Human Resources and

Ressources humaines et Skills Development Canada Développement des compétences Canada OFFICIAL USE ONLY Agreement N°:

s.19(1)

s.24(1)

Labour Program Federal Contractors Program

Agreement to Implement Employment Fault

☐ New Agreement ☐ Revised Agreement			BEST AVAI	LABLE COPY	
	ORGANIZATION			***************************************	***
Legal Name of Organization Modis Canada Inc.		Parent company (s located outside	: Canada	
**************************************		r	71 Yes	P	
			C) 150	No	
Operating Name (If different from Legal Name of Organiza	allon)	Procurement Bu	Inpioyees in Car	aca 147	encode
Organization's North American Industry Classification Sys 561310	tem (NAICS) Code N°	Full-Time/Parl-Ti To find your organ visit: http://www.s norme/naics-scier	ization's NAICS talcan gc.ca/sub	Code Number please lects suiets/standard-	
Official use only (if information above is incorrect)	~~~~	***************************************	***************************************		
Procurement Business Number and apparent	Trates a management				
	Total number of employees in Car		Organization's	MAYOS Code, No	
			L 360	1320-	
Address (building number, street, suite, etc.)	HEAD OFFICE	***************************************	•	~~~	
10 Bay Street	Chy Toxonto		Province ON	Postal Code MSJ 2R8	1
7th Floor	Telephone Num	ber .	Fax Number	Tron two	4
	416-367-20	020	416-642-	0108	
***************************************	MPLOYMENT EQUITY COI	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	***************************************		- X
Name (print)		Y 1 A G 1	·····		
Tara Truchan		urces General:	iar		/ /
Telephone Number	E-mail Address		80 W N		4 7407 7
514-875-9520 ext 246	ltara.truck	an@modis.com			pocke
	GERTIFICATION				
The above-named organization: * having a combined workforce of 100 or more per 12 weeks or more in Canada, AND * Intending to bid on, or being in receipt of, a feder Supply Arrangement, valued at \$1,000,000 or me tereby certifies its commitment to implement or main istrument, in keeping with the Federal Contractors	manent full-time, permanent pa al government goods or service ore (including applicable taxes). Italin employment equity on an o	as contract, standing	offer or contra-	of issued under a	
lease refer to: http://www.hrsdc.gc.ca/eng/fabour/ec nportant note: If an audit of the Agreement to Impl ne procurement instrument(s) with the Government	uginyiskiiiigex.sij <u>ed</u> ement Emalamant Emilia				
IOTE: The signatory must be the Chief Executive C contract on behalf of the organization.	SIGNATORY Officer OR an authorized parson	in an executive posi	lion with legal :	authority to sign a	vovvonog etterations
ame (print)	Title	***************************************	***************************************	••••••	
dve Hayward dealtona Number	······································	e President-Ca	nada	•••••••••••••	Į.
16-347-2024	E-mail Address : dave , havwa:	cd@modis.com			
gna	Date	Dober 18	7,200		mogramous de la constante de l
	RETURNINSTRUCTIONS	······································	•	······································	8 ·
PORTANT		*			
 The original copy of the signed Agreement to at: (819) 953-8768 or by e-mail at: <u>ce-sme@hrs</u> 	implement Employment Equit idc-rhdcc.gc.ca	ly form must be ser	It to the Labor	ur Program fax,	

Canadă

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)

	ı	Province				Cens	us Metropolitan	Areas	
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees		Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Ontario	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 Cana	ada 🕨			118	Ottawa - Gatineau	31	1	0	32
					Victoria	1	0	0	1
					Total Emplo	yees in Canada	•		118



Employment and Social Emploi et Développement
Development Canada social Canada

Modis Canada Inc. (certificate # 060626)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Ontario

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

Occupational Group		A	All Employee:	S		original Peo	oles	Perso	ons with Disa	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Senior Managers	4												
Top Range: \$100,000 and over	3												
Bottom Range: \$100,000 and over	2												
	1	1	1										
	Total	1	1										
Middle and Other Managers	4	1	1										
Top Range: \$100,000 and over	3	2	2										
Bottom Range: \$ 5,000 - \$ 9,999	2	3	2	1									
	1	13	6	7							3	2	1
	Total	19	11	8							3	2	1
Professionals	4												
Top Range: \$ 55,000 - \$59,999	3												
Bottom Range: \$ 55,000 - \$59,999	2												
	1	1		1							1		1
	Total	1		1							1		1
Administrative and Senior Clerical Personnel	4	3	2	1							1		1
Top Range: \$ 95,000 - \$99,999	3	7	3	4							4	2	2
Bottom Range: \$ 5,000 - \$ 9,999	2	13	5	8							4	1	3
	1	11	4	7	1	1					2		2
	Total	34	14	20	1	1					11	3	8

Page 1 of 10 Canada

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

	A	√ll Employees	.	Ab	original Peop	les	Perso	ns with Disal	oilities	Members	of Visible M	inorities
QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
4	1	1										
3	3		3							1		_
2	2	1	1							2	1	1
1	9	5	4							3	1	2
Total	15	7	8							6	2	4
4	14	2	12							6	2	4
з	8	1	7							3		3
2	2		2							1		_
1	2	1	1								1	
Total	26	4	22							11	3	8
	96	37	59	1	l,					32	10	22
	QTR QTR 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Total Col. 2 3 3 15 15 8 8 8 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9	Total Col. 2 3 3 15 15 8 8 8 9 6 9 6	All Employees Total Men Wome Col. 2 Col. 3 Col. 4 1	All Employees Total Men Women Total Col. 2 Col. 3 Col. 4 Col. 5 1 1 1 3 2 1 1 1 9 5 4 4 15 7 8 4 14 2 12 12 8 1 7 2 2 1 7 2 2 1 1 1 26 4 22	All Employees Total Men Women Total Col. 2 Col. 3 Col. 4 Col. 5 1 1 1 3 2 1 1 1 9 5 4 4 15 7 8 4 14 2 12 12 8 1 7 2 2 1 7 2 2 1 1 1 26 4 22	All Employees Aboriginal Peoples Total Col. 2 Men Col. 3 Women Col. 4 Total Col. 5 Men Col. 6 1 1 1 Col. 6 Col. 6 3 3 3 Col. 6 Col. 6 9 5 4 15 7 8 14 2 12 8 1 7 8 12 2 12 2 1 7 8 3 1 7 8 4 2 1 1 1 4 22 1 1 96 37 59 1 1	All Employees Aboriginal Peoples Total Men Women Total Men Women Total Total Col. 2 Men Col. 4 Women Total Col. 5 Men Col. 6 Women Total Col. 7 Col. 6 Col. 7 Col. 7 Col Col. 7 Col. 7 Col Col. 7 Col. 7 <th< th=""><th>All Employees Aboriginal Peoples Total Col. 2 Men Col. 3 Women Col. 4 Total Col. 5 Men Col. 6 Women Col. 7 Total Col. 7 4 1 1 4 Col. 6 Col. 7 Col. 7 Col. 7 3 3 3 3 Col. 6 Col. 7 Col.</th><th>All Employees Aboriginal Peoples Persons with Disability Total Col. 2 Men Col. 3 Women Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 1 1 1 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 3 3 3 3 3 3 3 3 3 4</th><th>All Employees Aboriginal Peoples Persons with Disabilities Total Col. 2 Men Col. 3 Women Col. 4 Total Men Col. 5 Women Col. 7 Total Men Col. 8 Women Col. 9 Total Men Women Col. 7 Women Col. 8 Col. 9 Col. 10 Col. 10<!--</th--><th> All Employees Aboriginal Peoples Persons with Disabilities Members of Visible Total Men Women Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 Col. 10 Col. 11 Col. 11 Col. 11 Col. 12 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 Col. 10 Col. 11 Col. 11 Col. 11 Col. 12 Col. 12 Col. 12 Col. 13 Col. 13 Col. 14 Col. 14 Col. 15 Col. 15 Col. 15 Col. 16 Col. 16 Col. 17 Col. 16 Col. 17 Col. 17 Col. 17 Col. 17 Col. 18 Col. 10 Col. 10 Col. 10 Col. 10 Col. 11 Col. 11 Col. 11 Col. 11 Col. 11 Col. 12 Col. 10 C</th></th></th<>	All Employees Aboriginal Peoples Total Col. 2 Men Col. 3 Women Col. 4 Total Col. 5 Men Col. 6 Women Col. 7 Total Col. 7 4 1 1 4 Col. 6 Col. 7 Col. 7 Col. 7 3 3 3 3 Col. 6 Col. 7 Col.	All Employees Aboriginal Peoples Persons with Disability Total Col. 2 Men Col. 3 Women Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 1 1 1 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 3 3 3 3 3 3 3 3 3 4	All Employees Aboriginal Peoples Persons with Disabilities Total Col. 2 Men Col. 3 Women Col. 4 Total Men Col. 5 Women Col. 7 Total Men Col. 8 Women Col. 9 Total Men Women Col. 7 Women Col. 8 Col. 9 Col. 10 Col. 10 </th <th> All Employees Aboriginal Peoples Persons with Disabilities Members of Visible Total Men Women Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 Col. 10 Col. 11 Col. 11 Col. 11 Col. 12 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 Col. 10 Col. 11 Col. 11 Col. 11 Col. 12 Col. 12 Col. 12 Col. 13 Col. 13 Col. 14 Col. 14 Col. 15 Col. 15 Col. 15 Col. 16 Col. 16 Col. 17 Col. 16 Col. 17 Col. 17 Col. 17 Col. 17 Col. 18 Col. 10 Col. 10 Col. 10 Col. 10 Col. 11 Col. 11 Col. 11 Col. 11 Col. 11 Col. 12 Col. 10 C</th>	All Employees Aboriginal Peoples Persons with Disabilities Members of Visible Total Men Women Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 Col. 10 Col. 11 Col. 11 Col. 11 Col. 12 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 Col. 10 Col. 11 Col. 11 Col. 11 Col. 12 Col. 12 Col. 12 Col. 13 Col. 13 Col. 14 Col. 14 Col. 15 Col. 15 Col. 15 Col. 16 Col. 16 Col. 17 Col. 16 Col. 17 Col. 17 Col. 17 Col. 17 Col. 18 Col. 10 Col. 10 Col. 10 Col. 10 Col. 11 Col. 11 Col. 11 Col. 11 Col. 11 Col. 12 Col. 10 C

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

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

Page 3 of 10

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

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

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

Occupational Group		,	All Employees	S	Ab	original Peoples	oles	Perso	Persons with Disabilities	oilities	Member	Members of Visible Minorities	1inori
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Total Number of Employees		0	ω	3							-3		

Page 5 of 10

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		,	All Employees	S	Abı	Aboriginal Peoples	les	Perso	Persons with Disabilities	oilities	Member	Members of Visible Minorities	inorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers	4												
Top Range: \$100,000 and over	3												
Bottom Range: \$100,000 and over	2												
	_	1	1										
	Total	1	1										
Administrative and Senior Clerical Personnel	4	1		ļ									
Top Range: \$ 70,000 - \$74,999	3												
Bottom Range: Under \$5,000	2	1		1									
	1	1		1									
	Total	3		3									
Skilled Sales and Service Personnel	4	_	1										
Top Range: \$100,000 and over	ω												
Bottom Range: \$ 55,000 - \$59,999	2												
	1	2	2										
	Total	3	3										
Clerical Personnel	4												
Top Range: \$ 20,000 - \$24,999	မ												
Bottom Range: \$ 20,000 - \$24,999	2												
	1	1		1							1		1
	Total	1		J							-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	Total Col. 2	All Employees Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women 6 Col. 7	Total Col. 8	tal Men Wo	Women Col. 10	Total Col. 11	Members of Visible Minorities Total Men Wome ol. 11 Col. 12 Col. 1
Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9	Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	_
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	<u>ი</u>

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

Occupational Group		P	All Employees	S	Ab	Aboriginal Peoples	les	Perso	Persons with Disabilities		Member	Members of Visible Minorities	1inorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Women Col. 12 Col. 13	Women Col. 13
Administrative and Senior Clerical Personnel	4												
Top Range: \$ 90,000 - \$94,999	3												
Bottom Range: \$ 90,000 - \$94,999	2												
	1	1		1							1		_
	Total	1		1							1		4
Total Number of Employees				_							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	QTR	Total	All Employees Men	s Women	Ab Total	Aboriginal Peoples Men \ \	oles Women	Perso Total	Persons with Disabilities tal Men Wo	bilities Women	Member Total	Members of Visible Minorities Total Men Wome	// Momen
Col. 1	<u> </u>	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Middle and Other Managers	4		_										
Top Range: \$100,000 and over	ၗ												
Bottom Range: \$ 20,000 - \$24,999	2												
	1	1		1									
	Total	2	1	1									
Administrative and Senior Clerical Personnel	4	1	_										
Top Range: \$ 30,000 - \$34,999	3												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	2	2										
Skilled Sales and Service Personnel	4												
Top Range: \$100,000 and over	ω												
Bottom Range: \$100,000 and over	2												
	1	1		1									
	Total	1		ļ									
Clerical Personnel	4												
Top Range: \$ 25,000 - \$29,999	3												
Bottom Range: \$ 25,000 - \$29,999	2												
	1	1		1									
	Total	1		1									

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Alberta

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

Occupational Group		,	All Employee	s	Ab	original Peop	oles	Perso	ns with Disa	bilities	Member	s of Visible M	1inorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Total Number of Employees		6	3	3									

Canada

Form 2 A

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Ontario

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

		All Employees		Ak	original Peop	es	Pers	sons with Disat	oilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	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

Canada

Form 3 B

Modis Canada Inc. (certificate # 060626)

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

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

Modis Canada Inc. (certificate # 060626)

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

Total Number of Employees	\$100,000 and over	\$ 60,000 - \$69,999	\$ 50,000 - \$59,999	\$ 40,000 - \$44,999	\$ 30,000 - \$34,999	Salary Range	
6	1	2	1	1	1	Total Col. 1	
3	1	1		1		Men Col. 2	All Employees
3		1	1		1	Women Col. 3	•
						Total Col. 4	А
						Men Col. 5	Aboriginal Peoples
						Women Col. 6	es
						Total Col. 7	Pers
						Men Col. 8	Persons with Disabilities
						Women Col. 9	ilities
1		1				Total Men Col. 10 Col. 11	Membe
							I≤
1		1				Women Col. 12	inorities



Modis Canada Inc. (certificate # 060626)

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

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

Employment and Social Emploi et Développement Development Canada social Canada

Modis Canada Inc. (certificate # 060626)

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

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

Modis Canada Inc. (certificate # 060626)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Alberta

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

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

Canada

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Ontario

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

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

Form 4 A

Modis Canada Inc. (certificate # 060626)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / British Columbia Reporting Period 2016-01-01 to 2016-12-31

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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Alberta

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

		All Employees		Al	boriginal Peopl	es	Pers	ons with Disab	oilities	Membe	rs of Visible Mi	inorities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	1		1									
Administrative and Senior Clerical Personnel	2	2										
Total Number of Employees Hired	3	2	1									

Canada

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Ontario

	Employ	ees promoted ((Employees pro	moted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they have	e been last pro	moted.)
Occupational Croup		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men 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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / British Columbia

	Employe	ees promoted (Employees pro	moted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
Coourational Croun		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disat	oilities	Membe	rs of Visible Mi	inorities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Skilled Sales and Service Personnel	2	2										
Total Number of Employees Promoted	2	2										
Total Number of Promotions	2	2										

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Ontario

		All Employees		А	boriginal Peop	es	Pers	ons with Disab	oilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
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

Form 6 A

Modis Canada Inc. (certificate # 060626)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / Québec
Reporting Period 2016-01-01 to 2016-12-31

Occupational Group	Total Col. 1	All Employees Men Col. 2	Women Col. 3	A Total Col. 4	Aboriginal Peoples Men Col. 5	es Women Col. 6	Pers Total Col. 7	Persons with Disabilities Men W Col. 8 C	ilities Women Col. 9	Mer Total Col. 10	Membe Total Col. 10	Members of Visible Minorities Total Men Wor ol. 10 Col. 11 Col.
Administrative and Senior Clerical Personnel	2	1	_								1	1
Skilled Sales and Service Personnel	2	2										
Total Number of Employees Terminated	4	3	1								1	1

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / British Columbia Reporting Period 2016-01-01 to 2016-12-31

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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Alberta

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

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

Canada

Workplace Equity Information Management System - Modis Canada Inc.

Workforce Analysis - Detailed Report

Date: 2017-07-24

Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	•	sentation		lability	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



006547

Date: 2017-07-24

Women

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

Sources: 2016 Census and employer's internal data Total may not equal sum of components due to rounding.

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Workplace Equity Information Management System - Modis Canada Inc.

Workforce Analysis - Detailed Report

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Date: 2017-07-24

Aboriginal Peoples

Employment Fauity Occupational Group	Internal I ocation	All Employees	Represe	Aborig	Aboriginal Peoples	ah Hiitv	Gan	Recruitment Area
Employment Equity Occupational Group	internal Location	All Employees #	kepresentation # %	%	%	Availability	و ع 4 ت	Recruitment Area
01 : Senior Managers	National	_	0	0.0 %	3.2 %	0	0	National
02 : Middle and Other Managers	National	23	0	0.0 %	2.7 %	_	<u> </u>	National
03 : Professionals		_	0	0.0 %	3.1 %	0	0	
1121 : Human resources professionals	National	_	0	0.0 %	3.1 %	0	0	National
07 : Administrative and Senior Clerical Personnel		43	_	2.3 %	2.0 %	<u> </u>	0	
Employment Equity Occupational Group	Calgary	2	0	0.0 %	2.9 %	0	0	Calgary
Employment Equity Occupational Group	Montréal	2	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	14	0	0.0 %	3.4 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Regina	_	0	0.0 %	6.6 %	0	0	Regina
Employment Equity Occupational Group	Toronto	21	_	4.8 %	0.8 %	0	<u></u>	Toronto
Employment Equity Occupational Group	Vancouver	ω	0	0.0 %	2.1 %	0	0	Vancouver
08 : Skilled Sales and Service Personnel		21	0	0.0 %	1.4 %	0	0	
6221 : Technical sales specialists - wholesale trade	Alberta	_	0	0.0 %	2.8 %	0	0	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	ω	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	Québec	2	0	0.0 %	1.1 %	0	0	Québec
10 : Clerical Personnel		29	0	0.0 %	1.7 %	0	0	
Employment Equity Occupational Group	Calgary	_	0	0.0 %	3.1 %	0	0	Calgary
Employment Equity Occupational Group	Montréal	_	0	0.0 %	1.0 %	0	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	œ	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	_	0	0.0 %	2.7 %	0	0	Vancouver

Workplace Equity Information Management System - Modis Canada Inc.

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Workforce Analysis - Detailed Report

Date: 2017-07-24

Aboriginal Peoples

Total	Employment Equity Occupational Group	
	Internal Location	
118	All Employees #	
_	Represe	
0.8 % 2.0 %	Aborigi Representation # %	
2.0 %	Aboriginal Peoples tion Availabili %%	
2	ability #	
<u>.</u>	Gap #	
	Gap Recruitment Area #	

Sources: 2016 Census and employer's internal data Total may not equal sum of components due to rounding.

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Members of Visible Minorities

				Members of	Members of Visible Minorities	ties	
Employment Equity Occupational Group	Internal Location	All Employees #	Repres #	Representation # %	Availability %#	ility Gap	Recruitment Area
01 : Senior Managers	National	_	0	0.0 %	11.5 %	0 0	National
02 : Middle and Other Managers	National	23	ω	13.0 %	17.6 %	4 -1	National
03 : Professionals		<u> </u>	_	100.0 %	16.7 %	0 1	
1121 : Human resources professionals	National	_	_	100.0 %	16.7 %	0 1	National
07 : Administrative and Senior Clerical Personnel		43	13	30.2 %	29.0 %	12 1	
Employment Equity Occupational Group	Calgary	2	0	0.0 %	20.6 %	0 0	Calgary
Employment Equity Occupational Group	Montréal	2	_	50.0 %	14.6 %	0 1	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	14	ω	21.4 %	14.1 %	2 1	Ottawa - Gatineau
Employment Equity Occupational Group	Regina	<u> </u>	_	100.0 %	9.5 %	0 1	Regina
Employment Equity Occupational Group	Toronto	21	∞	38.1 %	40.6 %	9 -1	Toronto
Employment Equity Occupational Group	Vancouver	ω	0	0.0 %	39.9 %	_	Vancouver
08 : Skilled Sales and Service Personnel		21	6	28.6 %	21.7 %	5 1	
6221 : Technical sales specialists - wholesale trade	Alberta	<u> </u>	0	0.0 %	12.9 %	0 0	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	ω	0	0.0 %	26.1 %	-1	British Columbia
6221 : Technical sales specialists - wholesale trade	Ontario	15	6	40.0 %	22.8 %	ა ა	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	2	0	0.0 %	10.9 %	0 0	Québec
10 : Clerical Personnel		29	12	41.4 %	40.8 %	12 0	
Employment Equity Occupational Group	Calgary	<u> </u>	0	0.0 %	30.6 %	0 0	Calgary
Employment Equity Occupational Group	Montréal	<u> </u>	0	0.0 %	20.4 %	0 0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	ω	0	0.0 %	18.2 %	_	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	18	⇉	61.1 %	52.2 %	9 2	Toronto
Employment Equity Occupational Group	Vancouver	_	_	100.0 %	46.7 %	0 1	Vancouver

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Workplace Equity Information Management System - Modis Canada Inc.

Workforce Analysis - Detailed Report

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Date: 2017-07-24

Members of Visible Minorities

	2	33	28.1 %	35 29.7 % 28.1 %	35	118		Total
Recruitment Area	Gap #	Minorities Availability 6 #	Members of Visible Minorities sentation Availabilit %	Members o Representation # %	Repres	All Employees #	Internal Location	Employment Equity Occupational Group

Sources: 2016 Census and employer's internal data Total may not equal sum of components due to rounding.

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006552

Date: 2017-07-24

Persons with Disabilities

				Persons v	Persons with Disabilities	ies	
Employment Equity Occupational Group	Internal Location	All Employees	Representation	ntation	Availability	ability Gap	Recruitment Area
		#	#	%	%	#	
01/02 : Managers	National	24	0	0.0 %	5.0 %	<u> </u>	National
03 : Professionals	National	_	0	0.0 %	8.9 %	0 0	National
07 : Administrative and Senior Clerical Personnel	National	43	0	0.0 %	10.0 %	4 -4	National
08 : Skilled Sales and Service Personnel	National	21	0	0.0 %	8.0 %	2 -2	National
10 : Clerical Personnel	National	29	0	0.0 %	9.3 %	ω -	National
Total		118	0	0.0 %	8.4 %	10 -10	

Total may not equal sum of components due to rounding.

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

Workplace Equity Information Management System - Modis Canada Inc.

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Workforce Analysis - Detailed Report

Date: 2017-07-24

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

01 : Senior Managers	Employment Equity Occupational Group
EEOG	Perform Analysis By
National	Recruitment Area

02: Middle and Other Managers EEOG **National**

08 : Skilled Sales and Service Personnel 07: Administrative and Senior Clerical Personnel 03: Professionals 10 : Clerical Personnel **EEOG** EEOG NOC NOC CMA CMA **Provincial National**

Canada

Workplace Equity Information Management System - Modis Canada Inc.

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

				Women			
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	lability	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	
77 : 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	



Workplace Equity Information Management System - Modis Canada Inc.

Workforce Analysis - Summary Report

006556

Date: 2017-07-24

Aboriginal Peoples

			Aborigi	Aboriginal Peoples		
Employment Equity Occupational Group	All Employees	Representation	ntation	Availability	bility	Gap
	#	#	%	%	#	#
01 : Senior Managers	1	0	0.0 %	3.2 %	0	0
02 : Middle and Other Managers	23	0	0.0 %	2.7 %	_	-
03 : Professionals	_	0	0.0 %	3.1 %	0	0
07 : Administrative and Senior Clerical Personnel	43	_	2.3 %	2.0 %	_	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	<u> </u>	0.8 %	2.0 %	2	3



006557

Date: 2017-07-24

Members of Visible Minorities

			Members o	Members of Visible Minorities	rities		
Employment Equity Occupational Group	All Employees	Repres	Representation	Availability	ability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	1	0	0.0 %	11.5 %	0	0	
02 : Middle and Other Managers	23	ω	13.0 %	17.6 %	4	<u> </u>	
03 : Professionals	<u> </u>	_	100.0 %	16.7 %	0	<u> </u>	
07 : Administrative and Senior Clerical Personnel	43	13	30.2 %	29.0 %	12	<u> </u>	
08 : Skilled Sales and Service Personnel	21	6	28.6 %	21.7 %	ഗ	_	
10 : Clerical Personnel	29	12	41.4 %	40.8 %	12	0	
Total	118	35	35 29.7 % 28.1 %	28.1 %	33	2	

Workplace Equity Information Management System - Modis Canada Inc.

006558

Workforce Analysis - Summary Report

Date: 2017-07-24

Persons with Disabilities

			Persons w	Persons with Disabilities	Š	
Employment Equity Occupational Group	All Employees	Representation	ntation	Availability		Gap
	#	#	%	%	#	#
01/02 : Managers	24	0	0.0 %	5.0 %	1	**
03 : Professionals	_	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	ά
10 : Clerical Personnel	29	0	0.0 %	9.3 %	З	ယ်
Total	118	0	0 0.0%	8.4 %	10	10

Workplace Equity Information Management System - Modis Canada Inc.

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Workforce Analysis - Summary Report

Date: 2017-07-24

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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

10 : Clerical Personnel

EEOG

CMA

Workplace Equity Information Management System - Modis Canada Inc.

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



Data from Pr	evious Workf	orce Analysis	Data from Cu	irrent Workf	orce Analysis
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D			5		

Date of P	revious Workforc	e Analysis
YYYY	MM	DD
2016	08	18

Date of C	urrent Workfored	e Analysis
YYYY	MM	DD
2017	04	27

		Table 1: Women				
		Previous Workforce Analysis				
Emple	yment Equity Occupational Crown (FEOC)	All Employees	Wor	nen		
rmbio	yment Equity Occupational Group (EEOG)		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		

7						
Curr	ent Workforce Ana	ılysis				
All Employees	Won	Women				
	Representation	Availability*				
#	#	%				
1	0	27.4				
23	9	38.9				
1	1	71.1				
0	0	0.0				
0	0	0.0				
0	0	0.0				
43	27	79.1				
21	9	28.0				
0	0	0.0				
29	25	65.6				
0	0	0.0				
0	0	0.0				
0	0	0.0				
0	0	0.0				
118	71	58.3				

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Date of Current Workforce Analysis	←	Data from Current Workforce Analysis
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Employment Equity Occupational Gra

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	Table	i abie 2: Aboriginai Feopies	eopies
	Previ	Previous Workforce Analysis	alysis
The second secon	All Employees	Aboriginal Peoples	l Peoples
by ment Equity Occupational Oroup (EEOO)		Representation	Availability*
	#	#	%
Senior Managers	2	1	2.9
Middle & Other Managers	25	0	2.2
Professionals	1	0	2.7
Semi-Professionals & Technicians	0	0	0.0
Supervisors	0	0	0.0
Supervisors: Crafts & Trades	0	0	0.0
Administrative & Senior Clerical Personnel	50	0	2.1
Skilled Sales & Service Personnel	27		1.2
Skilled Crafts & Trades Workers	0	0	0.0
Clerical Personnel	31	0	1.4
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
	136	2	1.8

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118	0	0	0	0	29	0	21	43	0	0	0	1	23	1	#		All Employees	Curr	Table
1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	#	Representation	Aboriginal Peoples	Current Workforce Analysis	Cable 6: Aboriginal Peoples
1.7	0.0	0.0	0.0	0.0	1.4	0.0	1.2	1.9	0.0	0.0	0.0	2.7	2.2	2.9	%	Availability*	il Peoples	alysis	eoples

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Data from Current Workforce Analysis

18	08	2016
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e Analysis	Date of Previous Workforce Analysis	Date of P

Employment Equity Occupations

2017	YYYY	Date of
04	MM	Date of Current Workforce Analysis
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	Table 3: Mei	Table 3: Members of Visible Minorities	e Minorities
	Previo	Previous Workforce Analysis	alysis
The state of the s	All Employees	Members of Visible Minorities	ible Minorities
oyment Equity Occupational Gloup (EEGG)		Representation	Availability*
	#	#	%
Senior Managers	2	0	10.1
Middle & Other Managers	25	4	15.0
Professionals	1	1	14.1
Semi-Professionals & Technicians	0	0	0.0
Supervisors	0	0	0.0
Supervisors: Crafts & Trades	0	0	0.0
Administrative & Senior Clerical Personnel	50	14	24.1
Skilled Sales & Service Personnel	27	8	20.1
Skilled Crafts & Trades Workers	0	0	0.0
Clerical Personnel	31	12	37.5
Intermediate Sales & Service Personnel	0	0	0.0
Semi-Skilled Manual Workers	0	0	0.0
Other Sales & Service Personnel	0	0	0.0
	>	>	>

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25.2	35	118
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Availability*	Representation	
ble Minorities	Members of Visible Minorities	All Employees
lysis	Current Workforce Analysis	Curre
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Other Manual Workers Other Sales & Service Pers Semi-Skilled Manual Work

Data from Previous Workforce Analysis

Data from Current Workforce Analysis

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Date of Previous Workforce Analysis

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YYYY 2017

Date of Current Workforce Analysis MM 04

DD 27

Total	14	13	12	11	10	09	80	07	06	05	04	03	01/02			Final		
	Other Manual Workers	Other Sales & Service Personnel	Semi-Skilled Manual Workers	Intermediate Sales & Service Personnel	Clerical Personnel	Skilled Crafts & Trades Workers	Skilled Sales & Service Personnel	Administrative & Senior Clerical Personnel	Supervisors: Crafts & Trades	Supervisors	Semi-Professionals & Technicians	Professionals	Managers		ment Edució escabanoma estable escel	wment Famity Occupational Crown (FFOC)		
136	0	0	0	0	31	0	27	50	0	0	0	1	27	# #	Representation	All Employees Persons wi	Previous Workforce Analysis	Table 4: Persons with Disabilities
0 4.4	0.0	0.0	0.0	0.0	0 7.0	0.0	0 3.5	0 3.4	0.0	0.0	0.0	0 3.8	0 4.3	%	n Availability*	Persons with Disabilities	Analysis	Disabilities
118	0	0	0	0	29	0	21	43	0	0	0		24	#	Re	All Employees	Current V	Table 8: Pers
0	0	0	0	0	0	0	0	0	0	0	0	0	0	# %	Representation Availability*	Persons with Disabilities	Current Workforce Analysis	able 8: Persons with Disabilities

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Data from Form 4 - Employees Hired

Table 1: Women

Full-time / National

Part-time / National

Employment Equity Occupational Group

Employees

Women Hired

Employees

Women Hirec

	пиеи		писи		rromoted
	#	#	#	#	#
Senior Managers	0	0	0	0	0
Middle & Other Managers	9	ر. در	0	0	2
Professionals	0	0	0	0	0
Semi-Professionals & Technicians	0	0	0	0	0
Supervisors	0	0	0	0	0
Supervisors: Crafts & Trades	0	0	0	0	0
7 Administrative & Senior Clerical Personnel	29	19	0	0	7
Skilled Sales & Service Personnel	7	2	0	0	بن
Skilled Crafts & Trades Workers	0	0	0	0	0
Clerical Personnel	5	4	0	0	_
Intermediate Sales & Service Personnel	0	0	0	0	0
Semi-Skilled Manual Workers	0	0	0	0	0
Other Sales & Service Personnel	0	0	0	0	0
Other Manual Workers	0	0	0	0	0
otal	50	30	0	0	13

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10 Clerical Personnel

14 Other Manual Workers

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Data from Form 6 - Employees

Terminated

Table 9: Women

Employees Full-time / National Ě Promoted Women Table 5: Women Employees Part-time / National Promoted Women Promoted

Full-time	Full-time / National	Part-time / National	/ National
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#
0	0	0	0
∞	4	0	0
0	0	0	0
0	0	0	0

Terminated # 0 8	Terminated # 0 4	Terminated # 0 0	Terminated # 0 0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
24	15	0	0
10	5	0	0
0	0	0	0
7	7	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
49	31	0	0

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Part 2: Flow Data Analysis

Modis Canada Inc.

	Start I YYYY 2016	Start Date of Flow Data YY MM DD 16 01 01	End Date of Flo YYYY MM 2016 12	of Flow Data MM DD 12 31		
	Data from Form 4 - Employees	n 4 - Employees	Data from For	n Form 5 - Employees	Data from Fort	from Form 6 - Employees
	Hired	ed .	Pro	Promoted	Term	Terminated
	+	←	+	+	←	←
	Table 2: Abor	Fable 2: Aboriginal Peoples	Table 6: Abo	: Aboriginal Peoples	Table 10: Abo	Fable 10: Aboriginal Peoples
	Full-time / National	Part-time / National	Full-time / National	Part-time / National	Full-time / National	Part-time / National
Employment Equity Occupational Group (EEOG)	All Aboriginal Hired Peoples Hired	All Aboriginal Hired Peoples Hired	All Aboriginal Employees Peoples Promoted Promoted	All Aboriginal Employees Peoples Promoted Promoted	All Aboriginal Employees Peoples Terminated Terminated	All Aboriginal Employees Peoples Terminated Terminated
	# #	# #	# #	# #	# #	# #
01 Senior Managers	0 0	0 0	0	0 0	0 0	0 0
02 Middle & Other Managers	9 0	0 0	2	0 0	8 0	0 0
03 Professionals	0 0	0 0	0	0	0 0	0 0
				0		
07 Administrative & Senior Clerical Personnel	29 1	0 0	7 0	0 0 0	24 0	0 0
08 Skilled Sales & Service Personnel	7 0	0 0	w	0 0 0	10 0	0 0
09 Skilled Crafts & Trades Workers	0 0	0 0	0	0 0	0 0	0 0
10 Clerical Personnel	5 0	0 0	1	0 0	7 0	0 0
11 Intermediate Sales & Service Personnel	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
13 Other Sales & Service Personnel	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
Total	50 1	0 0	13 0	0 0	49 0	0 0

Total	14 Other Manual Workers	13 Other Sales & Service Personnel	12 Semi-Skilled Manual Workers	11 Intermediate Sales & Service Personnel	10 Clerical Personnel	09 Skilled Crafts & Trades Workers	08 Skilled Sales & Service Personnel	07 Administrative & Senior Clerical Personnel	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Technicians	03 Professionals	02 Middle & Other Managers	01 Senior Managers			(EEOG)	Employment Equity Occupational Group									
				nel				rsonnel										ğ						1			
50	0	0	0	0	<u>ن</u>	0	7	29	0	0	0	0	9	0	#	Hired	és	AH P	Full-time / National	Table 3:	←		Data fr			T	
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Hired	Disabilities	Persons with	Vational	Persons	←	Hired	om Form		2016	YYYY	Start D
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Hired	Employees	2	Part-time / National	Table 3: Persons with Disabilities	 ←	ed	Data from Form 4 - Employees		01	MM	Start Date of Flow Data
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Hired	Disabilities	Persons with	National	oilities	 ←		oyees		01	DD	Data
13	0	0					3	7	0	0	0	0	2	0	#	Promoted	Employees	À	Full-time / Natio	Table 7: Per	 ←		Data		2016	11111	End
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Promoted	Disabilities	Persons with	/ National	7: Persons	 ←	Promoted	Data from Forn		12	MM	End Date of Flow Data
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Promoted	Employees	All	Part-time / National	with Disabilities	 ←	noted	Form 5 - Employees		31	DD	Data
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Promoted	Disabilities	Persons with	/ National	bilities	 ←		oyees				
49				_		_	10	24	_	_	_	_			#	Terminated	Employees	All	Full-time	Table	 ←		Data				
9 0	0 0	0 0	0 0	0 0	7 0	0 0	0	4 0	0 0	0 0	0 0	0 0	8 0	0 0	#	Terminated	Disabilities	Persons with	Full-time / National	11: Person	 ←	Term	Data from Form 6 - Employees				
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Terminated	Employees	È	Part-time	11: Persons with Disabilities	 ←	Ferminated	m 6 - Emp				
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Terminated	Disabilities	Persons with	Part-time / National	abilities	←		loyees				

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Part 2: Flow Data Analysis

Modis Canada Inc.

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Data from Form 4 - Employees Hired

Table 4: Members of Visible Minorities

Employment Equity Occupational Gr

	Full-time	Full-time / National	Part-time / National	/ National	Full-time / 1
nployment Equity Occupational Group EOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All Employees Promoted
	#	#	#	#	#
Senior Managers	0	0	0	0	0
Middle & Other Managers	9	ري دي	0	0	2
Professionals	0	0	0	0	0
Semi-Professionals & Technicians	0	0	0	0	0
Supervisors	0	0	0	0	0
Supervisors: Crafts & Trades	0	0	0	0	0
Administrative & Senior Clerical Personnel	29	6	0	0	7
Skilled Sales & Service Personnel	7		0	0	3
Skilled Crafts & Trades Workers	0	0	0	0	0
Clerical Personnel	5	3	0	0	1
Intermediate Sales & Service Personnel	0	0	0	0	0
Semi-Skilled Manual Workers	0	0	0	0	0
Other Sales & Service Personnel	0	0	0	0	0
Other Manual Workers	0	0	0	0	0

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10 Clerical Personnel

14 Other Manual Workers

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> Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Full-time / National Table 8: Members of Visible Minorities Members of Part-time / National À Members of

o o o o	#	All Employees Terminated	Full-time	Table 12:
0000	#	Members of Visible Minorities Terminated	Full-time / National	Table 12: Members of Visible Minorities
000	#	All Employees Terminated	Part-time	of Visible
000	#	Members of Visible Minorities Terminated	Part-time / National	Vimorities

Promoted Minorities Visible

> Employees Promoted

Minorities Promoted Visible

0	0	15	49
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	33	7
0	0	0	0
0	0		10
0	0	6	24
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	5	8
0	0	0	0
#	#	#	#
Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated
/ National	Part-time / National	/ National	Full-time / National

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

Data from Previous Goals Unration of Previous Goals Short-term From To YYYY YYYY YYYY TO YYYY From From To YYYY YYYY YYYY TO YYYY YYYY From From From From From To

2016

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Long-term

			Table 1: Women	Women			Table 5: Women	Women	
			Women	nen			Women	nen	
Empl	Employment Equity Occupational Group (EEOG)	Short-ter	Short-term Goals	Long-term Goals	m Goals	Short-ter	Short-term Goals	Long-term Goals	m Goals
		#	%	#	%	#	%	#	%
01	Senior Managers		5.0	_	22.4	0	0.0	0	0.0
02	Middle & Other Managers	0	0.0	0	0.0	0	0.0	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	0	0.0	0	0.0	0	0.0	0	0.0
08	Skilled Sales & Service Personnel	0	0.0	0	0.0	0	0.0	0	0.0
09	Skilled Crafts & Trades Workers	0	0.0	0	0.0	0	0.0	0	0.0
10	Clerical Personnel	0	0.0	0	0.0	0	0.0	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		1-	0.5	-1	22.4	0	0.0	0	0.0

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

Data from Previous Goals

Data from Current Goals

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Duration of Previous Goals

Duration of Current Goals

		Short-term From T	To VVVV	Long-term From 7	term To	Short-term From T	term To	<u> </u>	Long-term From 7
		2016	2018	2016	2020		2017	2017 2019	
		Tab	Fable 2: Aboriginal Peoples	iginal Peo	ples		Tab	Table 6: Abor	Table 6: Aboriginal Peoples
			Aboriginal Peoples	l Peoples				Aborigina	Aboriginal Peoples
Emplo	Employment Equity Occupational Group (EEOG)	Short-term Goals	m Goals	Long-term Goals	m Goal	S		s Short-term Goals	
		#	%	#	%	Đ`	ó #		#
01	Senior Managers	0	0.0	0		0.0	0.0	-	0
02	Middle & Other Managers	0	0.0	-1		2.2	2.2	2.2 0 0.0	0
03	Professionals	0	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 0.0	0
05	Supervisors	0	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	0
07	Administrative & Senior Clerical Personnel	0	0.0	-1		2.1	2.1 0	2.1 0 0.0	0
80	Skilled Sales & Service Personnel	0	0.0	0		0.0	0.0	0.0 0.0	0
09	Skilled Crafts & Trades Workers	0	0.0	0		0.0	0.0	0.0 0.0	0
10	Clerical Personnel	0	0.0	0		0.0	0.0	0.0 0 0.0	0
11	Intermediate Sales & Service Personnel	0	0.0	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 0.0	0
13	Other Sales & Service Personnel	0	0.0	0		0.0	0.0	0.0 0.0	0
14	Other Manual Workers	0	0.0	0		0.0	0.0	0.0 0.0	0
Total		0	0.0	-2		4.3	4.3		0

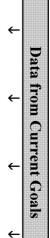
2017 2019 2017
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7 2019 2017 2021	Table	2017
2017 2021	e 6: Abor	2019
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m Goals	Long-term Goals	m Goals	Short-term Goals
	Peoples	Aboriginal Peoples	
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Federal Contractors Program Achievement Table Modis Canada Inc. Part 3: Goals 42940

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7	Lon	Duration of Previous Goals		←	Data from Previous Goals
3	Long-term	als		←	oals
7	Sho			←	
3	Short-term	Duration of Current	,	←	Data from Curren
3		Current		←	Curren



2020	2016	2018	2016
YYYY	YYYY	YYYY	YYYY
To	From	To	From
-term	Long-term	Short-term	Short
ls	revious Goa	Duration of Previous Goals	D

2021	2017	2019	2017
AAAA	AAAA	AAAA	AAAA
To	From	To	From
-term	Long-term	-term	Short-term
S	Duration of Current Goals	uration of C	D

	16.2	-6	2.0	-2	Total	
	0.0	0	0.0	0	14 Other Manual Workers	
	0.0	0	0.0	0	13 Other Sales & Service Personnel	
	0.0	0	0.0	0	12 Semi-Skilled Manual Workers	
	0.0	0	0.0	0	11 Intermediate Sales & Service Personnel	
	5.0	-2	2.0	-2	10 Clerical Personnel	
	0.0	0	0.0	0	09 Skilled Crafts & Trades Workers	
	3.5	<u>-</u>	0.0	0	08 Skilled Sales & Service Personnel	
	3.4	<u>-2</u>	0.0	0	07 Administrative & Senior Clerical Personnel	
	0.0	0	0.0	0	06 Supervisors: Crafts & Trades	
	0.0	0	0.0	0	05 Supervisors	
	0.0	0	0.0	0	04 Semi-Professionals & Technicians	
	0.0	0	0.0	0	03 Professionals	
	4.3	<u>-</u>	0.0	0	01/02 Managers	
	9%	#	%	#		
S	m Goals	Long-term Goals	m Goals	Short-term Goals	Employment Equity Occupational Group (EEOG)	
		Disabilities	Persons with Disabilities	P		
	bilities	with Disal	Fable 3: Persons with Disabilities	Table 3		_

Table.	Table 7: Persons with Disabilities Persons with Disabilities	with Disal Disabilities	oilities
Short-term Goals	rm Goals	Long-term Goals	m Goals
#	0/0	#	9/0
0	0.0	-1	4.3
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0		3.4
0	0.0	_	3.5
0	0.0	0	0.0
-2	2.0	-2	5.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
>	2	2	>

-5

16.2

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

	Short-term			
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		ous	←	ous
	_	ous	←	lous
	L	ous i	←	ous
	L	ous (←	ous
	Lc	ous (←	ous
	Lo	ous G	←	lous
	Loi	ous G	←	lous (
	Lon	ous Go	←	lous G
	Lon	ous Go	←	ous G
	Long	ous Go	←	ous G
	Long	ous Goz	←	lous Go
	Long	ous Goa	←	lous Ge
	Long	ous Goa	←	lous Go
	Long-	ous Goal	←	ous Go
	Long-	ous Goal	←	ous Go
	Long-t	ous Goals	←	ous Goa
	Long-to	Duration of Previous Goals	←	ous Goa
	Long-te	ous Goals	←	ous Goal
	Long-te	ous Goals	←	ous Goal
	Long-ter	ous Goals	←	lous Goals
	Long-ter	ous Goals	←	lous Goals
	Long-ter	ous Goals	←	Data from Previous Goals
	Long-tern	ous Goals	←	lous Goals
	Long-tern	ous Goals	←	lous Goals
	Long-term	ous Goals	←	lous Goals
	Long-term	ous Goals	←	lous Goals
	Long-term	ous Goals	+	lous Goals
	Long-term	ous Goals	↓	lous Goals
	Long-term	ous Goals	↓ ↓	lous Goals
	Long-term	ous Goals	↓	lous Goals
	Long-term	ous Goals	↓ ↓	lous Goals
	Long-term	ous Goals	↓	lous Goals
	Long-term	ous Goals	↓	lous Goals
	Long-term	ous Goals	↓	lous Goals
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	Long-term	ous Goals	↓	lous Goals
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←	
←	Data from Current Goals
←	Jurrent Go
_	als

VVVV	From	Shor	
		-	
VVVV	To	Short-term	Butterion of a reproduction
VVV	From	Long	1011000 000
VVVV	To	-term	
	WWW WWW WWW	From	Long-te o From

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

	Table 4: N	Table 4: Members of Visible Minorities	. Visible M	linorities
	Me	Members of Visible Minorities	ble Minoriti	es
loyment Equity Occupational Group (EEOG)	Short-term Goals	m Goals	Long-term Goals	n Goals
	#	%	#	%
Senior Managers	0	0.0	0	0.0
Middle & Other Managers	0	0.0	0	0.0
Professionals	0	0.0	0	0.0
Semi-Professionals & Technicians	0	0.0	0	0.0
Supervisors	0	0.0	0	0.0
Supervisors: Crafts & Trades	0	0.0	0	0.0
Administrative & Senior Clerical Personnel	0	0.0	0	0.0
Skilled Sales & Service Personnel	0	0.0	0	0.0
Skilled Crafts & Trades Workers	0	0.0	0	0.0
Clerical Personnel	0	0.0	0	0.0
Intermediate Sales & Service Personnel	0	0.0	0	0.0
Semi-Skilled Manual Workers	0	0.0	0	0.0
Other Sales & Service Personnel	0	0.0	0	0.0
Other Manual Workers	0	0.0	0	0.0
	0	0.0	0	0.0

0.0 0.0 0.0 0.0

0.0

01 02 03 03 04 04 05 06 06 07 07 07 07 11 11 12

Employment

Me	Members of Visible Minorities	ble Minorities	es
#	%	#	%
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0

03 F	_	02		21		(EEOG)	Occı	Emp			Data sources		03	1					(EEOG)	Cen	Ещр			Data sources:	Α		T			
Professionals	Managers	Middle & Other	Cinoi ivic	Senior Managers		9	Occupational Group	Employment Equity			urces:	101600101	Professionals	Managers	Middle & Other	Semon Managers)(a)	Occupational Group	Employment Equity			urces:						
ıals		Other		nagers			l Group	Equity				1	nals		Other	magers				Group	Equity				В					
2017 2020	2020	2017	2020	2017	#:		I EST					2017	2016	2017	2016	2017	2016	#	Г		Year				С					
20	0	[7	00	7	#	Employees	<u> </u>			←	Part 2: Flow Data Analysis	17	6	7	6	7	6	#:	Employees	All	=		←	Part 1: Workforce Analysis	D					
0 0	11	=	0	0		yees	_	res and	New E		}	<u> </u>	_	23	25	_	2			- [1: Pa orce Wor ysis An:						
0 0	7	7	0	0	#	Actual	Women	Hires and Promotions	New Entrants	←	Part 2: E Flow Data Analysis	<u>-</u>		9	10	0	0	#	Representation			И	—	Part 1: Workforce Analysis	E					
0.0	63.6	63.6	0.0	0.0	%			ions	ïs	←	E+Dx 100	100.0	100.0	39.1	40.0	0.0	0.0	%	tion		W	orkfo	←	E + D V	F					
0 0	0	0	0	<u>.</u>	#	Goal				←	Part 3: Goals	71.1	71.1	38.9	38.9	27.4	27.4	%	Availability	Women	Workforce	Workforce Analysis	←	Part 1: Workforce Analysis	G					
0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met	Women	Short-te		←	E ÷ G x 100		1	9	10	0	1	#	bility	nen	c	ıalysis	←	D x G + 100	Н					
0.0	0.0	0.0	0.0	5.0	%	Goal	nen	Short-term Goals		←	Part 3: Goals	0	0	0	0	0	-1	#	Gap				←	Е-Н	I					
0.0	0.0	0.0	0.0	0.0	9,6	Percent of Goal Met		-	Ge	←	F + I x 100	140.6	140.6	100.6	102.8	0.0	0.0	%	EE Result				←	E + H x 100	J					Feder
				<u>.</u>	#	Goal			Goals	←	Part 3: Goals			9		0		#	Employees	All			←	Part 2: Flow Data Analysis	К					al Cor
0 0.0 0 0.0			0.0	0.0	#	Percent of Goal Met	=	Long-t		←	E + K x	0						71:		Г			←	Part 2: Flow Data Analysis	Т			Mod	Part 4	itracto
0.0			0.0	0 22.4	%	f Goal	Women	Long-term Goals		←	Part 3: Goals	0.0	*********	5 55.		0.0		%	Actual	=	Hires		←	L+K x100	Z	42940		Modis Canada Inc	Part 4: Results - Women	Federal Contractors Program Achievem
0 0.0	0.0			4 0.0	#	Percent of Goal Met		ls		←	F + M x 100	0		.6				11:	Expected	Women			←	K x G ÷	Z		\$	ada In	ts - Wo	ram A
0 0	0	0	0.0	0		12 %		1				0		4		0		#:	d Difference				←	L - Z	0			ای	men	hieven
												0		1		0		4:	ce Employees	All			←	Part 2: Flow Data Analysis	P					nent Table
												0		2		0		74:	ŝ	Г			←	Part 2: tta Flow Data is Analysis	Q					ble
												0		2 10		0		%	Actual		Promotions	Flow Data Analysis	←	2: Q + P x ata 100	R					
												0.0		100.0		0.0			Exp	Women	tions)ata A								
												0		1		0		78:	Expected Dif			nalysis	←	P x F ÷ 100	S					
							Comments					0		1		0		#	Difference E				←	Q-S F	T					
							ents					0		8		0		4:	Employees	All			←	Part 2: Flow Data Analysis	U					
												0		4		0		#	Actual				←	Part 2: Flow Data Analysis	V					
												0.0		50.0		0.0		%	ual	W	Termi		←	V + U x 100	W					
												0) 3		0		#	Expected	Women	Terminations		←	U x F ÷ 100	X					
																		#	Difference				←	0 V-X	Y					
												0.0		1 33.3		0.0		*	Rate	Turnover			←	U÷ ((DYear1 + DYear2)÷ 2) x 100	\mathbf{Z}					

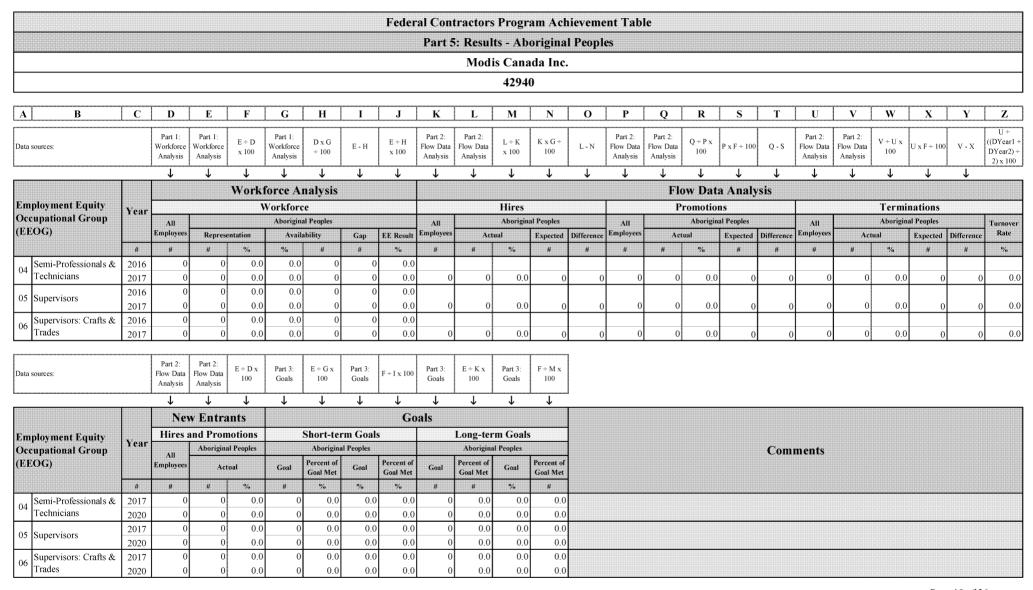
06 Trades	Supervisors: Crafts &	on Subcrisions	05 Supervisors	Technicians	04 Semi-Professionals &		(EEUG)	Occupational Group	Employment Equity			Data sources:		Trades	_	05 Supervisors		04 Technicians	Semi-Professionals &		(EEOG)	Occupational Group	Employment Equity			Data sources:	A B					
Ciano	Crafts &				ionals &			iroup	quity			***************************************		Ciurio ce	Crafts &				ionals &													
2020	2017	2020	2017	2020	2017	#			Year	1			101	2017	2016	2017	2016	2017	2016	#	-		Year				С					
0	0	0	0	0	0	#	Employees	All	Hires :	Nes	←	Part 2: Flow Data Analysis		0	0	0	0	0	0	#	Employees	All			←	Part 1: Workforce Analysis	D					
0 (0	0	0	0	0	#:	Ac	W	Hires and Promotions	New Entrants	←	Part 2: Flow Data Analysis		0 0		0		0	0	#	Repres				←	Part 1: Workforce Analysis	E					
0.0		0.0	0.0	0.0	0.0	%	Actual	Women	notions	ants	←	E + D x							0.0	8	Representation			Work	←	E + D x 100	F					
						#	Goal				←	Part 3: Goals							0.0	%	Ave	5	Workforce	force /	←	Part 1: Workforce Analysis	G					
0 0		0 0		0 0		9/6	Goal Met		Short-		←	E + G x 100		0 0	0	0	0	0	0	#	Availability	Women	rce	Workforce Analysis	←	DxG + 100	Н					
0.0		0.0	0.0	0.0		9/0	et Goal	Women	Short-term Goals		←	Part 3: Goals	C	0	0	0_	0	0	0	#:	Gap			S	←	Е-н	I					
	0.0	0.0	0.0	0.0		%	Goal Met	7	als		←	F + I x 100				0_			0		EE Result				←	E+H x100	J					red
0.0	0.0	0.0	0.0	0.0	0.0	#	let Goal			Goals	←	Part 3: Goals		0.0	0 0	0.0	0.0	0.0	0.0	#	ult Employees	<u> </u>			←	Part 2: Flow Data Analysis						rederal Contractors Program Achievement Table
0	0	0	0	0	0	#:	Goal Met	7	Long		←	3: E+K		0	+	0_		0		#1:	vees	Г			←	2: Part 2: Data Flow Data sis Analysis	I			Z	Part	0111.90
0.0	0.0	0.0	0.0	0.0	0.0	, a	Met Goal	Women	Long-term Goals		←	6 x Part 3:		0		0		0			Actual		Hires		←	2: Data Vsis x 100		٠	<u>,</u>	Modis Canada Inc.	Part 4: Results -	OFS FF
0.0	0.0	0.0	0.0	0.0	0.0	%	<u> </u>	7	oals					0 0	-	0.0		0.0		%	Ехр	Women	res			- K K x G	M	01021	040	anada	ults - 1	mr.180
0.0	0.0	0.0	0.0	0.0	0.0	#:	Goal Met	,			_	F + M x 100	_	0	-	0_	_	0		78:	Expected Diff				←	-1-	Z			Inc.	Women	Acme
													_	0		0_		0		#	Difference En				+	L-N Fk	0				_	/ешеп
														0	_	0_		0		#	Employees	1			+	Part 2: Flow Data F Analysis /	P					1 2016
														0		0		0		4:	Actual		Pr	Flo	←	Part 2: Flow Data Analysis	Q					
														0 0		0.0		0.0		%	al	Women	Promotions	w Data	←	Q ÷ P x 100	R					
																0		0		at:	Expected	nen	S	Flow Data Analysis	←	P x F ÷ 100	s					
								Com						0		0		0		#	Difference			'sis	←	Q-S	Т					
								Comments												18:	Employees	A			←	Part 2: Flow Data Analysis	U					
														0		0_	1	0		#					←	Part 2: a Flow Data Analysis	V					
														0		00		0		%	Actual		Teri		←	ta V+Ux	W					
														0 0	1	0.0	\dashv	0.0	\exists	#:	Expected	Women	Terminations		←	x U x F ÷ 100	×					
														0		0	+	0	1	#:	ted Difference		īs		←	100 V - X	Y					
														0		0_	+	0	-			Turn										
														0		0.0		0.0		8	Rate	Turnover			_	U + ((DYear1 + DYear2) + 2) x 100	Z					

Administrative & 2017 36 22 61.1 0 0.0 </th <th>& 2017 36 22 61.1 0 0.0</th> <th>& 2017 36 22 61.1 0 0.0 0.0 0.0 0.0 0.0 0.0 2020 36 22 61.1 0 0.0</th> <th>Administrative & 2017 36 22 61.1 0 0.0 0.0 0.0 0.0 0.0 0.0</th> <th></th> <th># # # 5% 9% # # 5% 4</th> <th>Em</th> <th>Occupational Group Year Women Women Women Women</th> <th>Employment Equity Hires and Promotions Short-term Goals Long-term Goals</th> <th>New Entrants Goals</th> <th></th> <th>Data sources: Part 2:</th> <th>Trades Workers 2017 0 0 0 0.0 0.0 0 0 0 0.0 0 0 0 0 0 0 0</th> <th>2016 0 0 0.0 0.0</th> <th>rel 2017 21 9 42.9 28.0 6 3</th> <th>Skilled Sales & 2016 27 13 48.1 28.1 8 5 171.3</th> <th>2017 43 27 62.8 79.1 34 -7</th> <th>Administrative & 2016 50 30</th> <th>9% # # #</th> <th>(EEOG) Employees Representation Availability Gap EE Result Employees Actual Expected Difference Employees Actual Ex</th> <th>ional Group All Women All Women All</th> <th>Employment Equity Year Workforce Hires Promotions</th> <th>Workforce Analysis Flow Data Analysis</th> <th></th> <th>Data sources: Part 1: Part 1: Workforce Workforce Analysis Analysis Analysis Part 2: Part 3: Part 4: Part 5: Part 5: Part 6: Part 7: Part 7: Part 7: Part 7: Part 8: Pa</th> <th>A B C D E F G H I J K L M N O P Q R</th> <th>42940</th> <th>Modis Canada Inc.</th> <th>Part 4: Results - Women</th> <th>Federal Contractors Program Achievement Table</th>	& 2017 36 22 61.1 0 0.0	& 2017 36 22 61.1 0 0.0 0.0 0.0 0.0 0.0 0.0 2020 36 22 61.1 0 0.0	Administrative & 2017 36 22 61.1 0 0.0 0.0 0.0 0.0 0.0 0.0		# # # 5% 9% # # 5% 4	Em	Occupational Group Year Women Women Women Women	Employment Equity Hires and Promotions Short-term Goals Long-term Goals	New Entrants Goals		Data sources: Part 2:	Trades Workers 2017 0 0 0 0.0 0.0 0 0 0 0.0 0 0 0 0 0 0 0	2016 0 0 0.0 0.0	rel 2017 21 9 42.9 28.0 6 3	Skilled Sales & 2016 27 13 48.1 28.1 8 5 171.3	2017 43 27 62.8 79.1 34 -7	Administrative & 2016 50 30	9% # # #	(EEOG) Employees Representation Availability Gap EE Result Employees Actual Expected Difference Employees Actual Ex	ional Group All Women All Women All	Employment Equity Year Workforce Hires Promotions	Workforce Analysis Flow Data Analysis		Data sources: Part 1: Part 1: Workforce Workforce Analysis Analysis Analysis Part 2: Part 3: Part 4: Part 5: Part 5: Part 6: Part 7: Part 7: Part 7: Part 7: Part 8: Pa	A B C D E F G H I J K L M N O P Q R	42940	Modis Canada Inc.	Part 4: Results - Women	Federal Contractors Program Achievement Table
					0/0		Vomen	term Goal		←								#	Gap			S	←		I				
0.0 0.0					9/9	Percent of Goal Met		s	Gos	←	F + I x 100							9,6					←		J				Feders
0	0	0	0	0	#			L	als	←		0		7		29		#	Employees	All			←		K			P;	al Contr
0.0	0.0	0.0	0.0	0.0	#		Women	ong-term		←		0		2		19		#:	Actual		Н		←		H		Modis (ırt 4: Re	actors P
0.0	0.0	0.0	0.0	0.0				Goals				0.0		28.6		65.5			Exp	Women	ires					12940	Canada	sults - V	rogram
0.0	0.0	0.0	0.0	0.0	#	ent of Met					00 M x	0		2	!	23											Inc.	Vomen	Achieve
												0		0		4		#	(2)	IIV			←						ment Ta
																		#				Ŧ	←		Q				ble
																		%	tual	Won	romotion	ow Data	←	Q ÷ P x 100	R				
												0		1	_	4		at:	Expected I	nen	IS	Analys	←	P x F + 100	s				
							Comments					0		<u>-</u>		<u>-</u>		#	Difference Em			is	←	Q-S Fic	T				
							ints					0		10		24		#:	Employees	AII			←	Part 2: Part Plow Data Flow Analysis An	U				
												0		5		15		# %	Actual		Te		↓	Part 2: V + U x Flow Data 100 Analysis	VW				
												0.0		50.0		62.5		a` #:	Expected	Women	Terminations		` ←	Ux UxF+100	X				
												0		5 (14		#	ed Difference		S		←	100 V - X	Y				
												0 0.0		0 41.7		1 51.6		%	e Rate	Turnover			←	U + ((DYear1 + DYear2) + 2) x 100	Z				

_					(EEO	Осси	Empl			Data sou				_	\rightarrow				(HEO	Occu	Empl			Data sou	Α				
ervice Perso	termediate	Circai i cis	larical Dare		9	pational (oyment E			rces:		orkers	emi-Skilled	ervice Perso	termediate	lerical Pers			Ω	pational c	oyment E			rces:	В				
imei	Sales &) IIICI	nnel			iroup	Tuity						Manual	nnel	Sales &	onnei	_												
2020	2017	2020	2017	#		1631						2017	2016	2017	2016	2017	2016	#			Year				С				
0	0	6	6	#	Employees	<u></u>	Hires a	New	←	Part 2: Flow Data Analysis		0	0	0	0	29	31	#	Employees	All			+		D				
0	0	5	5	#	Acti	Won	nd Prom	/ Entra	←	Part 2: Flow Data Analysis		0	0	0	0	25	27	#	Represe				+	Part 1: Workforce Analysis	E				
0.0	0.0	83.3	83.3	%	<u> </u>	ien	otions	nts	←	E+Dx 100		0.0	0.0	0.0	0.0	86.2	87.1	%	ntation		=	Workf	+	E ÷ D x 100	F				
0	0	0	0	#	Goal				←	Part 3: Goals		0.0	0.0	0.0	0.0	65.6	65.6	%	Availa	Won	orkfore	orce Ar	+	Part 1: Workforce Analysis	G				
0.0	0.0	0.0	0.0	9/0	Percent of Goal Met	Won	Short-ter		←	E÷Gx 100		0	0	0	0	19	20	#:	bility	неп	ľ	ıalysis	+	DxG +100	Н				
0.0	0.0	0.0	0.0	9/0	Goal	nen	m Goals		←	Part 3: Goals		0	0	0	0	6	7	#	Gap				←	Е-Н					
0.0	0.0	0.0	0.0	%	Percent of Goal Met			60	←	F÷I x 100		0.0	0.0	0.0	0.0	131.4	132.8	š	EE Result				←	E+H x100	J				Feder
. 0	0	0	0	#	Goal			als	←	Part 3: Goals		0		0		5		#	Employees	All			+	Part 2: Flow Data Analysis	K				Federal Contractors Program Achievemen
0.0	0.0	0.0	0.0	#	Percent of Goal Met	Wor	Long-ter		←	E + K x 100		0		0		4		3 1:	Act				←	Part 2: Flow Data Analysis	L		Modi	Part 4:	ractors
0.0	0.0	0.0	0.0	%	Goal	nen	m Goals		←	Part 3: Goals		0.0		0.0		80.0		%	ual	Wor	Hires		←	L+K x 100	M	42940	is Cana	Results	Progra
0.0	0.0	0.0	0.0	#1.	Percent of Goal Met				←	F÷M x 100		0		0		ω		Th:	Expected	nen			←	K x G +	Z		da Inc.	- Won	am Ach
												0		0		_		#	Difference				←	L-N	0			ien	ieveme
												0		0		_		#	Employees	MV			←	Part 2: Flow Data Analysis	P				nt Table
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												0.0		0.0		100.0		%	ual	Won	romotion	w Data	←	Q + P x 100	R				
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												0.0		0.0		100.0		%		Wom	Termin		←	V + U x 100	W				
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	Service Personner 2020 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	Intermediate Sales & 2020 6 5 83.3 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2020 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0	Clerical Personnel 2017 6 5 83.3 0 0.0	# # # % # % % # % # # % # # % # # % # # % # # % # # # % # # % # # # # % # # # % # # # % # # # % # # # % # # # % # # # % # # # % # # # % # # # % # # # % # # # % # # # # % # # # # % # # # % # # # % # # # # % # # # # % # # # # % # # # # % # # # # % # # # # % # # # # % # # # # % # # # # % # # # # % # # # # % # # # # % # # # # % # # # # % # # # # # # % # # # # # # % #	Employees Actual Goal Percent of Goal		Year Hires and Promotions Short-term Goals Long-term Goals Women Percent of Goal Met Goal Met Percent of Goal Met Percent of Goal Met Percent of Goal Met Goal Met Percent of Goal	New Entrants	New Entrants Short-term Goals	Part 2: Part 2: Part 3: E + Dx Part 3: E + Gx Part 3: Part 3	Part 2:	Part 2. Part 2. Part 3. E + Dx Part 3. E + Gx Part 3. F + 1 x 10 Coals F + 1 x 10 Coals	2016 0 0 0 0 0 0 0 0 0	2017 0 0 0 0 0 0 0 0 0		2017 29 25 86.2 65.6 19 6 131.4 5 4 80.0 3 1 1 100.0 1 0 7 7 100.0 6 1 2 2 2 2 2 2 2 2 2	2016 31 27 871 656 20 7 1228		Representation Repr	All	Veit Veit	Veal	Variable Variable		C D E F G H I J K L N N O P Q R S T U V W X V Z The control of	C D E F G H I J K L M N O P Q R S T U V W N N D Q R S T U V W N N N N N N N N N	C D E F G H I J K L M N O P O R S T U V W N V V V V V V V V V	C D E F G H I J K L N N N D D E F G H I J K L N N N D D D R S T U V W N N V Z

TOTAL	Total		14 Oth	_	13 Oth	_	(EEOO)	Occupa	Employ			Data sources		Total	Workers Workers		13 Pers			(EEOG)	Occupa	Employ			Data sources:	Α					
		rkers	Other Manual	Personnel	Other Sales & Service		,	Occupational Group	Employment Equity			SS:			rkers	Other Manual	Personnel	Other Sales & Service		•	Occupational Group	Employment Equity			8.	В					
2	2	2	2	2			Т					***************************************	2	2	2	2	_	_													
2020	2017	2020	2017	2020	2017	#	Emj		Vear H			Pa Flox An	2017	2016	2017	2016	2017	2016	#	Emp		Year			Pa Woo An	С					
63	63	0	0	0	0	#	Employees	≧ T	ires and	New	←	Part 2: I Flow Data Flo Analysis A	118	136	0	0	0	0	#	Employees	Ě			—	Part 1: I Workforce Wo Analysis A	D					
36	36	0	0	0	0	#	Actual	Women	Hires and Promotions	New Entrants	←	Part 2: Flow Data Analysis	71	81	0	0	0	0	#	Representation			_	←	Part 1: Workforce Analysis	E					
57.1	57.1	0.0	0.0	0.0	0.0	%			tions	ts	←	E+Dx 100	60.2	59.6	0.0	0.0	0.0	0.0	9/6	ttion		W	Vorkfo	←	E ÷ D V	F					
0	-1	0	0	0	0	#	Goal				←	Part 3: Goals	58.3	57.6	0.0	0.0	0.0	0.0	9/6	Availability	Women	Workforce	Workforce Analysis	←	Part 1: Workforce Analysis	G					
0.0	-3600.0	0.0	0.0	0.0	0.0	%	Goal Met	Women	Short-ter		←	E + G x 100	69	78	0	0	0	0	#	bility	ien	3	alysis	←	D x G ÷ 100	Н					
0.0	5.0	0.0	0.0	0.0	0.0	%	Goal	nen	Short-term Goals		←	Part 3: Goals	2	3	0	0	0	0	¥	Gap				←	Е-Н	I					
	1142.9	0.0	0.0	0.0	0.0	%	Goal Met	,			←	F + I x 100	103.2	103.4	0.0	0.0	0.0	0.0	%	EE Result				←	E+H x100	J					Feder
	-1	0	0	0	0	#	Goal			Goals	←	Part 3: Goals	50		0		0		#	Employees	IIV			←	Part 2: Flow Data Analysis	K					al Con
0.0	-3600.0	0.0	0.0	0.0	0.0	#	Goal Met		Long-te		←	E+Kx 100	30		0		0		#	A				←	Part 2: Flow Data Analysis	T			Mod	Part 4:	tractor
	22.4	0.0	0.0	0.0	0.0	%	Goal	Women	Long-term Goals		←	Part 3: Goals	60.0		0.0		0.0		9%	Actual	=	Hires		←	L+K x100	M	į	42940	lis Can	Resul	s Prog
0.0	255.1	0.0	0.0	0.0	0.0	#:	Goal Met	7	S		←	F + M x 100	29						#	Expected	Women			←	K x G +	Z	3	5	Modis Canada Inc.	Part 4: Results - Women	am Ac
0	1	0	0	0	0		1	<u> </u>	<u>.1</u>			<u> </u>	9		0		0		#	Difference				←	L - N	0			:•	men	Federal Contractors Program Achievem
															0		0		#	e Employees	AII.			←	Part 2: Flow Data Analysis	P					ent Table
													13		0		0		#		Г		_	←	Part 2: a Flow Data Analysis	0					ble
													6 46.2		0 c		0 0		%	Actual		Promotions	Flow Data Analysis	←	ta Q + P x 100	R					
													.2		0.0		0.0		#	Expected	Women	ions	ıta Ana	←	PxF + 100	s					
								Co					∞		0		0		#	d Difference			ilysis	←	00 Q-S	T					
								Comments					-2		0		0		#	nce Employees	<u>≥</u>			←	Part 2: Flow Data Analysis	\perp $_{ m U}$					
								SS					49		0		0		#	vees	Г			←	2: Part 2: Data Flow Data sis Analysis	V					
													31	oome	0		0		%	Actual		Te		· ←	2: V÷Ux Data 100 ysis	W					
													63.3		0.0	-	0.0			Exp	Women	Terminations									
													29		0		0		#	Expected Diff		ons		+	U x F ÷ 100 V	X					
													2		0		0		#	Difference	Tu			←	V - X ((D) DY 2)	Y					
													38.6		0.0		0.0		%	Rate	Furnover				U + ((DYear1 + DYear2) + 2) x 100	Z					

03 Professionals			Middle & Other		01 Senior Managers		(EEOG)	Occupational Group	Employment Equity			Data sources:		03 Professionals	02 Managers	Middle & Other	O1 Semor Managers			(EEOG)	Occupational Group	Employment Equity			Data sources:	AB				
2020	2017	2020	2017	2020	2017	#			Year				2017	2016	2017	2016	2017	2016	#			Year				С				
0		=======================================	11	0	0	#	Employees		Т	Ne Ne	←	Part 2: Flow Data Analysis]	23			2	#	Employees	All	Ì		←	Part 1: Workforce Analysis	D				
0		0		0	0	#			Hires and Promotions	New Entrants	←	Part 2: Flow Data Analysis	0	0	0		0	1	#		Г			←	Part 1: Workforce Analysis	E				
		0.0	0.0	0.0	0.0	%	Actual	Aboriginal Peoples	notions	ants	←	E + D x 100	0.0	0.0				50.0	%	Representation		_	Work	←	E ÷ D x 100	F				
0		0		0	0	#	Goal				←	Part 3: Goals	2.7	2.7	2.2			2.9	%	Avail	Aborigin	Workforce	Workforce Analysis	←	Part 1: Workforce Analysis	G				
0.0		0.0	0.0	0.0	0.0	9%	Goal Met	Aborigin	Short-te		←	E ÷ G x 100	0	0		1		0	*	Availability	Aboriginal Peoples	e	nalysis	←	DxG ÷100	Н				
		0.0	0.0	0.0	0.0	9/0	Goal	Aborigmal Peoples	Short-term Goals		←	Part 3: Goals	0	0	-1	-1	0	1	#	Gap				←	Е-Н					
0.0	0.0	0.0	0.0	0.0	0.0	%	Goal Met			Goals	←	F ÷ I x 100	0.0	0.0	0.0	0.0	0.0	1,724.1	*	EE Result				←	E+H x100	J				Feder
0	0	<u>-</u>	<u>.</u>	0	0	#	Goal				←	Part 3: Goals	0		9		0		#	Employees	All			←	Part 2: Flow Data Analysis	К			Part 5	al Cont
0.0	0.0	0.0	0.0	0.0	0.0	#	Goal Met	Aboriginal Peoples	Long-term Goals		←	E+Kx 100	0	**********	0		0		#	Actual				←	Part 2: Flow Data Analysis	T		Modi	Part 5: Results - Aboriginal Peoples	Federal Contractors Program Achieveme
0.0	0.0	2.2	2.2	0.0	0.0	%	Goal	Peoples	m Goals		←	Part 3: Goals	0.0		0.0		0.0		%	la.	Aboriginal Peoples	Hires		←	L+K x 100	X	42940	Modis Canada Inc	ts - Abo	Progra
0.0	0 0	0.0	0.0	0.0	0.0	#:	Goal Met				←	F + M x 100	0		0		0		41:	Expected	Peoples			←	K x G+	Z		da Inc.	riginal	ım Ach
													0		0		0		#	Difference				←	L-7	0			People	ieveme
													0		2		0		#	Employees	All			←	Part 2: Flow Data Analysis	P			S	nt Table
													0		0		0		#	Actual		Pr	Flo	←	Part 2: Flow Data Analysis	Q				e
													0.0		0.0		0.0		%	<u> </u>	Aboriginal Peoples	Promotions	w Data	←	Q ÷ P x 100	R				
													0		0		0		41:	Expected	Peoples	S	Flow Data Analysis	←	P x F ÷ 100	s				
								Comments					0		0		0		#	Difference 1			is	←	Q-S	T				
								ents					0		8		0		#:	Employees	All			←	Part 2: Flow Data Analysis	U				
													0		0		0		#	Actual				←	Part 2: Flow Data Analysis	V				
													0.0		0.0		0.0		%		Aboriginal Peoples	Terminations		←	V ÷ U x U	W				
													0		0		0		#	Expected D	Peoples	ations		←	U x F ÷ 100	×				
													0		0		0		#	Difference	1			←	V - X ((Y				
													0.0		33.3		0.0		8	Rate	Turnover			←	U÷ ((DYear1 + DYear2)÷ 2) x 100	Z				



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42940	Modis Canada Inc.	Part 5: Results - Aboriginal Peoples	Federal Contractors Program Achievement Table
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-	8	9	 0x	(07		Œ	ç				Data	A	
Trades Workers	Skilled Crafts &	Service Personnel	Skilled Sales &	Senior Clerical	Administrative &		(EEOG)	Occupational Group	Employment Equity			Data sources:	В	
2017	2016	2017	2016	2017	2016	#			Year			***************************************	С	
0	0	21	27	43	50	#	Employees	M			←	Part 1: Workforce Analysis	D	
0	0	0	_	_	0	#					←	Part 1: Part 1: Workforce Workforce Analysis Analysis	E	
0.0	0.0	0.0	3.7	2.3	0.0	9/6	Representation		_	Work	←	E÷D x 100	F	
0.0	0.0	1.2	1.2	1.9	2.1	9/6	Availability	Aboriginal Peoples	Workforce	Workforce Analysis	←	Part 1: Workforce Analysis	G	
0	0	0	0	1	1	#	ability	al Peoples	ë	nalysis	←	D x G + 100	Н	
0	0	0	_	0	-1	#	Gap				←	Е-Н	I	
0.0	0.0	0.0	308.6	122.4	0.0	7/4	EE Result				←	E÷H x100	J	
0		7		29		#	Employees	All			←	Part 2: Part 2: Flow Data Flow Data Analysis Analysis	K	
0	*******	0				#	Actual				←	Part 2: Flow Data Analysis	Т	
0.0		0.0		3.4		%	aal	Aboriginal Peoples	Hires		←	L+K x100	Z	
0		0		_		#1:	Expected	Peoples			←	K x G+	z	
0		0		0		#	Difference				←	L-7	0	
0		3		7		#	Employees	<u> </u>			←	Part 2: Part 2: Flow Data Analysis Analysis	P	
0		0		0		#	Actual		Pr	Flo	←	Part 2: Flow Data Analysis	Q	
0.0		0.0		0.0		%		Aboriginal Peoples	Promotions	w Data	←	Q + P x F	R	
0_		0		0		11:	Expected I	Peoples	٥	Flow Data Analysis	←	P x F ÷ 100	s	
0		0		0		#	Expected Difference Employees			is	←	Q-S I	Т	
0		10		24		18:	mployees	<u> </u>			←	Part 2: Part 2: V + U x Flow Data Flow Data 100 Analysis Analysis	U	
0	nomee	0		0	********	#	Actual				←	Part 2: Flow Data Analysis	V	
0.0		0.0		0.0		%		Aboriginal Peoples	Terminations		←	V ÷ U x U	W	
0		0		0		#	Expected Difference	eoples	tions		←	U x F ÷ 100	×	
0		0		0		#		I			←	V-X (0)	Y	
0.0		41.7		51.6		ν,	Rate	Furnover				U÷ ((DYear1 + DYear2) ÷ 2) x 100	\mathbf{Z}	

Data sources:	ources:		Part 2: Part 2: Flow Data Flow Data Analysis Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F + I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷Mx 100
	***************************************		+	+	+		4		←	+	4	+	+
			Nex	New Entrants	ınts				Goals	als			
E	Employment Equity		Hires a	Hires and Promotions	otions		Short-term Goals	m Goals	•		Long-term Goals	m Goals	
Occi	Occupational Group	Year	<u>.</u>	Aboriginal Peoples	d Peoples		Aboriginal Peoples	d Peoples			Aboriginal Peoples	l Peoples	
(EE	EEOG)		Employees	Actual	ual	Goal	Percent of Goal Met						
		#:	#	#	9%	#	9/4	9/0	9/6	#	#	9/4	#
07	Administrative &	2017	36	_	2.8	0	0.0	0.0	0.0	-1	-100.0	2.1	132.3
	Senior Clerical	2020	36	1	2.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	Skilled Sales &	2017	10	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
00	Service Personnel	2020	10	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
90	Skilled Crafts &	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	Trades Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0

_	<u>5</u>		=	3	10		(PEOG)	Occi	Emp			Data sources:	A				
Workers	Semi-Skilled Manual	Service Personnel	Intermediate Sales &	Civilon i olocimoi	10 Clerical Personnel		06	Occupational Group	Employment Equity			энгсеs:	В				
2017	2016	2017	2016	2017	2016	#			Year				С				
0	0	0	0	29	31	#	Employees	All			←	Part 1: Workforce Analysis	D				
0	0	0	0	0	0	#	Representation				←	Part 1: Part 1: Workforce Workforce Analysis Analysis	E				
0.0	0.0	0.0	0.0	0.0	0.0	9%	entation		 -	Work	←	E+D x100	F				
0.0	0.0	0.0	0.0	1.4	1.4	9/6	Availability	Aboriginal Peoples	Workforce	Workforce Analysis	←	Part 1: Workforce Analysis	G				
0	0	0	0	0	0	#	bility	l Peoples	e	ıalysis	←	D x G ÷ 100	Н				
0	0	0	0	0	0	#	Gap				←	Е-Н	I				
0.0	0.0	0.0	0.0	0.0	0.0	3	EE Result				←	E+H x100	J				Federa
0		0		5		#	Employees				←	Part 2: Part 2: Flow Data Flow Data Analysis Analysis	K			Part 5: Results - Aboriginal Peoples	Federal Contractors Program Achievemen
0	*********	0		0		#	Actual				←	Part 2: Flow Data Analysis	Г		Modis	Result	actors
0.0		0.0		0.0		%		Aboriginal Peoples	Hires		←	L+K x100	A N	42940	Modis Canada Inc.	s - Abo	Progra
0		0		0		#	Expected E	Peoples			←	K x G + 100	Z		la Inc.	riginal	m Achi
0		0		0		*	Difference E				←	L-N F	0			Peoples	evemen
0		0		_		#	mployees	À			←	Part 2: Part 2: Flow Data Flow Data Analysis Analysis	P				t Table
0		0		0		#	Actual		Pro	Flox	←		Q				
0.0		0.0		0.0		%		Aboriginal Peoples	Promotions	v Data	←	Q + P x P	R				
0		0		0		3 b	Expected Difference Employees	eoples		Flow Data Analysis	←	P x F ÷ 100	s				
0		0		0		#	fference En			S	←	Q-S FI	T				
0		0		7		at:	aployees	<u> </u>			←	Part 2: Part 2: Flow Data Flow Data Analysis Analysis	U				
0	onomm	0		0	••••••	#	Actual		_1		←		V				
0.0		0.0		0.0		%		Aboriginal Peoples	Terminations		←	V + U x U ,	W				
0		0		0		#	Expected Di	eoples	tions		←	U x F ÷ 100	X				
0		0		0		#	Difference	_			←	V - X (III	Y				
0.0		0.0		23.3		9%	Rate	Turnover				U÷ ((DYear1 + DYear2)÷ 2) x 100	Z				

12	=	=	-	10		(EE	000	E	
Semi-Skilled Manual Workers	Service Personnel	Intermediate Sales &	Cicilear i cisonnei	Clarical Derconnel		(EEOG)	Occupational Group	Employment Equity	
2017 2020	2020	2017	2020	2017	#		1 CH		
0	0	0	6	6	#	Employees	A	Hires :	Nev
0	0	0	0	0	#	Actual	Aboriginal Peoples	Hires and Promotions	New Entrants
0.0 0.0	0.0	0.0	0.0	0.0	%	al	Peoples	otions	nts
0	0	0	0	0	#	Goal			
0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met	Aboriginal Peoples	Short-term Goals	
0.0	0.0	0.0	0.0	0.0	9/6	Goal	Peoples	m Goals	
0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met			Goals
0	0	0	0	0	#	Goal		1	ıls
0.0	0.0	0.0	0.0	0.0	#	Percent of Goal Met	Aboriginal Peoples	Long-term Goals	
0.0	0.0	0.0	0.0	0.0	%	Goal	Peoples	n Goals	
0.0	0.0	0.0	0.0	0.0	#	Percent of Goal Met			
							.		
							Co		
							Comments		
							S		

E ÷ D x 100

Part 3: Goals

E ÷ G x 100

Part 3: Goals

F ÷ I x 100

Part 3: Goals

E+Kx 100

Part 3: Goals

F + M x 100

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(EEOG)	Occur	Empl			Data sources:		Total	14 W	_	13 Po			(EEOG)	Occu	Empl			Data sources:	Α				
9	Occupational Group	Employment Equity			rces:			Workers	Other Manual	Personnel	Other Sales & Service		Ω	Occupational Group	Employment Equity			rces:	В				
	7					2017	2016	2017	2016		vice 2016	#			Year			1	C				
Employees	All			←	Part 2: Flow Data Analysis			7	6	[7]	6	#	Employees	All	=		<u></u>	Part 1: Workforce Analysis	D				
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Other Sales & Service
Personnel
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Federal Contractors Program Achievement Table
Part 6: Results - Persons with Disabilities
Modis Canada Inc.
42940

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42940	Modis Canada Inc.	Part 6: Results - Persons with Disabilities	Federal Contractors Program Achievement Ta
		Disabilities	ievement Table

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42940	Modis Canada Inc.	Part 6: Results - Persons with Disabilities	Federal Contractors Program Achievement Ta
		Disabilities	ievement Table

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(EEOG)	Слопр		All Employees	Repres	entation	Persons with Availa		Gap	EE Result	All Employees		Persons wit		Difference	All Employees		Persons wit		Difference	All Employees		rersons wit	h Disabilities Expected	Difference	Turnover Rate
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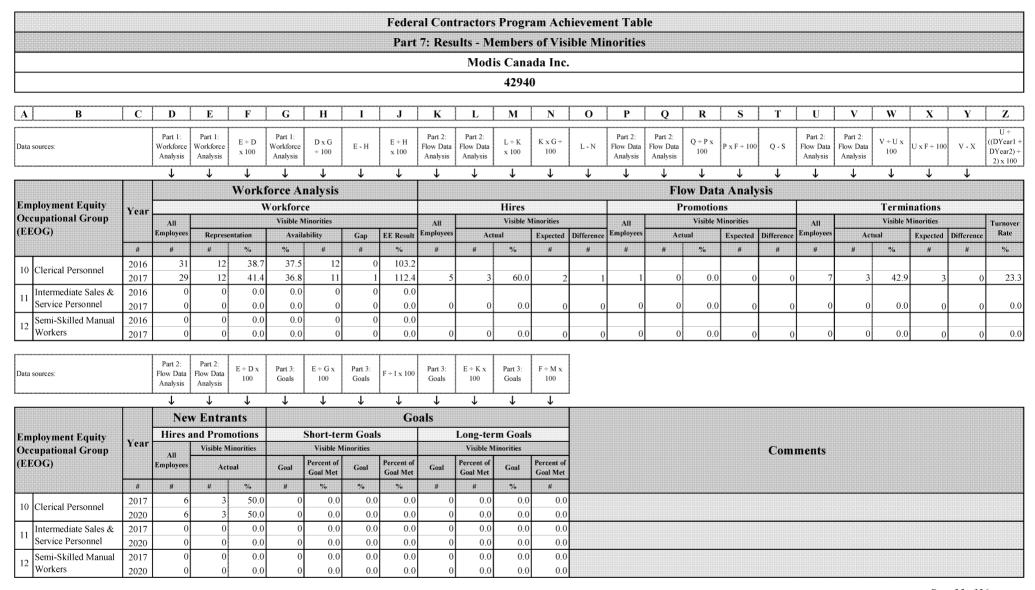
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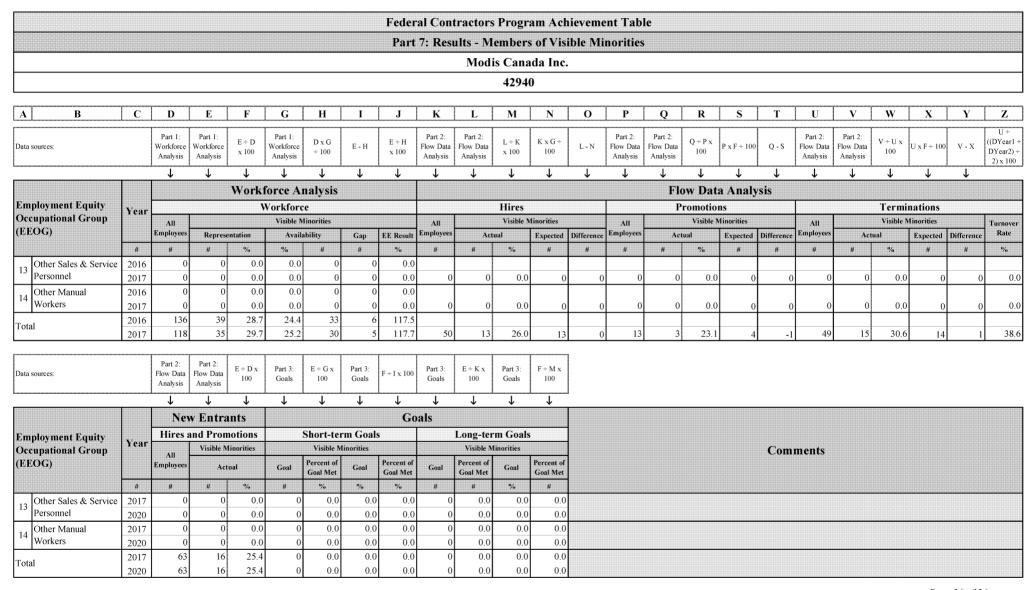
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Part 3: Goals

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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
- 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-terms 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 a 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 underrepresented; and

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

Labour Program officers are available to answer questions and provide guidance. You may also visit our website to access a number of tools and a series of training modules. In particular, we encourage your organization to continue using the 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 <u>ee-eme@hrsdc-rhdcc.gc.ca</u>.

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@hrsdc-rhdcc.qc.ca

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



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