PROTECTED WHEN COMPLETED - B

OFFICIAL USE ONLY	
Agreement N°:	

Labour Program s.19(1) Federal Contractors Program s.24(1)

Agreement to Implement Employment Equity (All sections must be completed)

New Agreement

X Revised Agreement					
	ORGA	NIZATION			
Legal Name of Organization Parkland Fuel Corporation			Parent company	is located outside C	anada
				Yes	No
Operating Name (if different from Legal Name Bluewave Energy, Columbia Fuels, Island PPNE Corporation, Propane Nord-Ouest		Sparlings Propane	Rucinace Mumb	er – Canada Rever	nue Agency
The corporation, repairs not a custor		***	Total number of e (Permanent Full- Permanent Part-		la
Organization's North American Industry Classif To find your organization's four-digit NAICS con		Number	П	y Regulated	
447110			Provincially	y Regulated	
	HEA	D OFFICE	***************************************		
Address (building number, street, suite, etc.) 5101, 333-96th Ave NE		City Calgary		Province AB	Postal Code T3K 0S1
0.00,000,000		Telephone Number 1-800-662-7177		AD	138 031
	EMPLOYMENT	EQUITY CONT	ACT	177.3	
Name (print) Kelsey Heggie		Title Compensation Ana	alyst		
Telephone Number 403-567-2518	E-mail Address kelsey.heggie@parkland.c	á		Preferred Language	e of Correspondence French
	CERT	TFICATION			
The above-named organization:				***************************************	:
having a combined workforce of 100 c	or more permanent full-time	e and/or permanen	t part-time emplo	yees in Canada,	AND
 intending to bid on, or being in receipt applicable taxes) 	of, a federal government of	goods or services o	ontract valued a	t \$1M or more (in	cluding
hereby certifies its commitment to implem instrument, in keeping with the Federal C please refer to: http://www.esdc.gc.ca/eng	contractors Program requir	ements. For more i			
Important note: If an audit of the Agreem the procurement instrument(s) with the Go			ers misrepresent	ation on the part o	of the organization,
	SIG	NATORY			
NOTE: The signatory must be the Chief I contract on behalf of the organiza		uthorized person in	an executive po	sition with legal a	uthority to sign a
Name (print) Melody Appleman		Title Vice President, Pe	onle and Culture		
Telephone Number	E-mail Address	Tioo i resident, i e	opic and Januic	·	ge of Correspondence
403-567-2529	Melody.appelman@parkl	and.ca	X *		
Signature		Date (YYYY-MM-DI	3/6/1,		
Privacy Notice:		\$ 200	& -01-	30	
	lected under the authority of se	ection 42 of the <i>Empl</i>	oyment Equity Act	to determine your e	ligibility for the Federal
Completion of this form is mandatory. Refusal to Bid List, loss of the right to bid on federal go	Melody.appelman@parkland.ca Date (YYYY-MM-DD) Notice: Impartion you provide on this form is collected under the authority of section 42 of the Employment Equity Act to determine your eligibilities or Program (FCP). It is manufactory. Refusal to provide personal information will result in the organization's name being placed on the FCP st., loss of the right to bid on federal government goods or services contracts of any value and may also result in the termination of the remaining to the result in an administrative decision being made about you. Information is administered in accordance with the Privacy Act and other applicable laws. You have the right to the protection of sonal information, which is described in Personal Information Bank ESDC PPU 729. Instructions for obtaining this information are our length publication entitled Info Source, which is available at the following website address: http://www.infosource.gc.ca. Info Source may	FCP Limited Eligibility of the contract.			
disclosures of your personal information will ne					
l your personal information, which is described in	n Personal Information Bank E hich is available at the followin	ESDC PPU 729. Instri	uctions for obtainir	no this information a	re outlined in the
	RETURN	NSTRUCTIONS			
IMPORTANT					
The signed Agreement to Implement e-mail at: ee-eme@hrsdc-rhdcc.gc		rm must be sent to	o the Labour Pr	ogram by	:



Parkland Fuel Corporation (certificate # 090210)

FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA Reporting Period 2016-02-29 to 2017-08-01

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	ı	Province		
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Ontario	333	1	0	334
Québec	30	0	0	30
Nova Scotia	144	1	0	145
New Brunswick	6	0	0	6
Manitoba	12	0	0	12
British Columbia	144	1	0	145
Prince Edward Island	29	0	0	29
Saskatchewan	24	0	0	24
Alberta	492	2	0	494
Yukon	5	0	0	5
Total Employees in 0	Canada			1224

	Cen	sus Metropolita	n Areas	
I	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Calgary	135	0	0	135
Edmonton	20	0	0	20
Halifax	64	1	0	65
Montréal	9	0	0	9
Regina	4	0	0	4
Toronto	23	0	0	23
Vancouver	19	0	0	19
Winnipeg	10	0	0	10
Moncton	6	0	0	6
Québec	1	0	0	1
Kingston	1	0	0	1
Ottawa - Gatineau	14	0	0	14
Peterborough	1	0	0	1
Hamilton	55	0	0	55
London	1	0	0	1
Windsor	1	0	0	1
Greater Sudbu	ry 11	0	0	11

Canada

FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA Reporting Period 2016-02-29 to 2017-08-01

Census Metropolitan Areas

1224		•	in Canada	Total Employees in Canada
5	0	0	ر ن	Y.T.
13	0	0	13	Sask. less CMA
20	0	0	20	Que. less CMAs
29	0	0	29	P.E.I.
196	0	_	195	Ont. less CMAs
80	0	0	80	N.S. less CMA
2	0	0	2	Man. less CMA
102	0	_	101	B.C. less CMAs
339	0	2	337	Alta. less CMAs
22	0	0	22	Victoria
2	0	0	2	Kelowna
7	0	0	7	Saskatoon
	0	0	_	Guelph
23	0	0	23	Brantford
7	0	0	7	Thunder Bay
Total Number of Employees	Temporary	Permanent Part-time	Permanent Full-time	Pe

Employment and Social Emploi et Développement Development Canada social Canada

Parkland Fuel Corporation (certificate # 090210)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

Reporting Period 2016-02-29 to 2017-08-01

Occupational Group		,	All Employee:	S	Ab	original Peop	oles	Perso	ns with Disal	bilities	Member	s of Visible M	linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Senior Managers	4	1	1										
Top Range: \$100,000 and over	3	1	1										
Bottom Range: \$100,000 and over	2	5	5										
	1	11	8	3									
	Total	18	15	3									
Middle and Other Managers	4	4	4										
Top Range: \$100,000 and over	3	18	11	7	1	1					1		1
Bottom Range: \$ 60,000 - \$64,999	2	56	41	15							9	8	1
	1	129	101	28	2	2		1	1		6	5	1
	Total	207	157	50	3	3		1	1		16	13	3
Professionals	4	11	9	2							6	5	1
Top Range: \$100,000 and over	3	14	8	6							4	2	2
Bottom Range: \$ 40,000 - \$44,999	2	59	28	31				1		1	17	6	11
	1	35	13	22				1		1	2	1	1
	Total	119	58	61				2		2	29	14	15
Semi-Professionals and Technicians	4	2	2					1	1				
Top Range: \$100,000 and over	3	5	4	1							1	1	
Bottom Range: \$ 40,000 - \$44,999	2	15	13	2	1	1							
	1	9	6	3				2		2			
	Total	31	25	6	1	1		3	1	2	1	1	

Page 1 of 34 Canada

Parkland Fuel Corporation (certificate # 090210) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National Reporting Period 2016-02-29 to 2017-08-01

Hos Doseno + 05 000 + 00 000	4 (4	n	ω			7	Coi.	9	Col. 11
Top Range: \$ 95,000 - \$99,999 Bottom Range: \$ 35,000 - \$39,999	N W	16	8 5	4 8	_					
	_	5	_	4						
	Total	34	15	19	_		-3		1	
Supervisors: Crafts and Trades	4	2	2							
Top Range: \$100,000 and over	з	5	5							
Bottom Range: \$ 40,000 - \$44,999	2	9	9							
	1	5	4	1						
	Total	21	20	1						
Administrative and Senior Clerical Personnel	4	5	2	3						
Top Range: \$100,000 and over	ш	8	3	5						
Bottom Range: \$ 40,000 - \$44,999	2	17	ယ	14						
	_	16	1	15						
	Total	46	9	37	-					
Skilled Sales and Service Personnel	4									
Top Range: \$ 95,000 - \$99,999	ယ									
Bottom Range: \$ 95,000 - \$99,999	2									
	1	1		1						
	Total	1		1						

			. 60			2011 00	-						
Occupational Group		A	All Employees	S	Ab	Aboriginal Peoples	les	Perso	Persons with Disabilities	ilities	Members	Members of Visible Minorities	¹ inorities
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
Skilled Crafts and Trades Workers	4	2	2					1	1				

Total	1	Bottom Range: \$ 30,000 - \$34,999	Top Range: \$ 95,000 - \$99,999	Semi-Skilled Manual Workers 4	Total	1	Bottom Range: \$ 15,000 - \$19,999 2	Top Range: \$100,000 and over	Intermediate Sales and Service Personnel 4	Total	_	Bottom Range: \$ 30,000 - \$34,999	Top Range: \$ 90,000 - \$94,999	Clerical Personnel 4	Total	_	Bottom Range: \$ 35,000 - \$39,999	Top Range: \$100,000 and over	Skilled Crafts and Trades Workers	Col. 1	
																				Col. 2	
332 327	131 127	69 6	102 101	30 3	153 3	73 1	67 1	10	3	182 7	63 2	72 2	35 2	12 1	73 7	45 4	16 1	10 1	2	Col. 3	A∏E
5	7 4	69		30	33 120	11 62	13 54	7 3	2 1	76 106	20 43	21 51	25 10	10 2	73	45	16	10	2	Col. 4	
17	4	2	51	6						3		1		1						Col. 5	
17	4	2	5	6						1				1						Col. 6	Aboriginal Peoples
										2		_1								Col. 7	les
7	4	1	2		1	1				5		4	1		1				1	Col. 8	Person
7	4	1	2		1	1									1				1	Col. 9	Persons with Disabilities
										5		4	1							Col. 10	ilities
9	4		2	ပ	5	1	4			13	4	5	2	2						Col. 11	Members
9	4		2	အ	2	1				7	2	2	1	2						Col. 12	Members of Visible Minorities
					ဒ		ယ			6	2	3								Col. 13	inorities

Form 2 A

Total Number of Employees			Bottom Range: \$ 40,000 - \$44,999	Top Range: \$ 45,000 - \$49,999	Other Manual Workers	Salary Range Col. 1	Occupational Group
	Total	1	2	ယ	4	QTR	
1219	2	1			1	Total Col. 2	, p
810	2	1			1	Men Col. 3	All Employees
409						Women Col. 4	
25						Total Col. 5	Abo
22						Men Col. 6	Aboriginal Peoples
3						Women Col. 7	les
21						Total Col. 8	Perso
12						Men Women Total Men Women Col. 9 Col. 10 Col. 11 Col. 12 Col. 13	Persons with Disabilities
9						Women Col. 10	oilities
81						Total Col. 11	Member
50						Men Col. 12	Members of Visible Minorities
31						Women Col. 13	linorities

Total Number of Employees			Bottom Range: \$ 25,000 - \$29,999	Top Range: \$ 40,000 - \$44,999	Semi-Skilled Manual Workers			Bottom Range: \$ 35,000 - \$39,999	Top Range: \$ 45,000 - \$49,999	Intermediate Sales and Service Personnel			Bottom Range: \$ 40,000 - \$44,999	Top Range: \$ 40,000 - \$44,999	Clerical Personnel	Salary Range Col. 1	Occupational Group
	Total	1	2	ω	4	Total	1	2	ယ	4	Total	1	2	ω	4	QTR	1
5	2	1			_	2	1			_	1	1				Total Col. 2	
2	2	1			_											Men Col. 3	All Employees
u						2	1			_	1	1				Women Col. 4	S
																Total Col. 5	AŁ
																Men Col. 6	Aboriginal Peoples
																Women Col. 7	ples
_	1	1														Total Col. 8	Persi
	1	1														Men Col. 9	Persons with Disabilities
																Women Col. 10	bilities
																Total Col. 11	Member
																Men Col. 12	Members of Visible Minorities
																Women Col. 13	/linorities

Parkland Fuel Corporation (certificate # 090210) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Ontario Reporting Period 2016-02-29 to 2017-08-01

Occupational Group Salary Range	QTR	Total	All Employees Men	Women	Ab ₁ Total	Aboriginal Peoples Men \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	les Women	Perso Total	Persons with Disabilities	bilities Women	Member Total	Members of Visible Minorities Total Men Wome	1inorities Women
Salary Kange Col. 1	2	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Lotal Col. 11	Col. 12	Col. 13
Senior Managers	4	_	_										
Top Range: \$100,000 and over	ယ												
Bottom Range: \$100,000 and over	2												
	1	2	2										
	Total	3	3										
Middle and Other Managers	4	2	2										
Top Range: \$100,000 and over	3	2	2										
Bottom Range: \$ 65,000 - \$69,999	2	11	9	2							1	1	
	1	47	36	11	1	1					1	1	
	Total	62	49	13	1	1					2	2	
Professionals	4	_	_										
Top Range: \$100,000 and over	ω	ယ	_	2				_		_	_	_	
Bottom Range: \$ 45,000 - \$49,999	2	6	4	2							2	1	
	1	4		4									
	Total	14	6	8				1		1	3	2	
Semi-Professionals and Technicians	4	1	1										
Top Range: \$ 95,000 - \$99,999	သ												
Bottom Range: \$ 50,000 - \$54,999	2	1	_										
	1	3	3										
	Total	5	5										

Occupational Group Salary Range	QTR		All Employees	_	Ab Total	Aboriginal Peoples Men \	vies Women	Perso	Persons with Disabilities	bilities	Membe Total	Members of Visible Minorities Total Men Wome	 ≨
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Supervisors	4	1	1										
Top Range: \$ 95,000 - \$99,999	3	1		1									
Bottom Range: \$ 55,000 - \$59,999	2	ယ		2									
	_	2	1	1									
	Total	7	3	4									
Supervisors: Crafts and Trades	4	2	2										
Top Range: \$ 75,000 - \$79,999	3	3	3										
Bottom Range: \$ 60,000 - \$64,999	2												-
	1	2	2										-
	Total	7	7										
Administrative and Senior Clerical Personnel	4	_	_										
Top Range: \$ 90,000 - \$94,999	ယ	_	_										_
Bottom Range: \$ 40,000 - \$44,999	2	2		2							1		\vdash
	1	7	1	6							1		
	Total	11	3	8							2	,	
Skilled Crafts and Trades Workers	4	9	9										
Top Range: \$ 60,000 - \$64,999	3	14	14										
Bottom Range: \$ 40,000 - \$44,999	2	10	10										
	1	6	6										
	Total	39	39										

Form 2 A

Employment and Social Emploi et Développement
Development Canada social Canada

Parkland Fuel Corporation (certificate # 090210) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Ontario Reporting Period 2016-02-29 to 2017-08-01

Occupational Group		1	∖II Employees	S	Ab	original Peoples	les	Perso	Persons with Disabilities	oilities	Member	Members of Visible Minorities	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
Total Number of Employees	-	333	231	102	ددا	LS		2	٠.		<u>-</u>	6	51

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Form 2 B

Total Number of Employees			Bottom Range: \$ 40,000 - \$44,999	Top Range: \$ 40,000 - \$44,999	Semi-Skilled Manual Workers	Salary Range Col. 1	Occupational Group
	Total	1	2	3	4	QTR	
	1	1				Total Col. 2	,
1	1	1				Men Col. 3	All Employees
						Women Col. 4	Š
						Total Col. 5	AI
						Men Col. 6	Aboriginal Peoples
						Women Col. 7	ples
						Total Col. 8	Pers
						Men Col. 9	Persons with Disabilities
						Women Col. 10	abilities
						Total Col. 11	Membe
						Total Men Women Col. 11 Col. 12 Col. 13	Members of Visible Minorities
						Women Col. 13	Vinorities

Parkland Fuel Corporation (certificate # 090210) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Québec Reporting Period 2016-02-29 to 2017-08-01

Salary Range	QIR R	Total Men	Men	Women	Total	Men V	Women	Total	tal Men Wor	Women	Total	Total Men Wome
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	4	1		1								
Top Range: \$100,000 and over	သ											
Bottom Range: \$100,000 and over	2											
	1	1	1									
	Total	2	1	1								
Supervisors: Crafts and Trades	4	2	2									
Top Range: \$ 70,000 - \$74,999	3	1	1									
Bottom Range: \$ 40,000 - \$44,999	2											
	1	1		1								
	Total	4	3	_								
Skilled Crafts and Trades Workers	4	1	1									
Top Range: \$ 55,000 - \$59,999	ယ											
Bottom Range: \$ 40,000 - \$44,999	2		_									
	1	1										
	Total	3	3									
Clerical Personnel	4	1		1								
Top Range: \$ 55,000 - \$59,999	3											
Bottom Range: \$ 30,000 - \$34,999	2											
	_	1		1								
	Total	2		2								

Form 2 A

Parkland Fuel Corporation (certificate # 090210)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Québec
Reporting Period 2016-02-29 to 2017-08-01

Occupational Group		ъ	All Employees	•	Ab	Aboriginal Peoples	oles	Perso	Persons with Disabilities	oilities	Member	Members of Visible Minorities	/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
Intermediate Sales and Service Personnel	4	1	1										
Top Range: \$ 70,000 - \$74,999	3												
Bottom Range: \$ 25,000 - \$29,999	2												
	1	3		3									
	Total	4	1	3									
Semi-Skilled Manual Workers	4	5	5										
Top Range: \$ 55,000 - \$59,999	သ	1	1										
Bottom Range: \$ 35,000 - \$39,999	2	6	6										
	1	3	2	1									
	Total	15	14	1									
Total Number of Employees		30	22	8									

Parkland Fuel Corporation (certificate # 090210) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Nova Scotia Reporting Period 2016-02-29 to 2017-08-01

Occupational Group	OTR		All Employees		Ab	Aboriginal Peoples	les	Persi	Persons with Disabilities	bilities	Member	Members of Visible Minorities	linorities
Col. 1	2	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										
	Total	1	1										
Middle and Other Managers	4	1	1										
Top Range: \$100,000 and over	ω	2		2									
Bottom Range: \$ 60,000 - \$64,999	2	4	2	2									
	_	10	7	3				1	1		1	_	
	Total	17	10	7				1	1		1	1	
Professionals	4	2	1	1									
Top Range: \$ 85,000 - \$89,999	ω	7	4	3									
Bottom Range: \$ 40,000 - \$44,999	2	2	_	_									
	_	8	5	3							1	1	
	Total	19	11	8							1	1	
Semi-Professionals and Technicians	4		_										
Top Range: \$ 80,000 - \$84,999	ω												
Bottom Range: \$ 50,000 - \$54,999	2	1	1										
	_	_	_										
	Total	3	3										

OTR		Men	nemo/W	letoT	Mon I W	domon/W	T-1-I	1 Man 1 10/2	101	+		
2	וטומו	1	***		1 0	VVOITGI	lotal	Vien	vvomen	lotal	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									
ယ												
2	3		3									
1	1		1									
Total	5		5									
4												
ω												
2												
1	1	1										
Total	1	1										
4												
ω												
2												
1	1		1									
Total	1		1									
4	သ	3										
ω	1	1										
2	2	2										
_	_	1										
Total	7	7										
	Total 1 2 3 4 Total 1 2 3 4 Total 1 1 2 3 4 Total 1 2 3 4	Col. 2	Col. 2 Col. 3 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Col. 2 Col. 3 Col. 4 1 1 1 1 1 1 1 1 2 2 2 7 7 7	Col. 2 Col. 3 Col. 4 1 1 1 1 1 1 1 1 2 2 2 7 7 7	Col. 2 Col. 3 Col. 4 Col. 5 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 1 1 1 1 1 1 3 3 3 3 3 3 4 1 1 1 1 1 1 7 7 7 7 7 0 <th>Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8</th> <th>COI. 2 COI. 3 COI. 4 COI. 5 COI. 6 COI. 7 COI. 8 COI. 9 1</th> <th>Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 Col. 10 1</th> <th>COI. 2 COI. 3 COI. 4 COI. 5 COI. 6 COI. 7 COI. 8 COI. 9 COI. 10 COI. 11 4 4 4 4 COI. 5 COI. 7 COI. 8 COI. 9 COI. 10 COI. 10</th>	Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8	COI. 2 COI. 3 COI. 4 COI. 5 COI. 6 COI. 7 COI. 8 COI. 9 1	Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 Col. 10 1	COI. 2 COI. 3 COI. 4 COI. 5 COI. 6 COI. 7 COI. 8 COI. 9 COI. 10 COI. 11 4 4 4 4 COI. 5 COI. 7 COI. 8 COI. 9 COI. 10 COI. 10

Parkland Fuel Corporation (certificate # 090210) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Nova Scotia Reporting Period 2016-02-29 to 2017-08-01

	Total 35 35	5	Bottom Range: \$ 40,000 - \$44,999 2 16 16	Top Range: \$ 50,000 - \$54,999 3 8 8	Semi-Skilled Manual Workers 4 6 6	Total 29 6 23	1 20 2 18	Bottom Range: \$ 30,000 - \$34,999 2 6 2 4	Top Range: \$ 70,000 - \$74,999 3 2 1 1	Intermediate Sales and Service Personnel 4 1 1	Total 26 9 17 1 1	1 9 4 5	Bottom Range: \$ 30,000 - \$34,999 2 13 2 11 1 1	Top Range: \$ 65,000 - \$69,999 3 2 1 1	Clerical Personnel 4 2 2	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.	All Employees Aboriginal Peoples
4											1					Men Col. 6	
1 2	1										1					ol. 7 Col. 8 Col. 9	Persons with Disabilities
7	1 1												1			Women Total Col. 10 Col. 11	
3 4	1										1		1			Men Women Col. 12 Col. 13	e Min

			.		:			יו	: !		:		:
Occupational Group		1	All Employees	s	Abı	Aboriginal Peoples	les	Perso	Persons with Disabilities	oilities	Members	Members of Visible Minorities	inorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	nen	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9 Col. 10	Col. 10	Col. 11	Col. 11 Col. 12 Col. 13	Col. 13
Clerical Personnel	4												
Top Range: \$ 40,000 - \$44,999	3												
Bottom Range: \$ 40,000 - \$44,999	2												
	1	1		1									
	Total	1		J									
Total Number of Employees		1		1									

Form 2 B

Parkland Fuel Corporation (certificate # 090210)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / New Brunswick
Reporting Period 2016-02-29 to 2017-08-01

Occupational Group)		All Employees		- Ab	Aboriginal Peoples	oles	Perso	Persons with Disabilities	bilities	Member	Members of Visible Minorities	/linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers	4												
Top Range: \$ 65,000 - \$69,999	3												
Bottom Range: \$ 65,000 - \$69,999	2												
	_	1	_										
	Total	1	1										
Professionals	4												
Top Range: \$ 65,000 - \$69,999	3												
Bottom Range: \$ 65,000 - \$69,999	2												
	1	_1	1										
	Total	1	1										
Supervisors	4												
Top Range: \$ 60,000 - \$64,999	ω												
Bottom Range: \$ 60,000 - \$64,999	2												
	1	1	1										
	Total	1	1										
Intermediate Sales and Service Personnel	4												
Top Range: \$ 35,000 - \$39,999	3												
Bottom Range: \$ 35,000 - \$39,999	2												
	1	1		1									
	Total	1		1									

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Form 2 A

Form 2 A

Parkland Fuel Corporation (certificate # 090210)

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

Reporting Period 2016-02-29 to 2017-08-01

Occupational Group		,	All Employees	s	Ab	original Peop	oles	Perso	ns with Disa	bilities	Membe	rs 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
Semi-Skilled Manual Workers	4												
Top Range: \$ 45,000 - \$49,999	3												
Bottom Range: \$ 45,000 - \$49,999	2												
	1	2	2										
	Total	2	2										
Total Number of Employees		6	5	1									

Canada

Parkland Fuel Corporation (certificate # 090210) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Manitoba Reporting Period 2016-02-29 to 2017-08-01

Occupational Group Salary Range	QTR		All Employees	_	Total	Aboriginal Peoples Men V	Women	Pers Total	Persons with Disabilities tal Men Wo	women	Member Total	Members of Visible Minorities Total Men Wome	 ≨
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	4	_											_
Top Range: \$ 95,000 - \$99,999	ယ												_
Bottom Range: \$ 65,000 - \$69,999	2	2	2										
	_			_							_		
	Total	4	3	1									
Supervisors	4												
Top Range: \$ 35,000 - \$39,999	3												
Bottom Range: \$ 35,000 - \$39,999	2												
	1	1		1									—
	Total	1		1									
Clerical Personnel	4												-
Top Range: \$ 35,000 - \$39,999	ω												\vdash
Bottom Range: \$ 35,000 - \$39,999	2												
	_	2	2										—
	Total	2	2										
Intermediate Sales and Service Personnel	4	1		1									
Top Range: \$ 75,000 - \$79,999	ယ												—
Bottom Range: \$ 40,000 - \$44,999	2												
	1			1									
	Total	2		2									-

Reporting Period 2016-02-29 to 2017-08-01	Full-Tillle / Wallitopa

Total Number of Employees			Bottom Range: \$ 45,000 - \$49,999	Top Range: \$ 50,000 - \$54,999	Semi-Skilled Manual Workers	Salary Range Col. 1	Occupational Group
	Total	1	2	ယ	4	QTR	
12	3	1	_		1	Total Col. 2	Ą
8	3	1	1		1	Men Col. 3	All Employees
4						Women Col. 4	U.
ļ	ļ		1			Total Col. 5	Ab
l.	1		_			Men Col. 6	Aboriginal Peoples
						Women Col. 7	les
						Total Col. 8	Perso
						Men Col. 9	Persons with Disabilities
						Women Col. 10	
1						Total Col. 11	Member
						Men Women Col. 12 Col. 13	Members of Visible Minorities
1						Women Col. 13	/linorities

Employment and Social Emploi et Développement Development Canada social Canada

Parkland Fuel Corporation (certificate # 090210)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / British Columbia

Reporting Period 2016-02-29 to 2017-08-01

Occupational Group		,	All Employee:	S		original Peo	oles	Perso	ns 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
Middle and Other Managers	4	2	1	1									
Top Range: \$100,000 and over	3	2	2										
Bottom Range: \$ 70,000 - \$74,999	2	3	2	1									
	1	9	9								1	1	
	Total	16	14	2							1	1	
Professionals	4	2	1	1							1		1
Top Range: \$ 95,000 - \$99,999	3												
Bottom Range: \$ 50,000 - \$54,999	2	3	2	1				1		1			
	1	2		2									
	Total	7	3	4				1		1	1		1
Semi-Professionals and Technicians	4	1	1					1	1				
Top Range: \$100,000 and over	3												
Bottom Range: \$ 65,000 - \$69,999	2												
	1	2	2										
	Total	3	3					1	1				
Supervisors	4	1		1									
Top Range: \$ 80,000 - \$84,999	3												
Bottom Range: \$ 45,000 - \$49,999	2	5	3	2				1	1				
	1	2	2								1	1	
	Total	8	5	3				1	1		1	1	

Page 21 of 34 Canada

Parkland Fuel Corporation (certificate # 090210) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / British Columbia Reporting Period 2016-02-29 to 2017-08-01

Supervisors: Crafts and Trades										
	4	2	2							
Top Range: \$ 95,000 - \$99,999	ယ									
Bottom Range: \$ 55,000 - \$59,999	2									
	1	1	_							
	Total	3	3							
Administrative and Senior Clerical Personnel	4	1		ļ						
Top Range: \$ 60,000 - \$64,999	3									
Bottom Range: \$ 55,000 - \$59,999	2									
	1	1		1						
	Total	2		2						
Skilled Crafts and Trades Workers	4	3	3							
Top Range: \$ 80,000 - \$84,999	3									
Bottom Range: \$ 50,000 - \$54,999	2	1	1							
	1	1	1							
	Total	5	5							
Clerical Personnel	4	4	3	1	1	1				2
Top Range: \$ 85,000 - \$89,999	3	7	6	1			1		1	
Bottom Range: \$ 35,000 - \$39,999	2	1		1			1		1	1
	1	5	3	2			1		1	
	Total	77	12	9	1	1	3	_	3	3

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FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / British Columbia Reporting Period 2016-02-29 to 2017-08-01

	Þ	II Employees		Ab	original Peop	oles	Pers	ons with Disa	bilities	Membe	rs of Visible N	/linorities
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	2	2										
3	1	1										
2	3		3									
_	16	3	13				1	1		2	1	1
Total	22	6	16				1	1		2	1	1
4	12	12								2	2	
3	29	29		1	1							
2	12	12										
1	8	8		2	2		1	1				
Total	61	61		3	3		L	1		2	2	
	144	112	32	4	4		8			10	7	3
	QTR QTR 1 1 1 2 3 3 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	Total Col. 2 2 2 2 2 2 2 2 2 2 2 2 2 3 3 3 4 6 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Total Col. 2 2 2 22 22 22 29 12 29 14 144	All Employees Total Men Women Col. 2 Col. 3 Col. 4 2 2 2 16 3 16 3 17 1 22 6 22 6 22 9 29 29 12 12 13 8 8 61 61 144 112	All Employees Total Col. 2 Men Col. 3 Women Col. 4 Total Col. 5 4 Col. 3 Col. 4 Col. 5 7 1 1 Col. 5 1 1 1 3 16 3 13 3 12 6 16 16 12 12 1 1 61 61 61 32	All Employees Total Col. 2 Men Col. 3 Women Col. 4 Total Col. 5 2 2 2 2 2 2 2 2 2 2 3 3 3 3 3 3 3 3 3 3 3 43 3 43 4 <t< th=""><th>All Employees Aboriginal Peoples Total Col. 2 Men Col. 4 Women Total Col. 5 Men Col. 6 2<th> All Employees Aboriginal Peoples Total Men Women Total Men Men Total Men Men Total Men Men Total Men Men</th><th> Aboriginal Peoples Aboriginal Peoples </th><th> Total Men Women Total Men Women Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 Co</th><th> All Employees Aboriginal Peoples Persons with Disabilities Persons with Disabi</th><th> A Employees A A A Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 8 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 Col. 10 Col. 11 Col. 12 Men Col. 12 Col. 13 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 Col. 10 Col. 11 Col. 12 Men Col. 10 Col. 11 Col. 12 Men Col. 10 Col. 11 Col. 12 Col. 10 Col. 10</th></th></t<>	All Employees Aboriginal Peoples Total Col. 2 Men Col. 4 Women Total Col. 5 Men Col. 6 2 <th> All Employees Aboriginal Peoples Total Men Women Total Men Men Total Men Men Total Men Men Total Men Men</th> <th> Aboriginal Peoples Aboriginal Peoples </th> <th> Total Men Women Total Men Women Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 Co</th> <th> All Employees Aboriginal Peoples Persons with Disabilities Persons with Disabi</th> <th> A Employees A A A Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 8 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 Col. 10 Col. 11 Col. 12 Men Col. 12 Col. 13 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 Col. 10 Col. 11 Col. 12 Men Col. 10 Col. 11 Col. 12 Men Col. 10 Col. 11 Col. 12 Col. 10 Col. 10</th>	All Employees Aboriginal Peoples Total Men Women Total Men Men Total Men Men Total Men Men Total Men Men	Aboriginal Peoples Aboriginal Peoples	Total Men Women Total Men Women Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 Co	All Employees Aboriginal Peoples Persons with Disabilities Persons with Disabi	A Employees A A A Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 8 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 Col. 10 Col. 11 Col. 12 Men Col. 12 Col. 13 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 Col. 10 Col. 11 Col. 12 Men Col. 10 Col. 11 Col. 12 Men Col. 10 Col. 11 Col. 12 Col. 10 Col. 10

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / British Columbia Reporting Period 2016-02-29 to 2017-08-01

Occupational Group		f	All Employees	S	Ab	Aboriginal Peoples	les	Perso	Persons with Disabilities	oilities	Member	Members of Visible Minorities	linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Men Women Total Men Women Col. 9 Col. 10 Col. 11 Col. 12 Col. 13	Total Col. 11	Men Col. 12	Women Col. 13
Intermediate Sales and Service Personnel	4												
Top Range: \$ 35,000 - \$39,999	3												
Bottom Range: \$ 35,000 - \$39,999	2												
	1	1		1									
	Total	1		J									
Total Number of Employees		1		J									

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Parkland Fuel Corporation (certificate # 090210) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Prince Edward Island Reporting Period 2016-02-29 to 2017-08-01

	Occupational Group Salary Range Salary Range Col. 1 Middle and Other Managers Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 65,000 - \$69,999	7. 1 2 3 4 QTR	Total Col. 2	All Employees Men Col. 3	Women Col. 4	Total Col. 5	Aboriginal Peoples Men Col. 6	Women Col. 7	Perso Total Col. 8	Ons wi	with Disal Men Col. 9	Persons with Disabilities tal Men Women Col. 9 Col. 10	nmen	men I. 10
Total 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	rs Top Range: \$ 55,000 - \$59,999 Bottom Range: \$ 55.000 - \$59,999	Total 3	2											
49,999 4 2 - \$44,999 2 1 Total 5 49,999 3 - \$44,999 2 1	Bottom Kange: \$ 55,000 - \$59,999	1 Total	<u> </u>											
Range: \$ 40,000 - \$44,999 2 1 1 1 Total 5 ge: \$ 45,000 - \$49,999 3 3 Range: \$ 40,000 - \$44,999 2 1 1 2	Skilled Crafts and Trades Workers Top Range: \$ 45,000 - \$49,999	3 4	2	1										
Total 5 ge: \$ 45,000 - \$49,999 3 Range: \$ 40,000 - \$44,999 1 2	Bottom Range: \$ 40,000 - \$44,999	1 2	<u> </u>											
ge: \$45,000 - \$49,999 3 3 1 1 2 1 1 2		Total	5	5										
1 N W	Clerical Personnel	4	1	1										
2 2	Top Range: \$ 45,000 - \$49,999	3												
N	Bottom Range: \$ 40,000 - \$44,999	2	_	_										
_		1	, 2	N										

Parkland Fuel Corporation (certificate # 090210)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Prince Edward Island

Reporting Period 2016-02-29 to 2017-08-01

Occupational Group		A	All Employee:	S	Ab	original Peop	oles	Perso	ns with Disa	bilities	Member	s of Visible M	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Intermediate Sales and Service Personnel	4	3	3										
Top Range: \$ 55,000 - \$59,999	3	1	1										
Bottom Range: \$ 30,000 - \$34,999	2	2		2									
	1	2		2									
	Total	8	4	4									
Semi-Skilled Manual Workers	4	3	3										
Top Range: \$ 45,000 - \$49,999	3	4	4										
Bottom Range: \$ 35,000 - \$39,999	2	1	1										
	1	1	1										
	Total	9	9										
Total Number of Employees		29	23	6									

Canada

Parkland Fuel Corporation (certificate # 090210) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Saskatchewan Reporting Period 2016-02-29 to 2017-08-01

Skilled Crafts and Trades Workers 4 4 4 4 Top Range: \$ 65,000 - \$69,999 3 3 4 4 Bottom Range: \$ 65,000 - \$69,999 2 2 2 1 2 2 2	69,999	69,999		Total 1 1	1 1	Bottom Range: \$ 80,000 - \$84,999 2	Top Range: \$ 80,000 - \$84,999	Administrative and Senior Clerical Personnel 4	Total 1	1	Bottom Range: \$ 60,000 - \$64,999 2	Top Range: \$ 60,000 - \$64,999	Professionals 4	Total 3 3	1 2 2	Bottom Range: \$ 75,000 - \$79,999 2	Top Range: \$ 90,000 - \$94,999	Middle and Other Managers 4 1 1	Salary Range QTR Total Men Women Total Men Wc Col. 1 Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Co	All Employees Aborig
																			. 6 Women	Peoples
																			men Total I. 7 Col. 8	Perso
																			Men Women Col. 9 Col. 10	Persons with Disabilities
																			men Total . 10 Col. 11	Membe
																			Men V Col. 12	Members of Visible Minorities
																			Women Col. 13	orities

- 6

Form 2 A

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Saskatchewan Reporting Period 2016-02-29 to 2017-08-01

Occupational Group			All Employees			Aboriginal Peoples	ples	Pers	Persons with Disabilities	bilities	Membe	Members of Visible Minorities	Vinorities
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
Clerical Personnel	4		_										
Top Range: \$ 80,000 - \$84,999	ယ												
Bottom Range: \$ 60,000 - \$64,999	2												
	_	2	2										
	Total	3	3										
Intermediate Sales and Service Personnel	4	1		1									
Top Range: \$ 55,000 - \$59,999	3												
Bottom Range: \$ 45,000 - \$49,999	2												
	1	2		2									
	Total	3		3									
Semi-Skilled Manual Workers	4	4	4										
Top Range: \$ 65,000 - \$69,999	ယ	4	4										
Bottom Range: \$ 30,000 - \$34,999	2	1	1										
	1	2	2										
	Total	11	11										
Total Number of Employees		24	20	4									

Parkland Fuel Corporation (certificate # 090210) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Alberta Reporting Period 2016-02-29 to 2017-08-01

Occupational Group	2		All Employees			Aboriginal Peoples	oles	Perso	Persons with Disabilities	bilities	Member	Members of Visible Minorities	/linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers	4		_										
Top Range: \$100,000 and over	ယ	_	1										
Bottom Range: \$100,000 and over	2	4	4										
	1	8	5	3									
	Total	14	11	3									
Middle and Other Managers	4	6	4	2									
Top Range: \$100,000 and over	အ	20	14	6	1	1					2	1	1
Bottom Range: \$ 70,000 - \$74,999	2	29	22	7							7	6	1
	1	44	34	10	1	1					2	2	
	Total	99	74	25	2	2					11	9	2
Professionals	4	9	7	2							6	5	1
Top Range: \$100,000 and over	ယ	7	5	2							_	1	
Bottom Range: \$ 45,000 - \$49,999	2	38	15	23							16	5	11
	1	23	10	13							1		1
	Total	77	37	40							24	11	13
Semi-Professionals and Technicians	4		1										
Top Range: \$100,000 and over	ယ	အ	2	_							_	1	
Bottom Range: \$ 40,000 - \$44,999	2	1	9	2	_	_							
	_	5	2	3				2		2			
	Total	20	14	6	_			2		2	_	_	

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Parkland Fuel Corporation (certificate # 090210) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Alberta

Reporting Period 2016-02-29 to 2017-08-01

Occupational Group			All Employee:			original Peor			ns with Disa			s of Visible N	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors	4	1		1									
Top Range: \$ 85,000 - \$89,999	3	4	4								1	1	
Bottom Range: \$ 55,000 - \$59,999	2	2		2	1		1						
	1	4	2	2									
	Total	11	6	5	1		1				1	1	
Supervisors: Crafts and Trades	4	1	1										
Top Range: \$100,000 and over	3	2	2								1	1	
Bottom Range: \$ 55,000 - \$59,999	2	2	2										
	1	1	1										
	Total	6	6								1	1	
Administrative and Senior Clerical Personnel	4	4	1	3									
Top Range: \$100,000 and over	3	5	1	4									
Bottom Range: \$ 45,000 - \$49,999	2	8	2	6									
	1	14	1	13							3	1	2
	Total	31	5	26							3	1	2
Skilled Sales and Service Personnel	4												
Top Range: \$ 95,000 - \$99,999	3												
Bottom Range: \$ 95,000 - \$99,999	2												
	1	1		1									
	Total	1		1									

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Parkland Fuel Corporation (certificate # 090210) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Alberta Reporting Period 2016-02-29 to 2017-08-01

Occupational Group			All Employees			original Peop			ns with Disal	bilities		s of Visible N	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Skilled Crafts and Trades Workers	4	2	2					1	1				
Top Range: \$100,000 and over	3	2	2										
Bottom Range: \$ 60,000 - \$64,999	2	5	5										
	1	3	3										
	Total	12	12					1	1				
Clerical Personnel	4	5	4	1									
Top Range: \$ 90,000 - \$94,999	3	10	7	3							2	1	1
Bottom Range: \$ 30,000 - \$34,999	2	42	11	31	1		1	2		2	4	2	2
	1	15	3	12							2	2	
	Total	72	25	47	1		1	2		2	8	5	3
Intermediate Sales and Service Personnel	4	2	1	1									
Top Range: \$100,000 and over	3												
Bottom Range: \$ 35,000 - \$39,999	2	3	1	2									
	1	32	1	31							1		1
	Total	37	3	34							1		1
Semi-Skilled Manual Workers	4	19	19		6	6					1	1	
Top Range: \$ 95,000 - \$99,999	3	73	72	1	4	4		2	2		2	2	
Bottom Range: \$ 35,000 - \$39,999	2	8	8		1	1		1	1				
	1	12	11	1				1	1		2	2	
	Total	112	110	2	11	11		4	4		5	5	

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FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Alberta Reporting Period 2016-02-29 to 2017-08-01

Total Niimber of Employees	Col. 1	Salary Range	oational Group	
		QTR		
cov	Col. 2	Total	,	
ะบะ	Col. 3	Men	All Employees	
180	Col. 4	Women	S	
31	Col. 5	Total	Ab	
7.7	Col. 6	Men	\boriginal Peoples	
د ا	Col. 7	Women	oles	
٥	Col. 8	Total	Perso	
7	Col. 9	Men	Persons with Disabilities	
V	Col. 10	Women	bilities	
55	Col. 11	Total	Member	
VE	Col. 12	Men	Members of Visible Minorities	
	Col. 13	Women	linorities	

Total Number of Employees 492 303 189 16	Col. 1 Col. 2 Col. 3 Col. 4 Col. 5	Salary Range QTR Total Men Women Total	Occupational Group All Employees Abori
14	Col. 6 Col.	Men Women	boriginal Peoples
2 9	Col. 7 Col. 8	nen Total	Person
5	3 Col. 9	Men	Persons with Disabilities
4	Col. 10	Women	lities
55	Col. 11 Col. 12	Total	Members
34		Men	Members of Visible Minorities
21	Col. 13	Women	inorities

Form 2 B

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / Alberta Reporting Period 2016-02-29 to 2017-08-01

Occupational Group		, , , , , , , , , , , , , , , , , , ,	All Employees	S	Ab	Aboriginal Peoples	ples	Pers	Persons with Disabilities	bilities	Member	Members of Visible Minorities	/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	Col. 13
Intermediate Sales and Service Personnel	4												
Top Range: \$ 45,000 - \$49,999	ဒ												
Bottom Range: \$ 45,000 - \$49,999	2												
	_	1		1									
	Total	1		1									
Semi-Skilled Manual Workers	4												
Top Range: \$ 25,000 - \$29,999	3												
Bottom Range: \$ 25,000 - \$29,999	2												
	1	1	1					1	1				
	Total	1	1					1	1				
Total Number of Employees		2	_	1				-3					

Employment and Social Emploi et Développement Development Canada social Canada

Parkland Fuel Corporation (certificate # 090210)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Yukon

Reporting Period 2016-02-29 to 2017-08-01

Occupational Group			All Employee	S	Ab	original Peo _l	ples	Perso	ons with Disa	bilities	Membe	s of Visible N	/linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers	4												
Top Range: \$ 95,000 - \$99,999	3												
Bottom Range: \$ 95,000 - \$99,999	2												
	1	1	1										
	Total	1	1										
Intermediate Sales and Service Personnel	4	1		1									
Top Range: \$ 55,000 - \$59,999	3												
Bottom Range: \$ 45,000 - \$49,999	2												
	1	1		1									
	Total	2		2									
Semi-Skilled Manual Workers	4	1	1										
Top Range: \$ 60,000 - \$64,999	3												
Bottom Range: \$ 60,000 - \$64,999	2												
	1	1	1										
	Total	2	2										
Total Number of Employees		5	3	2									

Form 3 A

Parkland Fuel Corporation (certificate # 090210)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / National

Reporting Period 2016-02-29 to 2017-08-01

		All Employees		Al	original Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	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
\$ 15,000 - \$19,999	4	4										
\$ 20,000 - \$24,999	1	1										
\$ 25,000 - \$29,999	1		1									
\$ 30,000 - \$34,999	21	2	19	1	1							
\$ 35,000 - \$37,499	24	7	17									
\$ 37,500 - \$39,999	52	18	34									
\$ 40,000 - \$44,999	122	75	47	1	1		3	2	1	8	5	3
\$ 45,000 - \$49,999	184	116	68	5	3	2	7	3	4	4	3	1
\$ 50,000 - \$59,999	165	90	75				3	2	1	11	3	8
\$ 60,000 - \$69,999	132	100	32	3	2	1	2		2	5	2	3
\$ 70,000 - \$84,999	253	199	54	8	8		3	3		22	16	6
\$ 85,000 - \$99,999	106	77	29	4	4		1		1	13	6	7
\$100,000 and over	154	121	33	3	3		2	2		18	15	3
Total Number of Employees	1219	810	409	25	22	3	21	12	9	81	50	31

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / National Reporting Period 2016-02-29 to 2017-08-01

Total Number of Employees	\$ 40,000 - \$49,999	\$ 35,000 - \$39,999	\$ 25,000 - \$29,999	Salary Range	
5	3	1	1	Total Col. 1	
2	1		1	Men Col. 2	All Employees
3	2	1		Women Col. 3	
				Total Col. 4	A
				Men Col. 5	Aboriginal Peoples
				Women Col. 6	les
L			1	Total Col. 7	Pers
1			1	Men Col. 8	Persons with Disabilities
				Women Col. 9	ilities
				Total Col. 10	Membe
				otal Men Wom bl. 10 Col. 11 Col.	ers of Visible N
				Women Col. 12	inorities

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Ontario Reporting Period 2016-02-29 to 2017-08-01

Total Number of Employees	\$100,000 and over	\$ 85,000 - \$99,999	\$ 70,000 - \$84,999	\$ 60,000 - \$69,999	\$ 50,000 - \$59,999	\$ 45,000 - \$49,999	\$ 40,000 - \$44,999	\$ 37,500 - \$39,999	\$ 35,000 - \$37,499	\$ 30,000 - \$34,999	\$ 20,000 - \$24,999	\$ 15,000 - \$19,999	Salary Range	
333	29	26	38	23	54	80	44	14	11	9	1	4	Total Col. 1	
231	26	20	25	15	45	58	32	2	2	_	_	4	Men Col. 2	All Employees
102	3	6	13	8	9	22	12	12	9	8			Women Col. 3	
3	1					1				1			Total Col. 4	
3	1					_				_			Men Col. 5	Aboriginal Peoples
													Women Col. 6	1
2		_				1							Total Col. 7	Pers
ı						1							Men Col. 8	Persons with Disabilities
l,		_											Women Col. 9	ilities
11	2		3	_	_	2	2						Total Col. 10	Membe
9	2		2										Men Col. 11	Members of Visible Minorities
5				_			2						Women Col. 12	inorities

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / Ontario Reporting Period 2016-02-29 to 2017-08-01

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

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Québec Reporting Period 2016-02-29 to 2017-08-01

Total Number of Employees	\$100,000 and over	\$ 70,000 - \$84,999	\$ 60,000 - \$69,999	\$ 50,000 - \$59,999	\$ 45,000 - \$49,999	\$ 40,000 - \$44,999	\$ 37,500 - \$39,999	\$ 35,000 - \$37,499	\$ 30,000 - \$34,999	\$ 25,000 - \$29,999		Salary Range	
30	2	2	2	8	7	2	3	2	1	1	Col. 1	Total	
22	1	2	2	7	7	1	2				Col. 2	Men	All Employees
8	1			1		_	_	2	1	1	Col. 3	Women	5
											Col. 4	Total	A
											Col. 5	Men	Aboriginal Peoples
											Col. 6	Women	les
											Col. 7	Total	Per
											Col. 8	Men	Persons with Disabilities
											Col. 9	Women	bilities
											Col. 10	Total	Memb
											Col. 11	Men	Members of Visible Minorities
											Col. 12	Women	/linorities

Form 3 A

Total Number of Employees	\$100,000 and over	\$ 85,000 - \$99,999	\$ 70,000 - \$84,999	\$ 60,000 - \$69,999	\$ 50,000 - \$59,999	\$ 45,000 - \$49,999	\$ 40,000 - \$44,999	\$ 37,500 - \$39,999	\$ 35,000 - \$37,499	\$ 30,000 - \$34,999		Salary Range	
144	6	4	16	9	15	39	28	15	5	7	Col. 1	Total	
83	3	2	10	7	9	28	18	4	2		Col. 2	Men	All Employees
61	3	2	6	2	6	11	10	11	3	7	Col. 3	Women	
1						1					Col. 4	Total	Al
											Col. 5	Men	Aboriginal Peoples
						1					Col. 6	Women	es
2			1			1					Col. 7	Total	Pers
2			_			1					Col. 8	Men	Persons with Disabilities
											Col. 9	Women	oilities
4			_			2					Col. 10	Total	Memb
			_								Col. 11	Men	Members of Visible Minorities
3						2	1				Col. 12	Women	linorities

Form 3 A

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / Nova Scotia Reporting Period 2016-02-29 to 2017-08-01

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

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / New Brunswick Reporting Period 2016-02-29 to 2017-08-01

Total Number of Employees	\$ 60,000 - \$69,999	\$ 45,000 - \$49,999	\$ 37,500 - \$39,999		Salary Range		
				Col. 1	Total		
6 :	3	2	1	Col. 2	Men	All Employees	
5 .	3	2		Col. 3		S	
1				Col. 4	Total		
				Col. 5	Men	Aboriginal Peoples	
				Col. 6	Women	oles	
				Col. 7	Total	Per	
				Col. 8	Men Women	Persons with Disabilities	
				Col. 9	Women	bilities	
				Col. 10	Total	Memb	
				Col. 11	Total Men Women	Members of Visible Minorities	
				Col. 12	Women	linorities	

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Manitoba Reporting Period 2016-02-29 to 2017-08-01

Total Number of Employees	\$ 85,000 - \$99,999	\$ 70,000 - \$84,999	\$ 60,000 - \$69,999	\$ 50,000 - \$59,999	\$ 45,000 - \$49,999	\$ 40,000 - \$44,999	\$ 37,500 - \$39,999	\$ 35,000 - \$37,499		Salary Range
12	1	3	1	1	2	1	1	2	Col. 1	Total
8	1	2		1	2			2	Col. 2	All Employees
4		1	1			1	1		Col. 3	Women
1					1				Col. 4	Total
_					1				Col. 5	Aboriginal Peoples
									Col. 6	es Women
									Col. 7	Pers Total
									Col. 8	Persons with Disabilities
									Col. 9	oilities Women
_			1						Col. 10	Membe Total
									Col. 11	Members of Visible Minorities
_			1						Col. 12	inorities Women

Form 3 A

Parkland Fuel Corporation (certificate # 090210)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / British Columbia

Reporting Period 2016-02-29 to 2017-08-01

		All Employees		Al	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
\$ 37,500 - \$39,999	10	7	3									
\$ 40,000 - \$44,999	9	3	6	1	1		2	2		1	1	
\$ 45,000 - \$49,999	9	5	4	1	1		1		1			
\$ 50,000 - \$59,999	15	6	9				2	1	1	3	1	2
\$ 60,000 - \$69,999	42	37	5	1	1		2		2			
\$ 70,000 - \$84,999	39	37	2							4	4	
\$ 85,000 - \$99,999	13	11	2	1	1					2	1	1
\$100,000 and over	7	6	1				1	1				
Total Number of Employees	144	112	32	4	4		8	4	4	10	7	3

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / British Columbia Reporting Period 2016-02-29 to 2017-08-01

		All Employees	, 0"	A	Aboriginal Peoples	iles	Pers	Persons with Disabilities	bilities	Membe	Members of Visible Minorities	inorities
Salary Range	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
\$ 35,000 - \$39,999	1		1									
Total Number of Employees	_		٠.									

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Prince Edward Island Reporting Period 2016-02-29 to 2017-08-01

Total Number of Employees	\$ 70,000 - \$84,999	\$ 60,000 - \$69,999	\$ 50,000 - \$59,999	\$ 45,000 - \$49,999	\$ 40,000 - \$44,999	\$ 37,500 - \$39,999	\$ 35,000 - \$37,499	\$ 30,000 - \$34,999	Const Training of	Salary Range
29	1	1	4	6	13	2	1	1	Col. 1	Total
23		1	3	6	12	1			Col. 2	All Employees
6	_		_		_	_	_	1	Col. 3	Women
									Col. 4	Total
									Col. 5	Aboriginal Peoples
									Col. 6	les
									Col. 7	Per
									Col. 8	Persons with Disabilities
									Col. 9	oilities Women
									Col. 10	Membe Total
									Col. 11	—1 22 1
									Col. 12	inorities

Form 3 A

Parkland Fuel Corporation (certificate # 090210)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Saskatchewan

Reporting Period 2016-02-29 to 2017-08-01

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	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
\$ 30,000 - \$34,999	1	1										
\$ 37,500 - \$39,999	1	1										
\$ 45,000 - \$49,999	3	1	2									
\$ 50,000 - \$59,999	6	5	1									
\$ 60,000 - \$69,999	8	7	1									
\$ 70,000 - \$84,999	4	4										
\$ 85,000 - \$99,999	1	1										
Total Number of Employees	24	20	4									

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Alberta
Reporting Period 2016-02-29 to 2017-08-01

Total Number of Employees	\$100,000 and over	\$ 85,000 - \$99,999	\$ 70,000 - \$84,999	\$ 60,000 - \$69,999	\$ 50,000 - \$59,999	\$ 45,000 - \$49,999	\$ 40,000 - \$44,999	\$ 37,500 - \$39,999	\$ 35,000 - \$37,499	\$ 30,000 - \$34,999	Salary Range)
492	110	60	150	41	61	35	25	5	3	2	l otal Col. 1	
303	85	41	119	26	14	7	9	1	1		Men Col. 2	All Employees
189	25	19	31	15	47	28	16	4	2	2	VVomen Col. 3	
16	2	3	8	2		1					l otal Col. 4	1 1
14	2	3	8	1							Men Col. 5	Aboriginal Peoples
2				1		_					Col. 6	
9	_		2		_	4	1				Col. 7	Pers
5	_		2		_	_					Men Col. 8	Persons with Disabilities
4						မ					Col. 9	oilities
4 55	16	1	14		7		1 4				Col. 10	Memb
5 34	6 13			3	7						Col. 11	Members of Visible Minorities
4 21	<u>з</u>	6	9	2	6		4				Women Col. 12	linorities

Form 3 A

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / Alberta Reporting Period 2016-02-29 to 2017-08-01

Total Number of Employees	\$ 40,000 - \$49,999	\$ 25,000 - \$29,999	· ·	Salary Range		
2			Col. 1			
1		1	Col. 2	Men	All Employees	
	1		Col. 3	Women	3	
			Col. 4	Total	А	
			Col. 5	Men	Aboriginal Peoples	
			Col. 6	Women	les	
1		1	Col. 7	Total	Pers	
١		1	Col. 8	Men	Persons with Disabilities	
			Col. 9	Women	ilities	
			Col. 10	Total	Membe	
			Col. 11	Men	Members of Visible Minorities	
			Col. 12	Women	inorities	

Form 3 A

Parkland Fuel Corporation (certificate # 090210)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Yukon

Reporting Period 2016-02-29 to 2017-08-01

		All Employees		Α	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
\$ 45,000 - \$49,999	1		1									
\$ 50,000 - \$59,999	1		1									
\$ 60,000 - \$69,999	2	2										
\$ 85,000 - \$99,999	1	1										
Total Number of Employees	5	3	2									

Parkland Fuel Corporation (certificate # 090210)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / National

Reporting Period 2016-02-29 to 2017-08-01

		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
Senior Managers	1	1										
Middle and Other Managers	36	28	8				1	1		5	4	1
Professionals	33	18	15							14	9	5
Semi-Professionals and Technicians	10	8	2							1	1	
Supervisors	4	3	1									
Supervisors: Crafts and Trades	2	2										
Administrative and Senior Clerical Personnel	6	3	3							2	1	1
Skilled Crafts and Trades Workers	14	14										
Clerical Personnel	38	25	13	1	1					3	3	
Intermediate Sales and Service Personnel	40	5	35	1		1						
Semi-Skilled Manual Workers	73	71	2	5	5		2	2		1	1	
Total Number of Employees Hired	257	178	79	7	6	1	3	3		26	19	7

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Temporary / National Reporting Period 2016-02-29 to 2017-08-01

		All Employees		≥	Aboriginal Peoples	es	Perso	Persons with Disabilities	lities	Member	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	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	1	1										
Professionals	1	1										
Semi-Professionals and Technicians	1	1										
Administrative and Senior Clerical Personnel	2	1	1							1		1
Skilled Crafts and Trades Workers	1	1										
Clerical Personnel	5	1	4							1		1
Intermediate Sales and Service Personnel	7	2	5									
Semi-Skilled Manual Workers	14	14					1	1		1	1	
Other Sales and Service Personnel	1	1										
Total Number of Employees Hired	33	23	10				1	1		ω	-3	2

007039

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Ontario

Reporting Period 2016-02-29 to 2017-08-01

		All Employees		AŁ	Aboriginal Peoples	es	Pers	Persons with Disabilities	ilities	Member	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
Middle and Other Managers	12	9	ယ								1	
Professionals	4	2	2							1	1	
Semi-Professionals and Technicians	1	1										
Administrative and Senior Clerical Personnel	2	2										
Skilled Crafts and Trades Workers	5	5										
Clerical Personnel	8	4	4									
Intermediate Sales and Service Personnel	51	ယ	2									
Semi-Skilled Manual Workers	8	8		1	_							
Total Number of Employees Hired	45	34	11	_						2	2	

Form 4 C

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Parkland Fuel Corporation (certificate # 090210)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Temporary / Ontario Reporting Period 2016-02-29 to 2017-08-01

To	Set	Pe	Cle Cle		
Total Number of Employees Hired	Semi-Skilled Manual Workers	Intermediate Sales and Service Personnel	Clerical Personnel	Occupational Group	
7	4	1	2	Total Col. 1	
5	4	-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			1	Total Col. 10	Membe
				Men Col. 11	Members of Visible Minorities
1			1	Women Col. 12	inorities

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Québec Reporting Period 2016-02-29 to 2017-08-01

		All Employees		ΑI	Aboriginal Peoples	es	Pers	Persons with Disabilities	llities	Membe	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. 11 Col. 12	Col. 12
Middle and Other Managers	2	2										
Skilled Crafts and Trades Workers	1	1										
Intermediate Sales and Service Personnel	5		5									
Semi-Skilled Manual Workers	3	3										
Total Number of Employees Hired	11	6	5									

Parkland Fuel Corporation (certificate # 090210)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Temporary / Québec

Reporting Period 2016-02-29 to 2017-08-01

		All Employees	;	А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	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 Crafts and Trades Workers	1	1										
Total Number of Employees Hired	1	1										

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Nova Scotia Reporting Period 2016-02-29 to 2017-08-01

	All Employees		At	າoriginal Peopl	es	Perso	ons with Disabi	lities	Member	s of Visible Mir	າorities
Total	Men	Women	Total	Men	Women	Total	Men	Women	Total		Women
Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10		Col. 12
2	2					1	1		-1	1	
3	2	1									
3	1	2									
3	1	2									
ω		ш									
3	3		1	1							
17	9	8				1	1		-3		
	17 3 3 3 3 3 3 3	All Employees Total Men Col. 1 Col. 2 2 2 3 2 3 1 3 1 3 3 9	All Employees Men	All Employees Women Total Col. 2 Col. 3 Col. 4 2 2 2 3 1 2 1 3 1 2 3 3 1 2 3 3 3 3 3 4 9 8	All Employees Women Total Col. 2 Col. 3 Col. 4 2 2 2 3 1 2 1 3 1 2 3 3 1 2 3 3 3 3 3 4 9 8	All Employees Abori Men	All Employees Aboriginal Peoples Men Women Total Men Women Total 2 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 3 1 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 6 3 1 2 Col. 3 Col. 3 Col. 3 Col. 3 Col. 4 Col. 5 Col. 6 Col. 3 3 1 2 Col. 3 Col. 3 Col. 4 Col. 4 Col. 5 Col. 6 Col. 3 3 1 2 Col. 3 Col. 4 Col. 4 Col. 5 Col. 6 Col. 3 3 1 2 Col. 3 Col. 4 Col. 4 Col. 5 Col. 6 Col. 3 3 1 2 Col. 3 Col. 4 Col. 4 Col. 4 Col. 4	All Employees Aboriginal Peoples Men Women Total Men Women Total 2 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 3 1 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 3 1 2 Col. 3 Col. 4 Col. 4 Col. 5 Col. 6 Col. 7 3 1 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 6 Col. 7 3 1 2 Col. 3 Col. 4 Col. 4 Col. 5 Col. 6 Col. 7 3 1 2 Col. 3 Col. 4 Col. 4 Col. 5 Col. 6 Col. 7 3 1 2 Col. 3 Col. 4 Col. 4 Col. 5 Col. 6 Col. 7 3 1 2 Col. 3 Col. 4 Col. 4 Col. 5 Col. 6 Col. 7 3 1 1 1 1 1 1 1 4 1 1 1	All Employees Aboriginal Peoples Persons Men Women Total Men Women Total 2 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 3 1 2 1 1 3 1 2 1 3 3 1 2 3 3 1 1 3 3 1 1 4 1 1 1	All Employees Aboriginal Peoples Persons with Disabilities Total Men Persons with Disabilities Total Men Total Men Total Men Men Women Total Men Total Men Women Total Men Women Total Men Total Men	All Employees Aboriginal Peoples Persons with Disabilities Members of Visible Members of Vi

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Temporary / Nova Scotia Reporting Period 2016-02-29 to 2017-08-01

		All Employees		At	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
Clerical Personnel	1		-1									
Intermediate Sales and Service Personnel	2		2									
Semi-Skilled Manual Workers	2	2										
Total Number of Employees Hired	5	2	3									

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Manitoba Reporting Period 2016-02-29 to 2017-08-01

		All Employees		A	Aboriginal Peoples	es	Pers	Persons with Disabilities	llities	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
Clerical Personnel	5	5		1	1							
Semi-Skilled Manual Workers	2	2		1	l.							
Total Number of Employees Hired	7	7		2	2							

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Temporary / Manitoba Reporting Period 2016-02-29 to 2017-08-01

Parkland Fuel Corporation (certificate # 090210)

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

Reporting Period 2016-02-29 to 2017-08-01

		All Employees		А	boriginal Peop	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	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	6	6										
Professionals	1		1									
Supervisors: Crafts and Trades	2	2										
Skilled Crafts and Trades Workers	1	1										
Clerical Personnel	2	2										
Intermediate Sales and Service Personnel	7	1	6									
Semi-Skilled Manual Workers	11	10	1									
Total Number of Employees Hired	30	22	8									

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Temporary / British Columbia Reporting Period 2016-02-29 to 2017-08-01

Persons with Disabilities Total Men Women Col. 7 Col. 8 Col. 9	Other Sales and Service Personnel 1 1	Intermediate Sales and Service 3 1 2 Personnel 2	Clerical Personnel 1 1	Occupational Group Total Men Women Total Men Women Col. 1 Col. 2 Col. 3 Col. 4 Col. 5 Col. 6	All Employees Aboriginal Peoples
ersons with Disabi Men Col. 8				Women Col. 6	al Peoples
				Men Col. 8	Persons with Disabiliti
f Visible Men Col. 11				Total Men Women Col. 10 Col. 11 Col. 12	Members of Visible Minorities

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Prince Edward Island Reporting Period 2016-02-29 to 2017-08-01

		All Employees		А	\boriginal Peoples	les	Pers	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	norities
Occupational Group		Men	_	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	C0I. 2	COI. 3	C0I. 4	Col. 5	Col. 6	Col. /	Col. 8	C0I. 9	Col. 10	Col. 11	Col. 12
Semi-Skilled Manual Workers	1	1										
Total Number of Employees Hired	1	1										

Form 4 A

Parkland Fuel Corporation (certificate # 090210)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Saskatchewan Reporting Period 2016-02-29 to 2017-08-01

		All Employees		AŁ	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
Clerical Personnel	1	1										
Semi-Skilled Manual Workers	2	2										
Total Number of Employees Hired	3	3										

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Parkland Fuel Corporation (certificate # 090210)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Alberta

Reporting Period 2016-02-29 to 2017-08-01

		All Employees		Al	ooriginal 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
Senior Managers	1	1										
Middle and Other Managers	14	9	5							3	2	1
Professionals	25	14	11							13	8	5
Semi-Professionals and Technicians	6	6								1	1	
Supervisors	4	3	1									
Administrative and Senior Clerical Personnel	4	1	3							2	1	1
Skilled Crafts and Trades Workers	7	7										
Clerical Personnel	19	12	7							3	3	
Intermediate Sales and Service Personnel	18	1	17	1		1						
Semi-Skilled Manual Workers	43	42	1	2	2		2	2		1	1	
Total Number of Employees Hired	141	96	45	3	2	1	2	2		23	16	7

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FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Temporary / Alberta Reporting Period 2016-02-29 to 2017-08-01

		All Employees		Ab	Aboriginal Peoples	SS	Pers	Persons with Disabilities	lities	Membe	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
Middle and Other Managers	1											
Professionals	1	1										
Semi-Professionals and Technicians	1	_										
Administrative and Senior Clerical Personnel	2	1	1							1		1
Clerical Personnel	1		1									
Intermediate Sales and Service Personnel	1		1									
Semi-Skilled Manual Workers	7	7					1	1				
Total Number of Employees Hired	14	<u> </u>	ω				-3			-		

Parkland Fuel Corporation (certificate # 090210)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Yukon

Reporting Period 2016-02-29 to 2017-08-01

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

Parkland Fuel Corporation (certificate # 090210)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / National

Reporting Period 2016-02-29 to 2017-08-01

	Employe	ees promoted (Employees pro	moted during t	he year are to	be reported or	ly in the occupa	ational groups	in which or to	which they have	e been last pro	moted.)
Occupational Group		All Employees		Ab	original Peopl	es	Perso	ons with Disat	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
Senior Managers	5	4	1									
Middle and Other Managers	20	17	3	1	1					1	1	
Professionals	15	9	6				1		1	2	1	1
Semi-Professionals and Technicians	1	1		1	1							
Supervisors	3	1	2									
Supervisors: Crafts and Trades	2	2										
Administrative and Senior Clerical Personnel	6		6							2		2
Skilled Crafts and Trades Workers	1	1										
Clerical Personnel	10	4	6							1	1	
Intermediate Sales and Service Personnel	1		1									
Semi-Skilled Manual Workers	5	3	2									
Total Number of Employees Promoted	69	42	27	2	2		1		1	6	3	3
Total Number of Promotions	69	42	27	2	2		1		1	6	3	3

Form 5 A

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Parkland Fuel Corporation (certificate # 090210)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Ontario

Reporting Period 2016-02-29 to 2017-08-01

	Employ	ees promoted (Employees pro	omoted during	the year are to	be reported or	nly in the occup	ational groups	in which or to v	which they hav	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)	moted.)
		All Employees		A	Aboriginal Peoples	es	Pers	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Senior Managers	2	2										
Middle and Other Managers	3	3										
Supervisors	2	1	1									
Supervisors: Crafts and Trades	1	1										
Administrative and Senior Clerical Personnel	1		1							1		1
Clerical Personnel	5	1	4									
Semi-Skilled Manual Workers	1	1										
Total Number of Employees Promoted	15	9	6							4		1
Total Number of Promotions	15	9	6							1		1

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007056

Parkland Fuel Corporation (certificate # 090210) FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Québec Reporting Period 2016-02-29 to 2017-08-01

	Employe	es promoted (Employees pro	moted during	the year are to	be reported or	ily in the occup	ational groups	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)	vhich they have	e been last pro	moted.)
		All Employees		Al	Aboriginal Peoples	es	Pers	Persons with Disabilities	llities	Member	Members of Visible Minorities	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
Semi-Skilled Manual Workers	2	1										
Total Number of Employees Promoted	2	1	-3									
Total Number of Promotions	2	1	1									

007057

Parkland Fuel Corporation (certificate # 090210) FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Nova Scotia Reporting Period 2016-02-29 to 2017-08-01

All Employees Men Women Col. 2 Col. 3	Total Col. 4	Aboriginal Peoples Men Col. 5	Women Col. 6	Pers Total Col. 7	Persons with Disabilities Men W Col. 8	ilities Women Col. 9	Member Total Col. 10	Members of Visible Minorities otal Men Wor 1.10 Col. 11 Col.	norities Women Col. 12
		Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10		Women Col. 12
		Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10		Col. 12
_									
2									
3	-3								
3	<u> </u>								
	ω ω z -	3 3 2 -	3 3 N .	3 3 2 -	3 3 2 -	3 3 2 -	3 3 2 -	3 3 2 -	3 3 2 -

Parkland Fuel Corporation (certificate # 090210)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Manitoba

Reporting Period 2016-02-29 to 2017-08-01

	Employ	ees promoted	(Employees pro	omoted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
Occupational Croup		All Employees		Al	boriginal Peopl	es	Pers	ons with Disab	ilities	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
Supervisors	1		1									
Total Number of Employees Promoted	1		1									
Total Number of Promotions	1		1									

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007059

Parkland Fuel Corporation (certificate # 090210) FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / British Columbia Reporting Period 2016-02-29 to 2017-08-01

	Employe	es promoted (Employees pro	moted during	the year are to	be reported or	nly in the occup	ational groups	in which or to v	vhich they have	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.	moted.)
		All Employees		А	Aboriginal Peoples	les	Pers	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	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	3	3										
Professionals	2		2				1		1			
Total Number of Employees Promoted	5	3	2				1		1			
Total Number of Promotions	5	3	2				ı		1			

Parkland Fuel Corporation (certificate # 090210)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Alberta

Reporting Period 2016-02-29 to 2017-08-01

	Employe	ees promoted (Employees pro	omoted during t	he 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 Group		All Employees		Ab	original Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible M	inorities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Senior Managers	3	2	1									
Middle and Other Managers	13	10	3	1	1					1	1	
Professionals	10	7	3							2	1	1
Semi-Professionals and Technicians	1	1		1	1							
Supervisors: Crafts and Trades	1	1										
Administrative and Senior Clerical Personnel	5		5							1		1
Skilled Crafts and Trades Workers	1	1										
Clerical Personnel	5	3	2							1	1	
Intermediate Sales and Service Personnel	1		1									
Semi-Skilled Manual Workers	2	1	1									
Total Number of Employees Promoted	42	26	16	2	2					5	3	2
Total Number of Promotions	42	26	16	2	2					5	3	2

Canada



Workplace Equity Information Management System - Parkland Fuel Corporation

Workforce Analysis - Comparison Summary Report Date #1 (YYYY-MM-DD): 2016-02-29 Date #2 (YYYY-MM-DD): 2017-08-09

Women

											Women							
Employment Equity Occupational Group	A	I Employees	3			Repres	sentation					Avail	ability				Gap	
	2016-02-29	2017-08-09	Change	2016-02-29	2017-08-09	Change	2016-02-29	2017-08-09	Change	2016-02-29	2017-08-09	Change	2016-02-29	2017-08-09	Change	2016-02-29	2017-08-09	Change
	#	#	#	#	#	#	%	%	%	%	%	%	#	#	#	#	#	#
01 : Senior Managers	19	18	-1	3	3	(15.8 %	16.7 %	0.9 %	27.4 %	27.4 %	0.0 %	5	5	(-2	-2	(
02 : Middle and Other Managers	193	207	14	48	50	2	24.9 %	24.2 %	-0.7 %	38.9 %	38.9 %	0.0 %	75	81	(-27	-31	
03 : Professionals	109	119	10	61	61	(56.0 %	51.3 %	-4.7 %	44.3 %	43.8 %	-0.5 %	48	52	4	13	9	-4
04 : Semi-Professionals and Technicians	26	31	5	5 6	6	(23.1 %	19.4 %	-3.7 %	29.1 %	28.5 %	-0.6 %	8	9		-2	-3	-
05 : Supervisors	34	34	0) 19	19	(55.9 %	55.9 %	0.0 %	60.9 %	60.7 %	-0.2 %	21	21	(-2	-2	(
06 : Supervisors: Crafts and Trades	21	21	0	1	1	(4.8 %	4.8 %	0.0 %	9.5 %	9.5 %	0.0 %	2	2	(-1	-1	(
07 : Administrative and Senior Clerical Personnel	46	46	O	40	37	-3	87.0 %	80.4 %	-6.6 %	86.0 %	85.5 %	-0.5 %	40	39	-	0	-2	
08 : Skilled Sales and Service Personnel	1	1	0) 1	1	(100.0 %	100.0 %	0.0 %	69.8 %	69.8 %	0.0 %	1	1	(0	0	(
09 : Skilled Crafts and Trades Workers	70	73	3	3 (0	(0.0 %	0.0 %	0.0 %	0.8 %	1.0 %	0.2 %	1	1	(-1	-1	(
10 : Clerical Personnel	176	183	7	107	107	(60.8 %	58.5 %	-2.3 %	72.4 %	72.3 %	-0.1 %	127	132	(-20	-25	
11 : Intermediate Sales and Service Personnel	189	155	-34	1 149	122	-27	78.8 %	78.7 %	-0.1 %	70.6 %	71.0 %	0.4 %	133	110	-23	16	12	
12 : Semi-Skilled Manual Workers	363	334	-29	• 6	5	-1	1.7 %	1.5 %	-0.2 %	16.7 %	16.6 %	-0.1 %	61	55	-6	-55	-50	ţ
14 : Other Manual Workers	2	2	0) (0	(0.0 %	0.0 %	0.0 %	19.7 %	19.7 %	0.0 %	0	0	(0	0	(
Total	1249	1224	-25	5 441	412	-29	35.3 %	33.7 %	-1.7 %	41.8 %	41.5 %	-0.3 %	522	508	-14	-81	-96	-15

Total may not equal sum of components due to rounding.

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

Canada

Workplace Equity Information Management System - Parkland Fuel Corporation
Workforce Analysis - Comparison Summary Report
Date #1 (YYYY-MM-DD): 2016-02-29 Date #2 (YYYY-MM-DD): 2017-08-09

Aboriginal Peoples

										Abori	Aboriginal Peoples	v						
Employment Equity Occupational Group	Alle	All Employees				Representation	tion					Availability	ility				Gap	
	2016-02-29 2017-08-09	\neg	Change 2016-	2016-02-29 2017	2017-08-09 CF	Change 20	2016-02-29 201	2017-08-09 C	Change 2	2016-02-29 2	2017-08-09	Change 2	2016-02-29	2017-08-09	Change 2	2016-02-29 20	2017-08-09	Change
	#	#	#		#	#	%	%	%	%	%	%	#	#	#	#	#	#
01 : Senior Managers	19	18	ᅩ	0	0	0	0.0 %	0.0 %	0.0 %	2.9 %	2.9 %	0.0%	_	_	0			0
02 : Middle and Other Managers	193	207	14	ω	ω	0	1.6 %	1.4 %	-0.2 %	2.2 %	2.2 %	0.0 %	4	Сī	_		-2	4
03 : Professionals	109	119	10	0	0	0	0.0 %	0.0 %	0.0 %	1.4 %	1.4 %	0.0%	8	N	0	ń	-2	0
04 : Semi-Professionals and Technicians	26	31	O1		_	0	3.8 %	3.2 %	-0.6%	3.0 %	3.1 %	0.1%	_	_	0	0	0	0
05 : Supervisors	34	34	0	_	_	0	2.9 %	2.9 %	0.0 %	5.0 %	5.0 %	0.0 %	2	2	0	7	7	0
06 : Supervisors: Crafts and Trades	21	21	0	0	0	0	0.0 %	0.0 %	0.0%	2.1 %	2.1 %	0.0%	0	0	0	0	0	0
07 : Administrative and Senior Clerical Personnel	46	46	0	0	0	0	0.0 %	0.0 %	0.0 %	4.6 %	4.3 %	-0.3 %	2	2	0	ń	4	0
08 : Skilled Sales and Service Personnel	_		0	0	0	0	0.0 %	0.0 %	0.0 %	3.6 %	3.6 %	0.0%	0	0	0	0	0	0
09 : Skilled Crafts and Trades Workers	70	73	ω	0	0	0	0.0 %	0.0 %	0.0%	4.8 %	5.0 %	0.2 %	ω	4	_	۵	4	4
10 : Clerical Personnel	176	183	7	4	ω	<u> </u>	2.3 %	1.6 %	-0.7 %	5.2 %	5.2 %	0.0 %	9	10		ь́	-7	N
11 : Intermediate Sales and Service Personnel	189	155	-34	2	0	-2	1.1 %	0.0 %	-1.1 %	5.4 %	5.6 %	0.2 %	10	9	7	do	-9	-
12 : Semi-Skilled Manual Workers	363	334	-29	13	17	4	3.6 %	5.1 %	1.5 %	6.6 %	6.8 %	0.2 %	24	23	7	<u> </u>	Ь	ហ
14 : Other Manual Workers	2	2	0	0	0	0	0.0 %	0.0 %	0.0 %	6.8 %	6.8 %	0.0%	0	0	0	0	0	0
Total	1249	1224	-25	24	25		1.9 %	2.0 %	0.1%	4.7 %	4.6 %	-0.0%	58	59		-34	-34	0

Total may not equal sum of components due to rounding.

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

2018-01-26

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Members of Visible Minorities

										Member	Members of Visible Minorities	/linorities						
Employment Equity Occupational Group	₽	All Employees				Representation	ntation					Ava	Availability				Gap	
	2016-02-29 2017-08-09		Change 201	2016-02-29 20	2017-08-09	Change	2016-02-29	2017-08-09	Change	2016-02-29	2017-08-09	Change	2016-02-29	29 2017-08-09	9 Change	_	2016-02-29 2017-08-09	09 Change
	#	*	#	#	#	#	%	%	%	%	%	%	#	#	*	*	#	*
01 : Senior Managers	19	18	7	0	0	0	0.0 %	0.0 %	0.0 %	10.1 %	10.1%	0.0%	*	2	2	0	Ź	-2 0
02 : Middle and Other Managers	193	207	14	12	16	4	6.2 %	7.7 %	1.5 %	15.0 %	15.0 %	0.0%		29	31	22	-17 -1	-15 2
03 : Professionals	109	119	10	18	29	=	16.5 %	24.4 %	7.9%	25.3 %	25.4 %	0.1%		28	30	2	-10	-1 9
04 : Semi-Professionals and Technicians	26	34	01	_	_	0	3.8 %	3.2 %	-0.6%	20.5 %	21.6 %	1.1 %	*	OT.	7	N	4	-6 2
05 : Supervisors	34	34	0	2	2	0	5.9 %	5.9 %	0.0 %	11.1%	11.8 %	0.7 %	•	4	4	0	2	-2 0
06 : Supervisors: Crafts and Trades	21	21	0	_	_	0	4.8 %	4.8 %	0.0 %	10.8 %	10.8 %	0.0%	- 6	N	N	0		-1 0
07 : Administrative and Senior Clerical Personnel	46	46	0	4	5	_	8.7 %	10.9 %	2.2 %	7.0 %	7.8 %	0.8 %	8	ω	4			1 0
08 : Skilled Sales and Service Personnel	_		0	0	0	0	0.0 %	0.0 %	0.0%	19.2 %	19.2 %	0.0%		0	0	0	0	0
09 : Skilled Crafts and Trades Workers	70	73	ω	0	0	0	0.0 %	0.0 %	0.0%	9.7 %	9.5 %	-0.2%	- 6	7	7	0	-7	-7 0
10 : Clerical Personnel	176	183	7	=	13	2	6.3 %	7.1 %	0.8 %	9.2 %	8.9 %	-0.3 %	8	16	16	0	Ġ,	-3 2
11 : Intermediate Sales and Service Personnel	189	155	-34	6	۲۱ نا	4	3.2 %	3.2 %	0.0%	8.3 %	8.3 %	0.0%	-	16	13	۵	-10	-8 2
12 : Semi-Skilled Manual Workers	363	334	-29	=	9	-'n	3.0 %	2.7 %	-0.3 %	6.5 %	6.4 %	-0.1%		24	21	۵	-13	-12
14 : Other Manual Workers	2	2	0	0	0	0	0.0 %	0.0 %	0.0%	2.1 %	2.1 %	0.0%	8	0	0	0	0	0 0
Total	1249	1224	-25	66	81	15	5.3 %	6.6 %	1.3 %	10.9 %	11.2 %	0.4%		136 1	137		-70 -5	-56 14

Total may not equal sum of components due to rounding.

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

2018-01-26

Page 3 of 6

Persons with Disabilities

								3	ersons with	Disabilities						
4	III Employees			Re	presentation						Availability				Gap	
2016-02-29		_	5-02-29 2017-0		ge 2016-0	2-29 2017-08	-	_	-29 2017-0	-	ge 2016-	02-29 2017-08	-	-	9 2017-08-09	Change
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2	2	0	0	0	0						0.0 %	0	0	0	0 0	0
1249	1224	-25	23	22	7						0.0 %	8	8	0		-1-
	2016-02-29 # 212 109 26 26 27 27 27 21 21 21 21 21 21 11 11 176 189 303 303 303	All Employees 20:29 20:17-08-09 # 212 225 212 225 20:49 31 109 11:9 26 31 34 34 34 34 21 21 21 21 70 73 170 73 170 73 170 183 189 185 28 334 29 22 1249 12224	Change 110 0 0 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	Change 2016-02-29 Change 2016-02-29 10 11 13 0 0 1 7 5 3 1 7 5 7 5 7 5 7 6 7 7 7 8 8 9 9 10 10 10 10 10 10 10 10	Change 2016-02-29 2017-08-09 Ch # # # 13 0 1 1 10 3 2 10 0 1 1 1 0	Repres Change 2016-02-29 2017-08-09 Change # # # # # # # # # # # # # # # # # # #	Representation Change 2016-02-29 2017-08-09 Change 2016-02-29 2017- # # # # % 9 13	Change 2016-02-29 2017-08-09 Change 2018-02-29 <th< td=""><td>S Representation Representation 2016-02-09 Change 2016-02-09 2016-02-09 Change 2016-02-09 Change 2016-02-09 Change 2016-02-09 Change 2016-02-09 Change 2016-02-09 Change 2016-02-09 Page 7 2016-02-09 Change 2016-02-09 Page 7 2016-02-09 2016-02-</td><td>S Representation Representation 2016-02-09 Change 2016-02-09 2016-02-09 Change 2016-02-09 Change 2016-02-09 Change 2016-02-09 Change 2016-02-09 Change 2016-02-09 Change 2016-02-09 Page 7 2016-02-09 Change 2016-02-09 Page 7 2016-02-09 2016-02-</td><td>Representation Persons with Disable Change 2016-02-29 2017-08-09 Change 2017-08-09 Change 2016-02-29 2017-08-09 Change 2016-02-29 2017-08-09 %<!--</td--><td>Representation Persons with Disable of Change 2016-02-29 2016-02-29 2016-02-29 Persons with Disable of Change Persons with Disable of Change 2016-02-29 2016-02</td><td>Representation Persons with Disable Change 2016-02-29 2017-08-09 Change 2017-08-09 Change 2016-02-29 2017-08-09 Change 2016-02-29 2017-08-09 %<!--</td--><td> Representation Pertons with Usabellings Representation Pertons with Usabellings Availability Availa</td><td> Representation Prevalue with Distribution Prevalue with Distribution</td><td> Septembrie Prepresentation Prepresentation</td></td></td></th<>	S Representation Representation 2016-02-09 Change 2016-02-09 2016-02-09 Change 2016-02-09 Change 2016-02-09 Change 2016-02-09 Change 2016-02-09 Change 2016-02-09 Change 2016-02-09 Page 7 2016-02-09 Change 2016-02-09 Page 7 2016-02-09 2016-02-	S Representation Representation 2016-02-09 Change 2016-02-09 2016-02-09 Change 2016-02-09 Change 2016-02-09 Change 2016-02-09 Change 2016-02-09 Change 2016-02-09 Change 2016-02-09 Page 7 2016-02-09 Change 2016-02-09 Page 7 2016-02-09 2016-02-	Representation Persons with Disable Change 2016-02-29 2017-08-09 Change 2017-08-09 Change 2016-02-29 2017-08-09 Change 2016-02-29 2017-08-09 % </td <td>Representation Persons with Disable of Change 2016-02-29 2016-02-29 2016-02-29 Persons with Disable of Change Persons with Disable of Change 2016-02-29 2016-02</td> <td>Representation Persons with Disable Change 2016-02-29 2017-08-09 Change 2017-08-09 Change 2016-02-29 2017-08-09 Change 2016-02-29 2017-08-09 %<!--</td--><td> Representation Pertons with Usabellings Representation Pertons with Usabellings Availability Availa</td><td> Representation Prevalue with Distribution Prevalue with Distribution</td><td> Septembrie Prepresentation Prepresentation</td></td>	Representation Persons with Disable of Change 2016-02-29 2016-02-29 2016-02-29 Persons with Disable of Change Persons with Disable of Change 2016-02-29 2016-02	Representation Persons with Disable Change 2016-02-29 2017-08-09 Change 2017-08-09 Change 2016-02-29 2017-08-09 Change 2016-02-29 2017-08-09 % </td <td> Representation Pertons with Usabellings Representation Pertons with Usabellings Availability Availa</td> <td> Representation Prevalue with Distribution Prevalue with Distribution</td> <td> Septembrie Prepresentation Prepresentation</td>	Representation Pertons with Usabellings Representation Pertons with Usabellings Availability Availa	Representation Prevalue with Distribution Prevalue with Distribution	Septembrie Prepresentation Prepresentation

Total may not equal sum of components due to rounding.

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

2018-01-26

Page 4 of 6

2018-01-26

Workplace Equity Information Management System - Parkland Fuel Corporation

Workforce Analysis - Comparison Summary Report Date #1 (YYYY-MM-DD): 2016-02-29 Date #2 (YYYY-MM-DD): 2017-08-09

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

Analysis performed on 07,10,11,12,13,14 at the NOC level as opposed to EEOG because we have these positions require some sort of license or specific skill requirements within Parkland

Recruitment area used of 03,04,06,08,09 was CMA as CMA's typically have a large enough selection of qualified candidates.

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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

Canada



Workplace Equity Information Management System - Parkland Fuel Corporation

Workforce Analysis - Comparison Summary Report Date #1 (YYYY-MM-DD): 2016-02-29 Date #2 (YYYY-MM-DD): 2017-08-09

WFA Defaults - Persons with Disabilities

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

Canada

Federal Contractors Program Achievement Table

Part 1: Workforce Analysis

PARKLAND FUEL CORPORATION

[Date: YYYY-MM-DD]

Data from Previous Workforce Analysis

Data from	Current Workfo	orce Analysis
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Date of P	revious Workforc	e Analysis
YYYY	MM	DD
2016	02	29

Date of C	urrent Workforce	Analysis
YYYY	MM	DD
2017	08	01

]	Table 1: Womei	1
		Previ	ous Workforce An	alysis
F1	sum and Family Occupational Cusum (FFOC)	All Employees	Wor	men
Ешри	oyment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	43	21	27.4
02	Middle & Other Managers	195	49	38.9
03	Professionals	106	54	44.6
04	Semi-Professionals & Technicians	31	9	31.1
05	Supervisors	37	21	60.7
06	Supervisors: Crafts & Trades	13	0	8.2
07	Administrative & Senior Clerical Personnel	50	42	85.8
08	Skilled Sales & Service Personnel	2	2	45.2
09	Skilled Crafts & Trades Workers	67	0	0.8
10	Clerical Personnel	185	105	72.4
11	Intermediate Sales & Service Personnel	170	132	70.7
12	Semi-Skilled Manual Workers	361	3	16.8
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		1,260	438	41.8

Т	Table 5: Women	L
Curr	ent Workforce Ana	ılysis
All Employees	Won	nen
	Representation	Availability*
#	#	%
18	3	27.4
207	50	38.9
119	61	53.9
31	6	45.6
34	19	60.7
21	1	9.9
46	37	86.4
1	1	64.6
73	0	3.3
183	107	68.1
155	122	66.2
334	5	14.0
0	0	0.0
2	0	19.7
1,224	412	40.3

* Source:			
2011 Nation	al Household	Survey	

* Source:			
2011 Nation	al Household	Survey	

Federal Contractors Program Achievement Table PARKLAND FUEL CORPORATION Part 1: Workforce Analysis [Date: YYYY-MM-DD]

Data from Previous Workforce Analysis

Data from Current Workforce Analysis

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		Previous Workforce Analysis	Table 2: Aboriginal Peoples
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**Employment Equity Occupational Group** 

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4.6	22	1,260	
0.0	0	0	Other Manual Workers
0.0	0	0	Other Sales & Service Personnel
6.6	12	361	Semi-Skilled Manual Workers
5.3	1	170	Intermediate Sales & Service Personnel
5.2	رن د	185	Clerical Personnel
4.5	0	67	Skilled Crafts & Trades Workers
2.8	0	2	Skilled Sales & Service Personnel
4.6	0	50	Administrative & Senior Clerical Personnel
2.2	0	13	Supervisors: Crafts & Trades
5.2	1	37	Supervisors
3.1	1	31	Semi-Professionals & Technicians
1.4	0	106	Professionals
2.2	4	195	Middle & Other Managers
2.9	0	43	Senior Managers
%	#	#	

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6: Aboriginal P ent Workforce An	eoples alysis
Aborigina	l Peoples
Representation	Availability*
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0	4.4
	Table 6: Aboriginal Peoples           Current Workforce Analysis           Aboriginal Peoples           Representation         Availal           207         3           119         0           331         1           34         1           21         0           46         0           1         0           46         0           73         0

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2011 National Household Survey . Source:

## Federal Contractors Program Achievement Table PARKLAND FUEL CORPORATION Part 1: Workforce Analysis [Date: YYYY-MM-DD]

**Data from Previous Workforce Analysis** 

**Data from Current Workforce Analysis** 

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	Table 3: Me	<b>Table 3: Members of Visible Minorities</b>	e Minorities
	Previ	Previous Workforce Analysis	alysis
The state of the s	All Employees	Members of Visible Minorities	ible Minorities
yment Equity Occupational Group (EEOO)		Representation   Availability*	Availability*
	#	#	0/0
Senior Managers	43	0	10.1
Middle & Other Managers	195	10	15.0
Professionals	106	20	25.0
Semi-Professionals & Technicians	31	_	20.1
Supervisors	37	1	11.2
Supervisors: Crafts & Trades	13	1	11.9

**Employment Equity Occupationa** 

04 05 06 07 07 08 09

Administrative & Senior Clerical Personnel

Skilled Crafts & Trades Workers Skilled Sales & Service Personnel

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334 155 183

Clerical Personnel

Intermediate Sales & Service Personnel

12 13

Other Sales & Service Personnel Semi-Skilled Manual Workers

Other Manual Workers

Curr	able 7: Me	2017
Current Workforce Analysis	able 7: Members of Visible Minorities	00
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All Employees

Representation

Availability*

Members of Visible Minorities

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## Federal Contractors Program Achievement Table PARKLAND FUEL CORPORATION Part 1: Workforce Analysis [Date: YYYY-MM-DD]

**Data from Previous Workforce Analysis** 

Data from Current Workforce Analysis

2016	YYYY	Date of P
02	MM	Date of Previous Workforce Analysis
29	DD	e Analysis

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0.0	22	1,260	
0.0	0	0	Other Manual Workers
0.0	0	0	Other Sales & Service Personnel
4.8	7	361	Semi-Skilled Manual Workers
5.6	رن ن	170	Intermediate Sales & Service Personnel
7.0	4	185	Clerical Personnel
3.8	0	67	Skilled Crafts & Trades Workers
3.5	0	2	Skilled Sales & Service Personnel
3.4	0	50	Administrative & Senior Clerical Personnel
7.8	0	13	Supervisors: Crafts & Trades
13.9	_	37	Supervisors
4.6	رن ن	31	Semi-Professionals & Technicians
3.8	ري	106	Professionals
4.3		238	Managers
9%	#	#	
Availability*	Representation		ment Equity Occupational Group (EEGG)
Disabilities	Persons with Disabilities	All Employees	nyment Famity Occumational Crown (FFOC)
alysis	Previous Workforce Analysis	Previo	
sabilities	Table 4: Persons with Disabilities	Table 4: I	

04 05 06 06 07 07 08 08 09 10 11 11 12

Table 8: 1	Table 8: Persons with Disabilities Current Workforce Analysis	sabilities alysis
l Employees	Persons with Disabilities	Disabilities
	Representation	Availability*
#	#	%
225	1	4.3
119	2	3.8
31	3	4.6
34	1	13.9
21	0	7.8
46	0	3.4
1	0	3.5
73	1	3.8
183	Cs.	7.0
155	1	5.6
334	8	4.8

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**Employment Equity Occu** 

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# Federal Contractors Program Achievement Table

## Part 2: Flow Data Analysis

# PARKLAND FUEL CORPORATION

[Date: YYYY-MM-DD]

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Table 1: Women

		Full-time	Full-time / National	Part-time / National	/ National
Em	Employment Equity Occupational Group (EEOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired
		#	#	#	#
01	01 Senior Managers	1	0	0	0
02	02 Middle & Other Managers	36	8		0
03	03 Professionals	33	15		0
04	04 Semi-Professionals & Technicians	10	2		0
05	05 Supervisors	4		0	0
06	06 Supervisors: Crafts & Trades	2	0	0	0
07	07 Administrative & Senior Clerical Personnel	6	3	2	_
08	08 Skilled Sales & Service Personnel	0	0	0	0
09	09 Skilled Crafts & Trades Workers	14	0		0
10	10 Clerical Personnel	38	13	5	4
11	11 Intermediate Sales & Service Personnel	40	35	7	5
12	12 Semi-Skilled Manual Workers	73	2	14	0
13	13 Other Sales & Service Personnel	0	0	_	0
14	14 Other Manual Workers	0	0	0	0

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oted	Women Promoted	All Employees Promoted	Women Promoted	All En Term
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20	3	0	0	
15	6	0	0	
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2	0	0	0	
6	6	0	0	
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10	6	0	0	
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5	2	0	0	
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## Data from Form 6 - Employees Terminated

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#	#	#	#
Women Terminated	All Employees Terminated	Women Terminated	mployees
/ National	Part-time / National	ıll-time / National	III-time
	мошен	Table 3.	

## **Federal Contractors Program Achievement Table**

## Part 2: Flow Data Analysis

## PARKLAND FUEL CORPORATION

[Date: YYYY-MM-DD]

Start	Date of Flow	Data
YYYY	MM	DD
2016	02	29

ı	2017	08	01
I	YYYY	MM	DD
I	End I	Date of Flow	Data

**Data from Form 4 - Employees** Hired

Data from Form 5 - Employees Promoted

**Data from Form 6 - Employees** Terminated

	Tab	ole 2: Abor	iginal Peo	ples
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
01 Senior Managers	1	0	0	0
02 Middle & Other Managers	36	0	1	0
03 Professionals	33	0	1	0
04 Semi-Professionals & Technicians	10	0	1	0
05 Supervisors	4	0	0	0
06 Supervisors: Crafts & Trades	2	0	0	0
07 Administrative & Senior Clerical Personnel	6	0	2	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	14	0	1	0
10 Clerical Personnel	38	1	5	0
11 Intermediate Sales & Service Personnel	40	1	7	0
12 Semi-Skilled Manual Workers	73	5	14	0
13 Other Sales & Service Personnel	0	0	1	0
14 Other Manual Workers	0	0	0	0
Total	257	7	33	0

Full-time	/National	Part-time /	National
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
5	0	0	0
20	1	0	0
15	0	0	0
1	1	0	0
3	0	0	0
2	0	0	0
6	0	0	0
0	0	0	0
1	0	0	0
10	0	0	0
1	0	0	0
5	0	0	0
0	0	0	0
0	0	0	0
69	2	0	0

Tabl	le 10: Abo	riginal Pec	ples
Full-time	/ National	Part-time	/ National
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
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20	0	3	C
21	0	2	C
5	0	1	C
3	0	1	C
2	0	0	C
5	0	3	C
0	0	0	C
10	0	2	C
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## Part 2: Flow Data Analysis

# PARKLAND FUEL CORPORATION

[Date: YYYY-MM-DD]

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29	Data DD
2017	End YYYY

2017	YYYY	End I
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**Table 3: Persons with Disabilities** 

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ble 11: Persons with Disabilities	

Data from Form 6 - Employees

Table III-time	Table 7: Persons	with Disabilities  Part-time / National	bilities / National	Table 1 Full-time
mployees omoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated
#	#	#	#	#
5	0	0	0	2
20	0	0	0	20
15	1	0	0	21
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2	0	0	0	2
6	0	0	0	5
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08 Skilled Sales & Service Personnel 09 Skilled Crafts & Trades Workers

14 Other Manual Workers

13 Other Sales & Service Personnel

Semi-Skilled Manual Workers

12

10

|Clerical Personnel

11 Intermediate Sales & Service Personnel

06 Supervisors: Crafts & Trades07 Administrative & Senior Cler

Administrative & Senior Clerical Personnel

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05 Supervisors

04 Semi-Professionals & Technicians

02

Middle & Other Managers

01 | Senior Managers

03 Professionals

(EEOG)

**Employment Equity Occupational Group** 

All Employees

Persons with Disabilities Hired

All Employees

Persons with Disabilities

Hired

Full-time / National

Part-time / National

21 1 2	20 0 3	2 0 0	# #	ployees Disabilities Terminated Persons with All Employees Disabilities Terminated Termi	time / National Part-time / National
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## Part 2: Flow Data Analysis

# PARKLAND FUEL CORPORATION

## [Date: YYYY-MM-DD]

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Table 4: Members of Visible Minorities

	Full-time / National	/National	Part-time / National	/ National	Fu
Employment Equity Occupational Group (EEOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All E
	#	#	#	#	
01 Senior Managers	1	0	0	0	
02 Middle & Other Managers	36	5	_	0	
03 Professionals	33	14	_	0	
04 Semi-Professionals & Technicians	10	1	_	0	
05 Supervisors	4	0	0	0	
06 Supervisors: Crafts & Trades	2	0	0	0	
07 Administrative & Senior Clerical Personnel	6	2	2		
08 Skilled Sales & Service Personnel	0	0	0	0	
09 Skilled Crafts & Trades Workers	14	0	_	0	
10 Clerical Personnel	38	Ç.	5	_	
11 Intermediate Sales & Service Personnel	40	0	7	0	
12 Semi-Skilled Manual Workers	73	_	14		
13 Other Sales & Service Personnel	0	0	_	0	
14 Other Manual Workers	0	0	0	0	
Total	257	26	33	3	

## Data from Form 5 - Employees Promoted

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ble 8: [	ble 8: Members	of Visible Minorities	linorities	Ta
III-time	II-time / National	Part-time / National	/National	Ŧ
mployees	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	AII I
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2	0	0	0	
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Table 12: Members of Visible Minoritie	<b>+</b>	

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#	#	#	#
Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated	Employees rminated
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## Federal Contractors Program Achievement Table PARKLAND FUEL CORPORATION [Date: YYYY-MM-DD] Part 3: Goals

YYYY	From	Short-term	Du	<b>←</b>	Data
YYYY	To	erm	ration of I	<b>←</b>	from P
AAAA	From	Long-term	Duration of Previous Goals	<b>←</b>	Data from Previous Goals
YYYY	To	term	S	<b>←</b>	als

2016

2019

2016

2023

2017	2020	2017
YYYY	YYYY	YYYY
From	To	From
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Jurrent G	<b>Duration of Current Goals</b>	D

**Data from Current Goals** 

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Empl	Employment Equity Occupational Group (EEOG)	Short-term Goals	m Goals	Long-ter	Long-term Goals	Short-ter	Short-term Goals	Long-ter	Long-term Goals
		#	%	#	%	#	%	#	%
01	Senior Managers	0	0.0	0	0.0	1	21.0	2	27.4
02	Middle & Other Managers	27	38.9	27	38.9	16	31.6	31	38.9
03	Professionals	0	0.0	0	0.0	0	0.0	0	0.0
04	Semi-Professionals & Technicians	1	31.1	1	31.1	4	32.5	8	45.6
05	Supervisors	0	0.0	0	0.0	0	0.0	0	0.0
06	Supervisors: Crafts & Trades	1	8.2	1	8.2	_	9.9	1	9.9
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	1	0.8	1	0.8	_	1.6	2	3.3
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	58	16.8	58	16.8	21	7.8	42	14.0
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		88	12.0	88	12.0	44	10.4	86	13.9

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Page 9 of 51

## Federal Contractors Program Achievement Table PARKLAND FUEL CORPORATION [Date: YYYY-MM-DD] Part 3: Goals

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**Employment Equity Oc** 

2017	2017	YYYY	From	Short-term	D
2020	2020	YYYY	To	-term	uration of C
2017	2017	YYYY	From	Long	Duration of Current Goals
2020	2026	YYYY	To	Long-term	Is

	lab	lable 2: Aboriginal Peoples	ıgınal Peol	les
		Aboriginal Peoples	l Peoples	
yment Equity Occupational Group (EEOG)	Short-term Goals	m Goals	Long-term Goals	m Goals
	#	9/0	#	9%
Senior Managers	1	2.9	1	2.9
Middle & Other Managers	0	0.0	0	0.0
Professionals	1	1.4	1	1.4
Semi-Professionals & Technicians	0	0.0	0	0.0
Supervisors	1	5.2	1	5.2
Supervisors: Crafts & Trades	0	0.0	0	0.0
Administrative & Senior Clerical Personnel	2	4.6	2	4.6
Skilled Sales & Service Personnel	0	0.0	0	0.0
Skilled Crafts & Trades Workers	_ن ي	4.5	(J)	4.5
Clerical Personnel	7	5.2	7	5.2
Intermediate Sales & Service Personnel	8	5.3	8	5.3
Semi-Skilled Manual Workers	12	6.6	12	6.6
Other Sales & Service Personnel	0	0.0	0	0.0
Other Manual Workers	0	0.0	0	0.0
	75	4.5	75	<u>م</u> م

01 02 03 03 04 05 06 06 07 07 07 11 11 11 13

	Tab	able 6: Aboriginal P Aboriginal Peoples	Aboriginal Peoples original Peoples	ples
	Short-term Goals	m Goals	Long-ter	Long-term Goals
	#	%	#	%
	1	2.9	1	5.9
	1	1.1	2	2.2
	1	0.9	3	2.6
	1	5.5	1	5.5
	_	5.0		5.0
		4.3	1	4.3
٠, -	1	2.1	2	4.3
	0	0.0	0	0.0
<u> </u>		1.5	ري د	4.4
	دي	3.3	6	4.9
	4	2.7	8	5.3
<u> </u>	2	2.4	5	6.7
	0	0.0	0	0.0
	0	0.0	0	0.0
91	17	2.9	33	4.4

## Federal Contractors Program Achievement Table PARKLAND FUEL CORPORATION [Date: YYYY-MM-DD] Part 3: Goals

<b>VVVV</b>	From	Short		<b>←</b>
VVVV	To	Short-term	uration of I	<b>←</b>
VVVV	From	Long	Duration of Previous Goals	<b>+</b>
VVVV	To	Long-term	ıls	<b>←</b>

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<b>←</b>	ta from C
<b>←</b>	)ata from Current Goal
_	als

Short-term   Long-term   To	To   From   YYYY   YYYY   2019   2016					
To   From   YYYY   YYYY   2019   2016	To   From   YYYY   YYYY   2019   2016					
To   From   YYYY   YYYY   2019   2016	To   From   YYYY   YYYY   2019   2016					
To   From   YYYY   YYYY   2019   2016	To   From   YYYY   YYYY   2019   2016					
To   From   YYYY   YYYY   2019   2016	To   From   YYYY   YYYY   2019   2016					
To   From   YYYY   YYYY   2019   2016	To   From   YYYY   YYYY   2019   2016					
To   From   YYYY   YYYY   2019   2016	To   From   YYYY   YYYY   2019   2016	K 3		8		
To   From   YYYY   YYYY   2019   2016	To   From   YYYY   YYYY   2019   2016	· ·				
To   From   YYYY   YYYY   2019   2016	To   From   YYYY   YYYY   2019   2016					
To   From   YYYY   YYYY   2019   2016	To   From   YYYY   YYYY   2019   2016	$\sim$		****		
To   From   YYYY   YYYY   2019   2016	To   From   YYYY   YYYY   2019   2016					
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To   From   YYYY   YYYY   2019   2016	To   From   YYYY   YYYY   2019   2016	٠,	3000° 100	Street SHOW		
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Table 3: Persons with Disabilities

Persons with Disabilities

**Employment Equity Occu** 

01/02 | Managers

2017	YYYY	From	Short	
2020	YYYY	To	Short-term	Duration of Current Goals
2017	YYYY	From	Long	Jurrent Goa
2026	YYYY	To	Long-term	IS

yment Equity Occupational Group (EEOG)	Short-term Goals	rm Goals	Long-term Goals	m Goals
	#	%	#	%
Managers	9	4.3	9	4.3
Professionals	1	3.8	_	3.8
Semi-Professionals & Technicians	0	0.0	0	0.0
Supervisors	4	13.9	4	13.9
Supervisors: Crafts & Trades	1	7.8	_	7.8
Administrative & Senior Clerical Personnel	2	3.4	2	3.4
Skilled Sales & Service Personnel	0	0.0	0	0.0
Skilled Crafts & Trades Workers	رن دن	3.8	(J	3.8
Clerical Personnel	9	7.0	9	7.0
Intermediate Sales & Service Personnel	7	5.6	7	5.6
Semi-Skilled Manual Workers	10	4.8	10	4.8
Other Sales & Service Personnel	0	0.0	0	0.0
Other Manual Workers	0	0.0	0	0.0
	46	6.0	46	6.0

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Pe	Persons with Disabilities	ersons with Disabilities	
Short-term Goals	m Goals	Long-term Goals	n Goals
#	9/0	#	%
4	2.2	9	4.3
_	2.5	ري دي	3.8
0	0.0	0	0.0
2	8.4	4	13.9
	3.9	2	7.8
1	1.7	2	3.4
0	0.0	0	0.0
	2.5	2	3.5
4	4.9	<u>~</u>	7.0
4	3.1	8	5.6
4	3.6	<u>&amp;</u>	4.8
0	0.0	0	0.0
0	0.0	0	0.0
22	3.6	46	6.0

## **Federal Contractors Program Achievement Table**

## Part 3: Goals

## PARKLAND FUEL CORPORATION

[Date: YYYY-MM-DD]



<u> </u>	<u></u>	<u> </u>	<u> </u>
Da	ta from C	Current Go	als

D	uration of P	revious Goa	ls
Short	-term	Long	-term
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2016	2019	2016	2023

D	uration of C	Current Goa	ls
Short	-term	Long	-term
From	То	From	To
YYYY	YYYY	YYYY	YYYY
2017	2020	2017	2026

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		Me	mbers of Vis	ible Minorit	ties
Emplo	yment Equity Occupational Group (EEOG)	Short-ter	m Goals	Long-ter	m Goals
		#	%	#	%
01	Senior Managers	4	10.1	4	10.1
02	Middle & Other Managers	19	15.0	19	15.0
03	Professionals	7	25.0	7	25.0
04	Semi-Professionals & Technicians	5	30.1	5	30.1
05	Supervisors	3	11.2	3	11.2
06	Supervisors: Crafts & Trades	1	11.9	1	11.9
07	Administrative & Senior Clerical Personnel	0	0.0	0	0.0
08	Skilled Sales & Service Personnel	0	0.0	0	0.0
09	Skilled Crafts & Trades Workers	7	10.0	7	10.0
10	Clerical Personnel	6	9.9	6	9.9
11	Intermediate Sales & Service Personnel	7	8.1	7	8.1
12	Semi-Skilled Manual Workers	13	6.3	13	6.3
13	Other Sales & Service Personnel	0	0.0	0	0.0
14	Other Manual Workers	0	0.0	0	0.0
Total		72	13.8	72	13.8

Table 8: M	embers of	'Visible N	<b>Ainorities</b>
Mem	bers of Visi	ble Minorit	ties
Short-tern	n Goals	Long-ter	m Goals
#	%	#	%
1	5.0	2	10.1
7	11.0	15	15.0
0	0.0	0	0.0
1	7.7	1	7.7
1	8.9	2	11.8
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
1	1.3	1	1.3
1	7.8	2	8.4
3	5.2	6	7.1
4	4.0	9	5.5
0	0.0	0	0.0
0	0.0	0	0.0
19	6.4	38	8.4

	202		02		01		(EEOG)	Cea	Emp			Data sources:		03 I		02	5			(EEOG)	Cen	Emp			Data sources	A			
10163310114113	Professionals	Managers	Middle & Other		Senior Managers		56	Occupational Group	Employment Equity			DUICES:		Professionals	Managers	Middle & Other	Scillot Ivialiagets	Conjor Managers		(a)	Occupational Group	Employment Equity			ources:	B			
2020	2017	2020	2017	2020	2017	#			Year				1101	2010	2017	2016	2017	2016	#			Year				С			
49	49	57	57			11:	Employees	All	Hires	Z	<b> </b> ←	Part 2: Flow Data Analysis	[	110	207	195	18	43	*	Employees	AII.			<b>-</b>	Part 1: Workforce Analysis	D			
					6	#:		T	and Pr	New Entrants	<b> </b> ←	Part 2: a Flow Data Analysis	Ī						44:		Π			<b>←</b>	Part 1: e Workforce Analysis	E			
21 4	21 4	11 1	oóumeor			90	Actual	A OHEH	Hires and Promotions	rants	  -	tta E+D		5 14				21 4	%	Representation			Wo	<b>←</b>	ce E+D	F			
42.9	42.9	19.3	19.3	16.7	16.7	71:	Goal		ns		ļ	Dx Part 3:	ſ	51.3			16.7	48.8				Worl	rkfore	<b>←</b>	Part 1:  D Workforce  O Analysis	G			
0	0	16	27	Г				7	Sho	2			00.7	53.0	38.9	38.9	27.4	27.4	%	Availability	Women	Workforce	Workforce Analysis						
0.0	0.0	68.8	40.7	100.0	0.0	36	Goal Met	w omen	Short-term Goals		<b> ←</b>	E÷Gx I	9	ž †	81	76	5	12	#				ysis	<b>←</b>	D x G + 100	H			
0.0	0.0	31.6	38.9	21.0	0.0	%	Goal		Goals		<b>+</b>	3:	_	۔ دا	-31	-27	-2	9	#	Gap E				<b>←</b>	Е-Н	I			
0.0	0.0	61.2	49.6	79.4	0.0	9/0	Goal Met			Goals	<b> ←</b>	F + I x 100	29.1	05.1	62.1	64.6	60.8	178.2	%	EE Result				<b>←</b>	E+H x100	J		  -	
0	0	31	27	2	0	妆	Goal			ıls	<b>-</b>	Part 3: Goals	Ų	32	37		1		#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	K		ARKI	
0.0	0.0	35.5	40.7	50.0	0.0	#	Goal Met	2	Long-te		<b> </b> ←	E + K x		15	8		0		#	Ą				<b>←</b>	Part 2: Flow Data Analysis	L	[Date:	AND	Part 4:
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Page 15 of 51														0	į		0		#	Difference				<b>←</b>	V - X	Y				
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## Federal Contractors Program Achievement Table Part 4: Results - Women PARKLAND FUEL CORPORATION [Date: YYYY-MM-DD] В C D Е F G Н I J K L M N O P O R S T U V W X Y Z U÷ Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Part 2: Part 2: $L \div K$ K x G÷ ((DYear1 -DxG $\mathbf{E} \div \mathbf{H}$ Q-S U x F ÷ 100 V - X E - H L-N Q ÷ P x 100 P x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data Flow Data Flow Data Flow Data Flow Data Flow Data DYear2) -100 x 100 ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis 2) x 100 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Women Women All All Women All Women All Turnover (EEOG) Employee: Employee Employee: Employees Rate Availability Difference Difference Representation Gap EE Result Actual Expected Difference Actual Expected Actual Expected % % % 85.8 97.9 Administrative & 2016 50 42 84.0 43 Senior Clerical 46 37 80.4 40 93.1 50.0 100.0 87.5 2017 86.4 6 16.7 45.2 221.2 Skilled Sales & 2016 100.0 Service Personnel 2017 100.0 64.6 154.8 0.0 0 0.0 0.0 0.0 67 0 0.8 0.0 Skilled Crafts & 2016 0.0 Trades Workers 73 3.3 0.0 17.1 2017 0.0 15 0 0.0 0.0 0.0 Part 2: $E \div Dx$ Part 3: $E \div G x$ Part 3: Part 3: $E \div K x$ Part 3: $F \div M x$ F ÷ I x 100 Data sources Flow Data Flow Data 100 Goals 100 Goals Goals 100 Goals 100 Analysis Analysis Goals **New Entrants Hires and Promotions Short-term Goals** Long-term Goals **Employment Equity** Year Women Women Women Occupational Group Comments (EEOG) Percent of Percent of Percent of Percent of Goal Employee: Actual Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % Administrative & 2017 0.0 0.0 0.0 0.0 71.4 Achieved sufficient representation based on availability Senior Clerical 0.0 14 71.4 0.0 0.0 0.0 0 0.0 0.0 2020 10 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 0.0 Achieved sufficient representation based on availability Service Personnel 0.0 0.0 0.0 0.0 2020 0 0.0 0.0 2017 16 0 0.0 0.8 0.0 0.0 0.8 0.0 Skilled Crafts & 0.0 Trades Workers 0.0 3.3 2020 0.0 0.0 0.0 0.0 Page 17 of 51

Federal Contractors Program Achievement Table  Part 4: Results - Women  PARKLAND FUEL CORPORATION  [Date: YYYY-MM-DD]				
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## Federal Contractors Program Achievement Table Part 4: Results - Women PARKLAND FUEL CORPORATION [Date: YYYY-MM-DD] A В C D E F G Н I J K L M N O P O R S T U V W X Y Z U÷ Part 1: Part 1: Part 2: Part 2: Part 2: Part 1: Part 2: Part 2: Part 2: DxG $L \div K$ K x G÷ ((DYear1 - $\mathbf{E} \div \mathbf{H}$ Q-S U x F ÷ 100 V - X E - H L-N Flow Data Q ÷ P x 100 P x F ÷ 100 Data sources: Workforce Workforce Workforce Flow Data Flow Data Flow Data Flow Data Flow Data DYear2) -100 x 100 ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis 2) x 100 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Women Women Women Women All All All All Turnover (EEOG) Employees Employee Employee: Employees Rate Representation Availability Expected Difference Difference Difference Gap EE Result Actual Actual Expected Actual Expected % % % Other Sales & Service 2016 0 0.0 0.0 0.0 Personnel 0.0 0.0 0.0 0.0 0.0 0.0 0.0 2017 0 0 0 0 0.0 0.0 Other Manual 2016 0.0 Workers 2017 0.0 19.7 0.0 0.0 0 0.0 0.0 0.0 1,260 438 41.8 527 -89 83.2 2016 34.8 Total 1,224 412 493 -81 83.5 290 39.1 37.0 25.0 2017 33.7 40.3 89 30.7 117 -28 27 311 115 108 Part 2: $E \div Dx$ Part 3: $E \div G x$ Part 3: Part 3: $E \div K x$ Part 3: $F \div M x$ Flow Data F ÷ I x 100 Data sources Flow Data 100 Goals 100 Goals Goals 100 Goals 100 Analysis Analysis Goals **New Entrants Hires and Promotions Short-term Goals** Long-term Goals **Employment Equity** Year Women Women Women Occupational Group Comments (EEOG) Percent of Percent of Percent of Percent of Employee: Actual Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % Other Sales & Service 2017 0 0.0 0.0 0.0 0.0 0.0 Personnel 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 2020 0 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 Other Manual 0.0 Workers 0.0 0.0 0.0 2020 0.0 0.0 0.0 0.0 2017 359 116 88 131.8 12.0 269.8 131.8 12.0 269.8 32.3 Total 2020 359 116 32.3 44 263.6 10.4 309.8 86 134.9 13.9 232.3 Page 21 of 51

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[Date: YYYY-MM-DD]	PARKLAND FUEL CORPORATION	Part 5: Results - Aboriginal Peoples	Federal Contractors Program Achievement Table
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## Federal Contractors Program Achievement Table Part 5: Results - Aboriginal Peoples PARKLAND FUEL CORPORATION [Date: YYYY-MM-DD] Α В C D E F G Н I J K L M N O P O R S T U V W X Y Z U÷ Part 1: Part 2: Part 2: Part 2: Part 1: Part 1: Part 2: Part 2: Part 2: $L \div K$ K x G÷ ((DYear1 -DxG $\mathbf{E} \div \mathbf{H}$ Q-S U x F ÷ 100 V - X E - H L-N Q ÷ P x 100 P x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data Flow Data Flow Data Flow Data Flow Data Flow Data DYear2) -100 x 100 ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis 2) x 100 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group **Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples** All All All All Turnover (EEOG) Employee: Employee Employee: Employee Rate Availability Expected Difference Difference Expected Difference Representation Gap EE Result Actual Actual Expected Actual % % % 29.0 3.1 936.5 Semi-Professionals & 2016 31 Technicians 31 19.4 5.5 0.0 100.0 0.0 19.4 351.9 11 0 0 2017 6 37 21 56.8 5.2 1,091.5 2016 05 Supervisors 2017 34 55.9 5.0 17 1,117.6 0.0 0 0.0 0.0 -2 11.3 13 0 0.0 2.2 Supervisors: Crafts & 2016 0.0 Trades 4.3 110.7 2017 21 4.8 0.0 0.0 0.0 11.8 Part 2: Part 2: $E \div Dx$ Part 3: $E \div G x$ Part 3: Part 3: $E \div K x$ Part 3: $F \div M x$ F ÷ I x 100 Data sources Flow Data Flow Data 100 Goals 100 Goals Goals 100 Goals 100 Analysis Analysis Goals **New Entrants Hires and Promotions Short-term Goals** Long-term Goals **Employment Equity** Year Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples Occupational Group Comments (EEOG) Percent of Percent of Percent of Percent of Employee: Actual Goal Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % % 2017 8.3 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & Technicians 12 8.3 100.0 5.5 151.5 100.0 5.5 151.5 2020 1 2017 0 0.0 0.0 5.2 0.0 0.0 5.2 0.0 05 Supervisors 5.0 0.0 0.0 5.0 0.0 2020 0 0.0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 2017 Trades 0.0 2020 0.0 0.0 4.3 0.0 4.3 0.0 Page 25 of 51

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Part 5: Results - Aboriginal Peoples PARKLAND FUEL CORPORATION [Date: YYYY-MM-DD]	
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Federal Contractors Program Achievement Table
Part 5: Results - Aboriginal Peoples
PARKLAND FUEL CORPORATION
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[Date: YYYY-MM-DD]	PARKLAND FUEL CORPORATION	Part 5: Results - Aboriginal Peoples	Federal Contractors Program Achievement Table

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Federal Contractors Program Achievement Table
Part 5: Results - Aboriginal Peoples
PARKLAND FUEL CORPORATION
[Date: YYYY-MM-DD]

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Supervisors: Crafts & Trades	o about a month	Supervisors	Technicians	Semi-Professionals &		06)	Occupational Group	Employment Equity			DUITCES:	Trades	Supervisors: Crafts &	Subcivisors	Numervisors	Technicians	Semi-Professionals &		OG)	Occupational Group	Employment Equity			ources:	B			
2017	2020	2017	2020	2017	#		Year	•				2017	2016	2017	2016	2017	2016	#			Year				С			
			1	_	#	Employees	¥	Hires	Z	←	Part 2: Flow Data Analysis	21	13	34	37	31	31	#	Employees	š			<b>←</b>	Part 1: Workforce Analysis	D			
4 4	7	7	12	12	#	3	D Fe	Hires and Promotions	New Entrants	<b> </b> ←	P _i Flov An	-	3	4	7	1	1	Ab:		П			<b>←</b>	Part 1: e Workforce Analysis	E			
0 0		0	0	0	%	Actual	Persons with Disabilities	omotio	rants	<b> </b> ←	E	0	0			3	3	%	Representation			Wo	<b>←</b>	ce E+D	F			
0.0	0.0	0.0	0.0	0.0	#	Goal		15		_	) x Part 3:	0.0	0.0	2.9	2.7	9.7	9.7	%		Person	Work	rkfore	<b>←</b>	Part 1:  D Workforce  0 Analysis	G			
	2	4	0	0			Perso	Sho				7.8	7.8	13.9	13.9	4.6	4.6	11100011111	Availability	Persons with Disabilities	Workforce	Workforce Analysis						
0.0	0.0	0.0	0.0	0.0	*	Percent of Goal Met	Persons with Disabilities	Short-term Goals		<b> </b>	E÷Gx F	2	_	ر.	5	1	1	#		bilities		ysis	<b>←</b>	D x G + 100	H			
7.8 3.9	8.4	13.9	0.0	0.0	%	Goal	sabilities	Goals		<b>←</b>	3:	-2	<u>-</u>	-4	-4	2	2	#1:	Gap E				<b>←</b>	Е-Н	I			
0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met			Goals	<b>←</b>	F ÷ I x 100	0.0	0.0	21.2	19.4	210.4	210.4	%	EE Result				<b>←</b>	E+H x100	J		۳	Pa
2	4	4	0	0	#	Goal				<b>-</b>	Part 3: Goals	2		4		11		#L	Employees	Æ			<b>←</b>	Part 2: Flow Data Analysis	K		PARKLAND FUEL	rt 6: R
0.0	0.0	0.0	0.0	0.0	#	Percent of Goal Met	Persons wit	Long-te		<b>←</b>	E+Kx 100	0		0		0		养	λι				<b>←</b>	Part 2: Flow Data Analysis	L	Date:	AND	esults
7.8	13.9	13.9		0.0	3	Geal	Persons with Disabilities	Long-term Goals		<b>-</b>	Part 3: Goals	0.0	ģrumemu	0.0	imaunu	0.0	muunsen	%	Actual	Persons w	Hires		<b>←</b>	L+K x100	Z	KXX		- Perso
					#	Percent of Goal Met	ės	Is		←	F÷Mx			0		0		#:	Expected	Persons with Disabilities			<b>←</b>	K x G =	Z	[Date: YYYY-MM-DD]	CORPORAT	Part 6: Results - Persons with Disab
0.0	0.0	0.0	0.0	0.0		2 S		<u> </u>	1		X T	0		1		1		*	ed Difference	ties			<b>←</b>	t-N	0	DDI	ORAT	h Disa
												0		-1		-1		#	nce Employees	<u> </u>			<b>←</b>	Part 2: Flow Data Analysis	P		ION	bilities
												2		ω		1			yees	-								
												0	0.0000000	0		0	0111110011	#	Actual	Persi	Pron	Flow	<u></u>	Part 2: Flow Data Q + P x 100 P x F + 100 Analysis	Q			
												0.0		0.0		0.0		%	E	Persons with Disabilities	Promotions	Data /	<b>←</b>	Рх 100 Рх	R			
												0		0		0		#	Expected D	sabilities		Flow Data Analysis	<b>←</b>		S			
							Comments					0		0		0		#	Difference I			S	<b>←</b>	Q-\$ ]	Т			
							lents					2		4		6		#	Employees	<u> </u>			<b>←</b>	Part 2: Flow Data Analysis	U			
												0		0		0		**	λc				←	Part 2: Flow Data Analysis	V			
												0.0	OHIBBURE	0.0		0.0		%	Actual	Persons wi	Term		←	V ÷ U x 100	W			
Ð												0				0		#	Expected	Persons with Disabilities	Terminations		<b>←</b>	UxF+100	X			
Page 34 of 51												0		0		1		*	ed Difference	ties	S		<b>←</b>	100 V - X	Y			
7.51												0		0		<u>-1</u>				Turn								
	ı											11.8		11.3		19.4		%	Rate	Turnover			←	U+ DYear1+ )Year2)+ 2) x 100	Z			

Federal Contractors Program Achievement Table
Part 6: Results - Persons with Disabilities
PARKLAND FUEL CORPORATION
[Date: YYYY-MM-DD]

09 S		08 S	_	07 /		(EEOG)	Occu	Emp			Data sources		00 S	S		07 S		ĺ	Ceupar	Emp			Data sources:	A			
Skilled Crafts & Trades Workers	Service Personnel	Skilled Sales &	Senior Clerical	Administrative &		Ju	Occupational Group	Employment Equity			NIICES:	Trades Workers	Skilled Crafts &	Service Personnel	Skilled Sales &	Senior Clerical	Aministrative 9.		(FFOC)	Employment Equity			)Urces:	**************************************			
2017 2020	2020	2017	2020	2017	#		I cal					2017	2016	2017	2016	2010	2016			Year				С			
16 16	0	0	14	14	#	Employees	A	Hires	Z	←	Part 2: Flow Data Analysis	73	67			46	*	Saafordura	<u> </u>			<b>←</b>	Part 1: Workforce Analysis	D			
5 5				+	#:		9. 6	and Pr	New Ent	←	Part 2: Flow Data Analysis	<u> </u>	7		2	2	#		Т			<b>←</b>	Part 1: Workforce Analysis	E			
0 0					%	Actual	Disabilities	Hires and Promotions	Entrants	<b> </b> ←	F		0			0 0	3	Representation			Woi	<b>←</b>	ce E+D s x100	F			
0.0 #I	0.0	0.0	0.0	0.0		9		ıs			X	1.4	0.0	0.0	0.0	0.0	0	+		Worl	rkfore		. 5				
#REF!	_	0	_	2	#	Goal Per	Pers	Sho		-	3: Is	3.8	3.8	3.5	3.5	ب در 1 4	3/	Availability	Persons with Disabilities	Workforce	Workforce Analysis	<u></u>	Part 1: D /orkforce + Analysis +	G			
0.0	0.0	0.0	0.0	0.0	8	Percent of Goal Met	Persons with Disabilities	Short-term Goals		-	E÷Gx 100	ω	ω	0	0	2 1	# د	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	abilities		ysis	-	) x G	Ξ			
3.8 #REF!	2.5	0.0	1.7	3.4	%	Goal	isabilities	Goals		<b>←</b>	3:	-2	<u>ს</u>	0	0	-5 1	# ا	ľ	4			<b>←</b>	E-H	I			
0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met			Goals	-	F+Ix100	36.0	0.0	0.0	0.0	0.0	0.0	EE Result				<b>←</b>	E + H x 100	J			P:
#REF!	2	0	2	2	#	Goal			als	-	Part 3: Goals	15		0		×	#	carpinyees	4			<b>←</b>	Part 2: Flow Data Analysis	K		ARK	art 6: 1
0.0	0.0	0.0	0.0	0.0	#:	Percent of Goal Met	Persons w	Long-t		<b>←</b>	E+Kx 100						#		Π			<b>←</b>	Part 2: Flow Data Analysis	L	Date	LAND	<b>Results</b>
#R					%	Goal	Persons with Disabilities	Long-term Goals		<b>←</b>	Pr G	0	o	0 (		0	- V	Actual	Persons	Hires		<b>←</b>	L+K x 100	Z	[Date: YYYY-MM-DD]	PARKLAND FUEL CORPORAT	Part 6: Results - Persons with Disab
	3.5		3.4	3.4	#	Percent of Goal Met	ities	als		<b>+</b>	T	0.0		0.0		0 0	#	Expected	Persons with Disabilities	Š		<b>←</b>	K x G	Z	Y-MN	COR	sons w
0.0	0.0	0.0	0.0	0.0		Met					0 X M	<u></u>		0		0							+		1-DDJ	POR/	ith Di
												<u></u>		0		0	**	ence				<b>←</b>	L-N FI	0		TION	sabilities
												_		0		2	#	Embiosees	1			<b>←</b>	Part 2: Flow Data F Analysis	P			es
												0		0		0	#	Actual		Pı	Flo	<b>←</b>	Part 2: Flow Data Analysis	Q			
												0.0		0.0		00	%		ersons wit	Promotions	w Dat	<b>←</b>	Q + P x 100	R			
																	#	Expected	Persons with Disabilities	ns	Flow Data Analysis	<b>←</b>	Part 2: Flow Data Q + P x 100 P x F + 100 Analysis	s			
							Cor					0		0		0	#	Diff	8		ysis	<b>←</b>	0 Q-S	T			
							Comments					0		0	(	0	#	1113				<b>←</b>	Part 2: Flow Data Analysis	U			
							S					12		0	+	∞	-		T								
												0		0		0	#	Actual	Pers	1		_	, p	V			
												0.0		0.0		0 0			ons with	Terminations		<b>←</b>	V + U x 100 U	W			
Page 36 of 51												0		0		0	*	ted	isabilities	tions		<b>←</b>	U x F ÷ 100	X			
36												0		0		0	#	Difference				<b>←</b>	V - X	Y			
of 5	1																					d .	U+ ((DYear1+ DYear2)+ 2) x 100	Enument		1	<ul><li>**********************************</li></ul>

[Date: YYYY-MM-DD]	PARKLAND FUEL CORPORATION	Part 6: Results - Persons with Disabilities	Federal Contractors Program Achievement Table
	[Date: YYYY-MM-DD]	PARKLAND FUEL CORPORATION  [Date: YYYY-MM-DD]	Part 6: Results - Persons with Disabilities  PARKLAND FUEL CORPORATION  [Date: YYYY-MM-DD]

									Feder	al Con	tractors	s Progr	am Ach	ieveme	nt Tab	le									
									P	art 6: F	Results -	- Perso	ns with	Disabil	lities										
										PARKI	LAND I	FUEL (	CORPO	RATIO	ON										
											[Date:	YYYY	-MM-D	D]											
A	В	C	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	s	Т	U	V	W	X	Y	Z
Data sou	urces:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	U÷ ((DYear1 + DYear2) ÷ 2) x 100
		местиностис	Ų.	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	<b>\</b>	Ų	Ţ	Ţ	1	Ţ	Ţ	Ţ	1	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ
					Work	force A	nalysis									Flo	ow Dat	a Anal	ysis						
	oyment Equity	Year				Vorkford						Hires					romotio						nations		
(EEO	pational Group )G)		All Employees	n		Persons with Avail	h Disabilities		nen i	All Employees	<b>.</b>		Disabilities		All Employees		Persons wit	h Disabilitie	1	All Employees			h Disabilitie		Turnover Rate
,	-,	#	#	Represe	entation %	Avan	аонну #	Gap #	EE Result	#	AC #	tual %	Expected #	Difference #	#	#	wai %	Expected #	Difference #	#	Ac	wai %	Expected #	Difference #	%
10.0		2016	185	4	2.2	7.0	13	<b>-</b> 9	30.9						"	,	•								-
10 C	lerical Personnel	2017	183	5	2.7	7.0	13	-8	39.0	43	0	0.0	3	-3	10	0	0.0	C	0	35	0	0.0	1	-1	19.0
	ntermediate Sales &	2016	170	3		5.6	1	-7																	
$\vdash$	ervice Personnel	2017	155 361	1   7	0.6	5.6		-8		47	0	0.0	3	-3	1	0	0.0	C	0	79	2	2.5	1	1	48.6
1 12 1	emi-Skilled Manual Vorkers	2016 2017	334	8	1.9	4.8 4.8		-10 -8	40.4 49.9	87	3	3,4	1	-1	5	0	0.0			116	5 2	1.7	, ,	0	33.4
		2017	331	01	2.1	1.0	10		10.0			1 3.1		-1			0.0		<u> </u>	110	<u> </u>	1.7			33.1
Data sou	urces:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷Ix 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷M x 100												
			Ţ	1	Ţ	Ŭ ↓	1	Ţ	1	<u> </u>	1	1	Ţ												
			Nev	v Entra	ints				Ge	als															
Empl	oyment Equity		Hires a	and Prom			Short-te	m Goal	s		Long-te	rm Goals	i												
	pational Group	Year	All	Person Disabi			Persons with	Disabilitie	s		Persons with	h Disabilities							Com	ments					
(EEO	)G)		Employees	Acti	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met												
		#	#	#	%	#	%	%	%	#	#	%	#												
10 C	lerical Personnel	2017	53	0	0.0	9	0.0	7.0	0.0	9	0.0	7.0	0.0												
		2020	53	0	0.0	4	0.0	4.9 5.6	0.0	8	0.0	7.0	0.0												
1 1 1 1	ntermediate Sales & ervice Personnel	2017 2020	48 48	0	0.0	4	0.0	3.1	0.0	8	0.0	5.6 5.6	0.0												
S	emi-Skilled Manual	2017	92	3		10	30.0	4.8		10		4.8	67.9												
1 12 1	Vorkers	2020	92	3	3.3	4	75.0	3.6	90.6	8	37.5	4.8	67.9										Pag	e 38 of 5	1

[Date: YYYY-MM-DD]	PARKLAND FUEL CORPORATION	Part 6: Results - Persons with Disabilities	Federal Contractors Program Achievement Table
	[Date: YYYY-MM-DD]	PARKLAND FUEL CORPORATION  [Date: YYYY-MM-DD]	Part 6: Results - Persons with Disabilities  PARKLAND FUEL CORPORATION  [Date: YYYY-MM-DD]

									Feder	al Con	tractors	Progr	am Acl	iieveme	ent Tab	ole									
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									]	PARKI	LAND I	FUEL (	CORPO	RATIO	ON										
											[Date:	YYYY	-MM-D	D]											
Α	B	C	D	E	F	G	H	I	J	K	L	M	N	О	P	Q	R	s	T	U	\[ \bullet \bullet \]	W	X	Y	Z
Data :	sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷	L - N	Part 2: Flow Data Analysis	Part 2: Flow Dat Analysis		00 P x F ÷ 10	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	U÷ ((DYear1 + DYear2) ÷
			Ţ	1	Ţ	1	1	Ţ	1	1	1	1	Ţ	1	Į.	1	1	1	1	1	1	Ţ	1	Į.	Į.
					Work	force A	nalysis									F	low Da	ita Ana	lysis						
	ployment Equity upational Group	Year		ı		Vorkford	ce h Disabilities					Hires	h Disabilitie			1	Promoti	ons					nations h Disabilities		
	OG)		All Employees	Represe		Avail		Gap	EE Result	All Employees	Ac		Expected	Difference	All Employees	,	rersons v actual	Expected		All Employee:		tual	Expected	Difference	Turnover Rate
		#	#	#	%	0/6	#	#	%	#	#	%	#	#	Ħ	Ħ	%	#	#	#	#	%	#	#	%
13	Other Sales & Service Personnel	2016	0	0	0.0	0.0		0	0.0	1	0	0.0					0 0	0		2 1	1 0	0.0			0.0
	Other Manual	2017 2016	0	0	0.0	_		0	0.0	1	0	0.0	0	0	0	'	0 0	.0		,	0	0.0	0		0.0
14	Workers	2017	2	0	0.0	5.3	1	0	0.0	0	0	0.0	0	0	0		0 0	.0	0 (	) (	0	0.0	0	C	0.0
Tota	1	2016 2017	1,260 1,224	22 22	1.7	0.0 5.2		-42	0.0 34.6	290	4	1.4	15	-11	69	1	1 1	4	1 (	311	1 5	1.6	_		25.0
		2017	1,224	22	1.0	3.2	04	-42	34.0	290	4	1.4	15	-11	09	1	1 1	.4	11 (	) 311	11 3	1.0	] 3		23.0
Data :	sources:		Part 2: Flow Data 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 ÷ K x 100	Part 3: Goals	F÷ M x 100												
Emmannon			Ţ	1	Ţ	<b>1</b>	Ţ	Ţ	Ţ	<u> </u>	<u> </u>	1	1	i											
				w Entra						als															
000000000	ployment Equity	Year	Hires :	and Pron			Short-ter				Long-ter														
	upational Group OG)		All Employees	Disab			Persons with	Disabilities			Persons with	i Disabilitie							Com	ments					
(***	03)			Act		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met												
	Other Sales & Service	# 2017	# 1	# 0	0.0	#	% 0,0	<b>%</b>	% 0.0	# ()	# 0.0	0.0	# 0.0												
13	Personnel	2017	1	0	0.0	0	0.0	0.0	0.0	0		0.0	0.0												
14	Other Manual	2017	0	0	0.0	0	0.0	0.0		0		0.0	0.0												
	Workers	2020 2017	359	0	0.0	0 46	0.0 10.9	0.0 6.0	23.0	0 46	0.0 10.9	6.0	23.0												
Tota	1	2020	359	5	1.4	22		3.6	38.3	46	10.9	6.0	23.2										Pag	e 40 of 5	51

[Date: YYYY-MM-DD]	PARKLAND FUEL CORPORATION	Part 6: Results - Persons with Disabilities	Federal Contractors Program Achievement Table
	[Date: YYYY-MM-DD]	PARKLAND FUEL CORPORATION  [Date: YYYY-MM-DD]	Part 6: Results - Persons with Disabilities  PARKLAND FUEL CORPORATION  [Date: YYYY-MM-DD]

	20		9		01 S		(EEOG)	Occu	Emp			Data sources:		03 P		02	2			(EEOG)	Осси	Emp			Data sources	Α			
r roressionais	Professionals	Managers	Middle & Other	,	Senior Managers		OG)	Occupational Group	Employment Equity			)ШС68:		Professionals	Managers	Middle & Other	Scillor ividilagers	inia Managara		OG)	Occupational Group	Employment Equity			)Urces:	B			
2020	2017	2020	2017	2020	2017	71:			Vegr				2017	2016	2017	2016	2017	2016	#			Year				С			
49	49	57	57	6	6	#	Employees	МУ	Hires	Ne	<b>←</b>	Part 2: Flow Data Analysis	119	106	207	195	18	43	#	Employees	IIV			<b>←</b>	Part 1: Workforce Analysis	D			
		7	7	5	5	11:		Visibl	and Pr	New Entrants	<b>←</b>	Part 2: Analysis						3	#					<b>←</b>	Part 1: Workforce Analysis	E			
16 32	16 32	6 10		0 (		90	Actual	Visible Minorities	Hires and Promotions	rants	<b>←</b>	E + D x 100	29 24		16 3	10 5	0 (	) [0	%	Representation			Wor	<b>←</b>	E + D x 100	F			
32.7	32.7	10.5	10.5	0.0	0.0	71:	Goal	ľ	s		<b>↓</b>	x Part 3: Goals	24.4 1		7.7 1	5.1 1	0.0	0.0	9/9		Visi	Workforce	Workforce Analysis	<b>—</b>	Part 1: Workforce Analysis	G			
0	7 2	7		_	4	%	Percent of Goal Met	Vis	Shor		<b>←</b>	3: E+G:	14.0	25.0	15.0	15.0	10.1	10.1	#	Availability	Visible Minorities	orce	Analy	<b>←</b>	1: DxG orce +100	H			
0.0	228.6	85.7	31.6	0.0	0.0			Visible Minorities	Short-term Goals				17	27	31	29	2	4		- G	ies		sis						
0.0	25.0	11.0	15.0	5.0	10.1	8	Goal Per	ties	Goals		<b> </b>	Part 3: F+	12	-7	-15	-19	-2	-4	#	Gap EE				<u></u>	Е-Н Е	I			
0.0	130.6	95.7	70.2	0.0	0.0	9,6	Percent of Goal Met			Goals	<b>←</b>	F÷Ix100	174.1	75.5	51.5	34.2	0.0	0.0	%	EE Result En				←	E÷H Fic	J		PA	Part 7:
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#### Federal Contractors Program Achievement Table Part 7: Results - Members of Visible Minorities PARKLAND FUEL CORPORATION [Date: YYYY-MM-DD] Α В C D Е F G Н I J K L M N O P O R S T U V W X Y Z U÷ Part 1: Part 2: Part 2: Part 2: Part 1: Part 1: Part 2: Part 2: Part 2: $L \div K$ K x G÷ ((DYear1 -DxG $\mathbf{E} \div \mathbf{H}$ Q-S U x F ÷ 100 V - X E - H L-N Flow Data | Q ÷ P x 100 | P x F ÷ 100 | Data sources Workforce Workforce Workforce Flow Data Flow Data Flow Data Flow Data Flow Data DYear2) -100 x 100 ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis 2) x 100 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All All All All Turnover (EEOG) Employees Employee Employee: Employees Rate Availability Expected Difference Difference Representation Gap EE Result Actual Actual Expected Actual Expected Difference % % % Semi-Professionals & 2016 31 3.2 20.1 16.0 Technicians 31 3.2 9.1 0.0 16.7 19.4 7.7 41.9 11 0 2017 37 2.7 11.2 24.1 2016 05 Supervisors 2017 34 2 5.9 11.8 49.9 0 0.0 0 0.0 0.0 11.3 13 7.7 11.9 64.6 Supervisors: Crafts & 2016 Trades 2017 21 4.8 1.8 264.6 0.0 0.0 0.0 11.8 Part 2: Part 2: $E \div Dx$ Part 3: $E \div G x$ Part 3: Part 3: $E \div K x$ Part 3: $F \div M x$ F ÷ I x 100 Data sources Flow Data Flow Data 100 Goals 100 Goals Goals 100 Goals 100 Analysis Analysis Goals **New Entrants Hires and Promotions Short-term Goals** Long-term Goals **Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments (EEOG) Percent of Percent of Percent of Percent of Employee: Actual Goal Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % % 2017 8.3 20.0 30. 27.3 20.0 30. 27. Semi-Professionals & Technicians 12 8.3 100.0 108.2 100.0 7.7 108.2 2020 1 7.7 2017 0 0.0 0.0 11.2 0.0 0.0 11.2 0.0 05 Supervisors 0.0 2020 0 0.0 0.0 8.9 0.0 11.8 0.0 0 0.0 0.0 11.9 0.0 0.0 11.9 0.0 Supervisors: Crafts & 2017 Trades 0.0 2020 0.0 0.0 0.0 0.0 0.0 0.0 Page 44 of 51

[Date: YYYY-MM-DD]	PARKLAND FUEL CORPORATION	Part 7: Results - Members of Visible Minorities	Federal Contractors Program Achievement Table

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#### Federal Contractors Program Achievement Table Part 7: Results - Members of Visible Minorities PARKLAND FUEL CORPORATION [Date: YYYY-MM-DD] A В C D Е F G Н I J K L M N O P O R S T U V W X Y Z U÷ Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Part 2: Part 2: $L \div K$ K x G÷ ((DYear1 -DxG $\mathbf{E} \div \mathbf{H}$ Q-S U x F ÷ 100 V - X E - H L-N Flow Data | Q ÷ P x 100 | P x F ÷ 100 | Data sources Workforce Workforce Workforce Flow Data Flow Data Flow Data Flow Data Flow Data DYear2) x 100 ÷ 100 x 100 x 100 100 Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis 2) x 100 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All All All All Turnover (EEOG) Employees Employee Employee: Employees Rate Availability Expected Difference Representation Gap EE Result Actual Actual Expected Difference Actual Expected Difference % % % 9.9 2016 185 12 6.5 65.5 10 Clerical Personnel 183 7.1 15 43 9.3 10.0 35 5.7 19.0 13 8.4 84.6 2 2017 170 4.1 8.1 14 50.8 Intermediate Sales & 2016 Service Personnel 2017 155 3.2 7.1 11 45.4 47 0 0.0 0 0.0 79 1.3 -2 48.6 361 10 2.8 6.3 23 -13 44.0 Semi-Skilled Manual 2016 Workers 334 2.7 5.5 49.0 87 33.4 2017 2 2.3 0.0 116 3.4 Part 2: Part 2: $E \div Dx$ Part 3: $E \div G x$ Part 3: Part 3: $E \div K x$ Part 3: $F \div M x$ F ÷ I x 100 Data sources Flow Data Flow Data 100 Goals 100 Goals Goals 100 Goals 100 Analysis Analysis Goals **New Entrants Hires and Promotions Short-term Goals** Long-term Goals **Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments (EEOG) Percent of Percent of Percent of Percent of Employee: Actual Goal Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % % 2017 53 9.4 83.3 95.3 83.3 95.3 10 Clerical Personnel 53 9.4 500.0 7.8 120.9 250.0 8.4 112.3 2020 5 2017 48 0 0.0 0.0 8.1 0.0 0.0 8.1 0.0 Intermediate Sales & Service Personnel 0.0 7.1 2020 48 0 0.0 0.0 5.2 0.0 0.0 92 2 2.2 15.4 34.5 13 15.4 34.5 Semi-Skilled Manual 2017 13 6.3 6.3 Workers 92 2.2 50.0 4.0 54.3 22.2 5.5 39.5 Page 48 of 51

Federal Contractors Program Achievement Table
Part 7: Results - Members of Visible Minorities
PARKLAND FUEL CORPORATION
[Date: YYYY-MM-DD]

#### Federal Contractors Program Achievement Table Part 7: Results - Members of Visible Minorities PARKLAND FUEL CORPORATION [Date: YYYY-MM-DD] A В C D Е F G Н I J K L M N O P O R S T U V W X Y Z U÷ Part 1: Part 2: Part 2: Part 2: Part 1: Part 1: Part 2: Part 2: Part 2: $L \div K$ K x G÷ ((DYear1 -DxG $\mathbf{E} \div \mathbf{H}$ Q-S U x F ÷ 100 V - X E - H L-N Flow Data | Q ÷ P x 100 | P x F ÷ 100 | Data sources Workforce Workforce Workforce Flow Data Flow Data Flow Data Flow Data Flow Data DYear2) -100 x 100 ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis 2) x 100 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All All All All Turnover (EEOG) Employees Employee Employee: Employees Rate Availability Expected Difference Difference Representation Gap EE Result Actual Actual Expected Actual Expected Difference % % % Other Sales & Service 2016 0 0.0 0.0 0.0 Personnel 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 Other Manual 2016 Workers 2017 0.0 2.1 0.0 0.0 0 0.0 0.0 0.0 1,260 67 5.3 10.9 137 -70 48.8 2016 Total 1,224 124 -43 65.5 290 8.7 311 25.0 2017 81 6.6 10.1 29 10.0 29 14 4.5 Part 2: $E \div Dx$ Part 3: $E \div G x$ Part 3: Part 3: $E \div K x$ Part 3: $F \div M x$ F ÷ I x 100 Data sources Flow Data Flow Data 100 Goals 100 Goals Goals 100 Goals 100 Analysis Analysis Goals **New Entrants Hires and Promotions Short-term Goals** Long-term Goals **Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments (EEOG) Percent of Percent of Percent of Percent of Employee: Actual Goal Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % Other Sales & Service 2017 0 0.0 0.0 0.0 0.0 0.0 Personnel 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 2020 0 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Other Manual Workers 0.0 0.0 0.0 0.0 2020 0 0.0 0.0 0.0 2017 359 35 9.7 72 48.6 13.8 70.9 72 48.6 13.8 70.9 Total 38 2020 359 35 9.7 19 184.2 153.4 92. 8.4 116.6 Page 50 of 51

Federal Contractors Program Achievement Table
Part 7: Results - Members of Visible Minorities
PARKLAND FUEL CORPORATION
[Date: YYYY-MM-DD]

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

**Employer Name:** Parkland Fuel Corporation

**Primary Location:** Alberta (40% of employees are work in Alberta)

Other locations include:

- Ontario (27%)
- Nova Scotia (12%)
- British Columbia (12%)
- Québec (2%)
- Prince Edward Island (2%)
- Saskatchewan (2%)
- Manitoba (1%)
- New Brunswick (less than 1%)
- Yukon (less than 1%)

Number of Employees: 1,224

## **Organization Overview:**

NAICS sector 44 – Retail Trade

Parkland is an independent marketer of fuel and petroleum products. They deliver gasoline, diesel, propane lubricants, heating oil and other petroleum products to residential and commercial customers in Canada and the United States.

Parkland markets itself as a company with the capital necessary to acquire similar businesses that may be looking at succession planning and has acquired a number of companies in recent years. In June 2017, Parkland acquired CST Brands Canada and their 2,000 employees and they are currently finalizing the acquisition of Chevron Canada's downstream fuel business which will see another 400 employees added to their workforce. The current workforce analysis is not reflective of the employees that will be joining the company. The workforce analysis for the next compliance assessment is likely to look very different given that these acquisitions will double the current workforce.

### **Key Dates - First Year Assessment**

Initiated: 2016-03-01 Received: 2016-06-07 Closed: 2016-06-13 WFA: 2016-02-29

# **Key Dates – Subsequent Assessment**

2017-09-01 Initiated: Received: 2017-08-28 WFA: 2017-08-09



# **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 data from the previous workforce analysis included in the Achievement Table is consistent with that found in the database.
- The data from the current workforce analysis included in the Achievement Table is consistent with that found in Forms 1 to 6 from WEIMS.

Originally, the organization had changed many of the defaults in conducting its WFA. The company could not provide a valid justification for many of the changes and accepted to resubmit a workforce analysis with the recommended defaults for each occupational group. A comparison review of the updated workforce analysis and revised achievement table was done with a particular focus on availability data it was found to be consistent.

### **ASSESSMENT OF REASONABLE PROGRESS**

The organization has set goals in both numbers and percentages. For consistency the value indicated in the tables below will be taken from the extent to which the percentage goal was met.

### Women

1.	Senior Managers	Goal not met (61%)
2.	Middle & Other Managers	Goal not met (50%)
4.	Semi-Professionals & Technicians	Goal not met (57%)
5.	Supervisors	Goal not met (70%)
6.	Supervisors: Crafts & Trades	Goal not met (0%)
7.	Administrative & Senior Clerical Personnel	Goal not required
9.	Skilled Crafts & Trades Workers	Goal not met (0%)
10.	Clerical Personnel	Goal not required
12.	Semi-Skilled Manual Workers	Goal not met (26%)

# Assessment/Observations

- Out of seven required goals, none were met at levels above 80%.
- In EEOG 01, women represented 16.7% of new entrants (1 out of 6 hires). This is below their availability of 27.4%.
- In EEOG 02, 11 women were hired out of a total of 57 new entrants (19.3%). This hiring rate is below availability of 38.9%.
- In EEOG 04, 16.7% of new entrants were women (2 out of 12 hires). This is below their availability of 29.1%.
- In EEOG 05, three of seven new entrants were women (42.9%). This nears the 50% mark for
- In EEOG 06, there were four new entrants and none were women. This is expected given an availability of 9.5%.

- In EEOG 07, the organization did not set a goal given that women are represented at 87.0%; well above the 50% benchmark.
- In EEOG 09, there were 16 new entrants and none were women. This is to be expected given the availability of 0.8%.
- In EEOG 10, no goals were required given that the representation of women was 60.8%. Since the previous workforce analysis, the organization has hired women at 43.4% in this category.
- In EEOG 12, women were hired at a rate of 4.3% (out of 92 new hires, four were women). This is below the availability rate of 16.7%.

## **Aboriginal Peoples**

1.	Senior Managers	Goal not met (0%)
2.	Middle & Other Managers	Goal met at 80%
3.	Professionals	Goal not met (0%)
7.	Administrative & Senior Clerical Personnel	Goal not met (0%)
9.	Skilled Crafts & Trades Workers	Goal not met (0%)
10.	Clerical Personnel	Goal not met (36%)
11.	Intermediate Sales & Service Personnel	Goal not met (39%)
12.	Semi-Skilled Manual Workers	Goal met at 82%

# Assessment/Observations

- Out of eight goals, two are considered met.
- In EEOG 01, out of 6 new entrants, none were Aboriginal. This is to be expected with an availability of 2.9%.
- In EEOG 03, out of 49 new entrants, none were Aboriginal. This is to be expected with an availability of 1.4%.
- In EEOG 07, no Aboriginals were hired out of the 14 new entrants. This is to be expected with an availability of 4.6%.
- In EEOG 09, no Aboriginals were hired out of the 16 new entrants. This is to be expected with an availability of 4.8%.
- In EEOG 10, Aboriginals were hired at 1.9%. This is below their availability of 5.2%.
- In EEOG 11, Aboriginals were hired at 2.1%. This is below their availability of 5.4%.

# **Person with Disabilities**

1./2.	Managers	Goal not met (37%)
3.	Professionals	Goal not met (54%)
5.	Supervisors	Goal not met (0%)
6.	Supervisors: Crafts & Trades	Goal not met (0%)
7.	Administrative & Senior Clerical Personnel	Goal not met (0%)
9.	Skilled Crafts & Trades Workers	Goal not met (0%)
10.	Clerical Personnel	Goal not met (0%)
11.	Intermediate Sales & Service Personnel	Goal not met (0%)
12.	Semi-Skilled Manual Workers	Goal not met (68%)

# Assessment/Observations

Out of nine gaps, none were met at levels sufficient to be considered reasonable progress.

- In EEOG 01/02, one person with a disability was hired out of 63 new entrants. This represents a hiring rate of 1.6%; well below availability of 4.3%.
- In EEOG 03, persons with disabilities were hired at a rate of 2.0% (one out of 49 new entrants identified as having a disability). This rate is below availability of 3.8%.
- In EEOG 05, no persons with a disability were hired out of seven new entrants. This is to be expected given an availability of 13.9%.
- In EEOG 06, no persons with a disability were hired out of four new entrants. This is to be expected given an availability of 7.8%.
- In EEOG 07, no persons with a disability were hired out of 14 new entrants. This is to be expected given an availability of 3.4%.
- In EEOG 09, no persons with a disability were hired out of 16 new entrants. This is to be expected given an availability of 3.8%.
- In EEOG 10, no persons with a disability were hired out of 53 new entrants. With an availability of 7.0%, at least three would have been expected.
- In EEOG 11, no persons with a disability were hired out of 48 new entrants. With an availability of 5.6%, at least two would have been expected.
- In EEOG 12, persons with disabilities were hired at a rate of 3.3%. This is below their availability of 4.8% in this EEOG.

# **Members of Visible Minorities**

1.	Senior Managers	Goal not met (0%)
2.	Middle & Other Managers	Goal not met (70%)
3.	Professionals	Goal met at 129%
4.	Semi-Professionals & Technicians	Goal not met (41%)
5.	Supervisors	Goal not met (0%)
6.	Supervisors: Crafts & Trades	Goal not met (0%)
7.	Administrative & Senior Clerical Personnel	Goal met at 510%
9.	Skilled Crafts & Trades Workers	Goal not met (0%)
10.	Clerical Personnel	Goal met at 103%
11.	Intermediate Sales & Service Personnel	Goal not met (0%)
12.	Semi-Skilled Manual Workers	Goal not met (33.4%)

### Assessment/Observations

- Out of 11 goals, three were met at levels above 80%.
- In EEOG 01, no members of visible minorities were hired out of the six new entrants in this group. This is to be expected given an availability of 10.1%.
- In EEOG 02, members of visible minorities were hired at a rate of 10.5%. This is below their availability of 15.0%.
- In EEOG 04, members of visible minorities were hired at a rate of 8.3% (one out of 12 new entrants). This is well below their availability of 20.5%.
- In EEOG 05, no members of visible minorities were hired out of the seven new entrants in this group. This is to be expected given an availability of 11.1%.
- In EEOG 06, no members of visible minorities were hired out of the four new entrants in this group. This is to be expected given an availability of 10.8%.
- In EEOG 09, no members of visible minorities were hired out of the 16 new entrants in this group. At least one would have been expected given an availability of 9.7%.

- In EEOG 11, no members of visible minorities were hired out of the 48 new entrants in this group. At least three would have been expected given an availability of 8.3%.
- In EEOG 12, members of visible minorities were hired at a rate of 2.2% (two out of 92 new entrants). This remains below their availability of 6.5%.

### ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
  - Out of 37 goals set, seven were considered met or not required given the representation levels achieved (in the case of women).
  - For many instances where the goals were not met, there was insufficient hiring and promotion opportunities in each respective occupational group to expect that reasonable progress would be made. This is the case for women in EEOGs 06 and 09; Aboriginal peoples in EEOGs 01, 03, 07 and 09; persons with disabilities in EEOGs 05, 06, 07 and 09; and, members of visible minorities in EEOGs 01, 05 and 06.
  - There are four instances where sufficient hires and promotions were made to expect opportunities for designated groups. This is the case for persons with disabilities in EEOG 10 and 11 and members of visible minorities in EEOGs 09 and 11.
  - In 13 instances, some progress was made in hiring and promoting designated group members. Given that only 18 months elapsed between the two workforce analysis, it is reasonable to expect that additional progress could have been made should the company had had a full three years to achieve its goals.

# **ASSESSMENT OF SHORT-TERM GOALS**

The company will see significant growth in the short-term but this growth will come from the acquisition of other companies. Given this, the diversity of new entrants will be directed by the workforce diversity found in these acquired companies. The workforce changes and adjustments following the acquisitions will also present potential challenges to how quickly the company can meet its goals and achieve a representative workforce.

The company was proactive in identifying these challenges in their submission and presented a methodology on how short-term goals were developed. In sum, short-term goals were adjusted to achieve representation equivalent to 50% between current representation and the total availability of each designated group in each occupational group.

The company has a large number of gaps for all four designated group members. Given the scale of the impending changes, the strategy proposed by the company is not unreasonable. The fact is, it will be impossible to know current representation levels or identify gaps until the workforce of the acquired companies is surveyed and until those responses are compiled into the WEIMS to generate a new workforce analysis.

In addition to the strategy above, the organization has also included goals in its updated Achievement Table. Long-term goals are to hire at availability levels for every designated group where a gap was identified. Short-term goals are set at levels slightly below availability. It is understandable that the company would not want to set goals at availability given that new entrants will not be as a result of

their own selection processes but as a result of the acquisitions. Given the company's current situation, it is recommended that this be deemed acceptable. It is further recommended that the company revise its goals once a new workforce analysis is produced and ensure that these are set at least at availability levels for any gaps identified.

Finally, it is recommended that the next assessment be considered as an initial assessment given that the composition of the company will change so drastically. An assessment of reasonable progress in three years' time would not be a worthwhile exercise in light of the expected impact of the acquisition (a doubling of the current workforce). The organization may benefit, however, from supports to ensure that the workforce is appropriately coded and that a solid workforce analysis is undertaken, including using the appropriate defaults. The next workforce analysis will then present the benchmark data on which progress can be measured.

## **RECOMMENDATION**

I recommend that the employer be found:

oxtimes in compliance $oxtimes$ in non-compliance
<ul> <li>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:</li> <li>We recognize that the company will see significant changes in the short-term as a result of the recent acquisitions. In light of this, we find that the proposed methodology for establishing short-term goals to be acceptable. Once you have had an opportunity to onboard the new employees, conduct a workforce survey and generate a new workforce analysis, we recommend that you revise your short-term goals according to any gaps that may be identified.</li> </ul>
I would further recommend that the letter be modified considerably to convey that, given the expected impact of the acquisitions, it is very likely that the next compliance evaluation will focus on those same elements as included in the initial evaluation (workforce survey, workforce analysis, goal setting).
Name of Analyst: Annick Léger
Date: February 1, 2018

# Nyirasafari, Ange AN [NC]

**From:** Yakibonge, Maurice [NC] on behalf of EE-EME

**Sent:** February 6, 2018 6:35 PM **To:** 'Melody.appelman@parkland.ca'

**Cc:** 'kelsey.heggie@parkland.ca'; 'Luc Comeau'

**Subject:** Government of Canada Agreement Number: 090210 – Notification of Compliance

with the Federal Contractors Program

# Dear Ms. Appleman:

I am writing to inform you that the subsequent compliance assessment initiated on September 1, 2017, has been completed. As a result of the assessment, Parkland Fuel Corporation has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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

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

• We recognize that the company will see significant changes in the short-term as a result of the recent acquisitions. In light of this, we find that the proposed methodology for establishing short-term goals to be acceptable. Once you have had an opportunity to onboard your new employees, to conduct a workforce survey and to generate a new workforce analysis, we recommend that you revise your short-term goals according to any gaps that may be identified at that time.

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 September 1, 2020. Future compliance assessments usually focus on the achievement of reasonable progress in meeting the goals established. However, given the significant changes expected at Parkland Fuel Corporation, it is likely that the next compliance assessment will focus on ensuring that a workforce survey and workforce analysis were conducted and that the organization has set appropriate goals for all gaps in representation found.

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.

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

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

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish Parkland Fuel Corporation continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

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



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# Nyirasafari, Ange AN [NC]

To: Luc Comeau

Subject:FW: 08-24-2017 Compliance SubmissionAttachments:Achievement Table.xlsx; New Analysis.pdf

From: Luc Comeau [mailto:Luc.Comeau@parkland.ca]

**Sent:** January-30-18 1:11 PM **To:** Yakibonge, Maurice [NC]

Subject: RE: 08-24-2017 Compliance Submission

Hi Maurice,

Like I said the goal methodology remains the same, are short term goal is to cut our gaps in half and long term goal will be to meet the full level of availability in each EEOG.

Thank you,

Luc Comeau | Coordinator, Total Rewards Parkland Fuel Corporation 6302, 333-96th Ave NE, Calgary, AB T3K 0S3 O – 587 230 3883 | F – 403 567 2598 Luc.Comeau@parkland.ca

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From: maurice.yakibonge@labour-travail.gc.ca [mailto:maurice.yakibonge@labour-travail.gc.ca]

**Sent:** Tuesday, January 30, 2018 6:36 AM

To: Luc Comeau

Subject: RE: 08-24-2017 Compliance Submission

Good morning Luc,

Thank you for your email and thank you for taking the time to update the submission. I will give a quick look at the submission once received and I will give you a feedback.

Thank you and have a nice day,

Maurice Yakibonge

Direction de l'équité en milieu de travail, Programme du travail Emploi et Développement social Canada / Gouvernement du Canada Maurice. Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

From: Luc Comeau [mailto:Luc.Comeau@parkland.ca]

Sent: January-29-18 3:36 PM **To:** Yakibonge, Maurice [NC]

Subject: RE: 08-24-2017 Compliance Submission

Thanks Maurice.

I am almost done completing the new achievement table for you. Likely are goals will stay the same as we want to continue to promote employment equity across our corporation and reduce any gaps we identify over time.

I will have the completed version for you tomorrow.

Luc Comeau | Coordinator, Total Rewards Parkland Fuel Corporation 6302, 333-96th Ave NE, Calgary, AB T3K 0S3 O - 587 230 3883 | F - 403 567 2598 Luc.Comeau@parkland.ca

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From: maurice.vakibonge@labour-travail.qc.ca [mailto:maurice.vakibonge@labour-travail.qc.ca]

**Sent:** Friday, January 26, 2018 2:14 PM

To: Luc Comeau

**Subject:** RE: 08-24-2017 Compliance Submission

Luc,

Yes, you need to follow the instruction in the Quick reference Guide. See below the steps:

- For the Period Start date, use the same date that was used to generate the workforce analysis that was submitted for the first compliance assessment. For the Period End date, select 2017-08-09.
- Select Compile Forms 2, 4, 5 and 6 by Occupational Group Only.
- Select Include National Forms.
- Select Compile Forms After Data Upload.
- Select Update employees.
- Click the Import the uploaded files button.

Feel free to contact me should you have questions.

Maurice Yakibonge

Direction de l'équité en milieu de travail, Programme du travail Emploi et Développement social Canada / Gouvernement du Canada Maurice. Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

#### Workplace Equity Division, Labour Program Employment and Social Development Canada / Government of Canada Maurice. Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099



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From: Luc Comeau [mailto:Luc.Comeau@parkland.ca]

Sent: January-26-18 4:01 PM To: Yakibonge, Maurice [NC]

Subject: RE: 08-24-2017 Compliance Submission

Hev Maurice.

Do I need to compile forms 2 4 5 and 6 in a specific way?

Let me know.

Luc Comeau | Coordinator, Total Rewards Parkland Fuel Corporation 6302, 333-96th Ave NE, Calgary, AB T3K 0S3 O - 587 230 3883 | F - 403 567 2598 Luc.Comeau@parkland.ca

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From: maurice.yakibonge@labour-travail.qc.ca [mailto:maurice.yakibonge@labour-travail.qc.ca]

Sent: Wednesday, January 24, 2018 3:16 PM

To: Luc Comeau

Subject: RE: 08-24-2017 Compliance Submission

Luc,

Thank you for taking the time to talk to me about the submission. As explained in our conversation, it is recommended to use the default for your workforce analysis. To set the workforce analysis to default in WEIMS main menu, please go to Workforce Analysis section and under Set Workforce analysis defaults select the required group to be updated (Women, Aboriginal Peoples and Visible Minorities). You will be able to update the information according to the default.

Should you need more information, please feel free to call me.

Regards,

Équipe de l'équité en emploi / Workplace Equity Team

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

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



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!

**From:** Yakibonge, Maurice [NC] **Sent:** January-24-18 3:55 PM

To: 'Luc Comeau'

Subject: RE: 08-24-2017 Compliance Submission

Good Afternoon Luc,

I have verified the information online and it is recommended to use the default as per the table below.

Changing the occupational to NOC instead of EEOG means that you want to hire people with exactly the same experience as the position you are going the recruit for. In some Occupational groups, it is recommended to use NOC given that specific skills are required.

When you change the Geographic default to CMA, you are restricting the recruitment area: you have a smaller pool of candidates.

### 2.3 Representation levels

The contractor compares the appropriate availability estimates with internal workforce representation data in order to identify the representation level in each occupational group in its workforce.

#### Table: Occupational and geographic defaults

Occupational groups	Occupational default	Geographic default
1. Senior managers	EEOG	National
2. Middle and other managers	EEOG	National
3. Professionals	NOC	National
4. Semi-professionals and technicians	NOC	Provincial
5. Supervisors	EEOG	СМА
6. Supervisors: crafts and trades	NOC	Provincial
7. Administrative and senior clerical personnel	EEOG	СМА
8. Skilled sales and service personnel	NOC	Provincial

### Table: Occupational and geographic defaults

Occupational default	Geographic default
NOC	Provincial
EEOG	СМА
EEOG	CMA
EEOG	CMA
EEOG	СМА
EEOG	CMA
	NOC EEOG EEOG EEOG

Thank you,

#### Maurice Yakibonge

Direction de l'équité en milieu de travail, Programme du travail Emploi et Développement social Canada / Gouvernement du Canada Maurice. Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099



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From: Luc Comeau [mailto:Luc.Comeau@parkland.ca]

**Sent:** August-24-17 3:52 PM **To:** Normandin, Ward W [NC]

**Cc:** Begg, Suzanne SV [NC]; Kelsey L. Heggie **Subject:** 08-24-2017 Compliance Submission

Hi Ward and Suzanne,

Please find attached submission which includes:

- Summary/Covering letter
- Forms 1 through 6
- Workforce Analysis
- Completed Achievement table

The cover letter does explain our methodology behind our short term goals and long term goals.

Please reach out to me if you have any questions or concerns. Thank you with all of your help on this as well!

Best regards,

Luc Comeau | People & Culture Coordinator Parkland Fuel Corporation 6302, 333-96th Ave NE, Calgary, AB T3K 0S3 O - 587 230 3883 I F - 403 567 2598 Luc.Comeau@parkland.ca

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From: ward.normandin@labour-travail.gc.ca [mailto:ward.normandin@labour-travail.gc.ca]

Sent: Thursday, August 03, 2017 6:24 AM

To: Luc Comeau

Cc: suzanne.begg@labour-travail.gc.ca Subject: RE: Employment Equity Report

Good morning Luc.

We didn't really get that far no. So, once you've completed the achievement table, put the forms, workforce analysis, and achievement table together into an e-mail and send it off to Sue and myself. Adding a covering letter to your submission to discuss some of the gaps would also help us with our analysis.

I hope this helps!

Please contact us if you have any other questions.

Best regards. Ward

Ward Normandin

Agent de programmes, Programme du travail Emploi et Développement social Canada / Gouvernement du Canada ward.normandin@labour-travail.gc.ca / Tél.: 819-654-4334

Program Officer, Labour Program

Employment and Social Development Canada / Government of Canada

ward.normandin@labour-travail.gc.ca / Tel.: 819-654-4334

From: Luc Comeau [mailto:Luc.Comeau@parkland.ca]

Sent: 2017-08-02 3:56 PM To: Normandin, Ward W [NC]

Subject: RE: Employment Equity Report

Hi Ward.

I just finished plugging in the numbers for my Achievement table. Did we go over the next steps required in order to complete the assessment? If we did I forgot what I'm supposed to do next.

Let me know. Thanks for your time.

Luc Comeau | People & Culture Coordinator Parkland Fuel Corporation

6302, 333-96th Ave NE, Calgary, AB T3K 0S3 O - 587 230 3883 | F - 403 567 2598

Luc.Comeau@parkland.ca



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From: ward.normandin@labour-travail.gc.ca [mailto:ward.normandin@labour-travail.gc.ca]

**Sent:** Wednesday, July 26, 2017 1:57 PM To: Luc Comeau; ee-eme@hrsdc-rhdcc.gc.ca Cc: suzanne.begg@labour-travail.gc.ca Subject: RE: Employment Equity Report

Hi Luc.

Tuesday the 1st looks great. Let's do it at 11.

Talk then!

Cheers, Ward

Ward Normandin

Agent de programmes, Programme du travail Emploi et Développement social Canada / Gouvernement du Canada ward.normandin@labour-travail.gc.ca / Tél.: 819-654-4334

Program Officer, Labour Program

Employment and Social Development Canada / Government of Canada

ward.normandin@labour-travail.gc.ca / Tel.: 819-654-4334

From: Luc Comeau [mailto:Luc.Comeau@parkland.ca]

Sent: 2017-07-26 3:22 PM

To: EE-EME

Cc: Begg, Suzanne SV [NC]; Normandin, Ward W [NC]

Subject: RE: Employment Equity Report

Hi Ward,

Thanks so much for your call today! I am available Friday July 28 from 12 EST to 2 EST. I am also Available Tuesday August 1 from 11 EST to 1 EST.

Luc Comeau | People & Culture Coordinator Parkland Fuel Corporation 6302, 333-96th Ave NE, Calgary, AB T3K 0S3 O - 587 230 3883 | F - 403 567 2598 Luc.Comeau@parkland.ca



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From: ward.normandin@labour-travail.gc.ca [mailto:ward.normandin@labour-travail.gc.ca] On Behalf Of ee-

eme@hrsdc-rhdcc.gc.ca

**Sent:** Wednesday, July 26, 2017 12:49 PM

To: Luc Comeau

Cc: ee-eme@hrsdc-rhdcc.gc.ca; suzanne.begg@labour-trayail.gc.ca; ward.normandin@labour-trayail.gc.ca

Subject: RE: Employment Equity Report

Hi Luc.

As discussed on the telephone, we would be happy to walk you through the data upload process. My colleague, Sue Begg, and I will be on the phone with you to ensure that everything goes smoothly or if problems do arise, we can help you through them. Please provide us with a few different dates and times for the conference call and we will respond quickly so we can get that arranged.

Also, the important date for Parkland Fuel Corporation to remember is September 1, 2017 - the 2nd Assessment submission due date. That should be sufficient time to get this completed (depending on your workload, but it shouldn't take too much time to complete).

If you have any questions, please do not hesitate to contact us.

Kind regards, Ward

Ward Normandin

Agent de programmes, Programme du travail Emploi et Développement social Canada / Gouvernement du Canada ward.normandin@labour-travail.gc.ca / Tél.: 819-654-4334

Program Officer, Labour Program

Employment and Social Development Canada / Government of Canada

ward.normandin@labour-travail.gc.ca / Tel.: 819-654-4334

From: Luc Comeau [mailto:Luc.Comeau@parkland.ca]

Sent: 2017-07-26 10:20 AM

To: EE-EME

Subject: RE: Employment Equity Report

Thank you for setting our accounts up!

I am wondering if you would be able to give me our precise reporting dates for the txt file upload.

If there is any chance I could speak to one of you over the phone while completing the upload that would be much appreciated.

Thank you,

Luc Comeau | People & Culture Coordinator Parkland Fuel Corporation 6302, 333-96th Ave NE, Calgary, AB T3K 0S3 O - 587 230 3883 | F - 403 567 2598 Luc.Comeau@parkland.ca



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From: ward.normandin@labour-travail.gc.ca [mailto:ward.normandin@labour-travail.gc.ca] On Behalf Of eeeme@hrsdc-rhdcc.gc.ca

Sent: Tuesday, July 18, 2017 2:26 AM

To: Luc Comeau

s.19(1)

Cc: Kelsey L. Heggie; suzanne.begg@labour-travail.gc.ca; ee-eme@hrsdc-rhdcc.gc.ca

Subject: RE: Employment Equity Report

Good morning Luc,

In order for Kelsey to receive the email notifications from the system, we will need to create a user account for her. In order to do so, we need to receive a WEIMS Authorization form for Kelsey. Once received, a new user account will be added to Parkland Fuel Corporation's account for Kelsey. We have attached the form for your use and completion.

As always, please let us know if you have any questions.

Best regards,

Équipe de l'équité en emploi / Workplace Equity Team

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

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

From: Luc Comeau [mailto:Luc.Comeau@parkland.ca]

Sent: 2017-07-17 4:48 PM

To: EE-EME

**Cc:** Kelsey L. Heggie; Begg, Suzanne SV [NC] **Subject:** RE: Employment Equity Report

Thank you for sending these over that's extremely helpful.

I want to confirm that I have updated our employment equity officer in the contacts menu to Kelsey

When we upload the txt files we just want to confirm that Kelsey will get the email notification assuming the upload is successful.

Best regards,

Luc Comeau | People & Culture Coordinator Parkland Fuel Corporation 6302, 333-96th Ave NE, Calgary, AB T3K 0S3 O – 587 230 3883 | F – 403 567 2598 Luc,Comeau@parkland.ca

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From: ward.normandin@labour-travail.gc.ca [mailto:ward.normandin@labour-travail.gc.ca] On Behalf Of ee-

eme@hrsdc-rhdcc.gc.ca

Sent: Monday, July 17, 2017 11:39 AM

To: Luc Comeau

Cc: Kelsey L. Heggie; <a href="mailto:suzanne.begg@labour-travail.gc.ca">suzanne.begg@labour-travail.gc.ca</a>; <a href="mailto:ee-eme@hrsdc-rhdcc.gc.ca">ee-eme@hrsdc-rhdcc.gc.ca</a>

Subject: RE: Employment Equity Report

Hi Luc,

We are happy to help. We have attached a number of files for your review to aid you with the Subsequent Assessment submission process. The Quick Reference Guide (Section 2) is particularly important and will walk you through the next steps and provide instructions for each one.

In short, you will need to submit by e-mail the following:

- Workforce Analysis an updated Summary Report and Detailed Report.
- Forms 1 to 6 workforce data at the national level.
- Goals an updated Short-term Goal Setting Tool file.
- Achievement Table a completed Achievement Table file.

Please let us know if you have any questions about any of these documents or requirements.

Kind regards,

Équipe de l'équité en emploi / Workplace Equity Team

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

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

From: Luc Comeau [mailto:Luc.Comeau@parkland.ca]

Sent: 2017-07-17 10:30 AM

To: EE-EME

Cc: Kelsey L. Heggie

Subject: RE: Employment Equity Report

Thank you again for getting back to us!

Now that we have all of our txt documents ready to upload. Would you be able to confirm the next steps we need to take in order to complete the assessment? I found a "Narrative Template' on the website, I just wanted to confirm as well if this is something we need to complete.

We really appreciate your time and effort in assisting us with this.

Thank you,

Luc Comeau | People & Culture Coordinator Parkland Fuel Corporation 6302, 333-96th Ave NE, Calgary, AB T3K 0S3 O – 587 230 3883 | F – 403 567 2598 Luc,Comeau@parkland.ca

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From: ward.normandin@labour-travail.gc.ca [mailto:ward.normandin@labour-travail.gc.ca] On Behalf Of ee-

eme@hrsdc-rhdcc.gc.ca

Sent: Friday, July 14, 2017 6:38 AM

To: Luc Comeau

Cc: Kelsey L. Heggie; ee-eme@hrsdc-rhdcc.gc.ca

Subject: RE: Employment Equity Report

Hi Luc.

Yes, the Promo.txt document will only include employee promotions since your previous Workforce Analysis date. (Which may not necessarily be the same date as your assessment was done.)

Kind regards.

Équipe de l'équité en emploi / Workplace Equity Team

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

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

From: Luc Comeau [mailto:Luc.Comeau@parkland.ca]

Sent: 2017-07-13 4:25 PM

To: EE-EME

Cc: Kelsey L. Heggie

Subject: RE: Employment Equity Report

Thank you for your response,

If I read correctly can I assume the Promo.txt document we will only need to include data since the last time we had an assessment (2016) is that right (so data from 2016-2017)?

Thanks again,

Luc Comeau | People & Culture Coordinator Parkland Fuel Corporation 6302, 333-96th Ave NE, Calgary, AB T3K 0S3 O - 587 230 3883 | F - 403 567 2598 Luc, Comeau@parkland.ca



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From: ward.normandin@labour-travail.gc.ca [mailto:ward.normandin@labour-travail.gc.ca] On Behalf Of eeeme@hrsdc-rhdcc.gc.ca

**Sent:** Thursday, July 13, 2017 9:47 AM

To: Luc Comeau; ee-eme@hrsdc-rhdcc.gc.ca

Cc: Kelsey L. Heggie

Subject: RE: Employment Equity Report

Hi Luc,

You only need to include the information as of date of termination. We are not interested in tracking employee whereabouts.

I hope this helps.

Kind regards.

Équipe de l'équité en emploi / Workplace Equity Team

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

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

From: Luc Comeau [mailto:Luc.Comeau@parkland.ca]

Sent: 2017-07-12 2:47 PM

To: EE-EME

Cc: Kelsev L. Heggie

Subject: RE: Employment Equity Report

Thank you for the response to my questions I will be sure to include employees who are terminated in the txt before I upload it. One follow up question below:

If we are including the employees who are terminated are we using all of their information including province and CMA code even though we cannot confirm that at the present time? The reason I as is that some of these previous employees could have moved since their termination date.

Thanks again for your time.

Luc Comeau | People & Culture Coordinator Parkland Fuel Corporation 6302, 333-96th Ave NE, Calgary, AB T3K 0S3 O - 587 230 3883 | F - 403 567 2598 Luc, Comeau@parkland.ca

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From: ward.normandin@labour-travail.gc.ca [mailto:ward.normandin@labour-travail.gc.ca] On Behalf Of ee-

eme@hrsdc-rhdcc.gc.ca

**Sent:** Wednesday, July 12, 2017 12:42 PM

To: Luc Comeau

Cc: Kelsey L. Heggie; ee-eme@hrsdc-rhdcc.gc.ca

Subject: RE: Employment Equity Report

Hi Luc,

Thank you for your e-mail and for working on your Employment Equity Report. I will answer your questions below:

When we are creating an 'employee.txt' to upload into WEIMS, do we need to include all of our terminated employees as well? If we do need to included them could you please confirm what their status code would be?

Yes, you need to include the employees who have been terminated. Their status would be set to the one it was at the time of termination. For example, a full-time, permanent employee would be status 01 so therefore at termination their status would remain 01.

2. The NAICS code for all of our employees is 447110 which is a 6 digit number, however, on your template it says this code must be exactly 4 digits. If this is the case could you please confirm how you would like us to format this?

In this case, please use the first four digits of the six digit NAICS. In the example above, use 4471.

Please let us know if you have any further questions or require any assistance.

Kind regards,

Équipe de l'équité en emploi / Workplace Equity Team

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

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

From: Luc Comeau [mailto:Luc.Comeau@parkland.ca]

Sent: 2017-07-12 1:06 PM

To: EE-EME

Cc: Kelsey L. Heggie

Subject: Employment Equity Report

Good morning,

I have a few general technical questions as our company (Parkland Fuel Corp.) is completing an Employment Equity Report.

When we are creating an 'employee.txt' to upload into WEIMS, do we need to include all of our terminated employees as well? If we do need to included them could you please confirm what their status code would be?

The NAICS code for all of our employees is 447110 which is a 6 digit number, however, on your template it says this code must be exactly 4 digits. If this is the case could you please confirm how you would like us to format this?

We appreciate your help on this matter.

Thank you,

Luc Comeau | People & Culture Coordinator Parkland Fuel Corporation 6302, 333-96th Ave NE, Calgary, AB T3K 0S3 O – 587 230 3883 | F – 403 567 2598 Luc,Comeau@parkland.ca

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#### Nyirasafari, Ange AN [NC]

From: Normandin, Ward W [NC] on behalf of EE-EME

**Sent:** July 26, 2017 2:49 PM

To: 'Luc Comeau'

Cc: EE-EME; Begg, Suzanne SV [NC]; Normandin, Ward W [NC]

**Subject:** RE: Employment Equity Report

Follow Up Flag: Follow up Flag Status: Completed

Categories: Ward Responding

Hi Luc,

As discussed on the telephone, we would be happy to walk you through the data upload process. My colleague, Sue Begg, and I will be on the phone with you to ensure that everything goes smoothly or if problems do arise, we can help you through them. Please provide us with a few different dates and times for the conference call and we will respond quickly so we can get that arranged.

Also, the important date for Parkland Fuel Corporation to remember is September 1, 2017 – the 2nd Assessment submission due date. That should be sufficient time to get this completed (depending on your workload, but it shouldn't take too much time to complete).

If you have any questions, please do not hesitate to contact us.

Kind regards,

Ward

Ward Normandin

Agent de programmes, Programme du travail Emploi et Développement social Canada / Gouvernement du Canada ward.normandin@labour-travail.gc.ca / Tél.: 819-654-4334

Program Officer, Labour Program

Employment and Social Development Canada / Government of Canada

ward.normandin@labour-travail.gc.ca / Tel.: 819-654-4334

From: Luc Comeau [mailto:Luc.Comeau@parkland.ca]

Sent: 2017-07-26 10:20 AM

To: EE-EME

Subject: RE: Employment Equity Report

Thank you for setting our accounts up!

I am wondering if you would be able to give me our precise reporting dates for the txt file upload.

If there is any chance I could speak to one of you over the phone while completing the upload that would be much appreciated.

Thank you,

Luc Comeau | People & Culture Coordinator Parkland Fuel Corporation 6302, 333-96th Ave NE, Calgary, AB T3K 0S3 O – 587 230 3883 | F – 403 567 2598 Luc.Comeau@parkland.ca

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 $\textbf{From:} \ \underline{ward.normandin@labour-travail.gc.ca} \ \underline{[mailto:ward.normandin@labour-travail.gc.ca]} \ \textbf{On Behalf Of} \ \underline{ee-labour-travail.gc.ca} \ \underline{[mailto:ward.normandin@labour-travail.gc.ca]} \ \underline{[mailto:ward.normandin@labour-travail.gc.ca$ 

eme@hrsdc-rhdcc.gc.ca

Sent: Tuesday, July 18, 2017 2:26 AM

To: Luc Comeau

Cc: Kelsey L. Heggie; suzanne.begg@labour-travail.gc.ca; ee-eme@hrsdc-rhdcc.gc.ca

Subject: RE: Employment Equity Report

Good morning Luc,

In order for Kelsey to receive the email notifications from the system, we will need to create a user account for her. In order to do so, we need to receive a WEIMS Authorization form for Kelsey. Once received, a new user account will be added to Parkland Fuel Corporation's account for Kelsey. We have attached the form for your use and completion.

As always, please let us know if you have any questions.

Best regards,

Équipe de l'équité en emploi / Workplace Equity Team

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

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

From: Luc Comeau [mailto:Luc.Comeau@parkland.ca]

Sent: 2017-07-17 4:48 PM

To: EE-EME

**Cc:** Kelsey L. Heggie; Begg, Suzanne SV [NC] **Subject:** RE: Employment Equity Report

Thank you for sending these over that's extremely helpful.

I want to confirm that I have updated our employment equity officer in the contacts menu to Kelsey as

When we upload the txt files we just want to confirm that Kelsey will get the email notification assuming the upload is successful.

Best regards,

Luc Comeau | People & Culture Coordinator Parkland Fuel Corporation 6302, 333-96th Ave NE, Calgary, AB T3K 0S3 O – 587 230 3883 | F – 403 567 2598 Luc,Comeau@parkland.ca

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From: ward.normandin@labour-travail.gc.ca [mailto:ward.normandin@labour-travail.gc.ca] On Behalf Of ee-

eme@hrsdc-rhdcc.gc.ca

Sent: Monday, July 17, 2017 11:39 AM

To: Luc Comeau

Cc: Kelsey L. Heggie; suzanne.begg@labour-travail.gc.ca; ee-eme@hrsdc-rhdcc.gc.ca

Subject: RE: Employment Equity Report

Hi Luc.

We are happy to help. We have attached a number of files for your review to aid you with the Subsequent Assessment submission process. The Quick Reference Guide (Section 2) is particularly important and will walk you through the next steps and provide instructions for each one.

In short, you will need to submit by e-mail the following:

- Workforce Analysis an updated Summary Report and Detailed Report.
- Forms 1 to 6 workforce data at the national level.
- Goals an updated Short-term Goal Setting Tool file.
- Achievement Table a completed Achievement Table file.

Please let us know if you have any questions about any of these documents or requirements.

Kind regards,

Équipe de l'équité en emploi / Workplace Equity Team

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

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

From: Luc Comeau [mailto:Luc.Comeau@parkland.ca]

Sent: 2017-07-17 10:30 AM

To: EE-EME

Cc: Kelsey L. Heggie

Subject: RE: Employment Equity Report

Thank you again for getting back to us!

Now that we have all of our txt documents ready to upload. Would you be able to confirm the next steps we need to take in order to complete the assessment? I found a "Narrative Template' on the website, I just wanted to confirm as well if this is something we need to complete.

We really appreciate your time and effort in assisting us with this.

Thank you,

Luc Comeau | People & Culture Coordinator Parkland Fuel Corporation 6302, 333-96th Ave NE, Calgary, AB T3K 0S3 O – 587 230 3883 | F – 403 567 2598

#### Luc, Comeau@parkland.ca

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From: ward.normandin@labour-travail.gc.ca [mailto:ward.normandin@labour-travail.gc.ca] On Behalf Of ee-

eme@hrsdc-rhdcc.ac.ca

Sent: Friday, July 14, 2017 6:38 AM

To: Luc Comeau

Cc: Kelsey L. Heggie; ee-eme@hrsdc-rhdcc.qc.ca

Subject: RE: Employment Equity Report

Hi Luc.

Yes, the Promo.txt document will only include employee promotions since your previous Workforce Analysis date. (Which may not necessarily be the same date as your assessment was done.)

Kind regards.

Équipe de l'équité en emploi / Workplace Equity Team

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

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

From: Luc Comeau [mailto:Luc.Comeau@parkland.ca]

Sent: 2017-07-13 4:25 PM

To: EE-EME

Cc: Kelsey L. Heggie

Subject: RE: Employment Equity Report

Thank you for your response,

If I read correctly can I assume the Promo.txt document we will only need to include data since the last time we had an assessment (2016) is that right (so data from 2016-2017)?

Thanks again,

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eme@hrsdc-rhdcc.gc.ca

**Sent:** Thursday, July 13, 2017 9:47 AM **To:** Luc Comeau; <u>ee-eme@hrsdc-rhdcc.gc.ca</u>

Cc: Kelsey L. Heggie

Subject: RE: Employment Equity Report

Hi Luc.

You only need to include the information as of date of termination. We are not interested in tracking employee whereabouts.

I hope this helps.

Kind regards,

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

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

From: Luc Comeau [mailto:Luc.Comeau@parkland.ca]

Sent: 2017-07-12 2:47 PM

To: EE-EME

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eme@hrsdc-rhdcc.qc.ca

Sent: Wednesday, July 12, 2017 12:42 PM

To: Luc Comeau

Cc: Kelsey L. Heggie; ee-eme@hrsdc-rhdcc.qc.ca

Subject: RE: Employment Equity Report

Hi Luc,

Thank you for your e-mail and for working on your Employment Equity Report. I will answer your questions below:

1. When we are creating an 'employee.txt' to upload into WEIMS, do we need to include all of our terminated employees as well? If we do need to included them could you please confirm what their status code would be?

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

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

From: Luc Comeau [mailto:Luc.Comeau@parkland.ca]

Sent: 2017-07-12 1:06 PM

To: EE-EME

Cc: Kelsev L. Heagie

Subject: Employment Equity Report

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Thank you,

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#### Luc,Comeau@parkland.ca

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