



s.19(1)
s.24(1)

Agreement to Implement Employment Equity

- New Agreement
 Revised Agreement

BEST AVAILABLE COPY

ORGANIZATION	
Legal Name of Organization Modis Canada Inc.	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number [Redacted]
Organization's North American Industry Classification System (NAICS) Code N° 561310	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 147 To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-sciar/2002/naics-sciar021-eng.htm

Official use only (if information above is incorrect)		
Procurement Business Number	Total number of employees in Canada	Organization's NAICS Code No <i>561320</i>

HEAD OFFICE			
Address (building number, street, suite, etc.) 10 Bay Street 7th Floor	City Toronto	Province ON	Postal Code M5J 2R8
	Telephone Number 416-367-2020	Fax Number 416-642-0108	

EMPLOYMENT EQUITY CONTACT	
Name (print) Tara Truchan	Title Human Resources Generalist
Telephone Number 514-875-9520 ext 246	E-mail Address tara.truchan@modis.com

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

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) Dave Hayward	Title Senior Vice President-Canada
Telephone Number 416-367-2020	E-mail Address dave.hayward@modis.com
Signature [Redacted]	Date <i>October 18, 2013</i>

RETURN INSTRUCTIONS
IMPORTANT <ul style="list-style-type: none"> * The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (819) 953-9768 or by e-mail at: ee-eme@hrsdc-rhdcc.gc.ca

*Tracker ✓
WEP/L ✓
at/ach ✓*



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

Reporting Period 2016-01-01 to 2016-12-31

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	96	1	0	97	Calgary	6	0	0	6
Québec	6	0	0	6	Montréal	6	0	0	6
British Columbia	8	0	0	8	Regina	1	0	0	1
Saskatchewan	1	0	0	1	Toronto	65	0	0	65
Alberta	6	0	0	6	Vancouver	7	0	0	7
Total Employees in Canada				118	Ottawa - Gatineau	31	1	0	32
					Victoria	1	0	0	1
					Total Employees in Canada				118



Modis Canada Inc. (certificate # 060626)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Ontario
Reporting Period 2016-01-01 to 2016-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$ 5,000 - \$ 9,999	4	1	1										
	3	2	2										
	2	3	2	1									
	1	13	6	7							3	2	1
	Total	19	11	8							3	2	1
Professionals Top Range: \$ 55,000 - \$59,999 Bottom Range: \$ 55,000 - \$59,999	4												
	3												
	2												
	1	1		1							1		1
	Total	1		1							1		1
Administrative and Senior Clerical Personnel Top Range: \$ 95,000 - \$99,999 Bottom Range: \$ 5,000 - \$ 9,999	4	3	2	1							1		1
	3	7	3	4							4	2	2
	2	13	5	8							4	1	3
	1	11	4	7	1	1					2		2
	Total	34	14	20	1	1					11	3	8



Modis Canada Inc. (certificate # 060626)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / Ontario
 Reporting Period 2016-01-01 to 2016-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities							
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13					
Skilled Sales and Service Personnel Top Range: \$100,000 and over Bottom Range: \$ 20,000 - \$24,999	4	1	1															
	3	3		3									1					1
	2	2	1	1									2	1				1
	1	9	5	4									3	1				2
	Total	15	7	8									6	2				4
Clerical Personnel Top Range: \$ 50,000 - \$54,999 Bottom Range: Under \$5,000	4	14	2	12									6	2				4
	3	8	1	7									3					3
	2	2		2									1					1
	1	2	1	1									1	1				1
	Total	26	4	22									11	3				8
Total Number of Employees		96	37	59	1	1						32	10				22	



Modis Canada Inc. (certificate # 060626)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Part-Time / Ontario
 Reporting Period 2016-01-01 to 2016-12-31

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



Modis Canada Inc. (certificate # 060626)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / Québec
 Reporting Period 2016-01-01 to 2016-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13	
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4													
	3													
	2													
	1		1	1										
	Total		1	1										
Administrative and Senior Clerical Personnel Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 30,000 - \$34,999	4		1			1							1	
	3													
	2													
	1		1			1								
	Total		2	2		2							1	1
Skilled Sales and Service Personnel Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 40,000 - \$44,999	4		1	1										
	3													
	2													
	1		1	1										
	Total		2	2										
Clerical Personnel Top Range: \$ 50,000 - \$54,999 Bottom Range: \$ 50,000 - \$54,999	4													
	3													
	2													
	1		1	1										
	Total		1	1										



Modis Canada Inc. (certificate # 060626)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / Québec
 Reporting Period 2016-01-01 to 2016-12-31

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

Modis Canada Inc. (certificate # 060626)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / British Columbia
 Reporting Period 2016-01-01 to 2016-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4												
	3												
	2												
	1		1	1									
	Total		1	1									
Administrative and Senior Clerical Personnel Top Range: \$ 70,000 - \$74,999 Bottom Range: Under \$5,000	4		1			1							
	3												
	2		1			1							
	1		1			1							
	Total		3			3							
Skilled Sales and Service Personnel Top Range: \$100,000 and over Bottom Range: \$ 55,000 - \$59,999	4		1			1							
	3												
	2												
	1		2			2							
	Total		3			3							
Clerical Personnel Top Range: \$ 20,000 - \$24,999 Bottom Range: \$ 20,000 - \$24,999	4												
	3												
	2												
	1		1			1					1		1
	Total		1			1					1		1



Modis Canada Inc. (certificate # 060626)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / British Columbia
 Reporting Period 2016-01-01 to 2016-12-31

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



Modis Canada Inc. (certificate # 060626)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / Saskatchewan
 Reporting Period 2016-01-01 to 2016-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13	
Administrative and Senior Clerical Personnel Top Range: \$ 90,000 - \$94,999 Bottom Range: \$ 90,000 - \$94,999	4													
	3													
	2													
	1	1		1							1		1	
Total Number of Employees	Total	1		1							1		1	

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / Alberta
 Reporting Period 2016-01-01 to 2016-12-31

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Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$ 20,000 - \$24,999	4	1	1										
	3												
	2												
	1	1		1									
	Total	2	1	1									
Administrative and Senior Clerical Personnel Top Range: \$ 30,000 - \$34,999 Bottom Range: Under \$5,000	4	1	1										
	3												
	2												
	1	1	1	1									
	Total	2	2										
Skilled Sales and Service Personnel Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Clerical Personnel Top Range: \$ 25,000 - \$29,999 Bottom Range: \$ 25,000 - \$29,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									



Modis Canada Inc. (certificate # 060626)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Alberta
Reporting Period 2016-01-01 to 2016-12-31

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



Modis Canada Inc. (certificate # 060626)

Form 3 A

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Ontario
Reporting Period 2016-01-01 to 2016-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	10	5	5	1	1					3	1	2
\$ 15,000 - \$19,999	3	1	2							1		1
\$ 20,000 - \$24,999	2		2									
\$ 25,000 - \$29,999	5	1	4							1		1
\$ 30,000 - \$34,999	5	1	4							2		2
\$ 35,000 - \$37,499	3	1	2									
\$ 37,500 - \$39,999	3	2	1									
\$ 40,000 - \$44,999	15	4	11							7	3	4
\$ 45,000 - \$49,999	11	2	9							6	1	5
\$ 50,000 - \$59,999	4		4							2		2
\$ 60,000 - \$69,999	6	2	4							2	1	1
\$ 70,000 - \$84,999	4	2	2							2	1	1
\$ 85,000 - \$99,999	8	6	2							1	1	
\$100,000 and over	17	10	7							5	2	3
Total Number of Employees	96	37	59	1	1					32	10	22



Modis Canada Inc. (certificate # 060626)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Part-Time / Ontario
 Reporting Period 2016-01-01 to 2016-12-31

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



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Québec

Reporting Period 2016-01-01 to 2016-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 30,000 - \$34,999	1		1									
\$ 40,000 - \$44,999	1	1										
\$ 50,000 - \$59,999	1		1									
\$ 60,000 - \$69,999	2	1	1							1		1
\$100,000 and over	1	1										
Total Number of Employees	6	3	3							1		1



Modis Canada Inc. (certificate # 060626)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Full-Time / British Columbia
 Reporting Period 2016-01-01 to 2016-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	1		1									
\$ 20,000 - \$24,999	2		2							1		1
\$ 50,000 - \$59,999	1	1										
\$ 60,000 - \$69,999	1	1										
\$ 70,000 - \$84,999	1		1									
\$100,000 and over	2	2										
Total Number of Employees	8	4	4	4						1		1

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Full-Time / Saskatchewan
 Reporting Period 2016-01-01 to 2016-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 85,000 - \$99,999	1		1							1		1
Total Number of Employees	1		1							1		1



Modis Canada Inc. (certificate # 060626)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Alberta
Reporting Period 2016-01-01 to 2016-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	1	1										
\$ 20,000 - \$24,999	1		1									
\$ 25,000 - \$29,999	1		1									
\$ 30,000 - \$34,999	1	1										
\$100,000 and over	2	1	1									
Total Number of Employees	6	3	3									



Modis Canada Inc. (certificate # 060626)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Ontario

Reporting Period 2016-01-01 to 2016-12-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	7	3	4							3		3
Administrative and Senior Clerical Personnel	23	8	15	1	1					5		5
Skilled Sales and Service Personnel	4	2	2							1		1
Clerical Personnel	5	1	4							3	1	2
Total Number of Employees Hired	39	14	25	1	1					12	1	11



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Québec

Reporting Period 2016-01-01 to 2016-12-31

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / British Columbia

Reporting Period 2016-01-01 to 2016-12-31

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



Modis Canada Inc. (certificate # 060626)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Alberta

Reporting Period 2016-01-01 to 2016-12-31

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



Modis Canada Inc. (certificate # 060626)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Ontario
Reporting Period 2016-01-01 to 2016-12-31

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



Modis Canada Inc. (certificate # 060626)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / British Columbia
Reporting Period 2016-01-01 to 2016-12-31

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

Modis Canada Inc. (certificate # 060626)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Ontario

Reporting Period 2016-01-01 to 2016-12-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	8	4	4							5	2	3
Administrative and Senior Clerical Personnel	17	8	9							6	3	3
Skilled Sales and Service Personnel	5		5							1		1
Clerical Personnel	7		7							3		3
Total Number of Employees Terminated	37	12	25							15	5	10



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Modis Canada Inc. (certificate # 060626)
 Full-Time / Québec
 Reporting Period 2016-01-01 to 2016-12-31

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



Modis Canada Inc. (certificate # 060626)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
 Full-Time / British Columbia
 Reporting Period 2016-01-01 to 2016-12-31

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

Modis Canada Inc. (certificate # 060626)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Alberta

Reporting Period 2016-01-01 to 2016-12-31

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



Workplace Equity Information Management System - Modis Canada Inc.

Workforce Analysis - Detailed Report

Date: 2017-07-24

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	1	0	0.0 %	27.6 %	0	0	National
02 : Middle and Other Managers	National	23	9	39.1 %	39.4 %	9	0	National
03 : Professionals		1	1	100.0 %	73.2 %	1	0	
1121 : Human resources professionals	National	1	1	100.0 %	73.2 %	1	0	National
07 : Administrative and Senior Clerical Personnel		43	27	62.8 %	78.6 %	34	-7	
Employment Equity Occupational Group	Calgary	2	0	0.0 %	81.2 %	2	-2	Calgary
Employment Equity Occupational Group	Montréal	2	2	100.0 %	80.9 %	2	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	14	8	57.1 %	76.8 %	11	-3	Ottawa - Gatineau
Employment Equity Occupational Group	Regina	1	1	100.0 %	80.4 %	1	0	Regina
Employment Equity Occupational Group	Toronto	21	13	61.9 %	79.1 %	17	-4	Toronto
Employment Equity Occupational Group	Vancouver	3	3	100.0 %	78.9 %	2	1	Vancouver
08 : Skilled Sales and Service Personnel		21	9	42.9 %	27.9 %	6	3	
6221 : Technical sales specialists - wholesale trade	Alberta	1	1	100.0 %	23.4 %	0	1	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	3	0	0.0 %	27.9 %	1	-1	British Columbia
6221 : Technical sales specialists - wholesale trade	Ontario	15	8	53.3 %	27.9 %	4	4	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	2	0	0.0 %	29.9 %	1	-1	Québec
10 : Clerical Personnel		29	25	86.2 %	65.7 %	19	6	
Employment Equity Occupational Group	Calgary	1	1	100.0 %	70.7 %	1	0	Calgary
Employment Equity Occupational Group	Montréal	1	1	100.0 %	61.6 %	1	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	8	8	100.0 %	65.7 %	5	3	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	18	14	77.8 %	65.5 %	12	2	Toronto
Employment Equity Occupational Group	Vancouver	1	1	100.0 %	70.6 %	1	0	Vancouver

Workforce Analysis - Detailed Report

Date: 2017-07-24

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Women		Availability #	Gap #	Recruitment Area
			Representation #	%			
Total		118	71	60.2 %	58.3 %	69	2

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data

Workforce Analysis - Detailed Report

Date: 2017-07-24

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Recruitment Area	
			Representation #	Representation %	Availability #	Gap #		
01 : Senior Managers	National	1	0	0.0 %	3.2 %	0	0	National
02 : Middle and Other Managers	National	23	0	0.0 %	2.7 %	1	-1	National
03 : Professionals	National	1	0	0.0 %	3.1 %	0	0	National
1121 : Human resources professionals	National	1	0	0.0 %	3.1 %	0	0	National
07 : Administrative and Senior Clerical Personnel	Calgary	2	0	0.0 %	2.9 %	0	0	Calgary
Employment Equity Occupational Group	Montreal	2	0	0.0 %	0.8 %	0	0	Montreal
Employment Equity Occupational Group	Ottawa - Gatineau	14	0	0.0 %	3.4 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Regina	1	0	0.0 %	6.6 %	0	0	Regina
Employment Equity Occupational Group	Toronto	21	1	4.8 %	0.8 %	0	1	Toronto
Employment Equity Occupational Group	Vancouver	3	0	0.0 %	2.1 %	0	0	Vancouver
08 : Skilled Sales and Service Personnel	Alberta	1	0	0.0 %	2.8 %	0	0	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	3	0	0.0 %	2.1 %	0	0	British Columbia
6221 : Technical sales specialists - wholesale trade	Ontario	15	0	0.0 %	1.2 %	0	0	Ontario
6221 : Technical sales specialists - wholesale trade	Quebec	2	0	0.0 %	1.1 %	0	0	Quebec
10 : Clerical Personnel	Calgary	1	0	0.0 %	3.1 %	0	0	Calgary
Employment Equity Occupational Group	Montreal	1	0	0.0 %	1.0 %	0	0	Montreal
Employment Equity Occupational Group	Ottawa - Gatineau	8	0	0.0 %	3.5 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	18	0	0.0 %	0.8 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	2.7 %	0	0	Vancouver

Workforce Analysis - Detailed Report

Date: 2017-07-24

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Gap #	Recruitment Area
			Representation #	Availability %		
Total		118	1	0.8 %	2	-1

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data

Workforce Analysis - Detailed Report

Date: 2017-07-24

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Availability #	Gap #	Recruitment Area
			Representation #	%			
01 : Senior Managers	National	1	0	0.0 %	0	0	National
02 : Middle and Other Managers	National	23	3	13.0 %	4	-1	National
03 : Professionals	National	1	1	100.0 %	0	1	National
1121 : Human resources professionals	National	1	1	100.0 %	0	1	National
07 : Administrative and Senior Clerical Personnel	Calgary	2	0	0.0 %	0	0	Calgary
Employment Equity Occupational Group	Montreal	2	1	50.0 %	0	1	Montreal
Employment Equity Occupational Group	Ottawa - Gatineau	14	3	21.4 %	2	1	Ottawa - Gatineau
Employment Equity Occupational Group	Regina	1	1	100.0 %	0	1	Regina
Employment Equity Occupational Group	Toronto	21	8	38.1 %	9	-1	Toronto
Employment Equity Occupational Group	Vancouver	3	0	0.0 %	1	-1	Vancouver
08 : Skilled Sales and Service Personnel	Alberta	21	6	28.6 %	5	1	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	1	0	0.0 %	0	0	Alberta
6221 : Technical sales specialists - wholesale trade	Ontario	3	0	0.0 %	1	-1	British Columbia
6221 : Technical sales specialists - wholesale trade	Ontario	15	6	40.0 %	3	3	Ontario
6221 : Technical sales specialists - wholesale trade	Quebec	2	0	0.0 %	0	0	Quebec
10 : Clerical Personnel	Quebec	29	0	0.0 %	0	0	Quebec
Employment Equity Occupational Group	Calgary	1	0	0.0 %	0	0	Calgary
Employment Equity Occupational Group	Montreal	1	0	0.0 %	0	0	Montreal
Employment Equity Occupational Group	Ottawa - Gatineau	8	0	0.0 %	1	-1	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	18	11	61.1 %	9	2	Toronto
Employment Equity Occupational Group	Vancouver	1	1	100.0 %	0	1	Vancouver

Workforce Analysis - Detailed Report

Date: 2017-07-24

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Gap #	Recruitment Area
			Representation #	Availability %		
Total		118	35 29.7 %	33 28.1 %	2	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data

Workforce Analysis - Detailed Report

Date: 2017-07-24

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities		Availability #	Gap #	Recruitment Area
			Representation #	%			
01/02 : Managers	National	24	0	0.0 %	1	-1	National
03 : Professionals	National	1	0	0.0 %	0	0	National
07 : Administrative and Senior Clerical Personnel	National	43	0	0.0 %	4	-4	National
08 : Skilled Sales and Service Personnel	National	21	0	0.0 %	2	-2	National
10 : Clerical Personnel	National	29	0	0.0 %	3	-3	National
Total		118	0	0.0 %	10	-10	

Total may not equal sum of components due to rounding.

Sources: 2017 Canadian Survey on Disability and employer's internal data



Workforce Analysis - Detailed Report

Date: 2017-07-24

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA



Workforce Analysis - Detailed Report

Date: 2017-07-24

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National



Workplace Equity Information Management System - Modis Canada Inc.

Workforce Analysis - Summary Report

Date: 2017-07-24

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	1	0	0.0 %	27.6 %	0	0
02 : Middle and Other Managers	23	9	39.1 %	39.4 %	9	0
03 : Professionals	1	1	100.0 %	73.2 %	1	0
07 : Administrative and Senior Clerical Personnel	43	27	62.8 %	78.6 %	34	-7
08 : Skilled Sales and Service Personnel	21	9	42.9 %	27.9 %	6	3
10 : Clerical Personnel	29	25	86.2 %	65.7 %	19	6
Total	118	71	60.2 %	58.3 %	69	2

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2017-07-24

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees #	Representation #	Representation %	Availability %	Availability #	Gap #
01 : Senior Managers	1	0	0.0 %	3.2 %	0	0
02 : Middle and Other Managers	23	0	0.0 %	2.7 %	1	-1
03 : Professionals	1	0	0.0 %	3.1 %	0	0
07 : Administrative and Senior Clerical Personnel	43	1	2.3 %	2.0 %	1	0
08 : Skilled Sales and Service Personnel	21	0	0.0 %	1.4 %	0	0
10 : Clerical Personnel	29	0	0.0 %	1.7 %	0	0
Total	118	1	0.8 %	2.0 %	2	-1

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2017-07-24

Members of Visible Minorities

Employment Equity Occupational Group	All Employees		Members of Visible Minorities		Members of Visible Minorities		Gap #
	#	%	#	%	Availability #	Gap #	
01 : Senior Managers	1	0.0 %	0	0.0 %	0	0	0
02 : Middle and Other Managers	23	13.0 %	3	13.0 %	4	-1	-1
03 : Professionals	1	100.0 %	1	100.0 %	0	1	1
07 : Administrative and Senior Clerical Personnel	43	30.2 %	13	30.2 %	12	1	1
08 : Skilled Sales and Service Personnel	21	28.6 %	6	28.6 %	5	1	1
10 : Clerical Personnel	29	41.4 %	12	41.4 %	12	0	0
Total	118	29.7 %	35	28.1 %	33	2	2

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2017-07-24

Persons with Disabilities

Employment Equity Occupational Group	All Employees		Persons with Disabilities		Persons with Disabilities		Gap #
	#	%	#	%	Availability #	Gap #	
01/02 : Managers	24	0.0 %	0	5.0 %	1	-1	
03 : Professionals	1	0.0 %	0	8.9 %	0	0	
07 : Administrative and Senior Clerical Personnel	43	0.0 %	0	10.0 %	4	-4	
08 : Skilled Sales and Service Personnel	21	0.0 %	0	8.0 %	2	-2	
10 : Clerical Personnel	29	0.0 %	0	9.3 %	3	-3	
Total	118	0.0 %	0	8.4 %	10	-10	

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2017-07-24

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA



Workforce Analysis - Summary Report

Date: 2017-07-24

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National

Federal Contractors Program Achievement Table
Part 1: Workforce Analysis
Modis Canada Inc.
2017-07-24

Data from Previous Workforce Analysis
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↓ ↓ ↓

Date of Previous Workforce Analysis		
YYYY	MM	DD
2016	08	18

Data from Current Workforce Analysis

↓ ↓ ↓

Date of Current Workforce Analysis		
YYYY	MM	DD
2017	04	27

Employment Equity Occupational Group (EEOG)		Table 1: Women		
		Previous Workforce Analysis		
		All Employees	Women	
			Representation	Availability*
#	#	%		
01	Senior Managers	2	0	27.4
02	Middle & Other Managers	25	10	38.9
03	Professionals	1	1	71.1
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	50	30	78.9
08	Skilled Sales & Service Personnel	27	13	28.1
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	31	27	65.6
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		136	81	57.6

Employment Equity Occupational Group (EEOG)		Table 5: Women		
		Current Workforce Analysis		
		All Employees	Women	
			Representation	Availability*
#	#	%		
	Senior Managers	1	0	27.4
	Middle & Other Managers	23	9	38.9
	Professionals	1	1	71.1
	Semi-Professionals & Technicians	0	0	0.0
	Supervisors	0	0	0.0
	Supervisors: Crafts & Trades	0	0	0.0
	Administrative & Senior Clerical Personnel	43	27	79.1
	Skilled Sales & Service Personnel	21	9	28.0
	Skilled Crafts & Trades Workers	0	0	0.0
	Clerical Personnel	29	25	65.6
	Intermediate Sales & Service Personnel	0	0	0.0
	Semi-Skilled Manual Workers	0	0	0.0
	Other Sales & Service Personnel	0	0	0.0
	Other Manual Workers	0	0	0.0
Total		118	71	58.3

* Source:

* Source:

Federal Contractors Program Achievement Table
Part 1: Workforce Analysis
Modis Canada Inc.
2017-07-24

Data from Previous Workforce Analysis

Date of Previous Workforce Analysis	MM	DD
YYYY	08	18
2016		

Data from Current Workforce Analysis

Date of Current Workforce Analysis	MM	DD
YYYY	04	27
2017		

Table 2: Aboriginal Peoples
 Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)	All Employees		Aboriginal Peoples	
	#	Representation	#	Availability*
01 Senior Managers	2		1	2.9
02 Middle & Other Managers	25		0	2.2
03 Professionals	1		0	2.7
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	50		0	2.1
08 Skilled Sales & Service Personnel	27		1	1.2
09 Skilled Crafts & Trades Workers	0		0	0.0
10 Clerical Personnel	31		0	1.4
11 Intermediate Sales & Service Personnel	0		0	0.0
12 Semi-Skilled Manual Workers	0		0	0.0
13 Other Sales & Service Personnel	0		0	0.0
14 Other Manual Workers	0		0	0.0
Total	136		2	1.8

Table 6: Aboriginal Peoples
 Current Workforce Analysis

Employment Equity Occupational Group (EEOG)	All Employees		Aboriginal Peoples	
	#	Representation	#	Availability*
01 Senior Managers	1		0	2.9
02 Middle & Other Managers	23		0	2.2
03 Professionals	1		0	2.7
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	43		1	1.9
08 Skilled Sales & Service Personnel	21		0	1.2
09 Skilled Crafts & Trades Workers	0		0	0.0
10 Clerical Personnel	29		0	1.4
11 Intermediate Sales & Service Personnel	0		0	0.0
12 Semi-Skilled Manual Workers	0		0	0.0
13 Other Sales & Service Personnel	0		0	0.0
14 Other Manual Workers	0		0	0.0
Total	118		1	1.7

* Source:
 0

* Source:
 0

Federal Contractors Program Achievement Table
Part 1: Workforce Analysis
Modis Canada Inc.
2017-07-24

Data from Previous Workforce Analysis

Date of Previous Workforce Analysis	MM	DD
YYYY	08	18
2016		

Data from Current Workforce Analysis

Date of Current Workforce Analysis	MM	DD
YYYY	04	27
2017		

Table 3: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Previous Workforce Analysis		
	All Employees	Members of Visible Minorities Representation	Availability*
	#	#	%
01 Senior Managers	2	0	10.1
02 Middle & Other Managers	25	4	15.0
03 Professionals	1	1	14.1
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	50	14	24.1
08 Skilled Sales & Service Personnel	27	8	20.1
09 Skilled Crafts & Trades Workers	0	0	0.0
10 Clerical Personnel	31	12	37.5
11 Intermediate Sales & Service Personnel	0	0	0.0
12 Semi-Skilled Manual Workers	0	0	0.0
13 Other Sales & Service Personnel	0	0	0.0
14 Other Manual Workers	0	0	0.0
Total	136	39	24.4

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Current Workforce Analysis		
	All Employees	Members of Visible Minorities Representation	Availability*
	#	#	%
01 Senior Managers	1	0	10.0
02 Middle & Other Managers	23	3	15.0
03 Professionals	1	1	14.1
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	43	13	26.1
08 Skilled Sales & Service Personnel	21	6	19.7
09 Skilled Crafts & Trades Workers	0	0	0.0
10 Clerical Personnel	29	12	36.8
11 Intermediate Sales & Service Personnel	0	0	0.0
12 Semi-Skilled Manual Workers	0	0	0.0
13 Other Sales & Service Personnel	0	0	0.0
14 Other Manual Workers	0	0	0.0
Total	118	35	25.2

* Source:
0

* Source:
0

Federal Contractors Program Achievement Table
Part 1: Workforce Analysis
Modis Canada Inc.
2017-07-24

Data from Previous Workforce Analysis
 ↓ ↓ ↓

Date of Previous Workforce Analysis	MM	DD
YYYY	08	18
2016		

Data from Current Workforce Analysis
 ↓ ↓ ↓

Date of Current Workforce Analysis	MM	DD
YYYY	04	27
2017		

Table 4: Persons with Disabilities
 Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)	All Employees		Persons with Disabilities	
	#	Representation	#	Availability*
01/02 Managers	27	0	0	4.3
03 Professionals	1	0	0	3.8
04 Semi-Professionals & Technicians	0	0	0	0.0
05 Supervisors	0	0	0	0.0
06 Supervisors: Crafts & Trades	0	0	0	0.0
07 Administrative & Senior Clerical Personnel	50	0	0	3.4
08 Skilled Sales & Service Personnel	27	0	0	3.5
09 Skilled Crafts & Trades Workers	0	0	0	0.0
10 Clerical Personnel	31	0	0	7.0
11 Intermediate Sales & Service Personnel	0	0	0	0.0
12 Semi-Skilled Manual Workers	0	0	0	0.0
13 Other Sales & Service Personnel	0	0	0	0.0
14 Other Manual Workers	0	0	0	0.0
Total	136	0	0	4.4

Table 8: Persons with Disabilities
 Current Workforce Analysis

Employment Equity Occupational Group (EEOG)	All Employees		Persons with Disabilities	
	#	Representation	#	Availability*
01/02 Managers	24	0	0	4.3
03 Professionals	1	0	0	3.8
04 Semi-Professionals & Technicians	0	0	0	0.0
05 Supervisors	0	0	0	0.0
06 Supervisors: Crafts & Trades	0	0	0	0.0
07 Administrative & Senior Clerical Personnel	43	0	0	3.4
08 Skilled Sales & Service Personnel	21	0	0	3.5
09 Skilled Crafts & Trades Workers	0	0	0	0.0
10 Clerical Personnel	29	0	0	7.0
11 Intermediate Sales & Service Personnel	0	0	0	0.0
12 Semi-Skilled Manual Workers	0	0	0	0.0
13 Other Sales & Service Personnel	0	0	0	0.0
14 Other Manual Workers	0	0	0	0.0
Total	118	0	0	4.5

* Source:

* Source:

Federal Contractors Program Achievement Table

Part 2: Flow Data Analysis

Modis Canada Inc.

42940

Start Date of Flow Data			
YYYY	MM	DD	
2016	01	01	

End Date of Flow Data			
YYYY	MM	DD	
2016	12	31	

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 1: Women Hired				Table 5: Women Promoted				Table 9: Women Terminated			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	9	5	0	0	2	2	0	0	8	4	0	0
03 Professionals	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	29	19	0	0	7	3	0	0	24	15	0	0
08 Skilled Sales & Service Personnel	7	2	0	0	3	0	0	0	10	5	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	5	4	0	0	1	1	0	0	7	7	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	50	30	0	0	13	6	0	0	49	31	0	0

Federal Contractors Program Achievement Table

Part 2: Flow Data Analysis

Modis Canada Inc.

42940

Start Date of Flow Data			
YYYY	MM	DD	
2016	01	01	

End Date of Flow Data			
YYYY	MM	DD	
2016	12	31	

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples				Table 6: Aboriginal Peoples				Table 10: Aboriginal Peoples			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	9	0	0	0	2	0	0	0	8	0	0	0
03 Professionals	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	29	1	0	0	7	0	0	0	24	0	0	0
08 Skilled Sales & Service Personnel	7	0	0	0	3	0	0	0	10	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	5	0	0	0	1	0	0	0	7	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	50	1	0	0	13	0	0	0	49	0	0	0

Federal Contractors Program Achievement Table

Part 2: Flow Data Analysis

Modis Canada Inc.

42940

006567

Start Date of Flow Data			
YYYY	MM	DD	
2016	01	01	

End Date of Flow Data			
YYYY	MM	DD	
2016	12	31	

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	9	0	0	0	2	0	0	0	8	0	0	0
03 Professionals	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	29	0	0	0	7	0	0	0	24	0	0	0
08 Skilled Sales & Service Personnel	7	0	0	0	3	0	0	0	10	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	5	0	0	0	1	0	0	0	7	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	50	0	0	0	13	0	0	0	49	0	0	0

Federal Contractors Program Achievement Table

Part 2: Flow Data Analysis

Modis Canada Inc.

42940

Start Date of Flow Data			
YYYY	MM	DD	
2016	01	01	

End Date of Flow Data			
YYYY	MM	DD	
2016	12	31	

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National	Part-time / National	All Employees Hired	Members of Visible Minorities Hired	Full-time / National	Part-time / National	All Employees Promoted	Members of Visible Minorities Promoted	Full-time / National	Part-time / National	All Employees Terminated	Members of Visible Minorities Terminated
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	9	0	0	0	2	0	0	0	0	8	5	0
03 Professionals	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	29	6	0	0	7	2	0	0	0	24	6	0
08 Skilled Sales & Service Personnel	7	1	0	0	3	1	0	0	0	10	1	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	5	3	0	0	1	0	0	0	0	7	3	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	50	13	0	0	13	3	0	0	0	49	15	0

Federal Contractors Program Achievement Table
Part 3: Goals
Modis Canada Inc.
42940

Data from Previous Goals

↓ ↓ ↓ ↓ ↓

Data from Current Goals

↓ ↓ ↓ ↓ ↓

Duration of Previous Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2016	2018	2016	2020

Duration of Current Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2019	2017	2021

Table 1: Women

Women

	Short-term Goals		Long-term Goals	
	#	%	#	%
Employment Equity Occupational Group (EEOG)				
01 Senior Managers	-1	5.0	-1	22.4
02 Middle & Other Managers	0	0.0	0	0.0
03 Professionals	0	0.0	0	0.0
04 Semi-Professionals & Technicians	0	0.0	0	0.0
05 Supervisors	0	0.0	0	0.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	0	0.0	0	0.0
08 Skilled Sales & Service Personnel	0	0.0	0	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	0	0.0	0	0.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	0.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
Total	-1	5.0	-1	22.4

Table 5: Women

Women

	Short-term Goals		Long-term Goals	
	#	%	#	%
01 Senior Managers	0	0.0	0	0.0
02 Middle & Other Managers	0	0.0	0	0.0
03 Professionals	0	0.0	0	0.0
04 Semi-Professionals & Technicians	0	0.0	0	0.0
05 Supervisors	0	0.0	0	0.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	0	0.0	0	0.0
08 Skilled Sales & Service Personnel	0	0.0	0	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	0	0.0	0	0.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	0.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
Total	0	0.0	0	0.0

Federal Contractors Program Achievement Table
Part 3: Goals
Modis Canada Inc.
42940

Data from Previous Goals

↓ ↓ ↓ ↓

Duration of Previous Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2016	2018	2016	2020

Data from Current Goals

↓ ↓ ↓ ↓

Duration of Current Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2019	2017	2021

Table 2: Aboriginal Peoples

	Aboriginal Peoples			
	Short-term Goals		Long-term Goals	
	#	%	#	%
Employment Equity Occupational Group (EEOG)				
01 Senior Managers	0	0.0	0	0.0
02 Middle & Other Managers	0	0.0	-1	2.2
03 Professionals	0	0.0	0	0.0
04 Semi-Professionals & Technicians	0	0.0	0	0.0
05 Supervisors	0	0.0	0	0.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	0	0.0	-1	2.1
08 Skilled Sales & Service Personnel	0	0.0	0	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	0	0.0	0	0.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	0.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
Total	0	0.0	-2	4.3

Table 6: Aboriginal Peoples

	Aboriginal Peoples			
	Short-term Goals		Long-term Goals	
	#	%	#	%
01 Senior Managers	0	0.0	0	0.0
02 Middle & Other Managers	0	0.0	-1	2.2
03 Professionals	0	0.0	0	0.0
04 Semi-Professionals & Technicians	0	0.0	0	0.0
05 Supervisors	0	0.0	0	0.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	0	0.0	0	0.0
08 Skilled Sales & Service Personnel	0	0.0	0	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	0	0.0	0	0.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	0.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
Total	0	0.0	-1	2.2

Federal Contractors Program Achievement Table
Part 3: Goals
Modis Canada Inc.
42940

Data from Previous Goals		Data from Current Goals	
↓	↓	↓	↓

Duration of Previous Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2016	2018	2016	2020

Duration of Current Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2019	2017	2021

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities			
	Persons with Disabilities		Long-term Goals	
	Short-term Goals	%	#	%
01/02 Managers	0	0.0	-1	4.3
03 Professionals	0	0.0	0	0.0
04 Semi-Professionals & Technicians	0	0.0	0	0.0
05 Supervisors	0	0.0	0	0.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	0	0.0	-2	3.4
08 Skilled Sales & Service Personnel	0	0.0	-1	3.5
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	-2	2.0	-2	5.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	0.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
Total	-2	2.0	-6	16.2

Employment Equity Occupational Group (EEOG)	Table 7: Persons with Disabilities			
	Persons with Disabilities		Long-term Goals	
	Short-term Goals	%	#	%
01/02 Managers	0	0.0	-1	4.3
03 Professionals	0	0.0	0	0.0
04 Semi-Professionals & Technicians	0	0.0	0	0.0
05 Supervisors	0	0.0	0	0.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	0	0.0	-1	3.4
08 Skilled Sales & Service Personnel	0	0.0	-1	3.5
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	-2	2.0	-2	5.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	0.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
Total	-2	2.0	-5	16.2

Federal Contractors Program Achievement Table
Part 3: Goals
Modis Canada Inc.
42940

Data from Previous Goals

↓ ↓ ↓ ↓ ↓

Data from Current Goals

↓ ↓ ↓ ↓ ↓

Duration of Previous Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2016	2018	2016	2020

Duration of Current Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2019	2017	2021

Table 4: Members of Visible Minorities

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities			
	Short-term Goals		Long-term Goals	
	#	%	#	%
01 Senior Managers	0	0.0	0	0.0
02 Middle & Other Managers	0	0.0	0	0.0
03 Professionals	0	0.0	0	0.0
04 Semi-Professionals & Technicians	0	0.0	0	0.0
05 Supervisors	0	0.0	0	0.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	0	0.0	0	0.0
08 Skilled Sales & Service Personnel	0	0.0	0	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	0	0.0	0	0.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	0.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
Total	0	0.0	0	0.0

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities			
	Short-term Goals		Long-term Goals	
	#	%	#	%
01 Senior Managers	0	0.0	0	0.0
02 Middle & Other Managers	0	0.0	0	0.0
03 Professionals	0	0.0	0	0.0
04 Semi-Professionals & Technicians	0	0.0	0	0.0
05 Supervisors	0	0.0	0	0.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	0	0.0	0	0.0
08 Skilled Sales & Service Personnel	0	0.0	0	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	0	0.0	0	0.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	0.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
Total	0	0.0	0	0.0

Federal Contractors Program Achievement Table

Part 4: Results - Women
Modis Canada Inc.

42940

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources	Part 1: Workforce Analysis	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x E + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V - U x 100	U x E + 100	V - X	U + (DYcart + DYcart2) x 100	
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Hires						Flow Data Analysis						Terminations						Turnover Rate %
		All Employees						Women						All Employees			Women			All Employees			Women									
		#	Representation %	Availability %	Gap #	EE Result %	Part 2: Flow Data Analysis	#	Representation %	Availability %	Gap #	EE Result %	Part 2: Flow Data Analysis	Actual #	Expected #	Difference #	Actual #	Expected #	Difference #	Actual #	Expected #	Difference #	Actual #	Expected #	Difference #							
01 Senior Managers	2016	2	0.0	27.4	1	-1	0.0																									
	2017	1	0.0	27.4	0	0.0																										
02 Middle & Other Managers	2016	25	40.0	38.9	10	0	102.8																									
	2017	23	39.1	38.9	9	0	100.6																									
03 Professionals	2016	1	1.0	71.1	1	0	140.6																									
	2017	1	1.0	71.1	1	0	140.6																									

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Women		All Employees		Women		All Employees		Women		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %			
01 Senior Managers	2017	0	0.0	-1	0.0	5.0	0.0	-1	0.0	22.4	0.0			
	2020	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
02 Middle & Other Managers	2017	11	63.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
	2020	11	63.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
03 Professionals	2017	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
	2020	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			

Federal Contractors Program Achievement Table

Part 4: Results - Women

Modis Canada Inc.

42940

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Hires						Flow Data Analysis						Promotions						Terminations						Turnover Rate %
		All Employees				Women				All Employees				Women				All Employees				Women				All Employees				Women								
		#	%	Representation	Availability	#	%	Gap	EE Result	#	%	Actual	Expected	#	%	Difference	#	%	Actual	Expected	#	%	Difference	#	%	Actual	Expected	#	%	Difference	#	%	Actual	Expected	#	%	Difference	
04	Semi-Professionals & Technicians	2016	0	0.0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0					
		2017	0	0.0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0						
05	Supervisors	2016	0	0.0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0						
		2017	0	0.0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0						
06	Supervisors: Crafts & Trades	2016	0	0.0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0						
		2017	0	0.0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0						

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants						Short-term Goals						Long-term Goals						Comments						
		All Employees			Women			All Employees			Women			All Employees			Women									
		#	%	Actual	#	%	Goal	#	%	Percent of Goal Met	#	%	Goal	#	%	Percent of Goal Met	#	%	Goal		#	%	Percent of Goal Met			
04	Semi-Professionals & Technicians	2017	0	0.0	0	0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	
		2020	0	0.0	0	0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	
05	Supervisors	2017	0	0.0	0	0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	
		2020	0	0.0	0	0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	
06	Supervisors: Crafts & Trades	2017	0	0.0	0	0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	
		2020	0	0.0	0	0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	

Federal Contractors Program Achievement Table

Part 4: Results - Women

Modis Canada Inc.

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

Occupational Group (EOG)	Year	Workforce Analysis												Hires						Flow Data Analysis						Promotions						Terminations						Turnover Rate %
		All Employees						Women						All Employees			Women			All Employees			Women			All Employees			Women									
		#	Representation %	Availability %	Gap #	EE Result %	Part 2: Flow Data Analysis	Actual #	%	Expected #	Difference #	Part 2: Flow Data Analysis	Actual #	%	Expected #	Difference #	Part 2: Flow Data Analysis	Actual #	%	Expected #	Difference #	Part 2: Flow Data Analysis	Actual #	%	Expected #	Difference #	Part 2: Flow Data Analysis	Actual #	%	Expected #	Difference #							
07 Administrative & Senior Clerical	2016	50	30	60.0	78.9	39	-9	76.0	29	19	65.5	23	-4	7	3	42.9	4	-1	24	15	62.5	14	1	51.6														
	2017	43	27	62.8	79.1	34	-7	79.4	29	19	65.5	23	-4	7	3	42.9	4	-1	24	15	62.5	14	1	51.6														
08 Skilled Sales & Service Personnel	2016	27	13	48.1	28.1	8	5	171.3	7	2	28.6	2	0	3	0	0.0	1	-1	10	5	50.0	5	0	41.7														
	2017	21	9	42.9	28.0	6	3	153.1	7	2	28.6	2	0	3	0	0.0	1	-1	10	5	50.0	5	0	41.7														
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0														
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0														

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Women		All Employees		Women		All Employees		Women		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
07 Administrative & Senior Clerical	2017	36	22	61.1	0	0.0	0	0.0	0	0.0	0	0.0		
	2020	36	22	61.1	0	0.0	0	0.0	0	0.0	0	0.0		
08 Skilled Sales & Service Personnel	2017	10	2	20.0	0	0.0	0	0.0	0	0.0	0	0.0		
	2020	10	2	20.0	0	0.0	0	0.0	0	0.0	0	0.0		
09 Skilled Crafts & Trades Workers	2017	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
	2020	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		

Federal Contractors Program Achievement Table

Part 4: Results - Women

Modis Canada Inc.

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Hires						Flow Data Analysis						Terminations						Turnover Rate %
		All Employees						Women						All Employees			Women			All Employees			Women									
		#	Representation %	Availability %	Gap #	EE Result %	Part 2: Flow Data Analysis	Actual #	Expected %	Difference #	Part 2: Flow Data Analysis	Actual #	Expected %	Difference #	Part 2: Flow Data Analysis	Actual #	Expected %	Difference #	Part 2: Flow Data Analysis	Actual #	Expected %	Difference #										
10 Clerical Personnel	2016	31	27	87.1	65.6	20	7	132.8		5	4	80.0	3	1	1	100.0	1	0	7	7	100.0	6	1	23.3								
	2017	29	25	86.2	65.6	19	6	131.4																								
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0		0	0	0.0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0								
	2017	0	0	0.0	0.0	0	0	0.0		0	0	0.0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0								
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0		0	0	0.0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0								
	2017	0	0	0.0	0.0	0	0	0.0		0	0	0.0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0								

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Women		All Employees		Women		All Employees		Women		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
10 Clerical Personnel	2017	6	83.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	6	83.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
11 Intermediate Sales & Service Personnel	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
12 Semi-Skilled Manual Workers	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Table

Part 4: Results - Women
Modis Canada Inc.

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources			Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G + 100$	E - H	$E + H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L + K \times 100$	$K \times G + 100$	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times F + 100$	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V + U \times 100$	$U \times F + 100$	V - X	$U + (DY \text{ part} 2) \div 2 \times 100$
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Hires						Flow Data Analysis						Promotions						Terminations						Turnover Rate %
		All Employees						Women						All Employees			Women			All Employees			Women			All Employees			Women									
		#	Representation %	Availability %	Gap #	EE Result %	#	Actual #	%	Expected #	Difference #	#	Actual #	%	Expected #	Difference #	#	Actual #	%	Expected #	Difference #	#	Actual #	%	Expected #	Difference #	#	Actual #	%	Expected #	Difference #							
13 Other Sales & Service Personnel	2016	0	0.0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0				
	2017	0	0.0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0				
14 Other Manual Workers	2016	0	0.0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0				
	2017	0	0.0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0				
Total	2016	136	81	59.6	57.6	78	3	103.4	50	30	60.0	29	1	13	6	46.2	8	-2	49	31	63.3	29	2	38.6														
2017	118	71	60.2	58.3	69	2	103.2	50	30	60.0	29	1	13	6	46.2	8	-2	49	31	63.3	29	2	38.6															

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Women		All Employees		Women		All Employees		Women		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
13 Other Sales & Service Personnel	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
14 Other Manual Workers	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Total	2017	63	57.1	-1	-3600.0	5.0	1142.9	-1	-3600.0	22.4	255.1			
2020	63	57.1	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0			

Federal Contractors Program Achievement Table
Part 5: Results - Aboriginal Peoples
Modis Canada Inc.
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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 100	E - H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L - K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x E + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V - U x 100	U x E + 100	V - X	U + (DYcart) + 2) x 100			

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis											
		All Employees						Aboriginal Peoples						All Employees						Aboriginal Peoples					
		#	Representation %	Availability %	Gap #	EE Result %	Part 2: Flow Data Analysis	Actual #	Expected %	Difference #	Part 2: Flow Data Analysis	Actual #	Expected %	Difference #	Part 2: Flow Data Analysis	Actual #	Expected %	Difference #	Part 2: Flow Data Analysis	Actual #	Expected %	Difference #	Turnover Rate %		
01 Senior Managers	2016	2	50.0	2.9	0	1	1,724.1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	
	2017	1	0.0	2.9	0	0	0.0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	
02 Middle & Other Managers	2016	25	0.0	2.2	1	-1	0.0	9	0.0	0	0	0	0	0.0	0	0	0	0	0	8	0	0	0	0	33.3
	2017	23	0.0	2.2	1	-1	0.0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0
03 Professionals	2016	1	0.0	2.7	0	0	0.0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0
	2017	1	0.0	2.7	0	0	0.0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
01 Senior Managers	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
02 Middle & Other Managers	2017	11	0.0	0	0.0	0	0.0	-1	0.0	2.2	0.0	-1	0.0	
	2020	11	0.0	0	0.0	0	0.0	-1	0.0	2.2	0.0	-1	0.0	
03 Professionals	2017	0	0.0	0	0.0	0	0.0	0	0.0	0.0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0.0	0.0	0	0.0	

Federal Contractors Program Achievement Table

Part 5: Results - Aboriginal Peoples

Modis Canada Inc.

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:	Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	E - H	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	V - X	$U \div ((DYear1 + DYear2) \div 2) \times 100$		
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis									Flow Data Analysis															
		Workforce									Hires				Promotions				Terminations					Turnover Rate		
		All Employees	Aboriginal Peoples								All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
			Representation	Availability		Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	%	#	%	#	%	#	%					
04 Semi-Professionals & Technicians	2016	0	0	0.0	0.0	0	0	0.0																		
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																		
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																		
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Hires and Promotions				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	#	%	#			
04 Semi-Professionals & Technicians	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
05 Supervisors	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
06 Supervisors: Crafts & Trades	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

Federal Contractors Program Achievement Table

Part 5: Results - Aboriginal Peoples

Modis Canada Inc.

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources			Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	E - H	$E + H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L + K \times 100$	$K \times G \div 100$	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times E \div 100$	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V - U \times 100$	$U \times E \div 100$	V - X	$U \div (DY \text{ ear} 1 + DY \text{ ear} 2) \times 100$
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis												Turnover Rate %	
		Workforce						Hires						Promotions						Terminations							
		All Employees	Representation %	Availability %	Gap #	EE Result %	All Employees	Actual #	Expected %	Expected #	Difference #	All Employees	Actual #	Expected %	Expected #	Difference #	All Employees	Actual #	Expected %	Expected #	Difference #						
07	Administrative & Senior Clerical	2016	50	0	0.0	2.1	1	-1	0.0	29	1	3.4	1	0	7	0	0.0	0	0	0	24	0	0.0	0	0	0	51.6
08	Skilled Sales & Service Personnel	2016	27	1	3.7	1.2	0	1	308.6	7	0	0.0	0	0	3	0	0.0	0	0	0	10	0	0.0	0	0	0	41.7
09	Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0.0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F + I \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
07	Administrative & Senior Clerical	2017	36	1	2.8	0	0.0	0	0.0	-1	-100.0	2.1	132.3	
08	Skilled Sales & Service Personnel	2017	10	0	0.0	0	0.0	0	0.0	0	0.0	0.0	0.0	
09	Skilled Crafts & Trades Workers	2017	0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	0.0	

Federal Contractors Program Achievement Table
Part 5: Results - Aboriginal Peoples
Modis Canada Inc.
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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 100	E - H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L - K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x E + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V - U x 100	U x E + 100	V - X	U + (DYcart) + 2) x 100			

Occupational Group (EOG)	Year	Workforce Analysis												Flow Data Analysis												Turnover Rate %			
		Workforce						Hires						Promotions						Terminations									
		All Employees #	Representation %	Availability %	Gap #	EE Result %	All Employees #	Actual #	Expected %	Expected #	Difference #	All Employees #	Actual #	Expected %	Expected #	Difference #	All Employees #	Actual #	Expected %	Expected #	Difference #								
10 Clerical Personnel	2016	31	0	0.0	1.4	0	0	0.0	0	0.0	5	0	0.0	0	0	0	1	0	0.0	0	0	0	0	0	0	0	0	0	23.3
	2017	29	0	0.0	1.4	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
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0
	2017	0	0	0.0	0.0	0	0	0.0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0
	2017	0	0	0.0	0.0	0	0	0.0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
10 Clerical Personnel	2017	6	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	6	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
11 Intermediate Sales & Service Personnel	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
12 Semi-Skilled Manual Workers	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Table

Part 5: Results - Aboriginal Peoples

Modis Canada Inc.

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources			Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D$ $\times 100$	Part 1: Workforce Analysis	$D \times G$ $\div 100$	$E - H$	$E + H$ $\times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L + K$ $\times 100$	$K \times G +$ 100	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times$ 100	$P \times E + 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V - U \times$ 100	$U \times E + 100$	$V - X$	$U +$ $(DY \text{ cart} +$ $DY \text{ cart}) \div$ 2×100
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis						Turnover Rate %						
		Workforce						Hires						Promotions							Terminations					
		All Employees #	Representation #	Availability %	Gap #	EE Result %	All Employees #	Actual #	Expected %	Expected #	Difference #	All Employees #	Actual #	Expected %	Expected #	Difference #	All Employees #	Actual #	Expected %		Expected #	Difference #				
13 Other Sales & Service Personnel	2016	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0
	2017	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0
14 Other Manual Workers	2016	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0
	2017	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0
Total	2016	136	2	1.5	1.8	2	0	81.7	50	1	2.0	1	0	13	0	0.0	0	0	0	49	0	0.0	1	-1	38.6	
	2017	118	1	0.8	1.7	2	-1	49.9	50	1	2.0	1	0	13	0	0.0	0	0	0	49	0	0.0	1	-1	38.6	

Data sources	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times$ 100	Part 3: Goals	$E \div G \times$ 100	Part 3: Goals	$F + I \times 100$	Part 3: Goals	$E + K \times$ 100	Part 3: Goals	$F + M \times$ 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments
		Aboriginal Peoples			Aboriginal Peoples			Aboriginal Peoples			
		All Employees #	Actual #	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
13 Other Sales & Service Personnel	2017	0	0	0.0	0	0.0	0	0.0	0	0.0	0.0
	2020	0	0	0.0	0	0.0	0	0.0	0	0.0	0.0
14 Other Manual Workers	2017	0	0	0.0	0	0.0	0	0.0	0	0.0	0.0
	2020	0	0	0.0	0	0.0	0	0.0	0	0.0	0.0
Total	2017	63	1	1.6	0	0.0	0	0.0	-2	-50.0	4.3
	2020	63	1	1.6	0	0.0	0	0.0	-1	-100.0	2.2
	2020	63	1	1.6	0	0.0	0	0.0	-1	-100.0	2.2

Federal Contractors Program Achievement Table
Part 6: Results - Persons with Disabilities
Modis Canada Inc.
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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources			Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D$ $\times 100$	Part 1: Workforce Analysis	$D \times G$ $+ 100$	$E - H$	$E + H$ $\times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L + K$ $\times 100$	$K \times G +$ 100	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times$ 100	$P \times E + 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V - U \times$ 100	$U \times E + 100$	$V - X$	$U +$ $(DY \text{ ear} 2) +$ $2) \times 100$
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Occupational Group (EEOG)	Year	Workforce Analysis										Hires						Flow Data Analysis						Terminations				Turnover Rate %
		All Employees		Persons with Disabilities		Persons with Disabilities		All Employees		Persons with Disabilities		All Employees		Persons with Disabilities		All Employees		Persons with Disabilities		All Employees		Persons with Disabilities		All Employees		Persons with Disabilities		
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
01 & Managers	2016	27	0	0.0	4.3	1	-1	0.0																				
	2017	24	0	0.0	4.3	1	-1	0.0	9	0	0.0	0	0	0	2	0	0.0	0	0	0	8	0	0.0	0	0	0	31.4	
	2016	1	0	0.0	3.8	0	0	0.0																				
03 Professionals	2017	1	0	0.0	3.8	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0.0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments
		All Employees		Persons with Disabilities	Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
01 & Managers	2017	11	0	0.0	0	0.0	-1	0.0	4.3	0.0	
	2020	11	0	0.0	0	0.0	-1	0.0	4.3	0.0	
03 Professionals	2017	0	0	0.0	0	0.0	0	0.0	0.0	0.0	
	2020	0	0	0.0	0	0.0	0	0.0	0.0	0.0	

Federal Contractors Program Achievement Table
Part 6: Results - Persons with Disabilities
Modis Canada Inc.
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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 100	E - H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x E + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V - U x 100	U x E + 100	V - X	U + (DYcart + DYcart) / 2 x 100			

Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis															
		All Employees		Representation		Persons with Disabilities Availability		Gap		EE Result		All Employees		Persons with Disabilities Actual		Expected		Difference		All Employees		Persons with Disabilities Actual		Expected		Difference	
04 Semi-Professionals & Technicians	2016	0	0	0.0	0.0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0
	2017	0	0	0.0	0.0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0
05 Supervisors	2016	0	0	0.0	0.0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0
	2017	0	0	0.0	0.0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0
	2017	0	0	0.0	0.0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments
		All Employees	Persons with Disabilities Actual	%	Goal	Percent of Goal Met	%	Goal	Percent of Goal Met	%	
04 Semi-Professionals & Technicians	2017	0	0	0.0	0	0.0	0.0	0	0.0	0.0	
	2020	0	0	0.0	0	0.0	0.0	0	0.0	0.0	
05 Supervisors	2017	0	0	0.0	0	0.0	0.0	0	0.0	0.0	
	2020	0	0	0.0	0	0.0	0.0	0	0.0	0.0	
06 Supervisors: Crafts & Trades	2017	0	0	0.0	0	0.0	0.0	0	0.0	0.0	
	2020	0	0	0.0	0	0.0	0.0	0	0.0	0.0	

Federal Contractors Program Achievement Table

Part 6: Results - Persons with Disabilities

Modis Canada Inc.

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Federal Contractors Program Achievement Table
Part 6: Results - Persons with Disabilities
Modis Canada Inc.
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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x E + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V - U x 100	U x E + 100	V - X	U + (DYcart) + 2) x 100		

Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis												
		Workforce						Hires						Promotions						Terminations						Turnover Rate %
		All Employees	Representation %	Persons with Disabilities Availability %	Gap #	EE Result %	All Employees	Actual #	Persons with Disabilities Expected #	Difference #	All Employees	Actual #	Persons with Disabilities Expected #	Difference #	All Employees	Actual #	Persons with Disabilities Expected #	Difference #								
07 Administrative & Senior Clerical	2016	50	0.0	3.4	2	-2	0.0	29	0	0.0	1	-1	7	0	0.0	0	0	24	0	0.0	0	0	0	0	0	
08 Skilled Sales & Service Personnel	2016	27	0.0	3.5	1	-1	0.0	7	0	0.0	0	0	3	0	0.0	0	0	10	0	0.0	0	0	0	0	0	41.7
09 Skilled Crafts & Trades Workers	2016	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments
		All Employees	Persons with Disabilities Actual	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %		
		07 Administrative & Senior Clerical	2017	36	0	0	0.0	0	0.0	-2	
	2020	36	0	0	0.0	0	0.0	-1	0.0	3.4	0.0
08 Skilled Sales & Service Personnel	2017	10	0	0	0.0	0	0.0	-1	0.0	3.5	0.0
	2020	10	0	0	0.0	0	0.0	-1	0.0	3.5	0.0
09 Skilled Crafts & Trades Workers	2017	0	0	0	0.0	0	0.0	0	0.0	0.0	0.0
	2020	0	0	0	0.0	0	0.0	0	0.0	0.0	0.0

Federal Contractors Program Achievement Table

Part 6: Results - Persons with Disabilities

Modis Canada Inc.

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Federal Contractors Program Achievement Table
Part 6: Results - Persons with Disabilities
Modis Canada Inc.
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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources			Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G + 100$	$E - H$	$E + H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L + K \times 100$	$K \times G + 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times E + 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V - U \times 100$	$U \times E + 100$	$V - X$	$U + (DY \text{ cart} + 2) \times 100$
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Occupational Group (EEOG)	Year	Workforce Analysis															Flow Data Analysis										Turnover Rate %
		Workforce					Hires					Promotions					Terminations										
		All Employees	Representation %	Persons with Disabilities Availability %	Gap #	EE Result %	All Employees	Actual #	Persons with Disabilities Expected #	Difference #	All Employees	Actual #	Persons with Disabilities Expected #	Difference #	All Employees	Actual #	Persons with Disabilities Expected #	Difference #									
10 Clerical Personnel	2016	31	0.0	7.0	2	-2	0.0																			23.3	
	2017	29	0.0	7.0	2	-2	0.0			1	0	0.0		0	0	0.0											
11 Intermediate Sales & Service Personnel	2016	0	0.0	0.0	0	0	0.0																				0.0
	2017	0	0.0	0.0	0	0	0.0																				
12 Semi-Skilled Manual Workers	2016	0	0.0	0.0	0	0	0.0																				0.0
	2017	0	0.0	0.0	0	0	0.0																				

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		
		Actual #	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
10 Clerical Personnel	2017	6	0.0	-2	0.0	2.0	0.0	-2	0.0	5.0	0.0			
	2020	6	0.0	-2	0.0	2.0	0.0	-2	0.0	5.0	0.0			
11 Intermediate Sales & Service Personnel	2017	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
	2020	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
12 Semi-Skilled Manual Workers	2017	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
	2020	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			

Federal Contractors Program Achievement Table

Part 6: Results - Persons with Disabilities

Modis Canada Inc.

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Federal Contractors Program Achievement Table

Part 6: Results - Persons with Disabilities

Modis Canada Inc.

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	U ÷ ((DYear1 + DYear2) ÷ 2) x 100		
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						Turnover Rate
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
		#	Representation	Availability		Gap	EE Result	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference	
#	#	%	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0.0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0.0
Total	2016	136	0	0.0	4.4	6	-6	0.0																
	2017	118	0	0.0	4.5	5	-5	0.0	50	0	0.0	2	-2	13	0	0.0	0	0	0	49	0	0.0	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals								Comments	
		Hires and Promotions		Short-term Goals				Long-term Goals					
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities					
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	%	%	%	#	%	%	%				
13 Other Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
14 Other Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
Total	2017	63	0	0.0	-2	0.0	2.0	0.0	-6	0.0	16.2	0.0	
	2020	63	0	0.0	-2	0.0	2.0	0.0	-5	0.0	16.2	0.0	

Federal Contractors Program Achievement Table

Part 6: Results - Persons with Disabilities

Modis Canada Inc.

42940

Federal Contractors Program Achievement Table

Part 7: Results - Members of Visible Minorities

Modis Canada Inc.

42940

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources			Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G + 100$	E - H	$E + H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L + K \times 100$	$K \times G + 100$	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times E + 100$	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V + U \times 100$	$U \times E + 100$	V - X	$U + (DY \text{ ear} 2) + 2 \times 100$

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis											Flow Data Analysis											Turnover Rate %		
		All Employees					Visible Minorities					All Employees					Visible Minorities									
		#	%	Part 2: Flow Data Analysis	Part 3: Goals	Part 3: Goals	Representation %	Availability %	Gap #	EE Result %	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 3: Goals	E + K x 100	Expected #	Difference #	#	%	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 3: Goals	E + K x 100	Expected #		Difference #	
01 Senior Managers	2016	2	0.0	10.1	0	0	0.0	0	0.0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0
	2017	1	0.0	10.0	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
02 Middle & Other Managers	2016	25	16.0	15.0	4	0	106.7	9	87.0	3	33.3	1	2	2	0	0.0	0	0	0	8	5	62.5	1	4	33.3	
	2017	23	13.0	15.0	3	0	87.0	9	87.0	3	33.3	1	2	2	0	0.0	0	0	0	8	5	62.5	1	4	33.3	
03 Professionals	2016	1	100.0	14.1	0	1	709.2	0	709.2	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	
	2017	1	100.0	14.1	0	1	709.2	0	709.2	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E + G \times 100$	Part 3: Goals	$F + I \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Visible Minorities		All Employees		Visible Minorities		All Employees		Visible Minorities		
		#	%	Goal #	Percent of Goal Met	#	%	Goal #	Percent of Goal Met	#	%	Goal #	Percent of Goal Met	
01 Senior Managers	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
02 Middle & Other Managers	2017	11	27.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	11	27.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
03 Professionals	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Table
Part 7: Results - Members of Visible Minorities
Modis Canada Inc.
42940

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources			Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G + 100$	$E - H$	$E + H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L + K \times 100$	$K \times G + 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times E + 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V - U \times 100$	$U \times E + 100$	$V - X$	$U + (DY \text{ part} 2) \div 2 \times 100$
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis											
		Workforce						Hires						Promotions						Terminations					
		All Employees	Visible Minorities Representation	Visible Minorities Availability	Gap	EE Result	All Employees	Visible Minorities Actual	Visible Minorities Expected	Difference	All Employees	Visible Minorities Actual	Visible Minorities Expected	Difference	All Employees	Visible Minorities Actual	Visible Minorities Expected	Difference	All Employees	Visible Minorities Actual	Visible Minorities Expected	Difference	Turnover Rate		
04 Semi-Professionals & Technicians	2016	0	0.0	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0
	2017	0	0.0	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0
05 Supervisors	2016	0	0.0	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0
	2017	0	0.0	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0
06 Supervisors: Crafts & Trades	2016	0	0.0	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0
	2017	0	0.0	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Visible Minorities Actual		Visible Minorities Goal		Visible Minorities Goal		Visible Minorities Goal		Visible Minorities Goal		
		#	%	#	%	#	%	#	%	#	%	#	%	
04 Semi-Professionals & Technicians	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
05 Supervisors	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Table
Part 7: Results - Members of Visible Minorities
Modis Canada Inc.
42940

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources			Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G + 100$	$E - H$	$E + H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L + K \times 100$	$K \times G + 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times E + 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V - U \times 100$	$U \times E + 100$	$V - X$	$U + (DY \text{ ear} 2) + 2 \times 100$

Occupational Group (EOG)	Year	Workforce Analysis												Flow Data Analysis											
		Workforce						Hires						Promotions						Terminations					
		All Employees	Representation %	Visible Minorities Availability %	Gap #	EE Result %	All Employees	Actual #	Visible Minorities Expected %	Difference #	All Employees	Actual #	Visible Minorities Expected %	Difference #	All Employees	Actual #	Visible Minorities Expected %	Difference #	All Employees	Actual #	Visible Minorities Expected %	Difference #	Turnover Rate %		
07 Administrative & Senior Clerical	2016	50	14	28.0	24.1	12	2	116.2		29	6	20.7	8	-2	7	2	28.6	2	0	24	6	25.0	7	-1	51.6
	2017	43	13	30.2	26.1	11	2	115.8		6	20.7	8	-2	7	2	28.6	2	0	24	6	25.0	7	-1	51.6	
08 Skilled Sales & Service Personnel	2016	27	8	29.6	20.1	5	3	147.4		7	1	14.3	1	0	3	1	33.3	1	0	10	1	10.0	3	-2	41.7
	2017	21	6	28.6	19.7	4	2	145.0		1	14.3	1	0	0	3	1	33.3	1	0	10	1	10.0	3	-2	41.7
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0
	2017	0	0	0.0	0.0	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E + G \times 100$	Part 3: Goals	$F + I \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
07 Administrative & Senior Clerical	2017	36	8	22.2	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
	2020	36	8	22.2	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
08 Skilled Sales & Service Personnel	2017	10	2	20.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
	2020	10	2	20.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
09 Skilled Crafts & Trades Workers	2017	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
	2020	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	

Federal Contractors Program Achievement Table

Part 7: Results - Members of Visible Minorities

Modis Canada Inc.

42940

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:	Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	E - H	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	V - X	$U \div ((DYear1 + DYear2) \div 2) \times 100$		
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis										Turnover Rate			
		Workforce										Hires			Promotions			Terminations							
		All Employees	Visible Minorities					EE Result	All Employees	Visible Minorities		Difference	All Employees	Visible Minorities		Difference	All Employees	Visible Minorities		Difference					
			Representation	Availability	Gap	Actual	Expected			Actual	Expected			Actual	Expected			Actual	Expected						
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%				
10 Clerical Personnel	2016	31	12	38.7	37.5	12	0	103.2																	
	2017	29	12	41.4	36.8	11	1	112.4	5	3	60.0	2	1	1	0	0.0	0	0	7	3	42.9	3	0	23.3	
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0	
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals										Comments
		Hires and Promotions		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities			
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	#	%	#	%	#	%	#			
10 Clerical Personnel	2017	6	3	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	6	3	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
11 Intermediate Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
12 Semi-Skilled Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

Federal Contractors Program Achievement Table

Part 7: Results - Members of Visible Minorities

Modis Canada Inc.

42940

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:	Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	E - H	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	V - X	$U = ((DYear1 + DYear2) \div 2) \times 100$		
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis									Flow Data Analysis														
		Workforce									Hires				Promotions				Terminations					Turnover Rate	
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities									
		#	Representation	Availability		Gap	EE Result	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference		
#	#	%	%	#	#	%	#	%	#	#	%	#	#	#	%	#	%	#	#	%	#	#	%		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0
Total	2016	136	39	28.7	24.4	33	6	117.5																	
	2017	118	35	29.7	25.2	30	5	117.7	50	13	26.0	13	0	13	3	23.1	4	-1	49	15	30.6	14	1	38.6	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals										Comments
		Hires and Promotions		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities	Visible Minorities		Visible Minorities		Visible Minorities						
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	%	%	#	#	%	%	#	#	%	%	
13 Other Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
14 Other Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
Total	2017	63	16	25.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2020	63	16	25.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	

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

Employer Name: Modis Canada Inc.

Primary Location: Toronto, Ontario

Number of Employees: 118

Organization Overview:

Sector 56: Administrative and support, waste management and remediation services

Modis Canada (formerly Ajilon Consulting) provides IT and management consulting services as well as IT staffing services.

The majority of employees (82%) are located in Ontario. Other Canadian locations include offices in Québec, British Columbia, Saskatchewan and Alberta.

Key Dates – First Year Assessment

Initiated: 2014-09-09
Received: 2016-03-01
Closed: 2016-05-17
WFA: 2016-08-18

Key Dates – Subsequent Assessment

Initiated: 2017-04-25
Received: 2017-07-25
WFA: 2017-04-27

DATA VERIFICATION

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

Yes No

Comments:

- The WFA information from the database dates to 2014 whereas the benchmark data used by the employer in its Achievement Table dates 2016. The database does indicate that an analyst worked with the company to correct a number of information. It is possible that a 2016 WFA was accepted and not updated in the database.
- The data from the current WFA was verified against the WEIMS Tables 1-6 and no errors were found.
- The variances from the 2014 WFA to the 2016 benchmark data used in the Achievement Table appear to be reasonable given normal turnover and shifts that occur within an organization.

- Given that the data from the current WFA included in the Achievement Table is consistent with that found in WEIMS, it is recommended to proceed with an assessment of reasonable progress based on the data provided by the employer in the Achievement Table.

ASSESSMENT OF REASONABLE PROGRESS

Women

1.	Senior Managers	Long-term goal not met (0%)
7.	Administrative & Senior Clerical Personnel	No goal needed (representation exceeds 50%)

Assessment/Observations

- The company did not have an opportunity to meet its goal for EEOG 01 given that there were no hires or promotions in this EEOG. Further, the gap has since been eliminated given a reduction of employees in this EEOG.

Aboriginal Peoples

2.	Middle & Other Managers	No goals set to address the gap of -1
7.	Administrative & Senior Clerical Personnel	Long-term goal met at 132%

Assessment/Observations

- EEOG 02: The organization was not required to set a goal for this EEOG during the previous assessment.
- The organization has met its goals for Aboriginal Peoples.

Person with Disabilities

1. & 2.	Managers	Long-term goal not met (0%)
7.	Administrative & Senior Clerical Personnel	Long-term goal not met (0%)
8.	Skilled Sales & Service Personnel	Long-term goal not met (0%)
10.	Clerical Personnel	Long-term goal not met (0%)

Assessment/Observations

- The company did not have an opportunity to meet its goal for EEOG 01/02 given that there were no hires or promotions in this EEOG.
- For EEOGs 7, 8 and 10, there were 36, 10 and 31 new entrants, respectively. Out of these new entrants, none were persons with disabilities.

Members of Visible Minorities

The company did not have gaps for members of visible minorities.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.

The company has made good progress in achieving its goals for women and Aboriginal peoples.

Progress for persons with disabilities has yet to be seen. However, Given that the employer has only had one year since the previous workforce analysis and the current workforce analysis, it is possible that progress may be achieved with more time.

The company has very few gaps remaining for Aboriginal peoples and persons with disabilities. Women and members of visible minorities are fully represented in all EEOGs of this company's workforce.

The company has demonstrated that it considers diversity in hiring despite their lack of short-term goals (e.g., long-term goal for Aboriginal peoples in EEOG 7 met at 132%).

ASSESSMENT OF SHORT-TERM GOALS

- For all new and outstanding gaps, a short-term goal was set and is at least equal to availability.
- For 0 out of 4 outstanding gaps, a short-term goal was not set and/or goals were not set at availability.
- As was approved to during the initial assessment, the company has continued to set long-term goals instead of short-term goals. The single exception is for persons with disabilities in EEOG 10 where a short-term goal of 2% and a long-term goal of 5% were set. Availability in this EEOG is 7%. In all other cases, the long-term goal was set at availability levels.

RECOMMENDATION

I recommend that the employer be found:

- in compliance in non-compliance

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

- We have noted that goals have been set for all outstanding gaps at levels that are at least equal to availability. We would suggest that you consider setting these as short-term goals to ensure progress in closing the gaps should hiring or promotion opportunities arise. More specifically, a short-term goal should be set for Aboriginal peoples in EEOG 02, for persons with disabilities in EEOGs 01/02, 07 and 08 and the goal for persons with disabilities in EEOG 10 should be set at 7.0% to reflect availability levels.

Name of Analyst: Annick Léger

Date: January 12, 2018

From: Normandin, Ward W [NC] **On Behalf Of** EE-EME

Sent: January 25, 2018 1:07 PM

To: 'dave.hayward@modis.com' <dave.hayward@modis.com>

Cc: 'Truchan, Tara' <Tara.Truchan@modis.com>

Subject: Government of Canada Agreement Number: 060626 – Notification of Compliance with the Federal Contractors Program

Dear Mr. Hayward,

I am writing to inform you that the subsequent compliance assessment initiated on July 29, 2017, has been completed. As a result of the assessment, Modis Canada Inc. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

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

- We have noted that long-term goals that match the respective availability rates have been set for all Employment Equity Occupational Group (EEOG) where a gap was identified. We would suggest that you consider setting these as short-term goals to ensure progress in closing the gaps should hiring or promotion opportunities arise. More specifically, a short-term goal should be set for Aboriginal peoples in EEOG 02, persons with disabilities in EEOGs 01/02, 07 and 08 and the goal for persons with disabilities in EEOG 10 should be set at 7.0% to reflect their availability in that occupational group.

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on July 29, 2020. 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, Modis Canada Inc. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

- the implementation of initiatives to foster a diverse and inclusive workplace;
- measures to remove employment barriers;
- tailored programs to attract and retain designated group members in areas where they are under-represented; and

- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

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

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

Sincerely,

Équipe de l'équité en emploi / Workplace Equity Team

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

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



Rejoignez-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!