



## Agreement to Implement Employment Equity

 New Agreement

 X Revised Agreement

ORGANIZATION	
Legal Name of Organization MERCK CANADA INC.	Parent company is located outside Canada <input type="checkbox"/> X Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° 325410	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 1330  To find your organization's NAICS Code Number please visit: <a href="http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02-eng.htm">http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02-eng.htm</a>

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

HEAD OFFICE			
Address (building number, street, suite, etc.) 16750 TransCanada Highway	City Kirkland	Province QC	Postal Code H9H 4M7
	Telephone Number 514 428-7920	Fax Number 514 428-4957	

EMPLOYMENT EQUITY CONTACT	
Name (print) Margo Takvorian	Title Senior HR Staffing Specialist
Telephone Number 514 428-3012	E-mail Address margo.takvorian@merck.com

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

SIGNATORY	
<b>NOTE:</b> The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) Tom Cannell	Title President and General Manager
Telephone Number 514 428-2638	E-mail Address thomas.cannell@merck.com
Signature 	Date May 20, 2014

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



# Federal Contractors Program (FCP)

Contractors who are awarded an initial goods and services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes) are required to implement employment equity, and if representation gaps exist, to make all reasonable efforts within the context of their specific organizational environment and structural needs to close the gaps. This obligation is on-going and not only subject to the period of a specific contract.

Contractors are required to conduct, develop and maintain:

- a. A survey of their workforce on the representation of the four designated groups using a self-identification questionnaire;
- b. A workforce analysis (WFA) that compares representation with requisite labour market availability by occupational groups; and
- c. Short-term and long-term numeric goals on closing gaps that have been identified where under-representation exists.

Contractors are required to submit to ESDC-Labour:

- a. One year after the award of an initial goods and services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes):
  - Self-identification questionnaire used to collect workforce information;
  - Initial WFA; and
  - Annual short-term numeric goals for a period of three years and long-term numeric goals where under-representation exists on closing gaps that have been identified.
- b. Four years after the award of an initial goods and services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes) and every three years thereafter:
  - Updated WFA;
  - Updated annual short-term numeric goals for a period of three years and long term numeric goals where under-representation exists on closing gaps that have been identified; and
  - Completed Achievement Table.

ESDC-Labour will assess contractors on a risk-based basis, one year and four years after the award of an initial goods and services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes) and every three years thereafter. Assessments are based on the achievement of representation results and measured against the requirements set out for the FCP.

Contractors found to be in non-compliance will be ineligible for future goods and services contracts, standing offer agreements, or supply agreements of any value with the federal government. In addition, contractors will be placed on a public list of non-compliant contractors. A finding of non-compliance may result in the termination of the contract.

For information on the detailed requirements as well as the framework and standards for assessment of results, please refer to the website: <http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml>

# Questions and Answers

## Subsidiary vs. Division/Branch

**Q1 Does the Agreement to Implement Employment Equity (Agreement) apply to the whole organization or only to the part carrying out the contract?**

A1 The signed Agreement applies to the whole organization named in the Agreement and its entire Canadian workforce including all of its components (divisions, branches, etc.), with the exception of subsidiary corporations.

**Division:** A division is part of the primary business, not separate, and the primary business is legally responsible for the obligations and debts of the division.

**Branch:** A branch is an office that is not located at/with the company's corporate headquarters but is part of the organization.

**Subsidiary:** A subsidiary is owned or controlled by another entity (a parent company), but it is a separate legal entity.

**Q2 If an organization that is not subject to the Federal Contractor Program (FCP) is taken over by (or merged with) an organization that is subject to the Program, does it become subject to the FCP as well?**

A2 An organization is subject to the FCP if it becomes part of the acquiring company. However, if the organization remains a subsidiary and still operates as a separate legal entity from the acquiring company, it does not become subject to the FCP.

For the purpose of the FCP, subsidiaries require a separate Agreement (and Agreement number) because they are separate legal entities. Divisions are part of an organization and are included as part of the whole organization.

**Q3 When should a new Agreement be completed and signed?**

A3 A new Agreement should be completed if the organization has undergone a change in its legal name.

## Employment Status

**Q1 Who is considered to be a permanent full-time employee under the FCP?**

A1 A permanent full-time employee is employed for an indeterminate period of time to work the standard number of hours on a regular basis as determined by the employer, depending on the occupational group to which the person belongs. The standard number of hours cannot be less than the usual number of hours worked by full-time employees in the same occupational group.

**Q2 Who is considered to be a permanent part-time employee under the FCP?**

A2 A permanent part-time employee is employed for an indeterminate period of time to work fewer than the standard number of hours on a regular basis as determined by the employer, depending on the occupational group to which the person belongs.

Generally, what is standard or usual for a group of employees is considered full-time; anything less is considered part-time. For example, in a case where the standard, usual way of working for the company is to work eight (8) hours per day for three (3) days per week, employees who fit this work pattern would be considered full-time, and employees who do not would be considered part-time.

**Q3 Who is considered to be a temporary employee under the FCP?**

- A3 A temporary employee is employed on a temporary basis for any number of hours within a fixed period or periods (start and end date) totalling 12 weeks or more during a calendar year. This does not include a person in full-time attendance at a secondary or post-secondary educational institution who is employed during a school break. Whether the hours are regular or irregular is not a factor to consider in determining temporary employment status.

The total number of weeks worked by temporary employees is calculated according to the cumulative number of weeks worked, not by the cumulative number of days. For example, an employee may be called to work two days one week, three days the following week and one day per week for ten other weeks during the calendar year. This employee would be considered a temporary employee for employment equity purposes.

The most significant distinction between temporary staff and permanent staff is job security, where permanence usually means employment for an indefinite duration. The duration of employment or the benefits received do not indicate employment status. Even if an employee is hired for a length of employment that is long term, the employee does not have permanent status if the duration of employment can be defined.

**Q4 How are students counted under the FCP?**

- A4 Students employed during a school break, even if this period exceeds 12 weeks, and who are returning to school, are not counted as employees for employment equity purposes.

Co-operative education (Co-op) students working during the summer period are not considered to be on a school break since this work experience forms part of their education. Co-op students who work more than 12 weeks during their work placements should be reported as temporary employees. In addition, students working on a permanent part-time basis throughout the year are counted provided they worked 12 weeks or more.

**Q5 How are casual or other employees counted under the FCP?**

- A5 Casual employees are employed to work less than 12 weeks during a calendar year and whose contracts have designated start and end dates.

Other employees are those who are on unpaid leave (often temporary lay-off or long-term leave) but who otherwise fulfil the definitions of permanent full-time, permanent part-time or temporary employees and maintain the right to return to work.



**FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA**  
 Reporting Period 2015-02-03 to 2018-03-02

**GEOGRAPHICAL AREAS**

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	170	21	0	191	Calgary	39	5	0	44
Québec	467	25	0	492	Montréal	467	25	0	492
British Columbia	37	5	0	42	Toronto	170	21	0	191
Alberta	39	5	0	44	Vancouver	37	5	0	42
<b>Total Employees in Canada</b>				<b>769</b>	<b>Total Employees in Canada</b>				<b>769</b>



**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Full-Time / National**  
**Reporting Period 2015-02-03 to 2018-03-02**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Senior Managers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	20	10	10	1	1					4	1	3
	<b>Total</b>	20	10	10	1	1					4	1	3
<b>Middle and Other Managers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	177	80	97	1	1		5	4	1	22	14	8
	<b>Total</b>	177	80	97	1	1		5	4	1	22	14	8
<b>Professionals</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	149	50	99				1	1		27	10	17
	<b>Total</b>	149	50	99				1	1		27	10	17
<b>Semi-Professionals and Technicians</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	3								1	1	
	<b>Total</b>	3	3								1	1	



**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Full-Time / National**  
**Reporting Period 2015-02-03 to 2018-03-02**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Supervisors</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1									
	<b>Total</b>	1		1									
<b>Administrative and Senior Clerical Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	35	2	33				1		1	2		2
	<b>Total</b>	35	2	33				1		1	2		2
<b>Skilled Sales and Service Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	290	129	161	3	2	1	4	2	2	44	21	23
	<b>Total</b>	290	129	161	3	2	1	4	2	2	44	21	23
<b>Clerical Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	22	5	17							4	1	3
	<b>Total</b>	22	5	17							4	1	3



Merck Canada Ltd. (certificate # 050035)

Form 2 A

**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Full-Time / National**  
**Reporting Period 2015-02-03 to 2018-03-02**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Intermediate Sales and Service Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	16	2	14							2	1	1
	<b>Total</b>	16	2	14							2	1	1
<b>Total Number of Employees</b>		713	281	432	5	4	1	11	7	4	106	49	57





FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS  
Part-Time / National

Reporting Period 2015-02-03 to 2018-03-02

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Middle and Other Managers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2		2							1		1
	<b>Total</b>	2		2							1		1
<b>Professionals</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2		2									
	<b>Total</b>	2		2									
<b>Administrative and Senior Clerical Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3		3				1		1			
	<b>Total</b>	3		3				1		1			
<b>Skilled Sales and Service Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	49	11	38	1		1				6	2	4
	<b>Total</b>	49	11	38	1		1				6	2	4



Merck Canada Ltd. (certificate # 050035)

**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Part-Time / National**  
**Reporting Period 2015-02-03 to 2018-03-02**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Total Number of Employees</b>		<b>56</b>	<b>11</b>	<b>45</b>	<b>1</b>		<b>1</b>	<b>1</b>		<b>1</b>	<b>7</b>	<b>2</b>	<b>5</b>



Merck Canada Ltd. (certificate # 050035)

Form 3 A

**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
**Full-Time / National**  
**Reporting Period 2015-02-03 to 2018-03-02**

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Under \$15,000</b>	<b>713</b>	<b>281</b>	<b>432</b>	<b>5</b>	<b>4</b>	<b>1</b>	<b>11</b>	<b>7</b>	<b>4</b>	<b>106</b>	<b>49</b>	<b>57</b>
<b>Total Number of Employees</b>	<b>713</b>	<b>281</b>	<b>432</b>	<b>5</b>	<b>4</b>	<b>1</b>	<b>11</b>	<b>7</b>	<b>4</b>	<b>106</b>	<b>49</b>	<b>57</b>



Merck Canada Ltd. (certificate # 050035)

Form 3 B

**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
**Part-Time / National**  
**Reporting Period 2015-02-03 to 2018-03-02**

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Under \$5,000</b>	<b>56</b>	<b>11</b>	<b>45</b>	<b>1</b>		<b>1</b>	<b>1</b>		<b>1</b>	<b>7</b>	<b>2</b>	<b>5</b>
<b>Total Number of Employees</b>	<b>56</b>	<b>11</b>	<b>45</b>	<b>1</b>		<b>1</b>	<b>1</b>		<b>1</b>	<b>7</b>	<b>2</b>	<b>5</b>



Merck Canada Ltd. (certificate # 050035)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED  
Full-Time / National

Reporting Period 2015-02-03 to 2018-03-02

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	2		2							1		1
Middle and Other Managers	27	9	18				2	1	1	5	2	3
Professionals	40	14	26				1	1		12	5	7
Administrative and Senior Clerical Personnel	7		7									
Skilled Sales and Service Personnel	64	24	40							12	4	8
Clerical Personnel	2	1	1							2	1	1
Intermediate Sales and Service Personnel	1		1									
<b>Total Number of Employees Hired</b>	<b>143</b>	<b>48</b>	<b>95</b>				<b>3</b>	<b>2</b>	<b>1</b>	<b>32</b>	<b>12</b>	<b>20</b>



**Merck Canada Ltd. (certificate # 050035)**

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED  
Part-Time / National**

**Reporting Period 2015-02-03 to 2018-03-02**

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



**Merck Canada Ltd. (certificate # 050035)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED**  
**Full-Time / National**  
**Reporting Period 2015-02-03 to 2018-03-02**

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	4	1	3							1	1	
Middle and Other Managers	51	20	31				1	1		7	5	2
Professionals	36	13	23							7	3	4
Administrative and Senior Clerical Personnel	7	1	6									
Skilled Sales and Service Personnel	40	12	28				1	1		6	3	3
Clerical Personnel	3	2	1									
Intermediate Sales and Service Personnel	2	1	1							1		1
<b>Total Number of Employees Promoted</b>	<b>143</b>	<b>50</b>	<b>93</b>				<b>2</b>	<b>2</b>		<b>22</b>	<b>12</b>	<b>10</b>
<b>Total Number of Promotions</b>	<b>151</b>	<b>55</b>	<b>96</b>				<b>2</b>	<b>2</b>		<b>23</b>	<b>13</b>	<b>10</b>



**Merck Canada Ltd. (certificate # 050035)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED**  
**Part-Time / National**  
**Reporting Period 2015-02-03 to 2018-03-02**

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





Merck Canada Ltd. (certificate # 050035)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED  
Full-Time / National

Reporting Period 2015-02-03 to 2018-03-02

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	8	7	1							2	2	
Middle and Other Managers	24	9	15							1		1
Professionals	17	10	7							3	3	
Administrative and Senior Clerical Personnel	4	1	3									
Skilled Sales and Service Personnel	52	27	25							9	9	
Clerical Personnel	2		2									
Intermediate Sales and Service Personnel	1	1										
<b>Total Number of Employees Terminated</b>	<b>108</b>	<b>55</b>	<b>53</b>							<b>15</b>	<b>14</b>	<b>1</b>



**Merck Canada Ltd. (certificate # 050035)**

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED  
Part-Time / National**

**Reporting Period 2015-02-03 to 2018-03-02**

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



Workplace Equity Information Management System - Merck Canada Ltd.

Workforce Analysis - Detailed Report

Date: 2018-03-02

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>01 : Senior Managers</b>	National	20	10	50.0 %	27.4 %	5	5	National
<b>02 : Middle and Other Managers</b>	National	179	99	55.3 %	38.9 %	70	29	National
<b>03 : Professionals</b>		151	101	66.9 %	51.2 %	77	24	
1111 : Financial auditors and accountants	National	2	1	50.0 %	55.1 %	1	0	National
1112 : Financial and investment analysts	National	4	2	50.0 %	50.1 %	2	0	National
1114 : Other financial officers	National	4	3	75.0 %	44.1 %	2	1	National
1121 : Human resources professionals	National	7	7	100.0 %	71.1 %	5	2	National
1122 : Professional occupations in business management consulting	National	81	59	72.8 %	42.0 %	34	25	National
1123 : Professional occupations in advertising, marketing and public relations	National	45	27	60.0 %	66.4 %	30	-3	National
2171 : Information systems analysts and consultants	National	3	0	0.0 %	28.3 %	1	-1	National
4021 : College and other vocational instructors	National	5	2	40.0 %	53.8 %	3	-1	National
<b>04 : Semi-Professionals and Technicians</b>		3	0	0.0 %	42.3 %	1	-1	
2283 : Information systems testing technicians	Québec	1	0	0.0 %	32.5 %	0	0	Québec
5241 : Graphic designers and illustrators	Québec	2	0	0.0 %	47.2 %	1	-1	Québec
<b>05 : Supervisors</b>		1	1	100.0 %	50.8 %	1	0	
<b>Employment Equity Occupational Group</b>	Montréal	1	1	100.0 %	50.8 %	1	0	Montréal
<b>07 : Administrative and Senior Clerical Personnel</b>		38	36	94.7 %	80.8 %	31	5	
<b>Employment Equity Occupational Group</b>	Montréal	38	36	94.7 %	80.8 %	31	5	Montréal
<b>08 : Skilled Sales and Service Personnel</b>		339	199	58.7 %	27.8 %	94	105	
6221 : Technical sales specialists - wholesale trade	Alberta	36	20	55.6 %	20.5 %	7	13	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	32	21	65.6 %	26.3 %	8	13	British Columbia
6221 : Technical sales specialists - wholesale trade	Ontario	141	91	64.5 %	28.7 %	40	51	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	130	67	51.5 %	29.1 %	38	29	Québec
<b>10 : Clerical Personnel</b>		22	17	77.3 %	62.5 %	14	3	

## Workforce Analysis - Detailed Report

Date: 2018-03-02

### Women

Employment Equity Occupational Group	Internal Location	All Employees #	Women		Availability #	Gap #	Recruitment Area
			Representation #	Availability %			
11 : Intermediate Sales and Service Personnel	Montréal	22	17	77.3 %	14	3	Montréal
		16	14	87.5 %	10	4	
Employment Equity Occupational Group	Montréal	16	14	87.5 %	10	4	Montréal
Total		769	477	62.0 %	303	174	

Total may not equal sum of components due to rounding.

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

### Workforce Analysis - Detailed Report

Date: 2018-03-02

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Recruitment Area	
			Representation #	%	Availability #	Gap #		
<b>01 : Senior Managers</b>	National	20	1	5.0 %	2.9 %	1	0	National
<b>02 : Middle and Other Managers</b>	National	179	1	0.6 %	2.2 %	4	-3	National
<b>03 : Professionals</b>		151	0	0.0 %	1.8 %	3	-3	
1111 : Financial auditors and accountants	National	2	0	0.0 %	1.3 %	0	0	National
1112 : Financial and investment analysts	National	4	0	0.0 %	0.9 %	0	0	National
1114 : Other financial officers	National	4	0	0.0 %	1.3 %	0	0	National
1121 : Human resources professionals	National	7	0	0.0 %	2.7 %	0	0	National
1122 : Professional occupations in business management consulting	National	81	0	0.0 %	1.6 %	1	-1	National
1123 : Professional occupations in advertising, marketing and public relations	National	45	0	0.0 %	2.1 %	1	-1	National
2171 : Information systems analysts and consultants	National	3	0	0.0 %	1.1 %	0	0	National
4021 : College and other vocational instructors	National	5	0	0.0 %	2.4 %	0	0	National
<b>04 : Semi-Professionals and Technicians</b>		3	0	0.0 %	0.8 %	0	0	
2283 : Information systems testing technicians	Québec	1	0	0.0 %	0.0 %	0	0	Québec
5241 : Graphic designers and illustrators	Québec	2	0	0.0 %	1.2 %	0	0	Québec
<b>05 : Supervisors</b>		1	0	0.0 %	0.8 %	0	0	
<b>Employment Equity Occupational Group</b>	Montréal	1	0	0.0 %	0.8 %	0	0	Montréal
<b>07 : Administrative and Senior Clerical Personnel</b>		38	0	0.0 %	0.7 %	0	0	
<b>Employment Equity Occupational Group</b>	Montréal	38	0	0.0 %	0.7 %	0	0	Montréal
<b>08 : Skilled Sales and Service Personnel</b>		339	4	1.2 %	1.2 %	4	0	
6221 : Technical sales specialists - wholesale trade	Alberta	36	0	0.0 %	2.0 %	1	-1	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	32	0	0.0 %	2.5 %	1	-1	British Columbia
6221 : Technical sales specialists - wholesale trade	Ontario	141	1	0.7 %	1.0 %	1	0	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	130	3	2.3 %	1.0 %	1	2	Québec
<b>10 : Clerical Personnel</b>		22	0	0.0 %	0.8 %	0	0	

## Workforce Analysis - Detailed Report

Date: 2018-03-02

### Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	Representation %	Availability %	Availability #		
11 : Intermediate Sales and Service Personnel	Montréal	22	0	0.0 %	0.8 %	0	0	Montréal
		16	0	0.0 %	0.9 %	0	0	
Employment Equity Occupational Group	Montréal	16	0	0.0 %	0.9 %	0	0	Montréal
Total		769	6	0.8 %	1.6 %	12	-6	

Total may not equal sum of components due to rounding.

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

## Workforce Analysis - Detailed Report

Date: 2018-03-02

### Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Availability		Gap #	Recruitment Area
			Representation #	%	#	%		
<b>01 : Senior Managers</b>	National	20	4	20.0 %	10.1 %	2	2	National
<b>02 : Middle and Other Managers</b>	National	179	23	12.8 %	15.0 %	27	-4	National
<b>03 : Professionals</b>		151	27	17.9 %	20.2 %	31	-4	
1111 : Financial auditors and accountants	National	2	1	50.0 %	27.5 %	1	0	National
1112 : Financial and investment analysts	National	4	1	25.0 %	35.4 %	1	0	National
1114 : Other financial officers	National	4	0	0.0 %	21.7 %	1	-1	National
1121 : Human resources professionals	National	7	1	14.3 %	14.1 %	1	0	National
1122 : Professional occupations in business management consulting	National	81	15	18.5 %	21.6 %	17	-2	National
1123 : Professional occupations in advertising, marketing and public relations	National	45	9	20.0 %	16.9 %	8	1	National
2171 : Information systems analysts and consultants	National	3	0	0.0 %	31.4 %	1	-1	National
4021 : College and other vocational instructors	National	5	0	0.0 %	13.4 %	1	-1	National
<b>04 : Semi-Professionals and Technicians</b>		3	1	33.3 %	14.1 %	0	1	
2283 : Information systems testing technicians	Québec	1	0	0.0 %	20.0 %	0	0	Québec
5241 : Graphic designers and illustrators	Québec	2	1	50.0 %	11.2 %	0	1	Québec
<b>05 : Supervisors</b>		1	0	0.0 %	16.7 %	0	0	
<b>Employment Equity Occupational Group</b>	Montréal	1	0	0.0 %	16.7 %	0	0	Montréal
<b>07 : Administrative and Senior Clerical Personnel</b>		38	2	5.3 %	12.2 %	5	-3	
<b>Employment Equity Occupational Group</b>	Montréal	38	2	5.3 %	12.2 %	5	-3	Montréal
<b>08 : Skilled Sales and Service Personnel</b>		339	50	14.7 %	15.4 %	52	-2	
6221 : Technical sales specialists - wholesale trade	Alberta	36	6	16.7 %	11.3 %	4	2	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	32	7	21.9 %	24.7 %	8	-1	British Columbia
6221 : Technical sales specialists - wholesale trade	Ontario	141	24	17.0 %	20.8 %	29	-5	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	130	13	10.0 %	8.5 %	11	2	Québec
<b>10 : Clerical Personnel</b>		22	4	18.2 %	17.4 %	4	0	

## Workforce Analysis - Detailed Report

Date: 2018-03-02

### Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities			Gap #	Recruitment Area
			Representation %	Availability %	Availability #		
11 : Intermediate Sales and Service Personnel	Montréal	22	18.2 %	17.4 %	4	0	Montréal
		16	12.5 %	22.2 %	4	-2	
Employment Equity Occupational Group	Montréal	16	12.5 %	22.2 %	4	-2	Montréal
		769	14.7 %	16.1 %	125	-12	

Total may not equal sum of components due to rounding.

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



### Workforce Analysis - Detailed Report

Date: 2018-03-02

#### Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities		Availability #	Gap #	Recruitment Area
			Representation #	%			
01/02 : Managers	National	199	5	2.5 %	9	-4	National
03 : Professionals	National	151	1	0.7 %	6	-5	National
04 : Semi-Professionals and Technicians	National	3	0	0.0 %	0	0	National
05 : Supervisors	National	1	0	0.0 %	0	0	National
07 : Administrative and Senior Clerical Personnel	National	38	2	5.3 %	1	1	National
08 : Skilled Sales and Service Personnel	National	339	4	1.2 %	12	-8	National
10 : Clerical Personnel	National	22	0	0.0 %	2	-2	National
11 : Intermediate Sales and Service Personnel	National	16	0	0.0 %	1	-1	National
<b>Total</b>		<b>769</b>	<b>12</b>	<b>1.6 %</b>	<b>31</b>	<b>-19</b>	

Total may not equal sum of components due to rounding.

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



**Workforce Analysis - Detailed Report**

Date: 2018-03-02

**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
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA



## Workforce Analysis - Detailed Report

Date: 2018-03-02

### 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
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National



Workplace Equity Information Management System - Merck Canada Ltd.

**Workforce Analysis - Summary Report**

Date: 2018-03-02

**Women**

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	20	10	50.0 %	27.4 %	5	5
02 : Middle and Other Managers	179	99	55.3 %	38.9 %	70	29
03 : Professionals	151	101	66.9 %	51.2 %	77	24
04 : Semi-Professionals and Technicians	3	0	0.0 %	42.3 %	1	-1
05 : Supervisors	1	1	100.0 %	50.8 %	1	0
07 : Administrative and Senior Clerical Personnel	38	36	94.7 %	80.8 %	31	5
08 : Skilled Sales and Service Personnel	339	199	58.7 %	27.8 %	94	105
10 : Clerical Personnel	22	17	77.3 %	62.5 %	14	3
11 : Intermediate Sales and Service Personnel	16	14	87.5 %	61.8 %	10	4
<b>Total</b>	<b>769</b>	<b>477</b>	<b>62.0 %</b>	<b>39.4 %</b>	<b>303</b>	<b>174</b>

Total may not equal sum of components due to rounding.

**Workforce Analysis - Summary Report**

Date: 2018-03-02

**Aboriginal Peoples**

Employment Equity Occupational Group	All Employees		Aboriginal Peoples			
	#	Representation %	Availability %	Availability #	Gap #	
01 : Senior Managers	20	5.0 %	2.9 %	1	0	
02 : Middle and Other Managers	179	0.6 %	2.2 %	4	-3	
03 : Professionals	151	0.0 %	1.8 %	3	-3	
04 : Semi-Professionals and Technicians	3	0.0 %	0.8 %	0	0	
05 : Supervisors	1	0.0 %	0.8 %	0	0	
07 : Administrative and Senior Clerical Personnel	38	0.0 %	0.7 %	0	0	
08 : Skilled Sales and Service Personnel	339	1.2 %	1.2 %	4	0	
10 : Clerical Personnel	22	0.0 %	0.8 %	0	0	
11 : Intermediate Sales and Service Personnel	16	0.0 %	0.9 %	0	0	
<b>Total</b>	<b>769</b>	<b>0.8 %</b>	<b>1.6 %</b>	<b>12</b>	<b>-6</b>	

Total may not equal sum of components due to rounding.

**Workforce Analysis - Summary Report**

Date: 2018-03-02

**Members of Visible Minorities**

Employment Equity Occupational Group	All Employees		Members of Visible Minorities		Members of Visible Minorities		Gap #
	#	%	Representation #	%	Availability #	%	
01 : Senior Managers	20		4	20.0 %	2	10.1 %	2
02 : Middle and Other Managers	179		23	12.8 %	27	15.0 %	-4
03 : Professionals	151		27	17.9 %	31	20.2 %	-4
04 : Semi-Professionals and Technicians	3		1	33.3 %	0	14.1 %	1
05 : Supervisors	1		0	0.0 %	0	16.7 %	0
07 : Administrative and Senior Clerical Personnel	38		2	5.3 %	5	12.2 %	-3
08 : Skilled Sales and Service Personnel	339		50	14.7 %	52	15.4 %	-2
10 : Clerical Personnel	22		4	18.2 %	4	17.4 %	0
11 : Intermediate Sales and Service Personnel	16		2	12.5 %	4	22.2 %	-2
<b>Total</b>	<b>769</b>		<b>113</b>	<b>14.7 %</b>	<b>125</b>	<b>16.1 %</b>	<b>-12</b>

Total may not equal sum of components due to rounding.

**Workforce Analysis - Summary Report**

Date: 2018-03-02

Employment Equity Occupational Group	Persons with Disabilities					
	All Employees	Representation		Persons with Disabilities Availability		Gap
	#	#	%	#	%	#
01/02 : Managers	199	5	2.5 %	9	4.3 %	-4
03 : Professionals	151	1	0.7 %	6	3.8 %	-5
04 : Semi-Professionals and Technicians	3	0	0.0 %	0	4.6 %	0
05 : Supervisors	1	0	0.0 %	0	13.9 %	0
07 : Administrative and Senior Clerical Personnel	38	2	5.3 %	1	3.4 %	1
08 : Skilled Sales and Service Personnel	339	4	1.2 %	12	3.5 %	-8
10 : Clerical Personnel	22	0	0.0 %	2	7.0 %	-2
11 : Intermediate Sales and Service Personnel	16	0	0.0 %	1	5.6 %	-1
<b>Total</b>	<b>769</b>	<b>12</b>	<b>1.6 %</b>	<b>31</b>	<b>3.9 %</b>	<b>-19</b>

Total may not equal sum of components due to rounding.



**Workforce Analysis - Summary Report**

Date: 2018-03-02

**WFA Defaults - Women, Aboriginal Peoples and Visible Minorities**

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





## Workforce Analysis - Summary Report

Date: 2018-03-02

### 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
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National

**Federal Contractors Program Achievement Report**  
**Part 1: Workforce Analysis**  
**Merck Canada inc.**  
**2018-03-02**

**Data from First/Previous Workforce Analysis**

↓                      ↓                      ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	02	04

**Data from Subsequent/Current Workforce Analysis**

↓                      ↓                      ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	03	02

Employment Equity Occupational Group (EEOG)		<b>Table 1: Women</b>		
		First/Previous Workforce Analysis		
		All Employees	Women	
			Representation	Availability*
#	#	%		
01	Senior Managers	22	6	27.4
02	Middle & Other Managers	167	92	38.9
03	Professionals	134	92	52.6
04	Semi-Professionals & Technicians	3	0	42.3
05	Supervisors	1	1	50.8
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	37	34	80.8
08	Skilled Sales & Service Personnel	364	198	27.8
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	22	18	62.5
11	Intermediate Sales & Service Personnel	17	14	61.8
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
<b>Total</b>		<b>767</b>	<b>455</b>	<b>38.9</b>

59%

**\* Source:**  
2011 National Household Survey

		<b>Table 5: Women</b>		
		Subsequent/Current Workforce Analysis		
		All Employees	Women	
			Representation	Availability*
#	#	%		
	20	10	27.4	
	179	99	38.9	
	151	101	51.2	
	3	0	42.3	
	1	1	50.8	
	0	0	0.0	
	38	36	80.8	
	339	199	27.8	
	0	0	0.0	
	22	17	62.5	
	16	14	61.8	
	0	0	0.0	
	0	0	0.0	
	0	0	0.0	
	0	0	0.0	
	<b>769</b>	<b>477</b>	<b>39.4</b>	

62%

**\* Source:**  
2011 National Household Survey

**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

Merck Canada inc.

2018-03-02

**Data from First/Previous Workforce Analysis**

↓ ↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	02	04

**Data from Subsequent/Current Workforce Analysis**

↓ ↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	03	02

**Employment Equity Occupational Group (EEOG)**

01	Senior Managers
02	Middle & Other Managers
03	Professionals
04	Semi-Professionals & Technicians
05	Supervisors
06	Supervisors: Crafts & Trades
07	Administrative & Senior Clerical Personnel
08	Skilled Sales & Service Personnel
09	Skilled Crafts & Trades Workers
10	Clerical Personnel
11	Intermediate Sales & Service Personnel
12	Semi-Skilled Manual Workers
13	Other Sales & Service Personnel
14	Other Manual Workers
Total	

**Table 2: Aboriginal Peoples**

All Employees	First/Previous Workforce Analysis		Aboriginal Peoples	
	#	Representation	#	Availability*
22	1	0.7%	1	2.9
167	1		1	2.2
134	0		0	1.8
3	0		0	0.8
1	0		0	0.8
0	0		0	0.0
37	0		0	0.7
364	3		3	1.2
0	0		0	0.0
22	0		0	0.8
17	0		0	0.9
0	0		0	0.0
0	0		0	0.0
0	0		0	0.0
0	0		0	0.0
767	5	0.7%	5	1.5

\* Source:

2011 National Household Survey

**Table 6: Aboriginal Peoples**

All Employees	Subsequent/Current Workforce Analysis		Aboriginal Peoples	
	#	Representation	#	Availability*
20	1	0.8%	1	2.9
179	1		1	2.2
151	0		0	1.8
3	0		0	0.8
1	0		0	0.8
0	0		0	0.0
38	0		0	0.7
339	4		4	1.2
0	0		0	0.0
22	0		0	0.8
16	0		0	0.9
0	0		0	0.0
0	0		0	0.0
0	0		0	0.0
769	6	0.8%	6	1.6

\* Source:

2011 National Household Survey

**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

Merck Canada inc.

2018-03-02

**Data from First/Previous Workforce Analysis**

↓ ↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	02	04

**Data from Subsequent/Current Workforce Analysis**

↓ ↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	03	02

**Employment Equity Occupational Group (EEOG)**

01	Senior Managers
02	Middle & Other Managers
03	Professionals
04	Semi-Professionals & Technicians
05	Supervisors
06	Supervisors: Crafts & Trades
07	Administrative & Senior Clerical Personnel
08	Skilled Sales & Service Personnel
09	Skilled Crafts & Trades Workers
10	Clerical Personnel
11	Intermediate Sales & Service Personnel
12	Semi-Skilled Manual Workers
13	Other Sales & Service Personnel
14	Other Manual Workers
Total	

**Table 3: Members of Visible Minorities**

All Employees	First/Previous Workforce Analysis		Availability*
	#	Members of Visible Minorities Representation #	
22	4	10.1	
167	13	15.0	
134	20	20.1	
3	1	14.1	
1	0	16.7	
0	0	0.0	
37	2	12.2	
364	53	15.5	
0	0	0.0	
22	2	17.4	
17	2	22.2	
0	0	0.0	
0	0	0.0	
0	0	0.0	
767	97	16.1	

12.6%

\* Source:

2011 National Household Survey

**Table 7: Members of Visible Minorities**

All Employees	Subsequent/Current Workforce Analysis		Availability*
	#	Members of Visible Minorities Representation #	
20	4	10.1	
179	23	15.0	
151	27	20.2	
3	1	14.1	
1	0	16.7	
0	0	0.0	
38	2	12.2	
339	50	15.4	
0	0	0.0	
22	4	17.4	
16	2	22.2	
0	0	0.0	
0	0	0.0	
0	0	0.0	
769	113	16.1	

14.7%

\* Source:

2011 National Household Survey

**Federal Contractors Program Achievement Report**  
**Part 1: Workforce Analysis**  
**Merck Canada inc.**  
**2018-03-02**

**Data from First/Previous Workforce Analysis**

↓ ↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	02	04

**Data from Subsequent/Current Workforce Analysis**

↓ ↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	03	02

**Table 4: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	First/Previous Workforce Analysis		
	All Employees	Persons with Disabilities	Availability*
	#	Representation	%
01/02 Managers	189	1	4.3
03 Professionals	134	0	3.8
04 Semi-Professionals & Technicians	3	0	4.6
05 Supervisors	1	0	13.9
06 Supervisors: Crafts & Trades	0	0	0.0
07 Administrative & Senior Clerical Personnel	37	2	3.4
08 Skilled Sales & Service Personnel	364	4	3.5
09 Skilled Crafts & Trades Workers	0	0	0.0
10 Clerical Personnel	22	0	7.0
11 Intermediate Sales & Service Personnel	17	0	5.6
12 Semi-Skilled Manual Workers	0	0	0.0
13 Other Sales & Service Personnel	0	0	0.0
14 Other Manual Workers	0	0	0.0
<b>Total</b>	<b>767</b>	<b>7</b>	<b>3.9</b>

0.9%

\* Source:  
2012 Canadian Survey on Disability

**Table 8: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	Subsequent/Current Workforce Analysis		
	All Employees	Persons with Disabilities	Availability*
	#	Representation	%
01/02 Managers	199	5	4.3
03 Professionals	151	1	3.8
04 Semi-Professionals & Technicians	3	0	4.6
05 Supervisors	1	0	13.9
06 Supervisors: Crafts & Trades	0	0	0.0
07 Administrative & Senior Clerical Personnel	38	2	3.4
08 Skilled Sales & Service Personnel	339	4	3.5
09 Skilled Crafts & Trades Workers	0	0	0.0
10 Clerical Personnel	22	0	7.0
11 Intermediate Sales & Service Personnel	16	0	5.6
12 Semi-Skilled Manual Workers	0	0	0.0
13 Other Sales & Service Personnel	0	0	0.0
14 Other Manual Workers	0	0	0.0
<b>Total</b>	<b>769</b>	<b>12</b>	<b>3.9</b>

1.6%

\* Source:  
2012 Canadian Survey on Disability

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Merck Canada inc.**

**2018-03-02**

Start Date of Flow Data		
YYYY	MM	DD
2016	02	04

End Date of Flow Data		
YYYY	MM	DD
2018	03	02

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

Employment Equity Occupational Group (EEOG)	Table 1: Women				Table 5: Women				Table 9: Women			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	2	2	0	0	4	3	0	0	8	1	0	0
02 Middle & Other Managers	27	18	0	0	51	31	0	0	24	15	0	0
03 Professionals	40	26	0	0	36	23	1	1	17	7	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	7	7	0	0	7	6	1	1	4	3	0	0
08 Skilled Sales & Service Personnel	64	40	4	3	40	28	1	1	52	25	2	1
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	2	1	0	0	3	1	0	0	2	2	0	0
11 Intermediate Sales & Service Personnel	1	1	0	0	2	1	0	0	1	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>143</b>	<b>95</b>	<b>4</b>	<b>3</b>	<b>143</b>	<b>93</b>	<b>3</b>	<b>3</b>	<b>108</b>	<b>53</b>	<b>2</b>	<b>1</b>

66.4%

65.0%

49.1%

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Merck Canada inc.

2018-03-02

Start Date of Flow Data			
YYYY	MM	DD	
2016	02	04	

End Date of Flow Data			
YYYY	MM	DD	
2018	03	02	

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples				Table 6: Aboriginal Peoples				Table 10: Aboriginal Peoples			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
01 Senior Managers	2	0	0	0	4	0	0	0	8	0	0	0
02 Middle & Other Managers	27	0	0	0	51	0	0	0	24	0	0	0
03 Professionals	40	0	0	0	36	0	1	0	17	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	7	0	0	0	7	0	1	0	4	0	0	0
08 Skilled Sales & Service Personnel	64	0	4	1	40	0	1	0	52	0	2	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	2	0	0	0	3	0	0	0	2	0	0	0
11 Intermediate Sales & Service Personnel	1	0	0	0	2	0	0	0	1	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>143</b>	<b>0</b>	<b>4</b>	<b>1</b>	<b>143</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>108</b>	<b>0</b>	<b>2</b>	<b>0</b>

Federal Contractors Program Achievement Report  
 Part 2: Flow Data Analysis

Merck Canada inc.

2018-03-02

Start Date of Flow Data			
YYYY	MM	DD	
2016	02	04	

End Date of Flow Data			
YYYY	MM	DD	
2018	03	02	

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
01 Senior Managers	2	0	0	0	4	0	0	0	8	0	0	0
02 Middle & Other Managers	27	2	0	0	51	1	0	0	24	0	0	0
03 Professionals	40	1	0	0	36	0	1	0	17	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	7	0	0	0	7	0	1	1	4	0	0	0
08 Skilled Sales & Service Personnel	64	0	4	0	40	1	1	0	52	0	2	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	2	0	0	0	3	0	0	0	2	0	0	0
11 Intermediate Sales & Service Personnel	1	0	0	0	2	0	0	0	1	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>143</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>143</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>108</b>	<b>0</b>	<b>2</b>	<b>0</b>

2.1%

1.4%

0%



**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Merck Canada inc.**

**2018-03-02**

Start Date of Flow Data		
YYYY	MM	DD
2016	02	04

End Date of Flow Data		
YYYY	MM	DD
2018	03	02

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	2	1	0	0	4	1	0	0	8	2	0	0
02 Middle & Other Managers	27	5	0	0	51	7	0	0	24	1	0	0
03 Professionals	40	12	0	0	36	7	1	0	17	3	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	7	0	0	0	7	0	1	0	4	0	0	0
08 Skilled Sales & Service Personnel	64	12	4	1	40	6	1	0	52	9	2	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	2	2	0	0	3	0	0	0	2	0	0	0
11 Intermediate Sales & Service Personnel	1	0	0	0	2	1	0	0	1	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>143</b>	<b>32</b>	<b>4</b>	<b>1</b>	<b>143</b>	<b>22</b>	<b>3</b>	<b>0</b>	<b>108</b>	<b>15</b>	<b>2</b>	<b>0</b>

22.4%

15.4%

13.9%

**Federal Contractors Program Achievement Report**  
Part 3: Goals

Merck Canada inc.  
2018-03-02

006487

**Data for First/Previous Goals**

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

**Table 1: Women**

Employment Equity Occupational Group (EEOG)	All Employees						First/Previous Short-term Goals						Women					
	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number 2016-02-04	Turnover (Replacement of Terminated Employees)		Hires Over 3 Years	Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
	Actual	Projected	Actual	Projected			From - To	To - From										
01 Senior Managers	22	-3.1%	0.0%	0	38.1%	4.0%	4.0%	3	3	1	1	27.4%	27.4%	0	0	27.3%		
02 Middle & Other Managers	167	2.3%	0.0%	0	13.9%	4.0%	4.0%	20	20	-16	8	38.9%	38.9%	27	24	55.1%		
03 Professionals	134	4.1%	0.0%	0	11.9%	4.0%	4.0%	16	16	-11	8	52.6%	52.6%	22	19	68.7%		
04 Semi-Professionals & Tech Supervisors	3	0.0%	0.0%	0	0.0%	4.0%	4.0%	0	0	1	0	42.3%	42.3%	-1	-1	0.0%		
05 Supervisors	1	0.0%	0.0%	0	0.0%	4.0%	4.0%	0	0	0	0	50.8%	50.8%	0	0	100.0%		
06 Administrative & Sr Clerical	0	0.0%	0.0%	0	0.0%	4.0%	4.0%	0	0	0	0	0.0%	0.0%	0	0	0.0%		
07 Supervisors: Crafts & Trades	37	0.9%	0.0%	0	10.7%	4.0%	4.0%	4	4	0	3	80.8%	80.8%	4	3	91.9%		
08 Skilled Sales & Service	364	-2.3%	0.0%	0	15.4%	4.0%	4.0%	44	44	-73	12	27.8%	27.8%	97	85	54.4%		
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	4.0%	4.0%	0	0	0	0	0.0%	0.0%	0	0	0.0%		
10 Clerical Personnel	22	0.0%	0.0%	0	9.1%	4.0%	4.0%	3	3	-2	2	62.5%	62.5%	4	4	81.8%		
11 Intermediate Sales & Service	17	-2.0%	0.0%	0	6.1%	4.0%	4.0%	2	2	-1	1	61.8%	61.8%	3	2	82.4%		
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	4.0%	4.0%	0	0	0	0	0.0%	0.0%	0	0	0.0%		
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	4.0%	4.0%	0	0	0	0	0.0%	0.0%	0	0	0.0%		
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	4.0%	4.0%	0	0	0	0	0.0%	0.0%	0	0	0.0%		
<b>Total</b>	<b>767</b>	<b>0.1%</b>	<b>0.0%</b>	<b>0</b>	<b>14.3%</b>	<b>4.0%</b>	<b>4.0%</b>	<b>92</b>	<b>92</b>	<b>-102</b>	<b>36</b>	<b>38.9%</b>	<b>38.9%</b>	<b>157</b>	<b>138</b>	<b>59.3%</b>		

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

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

**Table 2: Women**

Employment Equity Occupational Group (EEOG)	Short-term Goals		Long-term Goals		Comments
	#	%	#	%	
01 Senior Managers					no gaps in first assessment therefore no short term/long term goals were establish
02 Middle & Other Managers					no gaps in first assessment therefore no short term/long term goals were establish
03 Professionals					no gaps in first assessment therefore no short term/long term goals were establish
04 Semi-Professionals & Tech Supervisors	0	42.3	1	42.3	gap was not filled, no turnover or growth in the small employee group (3 employees)
05 Supervisors					no gaps in first assessment therefore no short term/long term goals were establish
06 Supervisors: Crafts & Trades					no gaps in first assessment therefore no short term/long term goals were establish
07 Administrative & Sr Clerical					no gaps in first assessment therefore no short term/long term goals were establish
08 Skilled Sales & Service					no gaps in first assessment therefore no short term/long term goals were establish
09 Skilled Crafts & Trades					no gaps in first assessment therefore no short term/long term goals were establish
10 Clerical Personnel					no gaps in first assessment therefore no short term/long term goals were establish
11 Intermediate Sales & Service					no gaps in first assessment therefore no short term/long term goals were establish
12 Semi-Skilled Manual					no gaps in first assessment therefore no short term/long term goals were establish
13 Other Sales & Service					no gaps in first assessment therefore no short term/long term goals were establish
14 Other Manual Workers					no gaps in first assessment therefore no short term/long term goals were establish
<b>Total</b>	<b>0</b>	<b>42.3</b>	<b>1</b>	<b>42.3</b>	

**Federal Contractors Program Achievement Report**  
Part 3: Goals

Merck Canada inc.

2018-03-02

006488

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

**All Employees**

**Table 3: Aboriginal Peoples**  
First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	Number YYYY-MM-DD 2016-02-04	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years 2016-02-04	Number YYYY-MM-DD 2016-02-04	Turnover (Replacement of Terminated Employees)			Hires Requested Over 3 Years 2016	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			From - To YYYY - YYYY	2019									
		%	%	#	%	%	#			#	%	%		#	#					
01 Senior Managers	22	-3.1%	0.0%	0	38.1%	4.0%	3	1	4.0%	0	0	0	2.9%	2.9%	-3	-3	4.5%	4.5%		
02 Middle & Other Managers	167	2.3%	0.0%	0	13.9%	4.0%	20	1	4.0%	0	3	0	2.2%	2.2%	-3	-3	0.6%	0.6%		
03 Professionals	134	4.1%	0.0%	0	11.9%	4.0%	16	16	4.0%	0	2	0	1.8%	1.8%	-2	-2	0.0%	0.0%		
04 Semi-Professionals & Tech Supervisors	3	0.0%	0.0%	0	0.0%	4.0%	0	0	4.0%	0	0	0	0.8%	0.8%	0	0	0.0%	0.0%		
05 Supervisors	1	0.0%	0.0%	0	0.0%	4.0%	0	0	4.0%	0	0	0	0.8%	0.8%	0	0	0.0%	0.0%		
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	4.0%	0	0	4.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%		
07 Administrative & Sr Clerical	37	0.9%	0.0%	0	10.7%	4.0%	4	4	4.0%	0	0	0	0.7%	0.7%	0	0	0.0%	0.0%		
08 Skilled Sales & Service	364	-2.3%	0.0%	0	15.4%	4.0%	44	3	4.0%	0	1	1	1.2%	1.2%	-1	-1	1.1%	1.1%		
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	4.0%	0	0	4.0%	0	0	0	0.8%	0.8%	0	0	0.0%	0.0%		
10 Clerical Personnel	22	0.0%	0.0%	0	9.1%	4.0%	3	3	4.0%	0	0	0	0.9%	0.9%	0	0	0.0%	0.0%		
11 Intermediate Sales & Service	17	-2.0%	0.0%	0	6.1%	4.0%	2	2	4.0%	0	0	0	0.9%	0.9%	0	0	0.0%	0.0%		
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	4.0%	0	0	4.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%		
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	4.0%	0	0	4.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%		
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	4.0%	0	0	4.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%		
<b>Total</b>	<b>767</b>	<b>0.1%</b>	<b>0.0%</b>	<b>0</b>	<b>14.3%</b>	<b>4.0%</b>	<b>92</b>	<b>92</b>	<b>4.0%</b>	<b>1</b>	<b>8</b>	<b>1</b>	<b>1.5%</b>	<b>1.5%</b>	<b>-7</b>	<b>-7</b>	<b>0.7%</b>	<b>0.7%</b>		

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

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

**Table 4: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples		Comments
	Short-term Goals	Long-term Goals	
01 Senior Managers	0	3	no gaps in first assessment therefore no short term/long term goals were establish
02 Middle & Other Managers	0	2	2.2 gap remains the same - on going long term goal
03 Professionals	0	2	1.8 gap increased by 1 - on going long term goal
04 Semi-Professionals & Tech Supervisors	0	2	no gaps in first assessment therefore no short term/long term goals were establish
05 Supervisors	0	2	no gaps in first assessment therefore no short term/long term goals were establish
06 Supervisors: Crafts & Trades	0	2	no gaps in first assessment therefore no short term/long term goals were establish
07 Administrative & Sr Clerical	0	2	no gaps in first assessment therefore no short term/long term goals were establish
08 Skilled Sales & Service	1	0	no gaps in first assessment therefore no short term/long term goals were establish
09 Skilled Crafts & Trades	1	0	1.2 gap has been closed
10 Clerical Personnel	1	0	no gaps in first assessment therefore no short term/long term goals were establish
11 Intermediate Sales & Service	1	0	no gaps in first assessment therefore no short term/long term goals were establish
12 Semi-Skilled Manual	1	0	no gaps in first assessment therefore no short term/long term goals were establish
13 Other Sales & Service	1	0	no gaps in first assessment therefore no short term/long term goals were establish
14 Other Manual Workers	1	5	overall gap (6) remains the same
<b>Total</b>	<b>1</b>	<b>5</b>	

**Federal Contractors Program Achievement Report**

Part 3: Goals  
Merck Canada inc.  
2018-03-02

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Data for First/Previous Goals																				
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
		From Workforce Analysis	From Workforce Analysis	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>2</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) / (C + F) x Q	K + C	(K - M + O) - (C + F)

**Table 5: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	All Employees										Persons with Disabilities										
	Growth (New Positions)					Turnover (Replacement of Terminated Employees)					Hires Over 3 Years					3 Year Goals					
	Number YYYY-MM-DD	Actual Annually	Projected Annually	Over 3 Years	%	Actual Annually	Projected Annually	Over 3 Years	%	Actual Annually	Projected Annually	Over 3 Years	%	From - To YYYY - YYYY	2016	2019	Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
01/02 Managers	189	-0.4%	0.0%	0	26.0%	4.0%	23	4.0%	1	4.3%	4.3%	4.3%	4.3%	1	4.3%	4.3%	4.3%	-7	-7	0.5%	1.1%
03 Professionals	134	4.1%	0.0%	0	11.9%	4.0%	16	4.0%	5	3.8%	3.8%	3.8%	3.8%	1	3.8%	3.8%	3.8%	-5	-4	0.0%	0.7%
04 Semi-Professionals & Tech	3	0.0%	0.0%	0	0.0%	4.0%	0	4.0%	0	4.6%	4.6%	4.6%	4.6%	0	4.6%	4.6%	4.6%	0	0	0.0%	0.0%
05 Supervisors	1	0.0%	0.0%	0	0.0%	4.0%	0	4.0%	0	13.9%	13.9%	13.9%	13.9%	0	13.9%	13.9%	13.9%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	4.0%	0	4.0%	0	0.0%	0.0%	0.0%	0.0%	0	0.0%	0.0%	0.0%	0	0	0.0%	0.0%
07 Administrative & Sr Clerical	37	0.9%	0.0%	0	10.7%	4.0%	4	4.0%	4	3.4%	3.4%	3.4%	3.4%	2	3.4%	3.4%	3.4%	1	1	5.4%	5.4%
08 Skilled Sales & Service	364	-2.3%	0.0%	0	15.4%	4.0%	44	4.0%	9	3.5%	3.5%	3.5%	3.5%	2	3.5%	3.5%	3.5%	-9	-7	1.1%	1.6%
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	4.0%	0	4.0%	0	0.0%	0.0%	0.0%	0.0%	0	0.0%	0.0%	0.0%	0	0	0.0%	0.0%
10 Clerical Personnel	22	0.0%	0.0%	0	9.1%	4.0%	3	4.0%	2	7.0%	7.0%	7.0%	7.0%	0	7.0%	7.0%	7.0%	-2	-2	0.0%	0.0%
11 Intermediate Sales & Service	17	-2.0%	0.0%	0	6.1%	4.0%	2	4.0%	1	5.6%	5.6%	5.6%	5.6%	0	5.6%	5.6%	5.6%	-1	-1	0.0%	0.0%
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	4.0%	0	4.0%	0	0.0%	0.0%	0.0%	0.0%	0	0.0%	0.0%	0.0%	0	0	0.0%	0.0%
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	4.0%	0	4.0%	0	0.0%	0.0%	0.0%	0.0%	0	0.0%	0.0%	0.0%	0	0	0.0%	0.0%
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	4.0%	0	4.0%	0	0.0%	0.0%	0.0%	0.0%	0	0.0%	0.0%	0.0%	0	0	0.0%	0.0%
Total	767	0.1%	0.0%	0	14.3%	4.0%	92	4.0%	24	3.9%	3.9%	3.9%	3.9%	4	3.9%	3.9%	3.9%	-23	-20	0.9%	1.3%

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

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals #	%	Long-term Goals #	%	
01/02 Managers	1	4.3	6	4.3	4.3 gap reduced by 3 - short term goal exceeded
03 Professionals	1	3.8	4	3.8	3.8 gap remains the same - short term goal not achieved
04 Semi-Professionals & Tech					no gaps in first assessment therefore no short term/long term goals were establish
05 Supervisors					no gaps in first assessment therefore no short term/long term goals were establish
06 Supervisors: Crafts & Trades					no gaps in first assessment therefore no short term/long term goals were establish
07 Administrative & Sr Clerical					no gaps in first assessment therefore no short term/long term goals were establish
08 Skilled Sales & Service	2	3.5	7	3.5	3.5 gap has been reduced by 1 - short term goal not achieved
09 Skilled Crafts & Trades					no gaps in first assessment therefore no short term/long term goals were establish
10 Clerical Personnel	0	7.0	2	7.0	7.0 gap remains the same - on going long term goal
11 Intermediate Sales & Service	0	5.6	1	5.6	5.6 gap remains the same - on going long term goal
12 Semi-Skilled Manual					no gaps in first assessment therefore no short term/long term goals were establish
13 Other Sales & Service					no gaps in first assessment therefore no short term/long term goals were establish
14 Other Manual Workers					total gap reduced by 4
Total	4		20		

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Merck Canada inc.**

**2018-03-02**

**Data for First/Previous Goals**

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

**Table 7: Members of Visible Minorities**

**First/Previous Short-term Goals**

Employment Equity Occupational Group (EEOG)	All Employees	Members of Visible Minorities																		
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected	Actual	Projected	YYYY-MM-DD			Annually	Over 3 Years		From - To	YYYY - YYYY					
		2016-02-04	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-02-04	Annually	Over 3 Years	2016	2019							
		#	%	%	#	%	%	#	#	%	#	#	%	%	#	#	%	%		
01 Senior Managers	22	-3.1%	0.0%	0	38.1%	4.0%	3	3	4	4.0%	0	-2	0	10.1%	10.1%	2	2	18.2%	18.2%	
02 Middle & Other Managers	167	2.3%	0.0%	0	13.9%	4.0%	20	20	13	4.0%	2	14	3	15.0%	15.0%	-12	-11	7.8%	8.4%	
03 Professionals	134	4.1%	0.0%	0	11.9%	4.0%	16	16	20	4.0%	2	9	3	20.1%	20.1%	-7	-6	14.9%	15.7%	
04 Semi-Professionals & Tech	3	0.0%	0.0%	0	0.0%	4.0%	0	0	1	4.0%	0	-1	0	14.1%	14.1%	1	1	33.3%	33.3%	
05 Supervisors	1	0.0%	0.0%	0	0.0%	4.0%	0	0	0	4.0%	0	0	0	16.7%	16.7%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	4.0%	0	0	0	4.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	37	0.9%	0.0%	0	10.7%	4.0%	4	4	2	4.0%	0	3	0	12.2%	12.2%	-3	-3	5.4%	5.4%	
08 Skilled Sales & Service	364	-2.3%	0.0%	0	15.4%	4.0%	44	44	53	4.0%	6	9	7	15.5%	15.5%	-3	-2	14.6%	14.8%	
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	4.0%	0	0	0	4.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	22	0.0%	0.0%	0	9.1%	4.0%	3	3	2	4.0%	0	2	1	17.4%	17.4%	-2	-1	9.1%	13.6%	
11 Intermediate Sales & Service	17	-2.0%	0.0%	0	6.1%	4.0%	2	2	2	4.0%	0	2	0	22.2%	22.2%	-2	-2	11.8%	11.8%	
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	4.0%	0	0	0	4.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	4.0%	0	0	0	4.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	4.0%	0	0	0	4.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	767	0.1%	0.0%	0	14.3%	4.0%	92	92	97	4.0%	12	38	15	16.1%	16.1%	-26	-23	12.6%	13.0%	

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)<sup>1/3</sup> - 1) x 100.

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

**Table 8: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers				no gaps in first assessment therefore no short term/long term goals were establish	
02 Middle & Other Managers	1	15.0	11	15.0	gap reduced by 8 - short term goal exceeded
03 Professionals	1	20.1	6	20.1	gap reduced by 3 - short term goal exceeded
04 Semi-Professionals & Tech				no gaps in first assessment therefore no short term/long term goals were establish	
05 Supervisors				no gaps in first assessment therefore no short term/long term goals were establish	
06 Supervisors: Crafts & Trades				no gaps in first assessment therefore no short term/long term goals were establish	
07 Administrative & Sr Clerical	0	12.2	3	12.2	gap remains the same - on going long term goal
08 Skilled Sales & Service	1	15.5	2	15.5	gap reduced by 1 - short term goal achieved
09 Skilled Crafts & Trades				no gaps in first assessment therefore no short term/long term goals were establish	
10 Clerical Personnel	1	17.4	1	17.4	gap has been closed
11 Intermediate Sales & Service	0	22.2	2	22.2	gap remains the same - on going long term goal
12 Semi-Skilled Manual				no gaps in first assessment therefore no short term/long term goals were establish	
13 Other Sales & Service				no gaps in first assessment therefore no short term/long term goals were establish	
14 Other Manual Workers				no gaps in first assessment therefore no short term/long term goals were establish	
Total	4		25		total gap reduced by 14

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**Part 3: Goals**  
Merck Canada inc.  
2018-03-02

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

**Table 9: Women**

Employment Equity Occupational Group (EEOG)	All Employees										Subsequent/Current Short-term Goals										Women			
	Growth (New Positions)					Turnover (Replacement of Terminated Employees)					Anticipated Hires Over 3 Years	Number 2018-03-02	Turnover/Current Employees			Hires Requested Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
	Number 2018-03-02	Actual Annually	Projected Annually	Over 3 Years	Actual Annually	Projected Annually	Over 3 Years	Actual Annually	Over 3 Years	From - To YYYY - YYYY			2018	2021	%		%	#						#
01 Senior Managers	20	-3.1%	0.0%	0	38.1%	5.0%	3	3	10	5.0%	2	-3	1	27.4%	27.4%	5	4	50.0%	45.0%					
02 Middle & Other Managers	179	2.3%	0.0%	0	13.9%	5.0%	27	27	99	5.0%	15	-14	11	38.9%	38.9%	29	25	53.3%	53.1%					
03 Professionals	151	4.1%	0.0%	0	11.9%	5.0%	23	23	101	5.0%	15	-9	12	51.2%	51.2%	24	21	66.9%	64.9%					
04 Semi-Professionals & Tech Supervisors	3	0.0%	0.0%	0	0.0%	5.0%	0	0	0	5.0%	0	1	0	42.3%	42.3%	-1	-1	0.0%	0.0%					
05 Supervisors	1	0.0%	0.0%	0	0.0%	5.0%	0	0	1	5.0%	0	0	0	50.8%	50.8%	0	0	100.0%	100.0%					
06 Administrative & Sr Clerical	0	0.0%	0.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%					
07 Supervisors: Crafts & Trades	38	0.9%	0.0%	0	10.7%	5.0%	6	6	36	5.0%	5	0	5	80.8%	80.8%	5	5	94.7%	94.7%					
08 Administrative & Sr Clerical	339	-2.3%	0.0%	0	15.4%	5.0%	51	51	199	5.0%	30	-75	14	27.8%	27.8%	105	89	58.7%	54.0%					
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%					
10 Clerical Personnel	22	0.0%	0.0%	0	9.1%	5.0%	3	3	17	5.0%	3	0	2	62.5%	62.5%	3	2	77.3%	72.7%					
11 Intermediate Sales & Service	16	-2.0%	0.0%	0	6.1%	5.0%	2	2	14	5.0%	2	-2	1	61.8%	61.8%	4	3	87.5%	81.3%					
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%					
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%					
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%					
<b>Total</b>	<b>769</b>	<b>0.1%</b>	<b>0.0%</b>	<b>0</b>	<b>14.3%</b>	<b>5.0%</b>	<b>115</b>	<b>115</b>	<b>477</b>	<b>5.0%</b>	<b>72</b>	<b>-102</b>	<b>45</b>	<b>39.4%</b>	<b>39.4%</b>	<b>174</b>	<b>147</b>	<b>62.0%</b>	<b>58.5%</b>					

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

**Table 10: Women**

Employment Equity Occupational Group (EEOG)	Women		Comments
	Short-term Goals %	Long-term Goals %	
01 Senior Managers	27.4	27.4	
02 Middle & Other Managers	38.9	38.9	
03 Professionals	51.2	51.2	
04 Semi-Professionals & Tech Supervisors	42.3	42.3	
05 Supervisors	50.8	50.8	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	80.8	80.8	
08 Skilled Crafts & Trades	27.8	27.8	
09 Clerical Personnel	0.0	0.0	
10 Intermediate Sales & Service	62.5	62.5	
11 Semi-Skilled Manual	61.8	61.8	
12 Other Sales & Service	0.0	0.0	
13 Other Manual Workers	0.0	0.0	
<b>Total</b>	<b>39.4</b>	<b>39.4</b>	

**Federal Contractors Program Achievement Report**

**Part 3: Goals**  
**Merck Canada inc.**  
**2018-03-02**

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

Employment Equity Occupational Group (EEOG)	All Employees												Aboriginal Peoples											
	Growth (New Positions)						Turnover (Replacement of Terminated Employees)						Turnover (Replacement of Terminated Employees)						3 Year Goals					
	Number	Actual	Projected	Over 3 Years	Actual	Projected	Number	Actual	Projected	Over 3 Years	Actual	Projected	From - To	Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years						
01 Senior Managers	20	-3.1%	0.0%	0	38.1%	5.0%	3	3	1	5.0%	0	0	2.9%	2.9%	0	0	5.0%	5.0%						
02 Middle & Other Managers	179	2.3%	0.0%	0	13.9%	5.0%	27	27	1	5.0%	0	3	2.2%	2.2%	-3	-2	0.6%	1.1%						
03 Professionals	151	4.1%	0.0%	0	11.9%	5.0%	23	23	0	5.0%	0	3	1.8%	1.8%	-3	-3	0.0%	0.0%						
04 Semi-Professionals & Tech	3	0.0%	0.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0.8%	0.8%	0	0	0.0%	0.0%						
05 Supervisors	1	0.0%	0.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0.8%	0.8%	0	0	0.0%	0.0%						
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0.0%	0.0%	0	0	0.0%	0.0%						
07 Administrative & Sr Clerical	38	0.9%	0.0%	0	10.7%	5.0%	6	6	0	5.0%	0	0	0.7%	0.7%	0	0	0.0%	0.0%						
08 Skilled Sales & Trades	339	-2.3%	0.0%	0	15.4%	5.0%	51	51	4	5.0%	1	1	1.2%	1.2%	0	0	1.2%	1.2%						
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0.0%	0.0%	0	0	0.0%	0.0%						
10 Clerical Personnel	22	0.0%	0.0%	0	9.1%	5.0%	3	3	0	5.0%	0	0	0.8%	0.8%	0	0	0.0%	0.0%						
11 Intermediate Sales & Service	16	-2.0%	0.0%	0	6.1%	5.0%	2	2	0	5.0%	0	0	0.9%	0.9%	0	0	0.0%	0.0%						
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0.0%	0.0%	0	0	0.0%	0.0%						
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0.0%	0.0%	0	0	0.0%	0.0%						
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0.0%	0.0%	0	0	0.0%	0.0%						
<b>Total</b>	<b>769</b>	<b>0.1%</b>	<b>0.0%</b>	<b>0</b>	<b>14.3%</b>	<b>5.0%</b>	<b>115</b>	<b>115</b>	<b>6</b>	<b>5.0%</b>	<b>1</b>	<b>7</b>	<b>1.6%</b>	<b>1.6%</b>	<b>-6</b>	<b>-5</b>	<b>0.8%</b>	<b>0.9%</b>						

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

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples		Comments
	Short-term Goals	Long-term Goals	
01 Senior Managers	2.9%	2.9%	
02 Middle & Other Managers	2.2%	2.2%	
03 Professionals	1.8%	1.8%	
04 Semi-Professionals & Tech	0.8%	0.8%	
05 Supervisors	0.8%	0.8%	
06 Supervisors: Crafts & Trades	0.0%	0.0%	
07 Administrative & Sr Clerical	0.7%	0.7%	
08 Skilled Sales & Service	1.2%	1.2%	
09 Skilled Crafts & Trades	0.0%	0.0%	
10 Clerical Personnel	0.8%	0.8%	
11 Intermediate Sales & Service	0.9%	0.9%	
12 Semi-Skilled Manual	0.0%	0.0%	
13 Other Sales & Service	0.0%	0.0%	
14 Other Manual Workers	0.0%	0.0%	
<b>Total</b>	<b>1.6%</b>	<b>1.6%</b>	

**Federal Contractors Program Achievement Report**  
Part 3: Goals

Merck Canada inc.

2018-03-02

006493

**Data for Subsequent/Current Goals**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
		From Workforce Analysis	From Workforce Analysis	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>2</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - (C + F) x Q	K + C	(K - M + O) - (C + F)

**Table 13: Persons with Disabilities**  
Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees												Persons with Disabilities						
	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number 2018-03-02	Turnover (Replacement of Terminated Employees)			Hires Requested Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
	Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			Actual	Over 3 Years	From - To		%						
01/02 Managers	199	-0.4%	0	26.0%	5.0%	30	5	5.0%	1	5	1	4.3%	4.3%	4.3%	-4	-4	2.5%	2.5%	
03 Professionals	151	4.1%	0	11.9%	5.0%	23	1	5.0%	0	5	1	3.8%	3.8%	3.8%	-5	-4	0.7%	1.3%	
04 Semi-Professionals & Tech	3	0.0%	0	0.0%	5.0%	0	0	5.0%	0	0	0	4.6%	4.6%	4.6%	0	0	0.0%	0.0%	
05 Supervisors	1	0.0%	0	0.0%	5.0%	0	0	5.0%	0	0	0	13.9%	13.9%	13.9%	0	0	0.0%	0.0%	
06 Administrators & Sr Trades	0	0.0%	0	0.0%	5.0%	0	0	5.0%	0	0	0	0.0%	0.0%	0.0%	0	0	0.0%	0.0%	
07 Supervisors & Sr Clerical	38	0.9%	0	10.7%	5.0%	6	2	5.0%	0	-1	0	3.4%	3.4%	3.4%	1	1	5.3%	5.3%	
08 Skilled Sales & Service	339	-2.3%	0	15.4%	5.0%	51	4	5.0%	1	9	2	3.5%	3.5%	3.5%	-8	-7	1.2%	1.5%	
09 Skilled Crafts & Trades	0	0.0%	0	0.0%	5.0%	0	0	5.0%	0	0	0	0.0%	0.0%	0.0%	0	0	0.0%	0.0%	
10 Clerical Personnel	22	0.0%	0	9.1%	5.0%	3	0	5.0%	0	2	0	7.0%	7.0%	7.0%	-2	-2	0.0%	0.0%	
11 Intermediate Sales & Service	16	-2.0%	0	6.1%	5.0%	2	0	5.0%	0	1	0	5.6%	5.6%	5.6%	-1	-1	0.0%	0.0%	
12 Semi-Skilled Manual	0	0.0%	0	0.0%	5.0%	0	0	5.0%	0	0	0	0.0%	0.0%	0.0%	0	0	0.0%	0.0%	
13 Other Sales & Service	0	0.0%	0	0.0%	5.0%	0	0	5.0%	0	0	0	0.0%	0.0%	0.0%	0	0	0.0%	0.0%	
14 Other Manual Workers	0	0.0%	0	0.0%	5.0%	0	0	5.0%	0	0	0	0.0%	0.0%	0.0%	0	0	0.0%	0.0%	
Total	769	0.1%	0	14.3%	5.0%	115	12	5.0%	2	20	4	3.9%	3.9%	3.9%	-18	-16	1.6%	1.8%	

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

**Table 14: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	Persons with Disabilities		Comments
	Short-term Goals	Long-term Goals	
01/02 Managers	4.3	4.3%	
03 Professionals	3.8	3.8%	
04 Semi-Professionals & Tech	4.6	4.6%	
05 Supervisors	13.9	13.9%	
06 Administrators & Sr Trades	0.0	0.0%	
07 Supervisors & Sr Clerical	3.4	3.4%	
08 Skilled Sales & Service	3.5	3.5%	
09 Skilled Crafts & Trades	0.0	0.0%	
10 Clerical Personnel	7.0	7.0%	
11 Intermediate Sales & Service	5.6	5.6%	
12 Semi-Skilled Manual	0.0	0.0%	
13 Other Sales & Service	0.0	0.0%	
14 Other Manual Workers	0.0	0.0%	
Total	3.9	3.9%	



**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Merck Canada inc.**

**2018-03-02**

**Data for Subsequent/Current Goals**

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

**Table 15: Members of Visible Minorities  
Subsequent/Current Short-term Goals**

Employment Equity Occupational Group (EEOG)	All Employees								Members of Visible Minorities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	YYYY - YYYY					
	2018-03-02	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	#	%	#	#	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%	
01 Senior Managers	20	-3.1%	0.0%	0	38.1%	5.0%	3	3	4	5.0%	1	-1	0	10.1%	10.1%	2	1	20.0%	15.0%
02 Middle & Other Managers	179	2.3%	0.0%	0	13.9%	5.0%	27	27	23	5.0%	3	7	4	15.0%	15.0%	-4	-3	12.8%	13.4%
03 Professionals	151	4.1%	0.0%	0	11.9%	5.0%	23	23	27	5.0%	4	8	5	20.2%	20.2%	-4	-3	17.9%	18.5%
04 Semi-Professionals & Tech	3	0.0%	0.0%	0	0.0%	5.0%	0	0	1	5.0%	0	-1	0	14.1%	14.1%	1	1	33.3%	33.3%
05 Supervisors	1	0.0%	0.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0	16.7%	16.7%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	38	0.9%	0.0%	0	10.7%	5.0%	6	6	2	5.0%	0	3	1	12.2%	12.2%	-3	-2	5.3%	7.9%
08 Skilled Sales & Service	339	-2.3%	0.0%	0	15.4%	5.0%	51	51	50	5.0%	8	10	8	15.4%	15.4%	-2	-2	14.7%	14.7%
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	22	0.0%	0.0%	0	9.1%	5.0%	3	3	4	5.0%	1	1	1	17.4%	17.4%	0	0	18.2%	18.2%
11 Intermediate Sales & Service	16	-2.0%	0.0%	0	6.1%	5.0%	2	2	2	5.0%	0	2	0	22.2%	22.2%	-2	-2	12.5%	12.5%
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total	769	0.1%	0.0%	0	14.3%	5.0%	115	115	113	5.0%	17	28	19	16.1%	16.1%	-11	-9	14.7%	15.0%

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)<sup>1/3</sup> - 1) x 100.

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

**Table 16: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		10.1		10.1%	
02 Middle & Other Managers		15.0		15.0%	
03 Professionals		20.2		20.2%	
04 Semi-Professionals & Tech		14.1		14.1%	
05 Supervisors		16.7		16.7%	
06 Supervisors: Crafts & Trades		0.0		0.0%	
07 Administrative & Sr Clerical		12.2		12.2%	
08 Skilled Sales & Service		15.4		15.4%	
09 Skilled Crafts & Trades		0.0		0.0%	
10 Clerical Personnel		17.4		17.4%	
11 Intermediate Sales & Service		22.2		22.2%	
12 Semi-Skilled Manual		0.0		0.0%	
13 Other Sales & Service		0.0		0.0%	
14 Other Manual Workers		0.0		0.0%	
Total		16.1		16.1%	

**Federal Contractors Program Achievement Report**  
**Part 4: Results - Women**  
**Merck Canada inc.**

2018-03-02

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis						Terminations					
		All Employees					Women					All Employees			Women			All Employees			Women		
		#	%	Availability	Gap	EE Result	#	%	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	#	%	Expected	Difference	#	%
01 Senior Managers	2016	22	27.3	27.4	6	0	99.5	2	100.0	1	1	0	4	3	75.0	1	2	8	1	12.5	2	-1	
	2018	20	50.0	27.4	5	5	182.5	2	100.0	1	1	0	4	3	75.0	1	2	8	1	12.5	2	-1	
02 Middle & Other Managers	2016	167	55.1	38.9	65	27	141.6	27	142.2	11	7	51	31	60.8	28	3	24	15	62.5	13	2		
	2018	179	99	55.3	38.9	70	29	142.2	27	142.2	11	7	51	31	60.8	28	3	24	15	62.5	13	2	
03 Professionals	2016	134	92	68.7	52.6	70	22	130.5	27	142.2	11	7	51	31	60.8	28	3	24	15	62.5	13	2	
	2018	151	101	66.9	51.2	77	24	130.6	40	200.0	20	6	37	24	64.9	25	-1	17	7	41.2	12	-5	
04 Semi-Professionals & Technicians	2016	3	0	42.3	1	-1	0.0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
	2018	3	0	42.3	1	-1	0.0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
05 Supervisors	2016	1	100.0	50.8	1	0	196.9	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
	2018	1	100.0	50.8	1	0	196.9	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	2016	0	0.0	0.0	0	0	0.0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
	2018	0	0.0	0.0	0	0	0.0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 3: Goals	E + G x 100	Part 3: Goals	E + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Women		All Employees		Women		All Employees		Women		
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
01 Senior Managers	2018	-2	-200.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	-2	-200.0	0	0.0	27.4	-729.9	0	0.0	27.4	-729.9	0	0.0	
02 Middle & Other Managers	2018	54	63.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	54	63.0	0	0.0	38.9	161.9	0	0.0	38.9	161.9	0	0.0	
03 Professionals	2018	60	71.7	0	0.0	51.2	140.0	0	0.0	51.2	140.0	0	0.0	
	2021	60	71.7	0	0.0	42.3	0.0	1	0.0	42.3	0.0	0	0.0	
04 Semi-Professionals & Technicians	2018	0	0.0	0	0.0	42.3	0.0	0	0.0	42.3	0.0	0	0.0	
	2021	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
05 Supervisors	2018	0	0.0	0	0.0	50.8	0.0	0	0.0	50.8	0.0	0	0.0	
	2021	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	2018	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	





**Federal Contractors Program Achievement Report**  
**Part 5: Results - Aboriginal Peoples**  
**Merck Canada inc.**

2018-03-02

006498

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis						Terminations					
		All Employees						Aboriginal Peoples						All Employees			Aboriginal Peoples			All Employees			Aboriginal Peoples		
		#	#	%	#	%	#	Representation	Availability	Gap	EE Result	#	#	Actual	Expected	Difference	#	#	#	Actual	Expected	Difference	#	#	#
01 Senior Managers	2016	22	1	4.5	2.9	1	0	156.7		2	0	0.0	0	0	0	4	0	0.0	0	8	0	0.0	0	0	0
	2018	20	1	5.0	2.9	1	0	172.4		2	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
02 Middle & Other Managers	2016	167	1	0.6	2.2	4	-3	27.2		27	0	0.0	1	-1	51	0	0.0	0	0	24	0	0.0	0	0	0
	2018	179	1	0.6	2.2	4	-3	25.4		27	0	0.0	1	-1	51	0	0.0	0	0	24	0	0.0	0	0	0
03 Professionals	2016	134	0	0.0	1.8	2	-2	0.0		40	0	0.0	1	-1	37	0	0.0	0	0	17	0	0.0	0	0	0
	2018	151	0	0.0	1.8	3	-3	0.0		40	0	0.0	1	-1	37	0	0.0	0	0	17	0	0.0	0	0	0
04 Semi-Professionals & Technicians	2016	3	0	0.0	0.8	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
	2018	3	0	0.0	0.8	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
05 Supervisors	2016	1	0	0.0	0.8	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
	2018	1	0	0.0	0.8	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
	2018	0	0	0.0	0.0	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants						Goals						Comments
		All Employees			Aboriginal Peoples			Short-term Goals			Long-term Goals			
		#	#	%	Actual	Goal	%	Percent of Goal Met	Goal	%	Percent of Goal Met	Goal	%	
01 Senior Managers	2018	-2	0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	
	2021	-2	0	0.0	0	0.0	2.9	0.0	0.0	0.0	3	0.0	0.0	
02 Middle & Other Managers	2018	54	0	0.0	0	0.0	2.2	0.0	0.0	0.0	2	0.0	0.0	
	2021	54	0	0.0	0	0.0	2.2	0.0	0.0	0.0	2	0.0	0.0	
03 Professionals	2018	60	0	0.0	0	0.0	1.8	0.0	0.0	0.0	1.8	0.0	0.0	
	2021	60	0	0.0	0	0.0	1.8	0.0	0.0	0.0	1.8	0.0	0.0	
04 Semi-Professionals & Technicians	2018	0	0	0.0	0	0.0	0.8	0.0	0.0	0.0	0	0.0	0.0	
	2021	0	0	0.0	0	0.0	0.8	0.0	0.0	0.0	0	0.0	0.0	
05 Supervisors	2018	0	0	0.0	0	0.0	0.8	0.0	0.0	0.0	0	0.0	0.0	
	2021	0	0	0.0	0	0.0	0.8	0.0	0.0	0.0	0	0.0	0.0	
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	
	2021	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	













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

Merck Canada inc.

43161

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis											Flow Data Analysis					Terminations						
		All Employees			Visible Minorities			Hires					All Employees			Visible Minorities								
		#	%	Availability	Representation	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference					
01 Senior Managers	2016	22	4	18.2	10.1	2	2	180.0	2	1	50.0	0	1	4	1	25.0	1	0	8	2	25.0	1	1	
	2018	20	4	20.0	10.1	2	2	198.0	2	1	50.0	0	1	4	1	25.0	1	0	8	2	25.0	1	1	
02 Middle & Other Managers	2016	167	13	7.8	15.0	25	-12	51.9	27	5	18.5	4	4	1	13.7	4	3	24	1	4.2	2	-1	0	
	2018	179	23	12.8	15.0	27	-7	74.3	27	5	18.5	4	4	1	13.7	4	3	24	1	4.2	2	-1	0	
03 Professionals	2016	134	20	14.9	20.1	27	-4	88.5	40	12	30.0	8	4	37	7	18.9	6	1	17	3	17.6	3	0	
	2018	151	27	17.9	20.2	31	-4	88.5	40	12	30.0	8	4	37	7	18.9	6	1	17	3	17.6	3	0	
04 Semi-Professionals & Technicians	2016	3	1	33.3	14.1	0	1	236.4	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
	2018	3	1	33.3	14.1	0	1	236.4	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
05 Supervisors	2016	1	0	0.0	16.7	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
	2018	1	0	0.0	16.7	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities		
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
01 Senior Managers	2018	-2	0	0	0	0	0	0	0	0	0	0	0	
	2021	-2	0	0	0	0	0	0	0	0	0	0	0	
02 Middle & Other Managers	2018	54	11	20.4	1	1,100.0	15.0	135.8	11	100.0	15.0	135.8		
	2021	54	11	20.4	1	1,100.0	15.0	135.8	11	100.0	15.0	135.8		
03 Professionals	2018	60	16	26.7	1	1,600.0	20.1	132.7	6	266.7	20.1	132.7		
	2021	60	16	26.7	1	1,600.0	20.2	132.0	6	266.7	0.2	13201.3		
04 Semi-Professionals & Technicians	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
	2021	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
05 Supervisors	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
	2021	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
	2021	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		



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

**Merck Canada inc.**  
43161

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

Employment Equity (EEOG) Occupational Group	Year	Workforce Analysis												Flow Data Analysis											
		Workforce						Hires						Promotions						Terminations					
		All Employees		Visible Minorities		Availability		Gap		EE Result		All Employees		Visible Minorities		All Employees		Visible Minorities		All Employees		Visible Minorities		All Employees	
#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
13 Other Sales & Service Personnel	2016	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	2018	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
14 Other Manual Workers	2016	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	2018	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	2016	767	97	12.6	16.1	123	-26	78.6	91.3	147	33	22.4	24	9	146	22	15.1	18	4	110	15	13.6	14	1	
	2018	769	113	14.7	16.1	124	-11	91.3	91.3	147	33	22.4	24	9	146	22	15.1	18	4	110	15	13.6	14	1	

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

Employment Equity (EEOG) Occupational Group	Year	New Entrants						Goals						Comments
		Flow Data			Short-term Goals			Long-term Goals						
		All Employees	Visible Minorities		Percent of Goal Met		Percent of Goal Met		Percent of Goal Met		Percent of Goal Met		Percent of Goal Met	
#	#	%	#	%	#	%	#	%	#	%	#	%	#	%
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	2021	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	2021	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	2018	183	40	21.9	4	1000.0	0	0.0	25	160.0	0	0.0	0	0.0
	2021	183	40	21.9	4	1000.0	0	0.0	25	160.0	0	0.0	0	0.0

goals established seem reasonable based on hiring/turnover trends in our organization

<b>Federal Contractors Program Achievement Report</b>
<b>Part 8: Reasonable Efforts</b>
<b>Merck Canada inc.</b>
<b>2018-03-02</b>

## Efforts

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

### Required measures:

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

### Other measures:

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

- Put in place a strategy to ensure a barrier-free workplace.
- Undertook initiatives to increase representation where gaps in representation were found.
- Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
- Other (please describe):

## Operational Context

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

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

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

**2016: 31 layoffs** throughout all occupational groups but more so in the EEOG 08 (Skilled Sales and Service Personnel) **20 in total**

**2017: 31 layoffs** throughout all occupational groups but more so in the EEOG 08 (Skilled Sales and Service Personnel) **13 in total**

**\*\*Detail by NOC code on the right.**

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

- Other.

### **Additional Details**

Please provide any additional information (optional):

Given that our headoffice is in Montreal, where the bulk of professional and management positions are located, we must also adhere to the regulations of the Office québécois de la langue française - this may bring the availability of these positions lower than the census data since all of those positions require being business proficient in both English and French.



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

**Employer Name:** Merck Canada Ltd.

**Primary Location:** Montreal, Quebec

**Number of Employees:** 769

- Québec 492
- Ontario 191
- Alberta 44
- British Columbia 42

**Organization Overview:**

NAICS 4145 - Pharmaceuticals, toiletries, cosmetics and sundries merchant wholesalers

**Key Dates – First Year Assessment**

Initiated: 2015-10-27  
Received: 2016-02-16  
Closed: 2016-02-18  
Workforce  
Analysis: 2016-02-04

**Key Dates – Subsequent Assessment**

Initiated: 2018-03-28  
Received: 2018-03-20  
Workforce  
Analysis: 2018-03-02

**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

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

Yes  No

**ASSESSMENT OF REASONABLE PROGRESS**

- All goals were set in both numerical and percentage form. Therefore the percentage of goal met is taken from the percentage goal.

**Women**

04	Semi-Professionals & Technicians	Goal not met (0% achieved).
----	----------------------------------	-----------------------------

## Assessment/Observations

- In EEOG 04 there are only three employees and no new entrants.

**Aboriginal Peoples**

02	Middle & Other Managers	Goal not met (0% achieved).
03	Professionals	Goal not met (0% achieved).
08	Skilled Sales & Service Personnel	Goal not met (76.5% achieved).

## Assessment/Observations

- In EEOG 02 there were 78 new entrants, and none were Aboriginal. At an availability of 2.2%, one new Aboriginal hire was expected.
- In EEOG 03 there were 77 new entrants, of which none were Aboriginal. At an availability of 1.8%, one new Aboriginal hire was expected.
- In EEOG 08 there were 109 new entrants, of which one was an Aboriginal person. At an availability of 1.2%, this is what was expected.

**Persons with Disabilities**

01/02	Managers	Goal met at 83%.
03	Professionals	Goal not met (34.2% achieved).
08	Skilled Sales & Service Personnel	Goal not met (26.2% achieved).
10	Clerical Personnel	Goal not met (0% achieved).
11	Intermediate Sales & Service Personnel	Goal not met (0% achieved).

## Assessment/Observations

- In EEOG 03 there were 77 new entrants, of which one was a person with disabilities. At an availability of 3.8%, two new hires were expected.
- In EEOG 08 there were 109 new entrants, of which one was a person with disabilities. At an availability of 3.5%, three new hires were expected.
- In EEOG 10 there were 5 new entrants, and none were persons with disabilities. At an availability of 7.0%, this is to be expected.
- In EEOG 11 there were three new entrants, of which none were persons with disabilities. At an availability of 5.6%, this is to be expected.

**Members of Visible Minorities**

02	Middle & Other Managers	Goal met at 102.6%
03	Professionals	Goal met at 122.8%
07	Administrative & Senior Clerical Personnel	Goal not met (0% achieved)
08	Skilled Sales & Service Personnel	Goal met at 112.5%
10	Clerical Personnel	Goal met at 229.9%
11	Intermediate Sales & Service Personnel	Goal met at 150.2%

**Assessment/Observations**

- In EEOG 07 there were 15 new entrants, and none were visible minorities. At an availability of 12.2%, one new visible minority hire was expected.

**ASSESSMENT OF REASONABLE EFFORTS**

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- There were 15 gaps and goals set. Of these, six were met (40%).
  - In 2016 Merck Canada Ltd. laid off 31 employees across all occupational groups; the highest number was in EEOG 08 (Skilled Sales and Service Personnel) where 20 employees were laid off in total.
  - In 2017, Merck Canada Ltd. laid off 31 employees across all occupational groups; the highest number was again in EEOG 08 (Skilled Sales and Service Personnel) where 13 employees were laid off in total.
  - The head office for Merck Canada Ltd. is in Montreal, where the majority of professional and management positions are located. The organization must also adhere to the regulations of the Office québécois de la langue française, meaning that all those positions require being business proficient in both English and French. This may be contributing to a lower availability of these positions.

## ASSESSMENT OF GOALS

- All goals were set in percentage format, and at least to labour market availability.

### Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
04	Semi-Professionals & Technicians	-1	42.3	42.3	0	42.3

#### Observations:

- There is a small gap of -1 in EEOG 04. There were three employees in 2016 and there continues to be three employees in 2018. There has been no growth or turnover in this EEOG.

### Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
02	Middle & Other Managers	-3	2.2	1.8	0.6	2.2
03	Professionals	-3	2.2	1.8	0.0	1.8

#### Observations:

- Both of these EEOGs have had an increase of 8% in the number of employees over the past couple of years, but the Aboriginal representation has not increased.

**Person with Disabilities**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
01/02	Managers	-4	4.3	4.3	2.5	4.3
03	Professionals	-5	3.8	3.8	0.7	3.8
08	Skilled Sales & Service Personnel	-8	3.5	3.5	1.2	3.5
10	Clerical Personnel	-2	7.0	7.0	0.0	7.0
11	Intermediate Sales & Service Personnel	-1	5.6	5.6	0.0	5.6

## Observations:

- Although this designated group has the largest gaps, the representation in each of the five EEOGs has remained constant or increased over the past couple years.

**Members of Visible Minorities**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
02	Middle & Other Managers	-1	10.1	10.1	12.8	10.1
03	Professionals	-1	15.0	15.0	17.9	15.0
07	Administrative & Senior Clerical Personnel	-3	12.2	12.2	5.3	12.2
08	Skilled Sales & Service Personnel	-2	15.4	15.4	14.7	15.4
11	Intermediate Sales & Service Personnel	-2	22.2	22.2	12.5	22.2

## Observations:

- Four of the five EEOGs had an increase in representation (EEOGs 02, 03, 08 and 11) while one had a slight decrease (EEOG 7).

**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 there are a number of gaps in all four designated groups, the organization might consider forging links with trade programs, career fairs and professional associations in order to identify qualified potential employees that are members of the designated groups. This may help them in reducing / eliminating the gaps.

**Name of Analyst:** Neeta Dhillon

**Date:** October 19, 2018

**Subject: Government of Canada Agreement Number: 050035 – Notification of Compliance with the Federal Contractors Program**

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

Dear Chirfy Guindo:

I am writing to inform you that the subsequent compliance assessment initiated on 26/03/2018 has been completed. As a result of the assessment, Merck Canada Ltd. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

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

- Given that there are a number of gaps in all four designated groups, the organization might consider forging links with trade programs, career fairs and professional associations in order to identify qualified potential employees that are members of the designated groups. This may help them in reducing / eliminating the gaps.

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 26/03/2021. 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, Merck Canada Ltd. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

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

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

Sincerely,

Workplace Equity Team

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



Joignez-vous au **Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT)** en ligne, un espace collaboratif pour employeurs. Envoyez-nous un courriel pour vous joindre!  
Join the online **Workplace Equity, Diversity and Inclusion Forum (WEDIF)**, a collaborative space for employers. Send us an email to join!