent part	-time and tempora	ry employees	having worked
intending to bid on, or being in receipt of, a fede	taammaaynn law	annde or eanimee	contract etandina	offer or contr	act je sued under a
Supply Arrangement, valued at \$1,000,000 or m			contact arriting	toner or occur	act issued dilidet a
Hereby certifies its commitment to implement or ma instrument, in keeping with the Federal Contractors please refer to: http://www.esdc.gc.ca/eng/lebour/ec	Program requir	ements. For more			
Important note: If an audit of the Agreement to Imp the procurement instrument(s) with the Government			ers misrepresenta	tion on the pa	rt of the organization,
,	SIG	NATORY			
NOTE: The signatory must be the Chief Executive contract on behalf of the organization.	Officer OR an a	uthorized person is	an executive pos	sition with lega	al authority to sign a
Name (print)		Title		and and a second and	
Pierre-Yves Julien			CEO Medavie	Inc.	
Telephone Number 506–867–473 0 %		E-mail Address	.julien@meda	via bluse	rose da
Signature / /		Date	· jankonenova	V1.C.) 13.C. 15-C.	
-14 Julian		05/13/2014			
	RETURNI	NSTRUCTIONS			
IMPORTANT /		***************************************	******************	***************************************	
The original copy of the signed Agreement to at: (819) 963-8768 or by e-mall at: ee-eme@h			form must be se	ent to the Lat	our Program fax,

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@hrsdo-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.bamburv@medavie.ca

Telephone number: 902-496-7134

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

Signature: _____

Date: January 2

Emploi et

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: ex-ema@hrade-rbdae.gc.aa.

I, the undersigned, on behalf of (legal name of organization) Medavie Blue Cross (hereafter referred to as "the organization") and (Agreement to Implement Employment E 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-rhdcc.gc.ca.

Maurice Yakibonge

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



Tokanez yez sur Furum de l'émpité, la silversité et l'inclusion en milieu de travail (FECIAT) The state of the second collection and poor employeers through a nous un countel pour your jointher the second of the collection was privately and includion for unity and included the second of the fols the colline **symmetric and an enall** to joint

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



Polgnez vous su Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDREI) 6. CB light up escars callaborate poor enableyears, invaling notices countel pour vois located with two the called Workplace Equity. Oversity and Inclusion Forum (VCCF), a callaboration. Space for employers. Send us an email to joint

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@hrsdc-rhdcc.gc.ca

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



loignes verses forum de l'équité, la diversité et l'inclusion en milieu de travail (FECINT)

This communication, including any attached documentation, is intended only for the person or entity to which it is addressed, and may contain confidential, personal, and/or privileged information. Any unauthorized disclosure, copying, or taking action on the contents is strictly prohibited. If you have received this message in error, please contact us immediately so we may correct our records. Please then delete or destroy the original transmission and any subsequent reply. Thank you.

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entreprise relativement à son contenu est strictement interdite. Si vous avez reçu ce message par erreur, veuillez nous le signaler immédiatement afin que nous puissions effectuer la correction à nos dossiers. Veuillez par la suite supprimer ou détruire le contenu de la transmission originale ainsi que toute réponse ultérieure. Merci.

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



pgr_{ra} - Brighel-vou) de **Forum de l'équité, la diversité et l'inclusion en milieu de travail** (FCSMI) en ligne, on espace collaborarif pour employeurs. Envoyet mous un collabel pour vous joindres.

Committe childre **Workplace Equity, Diversity and Inclusion Forum** (VISIB), a collaborative

Space for employers, Sand 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 <u>tracey.ward@medavie.bluecross.ca</u> LinkedIn | Twitter(E) | Twitter(F) | Facebook

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This communication, including any attached documentation, is intended only for the person or entity to which it is addressed, and may contain confidential, personal, and/or privileged information. Any unauthorized disclosure, copying, or taking action on the contents is strictly prohibited. If you have received this message in error, please contact us immediately so we may correct our records. Please then delete or destroy the original transmission and any subsequent reply. Thank you.

La présente communication, y compris toute pièce qui y a été jointe, est destinée uniquement à la personne ou à l'entité à laquelle elle a été adressée, et contient des renseignements à caractère confidentiel et personnel. Toute diffusion ou reproduction non autorisée ou toute intervention entreprise relativement à son contenu est strictement interdite. Si vous avez reçu ce message par erreur, veuillez nous le signaler immédiatement afin que nous puissions effectuer la correction à nos dossiers. Veuillez par la suite supprimer ou détruire le contenu de la transmission originale ainsi que toute réponse ultérieure. Merci.

Total Number

of Employees

Temporary

Total Employees in Canada

Medavie Inc. (certificate # 030022)

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				Cens	sus Metropolitan	Areas
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees		Permanent Full-time	Permanent Part-time	Temp
Ontario	110	1	2	113	Halifax	281	3	
Québec	281	18	13	312	Montréal	273	18	
Nova Scotia	281	3	16	300	Toronto	109	1	
New Brunswick	1127	14	57	1198	St. John's	18	0	
Prince Edward Island	33	0	2	35	Moncton	1115	14	
Newfoundland and Labrador	18	0	5	23	Saint John	7	0	
Total Employees in Ca	nada 🕨			1981	Québec	8	0	
	,				N.B. less CMA	. 5	0	
					Ont. less CMA	s 1	0	

P.E.I.



Employment and Social Employee & Développement Development Canada social Canada

Medavie Inc. (certificate # 030022)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

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

Occupational Group			All Employee:			original Peop			ns with Disa	bilities		s of Visible N	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Cdl. 4	Total Col. 5	Men Cal. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers	4	1	1										
Top Range: \$100,000 and over	3	1	1										
Bottom Range: \$100,000 and over	2	1	1										
	1	6	5	1				1	1				
	Total	9	8	1				1	1				
Middle and Other Managers	4	8	6	2							1	1	
Top Range: \$100,000 and over	3	29	12	17				1	1				
Bottom Range: \$ 35,000 - \$39,999	2	52	9	43				1		1	3		3
	1	5	3	2									
	Total	94	30	64				2	1	1	4	1	3
Professionals	4	13	9	4				1		1			
Top Range: \$100,000 and over	3	127	76	51	2		2	2	2		3	2	1
Bottom Range: \$ 30,000 - \$34,999	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	4	6	6								1	1	
Top Range: \$ 95,000 - \$99,999	3	10	10										
Bottom Range: \$ 40,000 - \$44,999	2	11	8	3				1	1				
	1	17	14	3				1	1		1	1	
	Total	44	38	6				2	2		2	2	

Page 1 of 35 Canada

Employment and Social Employer et Développement Development Canada social Canada

Medavie Inc. (certificate # 030022)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

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

Occupational Group			All Employee:			original Peop			ns with Disa	bilities		s of Visible N	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Cdl. 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 Cdl. 13
Supervisors	4	10		4	361. 6	001.0	00	001.0	001.0	331. 13	1	001.12	1
								_	_				
Top Range: \$ 90,000 - \$94,999	3	18	7	11				3	2	1	1		1
Bottom Range: \$40,000 - \$44,999	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	4	3	1	2							1	1	
Top Range: \$100,000 and over	3	22	6	16	1		1	1		1	3	3	
Bottom Range: \$ 35,000 - \$39,999	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	14
Skilled Sales and Service Personnel	4	2	2										
Top Range: \$100,000 and over	3	10	7	3									
Bottom Range: \$ 35,000 - \$39,999	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	4												
Top Range: \$ 45,000 - \$49,999	3												
Bottom Range: \$45,000 - \$49,999	2												
	1	1	1										
	Total	1	1										

Page 2 of 35 Canada

Medavie Inc. (certificate # 030022)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

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

Occupational Group		,	All Employee:	s	Ab	original Peop	oles	Perso	ns with Disa	bilities	Member	s of Visible N	/linorities
Salary Range Col. 1	QTR	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 Cal. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical Personnel	4	15	2	13				1	1				
Top Range: \$80,000 - \$84,999	3	26	5	21				1		1	2	1	1
Bottom Range: \$ 20,000 - \$24,999	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	4	2		2									
Top Range: \$45,000 - \$49,999	3												
Bottom Range: \$ 45,000 - \$49,999	2												
	1	1	1										
	Total	3	1	2									
Semi-Skilled Manual Workers	4	1		1									
Top Range: \$ 25,000 - \$29,999	3												
Bottom Range: \$ 25,000 - \$29,999	2												
	1	2	1	1									
	Total	3	1	2									
Total Number of Employees		1850	527	1323	14		14	47	11	36	111	43	68

Canada

Medavie Inc. (certificate # 030022)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / National

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

Occupational Group			All Employee:			original Peop			ns with Disa	bilities		s of Visible N	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Cdl. 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	4	1		1									
Top Range: \$ 65,000 - \$69,999	3	1		1				1		1			
Bottom Range: \$40,000 - \$44,999	2	3		3				1		1			
	1	3		3									
	Total	8		8				2		2)		
Supervisors	4												
Top Range: \$ 45,000 - \$49,999	3												
Bottom Range: \$45,000 - \$49,999	2												
	1	1		1									
	Total	1		1									
Administrative and Senior Clerical Personnel	4	1		1									
Top Range: \$ 55,000 - \$59,999	3												
Bottom Range: \$ 50,000 - \$54,999	2												
	1	1		1									
	Total	2		2									
Clerical Personnel	4	2	1	1									
Top Range: \$40,000 - \$44,999	3	14	3	11							1		1
Bottom Range: \$15,000 - \$19,999	2	4		4									
	1	5	2	3									
	Total	25	6	19							1		1

Page 4 of 35 Canada

Form 2 B

Engloyment and Soulid Employee the Eveloppement Soulid Sou

Medavie Inc. (certificate # 030022)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / National
Reporting Period 2015-12-21 to 2017-12-31

Occupational Group		Α.	II Employees	,	Ab	original Peop	les	Persor	າs with Disab	ilities	Members	s of Visible N	finorities (
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Cd. 2	Cd. 3	Cd. 4	Cd. 5	Cd. 6	Cd. 7	Cd. 8	Cd. 9	Cd. 10	Cal. 11	Cd. 12	Cd. 13
Total Number of Employees :		36	36 6	00				2		N .			
			30										

Employabent and Social — Emploi et Déceloppement Development Canada — social Canada

Medavie Inc. (certificate # 030022)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Temporary / National

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

Occupational Group			All Employee:			original Peop			ns with Disal			s of Visible N	
Salary Range Col. 1	QTR	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	4	1		1									
Top Range: \$ 95,000 - \$99,999	3	1		1				1		1			
Bottom Range: \$ 30,000 - \$34,999	2	13	2	11				1		1	2		2
	1	11	1	10									
	Total	26	3	23				2		2	2		2
Supervisors	4	1		1									
Top Range: \$ 80,000 - \$84,999	3												
Bottom Range: \$ 45,000 - \$49,999	2	1	1										
	1	8	1	7									
	Total	10	2	8									
Administrative and Senior Clerical Personnel	4	2		2									
Top Range: \$ 60,000 - \$64,999	3												
Bottom Range: \$ 35,000 - \$39,999	2	3		3									
	1	1		1									
	Total	6		6									
Clerical Personnel	4	3	1	2	1	1		1	1				
Top Range: \$ 45,000 - \$49,999	3	8	3	5	1	1							
Bottom Range: \$ 20,000 - \$24,999	2	23	3	20									
	1	19	4	15							1	1	
	Total	53	11	42	2	2		1	1		1	1	

Page 6 of 35 Canada

Form 2 C

Medavie Inc. (certificate # 030022)

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

			_
Total Number of Employees			Occup
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Page 7 of 35

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

Medavie Inc. (certificate # 030022)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Ontario

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

Occupational Group			All Employee:			original Peop			ns with Disa	bilities		s of Visible I	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Cdl. 4	Total Col. 5	Men 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	4	1		1									
Top Range: \$100,000 and over	3												
Bottom Range: \$100,000 and over	2												
	1	1	1										
	Total	2	1	1									
Middle and Other Managers	4	3	2	1							1	1	
Top Range: \$100,000 and over	3	1		1									
Bottom Range: \$ 80,000 - \$84,999	2	2		2									
	1	3		3							2		2
	Total	9	2	7							3	1	2
Professionals	4	2		2									
Top Range: \$ 90,000 - \$94,999	3	1	1										
Bottom Range: \$ 50,000 - \$54,999	2	4	2	2									
	1	9	4	5							3	1	2
	Total	16	7	9							3	1	2
Supervisors	4	1	1										
Top Range: \$85,000 - \$89,999	3												
Bottom Range: \$ 75,000 - \$79,999	2												
	1	2		2									
	Total	3	1	2									

Page 8 of 35 Canada

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

Occupational Group Salary Range Col. 1 Administrative and Senior Clerical Personnel Top Range: \$100,000 and over Bottom Range: \$45,000 - \$49,999	OTR OTR	Total Ccd. 2 1 2 23 23 444	All Employees Men Col. 3 1 4 4 11	3 Women Cd. 4 19	Total Cd. 5	Aboriginal Peoples Men Col. 6	Ples Women Cd. 7	Pers Total Cd. 8	Persons with Disabilities al Men Wo .8 Cd. 9 Cd	bilities Women Col. 10	Membe Total Col. 11 4 8		Members of Visible Minorities Otal Men Wome d. 11 Cd. 12 Cd. 1 1 1 1 3 3 3 4 2 8 1
Skilled Sales and Service Personnel	4	2	1	1									
Top Range: \$100,000 and over	3	4	3	1									
Bottom Range: \$ 45,000 - \$49,999	2	3	1	2									
	1	1	1									1	1 1
	Total	10	6	4								. خت	1 1
Clerical Personnel	4	6		6									
Top Range: \$ 70,000 - \$74,999	သ	5		5								_	1
Bottom Range: \$ 30,000 - \$34,999	2	4	1	3								2	2 1
	_	11	_	10								4	4
	Total	26	2	24								7	7 2
Total Number of Employees		110	30	80			-			_		8	30 12

Employment and Social Employee Excellence of Sevelopment Canada social Canada

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		,	All Employee:	6	Ab	original Peop	oles	Perso	ns with Disal	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Cal. 2	Cal. 3	Cd. 4	Cdl. 5	Cdl. 6	Cd. 7	Col. 8	Col. 9	Cal. 10	Cdl. 11	Col. 12	Col. 13
Clerical Personnel	4												
Top Range: \$ 30,000 - \$34,999	3												
Bottom Range: \$ 30,000 - \$34,999	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		1		1									

Canada

Form 2 C

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Medavie Inc. (certificate # 030022)

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

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

Employment and Social Employee Excellence of Sevelopment Canada social Canada

Medavie Inc. (certificate # 030022)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Québec

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

Occupational Group			All Employee:			original Peop			ns with Disa	bilities		s of Visible I	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Cdl. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Cdl. 10	Total Col. 11	Men Col. 12	Women Cd. 13
Senior Managers	4												
Top Range: \$100,000 and over	3												
Bottom Range: \$100,000 and over	2												
	1	1	1										
	Total	1	1										
Middle and Other Managers	4	5	2	3									
Top Range: \$100,000 and over	3	1	1										
Bottom Range: \$ 75,000 - \$79,999	2	4	1	3									
	1	3	1	2									
	Total	13	5	8									
Professionals	4	3	2	1									
Top Range: \$100,000 and over	3	3	1	2									
Bottom Range: \$ 35,000 - \$39,999	2	12	4	8									
	1	26	7	19							3	2	1
	Total	44	14	30							3	2	1
Semi-Professionals and Technicians	4												
Top Range: \$ 60,000 - \$64,999	3												
Bottom Range: \$ 60,000 - \$64,999	2												
	1	1		1									
	Total	1		1									

Page 12 of 35 Canada

006184

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

Occupational Group Salary Range Col. 1 Supervisors Top Range: \$ 85,000 - \$89,999	01R	Total Cd. 2	All Employees Men Col. 3	Women Ca. 4	Ab Total Cd. 5	Aboriginal Peoples Men Col. 6	Women Cd. 7	Perso Total Col. 8	Persons with Disabilities al Men Wo	bilities Women Cd. 10	Membel Total Cd. 11	Members of Visible Minorities Total Men Wome d. 11 Cd. 12 Cd. 1	- - <u>≤</u>
Top Range: \$ 85,000 - \$89,999 Bottom Range: \$ 50,000 - \$54,999	2 3	ა	2 2	ω				_	_				
	_	6	_	5				_		_	_		
	Total	16	6	10				22	<u>~</u>	<u> </u>	2		
Administrative and Senior Clerical Personnel	4	2		2									
Top Range: \$100,000 and over	3	6	1	5									
Bottom Range: \$ 40,000 - \$44,999	2	27	5	22							2		
	_	10	3	7							_		
	Total	45	9	36							3		
Skilled Sales and Service Personnel	4	1	_										
Top Range: \$100,000 and over	ω												
Bottom Range: \$ 50,000 - \$54,999	2	4	2	2									
	1	7	6	1							1		_
	Total	12	9	3							1		4
Clerical Personnel	4	3		3									
Top Range: \$ 80,000 - \$84,999	3	6	2	4									
Bottom Range: \$ 30,000 - \$34,999	2	26	7	19				1		1	5		2
	_	114	40	74				1		1	31		12
	Total	149	49	100				2		2	36		4

Employment and Social Employee Excellence of Sevelopment Canada social Canada

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		,	All Employees	6	Ab	original Peop	les	Perso	ns with Disal	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Cal. 2	Cal. 3	Cal. 4	Cdl. 5	Cal. 6	Cal. 7	Cal. 8	Cal. 9	Col. 10	Col. 11	Col. 12	Col. 13
Total Number of Employees		281	93	188				4	1	3	45	17	28

Canada

006186

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

Occupational Group		1	All Employees	5	Ι¥	Aboriginal Peoples	ples	Pers	Persons with Disabilities	bilities	Membe	Members of Visible Minorities	∕linorities
Salary Range Col. 1	QTR	Total Cd. 2	Men Cal. 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	4												
Top Range: \$45,000 - \$49,999	3												
Bottom Range: \$ 45,000 - \$49,999	2												
	1	1		1									
	Total	4		1									
Supervisors	4												
Top Range: \$45,000 - \$49,999	3												
Bottom Range: \$ 45,000 - \$49,999	2												
	1	1		1									
	Total	1		1									
Administrative and Senior Clerical Personnel	4												
Top Range: \$ 50,000 - \$54,999	3												
Bottom Range: \$ 50,000 - \$54,999	2												
	1	1		_									
	Total	1		ļ									
Clerical Personnel	4	2	1	1									
Top Range: \$ 40,000 - \$44,999	3	10	3	7							_		_
Bottom Range: \$15,000 - \$19,999	2	1		1									
	_	2		2									
	Total	15	4	- 11							1		_

Employment and Social Employee Excellence of Sevelopment Canada social Canada

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		,	All Employees	6	Ab	original Peop	les	Perso	ns with Disal	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Cal. 3	Cal. 4	Cdl. 5	Col. 6	Cd. 7	Cdl. 8	Cdl. 9	Cdl. 10	Cdl. 11	Cdl. 12	Col. 13
Total Number of Employees		18	4	14							1		1

Canada

Form 2 C

Medavie Inc. (certificate # 030022)

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

Occupational Group		<i>+</i>	All Employees	S	٦k	Aboriginal Peoples	oles	Pers	Persons with Disabilities	bilities	Member	Members of Visible Minorities	/linorities
Salary Range Col. 1	QTR	Total Cd. 2	Men Col. 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	4	2		2							_		1
Top Range: \$ 55,000 - \$59,999	3												
Bottom Range: \$ 35,000 - \$39,999	2												
	_	1		1									
	Total	3		3							1		
Administrative and Senior Clerical Personnel	4												
Top Range: \$ 45,000 - \$49,999	3												
Bottom Range: \$45,000 - \$49,999	2												
	1	1		1									
	Total	1		4									
Clerical Personnel	4	3	1	2	1	1		1	1				
Top Range: \$ 45,000 - \$49,999	ပ	1		1									
Bottom Range: \$ 30,000 - \$34,999	2	2		2									
	_	ယ	1	2									
	Total	9	2	2	1	J.			1				
Total Number of Employees		13	2	<u> </u>	_	_			_		-		

Employment and Social Employee & Développement Development Canada social Canada

Medavie Inc. (certificate # 030022)

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

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

Occupational Group			All Employee:			original Peop	les		ns with Disal	bilities		s of Visible N	/linorities
Salary Range Col. 1	QTR	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	4	1	1										
Top Range: \$100,000 and over	3												
Bottom Range: \$100,000 and over	2												
	1	1	1					1	1				
	Total	2	2					1	1				
Middle and Other Managers	4	2		2									
Top Range: \$100,000 and over	3	1		1									
Bottom Range: \$ 75,000 - \$79,999	2	4	1	3									
	1	5		5				1		1	1		1
	Total	12	1	11				1		1	1		1
Professionals	4	8	6	2									
Top Range: \$100,000 and over	3	36	21	15				1	1		2	2	
Bottom Range: \$ 30,000 - \$34,999	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	4	1	1								1	1	
Top Range: \$ 95,000 - \$99,999	3												
Bottom Range: \$ 45,000 - \$49,999	2												
	1	1	1										
	Total	2	2								1	1	

Page 18 of 35 Canada

006190

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

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

Employment and Social Employee Excellence of Sevelopment Canada social Canada

Medavie Inc. (certificate # 030022)

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

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

Occupational Group		,	All Employee:	\$	Ab	original Peop	oles	Perso	ons with Disa	bilities	Member	rs of Visible N	/linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Cd. 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
Cdi. I		Cu. 2	Cu. 3	Cu. 4	Cu. 3	Cu. 8	Cu. 7	Cu. o	Cu. 9	Cu. 10	Cu. II	Cu. 12	Cu. 13
Intermediate Sales and Service Personnel	4												
Top Range: \$ 45,000 - \$49,999	3												
Bottom Range: \$ 45,000 - \$49,999	2												
	1	1		1									
	Total	1		1									
Semi-Skilled Manual Workers	4	1		1									
Top Range: \$ 25,000 - \$29,999	3												
Bottom Range: \$ 25,000 - \$29,999	2												
	1	2	1	1									
	Total	3	1	2									
Total Number of Employees		281	78	203	3		3	14	4	10	11	4	7

Canada

006192

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / Nova Scotia Reporting Period 2015-12-21 to 2017-12-31

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

Employment and Social Employer et Développement Development Canada social Canada

Medavie Inc. (certificate # 030022)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Temporary / Nova Scotia

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

Occupational Group			All Employee			original Peop			ns with Disa	bilities		rs of Visible N	
Salary Range Col. 1	QTR	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	4	1		1									
Top Range: \$ 95,000 - \$99,999	3												
Bottom Range: \$ 35,000 - \$39,999	2	2	1	1									
	1	2		2									
	Total	5	1	4									
Supervisors	4	1		1									
Top Range: \$ 50,000 - \$54,999	3												
Bottom Range: \$ 45,000 - \$49,999	2												
	1	1		1									
	Total	2		2									
Administrative and Senior Clerical Personnel	4	1		1									
Top Range: \$ 60,000 - \$64,999	3												
Bottom Range: \$ 35,000 - \$39,999	2												
	1	1		1									
	Total	2		2									
Clerical Personnel	4	3		3									
Top Range: \$ 35,000 - \$39,999	3	1		1									
Bottom Range: \$ 25,000 - \$29,999	2	1		1									
	1	2		2									
	Total	7		7									

Page 22 of 35 Canada

Form 2 C

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Medavie Inc. (certificate # 030022)

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

Total Number of Employees 16 1	Col. 1	Salary Range	Occupational Group
		QTR	
1 6	Cd. 2	Total	
66S 15 15	Cd. 3	Men	All Employees
15	Cd. 4	Women	6
	Cd. 5	Total	Abo
	Cd. 6	Men	original Peop
	Cd. 7	Women	les
	Cdl. 8	Total	Perso
	Cd. 9	Men	ns with Disal
	Cd. 10	Women	oilities
	Cd. 11	Total	Member
	Cd. 12	Men	ers of Visible N
	Cd. 13	Women	/linorities

Page 23 of 35

Employment and Social Employee & Développement Development Canada social Canada

Medavie Inc. (certificate # 030022)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / New Brunswick

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

Occupational Group			All Employees			original Peop			ns with Disa	bilities		s of Visible N	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Cdl. 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 Cd. 13
Senior Managers	4	1	1										
Top Range: \$100,000 and over	3												
Bottom Range: \$100,000 and over	2												
	1	3	3										
	Total	4	4										
Middle and Other Managers	4	7	7					1	1				
Top Range: \$100,000 and over	3	19	7	12									
Bottom Range: \$ 35,000 - \$39,999	2	30	6	24									
	1	3	2	1									
	Total	59	22	37				1	1				
Professionals	4	9	6	3				1		1			
Top Range: \$100,000 and over	3	91	55	36	2		2	1	1		2	1	1
Bottom Range: \$ 30,000 - \$34,999	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	4	7	7										
Top Range: \$ 90,000 - \$94,999	3	10	10										
Bottom Range: \$ 40,000 - \$44,999	2	9	7	2				1	1				
	1	15	12	3				1	1		1	1	
	Total	41	36	5				2	2		1	1	

Page 24 of 35 Canada

006196

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / New Brunswick

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

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

Employment and Social Employet Obveloppement Sevelopment Canada social Canada

Medavie Inc. (certificate # 030022)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / New Brunswick

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

Occupational Group		,	All Employee:	5	Ab	original Peop	oles	Perso	ns with Disal	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Cal. 2	Cal. 3	Cal. 4	Cdl. 5	Cdl. 6	Cdl. 7	Cal. 8	Cal. 9	Cal. 10	Col. 11	Cdl. 12	Cdl. 13
Clerical Personnel	4	6	2	4				1	1				
Top Range: \$ 70,000 - \$74,999	3	18	2	16				2		2			
Bottom Range: \$ 25,000 - \$29,999	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	4	1		1									
Top Range: \$ 45,000 - \$49,999	3												
Bottom Range: \$ 45,000 - \$49,999	2												
	1	1	1										
	Total	2	1	1									
Total Number of Employees		1127	318	809	10		10	27	6	21	25	10	15

Canada

Form 2 B

Medavie Inc. (certificate # 030022)

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

Occupational Group			All Employees	G)	≥	Aboriginal Peoples	ples	Pers	Persons with Disabilities	bilities	Membe	Members of Visible Minorities	Viinorities
Salary Range Col. 1	QTR	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	4	_		1				_		_			
Top Range: \$ 55,000 - \$59,999	ω	1		1				1		1			
Bottom Range: \$ 40,000 - \$44,999	2	2		2									
	1	1		1									
	Total	5		5					2	2			
Administrative and Senior Clerical Personnel	4												
Top Range: \$ 55,000 - \$59,999	ယ												
Bottom Range: \$ 55,000 - \$59,999	2												
	1	1		1									
	Total	-		ļ									
Clerical Personnel	4	ယ		3									
Top Range: \$ 30,000 - \$34,999	ω	2		2									
Bottom Range: \$ 15,000 - \$19,999	2	2	1	1									
	Total	8 4	2 4	0									
Total Number of Employees		14	2	12					2	2			

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

Medavie Inc. (certificate # 030022)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Temporary / New Brunswick

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

Occupational Group		,	All Employee:	S	Ab	original Peop	oles	Perso	ns with Disa	bilities	Member	s of Visible I	Vinorities
Salary Range Col. 1	QTR	Total Col. 2	Men Cal. 3	Women Cdl. 4	Total Col. 5	Men Cal. 6	Women Cdl. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Cdl. 13
			Cu. 3		- Cu. 5	Cu. 6	Cu. 7			-	Cu. II	Cu. 12	Cu. 13
Professionals	4	2		2				2		2			
Top Range: \$ 60,000 - \$64,999	3	7	1	6							1		1
Bottom Range: \$ 30,000 - \$34,999	2	5		5									
	1	4	1	3									
	Total	18	2	16				2		2	1		1
Supervisors	4	1		1									
Top Range: \$ 80,000 - \$84,999	3												
Bottom Range: \$ 45,000 - \$49,999	2	1	1										
	1	6	1	5									
	Total	8	2	6									
Administrative and Senior Clerical Personnel	4	1		1									
Top Range: \$ 45,000 - \$49,999	3												
Bottom Range: \$ 45,000 - \$49,999	2												
	1	1		1									
	Total	2		2									
Clerical Personnel	4	4	2	2									
Top Range: \$ 40,000 - \$44,999	3	6	1	5	1	1							
Bottom Range: \$ 20,000 - \$24,999	2	14	2	12									
	1	5		5									
	Total	29	5	24	1	1							

Page 28 of 35 Canada

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

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	Total Cd. 5	
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	ם	
3	Total Cd. 8	
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	ი –	Members of Visible Minoritie
	Men Cd. 12	/isible
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	Women Cd. 13	orities
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Employment and Social Employer et Développement Development Canada social Canada

Medavie Inc. (certificate # 030022)

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

Occupational Group		,	All Employee	s	At	ooriginal Peo	ples	Perso	ons with Disa	bilities	Membe	rs of Visible I	√linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Cal. 4	Cdl. 5	Cal. 6	Cal. 7	Cal. 8	Cal. 9	Cd. 10	Cd. 11	Cd. 12	Cdl. 13
Middle and Other Managers	4												
Top Range: \$ 75,000 - \$79,999	3												
Bottom Range: \$ 75,000 - \$79,999	2												
	1	1		1									
	Total	1		1									
Professionals	4												
Top Range: \$ 85,000 - \$89,999	3												
Bottom Range: \$ 85,000 - \$89,999	2												
	1	1	1										
	Total	1	1										
Supervisors	4												
Top Range: \$ 50,000 - \$54,999	3												
Bottom Range: \$ 50,000 - \$54,999	2												
	1	1		1									
	Total	1		1									
Clerical Personnel	4	3		3									
Top Range: \$ 45,000 - \$49,999	3	6		6									
Bottom Range: \$ 25,000 - \$29,999	2	12		12				1		1			
	1	9		9									
	Total	30		30				1		1			

Page 30 of 35 Canada

Form 2 A

Medavie Inc. (certificate # 030022)

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

Total Mimber of Employees	Salary Range Col. 1	Occupational Group
Employees	QTR	
	Total Cd. 2	A
•	Men Cd. 3	√ll Employees
3	Women Cd. 4	
	Total Cd. 5	Abori
	Men Cd. 6	ginal Peoples
	Women Cd. 7	
	Total Cd. 8	Persons
***	Men W Cd. 9 C	Persons with Disabilitie
	Women Cd. 10 C	፠
	Total Cd. 11 C	Members of
	Men V 2d. 12 C	embers of Visible Minorit
	Women Cd. 13	rities

Employment and Social Employet Observed Seveloppement Assault Canada Social Canada

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		,	All Employees	5	Ab	original Peop	oles	Perso	ns with Disal	bilities	Member	rs of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Cdl. 2	Cdl. 3	Cd. 4	Cdl. 5	Cal. 6	Cd. 7	Col. 8	Col. 9	Cal. 10	Cal. 11	Col. 12	Cd. 13
Clerical Personnel	4	1		1									
Top Range: \$ 25,000 - \$29,999	3												
Bottom Range: \$ 25,000 - \$29,999	2												
	1	1	1										
	Total	2	1	1									
Total Number of Employees		2	1	1									

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

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

Employment and Social Employet Observed Seveloppement Assault Canada Social Canada

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		,	All Employees		Ab	original Peop	les	Perso	ns with Disal	bilities	Member	s of Visible M	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Cal. 4	Cal. 5	Cal. 6	Cal. 7	Col. 8	Cal. 9	Col. 10	Cdl. 11	Col. 12	Col. 13
Total Number of Employees		18	7	11									

Employment and Social Employet Observed Seveloppement Assault Canada Social Canada

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		į.	All Employee:	S	At	original Peop	oles	Perso	ns with Disal	bilities	Member	s of Visible N	1inorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Cd. 2	Cdl. 3	Cd. 4	Cdl. 5	Cal. 6	Cal. 7	Cal. 8	Col. 9	Col. 10	Cdl. 11	Cd. 12	Cal. 13
Clerical Personnel	4	1		1									
Top Range: \$ 30,000 - \$34,999	3	2		2									
Bottom Range: \$ 25,000 - \$29,999	2												
	1	2	2								1	1	
	Total	5	2	3							1	1	
Total Number of Employees		5	2	3							1	1	

Form 3 A

Medavie Inc. (certificate # 030022)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / National

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

		All Employees		Ab	original Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total Col. 1	Men Cdl. 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

Form 3 B

Medavie Inc. (certificate # 030022)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / National

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

		All Employees	i	Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible M	inorities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Cd. 1	Cal. 2	Col. 3	Cdl. 4	Cdl. 5	Col. 6	Cal. 7	Cdl. 8	Col. 9	Cal. 10	Cal. 11	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

Form 3 C

Medavie Inc. (certificate # 030022)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Temporary / National

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

		All Employees	i	Al	original Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Cd. 4	Cdl. 5	Col. 6	Col. 7	Col. 8	Col. 9	Cal. 10	Col. 11	Cdl. 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

Total Number of Employees	\$100,000 and over	\$85,000 - \$99,999	\$70,000 - \$84,999	\$ 60,000 - \$69,999	\$ 50,000 - \$59,999	\$ 45,000 - \$49,999	\$ 40,000 - \$44,999	\$ 37,500 - \$39,999	\$ 35,000 - \$37,499	\$ 30,000 - \$34,999	Caraly Frankje	Salan/ Range
011	±	10	26	33	13	6	3	3	4	1	Cd. 1	Total
00	5	5	7	6	3	3	1				Cd. 2	All Employees
80	6	5	19	27	10	3	2	3	4	1	Col. 3	
			1								Cd. 4	
											Cd. 5	Aboriginal Peoples
											Col. 6	les
											Cd. 7	Per
											Cd. 8	Persons with Disabilities
											Col. 9	bilities
30				10	,						Cd. 10	Memb
0 12	2	2	3		4	5	2			1	Cd. 11	Members of Visible Minorities
2 18	2		2 1	2 8	1 3	3 2	1			1	Cd. 12	finorities

Employment and Social Emploi et Déceloppement Sevelopment Canada social Canada

Medavie Inc. (certificate # 030022)

Form 3 B

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / Ontario

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

	All Employees			Al	Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Col. 1	Cdl. 2	Col. 3	Cd. 4	Cdl. 5	Col. 6	Cd. 7	Cal. 8	Col. 9	Col. 10	Col. 11	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

Total Number of Employees	\$ 50,000 and over	\$ 30,000 - \$34,999		Salary Range	
2	1	1	Cd. 1	Total	
_		1	Cd. 2	Men	All Employees
-	1		Col. 3	₩omen	
			Cd. 4	Total	At
			Cd. 5	Men	Aboriginal Peoples
			Col. 6	Women	es
			Cd. 7	Total	Pers
			Cdl. 8	Men	Persons with Disabilities
			Col. 9	Women	lities
			Cd. 10	Total	Membe
			Cd. 11	Men	Members of Visible Minorities
			Cd. 12	₩omen	norities

Form 3 A

Medavie Inc. (certificate # 030022)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Québec

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

	All Employees				Aboriginal Peoples			ons with Disab	ilities	Members of Visible Minorities			
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Cd. 1	Cd. 2	Col. 3	Cd. 4	Cal. 5	Col. 6	Cal. 7	Cal. 8	Col. 9	Cal. 10	Cdl. 11	Cdl. 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	

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Medavie Inc. (certificate # 030022)

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

Total Number of Employees	\$ 50,000 and over	\$40,000 - \$49,999	\$ 35,000 - \$39,999	\$30,000 - \$34,999	\$ 25,000 - \$29,999	\$ 22,500 - \$24,999	\$17,500 - \$19,999	Salary Range	
18	1	4	5	5	1	1	1	Total Cd. 1	
3		1	2					Men Col. 2	All Employees
14	1	3	3	4	1	1	1	Women Col. 3	
								Total Cd. 4	Ab
								Men Cal. 5	Aboriginal Peoples
								Women Col. 6	S
								Total Cd. 7	Perso
								Men Cd. 8	sabil
								Women Col. 9	ties
-								Total Cd. 10	Members
								Men Cal. 11	≤
Ť								Women Cd. 12	orities

Form 3 B

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

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

Medavie Inc. (certificate # 030022)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Nova Scotia

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

All Employees			Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Members of Visible Minorities			
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Cd. 1	Cd. 2	Col. 3	Cd. 4	Cd. 5	Col. 6	Cd. 7	Cal. 8	Col. 9	Cdl. 10	Cd. 11	Cd. 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

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

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Form 3 C

Medavie Inc. (certificate # 030022)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Temporary / Nova Scotia

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

	All Employees			A	boriginal Peopl	es	Pers	ons with Disab	ilities	Members of Visible Minorities		
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Cd. 1	Cal. 2	Col. 3	Cd. 4	Cdl. 5	Col. 6	Cd. 7	Cdl. 8	Col. 9	Cal. 10	Col. 11	Cdl. 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									

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Medavie Inc. (certificate # 030022)

Form 3 A

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

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

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

Form 3 B

Medavie Inc. (certificate # 030022)

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

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

		All Employees	i	А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Cd. 1	Cal. 2	Col. 3	Cd. 4	Cal. 5	Col. 6	Cal. 7	Cal. 8	Col. 9	Cal. 10	Cal. 11	Cal. 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			

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

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

Medavie Inc. (certificate # 030022)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Prince Edward Island

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

		All Employees		А	boriginal Peopl	es	Pers	ons with Disat	oilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Cd. 1	Cd. 2	Col. 3	Cdl. 4	Col. 5	Col. 6	Cal. 7	Cal. 8	Col. 9	Col. 10	Col. 11	Cdl. 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			

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

Total Number of Emptoyees 2 1 1 1	\$ 25,000 - \$29,999	Salary Range	
N	2	Total Cd. 1	
_	1	Men Cd. 2	All Employees
T T	1	Women Col. 3	
		Total Cd. 4	Α
		Men Cd. 5	boriginal Peoples
1 1		Women Col. 6	es
		Total Cd. 7	Pers
		Men Cd. 8	ersons with Disabilities
		Women Col. 9	ilities
		Total Cd. 10	Membe
		Men Cd. 11	embers of Visible Mi
		Women Cd. 12	norities

Medavie Inc. (certificate # 030022)

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

		All Employees		A	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Cd. 2	Col. 3	Col. 4	Cdl. 5	Col. 6	Cal. 7	Col. 8	Col. 9	Cal. 10	Cdl. 11	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	
21 to 2017-12-31	5

Total Number of Employees	\$30,000 - \$34,999	\$ 25,000 - \$29,999	Salary Range	
5	3	2	Total Cd. 1	
2		2	Men Cd. 2	All Employees
ယ	3		Women Col. 3	
			Total Col. 4	A
			Men Cal. 5	Aboriginal Peoples
			Women Col. 6	les
			Total Cd. 7	Pers
			Men Cd. 8	Persons with Disabilities
			Women Cal. 9	oilities
1		1	Total Cal. 10	Memb
<u></u>		1	Men Col. 11	Members of Visible Minorities
		1	Women Cd. 12	linorities

Medavie Inc. (certificate # 030022)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / National

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

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Cd. 1	Cal. 2	Col. 3	Cd. 4	Cdl. 5	Col. 6	Cdl. 7	Cdl. 8	Col. 9	Cdl. 10	Cdl. 11	Cal. 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

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Medavie Inc. (certificate # 030022)

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

Occupational Group	Total	All Employees) Momen	At At	original Peopl	es Nomes	Perso	Persons with Disabilities	lities	Ś	Member	Members of Visible Minorities
Occupational Group	Total Cd. 1	Men Cd. 2	Women Col. 3	Total Cd. 4	Men Cd. 5	Women Col. 6		Total Cd. 7	Total Men Cd. 7 Cd. 8	Total Men Women Cd. 7 Cd. 8 Col. 9	Total Men Women Total Cd. 7 Cd. 8 Col. 9 Cd. 10	Total Men Women Total Men Cd. 7 Cd. 8 Cd. 9 Cd. 10 Cd. 11
Clerical Personnel		3	2									1
Total Number of Employees Hired 3 1 2	d 3	3 1	1 2								1	J

Form 4 B

Medavie Inc. (certificate # 030022)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Temporary / National

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

		All Employees		A	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Cdl. 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 Cdl. 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

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

		All Employees		ΙĄ	Aboriginal Peoples	es	Pers	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	norities
Occupational Group	Total	Men	₩omen	Total	Men	Women	Total	Men	₩omen	Total	Men	Women
	Cdi. 1	Cd. 2	Col. 3	Cd. 4	Cd. 5	<u>රු</u> . 6	Cd. 7	Cd. 8	<u>ර</u> ු. 9	Cd. 10	Col. 11	Cd. 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	_	
Clerical Personnel	ယ		2							_	_	
Total Number of Employees Hired	34	9	25							-3	4	7

Medavie Inc. (certificate # 030022)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Temporary / Ontario

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

		All Employees		A	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Clerical Personnel	1	1										
Total Number of Employees Hired	1	1										

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Medavie Inc. (certificate # 030022)

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

							•					
		All Employees		A	Aboriginal Peoples	les	Pers	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	₩omen	Total	Men	Women
	Cd. 1	Cd. 2	Col. 3	Cd. 4	Cd. 5	Col. 6	Cd. 7	Cal. 8	Col. 9	Cd. 10	Cd. 11	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								_		
Clerical Personnel	51	17	34							18	5 1	13
Total Number of Employees Hired	86	29	57							22	7	15

Form 4 A

Form 4 B

Medavie Inc. (certificate # 030022)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Part-Time / Québec

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

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Cd. 1	Cdl. 2	Col. 3	Cd. 4	Cd. 5	Col. 6	Cd. 7	Cd. 8	Col. 9	Cdl. 10	Cd. 11	Cdl. 12
Clerical Personnel	3	1	2							1		1
Total Number of Employees Hired	3	1	2							1		1

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Medavie Inc. (certificate # 030022)

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

				Δ,	Aboriginal Deoples	D	Derec	Dersons with Disabilities	lities	Member	Members of Visible Minorities	oriti es
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Cd. 1	Cd. 2	Col. 3	Cd. 4	Cd. 5	Col. 6	Cd. 7	Cal. 8	Col. 9	Cd. 10	Cd. 11	Cd. 12
Professionals	3		3							1		1
Clerical Personnel	7	1	6									
Total Number of Employees Hired	10	-	1 9				1		.	-3-		

Form 4 C

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Nova Scotia

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

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Cd. 1	Cal. 2	Col. 3	Cd. 4	Cd. 5	Col. 6	Cd. 7	Cal. 8	Col. 9	Cal. 10	Col. 11	Cdl. 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

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

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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / New Brunswick

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

		All Employees		At	original Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Cd. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
	Cu. I	CG. 2	COI. 3	Cu. 4	C u . 3	COI. 0	Cu. 7	CG. 0	Coi. 9	CG. 10	CG. II	CG. 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

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

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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Prince Edward Island Reporting Period 2015-12-21 to 2017-12-31

		All Employees		Al	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Cdl. 12
	00. 1	00. 2	001. 0	OG. 4	04.0	001. 0	0 4 . 7	04.0	001. 0	04. 10	04.11	00.12
Clerical Personnel	4		4									
Total Number of Employees Hired	4		4									

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

		All Employees		Al	ooriginal Peopl	es	Perso	Persons with Disabilities	ities	Member	Members of Visible Minorities	าorities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Cd. 1	Cd. 2	Col. 3	Cd. 4	Cd. 5	Col. 6	Cd. 7	Cd. 8	Col. 9	Cd. 10	Cd. 11	Cd. 12
Clerical Personnel	1		1									
Total Number of Employees Hired 1 1	d 1	A	1									

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Newfoundland and Labrador Reporting Period 2015-12-21 to 2017-12-31

		All Employees		Al	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Cdl. 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									

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

Total N	Clerica		
Total Number of Employees Hired 4 2 2	Clerical Personnel	Occupational Group	
d 4	4	Total Cd. 1	
2	. 2	Men Cd. 2	All Employees
2 2 1	2	Women Col. 3	3)
		Total Cd. 4	Al
		Men Cd. 5	boriginal Peopl
		Women Col. 6	es
		Total Cd. 7	Perso
1		Men Cd. 8	Persons with Disabilitie
		Women Col. 9	ities
	1	Total Cd. 10	Member
1.	1	Men Cd. 11	Vembers of Visible Minorities
		Women Cd. 12	norities

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED

Full-Time / National

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

	Employe	ees promoted (Employees pro	moted during	the year are to	be reported or	ly in the occup	ational groups	in which or to v	vhich they hav	e been last pro	moted.)
One medianal Consum		All Employees		Α	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	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

Canada

	Employ	ees promoted	(Employees pro	omoted during	the year are t	o be reported c	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.	ational groups	in which or to w	which they have	been last proi	moted.)
Occupational Occup		All Employees		A	Aboriginal Peoples	oles	Pers	Persons with Disabilities	ilities	Member	Members of Visible Minorities	norities
compandial aloub	Total Cd. 1	Men Cd. 2	Women Col. 3	Total Cd. 4	Men Cd. 5	Women Col. 6	Total Cd. 7	Men Cd. 8	Women Col. 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									

Form 5 B

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED

Temporary / National

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

	Employe	ees promoted ((Employees pro	moted during t	the year are to	be reported on	ly in the occup	ational groups	in which or to v	which they hav	e been last pro	moted.)
Consumptional Crown		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Cdl. 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			

Form 5 A

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

				- Contract Contract	traperioring to the second training the second		•					
	Employ	ees promoted/	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.)	omoted during	the year are to	be reported c	nly in the occu	pational groups	in which or to	which they hav	ve been last pr	omoted.)
Ossimptional Comp		All Employees	ï	A	Aboriginal Peoples	les	Per	Persons with Disabilities	bilities	Memb	Members of Visible Minorities	1inorities
occupational Group	Total	Men	₩omen	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Cd. 1	Cd. 2	Col. 3	Cd. 4	Cd. 5	Col. 6	Cd. 7	Cd. 8	<u>Ω</u> . 9	Cd. 10	Cal. 11	Cd. 12
Middle and Other Managers	_		1									_
Supervisors	1		1									
Administrative and Senior Clerical Personnel	w	2	_									2
Skilled Sales and Service Personnel	2	1	1									
Clerical Personnel	ۍ.		5									
Total Number of Employees Promoted Total Number of Promotions	12 12	3 3	6								<u> </u>	<u> </u>

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED

Temporary / Ontario

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

	Employ	ees promoted	(Employees pro	moted during	the year are to	be reported on	ly in the occup	ational groups	in which or to	which they ha∨	e been last pro	moted.)
Occupational Course		All Employees	;	Α	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible M	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Cdl. 2	Col. 3	Cd. 4	Col. 5	Col. 6	Cdl. 7	Col. 8	Col. 9	Cdl. 10	Cal. 11	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									

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED

Full-Time / Québec

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

	Employ	ees promoted	(Employees pro	omoted during	the year are to	be reported or	ly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
One medianal Consum		All Employees	;	Α	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible M	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	1	33 2	1		331. 3	001.0	33	000	333	0010	0311	33 12
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

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006248

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

	Employ	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.	(Employees pr	omoted during	the year are to	be reported or	nly in the occup	pational groups	in which or to	which they have	e been last pror	noted.)
		All Employees	,	٧	Aboriginal Peoples	les	Pers	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	norities
Companonal Group	Total Cd. 1	Men Cd. 2	Women Col. 3	Total Cd. 4	Men Cd. 5	Women Col. 6	Total Cd. 7	Men Cd. 8	Women Col. 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

	Employ	ees promoted	(Employees pro	moted during	the year are to	be reported on	ly in the occup	ational groups	in which or to	which they ha∨	e been last pro	moted.)
Occupational Occupa		All Employees	i	Α	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible M	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Cd. 1	Cdl. 2	Col. 3	Cd. 4	Col. 5	Col. 6	Cdl. 7	Col. 8	Col. 9	Col. 10	Col. 11	Cdl. 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		7	1				
Total Number of Promotions	3	1	2	1	1		1	1				

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Form 5 A

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

Total Nun Total Nun	Clerical Personnel	Skilled Sa	Administra Personnel	Supervisors	Professionals		
Total Number of Employees Promoted Total Number of Promotions	ersonnel	Skilled Sales and Service Personnel	Administrative and Senior Clerical Personnel	ors	nals	Coopaional Group	Occupational Group
45 45	24	1	4	2	14	Total Cd. 1	Employe
10 10	4	1		1	4	Men Cd. 2	ees promoted (All Employees
35 35	20		4	1	10	Women Col. 3	Employees pro
<u> </u>	1					Total Cd. 4	moted during t
						Men Cd. 5	g the year are to be Aboriginal Peoples
<u> </u>	1					Women Col. 6	pe reported on
2 2				1	1	Total Cd. 7	y in the occupa
						Men Cd. 8	ccupational groups in where
2 2				1	1	Women Col. 9	n which or to w
<u> </u>					1	Total Cd. 10	/hich they have Member
						Men Col. 11	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
<u> </u>					1	Women Cd. 12	noted.) iorities

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED

Part-Time / Nova Scotia

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

	Employ	ees promoted ((Employees pro	omoted during t	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
Occupational Course		All Employees		Al	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Cd. 1	Cd. 2	Col. 3	Cd. 4	Col. 5	Col. 6	Cd. 7	Cal. 8	Col. 9	Cd. 10	Col. 11	Cdl. 12
Clerical Personnel	1		1									
Total Number of Employees Promoted	1		1									
Total Number of Promotions	1		1									

Canada

	Employ	ees promoted (All Employees	Employees pro	moted during A	g the year are to be Aboriginal Peoples	be reported c	nly in the occu	ccupational groups in wh Persons with Disabilities	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	which they hav	hey have been last promoted.) Members of Visible Minorities	omoted.) inorities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Cd. 1	Cd. 2	<u>ල</u> . 3	Cd. 4	Cd. 5	Col. 6	Cd. 7	Cd. 8	Col. 9	Cd. 10	Cd. 11	Cal. 12
Professionals	2		2									
Supervisors	1		1									
Administrative and Senior Clerical Personnel	1											
Clerical Personnel	2		2									
Total Number of Employees Promoted	6		6									
Total Number of Promotions	7		7									

Form 5 C

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED

Full-Time / New Brunswick

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

	Employe	ees promoted (Employees pro	moted during	the year are to	be reported or	ly in the occupa	ational groups	in which or to v	which they have	e been last pro	moted.)
One medianal Orang		All Employees		А	boriginal Peopl	es	Perso	ons with Disat	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Cdl. 1	Cd. 2	Col. 3	Cal. 4	Cal. 5	Col. 6	Cd. 7	Cdl. 8	Col. 9	Cal. 10	Cd. 11	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	

Canada

	Employ	ees promoted	(Employees pro	omoted during	the year are to	o be reported o	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.	ational groups	in which or to w	hich they have	been last pror	noted.)
Occupational Occup		All Employees		A	Aboriginal Peoples	les	Pers	Persons with Disabilities	lities	Member	Members of Visible Minorities	norities
Оссиравина споф	Total Cd. 1	Men Cd. 2	Women Col. 3	Total Cd. 4	Men Cd. 5	Women Col. 6	Total Cd. 7	Men Cd. 8	Women Col. 9	Total Cd. 10	Men Cd. 11	Women Cd. 12
Clerical Personnel	1		1									
Total Number of Employees Promoted	7		-									
Total Number of Promotions												

Form 5 B

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED

Temporary / New Brunswick

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

	Employ	ees promoted	(Employees pro	moted during	the year are to	be reported on	ly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
One and one of Oresian		All Employees	i	А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Cd. 1	Cdl. 2	Col. 3	Cd. 4	Cdl. 5	Col. 6	Cdl. 7	Cdl. 8	Col. 9	Col. 10	Col. 11	Cdl. 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			

	Employ	Employees promoted (Employees promoted during the year are to be report	(Employees pro	moted during t	the year are to	be reported or	rted only in the occupational groups in which or to which they have been last promoted.	ational groups	in which or to v	vhich they have	e been last pro	moted.)
One mostional Oracin		All Employees		A!	Aboriginal Peoples	es	Pers	Persons with Disabilities	lities	Membe	Members of Visible Minorities	norities
coopainiai giogb	Total Cd. 1	Men Cd. 2	Women Col. 3	Total Cd. 4	Men Cd. 5	Women Col. 6	Total Cd. 7	Men Cd. 8	Women Col. 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									

Form 5 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED

Full-Time / Newfoundland and Labrador Reporting Period 2015-12-21 to 2017-12-31

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

Form 5 C

006258

	Employ	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.	(Employees pro	omoted during	the year are to	be reported or	ly in the occup	ational groups	n which or to w	hich they have	been last pro	moted.)
		All Employees		A	Aboriginal Peoples	les	Pers	Persons with Disabilities	lities	Membe	Members of Visible Minorities	norities
coopanoirai circup	Total Cd. 1	Men Cd. 2	Women Col. 3	Total Cd. 4	Men Cd. 5	Women Col. 6	Total Cd. 7	Men Cd. 8	Women Col. 9	Total Cd. 10	Men Cd. 11	Women Cd. 12
Clerical Personnel	1		1									
Total Number of Employees Promoted	-											
Total Number of Promotions	1											

Page 17 of 17

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / National

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

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Cal. 2	Women Col. 3	Total Col. 4	Men Cdl. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Cdl. 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

Canada

Form 6 B

Medavie Inc. (certificate # 030022)

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

Total Number of Employees Terminated	Clerical Personnel	Administrative and Senior Clerical Personnel	Professionals	Occupational Group	
&	6		1	Total Cd. 1	,
				Men Cd. 2	All Employees
8	6	1	1	Women Col. 3	
				Total Cd. 4	Al
				Men Cd. 5	Aboriginal Peoples
				Women Col. 6	es
_	_			Total Cd. 7	Pers
				Men Cd. 8	Persons with Disabilities
_	1			Women Col. 9	ilities
	1			Total Cd. 10	Membe
				Men Cal. 11	Members of Visible Minorities
				Women Cd. 12	norities

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Medavie Inc. (certificate # 030022)

Form 6 C

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

		All Employees		A	Aboriginal Peoples	es	Per	Persons with Disabilities	bilities	Membe	Members of Visible Minorities	linorities
Occupational Group	Total	Men		Total	Men	₩omen	Total	Men	Women	Total	Men	Women
	Cd. 1	Cd. 2	Col. 3	Cd. 4	Cd. 5	Col. 6	Cd. 7	Cd. 8	<u>လ</u> . 9	Cd. 10	Cd. 11	Cd. 12
Professionals	10	1	9							_		
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	ದ	_						2	w	8

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Ontario

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

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Cd. 1	Cdl. 2	Col. 3	Cd. 4	Cal. 5	Col. 6	Cd. 7	Col. 8	Col. 9	Cdl. 10	Cd. 11	Cdl. 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

Canada

Form 6 C

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Medavie Inc. (certificate # 030022)

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

Total Number of Employees Terminated	Clerical Personnel	Administrative and Senior Clerical Personnel	Professionals	Occupational Group	
				Total Col. 1	
6 -	<u></u>	2 1	1	Men Cal. 2	All Employees
2 4			1	Women Col. 3	S
				Total Cd. 4	Al
				Men Cd. 5	Aboriginal Peoples
				Women Col. 6	95
				Total Cd. 7	Perso
				Men Cd. 8	Persons with Disabilities
				Women Col. 9	ities
4	ယ			Total Cd. 10	Members
2				Men Cd. 11	Members of Visible Minorities
2	2			Women Cd. 12	orities

Page 5 of 18

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

		All Employees		Α	Aboriginal Peoples	iles	Per	Persons with Disabilities	bilities	Membe	Members of Visible Minorities	finorities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	₩omen
	Cd. 1	Cd. 2	Col. 3	Cd. 4	Cd. 5	Col. 6	Cd. 7	Cd. 8	Col. 9	Cd. 10	Cd. 11	Cd. 12
Middle and Other Managers	5	2	သ									
Professionals	6	2	4									1
Supervisors	4	1	3									
Administrative and Senior Clerical Personnel	17	3	14							(4)		1 2
Clerical Personnel	33	6	27							· ·		8
Total Number of Employees Terminated	65	7	51							12		<u></u>

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Medavie Inc. (certificate # 030022)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Part-Time / Québec

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

		All Employees		Al	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Cal. 1	Cal. 2	Col. 3	Cal. 4	Cal. 5	Col. 6	Cal. 7	Cal. 8	Col. 9	Cal. 10	Cal. 11	Col. 12
Clerical Personnel	1		1							1		1
Total Number of Employees Terminated	1		1							1		1

Canadä

Form 6 B

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

,		All Employees			Aboriginal Peoples	.1	Pers	Persons with Disabilities	ilities	Membe	1.00	inoriti
Occupational Group	Total Cd. 1	Men Cd. 2	Women Col. 3	Total Cd. 4	Men Cd. 5	Women Col. 6	Total Cd. 7	Men Cd. 8	Women Col. 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		
Total Number of Employees Terminated	18	4	14							2		

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Nova Scotia

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

		All Employees		A	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Cd. 1	Cdl. 2	Col. 3	Cd. 4	Cdl. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Cal. 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

Canadä

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

		All Employees		A	Aboriginal Peoples	es	Pers	Persons with Disabilities	lities	Member	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	₩omen	Total	Men	Women	Total	Men	₩omen
	Cd. 1	Cd. 2	Col. 3	Cd. 4	Cd. 5	Col. 6	Cd. 7	Cal. 8	ර <u>ු</u> 9	Cd. 10	Cd. 11	Cd. 12
Professionals	1		1									
Clerical Personnel	2		2									
Total Number of Employees Terminated	ω		3									

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

		All Employees		Al	Aboriginal Peoples	es	Pers	Persons with Disabilities	lities	Member	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	√Vomen	Total	Men	Women	Total	Men	Women
	Cd. 1	Cd. 2	Col. 3	Cd. 4	Cd. 5	Col. 6	Cd. 7	Cd. 8	Ω <u>.</u> 9	Cd. 10	Cd. 11	Cal. 12
Professionals	2	1	1									
Clerical Personnel	2		2									
Total Number of Employees Terminated	4	4	1 3									

Medavie Inc. (certificate # 030022)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / New Brunswick

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

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Cdl. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Cdl. 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

Canada

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

Persons with Disabilities I Men Women 7 Cd. 8 Col. 9
<u> </u>

Medavie Inc. (certificate # 030022)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Temporary / New Brunswick

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

		All Employees		A	ooriginal People	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Cd. 1	Cdl. 2	Col. 3	Cal. 4	Cd. 5	Col. 6	Cdl. 7	Cd. 8	Col. 9	Cd. 10	Cd. 11	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

Canada

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

		All Employees		At.	Aboriginal Peoples	es	Perso	Persons with Disabilities	lities	Member	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Cd. 1	Cd. 2	Col. 3	Col. 4	Cd. 5	Col. 6	Cd. 7	Cd. 8	Col. 9	Cd. 10	Cd. 11	Cd. 12
Supervisors	1		1									
Clerical Personnel	2		2									_
Total Number of Employees Terminated	3		w									

Form 6 C

Medavie Inc. (certificate # 030022)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Temporary / Prince Edward Island Reporting Period 2015-12-21 to 2017-12-31

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Cal. 1	Cdl. 2	Col. 3	Cd. 4	Cdl. 5	Col. 6	Cd. 7	Cal. 8	Col. 9	Cal. 10	Cd. 11	Cal. 12
Clerical Personnel	2	1	1									
Total Number of Employees Terminated	2	1	1									

Canada

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

		All Employees		V	Aboriginal Peoples	es	Pers	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	norities
Occupational Group	Total	Men	₩omen	Total	Men	₩omen	Total	Men	₩omen	Total	Men	Women
	Cd. 1	Cd. 2	Col. 3	Cd. 4	Cd. 5	Col. 6	Cd. 7	Cd. 8	Col. 9	Cd. 10	Cal. 11	Cal. 12
Clerical Personnel	4	1	3							1	1	
Intermediate Sales and Service Personnel	1		1									
Total Number of Employees Terminated	5	4	4								4	

Form 6 C

Medavie Inc. (certificate # 030022)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Temporary / Newfoundland and Labrador Reporting Period 2015-12-21 to 2017-12-31

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Cd. 1	Cdl. 2	Col. 3	Cd. 4	Cdl. 5	Col. 6	Cdl. 7	Cdl. 8	Col. 9	Cal. 10	Col. 11	Cdl. 12
Clerical Personnel	5		5	1		1				1		1
Total Number of Employees Terminated	5		5	1		1				1		1

Canada

Workforce Analysis - Detailed Report

Date: 2017-12-31

Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees #	Repres	entation %	Avai %	lability #	Gap #	Recruitment Area
01 : Senior Managers	National	9	1	11.1 %	27.4 %	2	4	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
172 : Database analysts and data administrators	National	34	12	35.3 %	35.2 %	12	0	National
173 : 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
175 : Web designers and developers	National	1	1	100.0 %	32.9 %	0	1	National
of 12 : General practitioners and family physicians	National	1	0	0.0 %	42.4 %	0	0	National
of 31 : Pharmacists	National	9	8	88.9 %	61.3 %	6	2	National
1144 : Other professional occupations in therapy and assessment	National	4	4	100.0 %	76.5 %	3	1	National
s152 : NOC 2006 - Registered Nurses	National	26	24	92.3 %	55.0 %	14	10	National
1131 : NOC 2006 - College and Other Vocational Instructors	National	39	28	71.8 %	55.0 %	21	7	National
163: 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
i125 : Translators, terminologists and interpreters	National	3	3	100.0 %	69.9 %	2	1	National
4: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



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Workplace Equity Information Management System - Medavie Inc.

006278

Workforce Analysis - Detailed Report

Date: 2017-12-31

Women

08 : Skilled Sales and Service Personnel	Employment Equity Occupational Group	07 : Administrative and Senior Clerical Personnel	Employment Equity Occupational Group	05 : Supervisors	5241 : Graphic designers and illustrators	2282 : User support technicians	2282 : User support technicians	2281 : Computer network technicians	2281 : Computer network technicians	Employment Equity Occupational Group															
	Toronto	St. John's	Saint John	Québec	N.B. less CMA	Montréal	Moncton	Halifax		Toronto	St. John's	Québec	P.E.I.	N.B. less CMA	Montréal	Moncton	Halifax		New Brunswick	Nova Scotia	New Brunswick	Québec	Nova Scotia	Internal Location	
53	45	_	_	2	_	45	87	24	206	ω	2	_	_	_	16	59	14	97	2	_	14	_	1	All Employees #	
25	34	_	_	0	_	38	76	19	170	2	_	<u> </u>	_	_	10	43	12	71	0	0	<u> </u>	<u> </u>	0	Representation # %	
47.2 %	75.6 %	100.0 %	100.0 %	0.0 %	100.0 %	84.4 %	87.4 %	79.2 %	82.5 %	66.7 %	50.0 %	100.0 %	100.0 %	100.0 %	62.5 %	72.9 %	85.7 %	73.2 %	0.0 %	0.0 %	7.1 %	100.0 %	0.0 %	ntation %	~
57.4 %	80.1%	82.5 %	83.6 %	80.9%	86.1%	80.8 %	80.9 %	81.4 %	80.8 %	53.0 %	66.0 %	52.6 %	59.1%	65.7 %	50.8 %	58.4 %	55.9 %	56.8 %	39.7 %	32.1 %	33.0 %	18.5 %	18.4 %	Availability %#	Women
30 \$	36 42	1 0	1 0	2 ***	1 0	36 2	70 6	20 4	166 4	2 0	1 0	1 0	1 0	1 0	8 2	34 9	8	55 16	1	0 0	5	0 1	0 0	bility Gap # #	
	Toronto	St. John's	Saint John	Québec	N.B. less CMA	Montréal	Moncton	Halifax		Toronto	St. John's	Québec	P.E.I.	N.B. less CMA	Montréal	Moncton	Halifax		New Brunswick	Nova Scotia	New Brunswick	Québec	Nova Scotia	Recruitment Area	

Workforce Analysis - Detailed Report

Date: 2017-12-31

Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avai	ilability	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		Newfoundland and
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	*******	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



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Workforce Analysis - Detailed Report

Date: 2017-12-31

Women

				Wo	Women			
yment Equity Occupational Group	Internal Location	All Employees	Representation	tion	Availability	ility	Gap	Recruitment Area
		#	#	%	%	#	#	

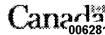
Total Sources: 2011 National Household Survey and employer's internal data Total may not equal sum of components due to rounding. **E**mploym 1981 1432 72.3 % 55.3 % 1094 338

Workforce Analysis - Detailed Report

Date: 2017-12-31

Aboriginal Peoples

				Aboriç	ginal Peoples		
Employment Equity Occupational Group	Internal Location	All Employees	•	entation	Availa		Recruitment Area
		#	#	%	%	# #	
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	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 4	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	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	
2281 : Computer network technicians	New Brunswick	25	0	0.0 %	1.0 %	0 0	New Brunswick



006282

Workforce Analysis - Detailed Report

Date: 2017-12-31

Aboriginal Peoples

	:		ı	Aborig	Aboriginal Peoples		
Employment Equity Occupational Group	Internal Location	All Employees #	# %	ntation %	% Avail	Availability Gap	Recruitment Area
2281 : Computer network technicians	Nova Scotia	_	0	0.0 %	3.6 %	0 0) Nova Scotia
2281 : Computer network technicians	Québec	_	0	0.0%	1.1 %	0 0) Québec
2282 : User support technicians	New Brunswick	14	0	0.0%	4.2 %	1	New Brunswick
2282 : User support technicians	Nova Scotia	_	0	0.0%	3.2 %	0 0	Nova Scotia
5241 : Graphic designers and illustrators	New Brunswick	2	0	0.0%	0.0 %	0 0) New Brunswick
05 : Supervisors		97	0	0.0%	3.1 %	ω 88	
Employment Equity Occupational Group	Halifax	14	0	0.0 %	2.2 %	0 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	<u>.</u>	0	0.0 %	2.9 %	0 0	N.B. less CMA
Employment Equity Occupational Group	P.E.I.	_	0	0.0 %	0.0 %	0 0) P.E.I.
Employment Equity Occupational Group	Québec	_	0	0.0 %	1.2 %	0 0) Québec
Employment Equity Occupational Group	St. John's	2	0	0.0 %	1.9 %	0 0) St. John's
Employment Equity Occupational Group	Toronto	ω	0	0.0 %	1.0 %	0 0) Toronto
07 : Administrative and Senior Clerical Personnel		206	2	1.0 %	1.1 %	2 0)
Employment Equity Occupational Group	Halifax	24	0	0.0 %	2.2 %	1	Halifax
Employment Equity Occupational Group	Moncton	87	_	1.1 %	1.2 %	1 0	Moncton
Employment Equity Occupational Group	Montréal	45	0	0.0 %	0.7 %	0 0) Montréal
Employment Equity Occupational Group	N.B. less CMA	<u> </u>	0	0.0 %	2.7 %	0 0	N.B. less CMA
Employment Equity Occupational Group	Québec	2	0	0.0 %	0.7 %	0 0) Québec
Employment Equity Occupational Group	Saint John	_	0	0.0 %	1.1 %	0 0) Saint John
Employment Equity Occupational Group	St. John's	_	0	0.0 %	2.5 %	0 0) St. John's
Employment Equity Occupational Group	Toronto	45	_	2.2 %	0.8 %	0	1 Toronto
08 : Skilled Sales and Service Personnel		53	0	0.0%	0.5 %	0)

Workforce Analysis - Detailed Report

Date: 2017-12-31

Aboriginal Peoples

				Aboriç	ginal Peoples	:		
Employment Equity Occupational Group	Internal Location	All Employees	Represe	entation	Avail	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
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
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	***	
Employment Equity Occupational Group	Halifax	130	3	2.3 %	2.7 %	4	***	Halifax
Employment Equity Occupational Group	Moncton	548	6	1.1 %	2.0 %	11		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	- 4	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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006284

Aboriginal Peoples

Employment Equity Occupational Group
Internal Location
All Employees #
At Representation # 9
Aborigina ation %
Aboriginal Peoples on Availabii % %
ollity #
Gap #
Recruitment Area

1981

6

0.8 %

1.7 %

32

Sources: 2011 National Household Survey and employer's internal data Total may not equal sum of components due to rounding.

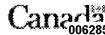
Total

Workforce Analysis - Detailed Report

Date: 2017-12-31

Members of Visible Minorities

				Members o	f Visible Min	orities	
Employment Equity Occupational Group	Internal Location	All Employees	•	entation		lability Gap	
		#	#	%	%	# #	
01 : Senior Managers	National	9	0	0.0 %	10.1 %	1	National
02 : Middle and Other Managers	National	94	4	4.3 %	15.0 %	14 1	National
03 : Professionals		535	25	4.7 %	27.2 %	146 12	
1111 : Financial auditors and accountants	National	4	0	0.0 %	27.5 %	1	National
1121 : Human resources professionals	National	13	1	7.7 %	14.1 %	2	National
122 : Professional occupations in business management consulting	National	91	7	7.7 %	21.6 %	20 1	National
2147 : Computer engineers (except software engineers and designers)	National	5	0	0.0 %	38.2 %	2	National
161 : Mathematicians, statisticians and actuaries	National	15	1	6.7 %	27.7 %	4	National
2171 : Information systems analysts and consultants	National	173	5	2.9 %	31.4 %	54 +4	National
172 : Database analysts and data administrators	National	34	1	2.9 %	32.3 %	11	National
2173 : Software engineers and designers	National	13	0	0.0 %	40.5 %	5	National
2174 : Computer programmers and interactive media developers	National	81	4	4.9 %	31.5 %	26 2	National
175 : Web designers and developers	National	1	0	0.0 %	22.8 %	0	National
of 12 : General practitioners and family physicians	National	1	0	0.0 %	28.1 %	0) National
31 31 : Pharmacists	National	9	0	0.0 %	32.2 %	3	National
3144: Other professional occupations in therapy and assessment	National	4	0	0.0 %	12.4 %	0	National
3152 : NOC 2006 - Registered Nurses	National	26	1	3.8 %	19.9 %	5	National
4131 : NOC 2006 - College and Other Vocational Instructors	National	39	4	10.3 %	19.9 %	8	National
1163 : Business development officers and marketing researchers and consultants	National	3	0	0.0 %	21.9 %	1	National
121 : Authors and writers	National	12	1	8.3 %	10.7 %	1	·) National
124: NOC 2006 - Professional Occupations in Public Relations and Communications	National	8	0	0.0 %	19.9 %	2 ****	National
125 : Translators, terminologists and interpreters	National	3	0	0.0 %	22.2 %	1	: National
4 : Semi-Professionals and Technicians		44	2	4.5 %	3.4 %	1	ε
2281 : Computer network technicians	New Brunswick	25	0	0.0 %	3.1 %	1	New Brunswick
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Workplace Equity Information Management System - Medavie Inc.

006286

Workforce Analysis - Detailed Report

Date: 2017-12-31

Members of Visible Minorities

				Members of	Members of Visible Minorities	ies		
Employment Equity Occupational Group	Internal Location	All Employees #	Repres	Representation # %	Availability %#	# iity	ှေ #	Recruitment Area
2281 : Computer network technicians	Nova Scotia	<u>-</u>	_	100.0 %	4.7 %	0	_	Nova Scotia
2281 : Computer network technicians	Québec	_	0	0.0 %	13.1 %	0	0	Québec
2282 : User support technicians	New Brunswick	14	_	7.1 %	3.0 %	0	<u> </u>	New Brunswick
2282 : User support technicians	Nova Scotia	_	0	0.0 %	11.3 %	0	0	Nova Scotia
5241 : Graphic designers and illustrators	New Brunswick	2	0	0.0 %	0.0 %	0	0	New Brunswick
05 : Supervisors		97	σı	5.2 %	8.1 %			
Employment Equity Occupational Group	Halifax	14	_	7.1 %	4.6 %	_	0	Halifax
Employment Equity Occupational Group	Moncton	59	2	3.4 %	5.2 %	ω 	4	Moncton
Employment Equity Occupational Group	Montréal	16	<u> </u>	6.3 %	16.7 %	ω	i.	Montréal
Employment Equity Occupational Group	N.B. less CMA	<u> </u>	0	0.0 %	2.2 %	0	0	N.B. less CMA
Employment Equity Occupational Group	P.E.I.	_	0	0.0 %	3.0 %	0	0	P.E.I.
Employment Equity Occupational Group	Québec	<u> </u>	_	100.0 %	2.3 %	0	_	Québec
Employment Equity Occupational Group	St. John's	2	0	0.0 %	0.0 %	0	0	St. John's
Employment Equity Occupational Group	Toronto	ω	0	0.0 %	45.8 %	_	4	Toronto
07 : Administrative and Senior Clerical Personnel		206	22	10.7 %	12.4 %	26	*	
Employment Equity Occupational Group	Halifax	24	ω	12.5 %	5.8 %	_	2	Halifax
Employment Equity Occupational Group	Moncton	87	0	0.0 %	2.2 %	2	ñ	Moncton
Employment Equity Occupational Group	Montréal	45	ω	6.7 %	12.2 %	5	16.5	Montréal
Employment Equity Occupational Group	N.B. less CMA	-	0	0.0 %	1.0 %	0	0	N.B. less CMA
Employment Equity Occupational Group	Québec	Ŋ	0	0.0 %	1.5 %	0	0	Québec
Employment Equity Occupational Group	Saint John	<u> </u>	0	0.0 %	1.9 %	0	0	Saint John
Employment Equity Occupational Group	St. John's	<u> </u>	0	0.0 %	0.7 %	0	0	St. John's
Employment Equity Occupational Group	Toronto	45	16	35.6 %	37.3 %	17	4	Toronto
08 : Skilled Sales and Service Personnel		53	2	3.8 %	8.8 %	5	164	

Workforce Analysis - Detailed Report

Date: 2017-12-31

Members of Visible Minorities

			_	Members of	Members of Visible Minorities	ities	
Employment Equity Occupational Group	Internal Location	All Employees	Representation	entation	Availability	bility Gap	Recruitment Area
		#	#	%	%	#	
6231 : Insurance agents and brokers	New Brunswick	17	0	0.0 %	3.7 %	-1 	New Brunswick
6231 : Insurance agents and brokers	Newfoundland and Labrador	2	0	0.0 %	0.0 %	0 0	Newfoundland and
6231 : Insurance agents and brokers	Nova Scotia	12	0	0.0 %	6.5 %	1	Nova Scotia
6231 : Insurance agents and brokers	Ontario	10	_	10.0 %	23.7 %	2	Ontario
6231 : Insurance agents and brokers	Québec	12	_	8.3 %	7.4 %	1 0) Québec
09 : Skilled Crafts and Trades Workers		_	0	0.0 %	0.0 %	0	-
7381 : Printing press operators	New Brunswick	_	0	0.0 %	0.0 %	0 0) New Brunswick
10 : Clerical Personnel		936	55	5.9 %	6.6 %	62	ecett.
Employment Equity Occupational Group	Halifax	130	_	0.8 %	7.3 %	9	Halifax
Employment Equity Occupational Group	Moncton	548	ဖ	1.6 %	1.5 %	8	Moncton
Employment Equity Occupational Group	Montréal	168	34	20.2 %	17.4 %	29 5	5 Montréal
Employment Equity Occupational Group	N.B. less CMA	ω	0	0.0 %	1.9 %	0 0) N.B. less CMA
Employment Equity Occupational Group	P.E.I.	32	0	0.0 %	2.6 %	1	P.E.
Employment Equity Occupational Group	Québec	Сī	ω	60.0 %	2.0 %	0 3	3 Québec
Employment Equity Occupational Group	Saint John	4	0	0.0 %	1.8 %	0 0) Saint John
Employment Equity Occupational Group	St. John's	18	_	5.6 %	0.8 %	0 1	1 St. John's
Employment Equity Occupational Group	Toronto	28	7	25.0 %	48.1%	13	Toronto
11 : Intermediate Sales and Service Personnel		ω	0	0.0 %	5.6 %	0 0	
Employment Equity Occupational Group	Halifax	_	0	0.0 %	8.5 %	0) Halifax
Employment Equity Occupational Group	Moncton	2	0	0.0 %	4.1 %	0	Moncton
12 : Semi-Skilled Manual Workers		ω	0	0.0 %	6.1 %	0	•
Employment Equity Occupational Group	Halifax	ω	0	0.0 %	6.1 %	0 0) Halifax

Workforce Analysis - Detailed Report

Date: 2017-12-31

Members of Visible Minorities

				Members o	of Visible Min	orities		
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avai	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
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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Workplace Equity Information Management System - Medavie Inc.

006289

Workforce Analysis - Detailed Report

Date: 2017-12-31

Persons with Disabilities

				Persons v	Persons with Disabilities	ies	
Employment Equity Occupational Group	Internal Location	All Employees	Representation	ntation	Avail	Availability Gap	p Recruitment Area
		#	#	%	%	#	#
01/02 : Managers	National	103	ω	2.9 %	4.3 %	4	National
03 : Professionals	National	535	18	3.4 %	3.8 %	20	National
04 : Semi-Professionals and Technicians	National	44	2	4.5 %	4.6 %	2	0 National
05 : Supervisors	National	97	σı	5.2 %	13.9%	13	National
07 : Administrative and Senior Clerical Personnel	National	206	ω	1.5 %	3.4 %	7	National
08 : Skilled Sales and Service Personnel	National	53	_	1.9 %	3.5 %	2	National
09 : Skilled Crafts and Trades Workers	National	<u>.</u>	0	0.0 %	3.8 %	0	0 National
10 : Clerical Personnel	National	936	20	2.1 %	7.0 %	66	National
11 : Intermediate Sales and Service Personnel	National	ω	0	0.0 %	5.6 %	0	0 National
12 : Semi-Skilled Manual Workers	National	ω	0	0.0 %	4.8 %	0	0 National
Total		1981	52	2.6 %	5.8 %	114 62	335

Total may not equal sum of components due to rounding.

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

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Workforce Analysis - Detailed Report

Date: 2017-12-31

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

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 incurr costs associated with relocating potential employees. level to Provincial level. Our recruitment efforts have been successful for these EEOGs at the provincial level in all four We have changed the default settings for Senior Manager, Middle and Other Managers, and Professionals from National

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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

Workforce Analysis - Detailed Report

Date: 2017-12-31

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



Workforce Analysis - Summary Report

Date: 2017-12-31

Women

				Women			
Employment Equity Occupational Group	All Employees	Repres	sentation	Ava	ailability	Gap	
	#	#	%	%	#	#	
01 : Seni or Managers	9	1	11.1 %	27.4 %	2	1	
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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Workplace Equity Information Management System - Medavie Inc.

Workforce Analysis - Summary Report

Date: 2017-12-31

Aboriginal Peoples

			Aborigi	Aboriginal Peoples		
Employment Equity Occupational Group	All Employees	Representation	ntation	Availability		Gap
	#	#	%	%	#	#
01 : Seni or Managers	9	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	94	0	0.0 %	2.2 %	2	**
03 : Professionals	535	4	0.7 %	1.4 %	7	
04 : Semi-Professionals and Technicians	44	0	0.0 %	2.1 %	-	
05 : Supervisors	97	0	0.0 %	3.1 %	S	á4
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	<u> </u>	0	0.0 %	0.0 %	0	0
10 : Clerical Personnel	936	10	1.1 %	1.8 %	17	
11 : Intermediate Sales and Service Personnel	ω	0	0.0 %	2.0 %	0	0
12 : Semi-Skilled Manual Workers	ω	0	0.0 %	2.9 %	0	0
Total	1981	16	0.8 %	1.7 %	32	

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2017-12-31

Members of Visible Minorities

			Members o	of Visible Min	orities	
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	ilability	Gap
	#	#	%	%	#	#
01 : Senior Managers	9	0	0.0 %	10.1 %	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 %		4
08 : Skilled Sales and Service Personnel	53	2	3.8 %	8.8 %		*
09 : Skilled Crafts and Trades Workers	1	0	0.0 %	0.0 %	0	0
10 : Clerical Personnel	936	55	5.9 %	6.6 %	62	**
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
·					8	20000000000000000
Total	1981	115	5.8 %	13.2 %	263	-148

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2017-12-31

Persons with Disabilities

			Persons w	Persons with Disabilities	SS	
Employment Equity Occupational Group	All Employees	Representation	ntation	Availability	bility Gap	
	#	#	%	%	#	
01/02 : Managers	103	3	2.9 %	4.3 %	4 *********	
03 : Professionals	535	18	3.4 %	3.8 %	20 🚜	
04 : Semi-Professionals and Technicians	44	2	4.5 %	4.6 %	2 0	
05 : Supervisors	97	σı	5.2 %	13.9%	13	
07 : Administrative and Senior Clerical Personnel	206	ω	1.5 %	3.4 %	7	
08 : Skilled Sales and Service Personnel	53	_	1.9 %	3.5 %	2 ***	
09 : Skilled Crafts and Trades Workers	<u> </u>	0	0.0 %	3.8 %	0 0	
10 : Clerical Personnel	936	20	2.1 %	7.0 %	66 - -#\$	
11 : Intermediate Sales and Service Personnel	ω	0	0.0 %	5.6 %	0 0	
12 : Semi-Skilled Manual Workers	ω	0	0.0 %	4.8 %	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 incurr 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





006297

Workforce Analysis - Summary Report

Date: 2017-12-31

WFA Defaults - Persons with Disabilities

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

Federal Contractors Program Achievement Rep	ort
Part 1: Workforce Analysis	
Medavie Inc.	
2017-12-31	

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		First/Pr	evious Workforce A	C nalysis
T	TEOC	All Employees	Won	nen
тирк	yment Equity Occupational Group (EFOG)		Representation	Availability*
		#	#	9/8
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

r	l'able 5: Women	
Subsequent	/Current Workford	e Analysis
All Employees	Wor	uen
	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	Ō	0.00
0	Ō	0.00
1,981	1,432	55.3

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* Source:					
2011 Nati	onal H	ousehold	Surve	У	

Federal Contractors Program Achievement Report	
Part 1: Workforce Analysis	
Medavie Inc.	
2017-12-31	

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2017	12	31
YYYY	MM	DD
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		Table	2: Aboriginal P	eoples
		First/Pro	evious Workforce A	Analysis
Emplo	yment Equity Occupational Group (EEOG)	All Employees	Aborigina	l Peoples
azmpro	ymem Equity (Acupational Group (EEXA))		Representation	Availability*
		#	#	o/u
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	o	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	o	0.00
10	Clerical Personnel	793	8	1.80
11	Intermediate Sales & Service Personnel	8	o	2.20
12	Semi-Skilled Manual Workers	2	o	2.90
13	Other Sales & Service Personnel	0	o	0.00
14	Other Manual Workers	0	ol	0.00
Total		1,737	16	1.7

Table 6: Aboriginal Peoples									
Subsequent/Current Workforce Analysis									
All Employees	Aborigina	l Peoples							
	Representation	Availability*							
#	#	9/4							
9	0	2.9							
94	0	2.2							
535	4	1.4							
44	0	2.1							
97	ol	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							
1,981	16	1.7							

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* Source:			
2011 Natio	onal House	hold Survey	

Federal Contractors Program Achievement Report	
Part 1: Workforce Analysis	
Medavie Inc.	
2017-12-31	

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Data from St	ıbsequent/Curre Analysis	
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Data from Fir	st/Previous Workl	orce Analysis
YYYY	MM	DD
2015	12	31

2017	12	31
YYYY	MM	DD
10001002142101101141007A114104	alientaatierentaa	rkforce Analysis

		Table 3: Me	mbers of Visible	· Minorities
		First/Pr	evious Workforce A	enalysis –
T	TE TO SELECTION	All Employees	Members of Vis	ible Minorities
rmpe	syment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	9/8
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

Table 7: Me	mbers of Visible	Minorities
Subsequent	/Current Workford	e Analysis
All Employees	Members of Visi	ble Minorities
	Representation	Availability*
#	#	%
9	0	10.1
94	4	15.0
535	25	27.4
44	2	3.4
97	2 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
1,981	115	13.2

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Federal Contractors Program Achievement Report	
Part 1: Workforce Analysis	
Medavie Inc.	
2017-12-31	

Data from First	/Previous Wor	ktorce Analysis
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Data from Fir	rst/Previous Workl	arre analysis
YYYY		DD
2015	12	31

2017	12	31
YYYY	MM	DD
Data from Subse	amenta merent wa	rkforce Analysis

		Table 4:	Persons with Di	sabilities
		First/Pr	evious Workforce /	Analysis
Tarak	Emit O timel Come (EFOC)	All Employees	Persons with	Disabilities
rmhio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	9/8
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	O	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 Dis	sabilities
Subsequent	/Current Workfore	e Analysis
All Employees	Persons with	Disabilities
	Representation	Availability*
#	#	%
103	3	4.3
535	18	3.8
44	2	4.6
97	2 5	13.9
0	0	0.0
206	3	3.4
53	3 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
1,981	52	5.8

* Sourc	e:						
2011 N	ationa	Hous	eholo	1 Surv	ev		

* Source:			
2011 Natio	onal Housel	nold Survey	

Part 2: Flow Data Analysis

Medavie Inc.

2017-12-31

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Data from Form 4 - Employees Hired Data from Form 5 - Employees Promoted Data from Form 6 - Employees Terminated

		Table 1:	Women	· · · · · · · · · · · · · · · · · · ·
	Full-time	/National		/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	2	0	0	0
02 Middle & Other Managers	7	5	0	0
03 Professionals	69	40	0	0
04 Semi-Professionals & Technicians	8	0	0	0
05 Supervisors	7	5	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	54	41	0	0
08 Skilled Sales & Service Personnel	8	2	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	258	187	3	2
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

414

280

Total

Full-time /	National	Part-time	/National
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
0	0	0	0
12	7	0	0
79	45	0	0
	2	0	0
17	12	0	0
0	0	0	0
33	26	0	0
7	3	0	0
0	0	0	0
123	108	4	4
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
276	203	4	4

	Table 9:	Women	
Full-time	/ National	Part-time	/National
All Employees Terminated	Women Terminated	AH Employees Terminated	Women Terminated
#	#	#	#
2	0	0	0
18	11	0	0
56	36	1	1
6	I	0	0
13	9	0	0
0	0	0	0
49	42	1	1
8	4	0	0
0	0	0	0
137	119	6	6
1	1	0	0
1	1	0	0
0	0	0	0
0	0	0	0
291	224	8	8

Part 2: Flow Data Analysis

Medavie Inc.

2017-12-31

Start	Date of Flov	Data
YYYY	MM	ÐÐ
2015	12	31

End I	ate of Flow	Data
YYYY	MM	DĐ
2017	12	31

Data from Form 4 - Employees Hired

Hired L L L L Data from Form 5 - Employees Promoted

Table & Abovioinal Decades

Data from Form 6 - Employees Terminated

Table 2: Aboriginal Peoples Full-time / National Part-time / National Employment Equity Occupational Group All AH Aboriginal Aboriginal Emptoyees Employees (EEOG) Peoples Hired Pemles Hired Hired Hired # # 01 Senior Managers 02 Middle & Other Managers 03 Professionals 69 04 Semi-Professionals & Technicians 05 Supervisors 06 Supervisors: Crafts & Trades 07 Administrative & Senior Clerical Personnel 54

258

414

08 Skilled Sales & Service Personnel09 Skilled Crafts & Trades Workers

12 Semi-Skilled Manual Workers13 Other Sales & Service Personnel

14 Other Manual Workers

Total

11 Intermediate Sales & Service Personnel

10 Clerical Personnel

	le 6: Abor National	Part-time	
All Employees Premoted	Aberiginal Peoples Promoted	AH 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
276	1	4	0

Table 10: Aboriginal Peoples				
Full-time / National		Part-time / National		
All Employees Terminated	Abortginal Peoples Terminated	AH Employees Terminated	Abariginal Peoples Terminated	
#	#	#	#	
2	0	0	0	
18	0	0	0	
56		1	0	
6	()	0	0	
13	1	0	0	
0	0	0	0	
49	0	1	0	
8	l.	0	0	
0	0	0	0	
137	1	6	0	
1	0	0	0	
1	0	0	0	
0	0	0	0	
0	Ō	0	0	
291	4	8	0	

Part 2: Flow Data Analysis

Medavie Inc.

2017-12-31

Start	Date of Flov	Data
vvvv	3434	nn

2015	12	31

End I	ate of Flow	Data
YYYY	MM	DĐ
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			bilities
		Full-time	/National	Part-time	/ National
1000000	pployment Equity Occupational Group EOG)	All Employees Hired	Persons with Disabilities Hired	AH Employees Hired	Persons with Disabilities Hired
		#	#	#	#
01	Senior Managers	2	0	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

258

414

07 Administrative & Senior Clerical Personnel

11 Intermediate Sales & Service Personnel

08 Skilled Sales & Service Personnel09 Skilled Crafts & Trades Workers

12 Semi-Skilled Manual Workers13 Other Sales & Service Personnel

14 Other Manual Workers

Total

10 Clerical Personnel

<u> </u>	······································	<u> </u>
7: Persons	with Disa	bilities
/National	Part-time	/ National
Persons with Disabilities Promoted	AH Employees Promoted	Persons with Disabilities Promoted
#	Ħ	#
0	0	(
0	0	(
2	0	(
0	0	(
1	0	(
0	0	(
0	0	(
0	0	(
0	0	(
1	4	(
0	0	(
0	0	(
0	0	(
0	0	(
4	4	(
	/ National Persons with Disabilities Promoted # 0 0 2 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Persons with Disabilities Promoted P

Table 11: Persons with Disabilities				
Full-time / National		Part-time / National		
All Employees Terminated	Persons with Disabilities Terminated	AH 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	

Part 2: Flow Data Analysis

Medavie Inc.

2017-12-31

Start	Date of Flov	Data
YYYY	MM	ĐĐ
2015	12	31

End I	ate of Flow	Data
YYYY	MM	DĐ
2017	12	31

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

	Table 4: Members of Visible Minoriti			Ainorities
	Full-time / National		Part-time / National	
Employment Equity Occupational Group (EEOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	ž.	#	#	#
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
rotal Total	414	43	3	1

Full-time	/ National	Part-time	/National
All Employees Premoted	Members of Visible Minorities Promoted	AH Employees Promoted	Members of Vishle Minorities Promoted
#	#	#	#
0	i	0	0
12	2	0	0
79	0	0	0
5	0	0	0
17	0	0	C
0	0	0	0
33	3	0	0
7	0	0	C
0	0	0	Ç
123	5	4	0
0	0	0	0
0	0	0	C
0	0	0	0
0	0	0	C
276	11	4	0

Table 12:	Members	of Visible I	Vinorities
	/ National		/National
All Employees Terminated	Members of Visible Minorities Terminated	AH Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
2	0	0	0
18	0	0	0
56	7	1	0
6	0	0	0
13		0	0
0	0	0	0
49	13	1	0
8	2	0	0
0	0	0	0
137	20	6	1
1	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
291	43	8	1

A B C From Workfo Analy	rce Workfo	E Data Entry	F CxEx3	G From Flow Data	Н	I	J	K	Data for First/Previous Goals C D E F G H I J K L M N O P Q R S													
Pron Data sources: Workfo	From	ce Data Entry		From Flow	п	1	J	K	L	IVI	IN .	U	: P									
Data sources: Workfo	rce Workfo		CxEx3											!¥		L	1					
				Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R+ M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C					
<u> </u>	1	1	Ţ	Ţ	Ψ.	Ţ	Ţ	Ţ	J	1	1	Ţ	Ţ	1	Ţ	↓	Ţ					
									Table 1	: Womer	L											
								Fir	a/Previous	Short term	Gods											
<u></u>			AH Em	playees									W	men								
Numb	•	with (New Posit	iùhs)	Turnova (Re	placement of Employees)	Terminated	Anticipated	Number	Turnover (Ro Terninoveri				Goets i Fe									
Employment Equity Occupational VYYY MS Group (EEOG)	DD Acres	Proje	cted	Actual	Proje	cted	Hares Over 3	YYYY MM DD			Prines Responsed Over 3 Years	YYYY	YYYY	Present Availability	Present Cap	Projected Gap	Present Representation					
2015-12	31 Associal	Annually	Over3 Years	Anavally	Asistally	Over5 Years	Years	2015-12-31	Annaly	Over3 Veiri		2015	2018				step issuation					
#	0,6	o _{/b}	#	00	9 0	費	#	#	e.	#	#	#	R _O	0%	#***	#	u _{it}					
01 Senior Managers	10 -3.:		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 -5.3		9	17.6%	9.6%	32	41	73	9.6%	21	-6	0	38.9%	38.9%	30	6	66.4%					
03 Professionals	454 5.0		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	***************************************	3	14.0%	9.6%	12	15	7	9.6%	2	5	5	36.4%	22.2%	-2	0	16.7%					
05 Supervisors	95 0.3		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	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		15	25.9%	9.6%	52	67	149	9.6%	43	52	0		80.9%	3	-52	82.8%					
08 Skilled Sales & Service	42 8.1		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		0	0.0%	9.6%	0	0	0	9.6%	0	0	0		0.0%	0	0	0.0%					
10 Clerical Personnel	793 5.1		64	16.5%	9.6%	228	292	692	9.6%	199	54	0	00.076	63.8%	186	-54	87.3%					
11 Intermediate Sales & Service	8 -27.5		0	18.2%	9.6% 9.6%	2	3	1 7	9.6% 9.6%	2		0	64,4%	64.7%	2	-1	87.5% 100.0%					
12 Semi-Skilled Manual	2 14.5		0	40.0%	9.6%	1	1	2	9.6%	1	-1	0	12.1% 0.0%	12.1% 0.0%	2	1	#DIV/0!					
13 Other Sales & Service	0 0.0		0	0.0%	9.6%	0	ر ا	"		0	"	0	0.0%		0	الا						
14 Other Manual Workers Total 1	0 0.0 737 4.5		141	0.0% 16.1%	9.6%	500	641	1,287	9.6% 9.6%	371	113	19	***********	0.0% 54.8%	335	-94	#DIV/0! 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 V Analysis) ÷ 2) x 100.

	Analysis) ÷ 2) x 100.																						
											Tab	le 2:	Won	ien									
Em _l Gro	loyment Equity Occupational py (EEOG)	Short t	Won erm Goals	en Long t	erm Goals										ť	omm	ents						
01	Senior Managers	******	2 0.0	*****	1 50.	a																	
	Middle & Other Managers		0 0.0		1 0	0																	
03	_		0.0	30	8 0.	0																	
04	Semi-Professionals & Tech		5 0.0		0.	4																	
1	Supervisors		0.0		1 0.	0																	
	Supervisors: Crafts & Trades		0.0		0 0.	0																	
07			0.0		1 0.												•						***************************************
	Skilled Sales & Service Skilled Crafts & Trades		0.0		0 0 0 0																		
10	Clerical Personnel		0 00	000000000000000000000000000000000000000	0 0			333333									<u> </u>						
11	Intermediate Sales & Service		0.0	***********	0.	0																	
12	Semi-Skilled Manual		0.0	(0 0	0																	
13	Other Sales & Service		0.0	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	0 0.	0																0	06306

		Federal Contractors Program Achievement Report
		Part 3: Goals
		Medavie Inc.
		2017-12-31
14	Other Manual Workers	0 00 0 00
Total		19 52

										Dat	a for Firs	Previou	s Goals						
A	В	С	D	E	F	G	н	I	J	K	L	M	N	0	P	O	R	s	T
Data source	es:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R+ M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C
		Ţ	Ţ	Ţ	Ţ	Ţ	1	¥	Ţ	1	1	Ţ	1	Ţ	Ţ	Ţ	Ţ	↓	Ţ
											ble 3: Abo								
										Fir	st/Previous	Short tern	i Godis						
					AHEn	playees							•			at Peoples			
		Number	Gros	rth (New Positi	úhs)	Tourover (Re	placement of Employees)	Terminated	Anticipated	Number	Turnover (R	gdaxement ut Employees)			r Goods n - Te				
Спонр (EE	ent Equity-Occupational FFXC:	YYYY MM: OD:	Armsi	Proje	cted	Actual	Proje	ected	Hares Over 3	YYYY MM DD			Hires Required Over 3 Years	YYYY	YYYY	Present. Availability	Present Cap	Projected Gap	Present Representation
		2015-12-31	Annially	Annally	Over3 Years	Annually	Amuelly	Over5 Years	Years	2015-12-31	Assually	Over 3 Veirs		2015	2018				
		**************************************	0/0	o _{lt}	ee ee ee ee ee ee ee ee ee ee ee ee ee	99	H _(f)	₩#	₩.	#	u _g	#	#	#	H _{ij}	00	#	#	88
01 Senio	or 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 Midd	dle & 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%
1 1	essi onal s	454	5.6%	2.7%	37	11.5%	9.6%	131	168	4	9.6%	1	4	38		1.4%	-2	34	0.9%
1 1	ii-Professionals & Tech	42	1.6%	2.7%	3		9.6%	12	15	0	9.6%	0	1	0	0.0%	2.2%	-1	-1	0.0%
1 1 -	ervisors	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%
	ervisors: Crafts & Trades	0	0.0%	2.7%	0	0.0%	9.6%	0	0	0	9.6%	0	0	0		0.0%	0	0	#DIV/0!
1 1	ninistrative & Sr Clerical	180	4.6%	2.7%	15		9.6%	52	67	1	9.6%	0	1	1	1.0%	1.1%	-1	0	0.6%
1 1	led Sales & Service	42	8.1%	2,7%	3	1 1	9.6%	12	15	1	9.6%	0	-1	0	0.0%	0.5%	1	1	2.4%
1 1	led Crafts & Trades	702	0.0%	2.7%	0	0.0%	9.6% 9.6%	228	0	"	9.6%	0	"	10	0.0% 1.1%	0.0%	0	"	0.0%
1 1	ical Personnel	793	5.7% -27.9%	2.7% 2.7%	64		9.6% 9.6%	228	292	8	9.6%	2	9	10		1.8%	-0	1	1.0%
1 1	rmediate Sales & Service ni-Skilled Manual	8		2.7%	1	18.2% 40.0%	9,6%	1] 3	١	9.6% 9.6%	0	"	0	0.0%	2.2% 2.9%	1 0	"	0.0% 0.0%
1 1	er Sales & Service	2	14.5% 0.0%	2.7%	0	0.0%	9.6%	1		١	9.6%	"	"	0	0.0%	0.0%	"	"	#DIV/0!
1 1	er Saies & Service er Manual Workers	0	0.0%	2.7%	0	0.0%	9.6%	١	"	"	9.6%	"	"	0	0.0%	0.0%	"	ا ا	#DIV/0!
Total	a mana workers	1,737	4.5%	2.7%	141	16.1%	9.6%	500	641	16		- 5	21	51		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 V Analysis) ÷ 2) x 100.

Analysis) ÷ 2) x 100.																					
									Ta	ble 4	: Abo	rigina	d Peo	ples							
		Aborigina	l Peoples															<i>.</i>			
Employment Equity Occupational Group (EEOG)	Short	term Goals	Long ter	m Goals										C	ошш	ents.					
Gruth (EEOs)	#	ο/6	#	00																	
01 Senior Managers		0.0	0	0.0																	
02 Middle & Other Managers	000000000000000000000000000000000000000	1 0.0	1	0.0																	
03 Professionals		38 0.7	38	0.0																	
04 Semi-Professionals & Tech		0.0	0	0.0																	
05 Supervisors		1 50.0	1	0.5																	
06 Supervisors: Crafts & Trades		0.0	0	0.0														33333333			
07 Administrative & Sr Clerical	000000000000000000000000000000000000000	1 1.0	1	0.0																	
08 Skilled Sales & Service		0.0	0	0.0																	
09 Skilled Crafts & Trades		0.0	0	0.0																	
10 Clerical Personnel		10 1.1	10	0.3																	
11 Intermediate Sales & Service		0.0	0	0.0																	
12 Semi-Skilled Manual	100000000000000000000000000000000000000	0.0	0	0.0																	
13 Other Sales & Service	000000000000000000000000000000000000000	0.0	0	0.0																	006308

		Federal Contractors Program Achievement Report
		Part 3: Geals
		Medavie Inc.
		2017-12-31
14	Other Manual Workers	0 00 0 00
Tota	1	51 51

									Dat	a for Firs	Previou	s Goals						
A B	С	D	E	F	G	Н	I	J	К	L	М	N	О	P	Q	R	s	T
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R+ M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C+F) x Q)	К÷С
	1	1	J	1	1	1	1	Ţ	Ţ	1	1	J	1	Ţ	ļ	1	.	1
									Table	5: Person	s with D	isabilities						
									Fir	st Previous	Short-tern	ı Gods						
				AH En	ıplayees									Persons wi	h Disabilities			
	Number	C 8- 54	eth (New Posit	Sola A	Tornova (R	eplacement of	Terminated		Negiber				3 Yes	r:Coels				
Employment Equity Occupational	1144.00		· • • • • • • • • • • • • • • • • • • •			Emplayees)		Anticipated	1100	Turrouver (Ri	polaciement ut Employees):	Hires Remarked	Fre	oi Te				
Group (EEOG)	VYYY MM DD	Actual	Proje	ected	Actual	Proj	ected.	Hares Over 2	TYYY MM DD			Over 3 Years	YYYY	YYYY	Present. Availability	Present Gap	Projected Cap	Present Representation
	2015-12-31	Annually	Amually	Over5 Veus	Annually	Amsuelly	Over5 Vears	Years	2015-12-31	Asmaly	Over 3 Vents		2015	2018				
	#	0/0	0/g	#***	89	8,0	#	#	#	8.0	#	#	#	u ₀	0.0	#	#	98
01/02 Managers	120	-4.3%	2.7%	10	19.3%	9.6%	35	45		9.6%	1	3	2	4.3%	3.8%	-1	0	3.3%
03 Professionals	454	5.6%	2,7%	37	1	9.6%	131	168	15	9.6%	4	8	8	0,076	4.6%	-2	-4	3.3%
04 Semi-Professionals & Tech	42	1.6%	2.7%	3	1	9.6%	12	15	i 2	9.6%	1	1	(4.6%	13.9%	0	-5	4.8%
05 Supervisors	95	0.7%		8	1 20.070	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	0.070	9.6%	0	0	0	9.6%	0	0	(0.0%	3.4%	0	0	#DIV/0!
07 Administrative & Sr Clerical	180	4.6%	2.7%	15	1	9.6%	52	67	' e	9.6%	2	3	(3.5%	0	-3	3.3%
08 Skilled Sales & Service	42	8.1%	2.7%	3	1	9.6%	12	15	1	9.6%	0	1	(3.5%	3.8%	0	-1	2.4%
09 Skilled Crafts & Trades	1	0.0%	2,7%	0		9.6%	0	0	0	9.6%	0	0	(3,8%	7.0%	0	0	0.0%
10 Clerical Personnel	793	5.7%	2,7%	64	16.5%	9.6%		292	22		6	43	44		5.6%	-34	12	2.8%
11 Intermediate Sales & Service	8	-27.9%		1	18.2%	9.6%	2] 3	3 (9.6%	0	이	(3.070	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		4.8%	0.0%	0	0	0.0%
13 Other Sales & Service	0	0.0%	2.7%	0	0.0%	9.6%	0	0		9.6%	0	0	C	0.0%	0.0%	0	0	#DIV/0!
14 Other Manual Workers	0	0.0%	2.7%	0	0.0%	9.6%	0	0		9.6%	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) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current V

Analysis) + 2) x 100.					
				Table 6: Persons with Disabilities	
	Persons with	Disabilities			
Employment Equity Occupational Group (EEOG)	Short term Goals	Long term	Soals	Comments	
Group (EEOG)	# 00	#	0 ∕0		
01/02 Managers	2 0.0	0	0.0		
03 Professionals	8 0.2	1	0.5		
04 Semi-Professionals & Tech	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	1	0.0		
09 Skilled Crafts & Trades	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			006310

Federal Contractor's Program Acmeyement Report	
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Don't 2 Conti	
Part 3: Goals	
Madavia Inc	
Micuavic Inc.	
2017-12-31	
2017-12-01	

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										Dat	a for First	Previou	s Goals						
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A	<u>B</u>	С	D	<u>E</u>	F	G [Н	<u> </u>	J	<u>K</u>	<u>i L</u>	М	<u>N</u>	<u> </u>	<u> </u>	<u>Q</u>	R	j S	T
Data	sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry		From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	: ((('+ b) v ()) :	K÷C
			1	↓	1	1	<u> </u>	↓	1	Ψ	↓	1	1	1	↓	↓	↓	1	1
													e Minorities						
100000000										Fir	st/Previous	Short-tern	i Goals						
					AH Em									·····	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	isible Minori	ies	4	
		Number	Gs to	rth (New Positi	ih.s)	Launova (Re		Terminated		Numbe	Turosver (R)	ndacement of			r Goels				
Emp	loyment Equity Occupational			•			Eroplayees)		Anticipated			Енираоунея):	Hires Required		on Fe	Present			Present
LOCAL CONTRACT	p (EEOG)	YYYY MML DD:	Acress	Proje	ted	Actual	Proj-	ected:	Hares Over 3 Years	YYYY MML DD			Over 3 Years	YYYY	YYYY	Availability	Present Cap	Projected Gap	Representation
		2015-12-31	Assembly	Amusly	Over3 Veas	Anawally	Amountly	Over5 Veas		2015-12-31	Asmally	Over3 Veits		2015	2018				
		#***	0/6	9%	¥	0 ₉	8 ∕0	#	#	# # # # # # # # # # # # # # # # # # # #	80	#	¥	₩	80	00	¥	#	u _{ij}
01	Senior Managers	10	-3.5%	2.7%	1	21.1%	9.6%	3	4	1	9.6%	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	Professi onal s	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	(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	#DIV/0!
07	Administrative & Sr Clerical	180	4.6%	2.7%	15	25.9%	9.6%	52	67	31	9.6%	9	3	(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%
10	Clerical Personnel	793	5.7%	2.7%	64	16.5%	9.6%	228	292	83	9.6%	24	5	(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	(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	(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	#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	#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) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current V Analysis) ÷ 2) x 100.

	Analysis) ÷ 2) x 100.																								
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I arre	James Posts Oromatoud		mbers of Visi	ble Minc	orities																				
Gro	doyment Equity Occupational up (EEOG)	Short to	rm Goals	Long	term G	oals											C)1111116	nts.						
	*	#	0/h	#		0																			
01	Senior Managers		0.0		0	0.0																			
02	Middle & Other Managers	1	2 0.4		1	0.3																			
03	Professi onal s	10	6 0.0		38	0.0																			
04	Semi-Professionals & Tech		0.0		0	0.0																			
05	Supervisors	000000000000000000000000000000000000000	3 0.0		1	0.0																			
06	Supervisors: Crafts & Trades		0.0		0	0.0																			
07	Administrative & Sr Clerical		0.0		1	0.0																			
08	Skilled Sales & Service		2 0.0		0	0.0																			
09	Skilled Crafts & Trades		0.0		0	0.0																			
10	Clerical Personnel		0.0		10	0.0																			
11	Intermediate Sales & Service		0.0		0	0.0																			
12	Semi-Skilled Manual		0.0		0	0.0																			
13	Other Sales & Service		0.0		0	0.0																		000	6312

		Federal Contractors Program Achievement Report
		Part 3: Goals
		Medavie Inc.
		2017-12-31
14	Other Manual Workers	0 00 0 00
Tota		123 51

Federal Contractors Program Achievement Report

Part 3: Goals

Medavie Inc.

2017-12-31

		'n																			

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Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R+ M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C
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										Table	9: Womei	1						

										Table 5	9: Women							
									Suhsei	picat Curri	ent Short ter	m Goals						
				Al	Employ	ees .								· · · · · W	omen			
		Number	Centerh (Na	w Positions)	Peur	ora:(Replacacae			Number		endaxement of		*Yea	r Goeds				
Fanc	loyment Equity Occupational					Eroplay ee	9)	Anticipated				tires Required		n-Tø	Present:			Present
E0000000	w (EEOG)	YYYY MM DD	Actual	Projected	A	etual Pi	oj ected:	Hares Over 3	VYYY MM DD			Over 3 Years	YYYY	YYYY	Availability	Present Cap	Projected Gap	Representation
		2017-12-31	Annually Ann	ualky Yea		nually Answell	Over3 Years	Yests	2017-12-31	Asmaly	Over 3 Vents		2017	2020				
		#***	0/g 0	6 #		0g 8g	#	#	#	B _Q	# #	#	#	n ₀	9.0	#	#	Bg
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	Professi onal s	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%
0.5	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	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%	2.79_{0}	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		2.7%	0	0.0% 9.6	لتنت	0	0	9.6%	0	0	0	0.0%	0.0%	0	0	#DIV/0!
14	Other Manual Workers	0		2.7%	0	0.0% 9.6		0	0	9.6%	0	0	0	0.0%	0.0%	0	0	#DIV/0!
Tota		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	
	Women		
Employment Equity Occupational Group (EEOG)	Short term Goals Long to	erm Goals Comments	
CRUTH (EEOG)	d _{it}	99	
01 Senior Managers	1 30%	30% 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 fen	rale candidate.
02 Middle & Other Managers	0 0%	0% No gap	
03 Professionals	0%	0% No gap	
04 Semi-Professionals & Tech	30%	30% This is a prodominently 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.	
05 Supervisors	9 25%	25%	
06 Supervisors: Crafts & Trades	99 0%	0% No gap	
07 Administrative & Sr Clerical	46 60%	60%	
08 Skilled Sales & Service	10 50%	50% We hired 2 female candidates between 2016-2018 which is bridging the gap.	
09 Skilled Crafts & Trades	0%	0% No gap	
10 Clerical Personnel	93 27%	27% We hired 2-female candidates between 2016-2018 which is bridging the gap.	
11 Intermediate Sales & Service	0%	0% No gap	
12 Semi-Skilled Manual	0%	0% No gap	
13 Other Sales & Service	99 0%	იუ _ნ No gap	006314
14 Other Manual Workers	<u> </u>	0% No gap	

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Medavie Inc.
	2017-12-31
Total	35 0.0 0.0

									Data fo	or Subseq	uent/Cur	rent Goals						
AB	С	D	E	F	G	Н	I	J	K	L	М	N	О	P	Q	R	s	T
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R+ M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C
L		Ţ	.	Ţ	, J	1	↓	Ţ	Ų	J	, T	<u>, </u>	.	, T	Ţ	.	J	Ţ
										ole 11: Ab								
									Subse	quent/Curr	ent Short t	erm Goals						
				AHEn	playees							•		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	at Peoples			
	Number	Gs to	rth (New Posit	ions)	Parmora (Re	placement of Employees)	Terminated		Number	Turnover (R	epdaxement of			r Goels				
Employment Equity Occupational					ļ			Anticipated			Employees):	Hires Required		n-Te	Present			Present
Group (EEOG)	YYYY MM DD	Acres	Proj		Actual	Proj-		Hares Over 3 Years	VYVY MML DD		.	Over 3 Years		YYYY	Availability	taesent cab	Projected Gap	Representation
	2017-12-31	Associate	Amually	Over5 Vexts	Anagally	Amsually	Over 5 Vears		2017-12-31	Annally	Over 3 Veitt		2017	2020				
	#***	0/6	o _{fa}	#	96	8.0	#	#	#	B _{ij}	#	#	#	8.6	00		#	g _{ig}
01 Senior Managers	9	-3.5%	2.7%		21.1%	9.6%	3	4	C	9.6%	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	c	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	l c	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		9.6%	270	346	10	9.6%	3	11	10	0000000000000000	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%	l .	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%	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	(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.

11111/1111/1111111111111111111111111111		Table 12: Aboriginal Peoples
Employment Equity Occupational Group (EEOG)	Abortginal Peoples Short-term Goals Long-6	Comments Control
	9/6	%p
01 Senior Managers	0%	0.0 No gap.
02 Middle & Other Managers	3 8%	8.0 Working with Indigenous Link for promotion of position to Aborginal people
03 Professionals	4 2%	2.0 Working with IndigenousLink for promotion of position to Aborginal people
04 Semi-Professionals & Tech	9 2%	2.1 We hired 1. Aboriginal resource during this period. None of our offices are near major Aboriginal populations, attracting his candidate will be difficult.
0.5 Supervisors	3 8%	8,0 Working with IndigenousLink for promotion of position to Aborginal people
06 Supervisors: Crafts & Trades	0%	g o No gap.
07 Administrative & Sr Clerical	2%	2.0 Working with IndigenousLink for promotion of position to Aborginal people
08 Skilled Sales & Service	0%	0.6 No gap.
09 Skilled Crafts & Trades	0%	0.0 No gap.
10 Clerical Personnel	10 3%	3.0 Working with IndigenousLink for promotion of position to Aborginal people
11 Intermediate Sales & Service	9 0%	0.0 No gap.
12 Semi-Skilled Manual	6 0%	0,0 No gap.
13 Other Sales & Service	0%	0.6 No gap. 006346
14 Other Manual Workers	0%	0.01 No gap.

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Medavie Inc.
	2017-12-31
Total	35 0%

										2017-12-31									
										Data f	or Subsequ	ient/Cur	rent Goals						
A	В	С	D	E	F	G	Н	I	J	K	L	M	N	o	<u>P</u>	Q	R	s	T
Data :	sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K · M + O) · ((C+F) x Q)	К÷С
L		<u> </u>	Ψ.		1	Ψ.	1	<u> </u>	J	<u> </u>	<u> </u>	1	<u> </u>	1	<u> </u>	,	,	<u>.</u>	Ţ
										Table	13: Perso	ns with I) disabilities						
										Subse	quent Curr	nt Short 1	erm Goals						
					AH Em	playees									Persons wi	h Disabilities			
		Namber	6.00	th (New Positio	4 A	Laurova (Re	placement of	Ternomated		Namber				5 Væ	r:Coels				
Fanol	lovment Equity Occupational				7		Emplayees)		Anticipated	100	Turnover (Ro	polacementu Employees):	Hires Retericed	Fre	oi To	1			Present
	p (EEOG)	YYYY MML DD	Acresi	Projec	ted	Actual	Proj	ected.	Høes Over 3	YYYY MML DD			Over 3 Years	YYYY	YYYY	Present Availability	Present Cap	Projected Gap	Representation
	gramma and	2017-12-31	Annially	Amually	Over3 Years	Anntally	Ammady	Over5 Years	Yests	2017-12-31	Assually	Over3 Venus		2017	2020				
		#****	0/6	0/b	#	99	u _{(j}	#	#	#	8.0	#	#	#	u ₀	9.0	#	#	68
01/02	Managers	103	-4.3%	2.7%	8	19.3%	9.6%	1	38	3	9.6%	1	. 3	4	10.0%		-1	1	2.9%
03	Professi onal s	535	5.6%	2,7%	43	11.5%	9.6%	1	197	18		5	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%	4	17	2	9.6%	1	. 1	(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%	C	0	C	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%	C		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		9.6%	C	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	1	6	57	35	5555555555555	7.0%	-46	-22	2.1%
11	Intermediate Sales & Service	3	-27.9%	2.7%	0	18.2%	9.6%	1	$\frac{1}{2}$	[9.6%	0	0	(0.0%	5.6%	1 0	0	0.0%
12	Semi-Skilled Manual	3	14.5%	2.7%	0	40.0%	9.6%	1	1]	9.6%	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]	9.6%	0	0		0.0%	0.0%	0	0	#DIV/0!
	Other Manual Workers	0	0.0%	2.7%	0	0.0%	9.6%	0	0		9.6%	- 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	() :::::::::::::::::::::::::::::::::::::	5.8%	-63	-87	2.6%

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

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

			Table 14: Persons with Disabilities
	Pi	ersons with Di	Asakifities
Employment Equity Occupational	Short ter	m Goals	Long-term Goals Comments
Group (EEOG)		d _{ir}	90
01/02 Managers	3	0.1	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 anticiapted
03 Professionals	9	0.0	0.1 No gap.
04 Semi-Professionals & Tech	0	0.0	0.0 No gap.
05 Supervisors	7	0.2	0.2 Our goal would be to oprning more opportunities to disabled populations, very do not have a large candidate pool of disabled persons at this time.
06 Supervisors: Crafts & Trades	39	0.0	0.0 Ne gap.
07 Administrative & Sr Clerical	Б	0.1	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.
08 Skilled Sales & Service	1	0.1	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	0.0 No gap.
10 Clerical Personnel	33	0.1	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.
11 Intermediate Sales & Service	0	0.0	0.0 No gap.
12 Semi-Skilled Manual	9	0.0	0.0 No gap.
13 Other Sales & Service	33	0.0	0.0[n/a
14 Other Manual Workers		0.0	0.0 p/a
Total		0.0	0.0

		[00000000000000000000000000000000000000			***************	******************		*************	***************************************				************************	***************************************		******************************	***************************************		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
										Data fo	n Subseqi	tent/Cur	rent Goals						
Α	В	С	D	E	F	G	Н	I	J	K	L	М	N	О	P	Q	R	s	T
Data	sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R +	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C
		↓	Ţ	Ţ	Ţ	Ţ	1	Ţ	Ţ	1	Ţ	1	1	Ţ	Ţ	Ţ	Ţ	1	1
													le Minorities	1					
0000000										Subse	quent Curre	nt Short t	erm Goals						
					AH Em	ployees							•		*************	isible Minorii	ies		
		Number	Gerov	eth (New Posit	ions)	Purover (R)	eplacement of Employees)	Terminated	Anticipated	Number	Turonver (Ri Terninateit				r:Coels n To				
10000000	oyment Equity Occupational n (EEOG)	YYYY MM DD:	Actual	Proje	cted	Actual	Proj	ected:	Hares Over 3	YYYY MM DD	a.uumen	cunproy æs;	Hires Required Over 3 Years	YYYY	YYYY	Present Availability	Present Cap	Projected Gap	Present Representation
×	p (LLOG)	2017-12-31	Annually	Amually	Over3 Veus	Anwally	Amountly	Over3 Years	YES	2017-12-31	Asomally	Over 3 Vents		2017	2020	ZYWIANINY			reja esentacion
		#****	06	u _b	#	9 ₀	9.0	#	#	#	80	#	#	#	R _O	9.0	#	#	6.8
01	Senior Managers	9	-3.5%		1	21.1%	9.6%	3	4	0	9.6%	C	1	1	20.0%	10.1%	-1	0	0.0%
02	Middle & Other Managers	94	-5.1%	2,7%	8	17.6%	9.6%		35	4	9.6%	1	12	5	15.0%	15.0%	-10	-7	4.3%
03	Professionals	535	5.6%	2.7%	43		9.6%	4	197	25	9.6%	7	140	59	500000000000000000000000000000000000000	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%	4	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		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		9.6%	270	346	55	9.6%	16	28	28	100000000000000000000000000000000000000	6.6%	-7	0	5.9%
11	Intermediate Sales & Service	3	-27.9%	2.7%	0	18.2%	9.6%	4	1 .	0	9.6%	C	0	0	0.0%	5.6%	0	1 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	1 0	0.0%	2.7%	0	0.0%	9.6%	<u>ı</u> 0	1 0	1 0	9.6%	U	η 0	0	0.0%	0.0%	1 0	0	#DIV/0!

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

16.1%

1,981

4.5%

Total

146

0 0.0%

13.2%

-146

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			Table 16: Members of Visible Minorities
2744	oloyment Equity Occupational	Members of Visible Minori	The state of the s
		Short-term Goals Long-te	rm Goals Comments
CALR	up (EEOG)	0/6	8 ₀
01	Senior Managers	1 20%	20.0 Our goal would be attract visible miniroties 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 minirofies to our available positions, bilingualism and our enhanced security requirements continue to be a major barrier to hiring these candidates
03	Professi onal s	59 30%	30.0 Our goal would be attract visible minirofies to our available positions, bilingualism and our enhanced security requirements continue to be a major barrier to hiring these candidates
04	Semi-Professionals & Tech	99 0%	0.0 We hired 4 persons considered a visible minories since the first assessment. No gap at this time.
0.5	Supervisors	3 8%	8.1 Our goal would be attract visible miniroties to our available positions, bilingualism and our enhanced security requirements continue to be a major barrier to hiring these candidates.
06	Supervisors: Crafts & Trades	99 0%	0.0 No sup
07	Administrative & Sr Clerical	9 12%	12.4 We hired 11 persons considered a visabilic minority since the first assessment. Our goal would be attract visible minirories to our avaiable positions, bilingualism and our enhanced security i
08	Skilled Sales & Service	3 15%	15.0 Our goal would be attract visible miniroties 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 We hired 2 persons considered a visabilie minority since the first assessment. No gap:
10	Clerical Personnel	28 8%	8.0 We hired 26 persons considered a visabilie minority since the first assessment. Our goal would be attract visible miniroties to our avaiable positions, bilingualism and our enhanced security i
11	Intermediate Sales & Service	0%	0.0 No gap.
12	Semi-Skilled Manual	Ø 0%	0.0 No gap.
13	Other Sales & Service	0 0%	0.0 [n/a] 0.06319
14	Other Manual Workers	0%	0.0 1/2

-146

5.8%

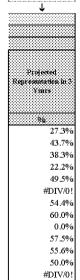
Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current V Analysis) ÷ 2) x 100.

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Medavie Inc.
	2017-12-31
Total	0.0 0.0



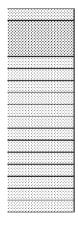


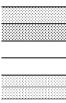
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(K - M + O) ÷ (C +F)



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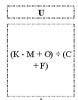
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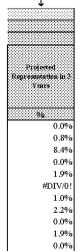




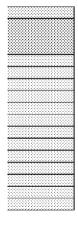








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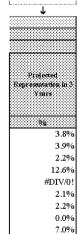




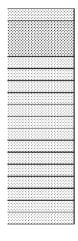




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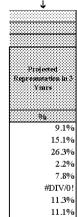




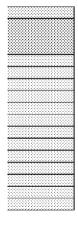








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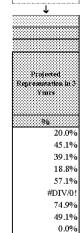




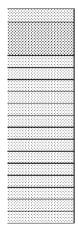




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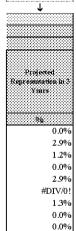




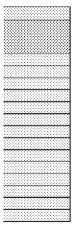








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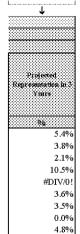




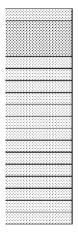




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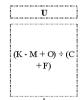


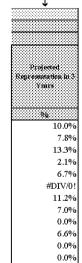
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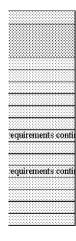






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Data	sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E÷D x100	Part 1: Workforce Analysis	DxG + 100	E- H	E+ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q+Px 100	PxF+100	Q-S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	UxF÷100	V - X
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01	Conion Mon	2015	# 10	* 1	10.0	9% 27.4	***********	-2	36.5	***************************************	⋙₩ ⋯	9/6	****	*	*	***************************************	%		#	#****	#	2000 396 0000	****	#
01	Senior Managers	2017	9	1	11.1	27.4		-1		2	0	0.0	1	-1	0	0	0.0	0	0	2	0	0.0	0	0
02	Middle & Other Managers	2015 2017	110 94	73 64	66.4 68.1	38.9 38.9		30 27	l	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												İ			
	Semi-Professionals &	2017 2015	535 42	318 7	59.4 16.7	36.4 22.2		123 -2		69	40	58.0	25	15	79	45	57.0	46	-1	57	37	64.9	33	4
04	Technicians	2017	44	6		21.8		-4		8	0	0.0	2	-2	5	2	40.0	1	1	6	1	16.7	1	0
0.5	Supervisors	2015 2017	95 97	71 71	74.7 73.2	57.0 56.8		17 16		7	5	71.4	4	1	17	12	70.6	13	-1	13	9	69.2	10	-1
06	Supervisors: Crafts & Trades	2015 2017	0	0		0.0 0.0		0	l	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0		0
	Titues 5	2017	0	0	0.0	0.0	0	U	0.0	0	0	1 0.0		0	0		0.0	º	0	1 0	0	0.0		0
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01	Senior Managers	2017	2	0	0.0	2	0.0	0.0	0.0	1	0.0	50.0	0.0											
	Middle & Other	2020 2017	2 19	0 12		0	0.0	0.3		1	1,200.0	0.3												
02	Managers	2020	19	12		V	0.0	0.0		1	1,200.0	0.0												
03	Professionals	2017 2020	148 148	85 85	57.4 57.4	0	0.0	0.0	l	38	223.7	0.0	l											
04	Semi-Professionals &	2017	13	2		5	40.0	0.0		0	0.0												<u></u>	
04	Technicians	2020	13	2			0.0	0.3			1700.0	0.3												
05	Supervisors	2017 2020	24 24	17 17	70.8 70.8	0	0.0	0.0 0.3	l	1	1700.0	0.0	l											
06	Supervisors: Crafts & Trades	2017 2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
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07	Administrative &	2015	# 180	# 149	<u> </u>	************		3		#*************************************	(000000 00 00000	200000 778 0000	****	*	*	000000#600000	:::::: ::::	******	#	#****	000000000000000000000000000000000000000		£:::::#::::::::	*
07	Senior Clerical	2017	206	170	:			4		54	41	75.9	44	-3	33	26	78.8	27	-1	50	43	86.0	41	2
08	Skilled Sales & Service Personnel	2015 2017	42 53	21 25	:	56.8 57.4		-3 -5		8	2	25.0	5	-3	7	3	42.9	4	-1	8	4	50.0	4	0
09	Skilled Crafts &	2015	1	0				0		Ů		25.0			,	,	72.7	7		"	7	50.0	7	
09	Trades Workers	2017	1	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 2017	793 936	692 773	82.6	63.8	597	186 176	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 2017	8	7 2	:	64.7 64.4		2		0	0	0.0	0	0	0	0	0.0	0	0	1	1	100.0		0
12	Semi-Skilled Manual Workers	2015	2	2	100.0	12.1	0	2	826.4															
	WORKES	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	U
Data	sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷Dx 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F + M x 100											
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07	Administrative &	2017	87	67	77.0	0	0.0	0.0	0.0	1	6700.0	0.0	0.0											
<u> </u>	Senior Clerical	2020 2017	87 15	67 5		12	41.7	0.6		0	0.0	0.6												
08	Skilled Sales & Service Personnel	2017	15	5		12	41.7	0.0		J 0	0.0	0.0												
09	Skilled Crafts &	2017	0	0	:	0	0.0	0.0		0	0.0	0.0	1											
10	Trades Workers Clerical Personnel	2020 2017	388	301		0	0.0	0.0	-	10	3010.0	0.0												
10		2020	388	301	:	-			28732.3			0.3												
11	Intermediate Sales & Service Personnel	2017 2020	0 0	0 0	:	0	0.0	0.0 0.0		0	0.0	0.0 0.0	1											
12	Semi-Skilled Manual Workers	2017 2020	1	0		0	0.0	0.0		0	0.0	0.0	1											
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Data sı	ources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E+D x100	Part 1: Workforce Analysis	DxG + 100	E- H	E+ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q÷Px 100	PxF÷ 100	Q-S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	UxF÷100	V - X
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13	Other Sales & Service	2015	0	0	0.0	0.0	0	0	0.0			·······										************		
13	Personnel	2017	0	0		0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
1 14 1	Other Manual Workers	2015	0	0		0.0						0.0		0	0		0.0		0	0		0.0	٥	
\vdash		2017	1,737	1,287	0.0 74.1	0.0 54.8		335		0	0	0.0	0	0	0	0	0.0	0	U	0	0	0.0	0	0
Total		2017	1,981	1,432		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
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Data s	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷Dx 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F+1x100	Part 3: Goals	E÷ Kx 100	Part 3: Goals	F + M x 100											
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(EE)	0G)		Employees	Ax	Mai	Guat	Percent of Gual Met	Gozt	Percent of Goal Met	Gaal	Percent of Goal Met	Goal	Percent of Goal Met											
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1 13 1	Other Sales & Service	2017	0	0		0	0.0	0.0	0.0	0	0.0	0.0												
\vdash	Personnel Other Manual	2020 2017	0	0		n	0.0	0.0		n	0.0	0.0												
1 14 1	Other Manual Workers	2017	0	0		U	0.0	0.0	0.0	U	0.0	0.0												
Total		2017	697	489	70.2	19	2573.7	0.0		52	940.4	0.0	_											
Total	1	2020	697	489	70.2			0.0	0.0			0.0	0.0											

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	upational Group	Xear	Ait		W	orkforce Aborigia	al Peoples			Alt	I	Hires Aborig	nat Peoples		Ali	Р	romotio Aberig	ns nal Peoples		AB	1 er	minatio Aborio	ns (at Peoples	
(EI	.OG)		Employees	Regir esei	••••••		ahility	Cap	EE Result	Emplayees		isa i	Experted	Distarence	Employees		ual	Expected	Difference	Employees	Arno		Experted	Difference
		# 2015	10	* 0	0.0	2.9	0	0	0.0	******	*****	46	#***	*	#	***	%	******	# ***	***************************************	#	96	***************************************	****
01	Senior Managers	2017	9	0	0.0	2.9	0	0	0.0	2	0	0.0	0	0	0	0	0.0	0	0	2	0	0.0	0	(
02	Middle & Other Managers	2015 2017	110 94	0	0.0		:		0.0 0.0	7	0	0.0	0	0	12	0	0.0		0	18	0	0.0	0	
03	Professionals	2015	454	4	0.9			-2	62.9	,		0.0			12	-	0.0	0	-	10	0;	0.0	0	,
0.5		2017	535 42	4	0.7			-3	53.4	69	1	1.4	1	0	79	0	0.0	1	-1	57	1	1.8	1	(
04	Semi-Professionals & Technicians	2015 2017	42	0	0.0		:	-1 -1	0.0 0.0	8	0	0.0	0	0	5	0	0.0	0	0	6	0	0.0	0	(
05	Supervisors	2015 2017	95 97	2 0	2.1		:		67.9	7		0.0	0	0			0.0			10				
06	Supervisors: Crafts &	2017	0	-	0.0			-3 0	0.0	,	0	0.0	0	- 0	17	0	0.0	0	0	13	1	7.7	U	,
	Trades	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	(
			Part 2: Flow	Part 2:	E÷Dx	Part 3:	E÷Gx	Part 3:			E÷Kx	Part 3:												
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01	Senior Managers	2017	2 2		0.0		0.0	0.0	0.0	0	0.0	0.0												
02	Middle & Other	2020 2017	19	0	0.0	*********	0.0	0.0	0.0	1	0.0	0.0												
02	Managers	2020	19		0.0		-	0.1	0.0	_	_	8.0												
03	Professi on als	2017 2020	148 148	1 :	0.7 0.7	*******	2.6	0.7 0.0	96.5 3378.4	38	2.6	0.0 2.0	1 1											
04	Semi-Professionals & Technicians	2017	13	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
05	Supervisors	2020 2017	13 24	0	0.0		0.0	50.0	0.0	1	0.0	2.1 0.5												
	·	2020	24	<u> </u>	0.0	*********	0.0	0.1	0.0	^	0.0	8.0												
	Supervisors: Crafts & Trades	2017 2020	0	0	0.0	0.0000000000000000000000000000000000000	0.0	0.0	0.0 0.0	U	0.0	0.0	1 1											

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2017	2015	2017	2015	2017	2015	2017	2015	2017	2015	2017	2015	4			() ()			
3	2	3	8	936	793	1	1	53	42	206	180	•	Employees	TF&			←	Part 1: Workforce Analysis
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2.9	2.9	2.0	2.2	1.8	1.8	0.0	0.0	0.5	0.5	1.1	1.1	9.0	Availebility	Aborigatel Peoples	Workforce	Workforce Analysis	←	Part 1: Workforce Analysis
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0.0	0.0	0.0	0.0	-7 59.4	-6 56.0	0.0	0.0	0.0	1 476.2	0 88.3	-1 50.5	9	EE Result				←	E+ H × 100
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Part 2: Flow Flow Data Data Analysis Analysis 100

Part 3: Goals

E+Gx 100

Part 3: Goals

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Part 3: Goals

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Federal Contractors Program Achievement Report Part 5: Results - Abortginal Peoples																								
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10	Other Sales & Service	2015	0	0	0.0	0.0	0		0.0	200000000000000000000000000000000000000		************	***************************************	************					*****************		*************	200102000000		***************************************
13	Personnel	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
1 14 1	Other Manual	2015	0	0	0.0	0.0			0.0															
Щ	Workers	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Total		2015 2017	1,737 1,981	16 16	0.9	1.7 1.7	30 34	-14 -18	54.2 47.5	417	4	1.0	7	-3	280	1	0.4	3	-2.	299	4	1.3	3	1
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(EE)	OG)		Enqiloyees	Arb	eta e	Geat	Percent of Gual Met	Gozd	Percent of Goal Met	Gual	Percent of Goal Met	Goal	Percent of Goal Met											
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1 14 1	Other Manual Workers	2017 2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
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Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities Medavie Inc. 2017-12-31 C F. F G н L М N O Р O S IJ v W X Part 1: Part 1 Part 1: Part 2: Part 2: Part 2: Part 2: Flow Part 2: Flow V + U x Dort 2: Flore E÷ D DxG E÷ H L÷K Workforce Workforce K x G ÷ 100 I.- N Flow Data P x F ÷ 100 U x F ÷ 100 V-X Data sources Workforce E - H Flow Data O - S Flow Data x 100 + 100 x 100 Data Analysi: x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis Employment Equity Workforce Hires Promotions Terminations Occupational Group Person cwith Disshilities Parente with Dieshilities Parents with Trieskilling Personal artist Dissistintos AR Ali ΑR All (EEOG) Employee Emplayee Employees Availabildy Employee Representation Cap EE Result Apriles I Expected Difference á cmai Expected Difference: Armal Expected Difference Administrative & 2015 180 3.3 98.0 6 3.4 07 Senior Clerical 2017 206 3 3.4 42.8 1.5 54 1.9 33 0.0 50 4.0 42 2015 1 2.4 3.5 0 68.0 Skilled Sales & Service Personnel 2017 53 3.5 12.5 1 1.9 53.9 0 0.0 n 0.0 0 2015 0 0.0 3.8 0.0 Skilled Crafts & nΙ οl 09 Trades Workers 2017 0 0.0 3.8 n۱ 0.0 0 0.0 0.0 n 0 0.0 56 2015 793 22 2.8 7.0 -34 39.6 10 Clerical Personnel 2017 936 127 -3 20 2.1 7.0 66 -46 30.5 261 2 0.8 18 -16 0.8 143 2 1.4 2015 0 0.0 5.6 0 0.0 Intermediate Sales & Service Personnel 2017 0 0.0 5.6 o l ٥l 0.0 0 0.0 0.0 0 0 0.0 2015 0 0.0 4.8 0 0 0.0 Semi-Skilled Manual Workers 0 0.0 4.8 0.0 0.0 0 0.0 0.0 Part 2: Part 2: Flow E÷Dx E÷Gx E÷K× Part 3 Part 3: Part 3 Data sources Flow Data F ÷ I x 100 Part 3: Goals + M x 100 Data Analysis 100 Goals 100 Goals Goals Analysis New Entrants Goats Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Persons with Persons with Disabilities Persons with Disabilities Occupational Group Comments Disabilities ΑII (EEOG) Employees Percentel Percent of Percent of Percent of Artial Goal Met Goal Met Goal Met Goal Me 64 **6**/0 8,0 2017 87 0.0 0.0 0.0 0.0 Administrative & 1 1.1 0.0 0.0 07 Senior Clerical 2020 87 0.1 1436.8 1149.4 1 1.1 0.1 0.0 Skilled Sales & 2017 15 0 0.0 0.0 0.0 0.0 0.0 0.0 08 Service Personnel 2020 15 0 0.0 0.1 0.0 0.1 0.0 0.0 Skilled Crafts & 2017 0 0 0.0 0.0 0.0 0.0 0.0 0.0 09 Trades Workers 2020 0 0.0 0.0 0.0 0.0 0.0 2017 388 3 0.8 44 6.8 0.3 309.3 0.0 0.3 309.3 10 Clerical Personnel 2020 388 3 0.8 773.2 0.1 0.1 773.2 2017 0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 0.0 10 0.0 11 Service Personnel 2020 0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 2017 0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 Workers 0.0 0.0 0 0.0 0.0 0.0

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Œ	:OG)		Employees	Represe		Availe			EE Result	Emplayees		isa.	Experted	Datasace	Employees		wal	Expected	Difference	Employees	Arino		Experted	Difference
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L 0.5		2017	535 42	25	4.7		147 2	-122 0	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 2017	42	2 2	4.8 4.5	1		1	128.7 133.7	8	0	0.0	0	0	5	5 0	0.0	0	0	6	0	0.0	0	0
05	Supervisors	2015	95	l i	7.4	l :		-1	92.1	_													_	
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03	Professionals	2017 2020	148 148	1 :	2.7 2.7	106	3.8	0.0 0.3	0.0 900.9	*****	10.5	0.0 30.0	1											
04	Semi-Professionals &	2017	13	0	0.0		0.0	0.0	0.0	0	0.0	0.0	0.0											
	Technicians	2020 2017	13 24	0	0.0		0.0	0.0	0.0		0.0	0.0												
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Federal Contractors Program Achievement Report Part 7: Results - Minorities Medavic Inc. 2017-12-31	
Its Members of Visible Minorities Medavie Inc. 2017-12-31	6

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				CICILOR	10 Clerical Dersonne	Trades Workers	Skilled Crafts &	_	Skilled Sales &	Senior Clerical	Administrative &		ELUG)	Companional Group	Employment Equity			Data sources:	
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Federal Contractors Program Achievement Report	
Part 8: Reasonable Efforts	
Medavie Inc.	
2017-12-31	

Efforts

equity.

Please check the appropriate boxes next to the efforts that your organization made to implement the Federal Cc

Contra	ctors Program.
Requi	ired measures:
\Box	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
7	Provided a self-identification questionnaire to employees who wished to change information previously submitted and to those who requested it, and adjusted survey results accordingly.
\checkmark	Adjusted survey results to reflect hires, promotions and terminations.
/	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.
$\overline{\mathcal{A}}$	Maintained appropriate records in all required areas.
Other	· measures:
1	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.
7	Established accountability mechanisms to ensure that the short-term goals would be met.
\Box	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

	Kept all staff, including new employees and managers, informed of the purpose of employment equity, the steps taken to implement it and the progress made in its implementation.
\Box	Put in place a strategy to ensure a barrier-free workplace.
\Box	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 (visble minorities) in our workplace. Additionally our geographic locations compared to location of aboriginal populations creates a barrier to the candidate poll unless candidate is willing to reloacte.
Oper	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ation's activities during the period between the first/previous and subsequent/current compliance nent.
	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 professioanla 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.

	Strikes (include dates, the number of employees affected and the occupational groups of those employees).
	No
	Other.
	cional Details
Please 1	provide any additional information (optional):

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

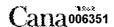
Key Dates – Subsequent Assessment

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)
80	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/	Managers	Goal not met (0.0% achieved)
02		
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			als		
			Short-	Long-		
Emp	oloyment Equity Occupational Group	Present	term	term	Representation	LMA
	(EEOG)	Gap	(1 to 3	(3+		
			years)	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			als		
			Short-	Long-		
Emp	oloyment Equity Occupational Group	Present	term	term	Representation	LMA
	(EEOG)	Gap	(1 to 3	(3+		
			years)	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		Go	als		
			Short-	Long-		
Employ	ment Equity Occupational Group	Present	term	term	Representation	LMA
	(EEOG)	Gap	(1 to 3	(3+		
			years)	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		Go	als		
			Short-	Long-		
Emp	oloyment Equity Occupational Group	Present	term	term	Representation	LMA
	(EEOG)	Gap	(1 to 3	(3+		
			years)	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/sgiemtweims/emp/W.2.3msM.1intlnf.4%40-eng.jsp?&&cid=aidehelp& 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/sgiemt-weims/emp/W.2.3msM.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 underrepresented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

Labour Program officers are available to answer questions and provide guidance. You may also visit our website to access a number of tools and a series of training modules. In particular, we encourage your organization to continue using the <u>Workplace Equity Information Management System</u> (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



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