



Agreement to Implement Employment Equity

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization PricewaterhouseCoopers LLP	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) PwC	Procurement Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° 541212	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 6105
To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-sclan/2002/naics-sclan02-eng.htm	

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

HEAD OFFICE			
Address (building number, street, suite, etc.) 18 York Street	City Toronto	Province ON	Postal Code M5J 0B2
	Telephone Number 416-863-1133	Fax Number 416-365-8215	

EMPLOYMENT EQUITY CONTACT	
Name (print) Randa Zahra	Title Manager, Office of Diversity & Inclusion
Telephone Number 416-815-5097	E-mail Address randa.zahra@ca.pwc.com

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

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) Carol Devenny	Title Partner
Telephone Number 613-237-3702	E-mail Address carol.devenny@ca.pwc.com
Signature [REDACTED]	Date 2014-03-04

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



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

Reporting Period 2014-10-14 to 2017-11-14

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	3289	48	0	3337	Calgary	596	18	0	614
Québec	884	16	0	900	Edmonton	176	3	0	179
Nova Scotia	113	2	0	115	Halifax	113	2	0	115
New Brunswick	21	0	0	21	Montréal	722	15	0	737
Manitoba	104	2	0	106	Regina	1	0	0	1
British Columbia	633	14	0	647	Toronto	2851	41	0	2892
Saskatchewan	34	3	0	37	Vancouver	633	14	0	647
Alberta	772	21	0	793	Winnipeg	104	2	0	106
Newfoundland and Labrador	22	1	0	23	St. John's	22	1	0	23
Total Employees in Canada				5979	Saint John	21	0	0	21
					Québec	151	1	0	152
					Ottawa - Gatineau	204	1	0	205
					Kitchener - Cambridge - Waterloo	47	1	0	48
					London	156	3	0	159
					Windsor	38	2	0	40
					Saskatoon	33	3	0	36



PricewaterhouseCoopers LLP (certificate # 061023)

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

Reporting Period 2014-10-14 to 2017-11-14

	Census Metropolitan Areas			
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Ont. less CMAs	3	0	0	3
Que. less CMAs	1	0	0	1
Total Employees in Canada				5979



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2014-10-14 to 2017-11-14

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	7	4	3							1		1
	Total	7	4	3							1		1
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1517	777	740	5	3	2	7	4	3	314	164	150
	Total	1517	777	740	5	3	2	7	4	3	314	164	150
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3589	1766	1823	10	4	6	23	11	12	787	398	389
	Total	3589	1766	1823	10	4	6	23	11	12	787	398	389
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	45	33	12				1	1		16	12	4
	Total	45	33	12				1	1		16	12	4

PricewaterhouseCoopers LLP (certificate # 061023)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / National
 Reporting Period 2014-10-14 to 2017-11-14

Occupational Group	Salary Range	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities						
			Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13				
Supervisors	Top Range: Under \$5,000 Bottom Range: Under \$5,000	4																
		3																
		2																
		1	36	2	34								1		1			
		Total	36	2	34							1		1		1		
Administrative and Senior Clerical Personnel	Top Range: Under \$5,000 Bottom Range: Under \$5,000	4																
		3																
		2																
		1	379	30	349	1		1	5		5		71	9	62		62	
		Total	379	30	349	1	1	5		5		71	9	62		62		
Clerical Personnel	Top Range: Under \$5,000 Bottom Range: Under \$5,000	4																
		3																
		2																
		1	299	70	229	4		3					66	19	47		47	
		Total	299	70	229	4	3				66	19	47		47			
Total Number of Employees			5872	2682	3190	20	10	10	36	16	20	1256	602	654				



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / National

Reporting Period 2014-10-14 to 2017-11-14

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	40	2	38	1		1	1	1		7		7
	Total	40	2	38	1		1	1	1		7		7
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	43	6	37							7	3	4
	Total	43	6	37							7	3	4
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Supervisors Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1									
	Total	1		1									



PricewaterhouseCoopers LLP (certificate # 061023)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Part-Time / National
 Reporting Period 2014-10-14 to 2017-11-14

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities						
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13				
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4																
	3																
	2																
	1																
	Total	12		12										1			1
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4																
	3																
	2																
	1																
	Total	10		10										2			2
	Total Number of Employees	107	8	99	1		1	1	1		1	17	3			14	



PricewaterhouseCoopers LLP (certificate # 061023)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / National
Reporting Period 2014-10-14 to 2017-11-14

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	5872	2682	3190	20	10	10	36	16	20	1256	602	654
Total Number of Employees	5872	2682	3190	20	10	10	36	16	20	1256	602	654



PricewaterhouseCoopers LLP (certificate # 061023)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Part-Time / National
 Reporting Period 2014-10-14 to 2017-11-14

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$5,000	107	8	99	1		1	1	1		17	3	14
Total Number of Employees	107	8	99	1		1	1	1		17	3	14



PricewaterhouseCoopers LLP (certificate # 061023)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / National

Reporting Period 2014-10-14 to 2017-11-14

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1	1										
Middle and Other Managers	863	496	367	2	2		2	1	1	207	117	90
Professionals	3294	1710	1584	6	3	3	23	13	10	741	404	337
Semi-Professionals and Technicians	24	14	10				1	1		11	7	4
Supervisors	12	1	11				1		1	2		2
Administrative and Senior Clerical Personnel	237	26	211	1		1	2	1	1	41	9	32
Clerical Personnel	158	40	118	3	2	1	1		1	43	13	30
Total Number of Employees Hired	4589	2288	2301	12	7	5	30	16	14	1045	550	495



**PricewaterhouseCoopers LLP (certificate # 061023)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Part-Time / National
Reporting Period 2014-10-14 to 2017-11-14**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	6	1	5				1	1		1		1
Professionals	12	4	8							4	2	2
Administrative and Senior Clerical Personnel	3		3									
Clerical Personnel	2		2									
Total Number of Employees Hired	23	5	18				1	1		5	2	3



PricewaterhouseCoopers LLP (certificate # 061023)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / National
Reporting Period 2014-10-14 to 2017-11-14

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1	1										
Middle and Other Managers	708	353	355	3		3	4	2	2	156	79	77
Professionals	2024	984	1040	6	3	3	9	3	6	499	231	268
Semi-Professionals and Technicians	6	2	4									
Supervisors	16	1	15							1		1
Administrative and Senior Clerical Personnel	33	10	23							3	2	1
Clerical Personnel	21	5	16							7	2	5
Total Number of Employees Promoted	2809	1356	1453	9	3	6	13	5	8	666	314	352
Total Number of Promotions	2931	1422	1509	9	3	6	13	5	8	693	329	364



PricewaterhouseCoopers LLP (certificate # 061023)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Part-Time / National
Reporting Period 2014-10-14 to 2017-11-14

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	6		6							1		1
Professionals	14		14									
Total Number of Employees Promoted	20		20							1		1
Total Number of Promotions	21		21							1		1

PricewaterhouseCoopers LLP (certificate # 061023)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / National

Reporting Period 2014-10-14 to 2017-11-14

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	882	486	396	3	1	2	2	1	1	191	103	88
Professionals	2451	1239	1212	7	1	6	28	14	14	725	379	346
Semi-Professionals and Technicians	31	11	20							7	3	4
Supervisors	11	2	9				1		1	2		2
Administrative and Senior Clerical Personnel	313	25	288	2		2	2	1	1	43	7	36
Clerical Personnel	122	26	96	1		1	1		1	24	6	18
Total Number of Employees Terminated	3810	1789	2021	13	2	11	34	16	18	992	498	494

PricewaterhouseCoopers LLP (certificate # 061023)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Part-Time / National

Reporting Period 2014-10-14 to 2017-11-14

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	40	5	35							2		2
Professionals	33	3	30	1	1		1		1	6	1	5
Supervisors	1		1									
Administrative and Senior Clerical Personnel	17		17							3		3
Clerical Personnel	6	1	5									
Total Number of Employees Terminated	97	9	88	1	1		1		1	11	1	10



Workplace Equity Information Management System - PricewaterhouseCoopers LLP

Workforce Analysis - Detailed Report

Date: 2017-12-06

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	7	3	42.9 %	27.4 %	2	1	National
02 : Middle and Other Managers	National	1557	778	50.0 %	38.9 %	606	172	National
03 : Professionals		3633	1861	51.2 %	52.9 %	1922	-61	
1111 : Financial auditors and accountants	National	2899	1496	51.6 %	55.1 %	1597	-101	National
1112 : Financial and investment analysts	National	14	10	71.4 %	50.1 %	7	3	National
1114 : Other financial officers	National	2	2	100.0 %	44.1 %	1	1	National
1121 : Human resources professionals	National	61	54	88.5 %	71.1 %	43	11	National
1122 : Professional occupations in business management consulting	National	531	216	40.7 %	42.0 %	223	-7	National
1123 : Professional occupations in advertising, marketing and public relations	National	26	20	76.9 %	66.4 %	17	3	National
2171 : Information systems analysts and consultants	National	73	38	52.1 %	28.3 %	21	17	National
4112 : Lawyers and Quebec notaries	National	9	8	88.9 %	42.5 %	4	4	National
4163 : Business development officers and marketing researchers and consultants	National	6	6	100.0 %	50.7 %	3	3	National
5121 : Authors and writers	National	4	3	75.0 %	54.9 %	2	1	National
5124 : NOC 2006 - Professional Occupations in Public Relations and Communications	National	6	6	100.0 %	55.0 %	3	3	National
5125 : Translators, terminologists and interpreters	National	2	2	100.0 %	69.9 %	1	1	National
04 : Semi-Professionals and Technicians		46	13	28.3 %	31.7 %	15	-2	
2281 : Computer network technicians	Ontario	4	2	50.0 %	20.8 %	1	1	Ontario
2282 : User support technicians	Alberta	4	0	0.0 %	26.7 %	1	-1	Alberta
2282 : User support technicians	British Columbia	2	1	50.0 %	25.1 %	1	0	British Columbia
2282 : User support technicians	Manitoba	1	1	100.0 %	27.1 %	0	1	Manitoba
2282 : User support technicians	Nova Scotia	1	1	100.0 %	32.1 %	0	1	Nova Scotia
2282 : User support technicians	Ontario	19	2	10.5 %	24.2 %	5	-3	Ontario
2282 : User support technicians	Québec	4	0	0.0 %	19.6 %	1	-1	Québec
4211 : Paralegal and related occupations	British Columbia	1	1	100.0 %	84.2 %	1	0	British Columbia

Workforce Analysis - Detailed Report

Date: 2017-12-06

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women		Availability #	Gap #	Recruitment Area
			#	%	%	%			
4211 : Paralegal and related occupations	Ontario	4	4	100.0 %	82.0 %	3	1	Ontario	
5225 : Audio and video recording technicians	Ontario	2	0	0.0 %	15.4 %	0	0	Ontario	
5241 : Graphic designers and illustrators	British Columbia	3	1	33.3 %	43.7 %	1	0	British Columbia	
5241 : Graphic designers and illustrators	Ontario	1	0	0.0 %	44.9 %	0	0	Ontario	
05 : Supervisors		37	35	94.6 %	53.0 %	20	15		
Employment Equity Occupational Group	Calgary	6	6	100.0 %	55.0 %	3	3	Calgary	
Employment Equity Occupational Group	Edmonton	1	1	100.0 %	56.2 %	1	0	Edmonton	
Employment Equity Occupational Group	London	1	1	100.0 %	55.5 %	1	0	London	
Employment Equity Occupational Group	Montréal	5	5	100.0 %	50.8 %	3	2	Montréal	
Employment Equity Occupational Group	Ottawa - Gatineau	1	1	100.0 %	50.7 %	1	0	Ottawa - Gatineau	
Employment Equity Occupational Group	Québec	1	1	100.0 %	52.6 %	1	0	Québec	
Employment Equity Occupational Group	Toronto	17	15	88.2 %	53.0 %	9	6	Toronto	
Employment Equity Occupational Group	Vancouver	4	4	100.0 %	51.4 %	2	2	Vancouver	
Employment Equity Occupational Group	Winnipeg	1	1	100.0 %	54.2 %	1	0	Winnipeg	
07 : Administrative and Senior Clerical Personnel		391	361	92.3 %	80.4 %	314	47		
Employment Equity Occupational Group	Calgary	31	28	90.3 %	80.5 %	25	3	Calgary	
Employment Equity Occupational Group	Edmonton	10	10	100.0 %	84.6 %	8	2	Edmonton	
Employment Equity Occupational Group	Halifax	14	12	85.7 %	81.4 %	11	1	Halifax	
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	4	4	100.0 %	83.0 %	3	1	Kitchener - Cambridge	
Employment Equity Occupational Group	London	6	4	66.7 %	82.5 %	5	-1	London	
Employment Equity Occupational Group	Montréal	48	44	91.7 %	80.8 %	39	5	Montréal	
Employment Equity Occupational Group	Ottawa - Gatineau	10	9	90.0 %	77.2 %	8	1	Ottawa - Gatineau	
Employment Equity Occupational Group	Québec	11	10	90.9 %	80.9 %	9	1	Québec	
Employment Equity Occupational Group	Saint John	1	1	100.0 %	83.6 %	1	0	Saint John	

Workforce Analysis - Detailed Report

Date: 2017-12-06

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women		Gap #	Recruitment Area
			#	%	Availability #	%		
Employment Equity Occupational Group	Saskatoon	3	3	100.0%	3	84.0%	0	Saskatoon
Employment Equity Occupational Group	St. John's	2	2	100.0%	2	82.5%	0	St. John's
Employment Equity Occupational Group	Toronto	202	186	92.1%	162	80.1%	24	Toronto
Employment Equity Occupational Group	Vancouver	41	40	97.6%	32	79.0%	8	Vancouver
Employment Equity Occupational Group	Windsor	4	4	100.0%	3	82.8%	1	Windsor
Employment Equity Occupational Group	Winnipeg	4	4	100.0%	3	81.1%	1	Winnipeg
10 : Clerical Personnel		309	239	77.3%	204	66.1%	35	
Employment Equity Occupational Group	Calgary	20	18	90.0%	14	70.2%	4	Calgary
Employment Equity Occupational Group	Edmonton	7	4	57.1%	5	70.3%	-1	Edmonton
Employment Equity Occupational Group	Halifax	5	5	100.0%	3	67.7%	2	Halifax
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	3	2	66.7%	2	67.9%	0	Kitchener - Cambridge
Employment Equity Occupational Group	London	6	5	83.3%	4	71.4%	1	London
Employment Equity Occupational Group	Montréal	50	37	74.0%	31	62.5%	6	Montréal
Employment Equity Occupational Group	Ont. less CMAs	1	1	100.0%	1	72.4%	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	10	6	60.0%	7	65.8%	-1	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	9	9	100.0%	6	61.6%	3	Québec
Employment Equity Occupational Group	Saint John	1	1	100.0%	1	70.5%	0	Saint John
Employment Equity Occupational Group	Saskatoon	2	2	100.0%	1	70.2%	1	Saskatoon
Employment Equity Occupational Group	St. John's	3	3	100.0%	2	72.6%	1	St. John's
Employment Equity Occupational Group	Toronto	151	110	72.8%	98	65.2%	12	Toronto
Employment Equity Occupational Group	Vancouver	33	28	84.8%	23	70.0%	5	Vancouver
Employment Equity Occupational Group	Windsor	3	3	100.0%	2	69.7%	1	Windsor
Employment Equity Occupational Group	Winnipeg	5	5	100.0%	3	67.9%	2	Winnipeg

Workforce Analysis - Detailed Report

Date: 2017-12-06

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Women		Availability #	Gap #	Recruitment Area
			Representation #	%			
Total		5980	3290	55.0 %	51.5 %	3083	207

Total may not equal sum of components due to rounding.

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

Workforce Analysis - Detailed Report

Date: 2017-12-06

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	Representation %	Availability %	Availability #		
01 : Senior Managers	National	7	0	0.0 %	2.9 %	0	0	National
02 : Middle and Other Managers	National	1557	6	0.4 %	2.2 %	34	-28	National
03 : Professionals		3633	10	0.3 %	1.4 %	51	-41	
1111 : Financial auditors and accountants	National	2899	9	0.3 %	1.3 %	38	-29	National
1112 : Financial and investment analysts	National	14	1	7.1 %	0.9 %	0	1	National
1114 : Other financial officers	National	2	0	0.0 %	1.3 %	0	0	National
1121 : Human resources professionals	National	61	0	0.0 %	2.7 %	2	-2	National
1122 : Professional occupations in business management consulting	National	531	0	0.0 %	1.6 %	8	-8	National
1123 : Professional occupations in advertising, marketing and public relations	National	26	0	0.0 %	2.1 %	1	-1	National
2171 : Information systems analysts and consultants	National	73	0	0.0 %	1.1 %	1	-1	National
4112 : Lawyers and Quebec notaries	National	9	0	0.0 %	1.6 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	6	0	0.0 %	2.0 %	0	0	National
5121 : Authors and writers	National	4	0	0.0 %	1.9 %	0	0	National
5124 : NOC 2006 - Professional Occupations in Public Relations and Communications	National	6	0	0.0 %	2.1 %	0	0	National
5125 : Translators, terminologists and interpreters	National	2	0	0.0 %	2.9 %	0	0	National
04 : Semi-Professionals and Technicians		46	0	0.0 %	2.0 %	1	-1	
2281 : Computer network technicians	Ontario	4	0	0.0 %	1.4 %	0	0	Ontario
2282 : User support technicians	Alberta	4	0	0.0 %	3.8 %	0	0	Alberta
2282 : User support technicians	British Columbia	2	0	0.0 %	1.8 %	0	0	British Columbia
2282 : User support technicians	Manitoba	1	0	0.0 %	4.9 %	0	0	Manitoba
2282 : User support technicians	Nova Scotia	1	0	0.0 %	3.2 %	0	0	Nova Scotia
2282 : User support technicians	Ontario	19	0	0.0 %	1.6 %	0	0	Ontario
2282 : User support technicians	Quebec	4	0	0.0 %	1.3 %	0	0	Quebec
4211 : Paralegal and related occupations	British Columbia	1	0	0.0 %	5.3 %	0	0	British Columbia

Workforce Analysis - Detailed Report

Date: 2017-12-06

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	Representation %	Availability %	Availability #		
4211 : Paralegal and related occupations	Ontario	4	0	0.0 %	1.5 %	0	Ontario	
5225 : Audio and video recording technicians	Ontario	2	0	0.0 %	2.1 %	0	Ontario	
5241 : Graphic designers and illustrators	British Columbia	3	0	0.0 %	2.7 %	0	British Columbia	
5241 : Graphic designers and illustrators	Ontario	1	0	0.0 %	1.6 %	0	Ontario	
05 : Supervisors		37	0	0.0 %	1.9 %	1	-1	
Employment Equity Occupational Group	Calgary	6	0	0.0 %	3.1 %	0	Calgary	
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	4.6 %	0	Edmonton	
Employment Equity Occupational Group	London	1	0	0.0 %	1.7 %	0	London	
Employment Equity Occupational Group	Montréal	5	0	0.0 %	0.8 %	0	Montréal	
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	2.7 %	0	Ottawa - Gatineau	
Employment Equity Occupational Group	Québec	1	0	0.0 %	1.2 %	0	Québec	
Employment Equity Occupational Group	Toronto	17	0	0.0 %	1.0 %	0	Toronto	
Employment Equity Occupational Group	Vancouver	4	0	0.0 %	2.6 %	0	Vancouver	
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	11.8 %	0	Winnipeg	
07 : Administrative and Senior Clerical Personnel		391	1	0.3 %	1.4 %	5	-4	
Employment Equity Occupational Group	Calgary	31	0	0.0 %	2.6 %	1	Calgary	
Employment Equity Occupational Group	Edmonton	10	1	10.0 %	3.6 %	0	Edmonton	
Employment Equity Occupational Group	Halifax	14	0	0.0 %	2.2 %	0	Halifax	
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	4	0	0.0 %	1.6 %	0	Kitchener - Cambridge	
Employment Equity Occupational Group	London	6	0	0.0 %	0.8 %	0	London	
Employment Equity Occupational Group	Montréal	48	0	0.0 %	0.7 %	0	Montréal	
Employment Equity Occupational Group	Ottawa - Gatineau	10	0	0.0 %	3.2 %	0	Ottawa - Gatineau	
Employment Equity Occupational Group	Québec	11	0	0.0 %	0.7 %	0	Québec	
Employment Equity Occupational Group	Saint John	1	0	0.0 %	1.1 %	0	Saint John	

Workforce Analysis - Detailed Report

Date: 2017-12-06

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Recruitment Area
			Representation #	Representation %	Availability %	Gap #	
Employment Equity Occupational Group	Saskatoon	3	0	0.0 %	6.4 %	0	Saskatoon
Employment Equity Occupational Group	St. John's	2	0	0.0 %	2.5 %	0	St. John's
Employment Equity Occupational Group	Toronto	202	0	0.0 %	0.8 %	-2	Toronto
Employment Equity Occupational Group	Vancouver	41	0	0.0 %	2.1 %	-1	Vancouver
Employment Equity Occupational Group	Windsor	4	0	0.0 %	1.6 %	0	Windsor
Employment Equity Occupational Group	Winnipeg	4	0	0.0 %	8.5 %	0	Winnipeg
10 : Clerical Personnel							
Employment Equity Occupational Group	Calgary	20	0	0.0 %	3.0 %	-1	Calgary
Employment Equity Occupational Group	Edmonton	7	0	0.0 %	5.1 %	0	Edmonton
Employment Equity Occupational Group	Halifax	5	0	0.0 %	2.7 %	0	Halifax
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	3	0	0.0 %	0.9 %	0	Kitchener - Cambridge
Employment Equity Occupational Group	London	6	1	16.7 %	1.6 %	1	London
Employment Equity Occupational Group	Montréal	50	0	0.0 %	0.8 %	0	Montréal
Employment Equity Occupational Group	Ont. less CMAs	1	0	0.0 %	4.7 %	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	10	0	0.0 %	2.8 %	0	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	9	0	0.0 %	0.6 %	0	Québec
Employment Equity Occupational Group	Saint John	1	0	0.0 %	3.3 %	0	Saint John
Employment Equity Occupational Group	Saskatoon	2	0	0.0 %	8.4 %	0	Saskatoon
Employment Equity Occupational Group	St. John's	3	0	0.0 %	1.4 %	0	St. John's
Employment Equity Occupational Group	Toronto	151	3	2.0 %	0.7 %	2	Toronto
Employment Equity Occupational Group	Vancouver	33	0	0.0 %	2.4 %	-1	Vancouver
Employment Equity Occupational Group	Windsor	3	0	0.0 %	1.4 %	0	Windsor
Employment Equity Occupational Group	Winnipeg	5	0	0.0 %	9.8 %	0	Winnipeg

Workforce Analysis - Detailed Report

Date: 2017-12-06

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Gap #	Recruitment Area
			Representation #	Availability %		
Total		5980	21	0.4 %	97	-76

Total may not equal sum of components due to rounding.

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

Workforce Analysis - Detailed Report

Date: 2017-12-06

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Availability #	Gap #	Recruitment Area
			Representation #	%			
01 : Senior Managers	National	7	1	14.3 %	1	0	National
02 : Middle and Other Managers	National	1557	321	20.6 %	234	87	National
03 : Professionals		3633	794	21.9 %	959	-165	
1111 : Financial auditors and accountants	National	2899	641	22.1 %	797	-156	National
1112 : Financial and investment analysts	National	14	2	14.3 %	5	-3	National
1114 : Other financial officers	National	2	1	50.0 %	0	1	National
1121 : Human resources professionals	National	61	15	24.6 %	9	6	National
1122 : Professional occupations in business management consulting	National	531	121	22.8 %	115	6	National
1123 : Professional occupations in advertising, marketing and public relations	National	26	7	26.9 %	4	3	National
2171 : Information systems analysts and consultants	National	73	5	6.8 %	23	-18	National
4112 : Lawyers and Quebec notaries	National	9	1	11.1 %	1	0	National
4163 : Business development officers and marketing researchers and consultants	National	6	0	0.0 %	1	-1	National
5121 : Authors and writers	National	4	0	0.0 %	0	0	National
5124 : NOC 2006 - Professional Occupations in Public Relations and Communications	National	6	0	0.0 %	1	-1	National
5125 : Translators, terminologists and interpreters	National	2	1	50.0 %	0	1	National
04 : Semi-Professionals and Technicians		46	16	34.8 %	14	2	
2281 : Computer network technicians	Ontario	4	2	50.0 %	1	1	Ontario
2282 : User support technicians	Alberta	4	1	25.0 %	1	0	Alberta
2282 : User support technicians	British Columbia	2	0	0.0 %	1	-1	British Columbia
2282 : User support technicians	Manitoba	1	0	0.0 %	0	0	Manitoba
2282 : User support technicians	Nova Scotia	1	0	0.0 %	0	0	Nova Scotia
2282 : User support technicians	Ontario	19	7	36.8 %	7	0	Ontario
2282 : User support technicians	Quebec	4	1	25.0 %	1	0	Quebec
4211 : Paralegal and related occupations	British Columbia	1	0	0.0 %	0	0	British Columbia

Workforce Analysis - Detailed Report

Date: 2017-12-06

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Availability #	Gap #	Recruitment Area	
			Representation #	%				
4211 : Paralegal and related occupations	Ontario	4	2	50.0 %	22.3 %	1	1	Ontario
5225 : Audio and video recording technicians	Ontario	2	1	50.0 %	18.2 %	0	1	Ontario
5241 : Graphic designers and illustrators	British Columbia	3	2	66.7 %	28.0 %	1	1	British Columbia
5241 : Graphic designers and illustrators	Ontario	1	0	0.0 %	24.0 %	0	0	Ontario
05 : Supervisors		37	1	2.7 %	34.1 %	13	-12	
Employment Equity Occupational Group	Calgary	6	0	0.0 %	27.4 %	2	-2	Calgary
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	21.6 %	0	0	Edmonton
Employment Equity Occupational Group	London	1	0	0.0 %	6.8 %	0	0	London
Employment Equity Occupational Group	Montréal	5	0	0.0 %	16.7 %	1	-1	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	14.7 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	1	0	0.0 %	2.3 %	0	0	Québec
Employment Equity Occupational Group	Toronto	17	1	5.9 %	45.8 %	8	-7	Toronto
Employment Equity Occupational Group	Vancouver	4	0	0.0 %	43.4 %	2	-2	Vancouver
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	15.9 %	0	0	Winnipeg
07 : Administrative and Senior Clerical Personnel		391	72	18.4 %	27.1 %	106	-34	
Employment Equity Occupational Group	Calgary	31	8	25.8 %	16.5 %	5	3	Calgary
Employment Equity Occupational Group	Edmonton	10	1	10.0 %	13.4 %	1	0	Edmonton
Employment Equity Occupational Group	Halifax	14	1	7.1 %	5.8 %	1	0	Halifax
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	4	0	0.0 %	9.5 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	London	6	0	0.0 %	7.3 %	0	0	London
Employment Equity Occupational Group	Montréal	48	2	4.2 %	12.2 %	6	-4	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	10	1	10.0 %	12.2 %	1	0	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	11	1	9.1 %	1.5 %	0	1	Québec
Employment Equity Occupational Group	Saint John	1	0	0.0 %	1.9 %	0	0	Saint John

Workforce Analysis - Detailed Report

Date: 2017-12-06

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Availability		Gap #	Recruitment Area
			Representation #	%	#	%		
Employment Equity Occupational Group	Saskatoon	3	0	0.0 %	0	5.5 %	0	Saskatoon
Employment Equity Occupational Group	St. John's	2	0	0.0 %	0	0.7 %	0	St. John's
Employment Equity Occupational Group	Toronto	202	49	24.3 %	75	37.3 %	-26	Toronto
Employment Equity Occupational Group	Vancouver	41	8	19.5 %	14	35.3 %	-6	Vancouver
Employment Equity Occupational Group	Windsor	4	1	25.0 %	0	9.9 %	1	Windsor
Employment Equity Occupational Group	Winnipeg	4	0	0.0 %	0	11.1 %	0	Winnipeg
10 : Clerical Personnel		309	68	22.0 %	106	34.2 %	-38	
Employment Equity Occupational Group	Calgary	20	4	20.0 %	5	24.3 %	-1	Calgary
Employment Equity Occupational Group	Edmonton	7	2	28.6 %	1	17.5 %	1	Edmonton
Employment Equity Occupational Group	Halifax	5	0	0.0 %	0	7.3 %	0	Halifax
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	3	0	0.0 %	0	11.5 %	0	Kitchener - Cambridge
Employment Equity Occupational Group	London	6	0	0.0 %	1	9.1 %	-1	London
Employment Equity Occupational Group	Montréal	50	2	4.0 %	9	17.4 %	-7	Montréal
Employment Equity Occupational Group	Ont. less CMAs	1	0	0.0 %	0	1.7 %	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	10	2	20.0 %	1	14.7 %	1	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	9	0	0.0 %	0	2.0 %	0	Québec
Employment Equity Occupational Group	Saint John	1	0	0.0 %	0	1.8 %	0	Saint John
Employment Equity Occupational Group	Saskatoon	2	0	0.0 %	0	7.1 %	0	Saskatoon
Employment Equity Occupational Group	St. John's	3	0	0.0 %	0	0.8 %	0	St. John's
Employment Equity Occupational Group	Toronto	151	50	33.1 %	73	48.1 %	-23	Toronto
Employment Equity Occupational Group	Vancouver	33	7	21.2 %	14	42.3 %	-7	Vancouver
Employment Equity Occupational Group	Windsor	3	1	33.3 %	0	10.4 %	1	Windsor
Employment Equity Occupational Group	Winnipeg	5	0	0.0 %	1	17.0 %	-1	Winnipeg

Workforce Analysis - Detailed Report

Date: 2017-12-06

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Gap #	Recruitment Area
			Representation #	Availability %		
Total		5980	1273	21.3 %	1433	-160

Total may not equal sum of components due to rounding.

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

Workforce Analysis - Detailed Report

Date: 2017-12-06

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities		Availability #	Gap #	Recruitment Area
			Representation #	%			
01/02 : Managers	National	1564	8	0.5 %	67	-59	National
03 : Professionals	National	3633	23	0.6 %	138	-115	National
04 : Semi-Professionals and Technicians	National	46	1	2.2 %	2	-1	National
05 : Supervisors	National	37	0	0.0 %	5	-5	National
07 : Administrative and Senior Clerical Personnel	National	391	5	1.3 %	13	-8	National
10 : Clerical Personnel	National	309	0	0.0 %	22	-22	National
Total		5980	37	0.6 %	247	-210	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2017-12-06

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
05 : Supervisors	EEOG	CMA
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
10 : Clerical Personnel	EEOG	CMA



Workforce Analysis - Detailed Report

Date: 2017-12-06

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
05 : Supervisors	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National



Workplace Equity Information Management System - PricewaterhouseCoopers LLP

Workforce Analysis - Summary Report

Date: 2017-12-06

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	7	3	42.9 %	27.4 %	2	1
02 : Middle and Other Managers	1557	778	50.0 %	38.9 %	606	172
03 : Professionals	3633	1861	51.2 %	52.9 %	1922	-61
04 : Semi-Professionals and Technicians	46	13	28.3 %	31.7 %	15	-2
05 : Supervisors	37	35	94.6 %	53.0 %	20	15
07 : Administrative and Senior Clerical Personnel	391	361	92.3 %	80.4 %	314	47
10 : Clerical Personnel	309	239	77.3 %	66.1 %	204	35
Total	5980	3290	55.0 %	51.5 %	3083	207

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2017-12-06

Employment Equity Occupational Group	Aboriginal Peoples				Gap #
	All Employees #	Representation #	Representation %	Availability %	
01 : Senior Managers	7	0	0.0 %	2.9 %	0
02 : Middle and Other Managers	1557	6	0.4 %	2.2 %	-28
03 : Professionals	3633	10	0.3 %	1.4 %	-41
04 : Semi-Professionals and Technicians	46	0	0.0 %	2.0 %	-1
05 : Supervisors	37	0	0.0 %	1.9 %	-1
07 : Administrative and Senior Clerical Personnel	391	1	0.3 %	1.4 %	-4
10 : Clerical Personnel	309	4	1.3 %	1.5 %	-1
Total	5980	21	0.4 %	1.6 %	-76

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2017-12-06

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees #	Representation #	Representation %	Availability %	Availability #	Gap #
01 : Senior Managers	7	1	14.3 %	10.1 %	1	0
02 : Middle and Other Managers	1557	321	20.6 %	15.0 %	234	87
03 : Professionals	3633	794	21.9 %	26.4 %	959	-165
04 : Semi-Professionals and Technicians	46	16	34.8 %	29.5 %	14	2
05 : Supervisors	37	1	2.7 %	34.1 %	13	-12
07 : Administrative and Senior Clerical Personnel	391	72	18.4 %	27.1 %	106	-34
10 : Clerical Personnel	309	68	22.0 %	34.2 %	106	-38
Total	5980	1273	21.3 %	23.9 %	1433	-160

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2017-12-06

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities		Availability #	Gap #
		Representation #	%		
01/02 : Managers	1564	8	0.5 %	67	-59
03 : Professionals	3633	23	0.6 %	138	-115
04 : Semi-Professionals and Technicians	46	1	2.2 %	2	-1
05 : Supervisors	37	0	0.0 %	5	-5
07 : Administrative and Senior Clerical Personnel	391	5	1.3 %	13	-8
10 : Clerical Personnel	309	0	0.0 %	22	-22
Total	5980	37	0.6 %	247	-210

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2017-12-06

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
05 : Supervisors	EEOG	CMA
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
10 : Clerical Personnel	EEOG	CMA



Workforce Analysis - Summary Report

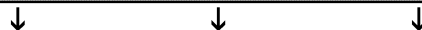
Date: 2017-12-06

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
05 : Supervisors	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National

Federal Contractors Program Achievement Table
Part 1: Workforce Analysis
PricewaterhouseCoopers LLP
2017-12-06

Data from Previous Workforce Analysis
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Date of Previous Workforce Analysis		
YYYY	MM	DD
2014	10	14

Data from Current Workforce Analysis



Date of Current Workforce Analysis		
YYYY	MM	DD
2017	12	06

Employment Equity Occupational Group (EEOG)		Table 1: Women		
		Previous Workforce Analysis		
		All Employees	Women	
		#	Representation	Availability*
01	Senior Managers	6	3	27.4
02	Middle & Other Managers	1,590	827	38.9
03	Professionals	2,791	1,502	53.7
04	Semi-Professionals & Technicians	53	23	36.9
05	Supervisors	37	34	53.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	481	452	80.7
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	276	219	66.3
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		5,234	3,060	0.0

Employment Equity Occupational Group (EEOG)		Table 5: Women		
		Current Workforce Analysis		
		All Employees	Women	
		#	Representation	Availability*
01	Senior Managers	7	3	27.4
02	Middle & Other Managers	1,557	778	38.9
03	Professionals	3,633	1,861	52.9
04	Semi-Professionals & Technicians	46	13	31.7
05	Supervisors	37	35	53.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	391	361	80.4
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	309	239	66.1
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		5,980	3,290	0.0

* Source:
2006 Census of Canada

* Source:
2011 National Household Survey

Federal Contractors Program Achievement Table
Part 1: Workforce Analysis
PricewaterhouseCoopers LLP
2017-12-06

Data from Previous Workforce Analysis

Date of Previous Workforce Analysis	MM	DD
YYYY		
2014	10	14

Data from Current Workforce Analysis

Date of Current Workforce Analysis	MM	DD
YYYY		
2017	12	06

Table 2: Aboriginal Peoples
Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples		
	All Employees	Representation	Availability*
#	#	%	%
01 Senior Managers	6	0	2.9
02 Middle & Other Managers	1,590	7	2.2
03 Professionals	2,791	12	1.4
04 Semi-Professionals & Technicians	53	0	2.0
05 Supervisors	37	0	1.6
06 Supervisors: Crafts & Trades	0	0	0.0
07 Administrative & Senior Clerical Personnel	481	2	1.6
08 Skilled Sales & Service Personnel	0	0	0.0
09 Skilled Crafts & Trades Workers	0	0	0.0
10 Clerical Personnel	276	2	1.6
11 Intermediate Sales & Service Personnel	0	0	0.0
12 Semi-Skilled Manual Workers	0	0	0.0
13 Other Sales & Service Personnel	0	0	0.0
14 Other Manual Workers	0	0	0.0
Total	5,234	23	0.0

Table 6: Aboriginal Peoples
Current Workforce Analysis

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples		
	All Employees	Representation	Availability*
#	#	%	%
01 Senior Managers	7	0	2.9
02 Middle & Other Managers	1,557	6	2.2
03 Professionals	3,633	10	1.4
04 Semi-Professionals & Technicians	46	0	2.0
05 Supervisors	37	0	1.9
06 Supervisors: Crafts & Trades	0	0	0.0
07 Administrative & Senior Clerical Personnel	391	1	1.4
08 Skilled Sales & Service Personnel	0	0	0.0
09 Skilled Crafts & Trades Workers	0	0	0.0
10 Clerical Personnel	309	4	1.5
11 Intermediate Sales & Service Personnel	0	0	0.0
12 Semi-Skilled Manual Workers	0	0	0.0
13 Other Sales & Service Personnel	0	0	0.0
14 Other Manual Workers	0	0	0.0
Total	5,980	21	0.0

*** Source:**
 2006 Census of Canada

*** Source:**
 2011 National Household Survey

Federal Contractors Program Achievement Table
Part 1: Workforce Analysis
PricewaterhouseCoopers LLP
2017-12-06

Data from Previous Workforce Analysis

Date of Previous Workforce Analysis	MM	DD
YYYY		
2014	10	14

Data from Current Workforce Analysis

Date of Current Workforce Analysis	MM	DD
YYYY		
2017	12	06

Table 3: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Previous Workforce Analysis		
	All Employees	Members of Visible Minorities	Availability*
	#	Representation	%
01 Senior Managers	6	1	10.1
02 Middle & Other Managers	1,590	304	15.0
03 Professionals	2,791	774	26.1
04 Semi-Professionals & Technicians	53	12	28.7
05 Supervisors	37	1	34.9
06 Supervisors: Crafts & Trades	0	0	0.0
07 Administrative & Senior Clerical Personnel	481	77	24.6
08 Skilled Sales & Service Personnel	0	0	0.0
09 Skilled Crafts & Trades Workers	0	0	0.0
10 Clerical Personnel	276	49	34.4
11 Intermediate Sales & Service Personnel	0	0	0.0
12 Semi-Skilled Manual Workers	0	0	0.0
13 Other Sales & Service Personnel	0	0	0.0
14 Other Manual Workers	0	0	0.0
Total	5,234	1,218	0.0

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Current Workforce Analysis		
	All Employees	Members of Visible Minorities	Availability*
	#	Representation	%
01 Senior Managers	7	1	10.1
02 Middle & Other Managers	1,557	321	15.0
03 Professionals	3,633	794	26.4
04 Semi-Professionals & Technicians	46	16	29.5
05 Supervisors	37	1	34.1
06 Supervisors: Crafts & Trades	0	0	0.0
07 Administrative & Senior Clerical Personnel	391	72	27.1
08 Skilled Sales & Service Personnel	0	0	0.0
09 Skilled Crafts & Trades Workers	0	0	0.0
10 Clerical Personnel	309	68	34.2
11 Intermediate Sales & Service Personnel	0	0	0.0
12 Semi-Skilled Manual Workers	0	0	0.0
13 Other Sales & Service Personnel	0	0	0.0
14 Other Manual Workers	0	0	0.0
Total	5,980	1,273	0.0

* Source:
2006 Census of Canada

* Source:
2011 National Household Survey

Federal Contractors Program Achievement Table
Part 1: Workforce Analysis
PricewaterhouseCoopers LLP
2017-12-06

Data from Previous Workforce Analysis

Date of Previous Workforce Analysis	MM	DD
YYYY		
2014	10	14

Data from Current Workforce Analysis

Date of Current Workforce Analysis	MM	DD
YYYY		
2017	12	06

Table 4: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Previous Workforce Analysis		
	All Employees	Persons with Disabilities Representation	Availability*
	#	#	%
01/02 Managers	1,596	7	4.3
03 Professionals	2,791	28	3.8
04 Semi-Professionals & Technicians	53	0	4.6
05 Supervisors	37	0	13.9
06 Supervisors: Crafts & Trades	0	0	0.0
07 Administrative & Senior Clerical Personnel	481	5	3.4
08 Skilled Sales & Service Personnel	0	0	0.0
09 Skilled Crafts & Trades Workers	0	0	0.0
10 Clerical Personnel	276	0	7.0
11 Intermediate Sales & Service Personnel	0	0	0.0
12 Semi-Skilled Manual Workers	0	0	0.0
13 Other Sales & Service Personnel	0	0	0.0
14 Other Manual Workers	0	0	0.0
Total	5,234	40	0.0

Table 8: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Current Workforce Analysis		
	All Employees	Persons with Disabilities Representation	Availability*
	#	#	%
01/02 Managers	1,564	8	4.3
03 Professionals	3,633	23	3.8
04 Semi-Professionals & Technicians	46	1	4.6
05 Supervisors	37	0	13.9
06 Supervisors: Crafts & Trades	0	0	0.0
07 Administrative & Senior Clerical Personnel	391	5	3.4
08 Skilled Sales & Service Personnel	0	0	0.0
09 Skilled Crafts & Trades Workers	0	0	0.0
10 Clerical Personnel	309	0	7.0
11 Intermediate Sales & Service Personnel	0	0	0.0
12 Semi-Skilled Manual Workers	0	0	0.0
13 Other Sales & Service Personnel	0	0	0.0
14 Other Manual Workers	0	0	0.0
Total	5,980	37	0.0

*** Source:**
2006 Participation and Activity Limitation Survey

*** Source:**
2012 Canadian Survey on Disability

Federal Contractors Program Achievement Table
Part 2: Flow Data Analysis
PricewaterhouseCoopers LLP

43075

Start Date of Flow Data			
YYYY	MM	DD	
2014	10	14	

End Date of Flow Data			
YYYY	MM	DD	
2017	12	06	

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 1: Women				Table 5: Women				Table 9: Women			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
01 Senior Managers	1	0	0	0	1	0	0	0	0	0	0	0
02 Middle & Other Managers	863	367	6	5	708	355	6	6	882	396	40	35
03 Professionals	3,294	1,584	12	8	2,024	1,040	14	14	2,451	1,212	33	30
04 Semi-Professionals & Technicians	24	10	0	0	6	4	0	0	31	20	0	0
05 Supervisors	12	11	0	0	16	15	0	0	11	9	1	1
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	237	211	3	3	33	23	0	0	313	288	17	17
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	158	118	2	2	21	16	0	0	122	96	6	5
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	4,589	2,301	23	18	2,809	1,453	20	20	3,810	2,021	97	88

Federal Contractors Program Achievement Table
Part 2: Flow Data Analysis
PricewaterhouseCoopers LLP

43075

Start Date of Flow Data		
YYYY	MM	DD
2014	10	14

End Date of Flow Data		
YYYY	MM	DD
2017	12	06

Data from Form 4 - Employees Hired

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Data from Form 5 - Employees Promoted

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Data from Form 6 - Employees Terminated

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Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples				Table 6: Aboriginal Peoples				Table 10: Aboriginal Peoples			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
01 Senior Managers	1	0	0	0	1	0	0	0	0	0	0	0
02 Middle & Other Managers	863	2	6	0	708	3	6	0	882	3	40	0
03 Professionals	3,294	6	12	0	2,024	6	14	0	2,451	7	33	1
04 Semi-Professionals & Technicians	24	0	0	0	6	0	0	0	31	0	0	0
05 Supervisors	12	0	0	0	16	0	0	0	11	0	1	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	237	1	3	0	33	0	0	0	313	2	17	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	158	3	2	0	21	0	0	0	122	1	6	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	4,589	12	23	0	2,809	9	20	0	3,810	13	97	1

Federal Contractors Program Achievement Table
Part 2: Flow Data Analysis
PricewaterhouseCoopers LLP

43075

Start Date of Flow Data		
YYYY	MM	DD
2014	10	14

End Date of Flow Data		
YYYY	MM	DD
2017	12	06

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
01 Senior Managers	1	0	0	0	1	0	0	0	0	0	0	0
02 Middle & Other Managers	863	2	6	1	708	4	6	0	882	2	40	0
03 Professionals	3,294	23	12	0	2,024	9	14	0	2,451	28	33	1
04 Semi-Professionals & Technicians	24	1	0	0	6	0	0	0	31	0	0	0
05 Supervisors	12	1	0	0	16	0	0	0	11	1	1	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	237	2	3	0	33	0	0	0	313	2	17	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	158	1	2	0	21	0	0	0	122	1	6	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	4,589	30	23	1	2,809	13	20	0	3,810	34	97	1

Federal Contractors Program Achievement Table
Part 2: Flow Data Analysis
PricewaterhouseCoopers LLP

43075

Start Date of Flow Data		
YYYY	MM	DD
2014	10	14

End Date of Flow Data		
YYYY	MM	DD
2017	12	06

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
01 Senior Managers	1	0	0	0	1	0	0	0	0	0	0	0
02 Middle & Other Managers	863	207	6	1	708	156	6	1	882	191	40	2
03 Professionals	3,294	741	12	4	2,024	499	14	0	2,451	725	33	6
04 Semi-Professionals & Technicians	24	11	0	0	6	0	0	0	31	7	0	0
05 Supervisors	12	2	0	0	16	1	0	0	11	2	1	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	237	41	3	0	33	3	0	0	313	43	17	3
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	158	43	2	0	21	7	0	0	122	24	6	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	4,589	1,045	23	5	2,809	666	20	1	3,810	992	97	11

Federal Contractors Program Achievement Table
Part 3: Goals
PricewaterhouseCoopers LLP
43075

Data from Previous Goals

↓ ↓ ↓ ↓ ↓

Duration of Previous Goals		Long-term	
Short-term	To	From	To
From YYYY	YYYY	YYYY	YYYY
2014	2017	2014	2020

Data from Current Goals

↓ ↓ ↓ ↓ ↓

Duration of Current Goals		Long-term	
Short-term	To	From	To
From YYYY	YYYY	YYYY	YYYY
2017	2020	2017	2023

Table 1: Women

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

Table 5: Women

	Short-term Goals		Long-term Goals	
	#	%	#	%
01 Senior Managers	0	0.0	0	0.0
02 Middle & Other Managers	0	0.0	0	0.0
03 Professionals	0	0.0	0	0.0
04 Semi-Professionals & Technicians	0	31.7	0	31.7
05 Supervisors	0	0.0	0	0.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	0	0.0	0	0.0
08 Skilled Sales & Service Personnel	0	0.0	0	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	0	0.0	0	0.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	0.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
Total	0	0.0	0	0.0

Federal Contractors Program Achievement Table
Part 3: Goals
PricewaterhouseCoopers LLP
43075

Data from Previous Goals

↓ ↓ ↓ ↓ ↓

Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2014	2017	2014	2020

Data from Current Goals

↓ ↓ ↓ ↓ ↓

Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2020	2017	2023

Table 2: Aboriginal Peoples

	Short-term Goals		Long-term Goals	
	#	%	#	%
Employment Equity Occupational Group (EEOG)				
01 Senior Managers	0	0.0	0	0.0
02 Middle & Other Managers	0	0.6	0	1.9
03 Professionals	0	1.0	0	1.2
04 Semi-Professionals & Technicians	0	0.6	0	1.9
05 Supervisors	0	0.0	0	0.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	0	1.0	0	1.0
08 Skilled Sales & Service Personnel	0	0.0	0	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	0	0.6	0	1.2
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	0.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
Total	0	0.0	0	0.0

Table 6: Aboriginal Peoples

	Short-term Goals		Long-term Goals	
	#	%	#	%
	0	0.0	0	0.0
	0	2.2	0	2.2
	0	1.4	0	1.4
	0	2.0	0	2.0
	0	1.9	0	1.9
	0	0.0	0	0.0
	0	1.4	0	1.4
	0	0.0	0	0.0
	0	0.0	0	0.0
	0	1.5	0	1.5
	0	0.0	0	0.0
	0	0.0	0	0.0
	0	0.0	0	0.0
	0	0.0	0	0.0
	0	0.0	0	0.0

Federal Contractors Program Achievement Table
Part 3: Goals
PricewaterhouseCoopers LLP
43075

Data from Previous Goals

↓ ↓ ↓ ↓ ↓

Duration of Previous Goals		Long-term	
Short-term	To	From	To
From YYYY	To YYYY	From YYYY	To YYYY
2014	2017	2014	2020

Data from Current Goals

↓ ↓ ↓ ↓ ↓

Duration of Current Goals		Long-term	
Short-term	To	From	To
From YYYY	To YYYY	From YYYY	To YYYY
2017	2020	2017	2023

Table 3: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities		Persons with Disabilities	
	Short-term Goals	Long-term Goals	Short-term Goals	Long-term Goals
	#	%	#	%
01/02 Managers	0	1.2	0	3.2
03 Professionals	0	2.8	0	4.5
04 Semi-Professionals & Technicians	0	2.0	0	4.8
05 Supervisors	0	6.0	0	9.5
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	0	2.0	0	2.6
08 Skilled Sales & Service Personnel	0	0.0	0	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	0	1.0	0	4.4
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	0.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
Total	0	0.0	0	0.0

Table 7: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities		Persons with Disabilities	
	Short-term Goals	Long-term Goals	Short-term Goals	Long-term Goals
	#	%	#	%
01/02 Managers	0	4.3	0	4.3
03 Professionals	0	3.8	0	3.8
04 Semi-Professionals & Technicians	0	4.6	0	4.6
05 Supervisors	0	13.9	0	13.9
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	0	3.4	0	3.4
08 Skilled Sales & Service Personnel	0	0.0	0	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	0	7.0	0	7.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	0.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
Total	0	0.0	0	0.0

Federal Contractors Program Achievement Table
Part 3: Goals
PricewaterhouseCoopers LLP
43075

Data from Previous Goals

↓ ↓ ↓ ↓

Duration of Previous Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2014	2017	2014	2020

Data from Current Goals

↓ ↓ ↓ ↓

Duration of Current Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2020	2017	2023

Table 4: Members of Visible Minorities

	Members of Visible Minorities			
	Short-term Goals		Long-term Goals	
	#	%	#	%
Employment Equity Occupational Group (EEOG)				
01 Senior Managers	0	0.0	0	0.0
02 Middle & Other Managers	0	0.0	0	0.0
03 Professionals	0	0.0	0	0.0
04 Semi-Professionals & Technicians	0	0.0	0	0.0
05 Supervisors	0	26.7	0	26.7
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	0	21.7	0	21.7
08 Skilled Sales & Service Personnel	0	0.0	0	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	0	31.8	0	31.8
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	0.0	0	0.0
13 Other Sales & Service Personnel	0	48.7	0	48.7
14 Other Manual Workers	0	0.0	0	0.0
Total	0	0.0	0	0.0

Table 8: Members of Visible Minorities

	Members of Visible Minorities			
	Short-term Goals		Long-term Goals	
	#	%	#	%
01 Senior Managers	0	0.0	0	0.0
02 Middle & Other Managers	0	0.0	0	0.0
03 Professionals	0	26.4	0	26.4
04 Semi-Professionals & Technicians	0	0.0	0	0.0
05 Supervisors	0	34.1	0	34.1
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	0	27.1	0	27.1
08 Skilled Sales & Service Personnel	0	0.0	0	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	0	34.2	0	34.2
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	0.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
Total	0	0.0	0	0.0

Federal Contractors Program Achievement Table

Part 4: Results - Women
PricewaterhouseCoopers LLP

43075

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:			Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E + H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L - K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V - U \times 100$	$U \times F \div 100$	$V - X$	$\frac{U + ((D)Year1 + D)Year2}{2} \times 100$

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis														Flow Data Analysis						Turnover Rate %		
		All						Women						All			Women							
		Employees #	Representation %	Availability %	Gap #	EE Result %	Employees #	Actual #	Expected #	Difference #	Employees #	Actual #	Expected #	Difference #	Employees #	Actual #	Expected #	Difference #						
10 Clerical Personnel	2014	276	79.3	66.3	183	36	119.7	160	120	75.0	106	14	21	16	76.2	17	-1	128	101	78.9	102	-1	43.8	
10 Clerical Personnel	2017	309	77.3	66.1	204	35	117.0	160	120	75.0	106	14	21	16	76.2	17	-1	128	101	78.9	102	-1	43.8	
11 Intermediate Sales & Service Personnel	2014	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0
11 Intermediate Sales & Service Personnel	2017	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0
12 Semi-Skilled Manual Workers	2014	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0
12 Semi-Skilled Manual Workers	2017	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E - G \times 100$	Part 3: Goals	$F + I \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All		Women		All		Women		All		Women		
		Employees #	Actual #	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
10 Clerical Personnel	2017	181	136	75.1	0	0.0	0	0.0	0	0.0	0	0.0		
10 Clerical Personnel	2020	181	136	75.1	0	0.0	0	0.0	0	0.0	0	0.0		
11 Intermediate Sales & Service Personnel	2017	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
11 Intermediate Sales & Service Personnel	2020	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
12 Semi-Skilled Manual Workers	2017	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
12 Semi-Skilled Manual Workers	2020	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		

Federal Contractors Program Achievement Table

Part 4: Results - Women

PricewaterhouseCoopers LLP

43075

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	
Data sources:			Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	U ÷ ((DYear1 + DYear2) ÷ 2) x 100	
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	
Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis															
		Workforce									Hires				Promotions				Terminations				Turnover Rate			
		All Employees	Women			EE Result	All Employees	Women			All Employees	Women			All Employees	Women										
		#	Representation	Availability	Gap	%	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference		%		
13	Other Sales & Service Personnel	2014	0	0	0.0	0.0	0	0	0.0																	
		2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0
14	Other Manual Workers	2014	0	0	0.0	0.0	0	0	0.0																	
		2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0
Total		2014	5,234	3,060	58.5	0.0	0	3,060	0.0																	
		2017	5,980	3,290	55.0	0.0	0	3,290	0.0	4,612	2,319	50.3	0	2,319	2,829	1,473	52.1	1,654	-181	3,907	2,109	54.0	2,284	-175	69.7	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Hires and Promotions				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
13	Other Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
14	Other Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
Total		2017	7,441	3,792	51.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2020	7,441	3,792	51.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	

Federal Contractors Program Achievement Table
Part 5: Results - Aboriginal Peoples
PricewaterhouseCoopers LLP
43075

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D Workforce x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V - U x 100	U x F + 100	V - X	U + (DY/ear1 + DY/ear2) + 2) x 100	

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis						Turnover Rate				
		All Peoples						Aboriginal Peoples						Hires			Promotions				Terminations			
		All Employees	Representation	Availability	Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference						
04	2014	53	0	2.0	1	-1	0.0	24	0	0.0	0	0	6	0	0.0	0	0	0	31	0	0.0	0	0	62.6
05	2017	46	0	2.0	1	-1	0.0	12	0	0.0	0	0	16	0	0.0	0	0	0	12	0	0.0	0	0	32.4
06	2014	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E - G x 100	Part 3: Goals	F = I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Peoples		Aboriginal Peoples		All Peoples		Aboriginal Peoples		All Peoples		Aboriginal Peoples		
		Actual	Goal	Actual	Goal	Actual	Goal	Actual	Goal	Actual	Goal	Actual	Goal	
04	2017	30	0	0.0	0	0.6	0.0	0	0.0	1.9	0.0			
05	2020	30	0	0.0	0	2.0	0.0	0	0.0	2.0	0.0			
06	2017	28	0	0.0	0	0.0	0.0	0	0.0	0.0	0.0			
06	2020	28	0	0.0	0	1.9	0.0	0	0.0	1.9	0.0			
06	2017	0	0	0.0	0	0.0	0.0	0	0.0	0.0	0.0			
06	2020	0	0	0.0	0	0.0	0.0	0	0.0	0.0	0.0			

Federal Contractors Program Achievement Table

Part 5: Results - Aboriginal Peoples

PricewaterhouseCoopers LLP

43075

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis											Hires					Promotions					Terminations				Turnover Rate %		
		All Employees	Representation %	Aboriginal Peoples Availability %	Gap #	EE Result %	All Employees	Actual #	Aboriginal Peoples %	Expected #	Difference #	All Employees	Actual #	Aboriginal Peoples %	Expected #	Difference #	All Employees	Actual #	Aboriginal Peoples %	Expected #	Difference #	All Employees	Actual #	Aboriginal Peoples %	Expected #	Difference #			
13 Other Sales & Service Personnel	2017	0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0	0.0	
	2014	0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0	0.0	
14 Other Manual Workers	2017	0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0	0.0	
	2014	5,234	23	0.4	0.0	0	23	0.0	0.0	4,612	12	0.3	0	12	2,829	9	0.3	12	-3	3,907	14	0.4	17	-3	69.7				
Total	2017	5,980	21	0.4	0.0	0	21	0.0	0.0																				

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

Employment Equity Occupational Group (EOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments
		All Employees	Aboriginal Peoples Actual	Goal #	Percent of Goal Met	Goal %	Percent of Goal Met	Goal #	Percent of Goal Met	Goal %	
13 Other Sales & Service Personnel	2017	0	0	0	0.0	0.0	0	0.0	0.0		
	2020	0	0	0	0.0	0.0	0	0.0	0.0		
14 Other Manual Workers	2017	0	0	0	0.0	0.0	0	0.0	0.0		
	2020	0	0	0	0.0	0.0	0	0.0	0.0		
Total	2017	7,441	21	0.3	0.0	0.0	0	0.0	0.0		
	2020	7,441	21	0.3	0.0	0.0	0	0.0	0.0		

Federal Contractors Program Achievement Table

Part 6: Results - Persons with Disabilities

PricewaterhouseCoopers LLP

43075

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	U ÷ ((Year1 + DYear2) ÷ 2) x 100		
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations						Turnover Rate	
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities						
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	%			
01 & 02 Managers	2014	1,596	7	0.4	4.3	69	-62	10.2																	
	2017	1,564	8	0.5	4.3	67	-59	11.9	870	3	0.3	37	-34	715	4	0.6	3	1	922	2	0.2	4	-2	58.4	
03 Professionals	2014	2,791	28	1.0	3.8	106	-78	26.4																	
	2017	3,633	23	0.6	3.8	138	-115	16.7	3,306	23	0.7	126	-103	2,038	9	0.4	20	-11	2,484	29	1.2	25	4	77.3	

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Hires and Promotions				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
01 & 02 Managers	2017	1,585	7	0.4	0	0.0	1.2	36.8	0	0.0	3.2	13.8		
	2020	1,585	7	0.4	0	0.0	4.3	10.3	0	0.0	4.3	10.3		
03 Professionals	2017	5,344	32	0.6	0	0.0	2.8	21.4	0	0.0	4.5	13.3		
	2020	5,344	32	0.6	0	0.0	3.8	15.8	0	0.0	3.8	15.8		

Federal Contractors Program Achievement Table
Part 6: Results - Persons with Disabilities
PricewaterhouseCoopers LLP
43075

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis													
		All Employees						Persons with Disabilities						All Employees						Persons with Disabilities							
		#	Representation #	%	Availability #	Gap #	EE Result %	#	Actual #	Expected #	Difference #	Employees #	Actual #	%	Expected #	Difference #	Employees #	Actual #	%	Expected #	Difference #	Employees #	Actual #	%	Expected #	Difference #	Turnover Rate %
04	Semi-Professionals & Technicians	2014	53	0	0.0	4.6	2	-2	0.0	24	1	4.2	1	0	6	0	0.0	0	0	31	0	0.0	0	0	0	0	62.6
		2017	46	1	2.2	4.6	2	-1	47.3	12	1	8.3	2	-1	16	0	0.0	0	0	12	1	8.3	0	1	0	32.4	
05	Supervisors	2014	37	0	0.0	13.9	5	-5	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0.0	
		2017	37	0	0.0	13.9	5	-5	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0.0	
06	Supervisors: Crafts & Trades	2014	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0.0	
		2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0.0	

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E - G x 100	Part 3: Goals	F = I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments			
		Hires and Promotions			Persons with Disabilities			Persons with Disabilities						
		All Employees	Actual	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %				
04	Semi-Professionals & Technicians	2017	30	1	3.3	0	0.0	2.0	166.7	0	0.0	4.8	69.4	
		2020	30	1	3.3	0	0.0	4.6	72.5	0	0.0	4.6	72.5	
05	Supervisors	2017	28	1	3.6	0	0.0	6.0	59.5	0	0.0	9.5	37.6	
		2020	28	1	3.6	0	0.0	13.9	25.7	0	0.0	13.9	25.7	
06	Supervisors: Crafts & Trades	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	

Federal Contractors Program Achievement Table
Part 6: Results - Persons with Disabilities
PricewaterhouseCoopers LLP
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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z																		
																										Part 1: Workforce Analysis	Part 1: Workforce Analysis	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	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
Employment Equity Occupational Group (EEOG)																								Workforce Analysis										Flow Data Analysis									
		Year		All Employees		Representation		Persons with Disabilities Availability		Gap		EE Result		All Employees		Hires		Promotions		Terminations		Turnover Rate																					
		#		#		%		#		#		%		#		#		#		#		#		%																			
07	Administrative & Senior Clerical	2014	481	5	1.0	3.4	16	-11	30.6	240	2	0.8	8	-6	33	0	0.0	0	330	2	0.6	3	-1	75.7																			
08	Skilled Sales & Service Personnel	2014	391	5	1.3	3.4	13	-8	37.6	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0.0																			
09	Skilled Crafts & Trades Workers	2014	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0.0																			
07	Administrative & Senior Clerical	2017	273	2	0.7	0	0.0	2.0	36.6	0	0.0	2.6	28.2																														
08	Skilled Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0																														
09	Skilled Crafts & Trades Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0																														
07	Administrative & Senior Clerical	2020	273	2	0.7	0	0.0	2.0	36.6	0	0.0	2.6	28.2																														
08	Skilled Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0																														
09	Skilled Crafts & Trades Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0																														

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments
		All Employees	Persons with Disabilities Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
	#	#	%	#	%	#	%	#	%		
07	2017	273	0.7	0	0.0	2.0	36.6	0	0.0	2.6	28.2
08	2017	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
09	2017	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
07	2020	273	0.7	0	0.0	2.0	36.6	0	0.0	2.6	28.2
08	2020	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
09	2020	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0

Federal Contractors Program Achievement Table
Part 6: Results - Persons with Disabilities
PricewaterhouseCoopers LLP
43075

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L - K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V - U x 100	U x F + 100	V - X	U + ((DY)ear1 + DY)ear2) / 2 x 100	

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis						Turnover Rate %				
		Workforce						Hires						Promotions			Terminations							
		All Employees #	Representation #	%	Persons with Disabilities Availability #	Gap #	EE Result %	All Employees #	Actual #	%	Expected #	Difference #	All Employees #	Actual #	%	Expected #	Difference #	All Employees #	Actual #		%	Expected #	Difference #	
10 Clerical Personnel	2014	276	0	0.0	7.0	19	-19	0.0	160	1	0.6	11	-10	21	0	0.0	0	0	128	1	0.8	0	1	43.8
	2017	309	0	0.0	7.0	22	-22	0.0																
11 Intermediate Sales & Service Personnel	2014	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0
12 Semi-Skilled Manual Workers	2014	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E - G x 100	Part 3: Goals	F = I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments	
		Hires and Promotions			Persons with Disabilities			Persons with Disabilities				
		All Employees #	Actual #	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %		
10 Clerical Personnel	2017	181	1	0.6	0	0.0	1.0	55.2	0	0.0	4.4	12.6
	2020	181	1	0.6	0	0.0	7.0	7.9	0	0.0	7.0	7.9
11 Intermediate Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
12 Semi-Skilled Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0

Federal Contractors Program Achievement Table

Part 6: Results - Persons with Disabilities

PricewaterhouseCoopers LLP

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:			Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$	$U \div ((DYear1 + DYear2) \div 2) \times 100$
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓
Employment Equity Occupational Group (EOG)	Year	Workforce Analysis									Flow Data Analysis														
		Workforce									Hires				Promotions				Terminations						Turnover Rate
		All Employees	Persons with Disabilities				All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities									
		#	Representation	Availability	Gap	EE Result	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference			
#	#	%	%	#	#	%	#	%	#	#	%	#	#	%	#	%	#	#	%	#	#	%			
13	Other Sales & Service Personnel	2014	0	0	0.0	0.0	0	0	0.0																
		2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0.0
14	Other Manual Workers	2014	0	0	0.0	0.0	0	0	0.0																
		2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0.0
Total		2014	5,234	40	0.8	0.0	0	40	0.0																
		2017	5,980	37	0.6	0.0	0	37	0.0	4,612	31	0.7	0	31	2,829	13	0.5	22	-9	3,907	35	0.9	30	5	69.7

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Hires and Promotions				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
13	Other Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
14	Other Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
Total		2017	7,441	44	0.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2020	7,441	44	0.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0	

Federal Contractors Program Achievement Table
 Part 7: Results - Members of Visible Minorities
 PricewaterhouseCoopers LLP

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z																						
																										Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D Workforce x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100 ¹	P x F + 100 ¹	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V - U x 100	U x F + 100 ¹	V - X
Workforce Analysis																																															
Employment Equity Occupational Group (EOG)	Year	Workforce										Hires						Flow Data Analysis						Terminations				Turnover Rate %																			
		All Employees		Representation		Visible Minorities Availability		Gap		EE Result		All Employees		Visible Minorities Actual		Expected		Difference		All Employees		Visible Minorities Actual		Expected		Difference			All Employees		Visible Minorities Actual		Expected		Difference												
	#	#	%	%	#	#	%	%	#	%	#	#	%	%	#	%	#	#	%	%	#	#	%	%	#	#	%	%	#	#	%	%	#	#	%	%											
01	2014	6	16.7	10.1	1	0	165.0				1	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0												
	2017	7	14.3	10.1	1	0	141.4				0	0.0	0	0	0	0	0.0				1	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0											
02	2014	1,590	30.4	19.1	15.0	239	66	127.5			869	208	23.9	130	78	714	157	22.0	137	20	922	193	20.9	176	17	58.6																					
	2017	1,557	32.1	20.6	15.0	234	87	137.4			869	208	23.9	130	78	714	157	22.0	137	20	922	193	20.9	176	17	58.6																					
03	2014	2,791	77.4	27.7	26.1	728	46	106.3			3,306	745	22.5	873	-128	2,038	499	24.5	565	-66	2,484	731	29.4	689	42	77.3																					
	2017	3,633	79.4	21.9	26.4	959	-165	82.8			3,306	745	22.5	873	-128	2,038	499	24.5	565	-66	2,484	731	29.4	689	42	77.3																					

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E - G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments
		All Employees	Visible Minorities Actual	%	Goal #	Percent of Goal Met	%	Goal #	Percent of Goal Met	%	
01	2017	2	0	0.0	0	0.0	0	0.0	0.0		
	2020	2	0	0.0	0	0.0	0	0.0	0.0		
02	2017	1,583	365	23.1	0	0.0	0	0.0	0.0		
	2020	1,583	365	23.1	0	0.0	0	0.0	0.0		
03	2017	5,344	1,244	23.3	0	0.0	0	0.0	0.0		
	2020	5,344	1,244	23.3	0	0.0	0	0.0	0.0		

Federal Contractors Program Achievement Table
Part 7: Results - Members of Visible Minorities
PricewaterhouseCoopers LLP
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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
			Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E + H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$	$\frac{U - \text{Turnover Rate}}{\text{DY} \times 100}$

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis												Flow Data Analysis												Turnover Rate %
		All Employees						Visible Minorities						All Employees						Visible Minorities						
		Actual #	Representation %	Availability %	Gap #	EE Result %	Actual #	Actual %	Expected #	Difference #	Actual #	Actual %	Expected #	Difference #	Actual #	Actual %	Expected #	Difference #	Actual #	Actual %	Expected #	Difference #				
04	Semi-Professionals & Technicians	2014	53	12	22.6	28.7	15	-3	78.9	24	11	45.8	7	4	6	0	0.0	1	-1	31	7	22.6	7	0	62.6	
		2017	46	16	34.8	29.5	14	2	117.9	11	11	45.8	7	4	6	0	0.0	1	-1	31	7	22.6	7	0	62.6	
05	Supervisors	2014	37	1	2.7	34.9	13	-12	7.7	12	2	16.7	4	-2	16	1	6.3	0	1	12	2	16.7	0	2	32.4	
		2017	37	1	2.7	34.1	13	-12	7.9	12	2	16.7	4	-2	16	1	6.3	0	1	12	2	16.7	0	2	32.4	
06	Supervisors: Crafts & Trades	2014	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0	
		2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0	

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E - G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Visible Minorities		All Employees		Visible Minorities		All Employees		Visible Minorities		
		Actual #	%	Goal #	%	Goal #	%	Percent of Goal Met	Goal #	%	Goal #	%	Percent of Goal Met	
04	Semi-Professionals & Technicians	2017	30	11	36.7	0	0.0	0	0.0	0	0.0	0.0	0.0	
		2020	30	11	36.7	0	0.0	0	0.0	0	0.0	0.0	0.0	
05	Supervisors	2017	28	3	10.7	0	0.0	26.7	40.1	0	0.0	26.7	40.1	
		2020	28	3	10.7	0	0.0	34.1	31.4	0	0.0	34.1	31.4	
06	Supervisors: Crafts & Trades	2017	0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	0.0	
		2020	0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	0.0	

Federal Contractors Program Achievement Table

Part 7: Results - Members of Visible Minorities

PricewaterhouseCoopers LLP

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations						Turnover Rate	
		All Employees	Visible Minorities				EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap	Actual			Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	%	#	%	#	%	#	%				
07 Administrative & Senior Clerical	2014	481	77	16.0	24.6	118	-41	65.1																	
	2017	391	72	18.4	27.1	106	-34	67.9	240	41	17.1	65	-24	33	3	9.1	5	-2	330	46	13.9	53	-7	75.7	
08 Skilled Sales & Service Personnel	2014	0	0	0.0	0.0	0	0	0.0																	
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0	
09 Skilled Crafts & Trades Workers	2014	0	0	0.0	0.0	0	0	0.0																	
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0	

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

Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals								Comments	
		Hires and Promotions		Short-term Goals				Long-term Goals					
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	#	%	#		
07 Administrative & Senior Clerical	2017	273	44	16.1	0	0.0	21.7	74.3	0	0.0	21.7	74.3	
	2020	273	44	16.1	0	0.0	27.1	59.5	0	0.0	27.1	59.5	
08 Skilled Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
09 Skilled Crafts & Trades Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	

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Part 7: Results - Members of Visible Minorities
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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D Workforce x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L - K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100 ¹	P x F + 100 ²	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V - U x 100	U x F + 100 ²	V - X	U + (D)Year1 + (DY)Year2 + 2) x 100	

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis											
		All						Visible Minorities						All						Visible Minorities					
		Employees	Representation	Availability	Gap	EE Result	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference	Turnover Rate		
10 Clerical Personnel	2014	276	49	17.8	34.4	95	-46	51.6	160	43	26.9	55	-12	21	7	33.3	4	3	128	24	18.8	23	1	43.8	
	2017	309	68	22.0	34.2	106	-38	64.3																	
11 Intermediate Sales & Service Personnel	2014	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0	
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0	
12 Semi-Skilled Manual Workers	2014	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0	
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E - G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All		Visible Minorities		All		Visible Minorities		All		Visible Minorities		
		Employees	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
10 Clerical Personnel	2017	181	50	27.6	0	0.0	31.8	86.9	0	0.0	31.8	86.9		
	2020	181	50	27.6	0	0.0	34.2	80.8	0	0.0	34.2	80.8		
11 Intermediate Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
12 Semi-Skilled Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

Federal Contractors Program Achievement Table

Part 7: Results - Members of Visible Minorities

PricewaterhouseCoopers LLP

43075

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis																	
		Workforce								Hires				Promotions				Terminations				Turnover Rate					
		All Employees	Visible Minorities				EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities										
			Representation	Availability	Gap	EE Result			Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#					
13 Other Sales & Service Personnel	2014	0	0	0.0	0.0	0	0	0.0																			
	2017	0	0	0.0	0.0	0	0	0.0																			
14 Other Manual Workers	2014	0	0	0.0	0.0	0	0	0.0																			
	2017	0	0	0.0	0.0	0	0	0.0																			
Total	2014	5,234	1,218	23.3	0.0	0	1,218	0.0																			
	2017	5,980	1,273	21.3	0.0	0	1,273	0.0	4,612	1,050	22.8	0	1,050	2,829	667	23.6	658		9	3,907	1,003	25.7	909	94	69.7		

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

Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals										Comments
		Hires and Promotions		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	#	%	#			
13 Other Sales & Service Personnel	2017	0	0	0.0	0	0.0	48.7	0.0	0	0.0	48.7	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
14 Other Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
Total	2017	7,441	1,717	23.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	7,441	1,717	23.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

Short-term Goal Setting Tool
PricewaterhouseCoopersLLP
06-Dec-17

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
	Data entry from from Workforce Analysis	Date entry	B x C x 3	Data entry	B x E x 3	D + F	Data entry from from Workforce Analysis	Equivalent to E	H x I x 3	(D x N) - O + J	G x M	Data entry	Data entry from from Workforce Analysis	Data entry from from Workforce Analysis	(H - J + L) - ((B + D) x N)	H ÷ B	(H - J + L) ÷ (B + D)

Employment Equity Occupational Group (EEOG)	All Employees December 6, 2011	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	WOMEN										
		Annually	Over 3 Years	Annually	Over 3 Years		Number	Turnover (Replacement of Terminated Employees)		Hires Required	3 Year Goals 2017 - 2020		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		%	#	%	#			%	#		%	#					
Senior Managers	7	0.0%	0	0.0%	0	0	3	0.0%	0	-1	0	27.4%	27.4%	1	1	42.9%	42.9%
Middle & Other Managers	1,557	0.0%	0	0.0%	0	0	778	0.0%	0	-172	0	38.9%	38.9%	172	172	50.0%	50.0%
Professionals	3,633	0.0%	0	0.0%	0	0	1,861	0.0%	0	61	0	52.9%	52.9%	-61	-61	51.2%	51.2%
Semi-Professionals & Technicians	46	0.0%	0	0.0%	0	0	13	0.0%	0	2	0	31.7%	31.7%	-2	-2	28.3%	28.3%
Supervisors	37	0.0%	0	0.0%	0	0	35	0.0%	0	-15	0	53.0%	53.0%	15	15	94.6%	94.6%
Supervisors: Crafts & Trades			0		0	0		0.0%	0	0	0					#DIV/0!	#DIV/0!
Administrative & Senior Clerical Personnel	391	0.0%	0	0.0%	0	0	361	0.0%	0	-47	0	80.4%	80.4%	47	47	92.3%	92.3%
Skilled Sales & Service Personnel			0		0	0		0.0%	0	0	0					#DIV/0!	#DIV/0!
Skilled Crafts & Trades Workers			0		0	0		0.0%	0	0	0					#DIV/0!	#DIV/0!
Clerical Personnel	309	0.0%	0	0.0%	0	0	239	0.0%	0	-35	0	66.1%	66.1%	35	35	77.3%	77.3%
Intermediate Sales & Service Personnel			0		0	0		0.0%	0	0	0					#DIV/0!	#DIV/0!
Semi-Skilled Manual Workers			0		0	0		0.0%	0	0	0					#DIV/0!	#DIV/0!
Other Sales & Service Personnel			0		0	0		0.0%	0	0	0					#DIV/0!	#DIV/0!
Other Manual Workers			0		0	0		0.0%	0	0	0					#DIV/0!	#DIV/0!

Short-term Goal Setting Tool
PricewaterhouseCoopers LLP
06-Dec-17

A Employment Equity Occupational Group (EEOG)	B Data entry from Workforce Analysis	C Date entry	D B x C x 3	E Data entry	F B x E x 3	G D + F	H Data entry from Workforce Analysis	I Equivalent to E	J H x I x 3	K (D x N) - (O + J)	L G x M	M Data entry	N Data entry from Workforce Analysis	O Data entry from Workforce Analysis	P (H - J + L) - ((B + D) x N)	Q H ÷ B	R (H - J + L) ÷ (B + D)	ABORIGINAL PEOPLES																
																		All Employees December 6, 2017		Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years		Turnover (Replacement of Terminated Employees)		Hires Required		3 Year Goals 2017 - 2020		Present Availability		Present Gap
	#	%	#	%	#	%	#	%	#	#	#	%	%	#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Senior Managers	7	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0	0	2.9%	2.9%	0	0	0.0%	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0.0%	0	0.0%	0	0.0%	
Middle & Other Managers	1,557	0.00%	0	0.00%	0	0.00%	6	0.00%	0	28	0	2.2%	2.2%	0	0	0.4%	0.4%	-28	-28	0	0.4%	0	0.4%	-28	-28	0	0	0	0.4%	0	0.4%	0	0.4%	
Professionals	3,633	0.00%	0	0.00%	0	0.00%	10	0.00%	0	41	0	1.4%	1.4%	0	0	0.3%	0.3%	-41	-41	0	0.3%	0	0.3%	-41	-41	0	0	0	0.3%	0	0.3%	0	0.3%	
Semi-Professionals & Technicians	46	0.00%	0	0.00%	0	0.00%	0	0.00%	0	1	0	2.0%	2.0%	0	0	0.0%	0.0%	-1	-1	0	0.0%	0	0.0%	-1	-1	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Supervisors	37	0.00%	0	0.00%	0	0.00%	0	0.00%	0	1	0	1.9%	1.9%	0	0	0.0%	0.0%	-1	-1	0	0.0%	0	0.0%	-1	-1	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Administrative & Senior Clerical Personnel	391	0.00%	0	0.00%	0	0.00%	1	0.00%	0	4	0	1.4%	1.4%	0	0	0.3%	0.3%	-4	-4	0	0.3%	0	0.3%	-4	-4	0	0	0.3%	0	0.3%	0	0.3%	0	0.3%
Administrative & Senior Clerical Personnel	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	0	0	0	0.0%	0	0.0%	0	0	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Skilled Crafts & Trades Workers	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	0	0	0	0.0%	0	0.0%	0	0	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Clerical Personnel	309	0.00%	0	0.00%	0	0.00%	4	0.00%	0	1	0	1.5%	1.5%	0	0	0.0%	0.0%	-1	-1	0	0.0%	0	0.0%	-1	-1	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Intermediate Sales & Service Personnel	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	0	0	0	0.0%	0	0.0%	0	0	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Semi-Skilled Manual Workers	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	0	0	0	0.0%	0	0.0%	0	0	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Sales & Service Personnel	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	0	0	0	0.0%	0	0.0%	0	0	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Manual Workers	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	0	0	0	0.0%	0	0.0%	0	0	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%

Short-term Goal Setting Tool
PricewaterhouseCoopers LLP
06-Dec-17

A Employment Equity Occupational Group (EEOG)	B Data entry from Workforce Analysis	C Date entry	D B x C x 3	E Data entry	F B x E x 3	G D + F	H Data entry from Workforce Analysis	I Equivalent to E	J H x I x 3	K (D x N) - (O + J)	L G x M	M Data entry	N Data entry from Workforce Analysis	O Data entry from Workforce Analysis	P (H - J + L) - ((B + D) x N)	Q H ÷ B	R (H - J + L) ÷ (B + D)	
																		PERSONS WITH DISABILITIES
All Employees December 6, 2017	#	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			#	Turnover (Replacement of Terminated Employees)			#	#	#	#	#	#	#
		Annually	Over 3 Years	#	Annually	Over 3 Years	#		Annually	Over 3 Years	#							
Senior Managers																		
Middle & Other Managers	1,564	0.00%	0	0.00%	0	0	8	0.00%	0	59	0	4.3%	4.3%		-59	0	#DIV/0!	#DIV/0!
Professionals	3,633	0.00%	0	0.00%	0	0	23	0.00%	0	115	0	3.8%	3.8%		-115	0	0.5%	0.5%
Semi-Professionals & Technicians	46	0.00%	0	0.00%	0	0	1	0.00%	0	1	0	4.6%	4.6%		-1	0	2.2%	2.2%
Supervisors	37	0.00%	0	0.00%	0	0	0	0.00%	0	5	0	13.9%	13.9%		-5	0	0.0%	0.0%
Administrative & Senior Clerical Personnel	391	0.00%	0	0.00%	0	0	5	0.00%	0	8	0	3.4%	3.4%		-8	0	1.3%	1.3%
Skilled Crafts & Trades Workers																		
Clerical Personnel	309	0.00%	0	0.00%	0	0	0	0.00%	0	22	0	7.0%	7.0%		-22	0	0.0%	0.0%
Intermediate Sales & Service Personnel																		
Semi-Skilled Manual Workers																		
Other Sales & Service Personnel																		
Other Manual Workers																		

Short-term Goal Setting Tool
PricewaterhouseCoopersLLP
06-Dec-17

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
	Data entry from from Workforce Analysis	Date entry	B x C x 3	Data entry	B x E x 3	D + F	Data entry from from Workforce Analysis	Equivalent to E	H x I x 3	(D x N) - O + J	G x M	Data entry	Data entry from from Workforce Analysis	Data entry from from Workforce Analysis	(H - J + L) - ((B + D) x N)	H ÷ B	(H - J + L) ÷ (B + D)

Employment Equity Occupational Group (EEOG)	All Employees December 6, 2017	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	MEMBERS OF VISIBLE MINORITIES										
		Annually	Over 3 Years	Annually	Over 3 Years		Number	Turnover (Replacement of Terminated Employees)		Hires Required	3 Year Goals 2017 - 2020		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
								Annually	Over 3 Years		#	%					
		#	%	#	%		#	%	%	%	%	%	%	%	%	%	
Senior Managers	7	0.0%	0	0.0%	0	0	1	0.0%	0	0	0	10.1%	10.1%	0	0	14.3%	14.3%
Middle & Other Managers	1,557	0.0%	0	0.0%	0	0	321	0.0%	0	-87	0	15.0%	15.0%	87	87	20.6%	20.6%
Professionals	3,633	0.0%	0	0.0%	0	0	794	0.0%	0	165	0	26.4%	26.4%	-165	-165	21.9%	21.9%
Semi-Professionals & Technicians	46	0.0%	0	0.0%	0	0	16	0.0%	0	-2	0	29.5%	29.5%	2	2	34.8%	34.8%
Supervisors	37	0.0%	0	0.0%	0	0	1	0.0%	0	12	0	34.1%	34.1%	-12	-12	2.7%	2.7%
Supervisors: Crafts & Trades			0		0	0		0.0%	0	0	0			0	0	#DIV/0!	#DIV/0!
Administrative & Senior Clerical Personnel	391	0.0%	0	0.0%	0	0	72	0.0%	0	34	0	27.1%	27.1%	-34	-34	18.4%	18.4%
Skilled Sales & Service Personnel			0		0	0		0.0%	0	0	0			0	0	#DIV/0!	#DIV/0!
Skilled Crafts & Trades Workers			0		0	0		0.0%	0	0	0			0	0	#DIV/0!	#DIV/0!
Clerical Personnel	309	0.0%	0	0.0%	0	0	68	0.0%	0	38	0	34.2%	34.2%	-38	-38	22.0%	22.0%
Intermediate Sales & Service Personnel			0		0	0		0.0%	0	0	0			0	0	#DIV/0!	#DIV/0!
Semi-Skilled Manual Workers			0		0	0		0.0%	0	0	0			0	0	#DIV/0!	#DIV/0!
Other Sales & Service Personnel			0		0	0		0.0%	0	0	0			0	0	#DIV/0!	#DIV/0!
Other Manual Workers			0		0	0		0.0%	0	0	0			0	0	#DIV/0!	#DIV/0!

Summary of Goals
PricewaterhouseCoopers LLP
December 6, 2017

Women

Workforce Analysis Results			Goals		Comments
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	
#	Description	#	# or %	# or %	
04	Semi-Professionals & Technicians	-2	31.7%	31.7%	

Aboriginal Peoples

Workforce Analysis Results			Goals		Comments
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	
#	Description	#	# or %	# or %	
02	Middle and Other Managers	-28	2.2%	2.2%	
03	Professionals	-41	1.4%	1.4%	
04	Semi-Professionals & Technicians	-1	2.0%	2.0%	
05	Supervisors	-1	1.9%	1.9%	
07	Administrative and Senior Clerical	-4	1.4%	1.4%	
10	Clerical Personnel	-1	1.5%	1.5%	

Persons with Disabilities

Workforce Analysis Results			Goals		Comments
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	
#	Description	#	# or %	# or %	
01/02	Managers	-59	4.3%	4.3%	
03	Professionals	-115	3.8%	3.8%	
04	Semi-Professionals & Technicians	-1	4.6%	4.6%	
05	Supervisors	-5	13.9%	13.9%	
07	Administrative and Senior Clerical	-8	3.4%	3.4%	
10	Clerical Personnel	-22	7.0%	7.0%	

Members of Visible Minorities

Workforce Analysis Results			Goals		Comments
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	
#	Description	#	# or %	# or %	
03	Professionals	-165	26.4%	26.4%	
05	Supervisors	-12	34.1%	34.1%	
07	Administrative and Senior Clerical	-34	27.1%	27.1%	
10	Clerical Personnel	-38	34.2%	34.2%	

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

Employer Name: PriceWaterhouseCoopers (PWC)

Primary Location: Across Canada

Number of Employees: 5,271

Organization Overview:

In Canada, PwC has more than 6,700 partners and staff in locations from St. John's, Newfoundland to Victoria, British Columbia.

The company provides assurance, advisory and tax services for public, private and government clients in four areas:

1. Corporate accountability
2. Risk management
3. Structuring and mergers and acquisitions
4. Performance and process improvement

Key Dates – First Year Assessment

Initiated: 2014-06-23
 Received: 2015-10-22
 Closed: 2016-01-26
 WFA: 2014-10-24

Key Dates – Subsequent Assessment

Initiated: 2017-07-15
 Received: 2017-12-08
 WFA: 2017-06-30

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:

- Errors found in initial submission – prefilled Achievement Report and sent back for validation. Received approval. Moved into analysis.

ASSESSMENT OF REASONABLE PROGRESS

Women

The previous workforce analysis did not reveal gaps for women.

Aboriginal Peoples

2.	Middle & Other Managers	Goal met at 250%
3.	Professionals	Goal met at 200%
4.	Semi-Professionals & Technicians	Goal not met (0%)
5.	Supervisors	No goals set to address the gap of -1
7.	Administrative & Senior Clerical Personnel	Goal met at 100%
10.	Clerical Personnel	Goal met at 276%

Assessment/Observations

- Although goals were met, they were set at levels well below availability rates and the rates of hires and promotions for Aboriginal peoples were also below availability:
 - In EEOG 02, out of 1,583 new entrants, five were Aboriginal peoples. This represents a rate of hire of 0.3%; well below the availability of 2.2%.
 - In EEOG 03, out of 5,344 new entrants, 12 were Aboriginal peoples. This represents a rate of hire of 0.2%; well below the availability of 1.4%
 - In EEOG 07, out of 273 new entrants, one was Aboriginal. This represents a rate of hire of 0.4%; below the availability of 1.6%
- In EEOG 04, there were 30 new entrants from 2014 to 2017. This is to be expected given an availability of 2.0%.
- In EEOG 10, the rate of hires and promotions for Aboriginal peoples was 1.7% (3 out of the 181 new entrants in this EEOG were Aboriginal). This is at par with availability of 1.6%.

Persons with Disabilities

1./2.	Managers	Goal met at 233%
3.	Professionals	Goal met at 200%
4.	Semi-Professionals & Technicians	Goal met at 167%
5.	Supervisors	Goal not met (60%)
7.	Administrative & Senior Clerical Personnel	Goal met at 100%
10.	Clerical Personnel	Goal not met (55%)

Assessment/Observations

- Although goals were met, they were also set at levels well below availability rates for persons with disabilities.
 - In EEOG 01 & 02, out of 1,585 new entrants, seven were persons with disabilities representing a hiring rate of 0.4%; well below availability of 4.3%
 - In EEOG 03, out of 5,344 new entrants, only 0.6% (32) were persons with disabilities. This rate of hire is well below the availability of 3.8%.

- In EEOG 04, out of 30 new entrants, one was a person with disabilities. This rate of hire is short of the 4.6% availability.
- In EEOG 07, out of 273 new entrants, two were persons with disabilities. This represents a rate of hire of 0.7% which is well below availability of 3.4%.
- For most gaps, the organization set goals both in hard numbers and in percentage. In EEOG 05, only a goal in percentage was set (6.0%). This rate is reflective of the other percentage of goal met when considering the percentage goal; when a goals were expressed in hard numbers and percentage, the percentage of goal met included in the tables reflects the highest value of the two.
- In EEOG 10, only one person with a disability (0.6%) was hired out of the 181 new entrants into this occupational group. This hiring and promotion rate is below the availability of 7.0%.

Members of Visible Minorities

4.	Semi-Professionals & Technicians	No goal set
5.	Supervisors	Goal met at 300%
7.	Administrative & Senior Clerical Personnel	Goal met at 210%
10.	Clerical Personnel	Goal met at 455%

Assessment/Observations

- In EEOG 04, the company did not set a goal to address the gap of -3. However, the gap has since been closed the company increased the representation of members of visible minorities in this occupational group from 22.6% to 35.6% since the last workforce analysis.
- In EEOG 05, goals were set below availability. The organization indicated that it would hire one visible minority in this EEOG where it hired 3. With 28 new entrants in this group, this represents a hiring rate of 10.7%, well below the 34.9% availability.
- In EEOG 07, 16.1% of new entrants were members of visible minorities. This is short of the 26.4% availability.
- In EEOG 10, 27.6% of new entrants were members of visible minorities. This is short of the 34.4% availability for this designated group in this occupational group.

ASSESSMENT OF REASONABLE EFFORTS

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

The goals set by the organization were very low and well below labour market availability in most areas. However, this was accepted during the previous assessment. Out of 14 goals set, 11 were met at 80% or above. Considering that the goals were accepted, the company did very well in terms of reaching them.

For the goals that were not met, timelines of the assessments conducted may have played a role. Although the workforce analysis from the previous compliance assessment dates 2014, the assessment was not in fact closed until January of 2016 with a second assessment being initiated a year and a half later in July of 2017. It is reasonable to expect that additional progress could be made should the company have had a full three years to pursue their goals.

ASSESSMENT OF SHORT-TERM GOALS

- For all new and outstanding gaps, a short-term goal was set and is at least equal to availability.

- For __ out of __ outstanding gaps, a short-term goal was not set and/or goals were not set at availability.

Women

- In EEOG 03, no goals were set to address the new gap of -55. However, no goals are required given that the representation of women in this occupational group is 50.7%. Nonetheless, it will be important for the company to monitor representation levels to ensure that it does not dip below the 50% mark.
- In EEOG 04, Semi-Professionals & Technicians, a goal was set at availability levels to address the new gap of -1.

Aboriginal Peoples

- In EEOG 02 Middle & Other Managers, a goal was set at availability levels to further close the gap, currently at -27.
- In EEOG 03 Professionals, a goal was set at availability levels to address the gap of -34.
- In EEOG 04 Semi-Professionals & Technicians, a goal was set at availability levels to address the gap of -1.
- In EEOG 05 Supervisors, a goal was set at availability levels to address the gap of -1.
- In EEOG 07 Administrative & Senior Clerical, a goal was set at availability to address the gap of -4.
- In EEOG 10 Clerical Personnel, a goal was set at availability levels to address the gap of -1.

Persons with Disabilities

- In EEOGs 01 & 02 Managers, a goal was set at availability levels to address the gap of -58.
- In EEOG 03 Professionals, a goal was set at availability levels to address the gap of -93.
- In EEOG 04 Semi-Professionals & Technicians, a goal was set at availability levels to address the gap of -1.
- In EEOG 05 Supervisors, a goal was set at availability levels to address the gap of -5.
- In EEOG 07 Administrative & Senior Clerical, a goal was set at availability to address the gap of -8.
- In EEOG 10 Clerical Personnel, a goal was set at availability levels to address the gap of -21.

Members of Visible Minorities

- In EEOG 03 Professionals, a goal was set at availability levels to address the gap of -176.
- In EEOG 05 Supervisors, a goal was set at availability levels to address the gap of -11.
- In EEOG 07 Administrative & Senior Clerical, a goal was set at availability to address the gap of -35.
- In EEOG 10 Clerical Personnel, a goal was set at availability levels to address the gap of -39.

RECOMMENDATION

I recommend that the employer be found:

- in compliance in non-compliance

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

- We note that your most recent workforce analysis revealed a gap of -55 for women in EEOG 03 Professionals. A short-term goal is not required given that the representation of women in this occupational group exceeds 50%. However, we recommend that you monitor representation levels closely to ensure that a goal is set should the representation drop below 50%.
- Although the organization has made good progress in closing its gaps since the last assessment, we note that several large gaps remain. If not done already, PWC might consider partnering with universities or reaching out to professional associations in order to identified qualified potential employees that are members of the designated groups – particularly Aboriginal peoples, persons with disabilities and members of visible minorities.

Name of Analyst: Ward Normandin
Revised and edited by : Annick Léger
Date: 2018-01-15

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

Sent: January 26, 2018 11:47 AM

To: 'carol.devenny@ca.pwc.com' <carol.devenny@ca.pwc.com>

Cc: 'Rhoda Seto (CA - IFS)' <rhoda.seto@pwc.com>; 'alexandra.abbiento@ca.pwc.com' <alexandra.abbiento@ca.pwc.com>

Subject: Government of Canada Agreement Number: 061023 – Notification of Compliance with the Federal Contractors Program

Dear Ms. Devenny:

I am writing to inform you that the subsequent compliance assessment initiated on July 15, 2017 has been completed. As a result of the assessment, PricewaterhouseCoopers LLP has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

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

- We note that your most recent workforce analysis revealed a gap of -55 for women in EEOG 03 Professionals. A short-term goal is not required given that the representation of women in this occupational group exceeds 50%. However, we recommend that you monitor representation levels closely to ensure that a goal is set should the representation drop below 50%.
- Although the organization has made good progress in closing its gaps since the last assessment, we note that several large gaps remain. If not done already, PriceWaterhouseCoopers might consider partnering with universities or reaching out to professional associations in order to identify qualified potential employees that are members of the designated groups – particularly Aboriginal peoples, persons with disabilities and members of visible minorities.

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on July 15, 2020. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

When your organization is notified of the next assessment, the following information will be required by the due date:

- Workforce data (Forms 1 to 6) at the national level;
- An updated workforce analysis; and
- A completed Achievement Report that includes revised short-term and long-term numerical goals for any gaps in representation.

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If over the three year period reasonable progress has not been made, PricewaterhouseCoopers LLP will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

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

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

Sincerely,

Équipe de l'équité en emploi / Workplace Equity Team

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

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



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!

Workplace Equity Information Management System - PricewaterhouseCoopers LLP
Workforce Analysis - Comparison Detailed Report
 Date #1 (YYYY-MM-DD): 2014-10-14 Date #2 (YYYY-MM-DD): 2017-12-06

Women

Employment Equity Occupational Group	Internal Location	All Employees			Representation									Availability						Gap			Recruitment Area
		2014-10-14	2017-12-06	Change	2014-10-14	2017-12-06	Change	2014-10-14	2017-12-06	Change	2014-10-14	2017-12-06	Change	2014-10-14	2017-12-06	Change	2014-10-14	2017-12-06	Change				
		#	#	#	#	#	#	%	%	%	%	%	%	%	#	#	#	#	#	#			
01 : Senior Managers	National	6	7	1	3	3	0	50.0 %	42.9 %	-7.1 %	27.4 %	27.4 %	0.0 %	2	2	0	1	1	0	National			
02 : Middle and Other Managers	National	1590	1557	-33	827	778	-49	52.0 %	50.0 %	-2.0 %	38.9 %	38.9 %	0.0 %	619	606	-13	208	172	-36	National			
03 : Professionals		2791	3633	842	1502	1861	359	53.8 %	51.2 %	-2.6 %	53.7 %	52.9 %	-0.8 %	1499	1922	423	3	-61	-64				
1111 : Financial auditors and accountants	National	2259	2899	640	1221	1496	275	54.1 %	51.6 %	-2.5 %	55.1 %	55.1 %	0.0 %	1245	1597	352	-24	-101	-77	National			
1112 : Financial and investment analysts	National	14	14	0	7	10	3	50.0 %	71.4 %	21.4 %	50.1 %	50.1 %	0.0 %	7	7	0	0	3	3	National			
1114 : Other financial officers	National	0	2	2	0	2	2	0.0 %	100.0 %	100.0 %	44.1 %	44.1 %	0.0 %	0	1	1	0	1	1	National			
1121 : Human resources professionals	National	64	61	-3	59	54	-5	92.2 %	88.5 %	-3.7 %	71.1 %	71.1 %	0.0 %	46	43	-3	13	11	-2	National			
1122 : Professional occupations in business management consulting	National	305	531	226	124	216	92	40.7 %	40.7 %	0.0 %	42.0 %	42.0 %	0.0 %	128	223	95	-4	-7	-3	National			
1123 : Professional occupations in advertising, marketing and public relations	National	28	26	-2	24	20	-4	85.7 %	76.9 %	-8.8 %	66.4 %	66.4 %	0.0 %	19	17	-2	5	3	-2	National			
2123 : Agricultural representatives, consultants and specialists	National	37	0	-37	22	0	-22	59.5 %	0.0 %	-59.5 %	34.0 %	34.0 %	0.0 %	13	0	-13	9	0	-9	National			
2161 : Mathematicians, statisticians and actuaries	National	10	0	-10	1	0	-1	10.0 %	0.0 %	-10.0 %	46.7 %	46.7 %	0.0 %	5	0	-5	-4	0	4	National			
2171 : Information systems analysts and consultants	National	14	73	59	5	38	33	35.7 %	52.1 %	16.4 %	28.3 %	28.3 %	0.0 %	4	21	17	1	17	16	National			
2175 : Web designers and developers	National	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	32.9 %	32.9 %	0.0 %	0	0	0	0	0	0	National			
4112 : Lawyers and Quebec notaries	National	7	9	2	6	8	2	85.7 %	88.9 %	3.2 %	42.5 %	42.5 %	0.0 %	3	4	1	3	4	1	National			
4163 : Business development officers and marketing researchers and consultants	National	1	6	5	1	6	5	100.0 %	100.0 %	0.0 %	50.7 %	50.7 %	0.0 %	1	3	2	0	3	3	National			
5111 : Librarians	National	1	0	-1	1	0	-1	100.0 %	0.0 %	-100.0 %	83.1 %	83.1 %	0.0 %	1	0	-1	0	0	0	National			
5121 : Authors and writers	National	1	4	3	1	3	2	100.0 %	75.0 %	-25.0 %	54.9 %	54.9 %	0.0 %	1	2	1	0	1	1	National			
5124 : NOC 2006 - Professional Occupations in Public Relations and Communications	National	47	6	-41	28	6	-22	59.6 %	100.0 %	40.4 %	55.0 %	55.0 %	0.0 %	26	3	-23	2	3	1	National			
5125 : Translators, terminologists and interpreters	National	2	2	0	2	2	0	100.0 %	100.0 %	0.0 %	69.9 %	69.9 %	0.0 %	1	1	0	1	1	0	National			
04 : Semi-Professionals and Technicians		53	46	-7	23	13	-10	43.4 %	28.3 %	-15.1 %	36.9 %	31.7 %	-5.2 %	20	15	-5	3	-2	-5				
2281 : Computer network technicians	Ontario	3	4	1	2	2	0	66.7 %	50.0 %	-16.7 %	20.8 %	20.8 %	0.0 %	1	1	0	1	1	0	Ontario			

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Women

Employment Equity Occupational Group	Internal Location	All Employees						Representation						Women						Gap		Recruitment Area
		2014-10-14		2017-12-06		Change	2014-10-14		2017-12-06		Change	2014-10-14		2017-12-06		Change	2014-10-14		2017-12-06		Change	
		#	%	#	%		%	%	%	%		%	%	#	%		#	%	#	%		
2282 : User support technicians	Alberta	5	20.0%	4	0.0%	-1	26.7%	26.7%	0.0%	1	1	1	26.7%	26.7%	0.0%	1	1	0	0	-1	1	Alberta
2282 : User support technicians	British Columbia	4	25.0%	2	50.0%	-2	25.1%	25.0%	0.0%	1	1	1	25.1%	25.1%	0.0%	1	1	0	0	0	0	British Columbia
2282 : User support technicians	Manitoba	1	100.0%	1	100.0%	0	27.1%	27.1%	0.0%	0	0	0	27.1%	27.1%	0.0%	0	0	0	0	1	1	Manitoba
2282 : User support technicians	Nova Scotia	1	100.0%	1	100.0%	0	32.1%	32.1%	0.0%	0	0	0	32.1%	32.1%	0.0%	0	0	0	0	1	1	Nova Scotia
2282 : User support technicians	Ontario	19	21.1%	19	10.5%	0	24.2%	24.2%	0.0%	5	5	5	24.2%	24.2%	0.0%	5	5	0	-1	-3	2	Ontario
2282 : User support technicians	Quebec	4	25.0%	4	0.0%	0	19.6%	19.6%	0.0%	1	1	1	19.6%	19.6%	0.0%	1	1	0	0	-1	1	Quebec
4211 : Paralegal and related occupations	British Columbia	1	100.0%	1	100.0%	0	84.2%	84.2%	0.0%	1	1	1	84.2%	84.2%	0.0%	1	1	0	0	0	0	British Columbia
4211 : Paralegal and related occupations	Ontario	9	100.0%	4	100.0%	-5	82.0%	82.0%	0.0%	7	3	3	82.0%	82.0%	0.0%	7	3	-4	2	1	1	Ontario
5225 : Audio and video recording technicians	Ontario	1	0.0%	2	0.0%	1	15.4%	15.4%	0.0%	0	0	0	15.4%	15.4%	0.0%	0	0	0	0	0	0	Ontario
5241 : Graphic designers and illustrators	British Columbia	2	50.0%	3	33.3%	1	43.7%	43.7%	0.0%	1	1	1	43.7%	43.7%	0.0%	1	1	0	0	0	0	British Columbia
5241 : Graphic designers and illustrators	Ontario	2	50.0%	1	50.0%	-1	44.9%	44.9%	0.0%	1	0	0	44.9%	44.9%	0.0%	1	0	-1	0	0	0	Ontario
5241 : Graphic designers and illustrators	Quebec	1	0.0%	0	0.0%	-1	47.2%	47.2%	0.0%	0	0	0	47.2%	47.2%	0.0%	0	0	0	0	0	0	Quebec
05 : Supervisors	Calgary	37	91.9%	37	94.6%	0	53.0%	53.0%	2.7%	20	20	20	53.0%	53.0%	0.0%	20	20	0	14	15	1	Calgary
Employment Equity Occupational Group	Edmonton	6	100.0%	6	100.0%	0	55.0%	55.0%	0.0%	3	3	3	55.0%	55.0%	0.0%	3	3	0	3	3	0	Edmonton
Employment Equity Occupational Group	London	1	100.0%	1	100.0%	0	56.2%	56.2%	0.0%	1	1	1	56.2%	56.2%	0.0%	1	1	0	-1	0	1	London
Employment Equity Occupational Group	Montreal	5	100.0%	5	100.0%	0	58.8%	58.8%	0.0%	3	3	3	58.8%	58.8%	0.0%	3	3	0	2	2	0	Montreal
Employment Equity Occupational Group	Ottawa - Gatineau	1	100.0%	1	100.0%	0	50.7%	50.7%	0.0%	1	1	1	50.7%	50.7%	0.0%	1	1	0	0	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Quebec	1	100.0%	1	100.0%	0	52.6%	52.6%	0.0%	1	1	1	52.6%	52.6%	0.0%	1	1	0	0	0	0	Quebec
Employment Equity Occupational Group	Toronto	18	88.9%	17	88.2%	-1	53.0%	53.0%	-0.7%	10	9	9	53.0%	53.0%	0.0%	10	9	-1	6	6	0	Toronto
Employment Equity Occupational Group	Vancouver	4	100.0%	4	100.0%	0	51.4%	51.4%	0.0%	2	2	2	51.4%	51.4%	0.0%	2	2	0	2	2	0	Vancouver

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Women

Employment Equity Occupational Group	Internal Location	All Employees						Representation						Women						Availability						Gap						Recruitment Area		
		2014-10-14		2017-12-06		Change		2014-10-14		2017-12-06		Change		2014-10-14		2017-12-06		Change		2014-10-14		2017-12-06		Change		2014-10-14		2017-12-06		Change				
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Employment Equity Occupational Group	Winnipeg	0		1	100.0%	1	0.0%	0	0.0%	1	100.0%	1	100.0%	0	0.0%	1	100.0%	1	100.0%	0	0.0%	1	100.0%	1	100.0%	0	0.0%	1	100.0%	1	100.0%	0	0.0%	Winnipeg
07 : Administrative and Senior Clerical Personnel		481		391	-90	94.0%	452	-91	94.0%	361	-91	94.0%	361	-91	94.0%	388	-33	94.0%	314	-74	64	17.5%	47	11.7%	0	0.0%	47	11.7%	0	0.0%	-17	-37.7%	Calgary	
Employment Equity Occupational Group	Calgary	26		31	5	92.3%	24	4	92.3%	28	4	90.3%	28	2.0%	21	0.0%	21	0.0%	25	4	3	11.9%	3	11.9%	0	0.0%	3	11.9%	0	0.0%	0	0.0%	Calgary	
Employment Equity Occupational Group	Edmonton	15		10	-5	33.3%	14	-4	33.3%	10	0.0%	100.0%	6.7%	13	0.0%	13	0.0%	8	84.6%	0.0%	0.0%	1	12.5%	2	25.0%	1	12.5%	2	25.0%	1	12.5%	Edmonton		
Employment Equity Occupational Group	Edmonton	15		10	-5	33.3%	14	-4	33.3%	10	0.0%	100.0%	6.7%	13	0.0%	13	0.0%	8	84.6%	0.0%	0.0%	1	12.5%	2	25.0%	1	12.5%	2	25.0%	1	12.5%	Edmonton		
Employment Equity Occupational Group	Halifax	26		14	-12	53.8%	26	0	53.8%	12	-14	85.7%	-14.3%	21	0.0%	21	0.0%	11	81.4%	0.0%	0.0%	5	38.5%	1	7.3%	4	29.6%	1	7.3%	4	29.6%	Halifax		
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	3		4	1	100.0%	3	1	100.0%	4	1	100.0%	0.0%	2	0.0%	2	0.0%	3	83.0%	0.0%	0.0%	1	25.0%	1	25.0%	1	25.0%	1	25.0%	0	0.0%	Kitchener - Cambridge - Waterloo		
Employment Equity Occupational Group	London	5		6	1	100.0%	5	4	66.7%	4	-1	100.0%	-33.3%	4	0.0%	4	0.0%	5	82.5%	0.0%	0.0%	1	25.0%	1	25.0%	1	25.0%	1	25.0%	0	0.0%	London		
Employment Equity Occupational Group	Moncton	6		0	-6	0.0%	5	0	83.3%	0	-5	0.0%	-83.3%	5	0.0%	5	0.0%	5	80.9%	0.0%	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	Moncton		
Employment Equity Occupational Group	Montreal	62		46	-14	74.3%	53	44	85.5%	0	-9	85.5%	6.2%	50	0.0%	50	0.0%	39	80.8%	0.0%	0.0%	11	27.5%	5	12.5%	2	5.0%	3	7.5%	2	5.0%	Montreal		
Employment Equity Occupational Group	N.S. less CMAs	6		0	-6	0.0%	5	0	83.3%	0	-5	0.0%	-83.3%	5	0.0%	5	0.0%	5	87.0%	0.0%	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N.S. less CMAs		
Employment Equity Occupational Group	Ont. less CMAs	7		0	-7	0.0%	7	0	100.0%	0	-7	0.0%	-100.0%	6	0.0%	6	0.0%	6	87.1%	0.0%	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	Ont. less CMAs		
Employment Equity Occupational Group	Ottawa - Gatineau	16		10	-6	62.5%	15	9	93.8%	0	-6	90.0%	-3.8%	12	0.0%	12	0.0%	8	77.2%	0.0%	0.0%	4	33.3%	1	7.7%	3	22.2%	1	7.7%	2	14.8%	Ottawa - Gatineau		
Employment Equity Occupational Group	Que. less CMAs	5		0	-5	0.0%	4	0	80.0%	0	-4	0.0%	-80.0%	4	0.0%	4	0.0%	4	87.5%	0.0%	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	Que. less CMAs		
Employment Equity Occupational Group	Quebec	10		11	1	100.0%	9	10	90.9%	1	0.9%	90.9%	0.9%	8	0.0%	8	0.0%	9	80.9%	0.0%	0.0%	1	12.5%	1	12.5%	1	12.5%	1	12.5%	0	0.0%	Quebec		
Employment Equity Occupational Group	Saint John	4		1	-3	25.0%	3	1	75.0%	1	-2	100.0%	25.0%	3	0.0%	3	0.0%	3	83.6%	0.0%	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	Saint John		
Employment Equity Occupational Group	Saskatoon	4		3	-1	75.0%	4	3	100.0%	0	-1	100.0%	0.0%	3	0.0%	3	0.0%	3	84.0%	0.0%	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	Saskatoon		
Employment Equity Occupational Group	St. John's	7		2	-5	28.6%	7	2	100.0%	0	-5	100.0%	0.0%	6	0.0%	6	0.0%	2	82.5%	0.0%	0.0%	1	16.7%	0	0.0%	1	16.7%	0	0.0%	0	0.0%	St. John's		
Employment Equity Occupational Group	Toronto	207		202	-5	97.6%	197	186	95.2%	0	-11	95.2%	-3.1%	166	0.0%	166	0.0%	162	80.1%	0.0%	0.0%	4	2.4%	24	14.7%	31	19.2%	7	4.3%	24	14.7%	Toronto		
Employment Equity Occupational Group	Vancouver	59		41	-18	67.8%	58	40	98.3%	0	-18	98.3%	-0.7%	47	0.0%	47	0.0%	32	79.0%	0.0%	0.0%	15	25.0%	8	13.3%	11	18.3%	3	5.0%	8	13.3%	Vancouver		
Employment Equity Occupational Group	Victoria	1		0	-1	0.0%	1	0	100.0%	0	-1	100.0%	-100.0%	1	0.0%	1	0.0%	1	81.2%	0.0%	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	Victoria		
Employment Equity Occupational Group	Windsor	6		4	-2	66.7%	6	4	100.0%	0	-2	100.0%	0.0%	5	0.0%	5	0.0%	3	82.8%	0.0%	0.0%	2	40.0%	1	20.0%	1	20.0%	0	0.0%	0	0.0%	Windsor		

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Women

Employment Equity Occupational Group	Internal Location	All Employees						Representation						Women						Availability						Gap		Recruitment Area			
		2014-10-14		2017-12-06		Change		2014-10-14		2017-12-06		Change		2014-10-14		2017-12-06		Change		2014-10-14		2017-12-06		Change							
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%						
Employment Equity Occupational Group	Winnipeg	6	100.0%	4	100.0%	-2	0.0%	6	100.0%	4	100.0%	-2	0.0%	81.1%	81.1%	0.0%	5	5	0.0%	5	5	0.0%	3	3	-2	1	1	0	0	Winnipeg	
10 : Clerical Personnel		276	79.3%	309	77.3%	33	-2.0%	219	66.3%	239	66.1%	-20	-2.2%	183	183	0.0%	183	183	0.0%	183	183	0.0%	204	204	21	36	35	-1	0	Winnipeg	
Employment Equity Occupational Group	Calgary	23	78.3%	20	90.0%	-3	11.7%	18	70.2%	18	70.2%	0	0.0%	16	16	0.0%	16	14	-2	2	2	0.0%	14	14	-2	2	4	2	2	Calgary	
Employment Equity Occupational Group	Edmonton	7	85.7%	7	57.1%	0	-28.6%	6	70.3%	4	70.3%	-2	0.0%	5	5	0.0%	5	5	0.0%	5	5	0.0%	5	5	0	1	-1	0	Edmonton		
Employment Equity Occupational Group	Halifax	3	100.0%	5	100.0%	2	0.0%	3	67.7%	5	67.7%	2	0.0%	2	2	0.0%	2	3	1	1	1	1	0.0%	3	3	1	2	1	0	Halifax	
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	2	100.0%	3	66.7%	1	-33.3%	2	67.9%	2	67.9%	0	0.0%	1	1	0.0%	1	2	1	1	1	0	0	2	2	1	0	1	0	Kitchener - Cambridge - Waterloo	
Employment Equity Occupational Group	London	4	100.0%	6	83.3%	2	-16.7%	4	71.4%	5	71.4%	1	0.0%	3	3	0.0%	3	4	1	1	1	1	0	4	4	1	1	0	0	London	
Employment Equity Occupational Group	Moncton	1	100.0%	0	0.0%	-1	-100.0%	1	62.4%	0	62.4%	-1	0.0%	1	0	0.0%	1	0	-1	0	0	0	0	0	0	0	0	0	0	0	Moncton
Employment Equity Occupational Group	Montreal	38	76.3%	50	74.0%	12	-2.3%	29	62.5%	37	62.5%	8	0.0%	24	24	0.0%	31	31	7	5	6	1	7	7	3	5	6	1	0	1	Montreal
Employment Equity Occupational Group	Ont. less CMAs	5	80.0%	1	20.0%	-4	-20.0%	4	72.4%	1	72.4%	-3	-20.0%	4	4	0.0%	4	1	-3	0	0	0	1	1	-3	0	0	0	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	8	33.3%	10	60.0%	2	26.7%	2	65.8%	6	65.8%	4	0.0%	4	4	0.0%	7	7	3	-2	0	-1	0	0	3	-2	1	0	1	0	Ottawa - Gatineau
Employment Equity Occupational Group	Que. less CMAs	1	100.0%	0	0.0%	-1	-100.0%	1	61.6%	0	61.6%	-1	0.0%	1	0	0.0%	4	0	-1	0	0	0	0	6	2	3	3	0	0	0	Que. less CMAs
Employment Equity Occupational Group	Quebec	7	100.0%	9	100.0%	2	0.0%	7	61.6%	9	61.6%	2	0.0%	4	4	0.0%	6	6	2	0	0	0	3	3	2	3	3	0	0	0	Quebec
Employment Equity Occupational Group	Saint John	1	100.0%	1	100.0%	0	0.0%	1	70.5%	0	70.5%	0	0.0%	1	1	0.0%	1	1	0	0	0	0	1	1	0	0	0	0	0	0	Saint John
Employment Equity Occupational Group	Saskatoon	2	100.0%	2	100.0%	0	0.0%	2	70.2%	0	70.2%	0	0.0%	1	1	0.0%	1	1	0	1	1	0	1	1	0	1	1	0	0	0	Saskatoon
Employment Equity Occupational Group	St. John's	2	100.0%	3	100.0%	1	0.0%	2	72.6%	3	72.6%	1	0.0%	1	1	0.0%	1	2	1	1	1	0	1	1	0	1	1	0	0	0	St. John's
Employment Equity Occupational Group	Toronto	138	76.1%	151	72.8%	13	-3.3%	105	65.2%	110	65.2%	5	0.0%	90	90	0.0%	98	98	8	15	12	3	12	12	8	15	12	3	0	0	Toronto
Employment Equity Occupational Group	Vancouver	28	85.7%	33	84.8%	5	-0.9%	24	70.0%	28	70.0%	4	0.0%	20	23	3	3	3	4	4	5	5	23	23	3	4	5	1	0	0	Vancouver
Employment Equity Occupational Group	Windsor	2	100.0%	3	100.0%	1	0.0%	2	69.7%	3	69.7%	1	0.0%	1	2	1	2	1	1	1	1	1	2	2	1	1	1	0	0	0	Windsor
Employment Equity Occupational Group	Winnipeg	6	100.0%	5	100.0%	-1	0.0%	6	67.9%	5	67.9%	-1	0.0%	4	4	0.0%	3	3	-1	2	2	2	3	3	-1	2	2	0	0	0	Winnipeg

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Women

Employment Equity Occupational Group	Internal Location	All Employees			Representation			Availability			Gap			Recruitment Area					
		2014-10-14 #	2017-12-06 #	Change #	2014-10-14 #	2017-12-06 #	Change %	2014-10-14 %	2017-12-06 %	Change %	2014-10-14 #	2017-12-06 #	Change #						
Total		5234	5980	746	3080	3290	230	58.5 %	55.0 %	-3.4 %	52.1 %	51.5 %	-0.6 %	2731	3083	352	329	207	-122

Total may not equal sum of components due to rounding

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

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees			Representation			Aboriginal Peoples			Availability			Gap			Recruitment Area	
		2014-10-14		2017-12-06		2014-10-14		2017-12-06		2014-10-14		2017-12-06		2014-10-14		2017-12-06		
		#	Change	#	Change	%	Change	%	Change	#	Change	#	Change	#	Change	#		Change
01 : Senior Managers	National	6	7	1	0	0.0%	0.0%	2.9%	2.9%	0.0%	0	0	0	0	0	0	0	National
02 : Middle and Other Managers	National	1590	1857	-33	7	0.4%	0.4%	2.2%	2.2%	0.0%	35	34	-1	-28	-28	-14	0	National
03 : Professionals	National	2791	3633	842	12	0.4%	0.3%	1.4%	1.4%	0.0%	39	51	12	-27	-41	-14	0	National
1111 : Financial auditors and accountants	National	2259	2899	640	11	0.5%	0.3%	1.3%	1.3%	0.0%	29	38	9	-18	-29	-13	0	National
1112 : Financial and investment analysts	National	14	14	0	1	7.1%	7.1%	0.9%	0.9%	0.0%	0	0	0	1	1	0	0	National
1114 : Other financial officers	National	0	2	2	0	0.0%	0.0%	1.3%	1.3%	0.0%	0	0	0	0	0	0	0	National
1121 : Human resources professionals	National	64	61	-3	0	0.0%	0.0%	2.7%	2.7%	0.0%	2	2	0	-2	-2	0	0	National
1122 : Professional occupations in business management consulting	National	305	531	226	0	0.0%	0.0%	1.6%	1.6%	0.0%	5	8	3	-5	-8	-3	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	28	26	-2	0	0.0%	0.0%	2.1%	2.1%	0.0%	1	1	0	-1	-1	0	0	National
2123 : Agricultural representatives, consultants and specialists	National	37	0	-37	0	0.0%	0.0%	1.2%	1.2%	0.0%	0	0	0	0	0	0	0	National
2161 : Mathematicians, statisticians and actuaries	National	10	0	-10	0	0.0%	0.0%	1.0%	1.0%	0.0%	0	0	0	0	0	0	0	National
2171 : Information systems analysts and consultants	National	14	73	59	0	0.0%	0.0%	1.1%	1.1%	0.0%	0	1	1	0	-1	-1	0	National
2175 : Web designers and developers	National	1	0	-1	0	0.0%	0.0%	1.5%	1.5%	0.0%	0	0	0	0	0	0	0	National
4112 : Lawyers and Quebec notaries	National	7	9	2	0	0.0%	0.0%	1.6%	1.6%	0.0%	0	0	0	0	0	0	0	National
4193 : Business development officers and marketing researchers and consultants	National	1	6	5	0	0.0%	0.0%	2.0%	2.0%	0.0%	0	0	0	0	0	0	0	National
5111 : Librarians	National	1	0	-1	0	0.0%	0.0%	2.0%	2.0%	0.0%	0	0	0	0	0	0	0	National
5121 : Authors and writers	National	1	4	3	0	0.0%	0.0%	1.9%	1.9%	0.0%	0	0	0	0	0	0	0	National
5124 : NOC 2006 - Professional Occupations in Public Relations and Communications	National	47	6	-41	0	0.0%	0.0%	2.1%	2.1%	0.0%	1	0	-1	-1	0	0	1	National
5125 : Translators, terminologists and interpreters	National	2	2	0	0	0.0%	0.0%	2.9%	2.9%	0.0%	0	0	0	0	0	0	0	National
04 : Semi-Professionals and Technicians	National	53	46	-7	0	0.0%	0.0%	2.0%	2.0%	0.0%	1	1	0	-1	-1	0	0	National
2281 : Computer network technicians	Ontario	3	4	1	0	0.0%	0.0%	1.4%	1.4%	0.0%	0	0	0	0	0	0	0	Ontario

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees			Representation			Aboriginal Peoples			Availability			Gap			Recruitment Area	
		2014-10-14		2017-12-06		2014-10-14		2017-12-06		2014-10-14		2017-12-06		2014-10-14		2017-12-06		
		#	Change	#	Change	%	Change	%	Change	%	Change	#	Change	#	Change	#		Change
2282 : User support technicians	Alberta	5	-1	0	0	0.0%	0.0%	3.8%	3.8%	0.0%	0	0	0	0	0	0	0	Alberta
2282 : User support technicians	British Columbia	4	-2	0	0	0.0%	0.0%	1.8%	1.8%	0.0%	0	0	0	0	0	0	0	British Columbia
2282 : User support technicians	Manitoba	1	0	0	0	0.0%	0.0%	4.9%	4.9%	0.0%	0	0	0	0	0	0	0	Manitoba
2282 : User support technicians	Nova Scotia	1	0	0	0	0.0%	0.0%	3.2%	3.2%	0.0%	0	0	0	0	0	0	0	Nova Scotia
2282 : User support technicians	Ontario	19	0	0	0	0.0%	0.0%	1.6%	1.6%	0.0%	0	0	0	0	0	0	0	Ontario
2282 : User support technicians	Quebec	4	0	0	0	0.0%	0.0%	1.3%	1.3%	0.0%	0	0	0	0	0	0	0	Quebec
4211 : Paralegal and related occupations	British Columbia	1	0	0	0	0.0%	0.0%	5.3%	5.3%	0.0%	0	0	0	0	0	0	0	British Columbia
4211 : Paralegal and related occupations	Ontario	9	-5	4	0	0.0%	0.0%	1.5%	1.5%	0.0%	0	0	0	0	0	0	0	Ontario
5225 : Audio and video recording technicians	Ontario	1	2	1	0	0.0%	0.0%	2.1%	2.1%	0.0%	0	0	0	0	0	0	0	Ontario
5241 : Graphic designers and illustrators	British Columbia	2	3	1	0	0.0%	0.0%	2.7%	2.7%	0.0%	0	0	0	0	0	0	0	British Columbia
5241 : Graphic designers and illustrators	Ontario	2	-1	1	-1	0.0%	0.0%	1.6%	1.6%	0.0%	0	0	0	0	0	0	0	Ontario
5241 : Graphic designers and illustrators	Quebec	1	-1	0	-1	0.0%	0.0%	1.2%	1.2%	0.0%	0	0	0	0	0	0	0	Quebec
05 : Supervisors	Calgary	37	0	0	0	0.0%	0.0%	1.6%	1.9%	0.3%	1	1	0	-1	-1	0	0	Calgary
Employment Equity Occupational Group	Edmonton	6	0	0	0	0.0%	0.0%	3.1%	3.1%	0.0%	0	0	0	0	0	0	0	Edmonton
Employment Equity Occupational Group	London	1	0	0	0	0.0%	0.0%	4.6%	4.6%	0.0%	0	0	0	0	0	0	0	London
Employment Equity Occupational Group	Montreal	5	0	0	0	0.0%	0.0%	1.7%	1.7%	0.0%	0	0	0	0	0	0	0	Montreal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0	0	0.0%	0.0%	0.8%	0.8%	0.0%	0	0	0	0	0	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Quebec	1	0	0	0	0.0%	0.0%	2.7%	2.7%	0.0%	0	0	0	0	0	0	0	Quebec
Employment Equity Occupational Group	Toronto	18	-1	17	-1	0.0%	0.0%	1.2%	1.2%	0.0%	0	0	0	0	0	0	0	Toronto
Employment Equity Occupational Group	Vancouver	4	0	4	0	0.0%	0.0%	1.0%	1.0%	0.0%	0	0	0	0	0	0	0	Vancouver

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees			Representation			Aboriginal Peoples			Availability			Gap			Recruitment Area	
		2014-10-14	2017-12-06	Change	2014-10-14	2017-12-06	Change	2014-10-14	2017-12-06	Change	2014-10-14	2017-12-06	Change	2014-10-14	2017-12-06	Change		
		#	#	#	%	%	%	%	%	%	#	#	#	#	#	#		
Employment Equity Occupational Group	Winnipeg	0	1	1	0	0	0.0%	0.0%	0.0%	11.8%	11.8%	0.0%	0	0	0	0	0	Winnipeg
07 : Administrative and Senior Clerical Personnel		481	391	-90	2	1	-1	0.4%	0.3%	-0.1%	1.6%	1.4%	-0.2%	8	5	-3	-6	2
Employment Equity Occupational Group	Calgary	26	31	5	0	0	0	0.0%	0.0%	0.0%	2.6%	2.6%	0.0%	1	1	0	-1	0
Employment Equity Occupational Group	Edmonton	15	10	-5	0	1	1	0.0%	10.0%	10.0%	3.6%	3.6%	0.0%	1	0	-1	-1	2
Employment Equity Occupational Group	Halifax	26	14	-12	0	0	0	0.0%	0.0%	0.0%	2.2%	2.2%	0.0%	1	0	-1	-1	1
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	3	4	1	0	0	0	0.0%	0.0%	0.0%	1.6%	1.6%	0.0%	0	0	0	0	0
Employment Equity Occupational Group	London	5	6	1	0	0	0	0.0%	0.0%	0.0%	0.8%	0.8%	0.0%	0	0	0	0	0
Employment Equity Occupational Group	Moncton	6	0	-6	0	0	0	0.0%	0.0%	0.0%	1.2%	1.2%	0.0%	0	0	0	0	0
Employment Equity Occupational Group	Montreal	62	48	-14	0	0	0	0.0%	0.0%	0.0%	0.7%	0.7%	0.0%	0	0	0	0	0
Employment Equity Occupational Group	N.S. less CMAs	6	0	-6	0	0	0	0.0%	0.0%	0.0%	3.3%	3.3%	0.0%	0	0	0	0	0
Employment Equity Occupational Group	Ont. less CMAs	7	0	-7	0	0	0	0.0%	0.0%	0.0%	4.1%	4.1%	0.0%	0	0	0	0	0
Employment Equity Occupational Group	Ottawa - Gatineau	18	10	-8	0	0	0	0.0%	0.0%	0.0%	3.2%	3.2%	0.0%	1	0	-1	-1	1
Employment Equity Occupational Group	Que. less CMAs	5	0	-5	0	0	0	0.0%	0.0%	0.0%	2.9%	2.9%	0.0%	0	0	0	0	0
Employment Equity Occupational Group	Quebec	10	11	1	0	0	0	0.0%	0.0%	0.0%	0.7%	0.7%	0.0%	0	0	0	0	0
Employment Equity Occupational Group	Saint John	4	1	-3	0	0	0	0.0%	0.0%	0.0%	1.1%	1.1%	0.0%	0	0	0	0	0
Employment Equity Occupational Group	Saskatoon	4	3	-1	0	0	0	0.0%	0.0%	0.0%	6.4%	6.4%	0.0%	0	0	0	0	0
Employment Equity Occupational Group	St. John's	7	2	-5	1	0	-1	14.3%	0.0%	-14.3%	2.5%	2.5%	0.0%	0	0	0	1	0
Employment Equity Occupational Group	Toronto	207	202	-5	0	0	0	0.0%	0.0%	0.0%	0.8%	0.8%	0.0%	2	2	0	-2	0
Employment Equity Occupational Group	Vancouver	59	41	-18	0	0	0	0.0%	0.0%	0.0%	2.1%	2.1%	0.0%	1	1	0	-1	0
Employment Equity Occupational Group	Victoria	1	0	-1	0	0	0	0.0%	0.0%	0.0%	3.0%	3.0%	0.0%	0	0	0	0	0
Employment Equity Occupational Group	Windsor	6	4	-2	1	0	-1	16.7%	0.0%	-16.7%	1.6%	1.6%	0.0%	0	0	0	1	0

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees			Representation			Aboriginal Peoples			Availability			Gap			Recruitment Area			
		2014-10-14	2017-12-06	Change	2014-10-14	2017-12-06	Change	2014-10-14	2017-12-06	Change	2014-10-14	2017-12-06	Change	2014-10-14	2017-12-06	Change	2014-10-14	2017-12-06	Change	
		#	#	#	%	%	%	%	%	%	#	#	#	#	#	#	#	#	#	
Employment Equity Occupational Group	Winnipeg	6	4	-2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	Winnipeg
10 : Clerical Personnel		276	309	33	2	4	2	0.7%	1.3%	0.6%	16%	15%	-0.1%	4	5	1	-1	-1	1	Winnipeg
Employment Equity Occupational Group	Calgary	23	20	-3	0	0	0	0.0%	0.0%	0.0%	3.0%	3.0%	0.0%	1	1	0	-1	-1	0	Calgary
Employment Equity Occupational Group	Edmonton	7	7	0	0	0	0	0.0%	0.0%	0.0%	5.1%	5.1%	0.0%	0	0	0	0	0	0	Edmonton
Employment Equity Occupational Group	Halifax	3	5	2	0	0	0	0.0%	0.0%	0.0%	2.7%	2.7%	0.0%	0	0	0	0	0	0	Halifax
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	2	3	1	0	0	0	0.0%	0.0%	0.0%	0.9%	0.9%	0.0%	0	0	0	0	0	0	Kitchener - Cambridge - Waterloo
Employment Equity Occupational Group	London	4	6	2	0	1	1	0.0%	16.7%	16.7%	1.6%	1.6%	0.0%	0	0	0	0	0	1	London
Employment Equity Occupational Group	Moncton	1	0	-1	0	0	0	0.0%	0.0%	0.0%	2.0%	2.0%	0.0%	0	0	0	0	0	0	Moncton
Employment Equity Occupational Group	Montreal	38	50	12	0	0	0	0.0%	0.0%	0.0%	0.8%	0.8%	0.0%	0	0	0	0	0	0	Montreal
Employment Equity Occupational Group	Ont. less CMAs	5	1	-4	0	0	0	0.0%	0.0%	0.0%	4.7%	4.7%	0.0%	0	0	0	0	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	8	10	4	0	0	0	0.0%	0.0%	0.0%	2.8%	2.8%	0.0%	0	0	0	0	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Que. less CMAs	1	0	-1	0	0	0	0.0%	0.0%	0.0%	3.2%	3.2%	0.0%	0	0	0	0	0	0	Que. less CMAs
Employment Equity Occupational Group	Quebec	7	9	2	0	0	0	0.0%	0.0%	0.0%	0.6%	0.6%	0.0%	0	0	0	0	0	0	Quebec
Employment Equity Occupational Group	Saint John	1	1	0	0	0	0	0.0%	0.0%	0.0%	3.3%	3.3%	0.0%	0	0	0	0	0	0	Saint John
Employment Equity Occupational Group	Saskatoon	2	2	0	0	0	0	0.0%	0.0%	0.0%	8.4%	8.4%	0.0%	0	0	0	0	0	0	Saskatoon
Employment Equity Occupational Group	St. John's	2	3	1	0	0	0	0.0%	0.0%	0.0%	1.4%	1.4%	0.0%	0	0	0	0	0	0	St. John's
Employment Equity Occupational Group	Toronto	138	151	13	2	3	1	1.4%	2.0%	0.6%	0.7%	0.7%	0.0%	1	1	0	1	2	1	Toronto
Employment Equity Occupational Group	Vancouver	28	33	5	0	0	0	0.0%	0.0%	0.0%	2.4%	2.4%	0.0%	1	1	0	-1	-1	0	Vancouver
Employment Equity Occupational Group	Windsor	2	3	1	0	0	0	0.0%	0.0%	0.0%	1.4%	1.4%	0.0%	0	0	0	0	0	0	Windsor
Employment Equity Occupational Group	Winnipeg	6	5	-1	0	0	0	0.0%	0.0%	0.0%	9.8%	9.8%	0.0%	1	0	-1	-1	0	1	Winnipeg

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Employment Equity Occupational Group	Internal Location	All Employees			Representation			Aboriginal Peoples			Availability			Gap		Recruitment Area			
		2014-10-14 #	2017-12-06 #	Change #	2014-10-14 #	2017-12-06 #	Change %	2014-10-14 %	2017-12-06 %	Change %	2014-10-14 #	2017-12-06 #	Change #	2014-10-14 #	2017-12-06 #				
Total		5234	5980	746	23	21	-2	0.4 %	0.4 %	-0.0 %	1.7 %	1.6 %	-0.1 %	88	97	9	455	-76	-11

Total may not equal sum of components due to rounding

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

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Employment Equity Occupational Group	Internal Location	All Employees						Representation						Members of Visible Minorities						Availability						Gap		Recruitment Area
		2014-10-14		2017-12-06		Change		2014-10-14		2017-12-06		Change		2014-10-14		2017-12-06		Change		2014-10-14		2017-12-06		Change				
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
01 : Senior Managers	National	6		7		1		1	16.7%	1	14.3%	-2.4%	10.1%	10.1%	0.0%	1	1	0	0	0	0	0	0	0	0	0	0	National
02 : Middle and Other Managers	National	1590		1557		-33		304	19.1%	321	20.6%	1.5%	15.0%	15.0%	0.0%	239	234	-5	65	87	-165	-211	22	National				
03 : Professionals	National	2791		3633		842		774	27.7%	794	21.9%	-5.8%	26.1%	26.4%	0.3%	728	959	231	46	156	-164	-184	18	National				
1111 : Financial auditors and accountants	National	2259		2899		640		629	27.8%	641	22.1%	-5.7%	27.5%	27.5%	0.0%	621	797	176	8	156	-164	-184	18	National				
1112 : Financial and investment analysts	National	14		14		0		4	28.6%	2	14.3%	-14.3%	35.4%	35.4%	0.0%	5	5	0	-1	-3	-2	-2	1	National				
1114 : Other financial officers	National	0		2		2		0	0.0%	1	50.0%	50.0%	21.7%	21.7%	0.0%	0	0	0	0	1	1	0	1	1	National			
1121 : Human resources professionals	National	64		61		-3		14	21.9%	15	24.6%	2.7%	14.1%	14.1%	0.0%	9	9	0	5	6	-1	-1	1	1	National			
1122 : Professional occupations in business management consulting	National	305		531		226		93	30.5%	121	22.8%	-7.7%	21.6%	21.6%	0.0%	66	115	49	27	6	-21	-21	4	National				
1123 : Professional occupations in advertising, marketing and public relations	National	28		26		-2		4	14.3%	7	26.9%	12.5%	16.9%	16.9%	0.0%	5	4	-1	-1	3	-5	-4	1	National				
2125 : Agricultural representatives, consultants and specialists	National	37		0		-37		8	21.6%	0	0.0%	-21.6%	6.9%	6.9%	0.0%	3	3	0	5	0	-5	-5	0	National				
2161 : Mathematicians, statisticians and actuaries	National	10		0		-10		6	60.0%	0	0.0%	-60.0%	27.7%	27.7%	0.0%	3	0	-3	3	0	-3	-3	0	National				
2171 : Information systems analysts and consultants	National	14		73		59		4	28.6%	5	6.8%	-21.8%	31.4%	31.4%	0.0%	4	23	19	0	-18	-18	0	18	National				
2175 : Web designers and developers	National	1		0		-1		1	100.0%	0	0.0%	-100.0%	22.8%	22.8%	0.0%	0	0	0	1	0	-1	-1	0	1	National			
4112 : Lawyers and Quebec notaries	National	7		9		2		1	14.3%	1	11.1%	-3.2%	12.5%	12.5%	0.0%	1	1	0	0	0	-1	-1	0	1	National			
4163 : Business development officers and marketing researchers and consultants	National	1		6		5		0	0.0%	0	0.0%	0.0%	21.9%	21.9%	0.0%	0	0	0	0	0	-1	-1	0	1	National			
5111 : Librarians	National	1		0		-1		0	0.0%	0	0.0%	0.0%	11.9%	11.9%	0.0%	0	0	0	0	0	0	0	0	0	0	National		
5121 : Authors and writers	National	1		4		3		0	0.0%	0	0.0%	0.0%	10.7%	10.7%	0.0%	0	0	0	0	0	0	0	0	0	0	National		
5124 : NOC 2006 - Professional Occupations in Public Relations and Communications	National	47		6		-41		9	19.1%	0	0.0%	-19.1%	19.9%	19.9%	0.0%	9	1	-8	0	-1	-1	-1	0	1	National			
5125 : Translators, terminologists and interpreters	National	2		2		0		1	50.0%	1	50.0%	0.0%	22.2%	22.2%	0.0%	0	0	0	1	1	0	0	0	0	0	National		
04 : Semi-Professionals and Technicians		53		46		-7		12	22.6%	16	34.8%	12.2%	28.7%	29.5%	0.8%	15	14	-1	-3	2	5	5	0	0	0	Ontario		
2281 : Computer network technicians	Ontario	3		4		1		2	66.7%	2	50.0%	-16.7%	34.1%	34.1%	0.0%	1	1	0	1	1	0	0	0	0	0	0	Ontario	

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Employment Equity Occupational Group	Internal Location	All Employees			Representation						Members of Visible Minorities						Gap		Recruitment Area
		2014-10-14		2017-12-06		2014-10-14		2017-12-06		2014-10-14		2017-12-06		2014-10-14		2017-12-06			
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
2282 : User support technicians	Alberta	5	20.0%	4	25.0%	5.0%	28.2%	28.2%	0.0%	1	1	1	1	0	0	0	0	0	Alberta
2282 : User support technicians	British Columbia	4	0.0%	2	0.0%	0.0%	32.5%	32.5%	0.0%	1	1	1	1	0	-1	0	0	0	British Columbia
2282 : User support technicians	Manitoba	1	0.0%	1	0.0%	0.0%	17.3%	17.3%	0.0%	0	0	0	0	0	0	0	0	0	Manitoba
2282 : User support technicians	Nova Scotia	1	0.0%	1	0.0%	0.0%	11.3%	11.3%	0.0%	0	0	0	0	0	0	0	0	0	Nova Scotia
2282 : User support technicians	Ontario	19	36.8%	19	36.8%	0.0%	35.9%	35.9%	0.0%	7	7	7	7	0	0	0	0	0	Ontario
2282 : User support technicians	Quebec	4	25.0%	4	25.0%	0.0%	18.2%	18.2%	0.0%	1	1	1	1	0	0	0	0	0	Quebec
4211 : Paralegal and related occupations	British Columbia	1	0.0%	1	0.0%	0.0%	28.3%	28.3%	0.0%	0	0	0	0	0	0	0	0	0	British Columbia
4211 : Paralegal and related occupations	Ontario	9	50.0%	4	50.0%	50.0%	22.3%	22.3%	0.0%	2	1	1	1	-1	-2	1	3	3	Ontario
5225 : Audio and video recording technicians	Ontario	1	0.0%	2	50.0%	50.0%	18.2%	18.2%	0.0%	0	0	0	0	0	0	0	1	1	Ontario
5241 : Graphic designers and illustrators	British Columbia	2	0.0%	3	66.7%	66.7%	28.0%	28.0%	0.0%	1	1	1	1	0	-1	1	2	2	British Columbia
5241 : Graphic designers and illustrators	Ontario	2	50.0%	1	50.0%	-50.0%	24.0%	24.0%	0.0%	0	0	0	0	0	1	0	1	1	Ontario
5241 : Graphic designers and illustrators	Quebec	1	0.0%	0	0.0%	0.0%	11.2%	11.2%	0.0%	0	0	0	0	0	0	0	0	0	Quebec
05 : Supervisors	Calgary	37	2.7%	37	2.7%	0.0%	34.9%	34.1%	-0.8%	13	13	13	13	0	-12	-12	0	0	Calgary
Employment Equity Occupational Group	Edmonton	6	0.0%	6	0.0%	0.0%	27.4%	27.4%	0.0%	2	2	2	2	0	-2	-2	0	0	Edmonton
Employment Equity Occupational Group	London	1	0.0%	1	0.0%	0.0%	21.6%	21.6%	0.0%	0	0	0	0	0	0	0	0	0	London
Employment Equity Occupational Group	Montreal	5	0.0%	5	0.0%	0.0%	16.7%	16.7%	0.0%	1	1	1	1	0	-1	-1	0	0	Montreal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0.0%	1	0.0%	0.0%	14.7%	14.7%	0.0%	0	0	0	0	0	0	0	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Quebec	1	0.0%	1	0.0%	0.0%	2.3%	2.3%	0.0%	0	0	0	0	0	0	0	0	0	Quebec
Employment Equity Occupational Group	Toronto	18	5.6%	17	5.9%	0.3%	45.8%	45.8%	0.0%	8	8	8	8	0	-7	-7	0	0	Toronto
Employment Equity Occupational Group	Vancouver	4	0.0%	4	0.0%	0.0%	43.4%	43.4%	0.0%	2	2	2	2	0	-2	-2	0	0	Vancouver

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		2014-10-14 #	2017-12-06 #	Change #	2014-10-14 #	2017-12-06 #	Change %	2014-10-14 %	2017-12-06 %	Change %	2014-10-14 %	2017-12-06 %	Change %	2014-10-14 #	2017-12-06 #		Change #		
Employment Equity Occupational Group	Winnipeg	0	1	1	0	0	0.0%	0.0%	0.0%	15.9%	15.9%	0.0%	0	0	0	0	Winnipeg		
07 : Administrative and Senior Clerical Personnel		481	391	-90	77	72	-5	16.0%	18.4%	2.4%	24.6%	27.1%	2.5%	118	106	-12	-41	7	
Employment Equity Occupational Group	Calgary	26	31	5	5	8	3	19.2%	25.8%	6.6%	16.5%	16.5%	0.0%	4	5	1	1	3	2
Employment Equity Occupational Group	Edmonton	15	10	-5	5	1	-4	33.3%	10.0%	-23.3%	13.4%	13.4%	0.0%	2	1	-1	3	0	3
Employment Equity Occupational Group	Edmonton	15	10	-5	5	1	-4	33.3%	10.0%	-23.3%	13.4%	13.4%	0.0%	2	1	-1	3	0	3
Employment Equity Occupational Group	Halifax	26	14	-12	3	1	-2	11.5%	7.1%	-4.4%	5.8%	5.8%	0.0%	2	1	-1	1	0	-1
Employment Equity Occupational Group	Kitchener - Waterloo	3	4	1	0	0	0	0.0%	0.0%	0.0%	9.5%	9.5%	0.0%	0	0	0	0	0	0
Employment Equity Occupational Group	London	5	6	1	0	0	0	0.0%	0.0%	0.0%	7.3%	7.3%	0.0%	0	0	0	0	0	0
Employment Equity Occupational Group	Moncton	6	0	-6	0	0	0	0.0%	0.0%	0.0%	2.2%	2.2%	0.0%	0	0	0	0	0	0
Employment Equity Occupational Group	Montreal	62	46	-14	3	2	-1	4.8%	4.2%	-0.6%	12.2%	12.2%	0.0%	8	6	-2	-5	-4	1
Employment Equity Occupational Group	N.S. less CMAs	6	0	-6	0	0	0	0.0%	0.0%	0.0%	1.2%	1.2%	0.0%	0	0	0	0	0	0
Employment Equity Occupational Group	Ont. less CMAs	7	0	-7	1	0	-1	14.3%	0.0%	-14.3%	1.6%	1.6%	0.0%	0	0	0	1	0	-1
Employment Equity Occupational Group	Ottawa - Gatineau	16	10	-6	1	1	0	6.3%	10.0%	3.7%	12.2%	12.2%	0.0%	2	1	-1	-1	0	1
Employment Equity Occupational Group	Que. less CMAs	5	0	-5	0	0	0	0.0%	0.0%	0.0%	0.6%	0.6%	0.0%	0	0	0	0	0	0
Employment Equity Occupational Group	Quebec	10	11	1	1	1	0	10.0%	9.1%	-0.9%	1.5%	1.5%	0.0%	0	0	0	1	0	1
Employment Equity Occupational Group	Saint John	4	1	-3	0	0	0	0.0%	0.0%	0.0%	1.9%	1.9%	0.0%	0	0	0	0	0	0
Employment Equity Occupational Group	Saskatoon	4	3	-1	0	0	0	0.0%	0.0%	0.0%	5.5%	5.5%	0.0%	0	0	0	0	0	0
Employment Equity Occupational Group	St. John's	7	2	-5	0	0	0	0.0%	0.0%	0.0%	0.7%	0.7%	0.0%	0	0	0	0	0	0
Employment Equity Occupational Group	Toronto	207	202	-5	45	49	4	21.7%	24.3%	2.6%	37.3%	37.3%	0.0%	77	75	-2	-32	-26	6
Employment Equity Occupational Group	Vancouver	59	41	-18	11	8	-3	18.6%	19.5%	0.9%	35.3%	35.3%	0.0%	21	14	-7	-10	-6	4
Employment Equity Occupational Group	Victoria	1	0	-1	0	0	0	0.0%	0.0%	0.0%	8.2%	8.2%	0.0%	0	0	0	0	0	0
Employment Equity Occupational Group	Windsor	6	4	-2	2	1	-1	33.3%	25.0%	-8.3%	9.9%	9.9%	0.0%	1	0	-1	1	0	1

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees						Representation						Members of Visible Minorities						Availability						Gap		Recruitment Area
		2014-10-14		2017-12-06		Change	2014-10-14		2017-12-06		Change	2014-10-14		2017-12-06		Change	2014-10-14		2017-12-06		Change	2014-10-14	2017-12-06					
		#	%	#	%	%	#	%	%	#	%	%	#	%	%	#	%	%	#	%	%	#	#					
Employment Equity Occupational Group	Winnipeg	6	0.0%	4	0.0%	-2	0	0.0%	0.0%	0.0%	11.1%	11.1%	0.0%	1	0.0%	0.0%	1	0.0%	0.0%	-1	0	0	1	Winnipeg				
10 : Clerical Personnel		276	17.8%	309	22.0%	33	49	4.2%	4.2%	34.4%	34.2%	-0.2%	55	0.0%	0.0%	106	0.0%	0.0%	-11	-1	-1	8	Winnipeg					
Employment Equity Occupational Group	Calgary	23	17.4%	20	20.0%	-3	4	2.6%	2.6%	24.3%	24.3%	0.0%	6	0.0%	0.0%	5	0.0%	0.0%	-1	-2	-1	1	Calgary					
Employment Equity Occupational Group	Edmonton	7	28.6%	7	28.6%	0	2	0.0%	0.0%	17.5%	17.5%	0.0%	1	0.0%	0.0%	1	0.0%	0.0%	0	1	1	0	Edmonton					
Employment Equity Occupational Group	Halifax	3	0.0%	5	0.0%	2	0	0.0%	0.0%	7.3%	7.3%	0.0%	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0	Halifax					
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	2	0.0%	3	0.0%	1	0	0.0%	0.0%	11.5%	11.5%	0.0%	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0	Kitchener - Cambridge - Waterloo					
Employment Equity Occupational Group	London	4	0.0%	6	0.0%	2	0	0.0%	0.0%	9.1%	9.1%	0.0%	0	0.0%	0.0%	1	0.0%	0.0%	0	0	1	-1	London					
Employment Equity Occupational Group	Moncton	1	0.0%	0	0.0%	-1	0	0.0%	0.0%	1.5%	1.5%	0.0%	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0	Moncton					
Employment Equity Occupational Group	Montreal	38	2.6%	50	4.0%	12	1	1.4%	1.4%	17.4%	17.4%	0.0%	7	0.0%	0.0%	9	0.0%	0.0%	-6	-7	-1	1	Montreal					
Employment Equity Occupational Group	Ont. less CMAs	5	0.0%	1	0.0%	-4	0	0.0%	0.0%	1.7%	1.7%	0.0%	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0	Ont. less CMAs					
Employment Equity Occupational Group	Ottawa - Gatineau	8	0.0%	10	20.0%	4	0	20.0%	20.0%	14.7%	14.7%	0.0%	1	0.0%	0.0%	1	0.0%	0.0%	-1	1	2	2	Ottawa - Gatineau					
Employment Equity Occupational Group	Que. less CMAs	1	0.0%	0	0.0%	-1	0	0.0%	0.0%	0.6%	0.6%	0.0%	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0	Que. less CMAs					
Employment Equity Occupational Group	Quebec	7	0.0%	9	0.0%	2	0	0.0%	0.0%	2.0%	2.0%	0.0%	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0	Quebec					
Employment Equity Occupational Group	Saint John	1	0.0%	1	0.0%	0	0	0.0%	0.0%	1.8%	1.8%	0.0%	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0	Saint John					
Employment Equity Occupational Group	Saskatoon	2	0.0%	2	0.0%	0	0	0.0%	0.0%	7.1%	7.1%	0.0%	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0	Saskatoon					
Employment Equity Occupational Group	St. John's	2	0.0%	3	0.0%	1	0	0.0%	0.0%	0.8%	0.8%	0.0%	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0	St. John's					
Employment Equity Occupational Group	Toronto	138	28.3%	151	33.1%	13	39	4.8%	4.8%	48.1%	48.1%	0.0%	66	0.0%	0.0%	73	0.0%	0.0%	-7	-27	-23	4	Toronto					
Employment Equity Occupational Group	Vancouver	28	7.1%	33	21.2%	5	7	14.1%	14.1%	42.3%	42.3%	0.0%	12	0.0%	0.0%	14	0.0%	0.0%	-2	-10	-7	3	Vancouver					
Employment Equity Occupational Group	Windsor	2	50.0%	3	33.3%	-1	1	-16.7%	-16.7%	10.4%	10.4%	0.0%	0	0.0%	0.0%	0	0.0%	0.0%	0	1	1	0	Windsor					
Employment Equity Occupational Group	Winnipeg	6	0.0%	5	0.0%	-1	0	0.0%	0.0%	17.0%	17.0%	0.0%	1	0.0%	0.0%	1	0.0%	0.0%	0	-1	-1	0	Winnipeg					

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees			Representation			Members of Visible Minorities			Availability			Gap		Recruitment Area			
		2014-10-14 #	2017-12-06 #	Change #	2014-10-14 #	2017-12-06 #	Change %	2014-10-14 %	2017-12-06 %	Change %	2014-10-14 #	2017-12-06 #	Change #	2014-10-14 #	2017-12-06 #		Change #		
Total		5234	5980	746	1218	1273	55	23.2 %	21.3 %	-1.9 %	23.1 %	23.9 %	0.8 %	1209	1433	224	9	-160	-169

Total may not equal sum of components due to rounding

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

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Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees						Persons with Disabilities						Gap		Recruitment Area			
		2014-10-14		2017-12-06		Change		2014-10-14		2017-12-06		Change		2014-10-14	2017-12-06				
		#	%	#	%	#	%	#	%	#	%	#	%	#	%				
0102 : Managers	National	1596		1964	-32	7	0.4%	8	0.5%	1	0.1%	4.3%	4.3%	69	67	-2	-62	-59	3 National
03 : Professionals	National	2791		3633	842	28	1.0%	23	0.6%	-5	-0.4%	3.8%	3.8%	106	138	32	-78	-115	37 National
04 : Semi-Professionals and Technicians	National	53		46	-7	0	0.0%	1	2.2%	1	2.2%	4.6%	4.6%	2	2	0	-2	-1	1 National
05 : Supervisors	National	37		37	0	0	0.0%	0	0.0%	0	0.0%	13.9%	13.9%	5	5	0	-5	-5	0 National
07 : Administrative and Senior Clerical Personnel	National	481		391	-90	5	1.0%	5	1.3%	0	-0.3%	3.4%	3.4%	16	13	-3	-11	-8	3 National
10 : Clerical Personnel	National	276		309	33	0	0.0%	0	0.0%	0	0.0%	7.0%	7.0%	19	22	3	-19	-22	3 National
Total		5234		5960	746	40	0.7%	37	0.6%	-3	-0.1%	4.2%	4.1%	217	247	30	-177	-210	33 National

Total may not equal sum of components due to rounding.

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

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
05 : Supervisors	EEOG	CMA
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
10 : Clerical Personnel	EEOG	CMA

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WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
05 : Supervisors	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National

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Women

Employment Equity Occupational Group	All Employees			Representation									Women					
	Availability			Representation			Availability			Representation			Availability			Gap		
	2014-10-14 #	2017-12-06 #	Change #	2014-10-14 #	2017-12-06 #	Change #	2014-10-14 %	2017-12-06 %	Change %	2014-10-14 %	2017-12-06 %	Change %	2014-10-14 #	2017-12-06 #	Change #	2014-10-14 #	2017-12-06 #	Change #
01 : Senior Managers	6	7	1	3	3	0	50.0 %	42.9 %	-7.1 %	27.4 %	27.4 %	0.0 %	2	2	0	1	1	0
02 : Middle and Other Managers	1590	1557	-33	827	778	-49	52.0 %	50.0 %	-2.0 %	38.9 %	38.9 %	0.0 %	619	606	-13	208	172	-36
03 : Professionals	2791	3633	842	1502	1861	359	53.8 %	51.2 %	-2.6 %	53.7 %	52.9 %	-0.8 %	1499	1922	423	3	-61	-64
04 : Semi-Professionals and Technicians	53	46	-7	23	13	-10	43.4 %	28.3 %	-15.1 %	36.9 %	31.7 %	-5.2 %	20	15	-5	3	-2	-5
05 : Supervisors	37	37	0	34	35	1	91.9 %	94.6 %	2.7 %	53.0 %	53.0 %	0.0 %	20	20	0	14	15	1
07 : Administrative and Senior Clerical Personnel	481	391	-90	452	361	-91	94.0 %	92.3 %	-1.7 %	80.7 %	80.4 %	-0.3 %	388	314	-74	64	47	-17
10 : Clerical Personnel	276	309	33	219	239	20	79.3 %	77.3 %	-2.0 %	66.3 %	66.1 %	-0.2 %	183	204	21	36	35	-1
Total	5234	5980	746	3060	3290	230	58.5 %	55.0 %	-3.4 %	52.1 %	51.5 %	-0.6 %	2731	3083	352	329	207	-122

Total may not equal sum of components due to rounding.

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

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Members of Visible Minorities

Employment Equity Occupational Group	All Employees			Representation			Members of Visible Minorities			Availability			Gap					
	2014-10-14 #	2017-12-06 #	Change #	2014-10-14 #	2017-12-06 #	Change #	2014-10-14 %	2017-12-06 %	Change %	2014-10-14 %	2017-12-06 %	Change %	2014-10-14 #	2017-12-06 #	Change #	2014-10-14 #	2017-12-06 #	Change #
01 : Senior Managers	6	7	1	1	1	0	16.7%	14.3%	-2.4%	10.1%	10.1%	0.0%	1	1	0	0	0	0
02 : Middle and Other Managers	1590	1557	-33	304	321	17	19.1%	20.6%	1.5%	15.0%	15.0%	0.0%	239	234	-5	65	87	22
03 : Professionals	2791	3633	842	774	794	20	27.7%	21.9%	-5.8%	26.1%	26.4%	0.3%	728	959	231	46	-165	-211
04 : Semi-Professionals and Technicians	53	46	-7	12	16	4	22.6%	34.8%	12.2%	28.7%	29.5%	0.8%	15	14	-1	-3	2	5
05 : Supervisors	37	37	0	1	1	0	2.7%	2.7%	0.0%	34.9%	34.1%	-0.8%	13	13	0	-12	-12	0
07 : Administrative and Senior Clerical Personnel	481	391	-90	77	72	-5	16.0%	18.4%	2.4%	24.6%	27.1%	2.5%	118	106	-12	-41	-34	7
10 : Clerical Personnel	276	309	33	49	68	19	17.8%	22.0%	4.2%	34.4%	34.2%	-0.2%	95	106	11	-46	-38	8
Total	5234	5990	746	1218	1273	55	23.2%	21.3%	-1.9%	23.1%	23.9%	0.8%	1209	1433	224	9	-160	-189

Total may not equal sum of components due to rounding

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

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Persons with Disabilities

Employment Equity Occupational Group	All Employees						Representation						Persons with Disabilities						Availability						Gap	
	2014-10-14 #	2017-12-06 #	Change #	2014-10-14 #	2017-12-06 #	Change #	2014-10-14 %	2017-12-06 %	Change %	2014-10-14 %	2017-12-06 %	Change %	2014-10-14 #	2017-12-06 #	Change #	2014-10-14 #	2017-12-06 #	Change #	2014-10-14 #	2017-12-06 #	Change #	2014-10-14 #	2017-12-06 #	Change #		
0102 : Managers	1596	1964	-32	7	8	1	0.4%	0.5%	0.1%	4.3%	4.3%	0.0%	69	67	-2	62	67	-5	62	67	-5	62	67	-5		
03 : Professionals	2791	3633	842	28	23	-5	1.0%	0.6%	-0.4%	3.8%	3.8%	0.0%	106	138	32	78	138	60	78	138	60	78	138	60		
04 : Semi-Professionals and Technicians	53	46	-7	0	1	1	0.0%	2.2%	2.2%	4.6%	4.6%	0.0%	2	2	0	-2	2	2	-2	2	2	-2	2	2		
05 : Supervisors	37	37	0	0	0	0	0.0%	0.0%	0.0%	13.9%	13.9%	0.0%	5	5	0	-5	5	5	-5	5	5	-5	5	5		
07 : Administrative and Senior Clerical Personnel	481	391	-90	5	5	0	1.0%	1.3%	0.3%	3.4%	3.4%	0.0%	16	13	-3	-11	13	-8	-11	13	-8	-11	13	-8		
10 : Clerical Personnel	276	309	33	0	0	0	0.0%	0.0%	0.0%	7.0%	7.0%	0.0%	19	22	3	-19	22	3	-19	22	3	-19	22	3		
Total	5234	5960	746	40	37	-3	0.7%	0.6%	-0.1%	4.2%	4.1%	-0.0%	217	247	30	-177	247	-30	-177	247	-30	-177	247	-30		

Total may not equal sum of components due to rounding.

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

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
05 : Supervisors	EEOG	CMA
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
10 : Clerical Personnel	EEOG	CMA

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WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
05 : Supervisors	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National