Emploi et

Social Development Canada Développement social Canada Labour Program

Federal Contractors Program

OFFICIAL USE ONLY	
Agreement N°:	

### **Agreement to Implement Employment Equity**

New Agreement					
X Revised Agreement					
	ORG	ANIZATION			
Legal Name of Organization			Parent company is	s located outsid	de Canada
MERCK CANADA INC.				X Yes	No
Operating Name (if different from Legal Name of Organiz	ation)		Procurement Bus	siness Numbe	r
			_		
			Total number of er (Full-Time/Part-Tir		
Organization's North American Industry Classification Sy	stem (NAICS) Cod	le Nº			S Code Number please ubjects-sujets/standard-
325410			norme/naics-scian		
Official use only (if information above is incorrect) Procurement Business Number	Total number of	Formaleyana in Conne	la .	Organization	a NAICC Code No
Froculettent business Number	Total fluffiber of	femployees in Canad	ld	Organization	s NAICS Code No
	HEA	AD OFFICE			
Address (building number, street, suite, etc.)		City Kirkland		Province QC	Postal Code H9H 4M7
16750 TransCanada Highway		Telephone Number	•	Fax Number	
		514 428-7920	•	514 428-495	
	EMPLOYMENT	TEQUITY CONT	ACT		
Name (print) Margo Takvorian		Title Senior HR Staffing	Specialist		
Telephone Number 514 428-3012		E-mail Address margo.takvorian@n	nerck.com		
	CERT	TIFICATION			
The above-named organization:  • having a combined workforce of 100 or more p 12 weeks or more in Canada, AND	ermanent full-tim	ne, permanent part-	time and tempora	ry employees	s having worked
intending to bid on, or being in receipt of, a fed Supply Arrangement, valued at \$1,000,000 or receipt of the supply Arrangement.			contract, standing	offer or conti	ract issued under a
Hereby certifies its commitment to implement or mainstrument, in keeping with the Federal Contractor please refer to: http://www.esdc.gc.ca/eng/labour/e	s Program requir	rements. For more	-going basis, beyo information on ho	ond the period w to impleme	d of the procurement nt employment equity
Important note: If an audit of the Agreement to Important note: If an audit of the Agreement to Important the procurement instrument(s) with the Government			ers misrepresenta	tion on the pa	art of the organization,
	SIG	NATORY		-	
NOTE: The signatory must be the Chief Executive contract on behalf of the organization.	Officer <b>OR</b> an au	uthorized person in	an executive pos	ition with lega	al authority to sign a
Name (print) Tom Cannell	-	Title President and Gene	ral Manager		
Telephone Number 514 428-2638		E-mail Address thomas.cannell@me	erck.com		
Signature		Date			
		May 20,	2014		
	RETURN	NSTRUCTIONS			
IMPORTANT					
The original copy of the signed Agreement t at: (819) 953-8768 or by e-mail at: ee-eme@l	o Implement Em rrsdc-rhdcc.gc.	nployment Equity	form must be se	nt to the Lab	our Program fax,

### 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 selfidentification questionnaire:
- b. A workforce analysis (WFA) that compares representation with requisite labour market availability by occupational groups; and
- Short-term and long-term numeric goals on closing gaps that have been identified where underrepresentation 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 underrepresentation 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: <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>



### **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 Ho v 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 Ho v are casual or other employees counted under the FCP?

A5 Casual employees are emloyed 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 layoff 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)

	ı	Province				Cens	us 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
Total Employees in	Canada			769	Total Employ	yees in Canada	<b>&gt;</b>		769



Employment and Social Emploi et Développement Development Canada social Canada

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

### FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

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

Occupational Group			All Employees			original Peop			ns with Disal			s of Visible N	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	20	10	10	1	1					4	1	3
	Total	20	10	10	1	1					4	1	3
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	177	80	97	1	1		5	4	1	22	14	8
	Total	177	80	97	1	1		5	4	1	22	14	8
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	149	50	99				1	1		27	10	17
	Total	149	50	99				1	1		27	10	17
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	3	3								1	1	
	Total	3	3								1	1	

Page 1 of 5 Canada

### FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

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

Occupational Group			All Employee:			original Peop			ns with Disa			s of Visible N	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors	4	302	30 0		30 0	000	00	000	000	00	00	0012	36 10
Top Range: Under \$5,000	3												
	_												
Bottom Range: Under \$5,000	2	_		_									
	1	1		1									
	Total	1		1									
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	35	2	33				1		1	2		2
	Total	35	2	33				1		1	2		2
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	290	129	161	3	2	1	4	2	2	44	21	23
	Total	290	129	161	3	2	1	4	2	2	44	21	23
Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	22	5	17							4	1	3
	Total	22	5	17							4	1	3

Page 2 of 5 Canada

### Form 2 A

### FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

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

Occupational Group		,	All Employee	s	Ab	original Peop	oles	Perso	ons with Disa	bilities	Member	s of Visible M	1inorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Intermediate Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	16	2	14							2	1	1
	Total	16	2	14							2	1	1
Total Number of Employees		713	281	432	5	4	1	11	7	4	106	49	57

Employment and Social Emploi et Développement Development Canada social Canada

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

### FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / National

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

Occupational Group		F	All Employee	s		original Peo	oles		ons with Disa	bilities	Member	s of Visible I	√linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2		2							1		1
	Total	2		2							1		1
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2		2									
	Total	2		2									
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	3		3				1		1			
	Total	3		3				1		1			
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	49	11	38	1		1				6	2	. 4
	Total	49	11	38	1		1				6	2	2

Page 4 of 5 Canada

006454

Employment and Social Emploi et Développement Development Canada social Canada

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

### Form 2 B

### FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / National

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

Occupational Group		P	All Employees	S	Aboriginal Peoples				ons with Disa	bilities	Members of Visible Minorities		
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Total Number of Employees		56	11	45	1		1	1		1	7	2	5

### FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / National

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

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

Form 3 B

### FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / National

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

		All Employees		Aboriginal Peoples			Pers	ons with Disab	oilities	Members of Visible Minorities			
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Under \$5,000	56	11	45	1		1	1		1	7	2	5	
Total Number of Employees	56	11	45	1		1	1		1	7	2	5	

### FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / National

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

		All Employees		А	boriginal Peop	les	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	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									
Total Number of Employees Hired	143	48	95				3	2	1	32	12	20

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

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

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

### FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / National

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

	Employe	ees promoted (	Employees pro	moted during	the year are to	be reported on	ly in the occupa	ational groups	in which or to	which they have	e been last pro	moted.)
Occupational Croup		All Employees		А	boriginal Peop	les	Perso	ons with Disab	ilities	Membe	s of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	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
Total Number of Employees Promoted	143	50	93				2	2		22	12	10
Total Number of Promotions	151	55	96				2	2		23	13	10

### FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Part-Time / National

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

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

### FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / National

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

		All Employees		А	boriginal Peop	les	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	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										
Total Number of Employees Terminated	108	55	53							15	14	1

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

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

		All Employees		Al	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Skilled Sales and Service Personnel	2	1	1						202			
Total Number of Employees Terminated	2	1	1									

### Workplace Equity Information Management System - Merck Canada Ltd.

### **Workforce Analysis - Detailed Report**

Date: 2018-03-02

### Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	•	sentation		lability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	20	10	50.0 %	27.4 %	5	5	National
02 : Middle and Other Managers	National	179	99	55.3 %	38.9 %	70	29	National
03 : Professionals		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
04 : Semi-Professionals and Technicians		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
05 : Supervisors		1	1	100.0 %	50.8 %	1	0	
Employment Equity Occupational Group	Montréal	1	1	100.0 %	50.8 %	1	0	Montréal
07 : Administrative and Senior Clerical Personnel		38	36	94.7 %	80.8 %	31	5	
Employment Equity Occupational Group	Montréal	38	36	94.7 %	80.8 %	31	5	Montréal
08 : Skilled Sales and Service Personnel		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
10 : Clerical Personnel		22	17	77.3 %	62.5 %	14	3	



Workplace Equity Information Management System - Merck Canada Ltd.

## Workforce Analysis - Detailed Report

006465

Date: 2018-03-02

### Women

				_	Women			
Employment Equity Occupational Group	Internal Location	All Employees #	Representation # %	entation %	Avail %	Availability 6 #	Gap #	Recruitment Area
Employment Equity Occupational Group	Montréal	22	17	77.3 %	62.5 %	14	ω	3 Montréal
11 : Intermediate Sales and Service Personnel		16	14	87.5 %	61.8 %	10	4	
Employment Equity Occupational Group	Montréal	16	14	87.5 %	61.8 %	10	4	Montréal
Total		769	477	477 62.0 % 39.4 %	39.4 %	303	174	

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

Total may not equal sum of components due to rounding.

Page 2 of 9



# Workplace Equity Information Management System - Merck Canada Ltd.

## Workforce Analysis - Detailed Report

Date: 2018-03-02

### **Aboriginal Peoples**

	(						
Employment Equity Occupational Group	Internal Location	All Employees #	Abo Representation #%	Aborigi ntation %	Aboriginal Peoples ion Availability % % #	ility Gap	Recruitment Area
01 : Senior Managers	National	20	<u> </u>	5.0 %	2.9 %	1 0	National
02 : Middle and Other Managers	National	179	<u> </u>	0.6 %	2.2 %	4 -3	National
03 : Professionals		151	0	0.0 %	1.8 %	ა -	
1111 : Financial auditors and accountants	National	Ν	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 %	<u>-</u>	National
1123 : Professional occupations in advertising, marketing and public relations	National	45	0	0.0 %	2.1 %	<u>-</u>	National
2171 : Information systems analysts and consultants	National	ယ	0	0.0 %	1.1 %	0 0	National
4021 : College and other vocational instructors	National	5	0	0.0 %	2.4 %	0 0	National
04 : Semi-Professionals and Technicians		ω	0	0.0 %	0.8 %	0 0	
2283 : Information systems testing technicians	Québec	_	0	0.0 %	0.0 %	0 0	Québec
5241 : Graphic designers and illustrators	Québec	N	0	0.0 %	1.2 %	0 0	Québec
05 : Supervisors		_	0	0.0 %	0.8 %	0 0	
Employment Equity Occupational Group	Montréal	_	0	0.0 %	0.8 %	0 0	Montréal
07 : Administrative and Senior Clerical Personnel		38	0	0.0 %	0.7 %	0 0	
Employment Equity Occupational Group	Montréal	38	0	0.0 %	0.7 %	0 0	Montréal
08 : Skilled Sales and Service Personnel		339	4	1.2 %	1.2 %	4 0	
6221 : Technical sales specialists - wholesale trade	Alberta	36	0	0.0 %	2.0 %	<u></u>	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	32	0	0.0 %	2.5 %	<u>.</u>	British Columbia
6221 : Technical sales specialists - wholesale trade	Ontario	141	_	0.7 %	1.0 %	1 0	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	130	ω	2.3 %	1.0 %	1 2	Québec
10 : Clerical Personnel		22	0	0.0 %	0.8 %	0 0	

Page 3 of 9

Workplace Equity Information Management System - Merck Canada Ltd.

## Workforce Analysis - Detailed Report

006467

Date: 2018-03-02

### **Aboriginal Peoples**

				Aborig	<b>Aboriginal Peoples</b>			
Employment Equity Occupational Group	Internal Location	All Employees	Representation	ntation	Availability		Gap	Recruitment Area
		#	#	%	%	#	#	
Employment Equity Occupational Group	Montréal	22	0	0.0 % 0.8 %	0.8 %	0	0	0 Montréal
11 : Intermediate Sales and Service Personnel		16	0	0.0 %	0.9 %	0	0	
Employment Equity Occupational Group	Montréal	16	0	0.0 % 0.9 %	0.9 %	0	0	0 Montréal
Total		769	6	0.8 % 1.6 %	1.6 %	12	රා	
Total may not equal sum of components due to rounding								

Total may not equal sum of components due to rounding.

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



# Workplace Equity Information Management System - Merck Canada Ltd.

## Workforce Analysis - Detailed Report

006468

Date: 2018-03-02

### **Members of Visible Minorities**

			-	Members of	Members of Visible Minorities	ies	
Employment Equity Occupational Group	Internal Location	All Employees #	Represe #	Representation # %	Availability %#	ility Gap # #	Recruitment Area
01 : Senior Managers	National	20	4	20.0 %	10.1 %	2 2	National
02 : Middle and Other Managers	National	179	23	12.8 %	15.0 %	27 -4	National
03 : Professionals		151	27	17.9 %	20.2 %	31 -4	
1111 : Financial auditors and accountants	National	2	_	50.0 %	27.5 %	1 0	National
1112 : Financial and investment analysts	National	4	_	25.0 %	35.4 %	1 0	National
1114 : Other financial officers	National	4	0	0.0 %	21.7 %	<u> </u>	National
1121 : Human resources professionals	National	7	_	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	ω	0	0.0 %	31.4 %	<u>-</u>	National
4021 : College and other vocational instructors	National	5	0	0.0 %	13.4 %	_	National
04 : Semi-Professionals and Technicians		ω	_	33.3 %	14.1 %	0 1	
2283 : Information systems testing technicians	Québec	_	0	0.0 %	20.0 %	0 0	Québec
5241 : Graphic designers and illustrators	Québec	N	_	50.0 %	11.2 %	0 1	Québec
05 : Supervisors		_	0	0.0 %	16.7 %	0 0	
Employment Equity Occupational Group	Montréal	_	0	0.0 %	16.7 %	0 0	Montréal
07 : Administrative and Senior Clerical Personnel		38	2	5.3 %	12.2 %	<b>თ</b>	
Employment Equity Occupational Group	Montréal	38	2	5.3 %	12.2 %	5 -3	Montréal
08 : Skilled Sales and Service Personnel		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	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
10 : Clerical Personnel		22	4	18.2 %	17.4 %	4 0	

Page 5 of 9

# Workplace Equity Information Management System - Merck Canada Ltd.

## Workforce Analysis - Detailed Report

Date: 2018-03-02

### Members of Visible Minorities

			_	Members of	Members of Visible Minorities	rities		
Employment Equity Occupational Group	Internal Location	All Employees	Representation	entation	Availability		Gap	Recruitment Area
		#	#	%	%	#	#	
Employment Equity Occupational Group	Montréal	22	4	4 18.2 % 17.4 %	17.4 %	4	0	0 Montréal
11 : Intermediate Sales and Service Personnel		16	2	12.5 %	22.2 %	4	'n	
Employment Equity Occupational Group	Montréal	16	2	12.5 %	22.2 %	4	ĸ	Montréal
Total		769	113	113 14.7% 16.1%	16.1 %	125	-12	
Total may not equal sum of components due to rounding								

lotal may not equal sum of components due to rounding.

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



- ( )

# Workplace Equity Information Management System - Merck Canada Ltd.

## Workforce Analysis - Detailed Report

Date: 2018-03-02

### Persons with Disabilities

				Persons w	Persons with Disabilities	S		
Employment Equity Occupational Group	Internal Location	All Employees #	Representation #%	ntation %	Availability %#	oility #	Gap #	Recruitment Area
01/02 : Managers	National	199	5	2.5 %	4.3 %	9	4	National
03 : Professionals	National	151	<u> </u>	0.7 %	3.8 %	6	វ៉ា	National
04 : Semi-Professionals and Technicians	National	ω	0	0.0 %	4.6 %	0	0	National
05 : Supervisors	National	_	0	0.0 %	13.9 %	0	0	National
07 : Administrative and Senior Clerical Personnel	National	38	2	5.3 %	3.4 %	_	_	National
08 : Skilled Sales and Service Personnel	National	339	4	1.2 %	3.5 %	12	ά	National
10 : Clerical Personnel	National	22	0	0.0 %	7.0 %	2	'n	National
11 : Intermediate Sales and Service Personnel	National	16	0	0.0 %	5.6 %	_	<u> </u>	National
Total		769	12	1.6 %	3.9 %	31	-19	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - Merck Canada Ltd.

006471

## Workforce Analysis - Detailed Report

Date: 2018-03-02

# WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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

### Workplace Equity Information Management System - Merck Canada Ltd.

### **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

				Women		
Employment Equity Occupational Group	All Employees	Repres	sentation	Avai	ilability	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
Total	769	477	62.0 %	39.4 %	303	174

Total may not equal sum of components due to rounding.



Date: 2018-03-02

### **Aboriginal Peoples**

			Aborig	<b>Aboriginal Peoples</b>			
Employment Equity Occupational Group	All Employees	Represe	Representation	Availabili	bility	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	20	1	5.0 %	2.9 %	1	0	
02 : Middle and Other Managers	179	_	0.6 %	2.2 %	4	۵	
03 : Professionals	151	0	0.0 %	1.8 %	ω	۵	
04 : Semi-Professionals and Technicians	ω	0	0.0 %	0.8 %	0	0	
05 : Supervisors	_	0	0.0 %	0.8 %	0	0	
07 : Administrative and Senior Clerical Personnel	38	0	0.0 %	0.7 %	0	0	
08 : Skilled Sales and Service Personnel	339	4	1.2 %	1.2 %	4	0	
10 : Clerical Personnel	22	0	0.0 %	0.8 %	0	0	
11 : Intermediate Sales and Service Personnel	16	0	0.0 %	0.9 %	0	0	
Total	769	თ	0.8 %	1.6 %	12	6	

Total may not equal sum of components due to rounding.





# **Workforce Analysis - Summary Report**

Date: 2018-03-02

### **Members of Visible Minorities**

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

Total may not equal sum of components due to rounding.



# Workplace Equity Information Management System - Merck Canada Ltd.

# **Workforce Analysis - Summary Report**

Date: 2018-03-02

### **Persons with Disabilities**

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

Total may not equal sum of components due to rounding.

Workplace Equity Information Management System - Merck Canada Ltd.

006477

# **Workforce Analysis - Summary Report**

Date: 2018-03-02

# WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

<b>Employment Equity Occupational Group</b>	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

### Workplace Equity Information Management System - Merck Canada Ltd.

### **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 Fi	rst/Previous Work	orce Analysis
YYYY	MM	DD
2016	02	04

Data from Su	bsequent/Curre Analysis	ent Workforce
<b>↓</b>	<b>→</b>	<b>↓</b>

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	03	02

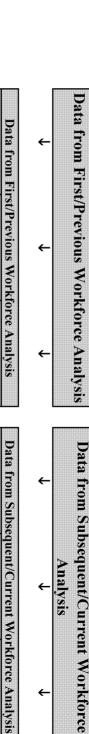
		ſ	Гable 1: Women	
		First/Pr	evious Workforce A	<b>X</b> nalysis
F1	remark Family Occupational Comme (FFOC)	All Employees	Won	nen
բաթա	oyment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	22	6	27.4
02	Middle & Other Managers	167	92	38.9
03	Professionals	134	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
Total	•	767	455	38.9
			59%	

* Source:		
2011 National		

	Table 5: Women							
	/Current Workford	•						
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						
769	477	39.4						
	62%							

\* Source: 2011 National Household Survey

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



æ		
8		_
	_	62
	,	12
	_	12
	←	al
	<b>←</b>	aŀ
	←	ıaly
	<b>←</b>	ıalys
	<b>←</b>	ıalys
	<b>←</b>	ıalysi
	<b>←</b>	ıalysi
	<b>←</b>	ıalysi
	<b>←</b>	ıalysis
	<b>←</b>	Analysis
	<b>+</b>	ıalysis
	<b>+</b>	ıalysis
	<b>←</b>	ıalysis
	<b>←</b>	ıalysis
	<b>←</b>	ıalysis
	<b>+</b>	ıalysis
	<b>←</b>	ıalysis
	<b>+</b>	ıalysis
	<b>+</b>	ıalysis
	<b>←</b>	ıalysis
	<b>+</b>	ıalysis
	<b>←</b>	ıalysis
	<b>←</b>	alysis
	<b>+</b>	ıalysis
	<b>+</b>	ıalysis
	<b>+</b>	alysis
	<b>+</b>	ıalysis
	<b>\</b>	ıalysis
	<b>\</b>	ıalysis
	<b>\</b>	ıalysis
	<b>+</b>	ıalysis
	<b>+</b>	ıalysis
	•	ıalysis
	<b>+</b>	ıalysis
	↓	ıalysis
	<b>+</b>	ıalysis

	Г
	ı
	ı
	ı
	ı
	I٠
	11
	ıc
	<b>⊢</b>
	2016
	ı۳
	ı
20	ı
	ı
9	ı
	ı
CO .	ı
	$\overline{}$
Table 2: Al	ı
••	ı
	ı
	ı
	ı
9	ı
0	ı
-	
	12
10	١'`
	ı
= 1	ı
boriginal l	ı
20	ı
	ı
	ı
	ı
6	$\overline{}$
X	ı
$\mathbf{\mathcal{L}}$	ı
	ı
-	ı
<b>@</b>	ı
Peoples	ı
	ı
	4 I
	ı ¬¬
	ı
	ı
	ı
	ı
	ı
	ı
	ı
 	_

YYYY

MM

שש

**Employment Equity Occupation** 

		SIS
2018	AAAA	Data Form Subse
03	MM	Data trom Subsequent/Current worktorce A
02	ום	rkiorce A

1.5	5	767	
0.0	0	0	Other Manual Workers
0.0	0	0	Other Sales & Service Personnel
0.0	0	0	Semi-Skilled Manual Workers
0.9	0	17	Intermediate Sales & Service Personnel
0.8	0	22	Clerical Personnel
0.0	0	0	Skilled Crafts & Trades Workers
1.2	3	364	Skilled Sales & Service Personnel
0.7	0	37	Administrative & Senior Clerical Personnel
0.0	0	0	Supervisors: Crafts & Trades
0.8	0		Supervisors
0.8	0	3	Semi-Professionals & Technicians
1.8	0	134	Professionals
2.2		167	Middle & Other Managers
2.9		22	Senior Managers
%	#	#	
Availability*	Representation		ymene Educy Occubational Group (EEGG)
d Peoples	Aboriginal Peoples	All Employees	wment Family Occumational Cram (FFOC)
Analysis	First/Previous Workforce Analysis	First/Pr	

01 02 03 03 04 05 05 06 07 07 07

2011 National Household Survey

\* Source:

0.7%

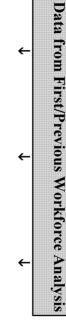
\* Source:

0.8%

2011 National Household Survey

1.6	6	769
0.0	0	0
0.0	0	0
0.0	0	0
0.9	0	16
0.8	0	22
0.0	0	0
1.2	4	339
0.7	0	38
0.0	0	0
0.8	0	1
0.8	0	ဒ
1.8	0	151
2.2	1	179
2.9		20
9%	#	#
Availability*	Representation	
1 Peoples	Aboriginal Peoples	All Employees
e Analysis	Subsequent/Current Workforce Analysis	Subsequent
eoples	Table 6: Aboriginal Peoples	Table

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



<b>←</b>	
<b>←</b>	1
<b>←</b>	Analysis

Data from Subsequent/Current Workforce

$\sim$		2
		-
2016		2
_		
2		Sec.
		9
		-
		802.55
		Data from First/Previous Workforce Analysis
		(A)
		-
		-
		60
	MM	
02		
Ü		
		<b>O</b> 2
		0
		Sec.
		100
		-
$\overline{}$	DD	600
2		
+-		
		(A)
		8

**Employment Equit** 

		S S
	B	
		66
	ST	
2018		
v		
	YYY	******
_		
_	Branco 200	
8		S 400 SS
	8468	2000
		70
		1000
		6.00
_		
	B	
		8
		W 49 W
		20 mm 2000
		37777
		V 2
03	MM	
_		B
$\sim$	300000	· ************************************
		-
	8	
		***************************************
		1
		0
		0
		l'or
		/orl
		/ork
		/orkf
		/orkfc
		/orkfo
		/orkfor
		/orkfor
		orkfore/
		orkforce/
		/orkforce
		orkforce.
0	D	Orkforce A
20	פ	/orkforce A
02	ממ	Vorkforce At
02	ממ	/orkforce An
02	ממ	Vorkforce Ana
02	ממ	/orkforce Ana
02	DD	orkforce Analy
02	DD	orkforce Analy
02	DD	orkforce Analys
02	DD	<b>forkforce Analys</b>
02	DD	/orkforce Analysi
02	DD	Data from Subsequent/Current Workforce Analysis
02	DD	Vorkforce Analysis
02	DD	Vorkforce Analysis

16.1	97	767	
0.0	0	0	Other Manual Workers
0.0	0	0	Other Sales & Service Personnel
0.0	0	0	Semi-Skilled Manual Workers
22.2	2	17	Intermediate Sales & Service Personnel
17.4	2	22	Clerical Personnel
0.0	0	0	Skilled Crafts & Trades Workers
15.5	53	364	Skilled Sales & Service Personnel
12.2	2	37	Administrative & Senior Clerical Personnel
0.0	0	0	Supervisors: Crafts & Trades
16.7	0		Supervisors
14.1	_	သ	Semi-Professionals & Technicians
20.1	20	134	Professionals
15.0	13	167	Middle & Other Managers
10.1	4	22	Senior Managers
%	#	#	
Availability*	Representation		Symene Equity Occupational Oroup (EEOO)
ible Minorities	Members of Visible Minorities	All Employees	wment Fauity Occupational Crown (FFOC)
ınalysis	First/Previous Workforce Analysis	First/Pro	
Vinorities	Table 3: Members of Alsible Minorities	Table 3: Me	

01 02 03 04 05 06 06 07 07

2011 National Household Survey

2011 National Household Survey

\* Source:

14.7%

\* Source:

12.6%

769	0	0	0	16	22	0	339	38	0		ယ	151	179	20	#		All Employees	Subsequent	Table 7: Me
113	0	0	0	2	4	0	50	2	0	0	1	27	23	4	#	Representation	Members of Visible Minorities	Subsequent/Current Workforce Analysis	Table 7: Members of Visible Minorities
16.1	0.0	0.0	0.0	22.2	17.4	0.0	15.4	12.2	0.0	16.7	14.1	20.2	15.0	1.01	%	Availability*	sible Minorities	ce Analysis	e Minorities

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

Data from First/Previous Workforce Analysis

Data from Subsequent/Current Workforce

Analysis

Data from First/Previous Workforce Analysis

MM

DD

YYYY

Data from Subsequent/Current Workforce Analysis

MM

DD

**←** 

YYYY

	1.6%		0	0.9%		
3.9	12	769	7 3.9		767	
0.0	0	0	0.0	0	0	Other Manual Workers
0.0	0	0	0.0	0	0	Other Sales & Service Personnel
0.0	0	0	0.0	0	0	Semi-Skilled Manual Workers
5.6	0	16	5.6	0	17	Intermediate Sales & Service Personnel
7.0	0	22	7.0	0	22	Clerical Personnel
0.0	0	0	0.0	0	0	Skilled Crafts & Trades Workers
3.5	4	339	3.5	4	364	Skilled Sales & Service Personnel
3.4	2	38	3.4	2	37	Administrative & Senior Clerical Personnel
0.0	0	0	0.0	0	0	Supervisors: Crafts & Trades
13.9	0		13.9	0	1	Supervisors
4.6	0	ယ	4.6	0	3	Semi-Professionals & Technicians
3.8	1	151	3.8	0	134	Professionals
4.3	5	199	4.3		189	Managers
%	#	#	9%	#	#	
Availability*	Representation		Availability*	Representation		no) mem Educi) Occupanomai Oroup (EEOO)
Persons with Disabilities	Persons with	All Employees	Persons with Disabilities	Persons wit	All Employees	Journant Family Occumational Crown (FFOC)
ce Analysis	Subsequent/Current Workforce Analysis	Subsequent	Analysis	First/Previous Workforce Analysis	First/Pr	
isabilities	<b>Fable 8: Persons with Disabilities</b>	Table 8:	isabilities	<b>Table 4: Persons with Disabilities</b>	Table 4:	
02	03	2018	04	02	2016	

13.9

3.8 4.6

Employm

01/02

04 05 06 07 08

Total

\* Source:

2012 Canadian Survey on Disability

2012 Canadian Survey on Disability

\* Source:

12 13

#### Federal Contractors Program Achievement Report

#### Part 2: Flow Data Analysis

#### Merck Canada inc.

#### 2018-03-02

Start	Date of Flor	w Data
YYYY	MM	DD
2016	02	04

End l	Date of Flow	Data
YYYY	MM	DD
2018	03	02

#### **Data from Form 4 - Employees** Hired

	rm 5 - En	
	moted	

Terminated

	•	•	•	•
		Table 1:	Women	
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	2	2	0	0
02 Middle & Other Managers	27	18	0	0
03 Professionals	40	26	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	7	7	0	0
08 Skilled Sales & Service Personnel	64	40	4	3
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	2	1	0	0
11 Intermediate Sales & Service Personnel	1	1	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	143	95	4	3
	•	66.4%		

	Table 5:	: Women	
Full-time / National Part-time		Part-time /	National
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
4	3	0	C
51	31	0	0
36	23	1	1
o	0	0	(
0	0	0	(
0	0	0	(
7	6	1	1
40	28	1	1
0	0	0	(
3	1	0	(
2	1	0	(
0	0	0	(
0	0	0	C
0	0	0	C
143	93	3	3

<b>V</b>	₩	<b>V</b>	ullet
	Table 9:	Women	
Full-time	/ National	Part-time	/ National
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#
8	1	0	0
24	15	0	0
17	7	0	0
0	0	0	0
0	0	0	0
0	0	0	0
4	3	0	0
52	25	2	1
0	0	0	0
2	2	0	0
1	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
108	53	2	1

**Data from Form 6 - Employees** 

66.4%

65.0%

49.1%

Stort Date of Flow Date	2018-03-02	Merck Canada inc.	Part 2: Flow Data Analysis	Federal Contractors Program Achievement Report
				0064

2016	KAA
6	Y D
02	ate of Flow Data
04	Data DD
2018	End I
03	Date of Flow

Data from Form 4 - Employees

Data from Form 5 - Employees

Data from Form 6 - Employees Terminated

Promoted

Hired

**Data DD**02

	Tal	Table 2: Aboriginal Peoples	iginal Peo	ples
	Full-time	Full-time / National	Part-time / National	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	All Employees Aboriginal Hired Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
01 Senior Managers	2	0	0	0
02 Middle & Other Managers	27	0	0	0
03 Professionals	40	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	7	0	0	0
08 Skilled Sales & Service Personnel	64	0	4	
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	2	0	0	0
11 Intermediate Sales & Service Personnel		0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	143	0	4	1

0	3	0	143
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	2
0	0	0	3
0	0	0	0
0	1	0	40
0	1	0	7
0	0	0	0
0	0	0	0
0	0	0	0
0		0	36
0	0	0	51
0	0	0	4
#	#	#	#
Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted
/ National	Part-time / National	'National	Full-time / National
oles	Aboriginal Peoples	able 6: Abor	lab

8 24	#	All Employees Terminated	Full-time / National	Table	<b>←</b>
0 0	#	Aboriginal Peoples Terminated	National	10: Abo	<b>←</b>
0 0	#	All Employees Terminated	Part-time / Nations	<b>Table 10: Aboriginal Peoples</b>	<b>←</b>
	#	Aborigin Peoples Terminat	/ Nationa	ples	<b>←</b>

ull-ullic	HE / LYALIOHAL	1 ai t-uiiic	E-title / (varioual
Employees minated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
8	0	0	0
24	0	0	0
17	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
4	0	0	0
52	0	2	0
0	0	0	0
2	0	0	0
_	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
108	0	2	0

2	108 0	3 1	143 2	4 0	143 3	Total
0	0 0	0		0 0	0 0	14 Other Manual Workers
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	12 Semi-Skilled Manual Workers
0	1 0	0	2 0	0 0	1 0	11 Intermediate Sales & Service Personnel
	2 0	0			2 0	
		0	0 0	0 0		
) 2	52 0			4 0	64 0	08 Skilled Sales & Service Personnel
0	4 0	1	7 0	0 0	7 0	07 Administrative & Senior Clerical Personnel
0	0 0	0		0 0	0	06 Supervisors: Crafts & Trades
0	0 0	0 0		0 0	0	05 Supervisors
0	0 0	0	0 0	0 0	0 0	04 Semi-Professionals & Technicians
0	17 0	1 0	36 0	0 0	40 1	03 Professionals
0		0	51 1	0 0	27 2	02 Middle & Other Managers
0	8 0	0 0	4 0	0 0	2 0	01 Senior Managers
#	# #	# #	# #	# #	# #	
All Employees Disabilities Terminated Terminated	All Employees Disabilities Terminated Terminated	All Employees Disabilities Promoted Promoted	All Employees Disabilities Promoted Promoted	All Employees Disabilities Hired Hired	All Employees Persons with Hired Disabilities Hired	Employment Equity Occupational Group (EEOG)
Part-time / National	Full-time / National	Part-time / National	Full-time / National	Part-time / National	Full-time / National	
is with Disabilities	Table 11: Persons	with Disabilities	Table 7: Persons	with Disabilities	Table 3: Persons with	
<b>←</b>	<b>↓</b>	<b>↓</b>	<b>↓</b>	<b>↓</b>	<b>↓</b>	
Terminated	Term	noted	Promoted	red	Hired	
m 6 - Employees	Data from Form 6 -	n 5 - Employees	Data from Form 5	n 4 - Employees	Data from Form 4 -	
		02	2018 03	02 04	2016	
		Data	End Date of Flow Data	Start Date of Flow Data	Start	
			2018-03-02	2018		
			Merck Canada inc.	Merck C		
			Part 2: Flow Data Analysis	Part 2: Flow		
		Report	ement	Federal Contractors Program Achiev	Fec	

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

2018	03	02
YYYY	MM	DD
End	Date of Flow	Data

#### Data from Form Hir

Table 4: Members of Visible Minorities

22.4%

ւ 4 - <b>Ի</b> Մի ed	oioyees

Table Q. M	Jambare (	A Vicible
$\downarrow$	$\downarrow$	$\downarrow$
	Pron	noted

Ψ	Ψ.	Ψ	Ψ
Table 8:	Members o	f Visible N	<b>Iinorities</b>
	/ National		

**Data from Form 5 - Employees** 

All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
#	#	#	#
4	1	0	0
51	7	0	0
36	7	1	0
0	0	0	0
0	0	0	0
0	0	0	0

#### **Data from Form 6 - Employees** Terminated

Table 12: Members of Visible Minorities

Full-time	/ National	Part-time	/ National
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
8	2	0	0
24	1	0	0
17	3	0	0
0	0	0	0
0	0	0	0
0	0	0	0
4	0	0	0
52	9	2	0
0	0	0	0
2	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
108	15	2	0

		• • _ • . • .		
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
01 Senior Managers	2	1	0	0
02 Middle & Other Managers	27	5	0	0
03 Professionals	40	12	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	7	0	0	0
08 Skilled Sales & Service Personnel	64	12	4	1
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	2	2	0	0
11 Intermediate Sales & Service Personnel	1	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	143	32	4	1

15.4%

22

143

13.9%

Data for First/Previous Goals	2018-03-02	Merck Canada inc.	Part 3: Goals	Federal Contractors Program Achievement Report	:7
			000	648	17

[10ta] (6/1 0.1% 0.0% 0 14.3% 4.0% 92 92 42% 4.0%]	-	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers	-		Group (EEOG)	Fundayment Family Occupational						Data sources:	A B
	,				_	<b>.</b>		364	10				- 13	167		#	2016-02-04	AAAAAMEDD	Number	N				<b> </b> ←	From Workforce Analysis	С
767 0.	1	0.0	0.0	0 0.0%	17 -2.0%	22 0.0%	0.0%	54 -2.3%	37 0.9	0.0	0.0	3 0.0	134 4.		22 -3.	%	Annually	D Actual	-	,				<b>←</b>		D
0.1%			0.0%							0.0%	0.0%		4.1% 0	2.3% 0		9%	ly Annually		Growin (New Fusilions)					<b>←</b>	From Workforce Data Entry C×E×3 Analysis*	Е
0%	3	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	#	over 3 Years	Projected	rosidons)	D	A			_	intry C x E	Ŧ
0	>	0	0	0	0	0	0	0	0	0	0	0	0	0	0			Λι		Turi	All Employees					
14.3%	200	0.0%	0.0%	0.0%	6.1%	9.1%	0.0%	15.4%	10.7%	0.0%	0.0%	0.0%	11.9%	13.9%	38.1%	%	Annually A	Actual	En	iover (Repla	ees			<b>←</b>	From Flow Data Analysis & De Workforce Analysis <sup>‡</sup>	G
4.0%	*	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	%	Annually	Projected	Employees)	<b>Turnover (Replacement of Terminated</b>				←	Data Entry C×H×3	н
1 92	3	0	0	0	2	ယ	0	44	4	0	0	0	16	20	သ	#	Over 3 Years	ed		crminated				←	CxHx3	1
-																#	Years	Hires Over 3	Anticipated					<b>_</b>	F + I	J
92	3	0	0	0	2	ယ	0	44	4	0	0	0	16	20	ယ	#:	2016-02-04	3 YYYY-MM-DD	d					<b>←</b>	From Workforce Analysis	K
455	100	0	0	0	14	18	0	198	34	0	_	0	92	92	6			M-DD	<u> </u>			First/Pro	T:			
4.0%	300	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	%	Annually	Employees)	of Terminates	Turnover (Replacement		First/Previous Short-term Goals	able 1: Wo	<b>←</b>	Equivalent K x	L
33	2	0	0	0	12	12	0	24	4	0	0	0	11	11		#	Over 3 Years			псетен		rt-term G	Vomen	<b>←</b>	Lx3	M
-102		0	0	0	<u>-</u>	-2	0	-73	0	0	0	_	-11	-16	_	#	Years	Over 3	Hires			oals		<b>+</b>	(F x Q) - R + M	z
36	3	0	0	0	_	2	0	12	သ	0	0	0	∞	∞	_	#	2016	YYYY	Fron	3 Year Goals				<b>←</b>	JxP	0
38.9%	20.00				61.8%	62.5%		27.8%	80.8%		50.8%	42.3%	52.6%	38.9%	27.4%	%	2019	AAAA - AAAA	From - To	· Goals				<b>←</b>	Data Entry	P
38.9%		0.0%	0.0%	0.0%	61.8%	62.5%	0.0%	27.8%	80.8%	0.0%	50.8%	42.3%	52.6%	38.9%	27.4%	%		Availability	B		Women			<b>←</b>	From Workforce Analysis	Q
		<u>%</u>	<u>~</u>	%	%	%	<u>%</u>		%	%	%	<u>%</u>				#								←	From e Workfor e Analys	R
57	ì	0	0	0	ယ	4	0	97	4	0	0	<u>-</u>	22	27	0	#		Present Gap Projected Gap						<b> </b>	From (K - M + O) Workfore ((C + F) x Q)	s
138	30	0	0	0	2	4	0	85	သ	0	0	<u>-</u>	19	24	0										) × (0 + 0)	
59.3%	20.20	#DIV/0!	#DIV/0!	#DIV/0!	82.4%	81.8%	#DIV/0!	54.4%	91.9%	#DIV/0!	100.0%	0.0%	68.7%	55.1%	27.3%	%		Representation	Personal					<b>←</b>	K ÷ C	T
56.8%			#DIV/0!	#DIV/0!	6 76.5%	6 81.8%	79-		6 89.2%	#DIV/0!	6 100.0%		66.4%	6 53.3%		%	Years	Representation in 3	Projected					<b>←</b>	(K - M + O) + (C + F)	U

Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)<sup>173</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) + (100 number of employees from Previous Workforce Analysis) + (100 number of employees from Previous Workforce Analysis) + (100 number of employees from Flow Data Analysis) + (100 number of employees from Previous Workforce Analysis) + (100 number of employees from Previous Workforce Analysis) + (100 number of employees from Previous Workforce Analysis) + (100 number of employees from Flow Data Analysis) + (100 number of employees from Previous Workforce Analysis) + (100 number of employees from Flow Data Analysis) + (100 number of employees from

++ -

08 Skilled Sales & Service 09 Skilled Crafts & Trades 10 Clerical Personnel 11 Intermediate Sales & Service 12 Semi-Skilled Manual 13 Other Sales & Service 14 Other Manual Workers	killed Sales & Service Killed Crafts & Trades Verical Personnel ntermediate Sales & Service kemi-Skilled Manual Dther Sales & Service	killed Sales & Service killed Crafts & Trades Verical Personnel ntermediate Sales & Service Semi-Skilled Manual	killed Sales & Service killed Crafts & Trades Serical Personnel Intermediate Sales & Service	killed Sales & Service killed Crafts & Trades Elerical Personnel	killed Sales & Service Skilled Crafts & Trades	skilled Sales & Service		Administrative & Sr Clerical	Supervisors: Crafts & Trades	Supervisors	Semi-Professionals & Tech 0 42.3	Professionals	Middle & Other Managers	Senior Managers	# %	Cronn (FFOC) Short-term Goals Lo	Women Women	
											1 4				# %	Long-term Goals		
THE PROPERTY OF STREET WAS ALCOHOLD THE PROPERTY OF THE POST OF TH	no cane in first assessment therefore no short term/long term goals were establish	no gaps in first assessment therefore no short term/long term goals were establish	no gaps in first assessment therefore no short term/long term goals were establish	no gaps in first assessment therefore no short term/long term goals were establish	no gaps in first assessment therefore no short term/long term goals were establish	no gaps in first assessment therefore no short term/long term goals were establish	no gaps in first assessment therefore no short term/long term goals were establish	no gaps in first assessment therefore no short term/long term goals were establish	no gaps in first assessment therefore no short term/long term goals were establish	no gaps in first assessment therefore no short term/long term goals were establish	42.3 gap was not filled, no turnover or growth in the small employee group (3 employees)	no gaps in first assessment therefore no short term/long term goals were establish	no gaps in first assessment therefore no short term/long term goals were establish	no gaps in first assessment therefore no short term/long term goals were establish				Table 2: W
											ees)							omen
																_		
																Comments		
																Comments		
																Comments		
																Comments		
																Comments		
																Comments		
																Comments		
																Comments		

006488	Data for First/Previous Goals	2018-03-02	Merck Canada inc.	Part 3: Goals	Federal Contractors Program Achievement Report	338
--------	-------------------------------	------------	-------------------	---------------	--	-----

Total	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers			Group (EEOG)	Fundament Family Occupa					Data sources:	A B
				ervice				erical	rades		ech		ers		*	2016-02-04	da-ww-yaa	Number				<b> </b> ←	From Workforce Analysis	C
767	0	0	0	17	22	0	364	37	0	_	ယ	134	167	22				or	_					
0.1%	0.0%	0.0%	0.0%	-2.0%	0.0%	0.0%	-2.3%	0.9%	0.0%	0.0%	0.0%	4.1%	2.3%	-3.1%	%	Annually	Actual	Growth				<b>←</b>	From Workforce D	D
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%	8	Annually	Projected	Growth (New Positions)				<b>←</b>	From Workforce Data Entry C×E×3 Analysis*	E
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years	ted	ns)	All Em			<b>←</b>		Ŧ
14.3%	0.0%	0.0%	0.0%	6.1%	9.1%	0.0%	15.4%	10.7%	0.0%	0.0%	0.0%	11.9%	13.9%	38.1%	%	Annually	Actual	Turnover (	All Employees			<u>_</u>	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	G
4.0%	4.0%	4.0%	4.0%	4.0%	4.0%		4.0%		4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	*	Annually	P1	Turnover (Replacement of Terminated Employees)				←	,	Н
)%	)%	)%	)%	)%	)%	)%	)%	)% -	)%	)%	)%	)%	)%	)%	#:	Years	Projected	of Terminar s)				←	Data Entry C×H×3	I
92	0	0	0	2	ယ	0	44	4	0	0	0	16	20	ယ			Hires	<u> </u>	_					
92	0	0	0	2	ယ	0	44	4	0	0	0	16	20	ယ	#:	yearv 2		Anticipated				_	F+I W	J
5	0	0	0	0	0	0	3	0	0	0	0	0	1	1	#	2016-02-04	YYYY-MM-DD	Number		Firs	Tab	<b>←</b>	From Workforce Analysis	K
4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	%	Annually	Emp	Turnover ( of Ter		(Previous	able 3: Aborigir	<u>_</u>	Equivalen to H	T
3															#	Over 3 Years	Employees)	Turnover (Replacement of Terminated		First/Previous Short-term Goals	riginal I	<b>+</b>	KxLx3	M
1	0	0	0	0	0	0	0	0	0	<u> </u>	0	0	0	0	#	Years	Over 3			n Goals	nal Peoples	<b>←</b>	(F x Q) - R + M	z
8	0	0	0	0	0	0	_	0	0	0	0	2	ယ	0	#:	2016		П				<b>←</b>	- JxP	0
1 1	0	0 0	0 0	0 0	0	0	1	0	0 0	0	0	0	0 2	0 2	8	2019	YYYY - YYYY	3 Year Goals From - To	A			←	Data Entry	P
1.5%	0.0%	0.0%	0.0%	0.9%	0.8%	0.0%	1.2%	0.7%	0.0%	0.8%	0.8%	1.8%	2.2%	2.9%			Avai	7	Aboriginal Peoples					ļ
1.5%	0.0%	0.0%	0.0%	0.9%	0.8%	0.0%	1.2%	0.7%	0.0%	0.8%	0.8%	1.8%	2.2%	2.9%	%		Availability Pr		Peoples			<b>←</b>	From Workforce W Analysis e	Q
-7	0	0	0	0	0	0	<u>.</u>	0	0	0	0	-2	చ	0	#		esent Gap					←	From ( Vorkforc ( Analysis	R
															#		Present Gap Projected Gap					<b>←</b>	From (K - M + O) Workfore ((C + F) × Q)	s
.7	0	0	0	0	0	0	0	0	0	0	0	.2	نن	0				7	-					
0.7%	#DIV/0!	#DIV/0!	#DIV/0!	0.0%	0.0%	#DIV/0!	0.8%	0.0%	#DIV/0!	0.0%	0.0%	0.0%	0.6%	4.5%	%		Representation					┝	K÷C	T
0.7%	#DIV/0!	#DIV/0!	#DIV/0!	0.0%	0.0%				#DIV/0!	0.0%	0.0%	0.0%		4.5%	%	Cars	Representation in 3	Projected				<b>←</b>	(K - M + O) + (C + F)	U

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 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.

Total	14 (	13 C	12 S	11 I	10 C	09 S	08 S	07 A	06 S	05 S	04 S	03 P	02 N	01 S		Group	
	14 Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	Supervisors	Semi-Professionals & Tech	Professionals	Middle & Other Managers	Senior Managers		Employment Equity Occupational Group (EEOG)	Fuit Committee
							1 1.2					0 18	0 2.2		# %	Short-term Goals	Aboriginal Peoples
()							0					13	Ç.		#	Long-term Goals	Peoples
_	В	ГВ	TS.	Ta	TS.	I S	1.2	TS.	T B	re	TS.		2.2	IS.	%	Goals	
overall gap (6) remains the same	no gaps in first assessment therefore no short term/long term goals were establish	no gaps in first assessment therefore no short term/long term goals were establish	no gaps in first assessment therefore no short term/long term goals were establish	no gaps in first assessment therefore no short term/long term goals were establish	no gaps in first assessment therefore no short term/long term goals were establish	no gaps in first assessment therefore no short term/long term goals were establish	. 2 gap has been closed	no gaps in first assessment therefore no short term/long term goals were establish	no gaps in first assessment therefore no short term/long term goals were establish	no gaps in first assessment therefore no short term/long term goals were establish	no gaps in first assessment therefore no short term/long term goals were establish	1.8 gap increased by 1 - on going long term goal	2.2 gap remains the same - on going long term goal	no gaps in first assessment therefore no short term/long term goals were establish			
																Comments	
																īs	

Data for First/Previous Goals	2018-03-02	Merck Canada inc.	Part 3: Goals	Federal Contractors Program Achievement Report
			00	96489

Data sources:		Fundayment Fo	Group (EEOG)		01/02 Managers	03 Professionals		05 Supervisors		08 Skilled Sal	09 Skilled Cr	10 Clerical Personnel	11 Intermedia	12 Semi-Skill	13 Other Sale	14 Other Mar	Total
######################################		Employment Family Occupational				ıals	Semi-Professionals & Tech	Supervisors  Crafts & Trades	Administrative & Sr Clerical	Skilled Sales & Service	Skilled Crafts & Trades	ersonnel	Intermediate Sales & Service	Semi-Skilled Manual	Other Sales & Service	Other Manual Workers	
From Workforce Analysis		Number	YYYY-MM-DD 2016-02-04	#	189	134	. w	0 1	37	364	0	22	17	0	0	0	767
C D E F G H I  From From Workforce Workforce Analysis Ana		Gro	Actual	9%	-0.4%		0.0%	0.0%		-2.3%			-2.0%	0.0%	0.0%	0.0%	0.1%
Data Entry		Growth (New Positions)	Annually	%	0.0%			0.0%		0.0%		0.0%	0.0%	0.0%	0.0%	0.0%	00%
CxEx3	All E	tions)	Projected Over 3	#	0				0	0		-	0		<u> </u>	0	0
From Flow Data Analysis & Workforce Analysis†	All Employees	Turnover (	Annually	%	26.0%	11.9%	0.0%	0.0%	10.7%	15.4%	0.0%	9.1%	6.1%	0.0%	0.0%	0.0%	14.3%
Data Entr		Turnover (Replacement of Terminated Employees)	Annually	%	4.0%			40%		4.0%		4.0%	4.0%	4.0%	4.0%	4.0%	40%
C x H x 3		d Terminated	Projected Over 3	#	6 23	6 16	<u> </u>	<u> </u>	9	44	<u>•</u>	6	<u>o`</u>	<u>°</u>	<u>6</u>	6	92
F + 1		Anticipated	Hires Over 3 Years	#	33		<u>,                                    </u>	<u> </u>	+-	+-		<u></u>	2	0	<u> </u>	0	
From Workforce Analysis 4		Number	2016-02-04	#	23	16	0	<u> </u>	4	44	0	ယ	2	0	0	0	92
om Equivalent KxL lysis to H  Able 5: Persons with First/Previous Short-	************		Ann	%	1 4	0	00	00	2 4	4	0	0	0	0 4	0 4	0 4	7
Equivalent KxLx3 (Fx0 to H is is Frest/Previous Short-term Goals	ous Short	Turnover (Replacement of Terminated	Employees) Over 3		4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%
N (FxQ)- R+M Disabilities	Cim Ouals		Over 3 Years	#	0	0	0	<u>o o</u>	0	0	0	0	0	0	0	0	
))- JxP				#	7	5	0	<u>0 0</u>		9	0	2		0	0	0	24
Da	Pers	3 Year Goals From - To	016 2019	%	1 4.	1 3.	0 0	0 0 13	0 3.	2 3.	0	0 7.	0 5.	0 0.	0 0.	0 0.	4
	Persons with Disabilities	D.co.	Availability	%	4.3%			13.9% 1		3.5%		7.0%	5.6%		0.0%		3 9%
m Fronce Worksis e Ann	sabilities				4.3%	3.8%	4.6%	13.9% 0.0%	3.4%	3.5%	0.0%	7.0%	5.6%	0.0%	0.0%	0.0%	3.9%
R (K - 1 rkfore (K - 1 ralysis ((C +			it Gap Projec		-7	<u>.</u>	0	<u>o o</u>	_	-9	0	-2	<u></u>	0	0	0	-23
M+0) F) x Q)				#	-6	-4	0	<u> </u>		-7	0	-2	<u>-</u>	0	0	0	-20
← C K + C T		Proceed	Representation	%	0	0	0	#DI\ 0	5.	_	#DI`	0	0.	#DI	#DI	#DI`	0
(K-M		7			1.5%	:0%	1.0%	V/01	.4%	.1%	V/0!	.0%	.0%	V/0!	V/0!	V/0!	9%
U (1+0)+(C+ F)		rojected	sentation in 3 Years	%	1.1%	0.7%	0.0%	0.0% #DIV/0!	5.4%	1.6%	#DIV/0!	0.0%	0.0%	#DIV/0!	#DIV/0!	#DIV/0!	1.3%
Trom (K - M + O) (K + C (K - M + O) (K + C) (K - M +	-	Projected Projected	ion Repr	%	-7 -6 0.5% 1.1%		0.0%	0 0.0% 0 #DIV/01		-9 -7 1.1% 1.6%				#I	#DIV/0!	0 #DIV/0!	-23 -20 0.9% 1.3%

| Total | 767 | 0.1% | 0.0% | 0 | 14.3% | 4.0% | 92 | 7 | 4.0% | 1 | 24 | 4 | 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) -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.

Total	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	01/02 Managers	Group (Error)	Comm (FFOC)	Fire Comments		
							2							#	Short-term Goals	-		
				5.6	7.0		3.5					3.8	4.3	%	rm Goals	Persons with Disabilities		
3				_	2		7					4	6	#	Long-te	Disabilities		
				5.6	7.0		3.5					3.8	4.3	%	Long-term Goals	9		
total yap reduced by 4	no gaps in first assessment therefore no short term/long term goals were establish	no gaps in first assessment therefore no short term/long term goals were establish	no gaps in first assessment therefore no short term/long term goals were establish	5.6 gap remains the same - on going long term goal	7.01 gap remains the same - on going long term goal	no gaps in first assessment therefore no short term/long term goals were establish	3.5 gap has been reduced by 1 - short term goal not achieved	no gaps in first assessment therefore no short term/long term goals were establish	no gaps in first assessment therefore no short term/long term goals were establish	no gaps in first assessment therefore no short term/long term goals were establish	no gaps in first assessment therefore no short term/long term goals were establish	3.8 gap remains the same - short term goal not achieved	4.3 gap reduced by 3 - short term goal exceeded				Table 6: Persons with D	
															Comments		n Disabilities	

## Federal Contractors Program Achievement Report Part 3: Goals Merck Canada inc. 2018-03-02

									Data	ı for First	/Previou:	s Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНхЗ	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workfore e Analysis		K ÷ C	(K - M + O) ÷ (C + F)
3	<b>V</b>	<u></u>	,	J		<b></b>	<del>\</del>	J	. <del>.</del>	<u>,                                      </u>	,	<del>.</del>	J		Ţ	. <del></del>	<u> </u>	<b>V</b>	······································
									Table 7:	Members	of Visibl	e Minorit	ies						
									Fire	st/Previous	Short-term	Goals							
				All E	nployees									Members o	f Visible Min	orities			
	Number	Grov	vth (New Posit	tions)		eplacement of Employees)	Terminated	Anticipated	Number	Turnover (I	Replacement ninated	Hires		ur Goals m - To					Projected
Employment Equity Occupational	YYYY-MM-DD	Actual	Proj	ected	Actual	Proje	ected	Hires Over 3	YYYY-MM-DD	Empl	oyees)	Required Over 3	YYYY	- YYYY	Present Availability	Present Gap	p Projected Gap	Present Representation	Representation in 3
Group (EEOG)	2016-02-04	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2016-02-04	Annually	Over 3 Years	Years	2016	2019	Availability			Representation	Vears
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	22	-3.1%	0.0%	C	38.1%	4.0%	3	3	4	4.0%	0	-2	(	0 10.1%	10.1%	- 2	2 2	18.2%	18.2%
02 Middle & Other Managers	167	2.3%	0.0%	C	13.9%	4.0%	20	20	13	4.0%	2	14	3	3 15.0%	15.0%	-12	2 -11	7.8%	8.4%
03 Professionals	134	4.1%	0.0%	C	11.9%	4.0%	16	16	20	4.0%	2	9	3	3 20.1%	20.1%	-7	7 -6	14.9%	15.7%
04 Semi-Professionals & Tech	3	0.0%	0.0%	C	0.0%	4.0%	0	(	1	4.0%	0	-1	(	14.1%	14.1%	1	1 1	33.3%	33.3%
05 Supervisors	1	0.0%	0.0%	C	0.0%	4.0%	0		0	4.0%	0	0	(	16.7%	16.7%		이	0.0%	0.0%
06 Supervisors: Crafts & Trades	C	0.0%	0.0%	C	0.0%	4.0%	0	(	) o	4.0%	0	0	(	0.0%	0.0%	(	이	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	37	1	0.0%	C	10.7%	4.0%	4	4		4.0%	0	3	(	12.2%	12.2%	-3	3 -3	5.4%	5.4%
08 Skilled Sales & Service	364	-2.3%		C	15.4%	4.0%	44	44	. 53	4.0%	6	9	1	7 15.5%	15.5%	-3	3 -2	14.6%	14.8%
09 Skilled Crafts & Trades	C	0.0%	0.0%	C	0.0%	4.0%	0	(	0	4.0%	0	0	(	0.0%	0.0%	(	이	#DIV/0!	#DIV/0!
10 Clerical Personnel	22	1	0.0%	C	9.1%	4.0%	3	3	2	4.0%	0	2		1 17.4%	17.4%	-2	2 -1	9.1%	13.6%
11 Intermediate Sales & Service	17		0.0%	C	6.1%	4.0%	2	2	2	4.0%	0	2	(	22.2%	22.2%	-2	2 -2	11.8%	11.8%
12 Semi-Skilled Manual	c	0.0%	0.0%	C	0.0%	4.0%	0	(	0	4.0%	0	0	(	0.0%	0.0%	(	이	#DIV/0!	#DIV/0!
13 Other Sales & Service	c	0.0%	0.0%	C	0.0%	4.0%	0		0	4.0%	0	0	(	0.0%	0.0%	(	이	#DIV/0!	#DIV/0!

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

0.0%

14.3%

4.0%

4.0%

0.0%

0.0%

0.0%

14 Other Manual Workers

Total

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

4.0%

4.0%

0.0%

16.1%

16.1%

Midlysis) 2) x 100.				Table 8: Members of Visible Minorities
Faraday and Farata Occurrent and	Members of Visi	ble Minoriti	es	
Employment Equity Occupational Group (EEOG)	Short-term Goals	Long-tern	1 Goals	Comments
Group (EEGG)	# %	#	%	
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

#DIV/0

13.0%

#DIV/0!

12.6%

Data for Subsequent/Current Goals	2018-03-02	Merck Canada inc.	Part 3: Goals	Federal Contractors Program Achievement Report

Total   769   0.1%	14 Other Manual Workers 0 0.0%	13 Other Sales & Service 0 0.0%	12 Semi-Skilled Manual 0 0.0%	1 Intermediate Sales & Service 16 -2.0%	10   Clerical Personnel	09 Skilled Crafts & Trades 0 0.0%	08 Skilled Sales & Service 339 -2.3%	07 Administrative & Sr Clerical 38 0.9%	6 Supervisors: Crafts & Trades 0 0.0%	05 Supervisors 1 0.0%	04 Semi-Professionals & Tech 3 0.0%	03   Professionals   151   4.1%	02 Middle & Other Managers 179 2.3%	01 Senior Managers 20 -3.1%	# %	2018-03-02 Annually	Group (EEOG) YYYY-MM-DD Actual	Fundament Fauity Occupational Number Growth (					Data sources:  From Workforce Workforce Da
0.0% 0 12	0.0% 0 (	0	0.0% 0 0	0.0% 0 6	0.0% 0 9	0	0	0.0% 0 10	0	0.0% 0 0	0	0.0% 0 11	0.0% 0 13	0.0% 0 38	% # %	Annually Over 3 Annually Years	Projected Actual	Growth (New Positions) Turnor	All Employees			↓ ↓	From Flow  Workforce Data Entry C x E x 3 Analysis & Workforce  Analysis Analysis & Analysis &
14.3% 5.0% 115	0.0% 5.0% 0	0.0% 5.0% 0	0.0% 5.0% 0	6.1% 5.0% 2	9.1% 5.0% 3	0.0% 5.0% 0	15.4% 5.0% 51	10.7% 50% 6	0.0% 5.0% 0	0.0% 5.0% 0	0.0% 5.0% 0	11.9% 5.0% 23	13.9% 5.0% 27	38.1% 5.0% 3	, % #	ally Annually Over 3	al Projected	Turnover (Replacement of Terminated Employees)	8			↓ ↓	Flow ta ta ta Sis & Data Entry CxHx3 force Sis *
115	0	0	0		ယ	0	51 19	6	0	0	0		27	w	# #	2018-03-02	Hires Over 3 YYYY-MM-DD	Number Anticipated		Subs		↓	From F+I Workforce Analysis
477 5.0% 72	0 5.0% 0	0 5.0% 0	0 5.0% 0	14 5.0% 2	17 5.0% 3	0 5.0% 0	199 5.0% 30	36 5.0% 5	0 5.0% 0	1 5.0% 0	0 5.0% 0	101 5.0% 15	99 5.0% 15	10 5.0% 2	% #	2 Annually Over 3 Years	DD Employees)	Turnover (Replacement of Terminated		Subsequent/Current Short-term Goals	Table 9: Women	<b>+</b>	e Equivalent KxLx3
-102 45	0 0	0 0	0 0	-2 1	0 2	0 0	-75 14	0 5	0 0	0 0	1 0	-9 12	-14 11	-3 1	# #	Years 2018	Over 3 1VVY - VVYY	Hires From - To		erm Goals	_	<b>+</b>	(F x Q) - J x P
39.4% 39.4%	0.0% 0.0%	0.0% 0.0%	0.0% 0.0%	61.8% 61.8%	62.5% 62.5%	0.0% 0.0%	27.8% 27.8%	80.8% 80.8%	0.0% 0.0%	50.8% 50.8%	42.3% 42.3%	51.2% 51.2%	38.9% 38.9%	27.4% 27.4%	% %	2021	YYYY Availability		Women			<b>←</b>	From Data Entry Workforce Analysis
174 147	0 0	0 0	0	4 3	3 2	0 0	_	5 5	0 0	0	-1		29 25		# #		Present Gap Projected Gap					<b>+</b>	From (K - M + O) Workfore ((C + F) x Q)
62.0%	#DIV/0!	#DIV/0!	#DIV/0!	87.5%	77.3%	#DIV/0!	58.7%	94.7%	#DIV/0!	100.0%	0.0%	66.9%	55.3%	50.0%	%		Representation Re	Description				<b>←</b>	K + C
58.5%	#DIV/0!	#DIV/0!	#DIV/0!	81.3%	72.7%	#DIV/0!	54.0%	94.7%	#DIV/0!	100.0%	0.0%	64.9%	53.1%	45.0%	9/6	reirs	Representation in 3	Projected				←	(K - M + O) + (C + F)

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

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

Tech 27.4  Tech 42.3  Tech 42.3  Trades 00  Verical 80.8  Service 61.8  Service 61.8  00  00  00  00  00  00  00  00  00	Employment Equity Occupational Group (EEOG)	H Short-term Goals	8	Long-term Goals
gers 27.4  38.9  38.9  51.2  Tech 42.3  Trades 0.0  Ierical 80.8  27.8  27.8  20.0  60.5  Service 61.8  0.0  0.0  0.0  0.0  0.0  0.0	(11100)		%	9%
Tech 38.9  Tech 42.3  Trades 0.0  Trindes 80.8  Trincial 80.8  27.8  27.8  62.5  Service 61.8  0.0  0.0  0.0  0.0  0.0	01 Senior Managers		27.4	27.4
Tech 51.2  Tech 42.3  50.8  50.8  Prical 80.8  Service 62.5  Service 61.8  0.0  0.0  0.0  0.0  0.0  0.0	02 Middle & Other Managers		38.9	389
Tech 42.3  Trades 50.8  Triades 80.8  Derical 27.8  es 0.0  Service 62.5  Service 0.0  0.0  0.0  0.0	03 Professionals		51.2	51.2
50.8 Trades 0.0 Nerical 80.8 es 0.0 62.5 Service 61.8 0.0 0.0 0.0 0.0 0.0	04   Semi-Professionals & Tech		42.3	42.3
Trades 0.0 Ilerical 80.8 Se 0.0 Service 61.8 0.0 0.0 0.0 0.0 0.0 0.0 0.0	05 Supervisors		50.8	50.8
Service	06 Supervisors: Crafts & Trades	is.	0.0	0.0
27.8 es	07 Administrative & Sr Clerical		80.8	80.8
es 0.0 62.5 Service 61.8 0.0 0.0	08 Skilled Sales & Service		27.8	27.8
Service 62.5 61.8 0.0 0.0 0.0	09 Skilled Crafts & Trades		0.0	0.0
Service 61.8 0.0 0.0 0.0 0.0	10 Clerical Personnel		62.5	62.5
0.0	11 Intermediate Sales & Service	e	61.8	61.8
0.0 rs 0.0	12 Semi-Skilled Manual		0.0	0.0
0.0	13 Other Sales & Service		0.0	0.0
	14 Other Manual Workers		0.0	0.0

Data for Subsequent/Current Goals	2018-03-02	Merck Canada inc.	Part 3: Goals	Federal Contractors Program Achievement Report	
			00	649	)2

Total	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service		06 Supervisors:	05 Supervisors	04 Semi-Profess	03 Professionals	02 Middle & Ot	01 Senior Managers		-	Group (EFOG)	F					Data sources:	***************************************
769	al Workers	& Service	Manual	Intermediate Sales & Service	onnel	s & Trades	& Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades		Semi-Professionals & Tech	S	Middle & Other Managers	gers			of company	N Occupations						
769	0			16	22	0	339	38			3	151	179	20	#	2018-03-02	YYYY-MM-DD	Number				<b></b>	From Workforce Analysis	***************************************
0.1%	0.0%	0.0%	0.0%	-2.0%	0.0%	0.0%	-2.3%	0.9%	0.0%	0.0%	0.0%	4.1%	2.3%	-3.1%	%	Annually	Actual	Grow				<b>←</b>	From Workforce Analysis <sup>†</sup>	
0.0%	0.0%		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	%	Annually	Proj	Growth (New Positions)				<u>_</u>	From Workforce Data Entry C×E×3 Analysis*	•
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years	Projected	tions)	All Er			<b>←</b>	CxEx3	
14.3%	0.0%	0.0%	0.0%	6.1%	9.1%	0.0%	15.4%	10.7%	0.0%	0.0%	0.0%	11.9%	13.9%	38.1%	%	Annually	Actual	Turnover (	All Employees			<b>←</b>	From Flow Data Analysis & Workforce Analysis‡	1
5.0%	50%	5.0%	5.0%	5.0%	5.0%	5.0%			5.0%		5.0%	5.0%	5.0%	5.0%	%	Annually	Pro	Replacement of Employees)				←	Data Entr	
<b>115</b>	0	<u>~</u>	%	·~	<u>~</u>	<u>~</u>	5	<u>~</u>	<u>~</u>		<u>~</u>			9	#	Over 3 Years	Projected	Turnover (Replacement of Terminated Employees)				<u>_</u>	From Flow Data Analysis & Data Entry C x H x 3 Workforce Analysis *	***************************************
5	0	0	0	2	ω	0		6	0	0	0	23	27	3	#	Years	Hires Over 3	Anticipated				<b>←</b>	3 F+1	•
115	0	0	0	2	ယ	0	51	6	0	0	0	23	27	ယ	#	2018-03-02	ST 3 YYYY-MM-DD	Number		6		_	From Workforce Analysis	•
6	0	0	0	0	0	0	4	0	0	0	0	0	_	1			4M-DD		_	ubsequent	Table 11			***************************************
5.0%	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%	%	Annually 0	Employees)	Turnover (Replacement of Terminated		Current S	Table 11: Aboriginal Peoples	<b>+</b>	Equivalent K x	
1	0	0	0	0	0	0	_	0	0	0	0	0	0	0	#	Over 3 Years				hort-term	inal Peo	<b>←</b>	L×3	
7	0	0	0	0	0	0	_	0	0	0	0	ω	ω	0	#	Years	Over 3	Hires		Goals	ples	<b>←</b>	(F x Q) - R + M	,
2	0	0	0	0	0	0		0	0	0	0	0		0	#	2018	****	3 Year Goals From - To				<b>←</b>	J x P D	
1.6%	0.0%	0.0%	0.0%	0.9%	0.8%	0.0%	1.2%	0.7%	0.0%	0.8%	0.8%	1.8%	2.2%	2.9%	%	2021	AAA	oak To	Aborig			<b>←</b>	Data Entry	)
1.6%	0.0%	0.0%	0.0%	0.9%	0.8%	0.0%	1.2%	0.7%	0.0%	0.8%	0.8%	1.8%	2.2%	2.9%	%		Availability	2	Aboriginal Peoples			<u>_</u>	From Workforce Analysis	
-6		0	0	0	0	0	0	0	0	0	0	చ	5	0	#		Present Gap		- 55			<u>_</u>	From Workforc e Analysis	
5													<u> </u>		#		Present Gap Projected Gap					<b>←</b>	From (K - M + O) Workfore ((C + F) x Q)	
-5	0	0	0	0	0	0	0	0	0	0	0	ယ	-2	0										
0.8%	#DIV/0!	#DIV/0!	#DIV/0!	0.0%	0.0%	#DIV/0!	1.2%	0.0%	#DIV/0!	0.0%	0.0%	0.0%	0.6%	5.0%	%		Representation					<b>←</b>	K÷C	,
															%	Years	Representation in 3	Projected				<b>←</b>	(K - M+0)+(C F)	
0.9%	#DIV/0!	#DIV/0!	#DIV/0!	0.0%	0.0%	#DIV/0!	1.2%	0.0%	#DIV/0!	0.0%	0.0%	0.0%	1.1%	5.0%		7	ttion in 3	ted					)) ÷ (C +	

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

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

Clerical Personnel Intermediate Sales & Service Semi-Skilled Manual Other Sales & Service Other Manual Workers				Clerical Personnel	Online Clairs & Liades		08 Skilled Sales & Service		06 Supervisors: Crafts & Trades (	05 Supervisors (	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers	critical (EECOC) %	uity Occupational Short-tern	
0.0	0.0	0.0		0.9	0.8	0.0	1.2	0.7	0.0	0.8	0.8	1.8	2.2	2.9		Aboriginal Peoples  I Goals   Long-term Goals	
0.0%	0.0%		0.0%	0.9%	0.8%	0.0%	1.2%	0.7%	0.0%	0.8%	0.8%	1.8%	2.2%	2.9%	%	rm Goals	
																	Table
																	Table 12: Aborigi
																	original
																0	inal Peoples
																Comments	
																S	

Federal Contractors Program Achievement Report  Part 3: Goals  Merck Canada inc.  2018-03-02  Data for Subsequent/Current Goals	
---	--

Total	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	01/02 Managers			Group (EFOG)						Data sources:	A B
769	_	_	_		22		339	ป 38				151	199	#	2018-03-02	WALANA ANA DE	Number				<b>_</b>	From Workforce Analysis	С
0.1%	0.0%	0.0%	0.0%	5 -2.0%	0.0%	0.0%	-2.3%	0.9%	0.0%	0.0%	0.0%	4.1%	-0.4%	%	Annually	Actual	Gr				<b>←</b>		D
%0.0	%0.0%	%0.0%	% 0.0%	% 0.0%	0.0%	0.0%	% 0.0%	% 0.0%	0.0%	0.0%	% 0.0%	0.0%	0.0%	%	Annually	Pı	Growth (New Positions)				<b>←</b>	e Data Ent	E
0	o T	6	0	0	6	0	0	6	0	o	0	6	6	#	Over 3 Years	Projected	sitions)	All I			←	From Workforce Data Entry C×E×3 Analysis*	Ψ,
0 14.3%	0.0%	0.0%	0.0%	0 6.1%	0 9.1%	0.0%	0 15.4%	0 10.7%	0.0%	0.0%	0.0%	0 11.9%	0 26.0%	%	Annually	Actual	Turnover	All Employees			<b>←</b>	From Flow Data Analysis & Workforce Analysis‡	G
6 5.0%	6 5.0%	6 5.0%	5.0%	5.0%	6 5.0%	6 5.0%	5.0%	5.0%	5.0%	5.0%	6 5.0%	6 5 0%	6 5.0%	%	Annually	Pro	Furnover (Replacement of Terminated Employees)				<b>←</b>		Н
6 115	0	0	0	2	<u>ه</u>	0	6 51	6	<u>~</u>	0	0	6 23	30	#	Over 3 Years	Projected	of Terminated				<b>←</b>	Data Entry C x H x 3	1
								<u> </u>						#	Years	Hires Over 3	Anticipated				<b>←</b>	F +1	J
115	0	0	0	2	w	0	21	6	0	0	0	23	ŏ	#	2018-03-02	3 YYYY-MM-DD	Number		Sub	Tabl	<b>←</b>	From Workforce Analysis	K
12 5.0%	0 5.0%	0 5.0%	0 5.0%	0 5.0%	0 5.0%	0 5.0%	4 5.0%	2 5.0%	0 5.0%	0 5.0%	0 5.0%	1 5.0%	5 5.0%	%	)2 Annually				Subsequent/Current Sh	Table 13: Persons wi	<b>←</b>	Equivalent ce to H	
%	%	<u>~</u>	%	%	%	%	%	%	%	%	%	%	%	#	Over 3 Years	Employees)	Turnover (Replacement of Terminated		rent Short-	ons with	<b>←</b>	nt KxLx3	Z
2 20	0	0	0	0	0	0		0	0	0	0	0		#		Over 3	Hires		ort-term Goals	th Disabilities	<b>←</b>	3 (F x Q) - R + M	z
2 0	0	<u> </u>	<u> </u>		2 (	0	9		0	0	0	5	5	#	2018					·S	<b>←</b>	J x P	0
3.9%	0.0%	0.0%	0.0%	5.6%	7.0%	0.0%	3.5%	3,4%	0.0%	13.9%	4.6%	3.8%	4.3%	9%	2021	YYYY-YYYY	3 Year Goals From - To	Persons			<b>←</b>	Data Entry	P
%6.5	0.0%	0.0%	0.09	5.69	7.0%	0.09	3.5%	3.4%	0.0%	13.9%	4.6%	3.8%	4.3%	%		Availability	;	Persons with Disabilities			<b>←</b>	From Data Entry Workforce Analysis	Q
6 -18	6	<u>°</u>	0	-1	-2	0	· -8	6 1	0	0	0	-5	6	#				ities			<b>←</b>	From Workforc e Analysis	R
							<u>~</u>							#		Present Gap Projected Gap					<b>←</b>	From (K - M + O) Workfore ((C + F) x Q)	s
-16	0 ,	0	t 0	<u>-1</u>	-2	0	-7	1	t 0	0	0	-4	-4	%		Representation	,				←	Σ) K + C	T
1.6%	#DIV/0!	#DIV/0!	#DIV/0!	0.0%	0.0%	#DIV/0!	1.2%	5.3%	#DIV/0!	0.0%	0.0%	0.7%	2.5%				•						T
1.8%	#DIV/0!	#DIV/0!	#DIV/0!	0.0%	0.0%	#DIV/0!	1.5%	5.3%	#DIV/0!	0.0%	0.0%	1.3%	2.5%	9%	Years	Representation in 3	Projected				<b>←</b>	(K - M + O) + (C + F)	U

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) + (Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + (Notal number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + (Notal number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Previous Workforce Analysis + Total number of employees from Current Workforce Previous Workforce Analysis + Total number of employees from Current Workforce Previous Workforce Analysis + Total number of employees from Current Workforce Previous Workforce Analysis + Total number of employees from Current Workforce Previous Workforce

Total	14 (	13 (	12 S	11 E	10 (	99	08	07 /	06 S	05 S	04	03 F	01/02 N	Capab			
	14 Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	10 Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	Supervisors	04 Semi-Professionals & Tech	03 Professionals	01/02 Managers	Group (Erros)	Comp (FFOC)	Fried Committee	
3.	0	0.	0	5.	7.	0.	ω	ω	0.	13.9	4.6	ω	4	9/0	Short-term Goals	Persons wit	
3.9	0.0	0.0	0.0	5.6	7.0	0.0	.5	3.4	0.0	.9	.6	3.8	4.3		Long-term Goals	Persons with Disabilities	
3 9%	0.0%	0.0%	0.0%	5.6%	7.0%	0.0%	3.5%	3.4%	0.0%	13.9%	4.6%	3.8%	4.3%	%	erm Goals	is.	
																	Table 14: Persons with Disabilities
															Comments		sabilities

## Federal Contractors Program Achievement Report Part 3: Goals Merck Canada inc. 2018-03-02

									Data fo	r Subsequ	ient/Curi	ent Goal	S						
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	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×L×3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforc e Analysis	(K - M + O)	K ÷ C	(K - M + O) ÷ (C + F)
3		<b>J</b>	<b>\</b>	Ţ	<b>\</b>	Ţ	<b>\</b>	<b>\</b>	<b>\</b>	<b>\</b>	<b>V</b>	<b>1</b>	<b>\</b>	<b>\</b>	↓	Ţ	<b>J</b>	<b>J</b>	<b>\</b>
									Table 15:	Members	of Visibl	le Minori	ties						
									Subseq	juent/Curre	nt Short-te	rm Goals							
				All Er	nployees									Members o	f Visible Min	orities			
Employment Equity Occupational	Number	Grov	vth (New Posit	ions)		eplacement of Employees)	Terminated	Anticipated	Number	of Terr	Replacement minated	Hires		r Goals n - To	_				Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proje	ected	Hires Over 3	YYYY-MM-DD	Empl	oyees)	Required Over 3	YYYY	- YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
Group (EEGG)	2018-03-02	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2018-03-02	Annually	Over 3 Years	Years	2018	2021	.x.unabini,			representation	Vears
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	20	-3.1%	0.0%	0	38.1%	5.0%	3	3	4	5.0%	1	-1	C	10.1%	10.1%	2	1	20.0%	15.0%
02 Middle & Other Managers	179		0.0%	0	13.9%	5.0%	27		1	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	C	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	C	16.7%	16.7%	0	이	0.0%	0.0%
06 Supervisors: Crafts & Trades	C	0.0%	0.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	C	0.0%	0.0%	0	이	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	38		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		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	C	0.0%	0.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	C	0.0%	0.0%	0	이	#DIV/0!	#DIV/0!
10 Clerical Personnel	22	1	0.0%	0	9.1%	5.0%	3	3	4	5.0%	1	1	1	17.4%	17.4%	0	이	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	C	22.2%	22.2%	-2	2 -2	12.5%	12.5%
12 Semi-Skilled Manual	C	0.0%	0.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	C	0.0%	0.0%	0	인 이	#DIV/0!	#DIV/0!
13 Other Sales & Service	C	0.0%	0.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	C	0.0%	0.0%	0	인	#DIV/0!	#DIV/0!
14 Other Manual Workers	1 0	0.0%	0.0%	0	0.0%	5.0%	0	0	0 0	5.0%	0	1 0		0.0%	0.0%	1 0	0	#DIV/0!	#DIV/0!

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

0.1%

0.0%

14.3%

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.

113

28

16.1%

16.1%

-11

115

115

7 Hairy 515) - 2) X 100.			Table 16: Members of Visible Minorities
	Members of Vis	sible Minorities	Table 10: Members of Visible Minorities
Employment Equity Occupational Group (EEOG)	Short-term Goals	Long-term Goals	Comments
or le · M	%	10.1%	
01 Senior Managers	10.1		
02 Middle & Other Managers	15.0		
03 Professionals	20.2	20.2%	6 <u> </u>
04 Semi-Professionals & Tech	14.1	14.1%	6
05 Supervisors	16.7	16.7%	6
06 Supervisors: Crafts & Trades	0.0	0.0%	6
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%	6
11 Intermediate Sales & Service	22.2	22.2%	6
12 Semi-Skilled Manual	0.0	0.0%	6
13 Other Sales & Service	0.0	0.0%	6
14 Other Manual Workers	0.0	0.0%	6
Total	16.1	16.1%	

15.0%

14.7%

06 Su	05 Su	04 Te	—	03 Pr	02 M	_	01 Se			(EEOG)	Occup.	Emple			Data sources		06 Su		05 Si	Te	$\rightarrow$	03 Pr		02 M	01 Se		(EEOG)	Occup.	Emple			Data sources	Α				
Supervisors: Crafts & Trades	Supervisors	Technicians &	!	Professionals	Managers	Middle & Other	Senior Managers			9	Occupational Group	Employment Equity			ces:		Supervisors: Crafts & Trades		Supervisors	Technicians	Semi-Professionals &	Professionals	Managers	Middle & Other	Senior Managers		9	Occupational Group	Employment Equity			ces:	В				
Crafts &		Sionals &		S		ther	agers				Group	quity					Crafts &				sionals &	s		ther	1gers			Group	quity				-				
2018 2021	2018	2021	2021	2018	2021	2018	2021	2018	#		Year	•					2016	2018	2016	2018	2016	2016	2018	2016	2016 2018	7111		Year	4				С				
					, , ,			7	ŧ	All Employees			No	<b>←</b>	Part 2: Flow Data Analysis							n =	_	10		本	All Employees				<b>←</b>	Part 1: Workforce Analysis	D				
0	0 0	000					-2	-5 #	£			Flow Data	New Entrants	<b>←</b>	Part D	-	0 0	_	1	3		134			22 20	#	Ĩ				<b>←</b>	Part 1: Workforce Analysis	E				
0 0					34 63	Ī		2000	e	Actual	Women	ta	ants.	<b>←</b>	E+I		0 0	100	1 100.0			92 101 66				9/0	Representation			Worl	<b>←</b>	ce E+D x 100	Ŧ				
0.0	0.0	0.0	71.7	71.7	63.0	63.0	0.0	0 1	4	Goal				- -	G Pr		0.0	100.0 51				68.7 5			27.3 2 <sup>o</sup> 50.0 2 <sup>o</sup>	%	A		Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G				
0	С			0		0		0 .	9,	Percent of Goal Met	_	Short		<b>←</b>	п	21	0.0	50.8	50.8	42.3	42.3	52.6 51.2	38.9	38.9	27.4 27.4	*	Availability	Women	rce	Analysi	<b>←</b>	DxG rrce +100	Н				
0.0	0.0			0.0		0 0		0.0		H of Goal	Women	Short-term Goals		-	P.	_	0 0	_		_	_	70	70	65	5	**	Gap			is	<b>←</b>	О E-H	ı				
0.0	50.8	42.3				T		0		al Percent of Goal Met	-	oals			<u> </u>		0 0	0 1	0 1	_		22 1 24 1			5 1		p EE Result				<u> </u>	H E+H x 100	ļ				Fe
0.0	0.0	0.0	140.0	0.0	161.9	0 0	-729.9	0.0					Goals	+	100	_	0.0	196.9	196.9	0.0	0.0	130.5	142.2	141.6	99.5 182.5	9%							J				ederal
0	С	> <u>-</u>	-	0		0		0		Goal		L	S	+	Part 3: Goals E÷		0	0		0		40	27		2	#	All Employees				<b>←</b>	Part 2: Flow Data Analysis	K			Pa	Contra
0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0 0	0	Percent of Goal Met	Women	Long-term Goals		+			0	0		0		26	18	.,	2	22:	Actual				<b>←</b>	Part 2: Flow Data Analysis	L	20	Merck	74: R	ctors P
0.0	50.8	42.3	51.2	0.0	38.9	0.0	27.4	0.0	9/	Goal	10 10	1 Goals		+	ls 3:		0.0	0.0		0.0		65.0	66.7		100.0	%		W	Hires		<b>←</b>	L+K x 100	N	2018-03-02	Merck Canada inc.	esults -	rogran
0.0	0.0	0.0	140.0	0.0	161.9	0.0	-729.9	0.0	97	Percent of Goal Met				+	F + M x 100		0	0		0		20	=			#	Expected	Women			<b>←</b>	K x G ÷ 100	Z	02	la inc.	Part 4: Results - Women	Federal Contractors Program Achievement Report
									1				<u> </u>		3											#:	Difference				<b>←</b>	L-Z	0			en	vemen
																-	0	0		0		6	7		1	14:	ce All Employees				<b>+</b>	Part 2: Flow Data Analysis	P			-	t Repo
																_	0	0		0		37	51		4		ployees			T							7
																	0	0		0		24	31		<u></u>	本	Actual		Pro	Flow Data Analysis	<b>←</b>	Part 2: Flow Data Q - Analysis	Q				
																	0.0	0.0		0.0		64.9	60.8		75.0	%		Women	Promotions	ita Ana	<b>←</b>	Q ÷ P x 100 P x F ÷ 100	R				
											C						0	0		0		25	28		1		Expected	ier		ilysis	<b>←</b>	x F + 100	S				
											Comments						0	0		0		<u>.</u>	3		2	41:	Difference				<b>←</b>	Q-S	Т				
											ıts					-		0		0			3		2	*	- All Employees				<b>←</b>	Part 2: Flow Data Analysis	U				
																_	0	0		0		17	24		∞	41:	yees				<b>←</b>	low Part 2: Flow Data lysis Analysis	V				
																	0	0		0		7	15				Actual		Termi								
																	0.0	0.0		0.0		41.2	62.5		12.5	%	Ex	Women	Terminations		<b>+</b>	V÷Ux 100 Ux	W				
																	0	0		0		12	13		2		ected				<b>←</b>	UxF÷100	X				
																	0	0		0		ა	2		-1	#1	Difference				<b>←</b>	V - X	Υ			006	i49

12		= =	10 0		9	200	_	(	$\overline{}$		(EEOG)	960	Emp			Data sources			12	-	_	10 0		99	6		07		(EEOG)	Occi	Emp			Data sources	Α				
Semi-Skilled Manual Workers	Set Area Le	Intermediate Sales	Clerical Personnel	Trades Workers	Skilled Crafts &	Service Personnel	Skilled Sales &	Senior Clerical	Administrative &		96)	Occupational Group	Employment Equity			ources:		Workers	Semi-Skilled Manual	Service Personnel	Intermediate Sales	Clerical Personnel	Liddes H.	Skilled Crafts & Trades Workers	Service Personnel	Skilled Sales &	Administrative & Senior Clerical		OG)	Occupational Group	Employment Equity			xurces:					
ed Manual	I SOTTIES	te Sales & rsonnel		orkers	ıfts &	rsonnel	es &	rical	tive &			Group	Equity						ed Manual		te Sales &	rsonnel	ALKOLO	ifts &	rsonnel	es &	tive & rical			Group	Equity				В				
2018	╀		-	2021	2018	2021	2018	2021	2018	#			Year					2018			_	2018	2016	2016	2018	2016	2016	74:		1 car	V				С				
										#	•	All Employees		2	•	Part 2: Flow Data Analysis							T					41:	All Employees				<b>←</b>	Part 1: Workforce Analysis	D				
0 0	1	2	<u> </u>	, 0	0	55	55	11	Ξ	#	·	vees	Flow Data	New Entrants		ow Data ysis Analysis		0	0	16	17	22	3 6	0			37	#	Ĭ				<b>←</b>	Part 1: ce Workforce s Analysis	E				
0 0				0	0				<u> </u>	9/0	Actual	A COLUMN	ata	rants	•	Ħ	1	0						0			34	9/4	Representation			Woi	<b>←</b>	1: E+D orce x 100	-				
0.0	00.0	100.0	0.0	0.0	0.0	83.6	83.6	100.0	100.0		G		+			, 100 Pr		0.0				77.3		0.0			1.7				Workforce	Workforce Analysis	_	D Part 1:  D Workforce  00 Analysis	G				
0	,	c	) c	>	0		0		0	#	Goal Goa	Para	Sho			ļ		0.0	0.0	61.8	61.8	62.5	5 5	0.0	27.8	27.8	80.8	%	Availability	Women	orce	Analy							
0.0		0.0	0.0	5	0.0		0.0		0.0	%	Goal Met (		Short-term Goals			E+Gx P:		0	0	10	11	14	1 0	0	94	101	30	*	_			sis	-	DxG +100	Н				
0.0	01.8	61.0	62.5	0.0	0.0	27.8	0.0	80.8	0.0	9/6	Goal Go	Pa	Goals		•	Part 3: F + Goals		0	0	4	ယ	ω <sub>4</sub>	<u> </u>	0 0	105	97	4 2		Gap EE				-	Е-Н	I				
0.0	101.8	0.0	0.0	0.0	0.0	300.9	0.0	123.8	0.0	%	Goal Met	Total of	-	Goals	•	100		0.0	0.0	141.6	133.3	123.6	130.0	0.0	211.2	195.7	113.7 117.2	%	EE Result	1			-	E+H P x 100 Da	J				ederal
0	,	0			0		0		0	#	Goal				•	Joals		0		1		2		0	68		7	#4	All Employees				<b>←</b>	Part 2: Flow Data Analysis	K			P	Federal Contractors Program Achievement Report
0.0		0.0	0.0		0.0		0.0		0.0	9/6	Goal Met	Parant of	Long-term Goals		€	E+Kx100		0		1		_		<b>&gt;</b>	43		7	#	λc				<b>←</b>	Part 2: Flow Data Analysis	L	2	Merc	art 4:	actors
0.0							0.0	80.8	0.0	9,6	Goal	in the second	m Goals		•	Part 3: Goals		0.0		100.0		50.0	Ī	0	63.2		100.0	%	Actual		Hires		<b>←</b>	L + K x 100	Z	2018-03-02	Merck Canada inc.	Results	Progra
0.0						3(		17	0.0	9%	Goal Met	Parcant			•	F+M x 100												#	Expected	Women			<b>←</b>	K x G + 100	Z	02	da inc.	Part 4: Results - Women	m Achi
0 0		0   0			0	9	0	8	0			<u>-1</u>	1	1		<u> </u>	!	0		1		-		D	19		6		Difference				<b>←</b>	0 L-N	0			en	evemei
																		0		0		0	<	>	24		_												ıt Repo
																		0		2		ယ	-	>	41		∞	#	All Employees	-		-	-	Part 2: Flow Data Analysis	P				Ä
																		0				<u></u>		<u> </u>	29		7	#	Actual		Pro	Flow Data Analysis	<b>←</b>	Part 2: Flow Data Q Analysis	Q				
																		0.0		50.0		33.3	0.0	0	70.7		87.5	%		Women	Promotions	ata An:	<b>←</b>	Q ÷ P x 100 P x F ÷ 100	R				
												_	)					0		2		2	<	>	22		7		Expected	ien		alysis	<b>←</b>	x F + 100	s				
												Comments								_		_						#	Difference				<b>←</b>	Q-S	Т				
												HS						0						0	7		0	11:	All Employees				<b>←</b>	Part 2: Flow Data Analysis	С				
																		0		_		2	-	>	54		4		Dyces				_	P					
																		0		0	Ī	2 1		<u> </u>	26		<u></u>		Actual		Termi		<u></u>		7				
																		0.0		0.0	+	100.0		0	48.1	-	75.0	%	Ę	Women	Terminations		-	V÷Ux Ux	W				
																		0		1	$\downarrow$	2	-	>	29		4		Expected L	1			<b>←</b>	U x F + 100	X				
																		0		-1		0		0	-3		<u>.</u>	#	Difference				<b>←</b>	V-X	Υ			00	649

estimatsinen seetit restitatio stasen oli tiituligi tuitivivi iteitiva tii oti vi guittataoti	mg/minover ne	500 011 1111	esolidore od	Island Scott	Source Counce	194.2	39.4			194.2	39.4			76.5	3 140	183	2021		Sal	
ade in our organization	ing/humayar tra	seed on hir	escanable ba	ichad coam	ooale aetab	180.9	42.3	14000.0	1	180.9	42.3	0.0	0	76.5	3 140	183	2018		wol	<del>-</del> -
						0.0	0.0			0.0	0.0			0.0	0 0		2021	CHICL INTAHURA WOLNERS	4 Office Targ	7
						0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0			2018	nual Worker	1 Other Ma	_
						0.0	0.0			0.0	0.0			0.0	0 0		2021		Personnel	
						0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0			2018	Other Sales & Service		1,
						9/0	%	%	#	9/0	9,0	9/9	#	0,0	#	#	#			
						Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Actual		All Employees			(EEOG)	Œ
Comments	Comi						неп	Women			Women	We		Women			1631	d Group	Occupational Group	Q
							n Goals	Long-term Goals			Short-term Goals	Short-te			Flow Data		<u> </u>	t Equity	Employment Equity	<u></u>
									Goals	G				ınts	New Entrants	Ne.				
						<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	←	<b>←</b>	←	<b>←</b>	←	←	<b>←</b>				
						F + M x 100	Part 3: Goals	E ÷ K x 100	F+1x 100 Part 3: Goals E+K x 100	F+1x100	Part 3: Goals	E+Gx 100	Part 3: Goals	E + D x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis			Data sources:	Dat
9 110 54 49.1 65	87	65.8	96	146	40	58	66.7	98	147	157.4	174	303	39.4	62.0	9 477	769	2018			
										152.5	157					767	2016		Total	J .
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	14 Office iviantial workers	+ Office Targ	-
										0.0	0	0			0 0			nuol Worker	1 Other Ma	- 1
0 0 0 0.0 0	0	0.0	0	0	0	0	0.0	0	0	0.0	0						2018			1.3
										0.0	0	0	0.0	0.0	0 0		2016	Other Sales & Service		. 1
# # # 9% #		9%	#	*	#	#	%	#:	Ħ	9%	#	#:	%	%	#	#	711.			
Difference Actual Expected	Expected Diffe		Actual	An Employees	Difference	Expected	Actual		saskordura uv	EE Result	Gap	Availability	Avai	Representation		All Elliployees			(EEOG)	æ
	неп	Women				Women	W					Women	W					d Group	Occupational Group	Ō
Terminations		Promotions	Pr				Hires					6	Workforce	_			Year	t Equity	<b>Employment Equity</b>	E
	alysis	Flow Data Analysis	Flow D									alysis	Workforce Analysis	Work						
	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>				Ĭ
Q - S Part 2: Flow Data Data Analysis Analysis 100 U x F + 100		rt 2: Flow	Pau	Part 2: Flow Data Analysis	Ľ-N	K x G + 100	L + K x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E+H x 100	E-H	D x G + 100	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	Part 1: Workforce Analysis			Data sources:	Dat
T U V W X	S	R	Q	P	0	Z	M	L	K	J	ı	H	G	F	E	D	С	В		A
						02	2018-03-02	21												
						da inc.	Merck Canada inc.	Mercl												
				,	3	Part 4: Results - Women	Results	<sup>3</sup> art 4: I												
				Report	/ement	n Achie	rogran	actors l	Federal Contractors Program Achievement Report	Feder										

06		05	4	2	0.5		20	3	10				<del>)</del>	066	7) 3			Data s		96		05	04	_	03	02	10			(EE	30	En			Data s	Α				
Supervisors: Crafts Trades		Supervisors	Technicians	Semi-Professionals	Professionals		Managers	Middle & Other	Sellior Managers	Caniar Manager		(00)	(FFOC)	Occupational Group	Employment Fauity			Data sources:	Irades	sors: Crafts		Supervisors	Technicians	Semi-Professionals &	Professionals	Middle & Other Managers	Semor Managers			(EEOG)	Occupational Group	Employment Equity			Data sources:	В				
80		20	20	& 20	20	20	20	20	20	20	-	Π		Year					20	20	+	20		+	20	20	20	20				<del>.</del>								
2018	2021	2018	2021	2018	2021	2018	2021	2018	2021	2018	#		All E	¥			$\ \cdot\ $	Par Date	2018	2016	2018	2016	2018	2016	2016	2016	2018	2016	#t:	All E	Year	Т			A W _	С				
0 0	c	0	0	0	60	60	54	54	-2	-2	#		All Employees		FI	New	←	Part 2: Flow Data Analysis	0		,	1	3	ω ;	134	179	20	22	妆	All Employees				←	Part 1: Workforce Analysis	D				
										_	#			Aborigi	Flow Data	<b>New Entrants</b>	<b>←</b>	Part 2: Flow Data Analysis											#	Repre				<b>←</b>	Part 1: Workforce Analysis	E				
0 0			0		0 (		0 (			0 (	%	Actual	-	Aboriginal Peoples	a	ınts	<b>←</b>	E + D x 100			0				0 0				%	Representation			Worl	<b>←</b>	E+D x100	Ŧ				
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	#	Goal		y.				Part 3: Goals	0.0						0.0	0.6		4.5	2		Abo	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G				
0		0		0		0		0		0			-	17	Sho			Ε:	0.0	0.0	0.8	8.0	0.8	0.8	- I- 	2.2	2.9	2.9	%	Availability	Aboriginal Peoples	) Prop	Analy							
0.0		0.0		0.0		0.0		0.0		0.0	%		Percent of	Aboriginal Peoples	Short-term Goals		-	×	0	0	0	0	0	0 (	., <sub>12</sub>	4 4		_	#	-	ples		sis	←	DxG +100	Н				
0.0	0.8	0.0	0.8	0.0	1.8	1.8	2.2	2.2	2.9	0.0	%	Goal		eoples	Goals		<b>←</b>	Part 3: Goals	0	0	, 0	0	0	0	2 دا	ა ა	0	0		G				<b>←</b>	Е-Н	1				
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	%	Goal Met	Percent of			0	<b>←</b>	F + I x 100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.4	172.4	156.7	%	EE Result				<b>←</b>	E + H x 100	J				Fede
											#	Goal				Goals	<b>←</b>	Part 3: Goals											##	All Employees				←	Part 2: Flow Data Analysis	X			Par	Federal Contractors Program Achievement Report
0		0		0		2		3		0				dV	Lon			Œ	0	,	0		0		40	27	2			- yees	-				low Part Iysis An				t5: R	ntract
0.0		0.0		0.0		0.0		0.0		0.0	%	Goal Met	cent of	Aboriginal Peoples	Long-term Goals		<b>←</b>	· K x 100	0	)			0		0	0	0		#:	Actual				←	Part 2: Flow Data Analysis	I	201	Merck Canada inc.	esults	ors Pr
0.0	0.0	0.0	0.0	0.0	0.0	1.8	0.0	2.2	0.0	0.0	%	Coal		oples	Goals		<b>←</b>	Part 3: Goals	0.0	)	0.0		0.0		0 0	0.0	0.0		%		Aborigin	Hires		<b>←</b>	L+K x100	Z	2018-03-02	Canad	- Abor	ogran
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	%	Goal Met	Percent of				←	F÷M x 100	0		0		0				0		#	Expected	Aboriginal Peoples			<b>←</b>	K x G + 100	Z	S	a inc.	Part 5: Results - Aboriginal Peoples	Achi
0 0		, 0		)	)	)	)	)	)	0		1						<u></u>					)	ľ						Difference				←	L-Z	0			Peopl	eveme
																			0		0		0	-	<u>.                                    </u>	<u>-</u>	0		+		+	-							es	nt Rep
																			0	,	0		0		37	51	4		本	All Employees				<b>←</b>	Part 2: Flow Data Analysis	P				ort
																									_				#	١,			Flow	<b>←</b>	Part 2: Flow Data Analysis	Q				
																			0		0.		0 (		0	0 (	0 0		%	Actual	Abo	Promotions	Flow Data Analysis	<b>←</b>	w Q + Р х I	R				
																			0.0		0.0		0.0		0 0	0.0	0.0			Expected	Aboriginal Peoples	ions	Analy	<b>←</b>	Q + P x 100 P x F + 100	S				
														Cor					0	)	0		0	(	0	0	0				ples		Sis	•						
														Comments					0	,	0		0	(	0	0	0		#	Difference				←	Q-S	Т				
														Si.															#	All Employees				<b>←</b>	Part 2: Flow Data Analysis	С				
																			0	,	0		0	- 1	17	24	∞			yees	-				ow Part 2 D ysis Ana					
																			0		0		0		0	0	0		#	Actual		Term		<b>←</b>	Part 2: Flow V Data Analysis	V				
																			0.0		0.0		0.0		0 0	0.0	0.0		%		Aboriginal Peoples	Terminations		<b>←</b>	V+Ux 100	¥				
																			0		0		0		0	0	0		##.	Expected	I Peoples	•		<b>←</b>	U x F ÷ 100	X				
																									-					Difference				<b>←</b>	V - X	Υ			00	06498
	L																		0	,	0		0		5	0	0			če					· · · · · · · · · · · · · · · · · · ·					

1	$\rightarrow$		=_	10	_	9	8		_	07 '		ĺ		Oc.	7) 3			Data sources		12	_	=		10	9		08	07		(EEUG)	Occ	Emp			Data sources	Α				
Workers	Semi-Skilled Manual	Service Personnel	Intermediate Sales	Clerical Personnel	Trades Workers	Skilled Crafts &	Service Personnel	Skilled Sales &	Senior Clerical	Administrative &		000	3	Occupational Group	Employment Fauity			OUICES:		Workers	Semi-Skilled Manual	Service Personnel		Clerical Personnel	Trades Workers	Skilled Crafts &	Skilled Sales &	Administrative & Senior Clerical		UG)	Occupational Group	Employment Equity			ources:					
	led Manua	rsonnel		ersonnel	orkers	afts &	rsonnel	les &	rical	ative &				T Group	Fouit			***************************************			led Manua			ersonnel	orkers	afts &	les &	ative &			1 Group	Equity				В				
2021	4	2021	& 2018	2018	2021	2018	2021	2018	2021	2018	#	Π		Year							-	2018	-	2016	2018	2016	2016	2016	#			Year				С				
1	8		8	1 8	0 1	8	1		1	8	#		All Employees	1	٦		_	Part 2: Flow Data Analysis		8	6	<u></u>	×	6	8 0	6	<u> </u>	8 6	#		All Employees	<del>-</del>		<u>_</u>	Part 1: Workforce Analysis	D				
0	0	2	2	ω u	, 0	0	55	55	=	11			П		Flow	New E	ľ	Flow Pan nalysis A		0	0	16	12	22	0	0	364	38			dovers			ľ	ļ					
0	0	0	0	0 0	0	0			0	0	#	Actual		Aboriginal Peoples	Flow Data	New Entrants	+	Part 2: Flow Data E + Analysis		0	0	0 0	0	0	0	0 4	<u>_</u>	0 0	#	Representation			Я	-	Part 1: Workforce Analysis	E				
0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.8	1.8	0.0	0.0	%			eoples		0	<u></u>	: -		0.0	0.0	0.0	0.0	0.0	0.0	0 0	0.8	0.0	9/0	ation		Wo	Workforce Analysis	<b>←</b>	E+D v	F				
	0		0	0	>	0				0	#	Goal					4	Part 3: Goals		0.0	0.0	0.9	0.8	0.8	0.0	0.0	1.2	0.7	9/9	Availability	Aborigina	Workforce	rce An	<b>←</b>	Part 1: Workforce Analysis	G				
	0.0		0.0	0.0		0.0		100.0		0.0	%	Goal Met	Percent of	Aborigi	Short-te		<b>←</b>	E ÷ G x		0	0	0		0	0	0 4	_ 4	0 0	"	bility	Vhoriginal Peoples		alysis	<b>←</b>	D x G + 100	Н				
0.0	0.0	0.9		0.0				1.2			9%	Goal		Aboriginal Peoples	Short-term Goals		<b>←</b>	Part 3: Goals											#	Gap				<b>←</b>	Е-Н	I				
								2 151.5			%	Goal Met	Percent		s		<b>-</b>	F + I x 100				0					-1 68.7	0 0		EE Result				<b>←</b>	E + H x 100	J				Fed
0.0	0.0	0.0	0.0	0.0	0.0	0.0	.5	;y	0.0	0.0	#	et Goal			-	Goals	-	Part 3		0.0	0.0	0.0	0.0	0.0	0.0	0.0	2 .7	0.0	#:		All Employees			<b>←</b>	Part 2: Flow Data Analysis	K			Pa	Federal Contractors Program Achievement Report
	0		0	O	>	0		0		0				>			ľ	Ħ		0			7	٠	0	9	89	7			lovees								14 5: R	ontrac
	0.0		0.0	0.0		0.0		0.0		0.0	%	Goal Met	reent of	Aboriginal Peoples	Long-term Goals		+	K x 100		0		0	٥	>	0			0	#	Actual				<b>←</b>	Part 2: Flow Data Analysis	L	201	Merck Canada inc.	esults	tors Pi
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.2	0.0	0.0	%	Goal		eoples	Goals		+	ls 3:		0.0		0.0	0.0		0.0	1.5	<u>,</u>	0.0	0/0	1	Aborigin	Hires		<b>←</b>	L+K x100	Z	2018-03-02	Canad	- Abor	ngran
0.0	0.0	0.0	0.0	0.0	0.0	0.0	15151.5	151.5	0.0	0.0	%	Goal Met	Percent of				<b>←</b>	F + M x 100		0		0	0		0		_	0	#	Expected	Aboriginal Peoples			<b>←</b>	K x G + 100	2	22	a inc.	Part 5: Results - Aboriginal Peoples	Achie
												1						3	·Ē										#	Difference				<b>←</b>	L-N	0			People	vemen
																				0		0	C		0		<u> </u>	0			All En				ļ				Ġ.	t Repo
																				0		2	u	٠	0	1	<u> </u>	∞	#	and County	All Employees			<b>←</b>	Part 2: Flow Data Analysis	P				ort
																				0		0	0	<u> </u>	0		0	0	#	Actual		Pr	Flow D	<b>←</b>	Part 2: Flow Data Analysis	Q				
																				0.0		0.0	0.0	>	0.0	0.5	0	0.0	%	al	Aborigi	Promotions	Flow Data Analysis	<b>←</b>	) + P x 100	R				
																												0	#	Expected	Aboriginal Peoples	S	ialysis	<b>←</b>	Q ÷ P x 100 P x F ÷ 100	S				
														Comments						0		0	0		0		<u> </u>		#	Difference				<b>←</b>	Q-S	T				
														ents						0		0	c		0	-	>	0		*******					ļ					
																				0			7		0	, 4	2	4	#:	The Court	All Employees			-	Part 2: Flow Data Analysis	U				
																				0		0	0		0		<u> </u>	0	#	Actual		Te		<b>←</b>	Part 2: Flow Data Analysis	<b>V</b>				
																				0.0		0.0	0.0		0.0		0	0.0	%	ual	Aborig	Terminations		<b>←</b>	V + U x 100	¥				
																													#	Expected	Aboriginal Peoples	ons		<b>←</b>	UxF+100	X				
																				0	1	0	C		0		<u> </u>	0	#	d Difference	8			<b>←</b>	00 V-X	Y			00	) 649
																				0		0	_		0		>	0		ence					×					

	Total	States Arabitation 11	14 Other Manual Workers	Personnel	13 Other Sales & Service		(EEOG)	Occupational Group	Employment Equity			Data sources:		Total	Total	14 Other Manual Workers		Personnel	Other Sales & Service		(EEOG)	Occupational Group	Employment Equity			Data sources:	A B			
	2018	2021	orkers 2018	2021	rvice 2018	非			بر. - الارتاد					2018	2016			_	2	#4			y Year				С			
	18	21	18	21	18	#	vii Embioxee				<b>+</b>	Part 2: Flow Data Analysis		18	16	18	16	18		井	an confind no		2		<b>←</b>	Part 1: Workforce Analysis	D			
	183	0	0	0	0	#	10) ESS	Т	Flow Data	New Entrants		Pai		769	767	0	0	0	0							_				
		0	0	0	0		Actual	Aboriginal Peoples	Data	trants	<b>+</b>	rt 2: Flow Data E + D x 100 knalysis		6	5	0	0	0	0	# 0	Representation			Wo	<b>+</b>		E			
	0.5	0.0	0.0	0.0	0.0	%	6	oles			-			0.8	0.7	0.0	0.0	0.0	0 0	, %	n	At	Workforce	rkforce		E+D Pa x 100 Wor Ana	F			
			0		0	#:	Goal Perc	A	Sho		-	Part 3: E+ Goals 1		1.6	1.5	0.0	0.0	0.0	0 0	%	Availability	<b>Aboriginal Peoples</b>	force	Workforce Analysis		Part 1: D Workforce + Analysis +	G			
	100.0		0.0		0.0	%	Goal Met G	Aboriginal Peoples	Short-term Goals		<b>—</b>	E+Gx Pa 100 G		12	12	0	0	0	0	#:		ples		sis	_	DxG E	Н			
	0.0	0.0	0.0	0.0	0.0	%	Goal Per Go		Goals		<b>←</b>	Part 3: F+ Goals		-6	-7	0	0	0 (	0	#	Gap EE				-	E-H E	-			
	0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met	-		Goals	<b>←</b>	I x 100 Pa		48.8	43.5	0.0	0.0	0.0	0 0	9/6	EE Result	•			<b>-</b>	E+H Pa x 100 Da	J			
	5		0		0	#	Goal		_	Is	<b>←</b>	F+1x100 Part 3: Goals E+Kx100		147		0		0		#:	eastordura ne	E			<b>←</b>	Part 2: Flow Data Analysis	K			
	20.0		0.0		0.0	%	Percent of Goal Met	Aboriginal Peoples	Long-term Goals		<b>←</b>	E + K x 100		_		0		0		#1	Actual				<b>←</b>	Part 2: Flow Data Analysis	T		2(	Mercl 20
	0.0	0.0	0.0	0.0	0.0	%	Goal	Peoples	n Goals		<b>←</b>	Part 3: Goals		0.7		0.0		0.0		%	ual	Aborigi	Hires		<b>←</b>	L ÷ K x 100	М	05-05-	2018-03-02	Merck Canada inc. 2018-03-02
Г	0.0	0.0	0.0	0.0	0.0	9%	Percent of Goal Met				<b>←</b>	F÷M x 100		2		0		0		#	Expected	Aboriginal Peoples			<b>←</b>	K x G + 100	Z		02	Merck Canada inc. 2018-03-02
	goals												•							并	Difference				<b>←</b>	L-N	0			
	blished se													-		0		0		*	- An and and an an	Will Employ			<b>←</b>	Part 2: Flow Data Analysis	P			
	em resona													146		0		0		#	iyees			Flo	<b>←</b>	Pa ,	Q			
	ble based													0		0		0			Actual	A	Prom	w Data	_	rt 2: Flow Data Q + P Analysis				
	on hiring													0.0		0.0		0.0		9/0	Exp	<b>Aboriginal Peoples</b>	Promotions	Flow Data Analysis		Q + P x 100 P x F + 100	R			
	/turnover							Con						_		0		0		#	Expected D	coples		vsis	-		S			
	trends in o							Comments						<u>-</u>		0		0		#	Difference				<b>←</b>	Q-S	Τ			
	established seem resonable based on hiring/turnover trends in our organization							S						110						#	An Employees	THE COLUMN			<b>←</b>	Part 2: Flow Data Analysis	U			
	zation													0		0		0		#					<b>←</b>	Part 2: Flow Data is Analysis	V			
														0		0 (		0 (		%	Actual	Abo	Terminations		<b>←</b>	low V+Ux is 100	¥			
														0.0		0.0	;	0.0		##	Expected	<b>Aboriginal Peoples</b>	utions		<b>←</b>	UxF+100	X			
														_		0		0				ples								
														<u>-</u>		0		0		#t.	Difference				←	V - X	Y			

06 2		05	_	2		03	7.0	3 %	2		(EECG)			ej !			Data sources:	00		05	-	2		03 E	02	۰۱ هـ	ĺ	(FFOC)	de a	1		Data sources	Α				
Supervisors: Crafts & Trades	Oulow, 1200x0	Supervisors	Technicians	Semi-Professionals &		Professionals		Managers			00)	Occupational Group	Compational Crown				жее:	Trades	Supervisors: Crafts	Supervisors	Lechnicians	Semi-Professionals	Lioressiona	Drofessionals	02 Managers		Ca)	Occupational Group (FEOC)	Employment Equity			жисея:	В				
Crafts &				sionals &		x						Croup	ćimbo						: Crafts &			sionals &		•				Group	vquity	•			-				
2018 2021	2021	2018	2021	2018	2021	2018	2021	2021	2010	#			Year					2018	2016	2018	2018	2016	2018	2016	2018	2016			Year				С				
					60	60	3	52		ıı:		All Employees			Ne	<b></b>	Part 2: Flow Data Analysis						151	134	199	189		All Employees			<b>←</b>	Part 1: Workforce Analysis	D				
	0								,	#L		Ť	Pers	Flow Data	New Entrants	<b>←</b>	Part L An		0		- 0					#	Т	Ť			<b>←</b>	Part 1: Workforce Analysis	E				
	0.0	0.0	0.0	0.0	1 1.7	1 1.7	3 5.8		ì		Actual	Disabilities	Persons with	2	ınts	<b>←</b>	E ±	0.0		0.0		0.0		0.0	5 2.5	0.5	Kepresentation			Work	<b>←</b>	ш×	F				
			0		7	7			T	tt.	Goal					<b>+</b>	P <sub>a</sub>			13.9						43	Ava	Persons wi	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G				
0.0		0.0		0.0		100.0		300.0	200	9%	Goal Met		Persons wi	Short-to		Ļ	E+Gx 100			0		0				72	Availability	Persons with Disabilities	e	nalysis	<b>←</b>	DxG +100	Н				
	13.9		4.6	0.0	3.8		4.3			9,	Goal		Persons with Disabilities	Short-term Goals		<b>←</b>	Part 3: Goals	0 0		0				5 -5	9 -4	#	Gap	7			<b>←</b>	Е-Н	1				
	0.0		0.0	0.0	3 43.9	43.9	134.2			•	Percent of Goal Met	w 3000	i.i.	S	)	<b>←</b>	F + I x 100			0.0			17.4			7 123	EE Result				<b>←</b>	E+H x 100	J				Fede
										#	Goal				Goals	<b>←</b>	Part 3: Goals									711		-All Employees			<b>←</b>	Part 2: Flow Data Analysis	X			Part 6:	ral Con
0		0 (		0 (		4 25		0		0,	Percent of Goal Met		Persons w	Long-t		<b>-</b>	E+1	0		0	0		40		29	72:	T	ees			←	Part 2: Flow W Data sis Analysis	L		Mei	Results	tractor
0.0		0.0	0	0.0 0	0	25.0		50.0	ì	0/	of Goal		Persons with Disabilities	Long-term Goals		<b>←</b>	G.P.	0		0 (			1 2		2 6	<b>"</b>	Actual	Person	Hires		<b>←</b>	low L+K	М	2018-03-02	Merck Canada inc.	Part 6: Results - Persons with Disab	Federal Contractors Program Achieveme
	0.1		0.0	0.0	0.0 4386.0	3.8 4	0.0 13416.8			9%	Percent of Goal Met		Ġ.	ls		<b>←</b>	F+1	0.0		0.0	0.0		2.5		6.9	#	Expected	Persons with Disabilities	s		<b>+</b>	K x G +	z	3-02	ada inc	ons with	am Acl
0.0	0.0	0.0	0.0	0.0	6.0	43.9	6.8	134.2	ر		2 0	.					100	0		0	0	,	2			#	Diff				<b>←</b>	100 L-	0			Disabi	ieveme
																		0		0	0	,	_									N Part Data				ilities	nt Report
																		0		0	0	,	37		55	72		All Employees —		-	<b>+</b>	Part 2: Flow Par Data Analysis A	P				77
																		0		0		) 	0			#	Actual	Pe	Pro	Tow Da	+	Part 2: Flow Data Q = Analysis	Q				
																		0.0		0.0	0.0	,	0.0		1.8	%		rsons with	Promotions	Flow Data Analysis	+	Q + P x 100 P x F + 100	R				
													3					0		0	С	,	0		0	711	E			lysis	<b>-</b>	<sub>c</sub> F÷100	S				
												Comments						0		0	О	,	0		_	711	ence				<b>←</b>	S	T				
												U	ŋ										17		32	#		All Employees			<b>←</b>	Part 2: Flow Data Analysis	U				
																		0		0	0					#		Ī	_		<b>←</b>	Part 2: Flow Data is Analysis	V				
																		0.0		0.0	0.0		0.0		0.0	<b>%</b>	Actual	Persons	Terminations		<b>←</b>	W V+∪x	W				
																										#	Expected	Persons with Disabilities	ions		<b>←</b>	UxF+100	X				
																		0		0	0		0		0	#	DIE				<b>←</b>	00 V - X	Υ			006	50
					L													0		0		,	0		0		Ĕ										

Comparison   Com	12	Ţ	=	ī		09		0			07		(	Occ	Em			Data s		12	11	$\rightarrow$	10		09	S	$\rightarrow$	07		(EE	Occ	E			Data s	Α				
Part	Workers	Service recoming	Service Personne	Clerical Personne		Trades Workers	Skilled Crafts &	Service Personne	Skilled Sales &	Senior Clerical	Administrative &		(CG)	upational Grou	ployment Equi			sources:	Workers	Semi-Skilled Ma	Service Personne	Intermediate Sale	Clerical Personne		Skilled Crafts & Trades Workers	Service Personne	Skilled Sales &	Administrative & Senior Clerical		0G)	upational Gro	ployment Equi			sources:	В				
Part		+	8	0									<del></del>							_		&		_												ļ				
Part C. Results   Program   Acine Persons with Disabilities	2021	2010	2010	2021	2018	2021	2018	2021	2018	2021	2018	#:						I	2018	2016	2018	2016	2018	2016	2016	2018	2016	2016 2018	#	2		* —				С				
Part C. Results   Program   Acine Persons with Disabilities								5	5	_	_	#		II Employe		Ne	←	Part 2: Flow Data Analysi			1	_	2	2		33	36	ယ္မ	#	II Employe				<b>←</b>	Part 1: Workforce Analysis	D				
Federal Contractors Program Achievement Report   March Canada inc.   March Canada in	0	1 0	2 1	υ ω	ω	0	0	5	5	1		#		T	Flow D	w Enti	←	Part 2: F Data s Analys	0	0	6	7	2	2	0 0	9	4	<u>∞</u> 1	#	Ĩ				<b>←</b>		E				
Petter   Contractors   Program Actinevement   Report	0 0		<u> </u>	0	0	0	0	_	_				Actual	isabilities	ata	rants		Ε +	0	0	0	0	0 (		0	4	4	2 2		resentatio			Woi	_						
Part 6: Results - Persons with Disabilities   Persons with Disab	0.0	0.0	0 .0	0.0	0.0	0.0	0.0	1.8	1.8	9.1	9.1	9					┨`	1 1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.2	Ξ	5.4			Pers	Work	rkfore	`						
Part 6: Results - Persons with Disabilities   Persons with Disab	c	>	٥	0	0		0		2		0	*		Per	Sh		-	<b></b>	0.0	0.0	5.6	5.6	7.0	7.0	0.0	3.5	3.5	3.4	%	Availabil	ons with Di	force	e Anal	<b>←</b>		G				
Fercent of   Format   Contractors   Frestors   With Disabilities	0.0	0	0.0	0	0.0		0.0		50.0		0.0	%	oal Met	sons with	ort-teri		←	3+Gx 100	0	0	1		2	2	0 0	12	13		#	Ē	sabilities		ysis	←	D x G + 100	Н				
Part 6: Results - Persons with Disabilities	0.0	0.0	7.0 7.0	7.0	7.0	0.0	0.0	3.5	3.5	3.4	0.0	%	Goal	Disabilities	n Goals		←	Part 3: Goals	0	0	-1	<u>.</u>	-2	<u>-</u> 2	0 0		-9		# .	Gap				<b>←</b>	Е-Н	Ι				
### Contractors ryogram Achievement Report  #### Achievement Report  #### 2 Flow   Dain Analysis   Link   Link   Link   Link   Link   Dain Analysis   Anal	0.0		0 0	0.0	0.0	0.0	0.0	51.9	51.9	267.4	0.0	%	Goal Met				-	F+I x 100	0.0	0.0	0.0	0.0	0.0	0.00	0.0	33.5	31.4	159.0	%	EE Result				<b>←</b>	E + H x 100	J				Fede
Q   Q   Data   Sis   Analysis   Analysis   Analysis   Ac   Q   Q   Q   Q   Q   Q   Q   Q   Q	0							J		-		#:				Joals	<b>-</b>									7		<u> </u>						←	Part 2: I Data Anı	×			Part 6	ral Co
Q   Q   Data   Sis   Analysis   Analysis   Analysis   Ac   Q   Q   Q   Q   Q   Q   Q   Q   Q	C	>	-	-	2		0		7		0			Perso	Lon			TII	0	<b>.</b>	1	+	2		0	68	-	7		oyees	_							~	: Resu	ntract
Q     Part 2: Flow   Flow   Flow   #	0.0	00	0.0	0	0.0	:	0.0		14.3		0.0	%	al Met	ns with Di	g-term		-	1 1	0	)	0		0		0	0		0		Actua	-			<b>←</b>	***************************************	L	201	1erck	lits - P	ors Pi
Q   Q   Data   Sis   Analysis   Analysis   Analysis   Ac   Q   Q   Q   Q   Q   Q   Q   Q   Q	0.0	0 -	0 0.0	0.1	7.0	0.0	0.0	0.0	3.5	0.0	0.0				Goals		-	<u>[</u>	0.0	,	0.0		0.0	6	0 0	0.0		0.0			ersons wit	Hires		<b>←</b>		A	8-03-(	Canad	ersons	ogran
Q   Q   Data   Sis   Analysis   Analysis   Analysis   Ac   Q   Q   Q   Q   Q   Q   Q   Q   Q	0.0		2 .5	0.0	0.0	0.0	0.0	5194.	51.9	26738.0	0.0	%	Goal Met				-	F + M x 10							_				#	Expected	h Disabiliti			<b>←</b>	K x G ÷ 10	Z	S	la inc.	with	1 Achi
Q   Q   Data   Sis   Analysis   Analysis   Analysis   Ac   Q   Q   Q   Q   Q   Q   Q   Q   Q	0 0					0		8					ı	1		1		II						Ì					-		8			<b>←</b>		0			Disabil	eveme
Q   Q   Data   Sis   Analysis   Analysis   Analysis   Ac   Q   Q   Q   Q   Q   Q   Q   Q   Q																			0	<b>.</b>	0		0	-	0	-2		0				_							lities	nt Rep
Q Q Q Q Data 2: Flow Data Analysis    # # Act # # Act    0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0																			0	,	2		w		0	41		∞	#	mployees				←		P				ort
																					(									Ą			Flow	<b>←</b>	Part 2: Flov Data Analysis	Q				
R     R																										2		12		Actual	Persons	romoti	Data /	<b>←</b>	Q + P x 1	R				
R   S     S																			.0	)	.0		.0		0	.4		.55	#	Expec	with Disal	ons	۱nalys	←	00 P x F ÷	S				
														Con					0	,	0		0	-	0	0		0			ilities		is							
Comments  Comments														ıments					0	,	0		0		0	_		_	#					←		T				
U U U U U U U U U U U U U U U U U U U														92															#	VII Employ				<b>←</b>	Part 2: Flo Data Analy:	U				
V   V   Part 2: Flow   Part 2: Flow   Part 3: Flow   Part 3: Flow   Part 4: Flo																			0	)	1		2		0	54		4	44:	es T				<b>←</b>	w Part 2: W Dat sis Analy	<b>V</b>				
																			0		0		0		0	0		0		Actual	Pers	Termi								
W X																			0.0		0.0		0.0		0 0	0.0	_	0.0		150	ons with D	nations		<b>←</b>		¥				
# # # # # # # # # # # # # # # # # # #																			0	5	0		0		0	_		0			isabilities			<b>←</b>	x F + 100	X				
## Difference																													#:	Difference				<b>←</b>	V - X	Υ			00	6502

											8406.9	0.0			84.1	3.9		3	6 3.3	183		2021			
			ation	our organiz	r trends in	ing/turnove	sed on hir	sonable ba	goals established seem resonable based on hiring/turnover trends in our organization	zoals establ	0.0	0.0	30.0	20	0.0		150.0	3				2018		tal	Total
											0.0	0.0			0.0	0.0		0	0.0	0		2021			
											0.0	0.0	0.0	0			0.0	0					Other Manual Workers		14
											0.0	0.0			0.0	0.0		0	0.0	0		2021		Personnel	
											0.0	0.0	0.0	0	0.0	0.0	0.0	0 0	0.0			2018	Other Sales & Service		<u>.,</u>
											9/0	9/6	%	#	9%	%	%	#	0/0	#	#	#			
											Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Actual					(EEOG)	(E.E.
				ts	Comments	0						Disabilities	Persons with Disabilities	_		Persons with Disabilities	Persons wit		Persons with Disabilities			Year	II Group	Occupational Group	Occ
												n Goals	Long-term Goals			Short-term Goals	Short-te		ta	Flow Data		•	t Equity	Employment Equity	E
														Goals	୍ର				ants	New Entrants	Ne				
											<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	-			
											F + M x 100	Part 3: Goals	E + K x 100	F + I x 100 Part 3: Goals E + K x 100	F+1 x 100	Part 3: Goals	E+Gx 100	Part 3: Goals	ow E ÷ D x 100 s	Part 2: Flow Data is Analysis	Part 2: Flow Data Analysis			Data sources:	Data s
<u>-</u>	٦	0.0		110	2	<u> </u>	2.1	<u></u>	146	ئ	0	2.0	3	14/	40.0	-18	50	0 3.9	1.6		/69	2018			
					,		)	) 				)										2016		tal	Total
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								Other Manual Workers		14
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			1.5
															0.0	0	0	0.0	0.0	0		2016	Other Sales & Service		
#:	#	%	#	并	#	#	9/9	#	#	#	#	%	#	#	%	#	#	%	%	#	#	#			
1 Difference	Expected	Actual		an empioyees	Difference	Expected		Actual	San Employees	Difference	Expected	ual	Actual	ган каприорска	EE Result	Gap	Availability	Avai	Representation		an emproyees			(EEOG)	(E.E.
ies	Persons with Disabilities	Persons w		All Employee		Disabilities	Persons with Disabilities		VIII Employee		Persons with Disabilities	Persons with		All Familiana		s	Persons with Disabilities	Persons wi					d Group	Occupational Group	Occ
	ons	<b>Terminations</b>	T				Promotions	Pr				Hires					е	Workforce				Year	t Equity	Employment Equity	Em
						alysis	Flow Data Analysis	Flow D									nalysis	Workforce Analysis	Work						
<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>				
00 V - X	UxF÷100	100 V + U x	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q-S	<sup>9</sup> x F + 100	Q + P x 100 P x F + 100	s 9	Part 2: Flow Data Analysis	L-N	K x G + 100	L+K k	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E+H x 100	Е-Н	DxG +100	Part 1: Workforce Analysis	ce E+D x 100	Part 1: Workforce Analysis	Part 1: Workforce Analysis			Data sources:	Data s
Y	X	¥	V	U	Т	s	R	Q	P	0	Z	М	L	K	J	I	Н	G	F	E	D	С	В		Α
											ั	2018-03-02	20												
											a inc.	Merck Canada inc	Merck												
00									S	isabilities	with D	Persons	esults - i	Part 6: Results - Persons with Disa	F										
650									ent Report	ement l	1 Achiev	rogram	actors P	Federal Contractors Program Achievem	Feder										
3																									

06		05	_	9	_	202	_	3		2			(EEOG)	Occi	E			Data sources		06	_	05		04	_	3	02		01		(EEOG)	Oc	Emp			Data sources	Α				
Trades		Supervisors	Technicians	Semi-Professionals	LOTO	Professionals	Managers	Middle & Other	Scillor Ivianagers	Cenior 1			9	Occupational Group	Employment Equity			ources:		Trades	Supervisors: Crafts	Supervisors		Semi-Professionals & Technicians		Professionals	Managers	Viddla	Senior Managers		(E)	Occupational Group	Employment Equity			ources:					
3013.		sors	ians	ofessio	Onars	onale	SE	& Othe	Aramage	(Janage				nal Gr	int Eq						sors: C	sors		ofessio		onals	ils Survey	\$- O-1-	Manage			nal Gr	nt Eq				В				
α α				nals &				4	15	ř.				dno.	<u>=</u> :						rafts &			nals &			1		īS			dno	uity								
2021	2010	2021	2021	2018	2021	2018	2021	2018	2021	2018	#			1631	•				l C	2018	2016	2018	2016	2016	2018	2016	2018	201	2016	71:	Г		Year				С				
1 3	0	_ 0	*   <del>-</del>			000	_		_	000		r	All E					Part Data	ľ	× -	5	00 0	7	<b>8</b> 5	1 ∞	5	8	7 6	<b>x</b> 5							P. Wo Ar					
0		0		0	60	60	54	54	-2	-2	#		All Employees		F	New	<b>←</b>	Part 2: Flow Data Analysis	(	5	0	_ .	_	ယ္မ	151	134	179	167	22	*	an industria	molowace			<b>←</b>	Part 1: Workforce Analysis	D				
											#			Visib	Flow Data	New Entrants	←	Part 2: Flow Data Analysis												#	Rep				<b>←</b>	Part 1: Workforce Analysis	E				
0 0		0 0		0	16	16	Ξ.	Ξ	0	0			Actual	Visible Minorities	ta	ants.		ow E + L		<u> </u>	0	0 (	<u> </u>		27	20	23	<u>.</u> .	4 4		Representation			Wo							
0.0	0 0	0.0	0.0	0.0	26.7	26.7	20.4	20.4	0.0	0.0	%	l		les'			-	E+Dx100	3.0	0 0	0.0	0.0	0 0	33 33	17.9	14.9	12.8	7 0.0	18.2 20.0	%	ä		Wo	Workforce Analysis	<b>←</b>	E+D V x 100	Ŧ				
				0		_		_		0	#		Goal				<b>←</b>	Part 3: Goals		0 0	0.0	16.7	167	14.1	20.2	20.1	15.0	15.0	10.1	%	Avai	Visible!	Workforce	ce Ar	<b>←</b>	Part 1: Workforce Analysis	G				
						1,600.0		1,100.0			%	Goal Met	Percent of	Visit	Short		<b>←</b>	E+Gx 100				minda		***************************************						72:	Availability	Visible Minorities	е	ıalysi	<b>←</b>	D x G + 100	н				
	0 0		0	0.0		0.0		0.0		0.0				Visible Minorities	Short-term Goals			<u> </u>	٠	<u> </u>	0	0 (	<u> </u>	0 0	31	27	27	7 6	2		_	s		S							
0.0	0 0	16.7	0.0	0.0	20.2	20.1	15.0	15.0	10.1	0.0	%		<u> </u>	ities	Goals		<b>-</b>	Part 3: F	(	5	0	0 (	٥		4	-7	-4	13 6	2	#:	Gap 1				<b>-</b>	Е-Н	I				
0.0		0.0	0.0	0.0	132.0	132.7	135.8	135.8	0.0	0.0	%	Goal Met	Percent of			(	<b>←</b>	F+1 x 100	S	0.0	0.0	0.0	0.0	236.4 236.4	88.5	74.3	85.7	51.0	180.0	%	EE Result				<b>←</b>	E+H x 100	J			Pa	Fede
		0 0	5 0	0	O	7	8	<u> </u>	0	0						Goals		-				9,0		4 4	1	33	7		3 0			All Em				Part 2 Data A				rt 7:	ral C
	0	٥	0	0		6		=		0	#		Goal		1		ľ	Part 3: Goals	٠	0		0		0	40		27	1	<b>)</b>	78.	and and and	n lossocial control			<b>-</b>	Part 2: Flow Data Analysis	<b>X</b>			Resul	ontra
0.0		0.0		0.0		266.7		100.0		0.0	%	Goal Met	Percent o	Visible	Long-term Goals		<b>←</b>	E+Kx100							_					#					<b>←</b>	Part 2: Flow Data Analysis	L		Mer	ts - N	ctors
	0		<b>&gt;</b>	0						0	· ·		Goal	Visible Minorities	rm Go		<b> </b> ←	Part 3: Goals		2		0		0	12		5		<del></del>	%	Actual	¥	Hires		<b>←</b>	w L+K	Z	43	Merck Canada inc.	lemb	Prog
0.0	0 0	0.0	0.1	0.0	0.2	20.1	0.2	15.0	0.1	0.0	9			).S	als		ľ	als F+	::	0 0	-	0.0	+	0.0	30.0		18.5	0.0	50 0	9.	m	Visible Minorities	res		ľ		1	43161	ınada	ers of	gram
0.0		0.0	0.0	0.0	13201.3	132.7	13580.2	135.8	0.0	0.0	%	ioal Met	Percent of				<b>←</b>	+ M x 100		0		0		0	 ∞		4			#	Expected	norities			<b>←</b>	K x G + 100	Z		inc.	Part 7: Results - Members of Visible M	Federal Contractors Program Achieveme
												1						š										Ť		41:	Difference				<b>←</b>	ŗ.	0			ole M	veme
																			<	>_	-	0		0	4		_		_							Z D				inorities	nt Report
																														#:	and and an area	Familia			<b>←</b>	Part 2: Flow Data Analysis	P			ies	port
																			(	>	+	0	1	0	37		51	4	4		1			FI							
																				Ω		0		0	7		7			#	Actual		Pr	ow D	<b>←</b>	Part 2: Flow Data Analysis	Q				
																			3	0.0		0.0		0.0	18.9		13.7	20.4	25.0	%	<u>a.</u>	Visibl	<b>Promotions</b>	Flow Data Analysis	<b>←</b>	Q + P x 100 P x F + 100	R				
																					Ť				Ť		7			#	Expected	Visible Minorities	ıns	naly	<b>←</b>	0 P x F -	S				
														Co						0	-	0		0	6		4		-			ies		iis		100					
														Comments																#	Difference				<b>←</b>	Q-S	T				
														nts						0	1	0	1	0	-		3		0			- 3 II V				Part Data	<b></b>				
																				0		0		0	17		24	c	×	#	an emprojeca	milovaec			┝	Part 2: Flow Data Analysis	U				
																														#					<b>←</b>	Part 2: Flow Data Analysis	<				
																				<u> </u>		0		0	ြယ				2		Actual		Termi			<u> </u>					
																			3.0	0 0	1	0.0		0.0	17.6		4.2	0.02	25.0	%		Visible Minorities	<b>Terminations</b>		<b>←</b>	V+Ux (	¥				
																														#	Expected	inorities	Š		<b>←</b>	U x F + 100	×				
																			(	0	+	0	$\dagger$	0	w		2	-	_												06504
																			٥	0		0		0	0		-1			##:	Difference				←	V-X	Y			00	06504

	12		=	10	_	99	8	20	(	3		(F	) S	E			ï		Data s			12	_	=	10		09		80	0,			(EE	Occ	Eш			Data s	Α						
WOIKEIS	Semi-Skilled Manual	Service Personner	Intermediate Sales &	Clerical Personnel	Trades Workers	Skilled Crafts &	Service Personnel	Skilled Sales &	Senior Clerical	Administrative &		(EEOG)	Occupational Group	Employment Equity					Data sources:		Workers	Semi-Skilled Manual	Service Personnel	Intermediate Sales &	Cletteat Fetsollilet	Clarical Descensel	Trades Workers	Service Personner	Skilled Sales &	Senior Clerical	Administrative &		(EEOG)	Occupational Group	Employment Equity			Data sources:	В						
2021	2018	1707	2018	2021	2021	2018	2021	2018	2021	2018	#			Year							2018	2016	2018	2016	2018	2016	2018	2018	2016	2018	2016	#1.		Year					С						
											*		All Employees	Ì	7	֡֟֝֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓	<b>—</b>	Data Allan	Part 2: Flow									İ				#	All Employees				<b>←</b>	Part 1: Workforce Analysis	D						
C	0	7	2	ယပ	<u>ه</u> 0	0	55	55	11	Ξ	#		Т	Flow Data	New Entrants	•		,	Part 2: Flow Data		0	0	16	17	22	22	0 0	339	364	38	37	#	Ť				 ←	Part 1: we Workforce Analysis	E						
0	0			2		0		10	0	0		Actual	VISIDIC VIIIOTILES	ata	Canes		***************************************		Flow ta E + D x 100		0	0	2			2	0 0		53		2		Representation			Wo									
0.0	0.0	0.00	50.0	66.7	0.0	0.0	18.2	18.2	0.0	0.0	%		15				<b>—</b>				0.0	0.0	12.5	11.8	18.2	9.1	0.0	14.7	14.6	5.3	5.4		-		Work	rkfore	ľ	E÷D Wor x 100 An	F						
	0		0	_	-	0				0	#	Goal Go	,	Sh	2	ľ	<b>—</b>		Part 3: E		0.0	0.0	22.2	22.2	17.4	17.4	0.0	15.4	15.5	12.2	12.2	0,0	Availability	visible Minorities	Workforce	Workforce Analysis	┝	Part 1: I Workforce Analysis	G						
	0.0		0.0	200.0		0.0		1000.0		0.0	%	Goal Met	VISIDIE MINIMA	Short-term Goals		ľ	←		E÷Gx		0	0	4	4	4	4	0 0	22	56	5	5	# .	7	rities		ysis	←	DxG +100	Н						
0.0	0.0	22.2	22.2	17.4	0.0	0.0	15.4	15.5	12.2	12.2	9/6	Goal		1 Goals	-	ŀ	←		Part 3:		0	0	-2	-2	0	-2	0 0	2	<u>ა</u>	<u>ٿ</u>	<u>ა</u>	# (					←	Е-Н	_						
0.0	0.0	225.2	225.2	383.1	0.0	0.0	118.1	117.3	0.0	0.0	9%	Goal Met					<b>—</b>		F+I x 100		0.0	0.0	56.3	53.0	104.5	52.2	0.0	95.8	93.9	43.1	44.3	%	FF Result				←	E+H x 100	J				Pari	Feder	
	0		2			0		2			#	Goal			Goals	•	<b>←</b>		Part 3: Goals		0				2		0	68		7		#4.	All Employees				<b>←</b>	Part 2: Flow Data Analysis	К				Part 7: Results - Members of Visible Mi	Federal Contractors Program Achieveme	
	0.0		50.0	200.0	300	0.0		500.0		0.0	9/6	Goal Met	n visione	Long-term Goals	•		<b>—</b>		E+Kx 100						2 2			13		0		#:	Ť				<b>←</b>	Part 2: Flow Data Analysis	Т			Merc	ılts - M	ractors	
0.0		0.2	,,	0.2				15.5	0.1	12.2	%	Goal	Visible Millorities	m Goal	2		←		Part 3:		0.0		0.0		100.0		0.0	5 19.1	***************************************	0.0		%	Actual	Visib	Hires		<b>-</b>	x L+K x 100	М	43161	31	k Can	ember	Progra	
		2252		4 383.1 2 38314.2	٥		=	5 117.3			%	Goal Met		S			<b>←</b>		F+M x 100		0		0		0		0			0		#	Expected	Visible Minorities			←	K x G + 100	Z			Merck Canada inc.	s of Vis	um Ach	
0.0	0.0	15	; <u>;</u>	1.2	0.0	0.0	5.4	1.3	0.0	0.0		A 9	<u> </u>				1		00	!	0		0		0		0	10	5	1			d Difference	8			<b> </b> ←	Ľ-	0			•	ible M	ieveme	
																					0		0		2		0	J		-		-						N Par					inorities	nt Report	
																					0		2		3		0	41	:	∞		#	All Employees				<b>-</b>	Part 2: Flow Data Analysis	P				S	ort	
																					0				0		0	6	<u></u>	0		#	Actual		P	Flow I	<b>←</b>	Part 2: Flow Data Analysis	Q						
																					0.0		50.0		0.0		0.0	14.6	:	0.0		9/0		Visible	Promotions	Flow Data Analysis	<b>←</b>	Q÷Px 100	R						
																					0		0		0		0	6		0		#	Expected	Visible Minorities	S	ıalysis	<b>-</b>	Q ÷ P x 100 P x F ÷ 100	S						
													Comments	)															,				Difference				<b>←</b>	Q-S	T						
													ents	i.							0		_		0		0	c		0								Part 2 Data A							
																					0		_		2		0	54	2	4		##	All Employees				ľ	Part 2: Flow Data Analysis	U						
																					0		0		0		0	9		0		411	Actual		Terr		<b>-</b>	Part 2: Flow Data Analysis	V						
																					0.0		0.0		0.0		0.0	16.7	ì	0.0		%		Visible Minorities	Terminations		<b>-</b>	V+Ux 100	¥						
																					0		0		0		0	×		0		#	Expected	inorities	ā		<b>-</b>	UxF÷100	Χ						
																																78:	Difference				<b>←</b>	V - X	Υ				00	6505	i
		L																			0		0		0		0			0			٦						I []		$\perp$				

Part	established seem resonable based on hiring/furnover frends in our organization	goals	0.2			13					183	2021	2		Total
Full Colline   Full		0.0	0.0	160.0		0.0	0.0			40 21.	183	018	2		
Fig.   C   D   E   F   G   H1   J   J   J   J   J   J   J   J   J		0.0	0.0				0.0		0		0	021	_	y iviallital ** O	
Federal Contractors	0.0	0.0								0	018		ar Mannal Wo		
Federal Contractors	0.0	0.0				0.0		0		0	021	2	onnel	_	
Part 7: Results - Members of Visible Minorities   Part 7: Results - Part 7: Re		0.0	0.0								0	018		er Sales & Ser	
Part		90	%	%	#	%	3	%	#:	%	##				
Federal Contractors Frogram Achievement Report   Factor   Federal Contractors   Federa		Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		Percent of Goal Met	Goal	Actual	ployees	All Em			(EEOG
Federal Contractors Program Achievement Report   Federal Contractors   Fe	Comments		inorities	Visible M			Vinorities	Visible		de Minorities				tional Grou	Occupa
Federal Contractors Program Achievement Report   Federal Contractors   Federal Contracto			m Goals	Long-ter		8	rm Goals	Short-te		ata	Flow D			ment Equit	Employ
Part   Figure   Fig					ioals	6				rants	New Ent	Π			
Federal Contractors Program Achievement Report   Federal Contractors   Federal		<b>←</b>	<b>←</b>	←	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>\</b>				
Federal Contractors   Frogram Achievement Report   Federal Contractors   Federal		F + M x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F+I x 100	Part 3: Goals	E+Gx 100		low E + D x 10		Part 2 Data A		S:	Data sources
Federal Contractors Program Achievement Report   Federal Contractors From Contractors Federal Contracto	146 22 15.1 18 4	24	22.4			91.3						018	2		
Federal Contractors Program Achievement Report   Federal Contractors   Federa												016	2		Total
Federal Contractors Program Achievement Report   Federal Contractors Frogram Achieve	0 0 0 0 0	0	0.0								0	018		21 TATUTHAT AND	1+
Federal Contractors Program Achievement Report											0	016		w Manual Wa	14 O+h-
Federal Contractors Program Achievement Report   Federal Contractors    0 0 0.0 0 0	0									0	018		onnel		
Federal Contractors Program Achievement Report   Federal Contractors Frogram Achievement Federal Contractors Frogram Achievement Federal Finds   Fed											0	016	_	er Sales & Ser	
Federal Contractors Program Achievement Report   Federal Contractors    # # # # #		%	#	#	9/9	#	#	%	%						
Federal Contractors Program Achievement Report   Federal Contractors Federal Contracto	Actual Expected Difference		Tal.		Saturdan as	EE Result	Gap	ilability	Ava	resentation		200		)	(EEOG
Federal Contractors Program Achievement Report   Federal Contractors From Julian Federal Contractors From Federal	Visible Minorities	Vinorities	Visible !		All Employee			Minorities	Visible		<u> </u>			tional Grou	Occupa
Part 7: Results - Members of Visible Minorities	Promotions Terminations		Hires					Э.	Norkfor			ear		ment Equit	Employ
Federal Contractors Program Achievement Report	Flow Data Analysis							nalysis	force A	Work					
Federal Contractors Program Achievement Report   Federal Contractors Program Achievement Report   Federal Contractors Program Achievement Report		↓	<b>_</b>	<b>←</b>	<b>←</b>	<b>-</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>					
Part 7: Results - Members of Visible Minorities  Merck Canada inc.  43161  B   C   D   E   F   G   H   I   J   K   L   M   N   O   P   Q   R   S   T   U	Part 2: Flow Data Data Q+Px 100 Px F+100 Q-S Part 2: Flow Data Analysis	L			Part 2: Flow Data Analysis	E + H x 100	Е-Н		Part 1: Workford Analysis			Pau Worl Ana		S.	Data sources
Federal Contractors Program Achievement Report  Part 7: Results - Members of Visible Minorities  Merck Canada inc.  43161	Q R S T U	N 0	М	L	K	J	I	Н	G	F		<u></u>		В	A
Federal Contractors Program Achievement Report  Part 7: Results - Members of Visible Minorities  Merck Canada inc.			43161												
Federal Contractors Program Achievement Report  Part 7: Results - Members of Visible Minorities		la inc.	« Canac	Mercl											
Federal Contractors Program Achievement Report	norities		mbers	Ilts - Mo	t 7: Rest	Par									
	ıt Report	n Achieveme	Progran	actors	ral Conti	Feder									

# Federal Contractors Program Achievement Report Part 8: Reasonable Efforts Merck Canada inc. 2018-03-02

#### **Efforts**

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

Req	mir	ed	m	eas	ure	es:
1100	ull '	·u		Cus	uı ı	$\sim$ 0 $\circ$

requi	Ted medsares.
✓.	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
V	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.
<b>✓</b>	Adjusted survey results to reflect hires, promotions and terminations.
<b>✓</b>	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.
<b>✓</b>	Adjusted the availability estimates to reflect major changes in the workforce (e.g., changes in geographic recruitment areas, addition of new occupational groups or changes in the composition of occupational groups).
V	Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
V	Ensured that any new gaps identified are addressed accordingly.
$\checkmark$	Maintained appropriate records in all required areas.
Other	measures:
<b>V</b>	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.
<b>V</b>	Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
$\checkmark$	Ensured ongoing senior-level support for employment equity and its implementation.
	Established accountability mechanisms to ensure that the short-term goals would be met.
<b>√</b>	Communicated the goals to relevant managers as well as monitored and recorded the results.
$\checkmark$	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):
nar	ational Context
ganiz	check the appropriate boxes and provide a brief overview of the events that have influenced your ration's activities during the period between the first/previous and subsequent/current compliance ment.  Impact of economic and industrial conditions on the organization.
	Any reorganization or other corporate structural changes.
	Acquisitions, mergers or transfers of 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 that 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:

 $\boxtimes$  Yes  $\square$  No

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

 $\boxtimes$  Yes  $\square$  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

1 04   Semi-Professionals & rechnicians   Goal not met (0% achieved).		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	Goal not met (0% achieved).
	Personnel	

#### 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	Goal not met (0% achieved)
	Personnel	
08	Skilled Sales & Service Personnel	Goal met at 112.5%
10	Clerical Personnel	Goal met at 229.9%
11	Intermediate Sales & Service	Goal met at 150.2%
	Personnel	

#### 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			
			Short-	Long-	Representation	LMA
Emp	Employment Equity Occupational Group		term	term	Representation	
	(EEOG)	Gap	(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
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			als		
			Short-	Long-	Representation	LMA
Emp	ployment Equity Occupational Group	Present	term	term	Representation	LIVIA
	(EEOG)	Gap	(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
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			als		
Employment Equity Occupational Group (EEOG)		Present Gap	Short- term (1 to 3	Long- term (3+	Representation	LMA
	·		years)	years)		
#	Description	#	%	%	%	%
01/	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 EEGOs has remained constant or increased over the past couple years.

#### **Members of Visible Minorities**

	Workforce Analysis Results			als		
Employment Equity Occupational Group		Present	Short- term	Long- term	Representation	LMA
	(EEOG)	Gap	(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
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	$\square$ 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 <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of 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 underrepresented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.



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

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

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



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!