



**Labour Program
Federal Contractors Program**

s.19(1)

s.24(1)

Agreement to Implement Employment Equity

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Ropack Inc.	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number Total number of employees in Canada (Full-Time/Part-Time/Temporary) 309
Organization's North American Industry Classification System (NAICS) Code N° 5619	To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian021-eng.htm

<small>Official use only (if information above is incorrect)</small>	
[REDACTED]	total number of employees in Canada Organization's NAICS Code No

HEAD OFFICE			
Address (building number, street, suite, etc.) 10 802 Mirabeau	City Anjou	Province Qc	Postal Code H1J 1T7
	Telephone Number 514-353-7000	Fax Number 514-353-7211	

EMPLOYMENT EQUITY CONTACT	
Name (print) Mathieu Cossette	Title Human Resources
Telephone Number 514-353-7000 x2213	E-mail Address mathieu.cossette@ropack.com

CERTIFICATION
<p>The above-named organization:</p> <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). <p>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/fcp/index.shtml</p> <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.				
<table style="width: 100%;"> <tr> <td style="width: 50%;">Name (print) Yves Massicotte</td> <td>Title Director General President</td> </tr> <tr> <td>Telephone Number 514-353-7000</td> <td>E-mail Address yves.massicotte@ropack.com</td> </tr> </table>	Name (print) Yves Massicotte	Title Director General President	Telephone Number 514-353-7000	E-mail Address yves.massicotte@ropack.com
Name (print) Yves Massicotte	Title Director General President			
Telephone Number 514-353-7000	E-mail Address yves.massicotte@ropack.com			
[REDACTED]				

RETURN INSTRUCTIONS
<p>IMPORTANT</p> <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



APPLICATION FOR EXTENSION – COMPLIANCE ASSESSMENT

Federal Contractors Program

Contractors may apply for an extension where unforeseen circumstances interfere with the original due date for submitting documentation to complete a Compliance Assessment under the Federal Contractors Program.

PROCEDURE FOR THE EXTENSION

1. Contractors may apply for an extension in situations that are unforeseen and interfere with their submission deadline.
2. The Application for Extension must be signed by a senior manager of the corporation (i.e. CEO, owner, authorized manager).

Once completed, the form can be submitted by e-mail to: ee-eme@hrsdc-rhdcc.gc.ca

I, the undersigned, on behalf of Ropack Phama Solutions 050590

(NAME OF COMPANY and AGREEMENT TO IMPLEMENT EMPLOYMENT EQUITY (AIEE) NUMBER)

Agree to the following statements:

1. I have the authority to sign on behalf of this company. My signature has the value of legally binding this company to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.

I am making the claim that Kathlyn Andaluz is unable to submit the documentation for the Compliance Assessment within the deadline as required by the Federal Contractors Program. I am therefore requesting an extension until January 6, 2018 because of:

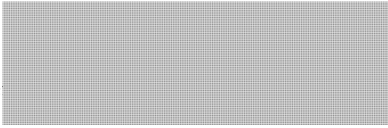
Restructuring of the Human Resources Department. We need more time to complete the required documentation with the correct information and within the prescribed deadline.

As a senior manager of the corporation, I hereby state that all these statements are correct to the best of my knowledge, and I am requesting an extension.

Date: 2017-11-24

Name: Kathlyn Andaluz

Signature



Title: HR Director

Telephone Number: 514-353-7000 (# 2263)

Email address: Kathlyn.andaluz@ropack.com

Address: 10801 Mirabeau Street, Anjou, Quebec H1J 1T7

From: [Yakibonge, Mauritius \[NC\]](#) on behalf of EE-
Sent: EME November 27, 2017 8:38 AM
To: [Kathlyn Andaluz](#)
Cc: [Jessica Augustin](#); 'Jessica Belair'.
Subject: Extension to submit documentation to complete the conformity assessment under the Federal Contractors Program

Hello,

You have requested an extension to submit documentation to complete your organization's conformity assessment beyond the original due date defined by the Labour Program under the Federal Contractors Program.

As requested, we grant you an extension until **January 6, 2018**.

If you have any questions regarding your employment equity report, please contact us at ee-eme@hrsdc-rhdsc.gc.ca.

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

From: [Jessica Augustin \[mailto:Jessica.Augustin@ropack.com\]](mailto:Jessica.Augustin@ropack.com)
Sent: November-24-17 2:46 PM
To: [Yakibonge, Mauritius \[NC\]](#)
Subject: RE: Application form

Hello Maurice,

Enclosed, the extension request form duly

completed. Thank you

Have a good weekend

Jessica Augustin
Consultant. Consultant

ROPACK Inc.
10801 Mirabeau | Montreal, Quebec, Canada H1J 1T7
T: 514.353.7000 # 2227 | F: 514.353.7211
www.ropack.com | Jessica.Augustin@ropack.com



This message is confidential and may contain information that is privileged. If you have received this email in error, please notify the sender by return email, delete this message and destroy all copies or attachments.

This e-mail is confidential and may contain information that is privileged. If you have received this in error please notify the sender by return email, delete this message and destroy any copies or attachments.

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

Posted : November 24, 2017 12:19 pm

To: Jessica Augustin <Jessica.Augustin@ropack.com>

Subject : RE: Form

Ms. Belair,

You must complete the attached document in order to request an extension for the submission of the required documentation. Return the document to my attention as soon as possible.

Sincerely, Maurice

Yakibonge

Workplace Equity Branch, Labour Program

Employment and Social Development Canada / Government of Canada

Maurice.Yakibonge@labour-travail.gc.ca / Tel: 819-654-6099

Workplace Equity Division, Labour Program

Employment and Social Development Canada / Government of Canada

Maurice.Yakibonge@labour-travail.gc.ca / Tel: 819-654-6099



Ropack Inc. (Certificate # 050590)

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION

Exp. Ch. 2017-12-13

Geographic regions

(INDICATE THE NUMBER OF EMPLOYEES IN EACH REGION).

	Province				Census Metropolitan Area	
	Permanent full time	Permanent part-time	Temporary	Total number of employees		
Quebec	283	1	0	284	Montreal	284
Total number of employees in Canada				284	Total number of employees in Canada	284



Ropack Inc. (Certificate # 050590)

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / Quebec

Reporting period 2015-02-27 to 2017-12-13

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			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 management and other directors Upper value: \$100,000 and over Lower value: \$75,000 - \$79,999	4	1	1										
	3	3	1	2							1		1
	2												
	1	3	2	1									
	Total	7	4	3							1		1
Professionals Upper value: \$100,000 and over Lower value: \$30,000 - \$34,999	4	1	1										
	3	4	2	2							2	1	1
	2	5	1	4							1		1
	1	17	8	9							9	6	3
	Total	27	12	15							12	7	5
Semi-professional and technical staff Upper value: \$90,000 - \$94,999 Lower value: \$30,000 - \$34,999	4	6	1	5									
	3	1		1							1		1
	2	9	3	6							1		1
	1	13	6	7							4	3	1
	Total	29	10	19							6	3	3
Supervisors Upper value: \$95,000 - \$99,999 Lower value: \$45,000 - \$49,999	4	1		1									
	3	4	2	2									
	2	7	6	1									
	1	6	4	2									
	Total	18	12	6									



Ropack Inc. (Certificate # 050590)

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / Quebec

Reporting period 2015-02-27 to 2017-12-13

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			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 main office staff Upper value: \$75,000 - \$79,999 Lower value: \$30,000 - \$34,999	4	1		1									
	3	5	2	3				1	1		3	1	2
	2	2		2									
	1	3	2	1							1	1	
	Total	11	4	7				1	1		4	2	2
Skilled workers and artisans Upper value: \$70,000 - \$74,999 Lower value: \$35,000 - \$39,999	4	1	1										
	3	6	6										
	2	9	8	1							1	1	
	1	12	12								2	2	
	Total	28	27	1							3	3	
Clerical staff Upper value: \$35,000 - \$39,999 Lower value: \$25,000 - \$29,999	4	2		2							1		1
	3	2	2										
	2	2	2								2	2	
	1	2	2										
	Total	8	6	2							3	2	1
Intermediate sales and service personnel Upper value: \$60,000 - \$64,999 Lower value: \$40,000 - \$44,999	4	2		2									
	3	2		2									
	2	1		1									
	1	2		2									
	Total	7		7									



Ropack Inc. (Certificate # 050590)

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / Quebec

Reporting period 2015-02-27 to 2017-12-13

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			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
Other sales and service personnel Upper value: \$35,000 - \$39,999 Lower value: \$35,000 - \$39,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Other manual workers Upper value: \$45,000 - \$49,999 Lower value: \$20,000 - \$24,999	4	11	3	8									
	3	81	47	34							40	31	9
	2	50	17	33							25	13	12
	1	5	2	3							1		1
	Total	147	69	78							66	44	22
Total number of employees		283	144	139				1	1		95	61	34



Ropack Inc. (Certificate # 050590)

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Part-time / Quebec

Reporting period 2015-02-27 to 2017-12-13

Occupational Category Salary Range Col. 1	Quarter r	All employees			Aboriginal			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
Professionals Upper value: \$100,000 and over Lower value: \$100,000 and over	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Total number of employees		1	1										



CONTRACT PROGRAMS: EMPLOYEE PROFILE

Full time / Quebec

Reporting period 2015-02-27 to 2017-12-13

Salary Range	All employees			Aboriginal			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
20 000 \$ - 24 999 \$	1	1										
25 000 \$ - 29 999 \$	37	14	23							19	9	10
30 000 \$ - 34 999 \$	40	19	21							21	14	7
35 000 \$ - 37 499 \$	75	42	33							36	29	7
37 500 \$ - 39 999 \$	19	7	12							2	1	1
40 000 \$ - 44 999 \$	23	14	9							5	3	2
45 000 \$ - 49 999 \$	11	7	4							2	2	
50 000 \$ - 59 999 \$	31	15	16							3	1	2
60 000 \$ - 69 999 \$	18	11	7				1	1		4	1	3
70 000 \$ - 84 999 \$	17	9	8							2	1	1
85 000 \$ - 99 999 \$	6	2	4									
100,000 and more	5	3	2							1		1
Total number of employees	283	144	139				1	1		95	61	34



CONTRACT PROGRAMS: EMPLOYEE PROFILE

Part-time / Quebec

Reporting period 2015-02-27 to 2017-12-13

Salary Range	All employees			Aboriginal			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
50,000 and more	1	1										
Total number of employees	1	1										



Ropack Inc. (Certificate # 050590) FEDERAL

CONTRACT PROGRAMS: RECRUITMENTS

Full time / Quebec

Reporting period 2015-02-27 to 2017-12-13

Occupational Category	All employees			Aboriginal			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 management and other directors	7	4	3							1		1
Professionals	17	9	8							8	5	3
Semi-professional and technical staff	20	6	14							5	1	4
Supervisors	11	8	3							1	1	
Administrative and main office staff	9	2	7				1	1		2	1	1
Skilled workers and artisans	13	11	2							1	1	
Clerical staff	5	4	1							3	2	1
Intermediate sales and service personnel	3		3									
Other manual workers	121	78	43							57	42	15
Total number of employees hired	206	122	84				1	1		78	53	25



CONTRACT PROGRAMS: RECRUITMENTS

Part-time / Quebec

Reporting period 2015-02-27 to 2017-12-13

Occupational Category	All employees			Aboriginal			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
Semi-professional and technical staff	1	1										
Total number of employees hired	1	1										



Ropack Inc. (Certificate # 050590)

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS

Full time / Quebec

Reporting period 2015-02-27 to 2017-12-13

Occupational Category	Promoted employees (employees promoted during the year should be reported only in the occupational groups in which or to which they were last promoted.)											
	All employees			Aboriginal			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 management and other directors	2	2										
Professionals	6	4	2						3	2	1	
Semi-professional and technical staff	7	5	2						3	2	1	
Supervisors	4	1	3									
Administrative and main office staff	3	2	1						1		1	
Skilled workers and artisans	3	3										
Clerical staff	1	1										
Intermediate sales and service personnel	1		1									
Other manual workers	15	9	6						7	5	2	
Total number of employees promoted	42	27	15						14	9	5	
Total number of promotions	45	28	17						14	9	5	



Ropack Inc. (Certificate # 050590)

**FEDERAL CONTRACTING PROGRAMS: PROMOTIONS
Temporary / Quebec**

Reporting period 2015-02-27 to 2017-12-13

Occupational Category	Promoted employees (employees promoted during the year should be reported only in the occupational groups in which or to which they were last promoted.)											
	All employees			Aboriginal			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
Professionals	3	1	2							2	1	1
Clerical staff	1	1								1	1	
Other manual workers	1	1								1	1	
Total number of employees promoted	5	3	2							4	3	1
Total number of promotions	5	3	2							4	3	1



Ropack Inc. (Certificate # 050590)

FEDERAL CONTRACTING PROGRAMS: TERMINATIONS OF EMPLOYEES
Full time / Quebec

Occupational Category	All employees			Reporting period 2015-02-27 to 2017-12-13			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 management and other directors	6	4	2									
Professionals	15	8	7							4	3	1
Semi-professional and technical staff	23	9	14							6	3	3
Supervisors	15	11	4							2	2	
Administrative and main office staff	7	3	4									
Skilled workers and artisans	10	9	1							1	1	
Clerical staff	4	2	2							2	1	1
Intermediate sales and service personnel	5	1	4									
Other manual workers	114	63	51				1		1	46	33	13
Total number of employees whose employment was terminated	199	110	89				1		1	61	43	18



Ropack Inc. (Certificate # 050590)

FEDERAL CONTRACTING PROGRAMS: TERMINATIONS OF EMPLOYEES
Part-time / Quebec

Occupational Category	All employees			Reporting period 2015-02-27 to 2017-12-13			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
Semi-professional and technical staff	1	1										
Total number of employees whose employment was terminated	1	1										



Ropack Inc. (Certificate # 050590)

FEDERAL CONTRACTING PROGRAMS: TERMINATIONS OF EMPLOYEES
Temporary / Quebec

Occupational Category	All employees			Reporting period 2015-02-27 to 2017-12-13			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Skilled workers and artisans	1	1										
Other manual workers	4	2	2							2	1	1
Total number of employees whose employment was terminated	5	3	2							2	1	1

Workplace Equity Information Management System - Ropack Inc.
Default Workforce Analysis System - Detailed Report
 Date: 2017-12-13

Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Women Availability		Difference #	Place of recruitment
			#	%	%	#		
02: Middle management and other directors	National	7	3	42.9 %	38.9 %	3	0	National
03: Professionals		28	15	53.6 %	40.3 %	11	4	
1111: Auditors and Accountants	National	5	4	80.0 %	55.1 %	3	1	National
1121: Human Resources Professionals	National	1	1	100.0 %	71.1 %	1	0	National
1122: Business Management Consulting Professionals	National	3	2	66.7 %	42.0 %	1	1	National
2112 : Chemists	National	12	6	50.0 %	40.6 %	5	1	National
2134 : Chemical engineers	National	3	1	33.3 %	24.5 %	1	0	National
2141: Industrial and Manufacturing Engineers	National	1	0	0.0 %	17.0 %	0	0	National
2174: Programmers and Interactive Media Developers	National	2	1	50.0 %	17.9 %	0	1	National
4112: Lawyers (across Canada) and notaries (in Quebec)	National	1	0	0.0 %	42.5 %	0	0	National
04: Semi-professional and technical staff		29	19	65.5 %	26.1 %	8	11	
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Quebec	27	19	70.4 %	26.7 %	7	12	Quebec
2281 : Computer Network Technicians	Quebec	2	0	0.0 %	18.5 %	0	0	Quebec
05: Supervisors		18	6	33.3 %	50.8 %	9	-3	
Employment Equity Occupational Group	Montreal	18	6	33.3 %	50.8 %	9	-3	Montreal
07: Administrative and Senior Clerical Staff		11	7	63.6 %	80.8 %	9	-2	
Employment Equity Occupational Group	Montreal	11	7	63.6 %	80.8 %	9	-2	Montreal
09: Skilled workers and artisans		28	1	3.6 %	2.4 %	1	0	
7231 : Machinists and Machining and Tooling Inspectors	Quebec	1	0	0.0 %	5.2 %	0	0	Quebec
7311: Construction millwrights and industrial mechanics	Quebec	20	0	0.0 %	1.7 %	0	0	Quebec
7333 : Electromechanics	Quebec	7	1	14.3 %	3.9 %	0	1	Quebec
10 : Office staff		8	2	25.0 %	62.5 %	5	-3	
Employment Equity Occupational Group	Montreal	8	2	25.0 %	62.5 %	5	-3	Montreal
11: Intermediate sales and service personnel		7	7	100.0 %	61.8 %	4	3	



Workplace Equity Information Management System - Ropack Inc.
Default Workforce Analysis System - Detailed Report
 Date: 2017-12-13

Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Women Availability		Difference #	Place of recruitment
			#	%	%	#		
Employment Equity Occupational Group	Montreal	7	7	100.0 %	61.8 %	4	3	Montreal
13: Other sales and service personnel		1	1	100.0 %	51.1 %	1	0	
Employment Equity Occupational Group	Montreal	1	1	100.0 %	51.1 %	1	0	Montreal
14: Other manual workers		146	78	53.4 %	23.8 %	35	43	
Employment Equity Occupational Group	Montreal	146	78	53.4 %	23.8 %	35	43	Montreal
Total		283	139	49.1 %	30.0 %	86	53	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2011 National Household Survey and internal employer data



Workplace Equity Information Management System - Ropack Inc.
Default Workforce Analysis System - Detailed Report
 Date: 2017-12-13

Aboriginal

Employment Equity Occupational Group	Internal location	All employees #	Aboriginal Representation		Availability %	Difference #	Place of recruitment
			#	%			
02: Middle management and other directors	National	7	0	0.0 %	2.2 %	0	National
03: Professionals		28	0	0.0 %	1.0 %	0	
1111: Auditors and Accountants	National	5	0	0.0 %	1.3 %	0	National
1121: Human Resources Professionals	National	1	0	0.0 %	2.7 %	0	National
1122: Business Management Consulting Professionals	National	3	0	0.0 %	1.6 %	0	National
2112: Chemists	National	12	0	0.0 %	0.6 %	0	National
2134: Chemical engineers	National	3	0	0.0 %	0.6 %	0	National
2141: Industrial and Manufacturing Engineers	National	1	0	0.0 %	0.8 %	0	National
2174: Programmers and Interactive Media Developers	National	2	0	0.0 %	1.0 %	0	National
4112: Lawyers (across Canada) and notaries (in Quebec)	National	1	0	0.0 %	1.6 %	0	National
04: Semi-professional and technical staff		29	0	0.0 %	1.4 %	0	
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Quebec	27	0	0.0 %	1.4 %	0	Quebec
2281: Computer Network Technicians	Quebec	2	0	0.0 %	1.1 %	0	Quebec
05: Supervisors		18	0	0.0 %	0.8 %	0	
Employment Equity Occupational Group	Montreal	18	0	0.0 %	0.8 %	0	Montreal
07: Administrative and Senior Clerical Staff		11	0	0.0 %	0.7 %	0	
Employment Equity Occupational Group	Montreal	11	0	0.0 %	0.7 %	0	Montreal
09: Skilled workers and artisans		28	0	0.0 %	1.5 %	0	
7231: Machinists and Machining and Tooling Inspectors	Quebec	1	0	0.0 %	1.0 %	0	Quebec
7311: Construction millwrights and industrial mechanics	Quebec	20	0	0.0 %	1.4 %	0	Quebec
7333: Electromechanics	Quebec	7	0	0.0 %	1.8 %	0	Quebec
10: Office staff		8	0	0.0 %	0.8 %	0	
Employment Equity Occupational Group	Montreal	8	0	0.0 %	0.8 %	0	Montreal
11: Intermediate sales and service personnel		7	0	0.0 %	0.9 %	0	



Workplace Equity Information Management System - Ropack Inc.
Default Workforce Analysis System - Detailed Report
 Date: 2017-12-13

Aboriginal

Employment Equity Occupational Group	Internal location	All employees #	Representation		Aboriginal Availability		Difference #	Place of recruitment
			#	%	%	#		
Employment Equity Occupational Group	Montreal	7	0	0.0 %	0.9 %	0	0	Montreal
13: Other sales and service personnel		1	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Montreal	1	0	0.0 %	0.8 %	0	0	Montreal
14: Other manual workers		146	0	0.0 %	0.8 %	1	-1	
Employment Equity Occupational Group	Montreal	146	0	0.0 %	0.8 %	1	-1	Montreal
Total		283	0	0.0 %	1.0 %	1	-1	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2011 National Household Survey and internal employer data



Workplace Equity Information Management System - Ropack Inc.
Default Workforce Analysis System - Detailed Report
 Date: 2017-12-13

Members of Visible Minorities

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Difference #	Place of recruitment
			Representation #	Availability %	Representation %	Availability %		
02: Middle management and other directors	National	7	1	14.3 %	15.0 %	1	0	National
03: Professionals		28	12	42.9 %	30.8 %	9	3	
1111: Auditors and Accountants	National	5	1	20.0 %	27.5 %	1	0	National
1121: Human Resources Professionals	National	1	0	0.0 %	14.1 %	0	0	National
1122: Business Management Consulting Professionals	National	3	2	66.7 %	21.6 %	1	1	National
2112: Chemists	National	12	6	50.0 %	37.3 %	4	2	National
2134: Chemical engineers	National	3	1	33.3 %	30.8 %	1	0	National
2141: Industrial and Manufacturing Engineers	National	1	0	0.0 %	31.5 %	0	0	National
2174: Programmers and Interactive Media Developers	National	2	2	100.0 %	31.5 %	1	1	National
4112: Lawyers (across Canada) and notaries (in Quebec)	National	1	0	0.0 %	12.5 %	0	0	National
04: Semi-professional and technical staff		29	6	20.7 %	12.3 %	4	2	
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Quebec	27	6	22.2 %	12.3 %	3	3	Quebec
2281: Computer Network Technicians	Quebec	2	0	0.0 %	13.1 %	0	0	Quebec
05: Supervisors		18	0	0.0 %	16.7 %	3	-3	
Employment Equity Occupational Group	Montreal	18	0	0.0 %	16.7 %	3	-3	Montreal
07: Administrative and Senior Clerical Staff		11	4	36.4 %	12.2 %	1	3	
Employment Equity Occupational Group	Montreal	11	4	36.4 %	12.2 %	1	3	Montreal
09: Skilled workers and artisans		28	3	10.7 %	4.1 %	1	2	
7231: Machinists and Machining and Tooling Inspectors	Quebec	1	0	0.0 %	9.0 %	0	0	Quebec
7311: Construction millwrights and industrial mechanics	Quebec	20	2	10.0 %	2.9 %	1	1	Quebec
7333: Electromechanics	Quebec	7	1	14.3 %	6.8 %	0	1	Quebec
10: Office staff		8	3	37.5 %	17.4 %	1	2	
Employment Equity Occupational Group	Montreal	8	3	37.5 %	17.4 %	1	2	Montreal
11: Intermediate sales and service personnel		7	0	0.0 %	22.2 %	2	-2	



Workplace Equity Information Management System - Ropack Inc.
Default Workforce Analysis System - Detailed Report
 Date: 2017-12-13

Members of Visible Minorities

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Difference #	Place of recruitment
			Representation #	Availability %	Representation %	Availability #		
Employment Equity Occupational Group	Montreal	7	0	0.0 %	22.2 %	2	-2	Montreal
13: Other sales and service personnel		1	0	0.0 %	24.3 %	0	0	
Employment Equity Occupational Group	Montreal	1	0	0.0 %	24.3 %	0	0	Montreal
14: Other manual workers		146	66	45.2 %	22.1 %	32	34	
Employment Equity Occupational Group	Montreal	146	66	45.2 %	22.1 %	32	34	Montreal
Total		283	95	33.6 %	19.1 %	54	41	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2011 National Household Survey and internal employer data



Workplace Equity Information Management System - Ropack Inc.
Default Workforce Analysis System - Detailed Report
 Date: 2017-12-13

Persons with disabilities

Employment Equity Occupational Group	Internal location	All employees #	Persons with disabilities				Differ ence #	Place of recruitment
			Representation #	Availability %	Representation %	Availability %		
01/02 : Executives	National	7	0	0.0 %	4.3 %	0	0	National
03: Professionals	National	28	0	0.0 %	3.8 %	1	-1	National
04: Semi-professional and technical staff	National	29	0	0.0 %	4.6 %	1	-1	National
05: Supervisors	National	18	0	0.0 %	13.9 %	3	-3	National
07: Administrative and Senior Clerical Staff	National	11	1	9.1 %	3.4 %	0	1	National
09: Skilled workers and artisans	National	28	0	0.0 %	3.8 %	1	-1	National
10 : Office staff	National	8	0	0.0 %	7.0 %	1	-1	National
11: Intermediate sales and service personnel	National	7	0	0.0 %	5.6 %	0	0	National
13: Other sales and service personnel	National	1	0	0.0 %	6.3 %	0	0	National
14: Other manual workers	National	146	0	0.0 %	5.3 %	8	-8	National
Total		283	1	0.4 %	5.4 %	15	-14	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2012 Canadian Disability Survey and internal employer data



Workplace Equity Information Management System - Ropack Inc.
Default Workforce Analysis System - Detailed Report
Date: 2017-12-13

Default Data for Workforce Analysis - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
02: Middle and Other Managers	EEOG	National
03: Professionals	EEOG	National
04: Semi-professional and technical staff	NOC	National
	NOC	Provincial
05: Supervisors	EEOG	CMA
07: Administrative and Senior Clerical Staff	EEOG	CMA
09: Skilled workers and artisans	CNP	Provincial
10 : Office staff	EEOG	CMA
11: Intermediate sales and service personnel	EEOG	CMA
13: Other sales and service personnel	EEOG	CMA
14: Other manual workers	EEOG	CMA



Workplace Equity Information Management System - Ropack Inc.

Default Workforce Analysis System - Detailed Report

Date: 2017-12-13

Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	CPEME	National
3. : Professionals	CPEME	National
4.: Semi-professional and technical staff 05 : Supervisors	CPEME	National
07: Administrative and Senior Clerical Staff 09: Skilled Workers and Craftspeople	CPEME	National
10 : Clerical staff	CPEME	National
1112: Intermediate Sales and Service Personnel 13: Other Sales and Service Personnel	CPEME	National
14: Other manual workers	CPEME	National
	CPEME	
	CPEME	
	CPEME	
	CPEME	



Workplace Equity Information Management System - Ropack Inc.
Default Workforce Analysis System - Summary Report
 Date: 2017-12-15

Women

Employment Equity Occupational Group	All employees #	Representation		Women Availability		Differ ence#
		#	%	%	#	
02: Middle management and other directors	7	3	42.9 %	38.9 %	3	0
03: Professionals	28	15	53.6 %	40.3 %	11	4
04: Semi-professional and technical staff	29	19	65.5 %	26.1 %	8	11
05: Supervisors	18	6	33.3 %	50.8 %	9	-3
07: Administrative and Senior Clerical Staff	11	7	63.6 %	80.8 %	9	-2
09: Skilled workers and artisans	28	1	3.6 %	2.4 %	1	0
10 : Office staff	8	2	25.0 %	62.5 %	5	-3
11: Intermediate sales and service personnel	7	7	100.0 %	61.8 %	4	3
13: Other sales and service personnel	1	1	100.0 %	51.1 %	1	0
14: Other manual workers	146	78	53.4 %	23.8 %	35	43
Total	283	139	49.1 %	30.0 %	86	53

The total does not necessarily equal the sum of the components due to rounding.



Workplace Equity Information Management System - Ropack Inc.
Default Workforce Analysis System - Summary Report
 Date: 2017-12-15

Aboriginal

Employment Equity Occupational Group	All employees #	Aboriginal Representation		Aboriginal Availability		Difference #
		#	%	%	#	
02: Middle management and other directors	7	0	0.0%	2.2%	0	0
03: Professionals	28	0	0.0%	1.0%	0	0
04: Semi-professional and technical staff	29	0	0.0%	1.4%	0	0
05: Supervisors	18	0	0.0%	0.8%	0	0
07: Administrative and Senior Clerical Staff	11	0	0.0%	0.7%	0	0
09: Skilled workers and artisans	28	0	0.0%	1.5%	0	0
10 : Office staff	8	0	0.0%	0.8%	0	0
11: Intermediate sales and service personnel	7	0	0.0%	0.9%	0	0
13: Other sales and service personnel	1	0	0.0%	0.8%	0	0
14: Other manual workers	146	0	0.0%	0.8%	1	-1
Total	283	0	0.0%	1.0%	1	-1

The total does not necessarily equal the sum of the components due to rounding.



Workplace Equity Information Management System - Ropack Inc.
Default Workforce Analysis System - Summary Report
 Date: 2017-12-15

Members of Visible Minorities

Employment Equity Occupational Group	All employees #	Members of Visible Minorities Representation		Availability		Difference #
		#	%	%	#	
02: Middle management and other directors	7	1	14.3 %	15.0 %	1	0
03: Professionals	28	12	42.9 %	30.8 %	9	3
04: Semi-professional and technical staff	29	6	20.7 %	12.3 %	4	2
05: Supervisors	18	0	0.0 %	16.7 %	3	-3
07: Administrative and Senior Clerical Staff	11	4	36.4 %	12.2 %	1	3
09: Skilled workers and artisans	28	3	10.7 %	4.1 %	1	2
10 : Office staff	8	3	37.5 %	17.4 %	1	2
11: Intermediate sales and service personnel	7	0	0.0 %	22.2 %	2	-2
13: Other sales and service personnel	1	0	0.0 %	24.3 %	0	0
14: Other manual workers	146	66	45.2 %	22.1 %	32	34
Total	283	95	33.6 %	19.1 %	54	41

The total does not necessarily equal the sum of the components due to rounding.



Workplace Equity Information Management System - Ropack Inc.
Default Workforce Analysis System - Summary Report
 Date: 2017-12-15

Persons with disabilities

Employment Equity Occupational Group	All employees #	Persons with disabilities Representation		Persons with disabilities Availability		Difference #
		#	%	%	#	
01/02 : Executives	7	0	0.0 %	4.3 %	0	0
03: Professionals	28	0	0.0 %	3.8 %	1	-1
04: Semi-professional and technical staff	29	0	0.0 %	4.6 %	1	-1
05: Supervisors	18	0	0.0 %	13.9 %	3	-3
07: Administrative and Senior Clerical Staff	11	1	9.1 %	3.4 %	0	1
09: Skilled workers and artisans	28	0	0.0 %	3.8 %	1	-1
10 : Office staff	8	0	0.0 %	7.0 %	1	-1
11: Intermediate sales and service personnel	7	0	0.0 %	5.6 %	0	0
13: Other sales and service personnel	1	0	0.0 %	6.3 %	0	0
14: Other manual workers	146	0	0.0 %	5.3 %	8	-8
Total	283	1	0.4 %	5.4 %	15	-14

The total does not necessarily equal the sum of the components due to rounding.



Workplace Equity Information Management System - Ropack Inc.
Default Workforce Analysis System - Summary Report
Date: 2017-12-15

Default Data for Workforce Analysis - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
02: Middle and Other Managers	EEOG	National
03: Professionals	EEOG	National
04: Semi-professional and technical staff	NOC	National
	NOC	Provincial
05: Supervisors	EEOG	CMA
07: Administrative and Senior Clerical Staff	EEOG	CMA
09: Skilled workers and artisans	CNP	Provincial
10 : Office staff	EEOG	CMA
11: Intermediate sales and service personnel	EEOG	CMA
13: Other sales and service personnel	EEOG	CMA
14: Other manual workers	EEOG	CMA



Workplace Equity Information Management System - Ropack Inc.

Default Workforce Analysis System - Summary Report

Date: 2017-12-15

Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	CPEME	National
3. : Professionals	CPEME	National
4.: Semi-professional and technical staff 05 : Supervisors	CPEME	National
07: Administrative and Senior Clerical Staff 09: Skilled Workers and Craftspeople	CPEME	National
10 : Clerical staff	CPEME	National
1112: Intermediate Sales and Service Personnel 13: Other Sales and Service Personnel	CPEME	National
14: Other manual workers	CPEME	National
	CPEME	
	CPEME	
	CPEME	
	CPEME	

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Ropack Inc.

2017-12-19

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2014	06	30

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2017	12	19

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
01	Senior Managers	0	0	0.0
02	Middle & Other Managers	6	2	38.9
03	Professionals	23	13	45.8
04	Semi-Professionals & Technicians	35	21	24.9
05	Supervisors	21	7	50.8
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	9	3	80.8
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	26	0	2.2
10	Clerical Personnel	9	5	62.5
11	Intermediate Sales & Service Personnel	9	8	61.8
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	152	92	23.8
Total		290	151	18.7

Table 5: Women

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
		0	0	0.0
		7	3	38.9
		28	15	40.3
		29	19	26.1
		18	6	50.8
		0	0	0.0
		11	7	80.8
		0	0	0.0
		28	1	2.4
		8	2	62.5
		7	7	61.8
		0	0	0.0
		1	1	51.1
		146	78	23.8
Total		283	139	30.0

*** Source:**
2016 Census

*** Source:**
2016 Census

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Ropack Inc.

2017-12-19

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2014	06	30

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2017	12	19

Table 3: Members of Visible Minorities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		First/Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
			Representation	Availability*
#	#	%		
01	Senior Managers	0	0	0.0
02	Middle & Other Managers	6	0	15.0
03	Professionals	23	6	28.3
04	Semi-Professionals & Technicians	35	10	12.0
05	Supervisors	21	2	16.7
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	9	1	12.2
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	26	3	3.8
10	Clerical Personnel	9	1	17.4
11	Intermediate Sales & Service Personnel	9	0	22.2
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	152	60	22.1
Total		290	83	19.0

Table 7: Members of Visible Minorities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		Subsequent/Current Workforce Analysis		
		All Employees	Members of Visible Minorities	
			Representation	Availability*
#	#	%		
		0	0	0.0
		7	1	15.0
		28	12	30.8
		29	6	12.3
		18	0	16.7
		0	0	0.0
		11	4	12.2
		0	0	0.0
		28	3	4.1
		8	3	17.4
		7	0	22.2
		0	0	0.0
		1	0	24.3
		146	66	22.1
Total		283	95	19.1

*** Source:**
2016 Census

*** Source:**
2016 Census

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Ropack Inc.

2017-12-19

Start Date of Flow Data		
YYYY	MM	DD
2015	2	10

End Date of Flow Data		
YYYY	MM	DD
2017	12	13

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 1: Women

Table 5: Women

Table 9: Women

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	7	3	0	0
03 Professionals	17	8	0	0
04 Semi-Professionals & Technicians	20	14	1	0
05 Supervisors	11	3	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	9	7	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	13	2	0	0
10 Clerical Personnel	5	1	0	0
11 Intermediate Sales & Service Personnel	3	3	0	0
12 Semi-Skilled Manual Workers	121	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	43	0	0
Total	206	84	1	0

Full-time / National		Part-time / National	
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
0	0	0	0
2	0	0	0
6	2	3	2
7	2	0	0
4	3	0	0
0	0	0	0
3	1	0	0
0	0	0	0
3	0	0	0
1	0	1	0
1	1	0	0
0	0	0	0
0	0	0	0
15	6	1	0
42	15	5	2

Full-time / National		Part-time / National	
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#
0	0	0	0
6	2	0	0
15	7	0	0
23	14	1	0
15	4	0	0
0	0	0	0
7	4	0	0
0	0	0	0
10	1	0	0
4	2	0	0
5	4	0	0
0	0	0	0
0	0	0	0
114	51	0	0
199	89	1	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Ropack Inc.

2017-12-19

Start Date of Flow Data		
YYYY	MM	DD
2015	2	10

End Date of Flow Data		
YYYY	MM	DD
2017	12	13

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 2: Aboriginal Peoples

Table 6: Aboriginal Peoples

Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	7	0	0	0
03 Professionals	17	0	0	0
04 Semi-Professionals & Technicians	20	0	1	0
05 Supervisors	11	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	9	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	13	0	0	0
10 Clerical Personnel	5	0	0	0
11 Intermediate Sales & Service Personnel	3	0	0	0
12 Semi-Skilled Manual Workers	121	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	206	0	1	0

Full-time / National		Part-time / National	
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
0	0	0	0
2	0	0	0
6	0	3	0
7	0	0	0
4	0	0	0
0	0	0	0
3	0	0	0
0	0	0	0
3	0	0	0
1	0	1	0
1	0	0	0
0	0	0	0
0	0	0	0
15	0	1	0
42	0	5	0

Full-time / National		Part-time / National	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
0	0	0	0
6	0	0	0
15	0	0	0
23	0	1	0
15	0	0	0
0	0	0	0
7	0	0	0
0	0	0	0
10	0	0	0
4	0	0	0
5	0	0	0
0	0	0	0
0	0	0	0
114	0	0	0
199	0	1	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Ropack Inc.

2017-12-19

Start Date of Flow Data		
YYYY	MM	DD
2015	2	10

End Date of Flow Data		
YYYY	MM	DD
2017	12	13

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 3: Persons with Disabilities

Table 7: Persons with Disabilities

Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	7	0	0	0
03 Professionals	17	0	0	0
04 Semi-Professionals & Technicians	20	0	1	0
05 Supervisors	11	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	9	1	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	13	0	0	0
10 Clerical Personnel	5	0	0	0
11 Intermediate Sales & Service Personnel	3	0	0	0
12 Semi-Skilled Manual Workers	121	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	206	1	1	0

Full-time / National		Part-time / National	
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
#	#	#	#
0	0	0	0
2	0	0	0
6	0	3	0
7	0	0	0
4	0	0	0
0	0	0	0
3	0	0	0
0	0	0	0
3	0	0	0
1	0	1	0
1	0	0	0
0	0	0	0
0	0	0	0
15	1	1	0
42	1	5	0

Full-time / National		Part-time / National	
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
0	0	0	0
6	0	0	0
15	0	0	0
23	0	1	0
15	0	0	0
0	0	0	0
7	0	0	0
0	0	0	0
10	0	0	0
4	0	0	0
5	0	0	0
0	0	0	0
0	0	0	0
114	0	0	0
199	0	1	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Ropack Inc.

2017-12-19

Start Date of Flow Data		
YYYY	MM	DD
2015	2	10

End Date of Flow Data		
YYYY	MM	DD
2017	12	13

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

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Table 4: Members of Visible Minorities

Table 8: Members of Visible Minorities

Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	7	0	0	0
03 Professionals	17	0	0	0
04 Semi-Professionals & Technicians	20	0	1	0
05 Supervisors	11	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	9	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	13	0	0	0
10 Clerical Personnel	5	0	0	0
11 Intermediate Sales & Service Personnel	3	0	0	0
12 Semi-Skilled Manual Workers	121	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	206	0	1	0

Full-time / National		Part-time / National	
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
#	#	#	#
0	0	0	0
2	0	0	0
6	0	3	0
7	0	0	0
4	0	0	0
0	0	0	0
3	0	0	0
0	0	0	0
3	0	0	0
1	0	1	0
1	0	0	0
0	0	0	0
0	0	0	0
15	0	1	0
42	0	5	0

Full-time / National		Part-time / National	
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
0	0	0	0
6	0	0	0
15	0	0	0
23	0	1	0
15	0	0	0
0	0	0	0
7	0	0	0
0	0	0	0
10	0	0	0
4	0	0	0
5	0	0	0
0	0	0	0
0	0	0	0
114	0	0	0
199	0	1	0

Federal Contractors Program Achievement Report

Part 3: Goals

Ropack Inc.

2017-12-19

Data from Previous Workforce Analysis

↓ ↓ ↓

Date of Previous Workforce Analysis		
2014	06	30

Data from Current Workforce Analysis

↓ ↓ ↓

Date of Current Workforce Analysis		
2017	12	19

Employment Equity Occupational Group (EOG)		Table 1: Women		
		Previous Workforce Analysis		
		All Employees	Women	
			Representation	Availability*
#	#	%		
01	Senior Managers	0	0	0.0
02	Middle & Other Managers	6	2	38.9
03	Professionals	23	13	45.8
04	Semi-Professionals & Technicians	35	21	24.9
05	Supervisors	21	7	50.8
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	9	3	80.8
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	26	0	2.2
10	Clerical Personnel	9	5	62.5
11	Intermediate Sales & Service Personnel	9	8	61.8
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	152	92	23.8
Total		290	151	18.7

		Table 5: Women		
		Current Workforce Analysis		
		All Employees	Women	
			Representation	Availability*
#	#	%		
	0	0	0.0	
	7	3	38.9	
	28	15	40.3	
	29	19	26.1	
	18	6	50.8	
	0	0	0.0	
	11	7	80.8	
	0	0	0.0	
	28	1	2.4	
	8	2	62.5	
	7	7	61.8	
	0	0	0.0	
	1	1	51.1	
	146	78	23.8	
	283	139	30.0	

* Source: 2006 Census

* Source: 2006 Census

Data from Previous Workforce Analysis

↓ ↓ ↓

Date of Previous Workforce Analysis		
YYYY	MM	DD
2014	6	30

Data from Current Workforce Analysis

↓ ↓ ↓

Date of Current Workforce Analysis		
YYYY	MM	DD
2017	12	19

Employment Equity Occupational Group (EOG)		Table 2: Aboriginal Peoples		
		Previous Workforce Analysis		
		All Employees	Aboriginal Peoples	
			Representation	Availability*
#	#	%		

		Table 6: Aboriginal Peoples		
		Current Workforce Analysis		
		All Employees	Aboriginal Peoples	
			Representation	Availability*
#	#	%		

Federal Contractors Program Achievement Report

Part 3: Goals

Ropack Inc.

2017-12-19

01	Senior Managers	0	0	0.0	0	0	0.0
02	Middle & Other Managers	6	0	2.2	7	0	2.2
03	Professionals	23	0	1.2	28	0	1.0
04	Semi-Professionals & Technicians	35	0	1.4	29	0	1.4
05	Supervisors	21	0	0.8	18	0	0.8
06	Supervisors: Crafts & Trades	0	0	0.0	0	0	0.0
07	Administrative & Senior Clerical Personnel	9	0	0.7	11	0	0.7
08	Skilled Sales & Service Personnel	0	0	0.0	0	0	0.0
09	Skilled Crafts & Trades Workers	26	0	1.4	28	0	1.5

Federal Contractors Program Achievement Report

Part 3: Goals

Ropack Inc.

2017-12-19

10	Clerical Personnel	9	0	0.8
11	Intermediate Sales & Service Personnel	9	0	0.9
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	152	0	0.8
Total		290	0	1.0

8	0	0.8
7	0	0.9
0	0	0.0
1	0	0.8
146	0	0.8
283	0	1.0

*** Source:**
0
2016 Census

*** Source:**
0
2016 Census

Data from Previous Workforce Analysis

↓ ↓ ↓

Date of Previous Workforce Analysis		
YYYY	MM	DD
2014	6	30

Data from Current Workforce Analysis

↓ ↓ ↓

Date of Current Workforce Analysis		
YYYY	MM	DD
2017	12	19

Table 3: Members of Visible Minorities
Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)	All Employees	Members of Visible Minorities		
		#	Representation	Availability*
			#	%
01 Senior Managers	0	0	0.0	
02 Middle & Other Managers	6	0	15.0	
03 Professionals	23	6	28.3	
04 Semi-Professionals & Technicians	35	10	12.0	
05 Supervisors	21	2	16.7	
06 Supervisors: Crafts & Trades	0	0	0.0	
07 Administrative & Senior Clerical Personnel	9	1	12.2	
08 Skilled Sales & Service Personnel	0	0	0.0	
09 Skilled Crafts & Trades Workers	26	3	3.8	
10 Clerical Personnel	9	1	17.4	
11 Intermediate Sales & Service Personnel	9	0	22.2	
12 Semi-Skilled Manual Workers	0	0	0.0	
13 Other Sales & Service Personnel	0	0	0.0	
14 Other Manual Workers	152	60	22.1	
Total	290	83	19.0	

*** Source:**
0
2006 Census

Data from Previous Workforce Analysis

↓ ↓ ↓

Table 7: Members of Visible Minorities
Current Workforce Analysis

Employment Equity Occupational Group (EEOG)	All Employees	Members of Visible Minorities		
		#	Representation	Availability*
			#	%
01 Senior Managers	0	0	0.0	
02 Middle & Other Managers	7	1	15.0	
03 Professionals	28	12	30.8	
04 Semi-Professionals & Technicians	29	6	12.3	
05 Supervisors	18	0	16.7	
06 Supervisors: Crafts & Trades	0	0	0.0	
07 Administrative & Senior Clerical Personnel	11	4	12.2	
08 Skilled Sales & Service Personnel	0	0	0.0	
09 Skilled Crafts & Trades Workers	28	3	4.1	
10 Clerical Personnel	8	3	17.4	
11 Intermediate Sales & Service Personnel	7	0	22.2	
12 Semi-Skilled Manual Workers	0	0	0.0	
13 Other Sales & Service Personnel	1	0	24.3	
14 Other Manual Workers	146	66	22.1	
Total	283	95	19.1	

*** Source:**
0
2006 Census

Data from Current Workforce Analysis

↓ ↓ ↓

Federal Contractors Program Achievement Report

Part 3: Goals

Ropack Inc.

2017-12-19

Date of Previous Workforce Analysis		
YYYY	MM	DD
2014	6	30

Date of Current Workforce Analysis		
YYYY	MM	DD
2017	12	19

Table 4: Persons with Disabilities		
Previous Workforce Analysis		
All Employees	Persons with Disabilities	
	Representation	Availability*

Table 8: Persons with Disabilities		
Current Workforce Analysis		
All Employees	Persons with Disabilities	
	Representation	Availability*

Employment Equity Occupational Group (EEOG)

Federal Contractors Program Achievement Report

Part 3: Goals

Ropack Inc.

2017-12-19

		#	#	%		#	#	%
01/02	Managers	6	0	4.3		7	0	4.3
03	Professionals	23	0	3.8		28	0	3.8
04	Semi-Professionals & Technicians	35	0	4.6		29	0	4.6
05	Supervisors	21	0	13.9		18	0	13.9
06	Supervisors: Crafts & Trades	0	0	0.0		0	0	0.0
07	Administrative & Senior Clerical Personnel	9	0	3.4		11	1	3.4
08	Skilled Sales & Service Personnel	0	0	0.0		0	0	0.0
09	Skilled Crafts & Trades Workers	26	0	3.8		28	0	3.8
10	Clerical Personnel	9	0	7.0		8	0	7.0
11	Intermediate Sales & Service Personnel	9	0	5.6		7	0	5.6
12	Semi-Skilled Manual Workers	0	0	0.0		0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0		1	0	6.3
14	Other Manual Workers	152	1	5.3		146	0	5.3
Total		290	1	5.6		283	1	5.4

*** Source:**

2006 Census

*** Source:**

2006 Census

Federal Contractors Program Achievement Report

Part 3: Goals

Ropack Inc.

2017-12-19

Federal Contractors Program Achievement Report

Part 3: Goals

Ropack Inc.

2017-12-19

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Federal Contractors Program Achievement Report

Part 3: Goals

Ropack Inc.

2017-12-19

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Federal Contractors Program Achievement Report

Part 3: Goals

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2017-12-19

Federal Contractors Program Achievement Report

Part 3: Goals

Ropack Inc.

2017-12-19

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Federal Contractors Program Achievement Report

Part 4: Results - Women

Ropack Inc.

2017-12-19

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
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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Women					All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	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
02 Middle & Other Managers	2014	6	2	33.3	38.9	2	0	85.7																	
	2017	7	3	42.9	38.9	3	0	110.2	7	3	42.9	3	0	2	0	0.0	1	-1	6	2	33.3	2	0		
03 Professionals	2014	23	13	56.5	45.8	11	2	123.4																	
	2017	28	15	53.6	40.3	11	4	132.9	17	8	47.1	7	1	9	4	44.4	5	-1	15	7	46.7	8	-1		
04 Semi-Professionals & Technicians	2014	35	21	60.0	24.9	9	12	241.0																	
	2017	29	19	65.5	26.1	8	11	251.0	21	14	66.7	5	9	7	2	28.6	4	-2	24	14	58.3	14	0		
05 Supervisors	2014	21	7	33.3	50.8	11	-4	65.6																	
	2017	18	6	33.3	50.8	9	-3	65.6	11	3	27.3	6	-3	4	3	75.0	1	2	15	4	26.7	5	-1		
06 Supervisors: Crafts & Trades	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 (EEOG)	Year	New Entrants										Goals										Comments
		Flow Data					Short-term Goals					Long-term Goals										
		All Employees	Women				All Employees	Women				All Employees	Women									
			Actual	Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met									
#	#	%	%	#	%	%	#	%	%	#	%	%	%									
01 Senior Managers	2017	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0								
	2020	0	0	0.0		0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0								
02 Middle & Other Managers	2017	3	3	100.0	Peoples	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0								
	2020	3	3	100.0		0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0								
03 Professionals	2017	11	12	109.1	Analysis	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0								
	2020	11	12	109.1		0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0								
04 Semi-Professionals & Technicians	2017	4	16	400.0	employees	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0								
	2020	4	16	400.0		0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0								
05 Supervisors	2017	0	6	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0								
	2020	0	6	0.0		0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0								
06 Supervisors: Crafts & Trades	2017	0	0	0.0	#	0.0	#	0.0	%	0	0.0	0.0	0.0	0.0								
	2020	0	0	0.0		0.0	0.0	0.0		0	0.0	0.0	0.0	0.0								

Federal Contractors Program Achievement Report

Part 4: Results - Women

Ropack Inc.

2017-12-19

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
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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Women					All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2014	9	3	33.3	80.8	7	-4	41.3																	
	2017	11	7	63.6	80.8	9	-2	78.8	9	7	77.8	7	0	3	1	33.3	1	0	7	4	57.1	2	2		
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		
09 Skilled Crafts & Trades Workers	2014	26	0	0.0	2.2	1	-1	0.0																	
	2017	28	1	3.6	2.4	1	0	148.8	13	2	15.4	0	2	3	0	0.0	0	0	10	1	10.0	0	1		
10 Clerical Personnel	2014	9	5	55.6	62.5	6	-1	88.9																	
	2017	8	2	25.0	62.5	5	-3	40.0	5	1	20.0	3	-2	2	0	0.0	1	-1	4	2	50.0	2	0		
11 Intermediate Sales & Service Personnel	2014	9	8	88.9	61.8	6	2	143.8																	
	2017	7	7	100.0	61.8	4	3	161.8	3	3	100.0	2	1	1	1	100.0	1	0	5	4	80.0	4	0		
12 Semi-Skilled Manual Workers	2014	0	0	0.0	0.0	0	0	0.0																	
	2017	0	0	0.0	0.0	0	0	0.0	121	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
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Women		Women		Women		Women					
			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	5	8	160.0	0	0.0	0.0	0.0	0	0.0	0.0			
	2020	5	8	160.0		0.0	0.0			0.0	0.0			
08 Skilled Sales & Service Personnel	2017	0	0	0.0	6	0.0	0.0	0.0	2	0.0	0.0			
	2020	0	0	0.0		0.0	0.0			0.0	0.0			
09 Skilled Crafts & Trades Workers	2017	6	2	33.3	23	8.7	0.0	0.0	1	166.7	0.0	0.0		
	2020	6	2	33.3		0.0	0.0			0.0	0.0			
10 Clerical Personnel	2017	3	1	33.3	35	2.9	0.0	0.0	1	71.4	0.0	0.0		
	2020	3	1	33.3		0.0	0.0			0.0	0.0			
11 Intermediate Sales & Service Personnel	2017	-1	4	-400.0	21	19.0	0.0	0.0	1	500.0	0.0	0.0		
	2020	-1	4	-400.0		0.0	0.0			0.0	0.0			
12 Semi-Skilled Manual Workers	2017	121	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	121	0	0.0		0.0	0.0			0.0	0.0			

Federal Contractors Program Achievement Report

Part 4: Results - Women

Ropack Inc.

2017-12-19

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
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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Women					All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2014	0	0	0.0	0.0	0	0	0.0																	
	2017	1	1	100.0	51.1	1	0	195.7	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	152	92	60.5	23.8	36	56	254.3																	
	2017	146	78	53.4	23.8	35	43	224.5	0	43	0.0	0	43	16	6	37.5	10	-4	114	51	44.7	69	-18		
Total	2014	290	151	52.1	18.7	54	97	278.4																	
	2017	283	139	49.1	30.0	85	54	163.7	207	84	40.6	62	22	47	17	36.2	24	-7	200	89	44.5	104	-15		

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
		Flow Data		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			
#	#	%	#	%	%	#	%	%	#	%	%			
13 Other Sales & Service Personnel	2017	0	0	0.0	9	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2017	-98	49	-50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	-98	49	-50.0			0.0	0.0			0.0	0.0		
Total	2017	54	101	187.0	26	388.5	0.0	0.0	1	7214.3	0.0	0.0		
	2020	54	101	187.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Ropack Inc.

2017-12-19

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
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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Aboriginal Peoples					All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples							
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference						
#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#					
01 Senior Managers	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
	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
02 Middle & Other Managers	2014	6	0	0.0	2.2	0	0	0	0.0	7	0	0.0	0	0	2	0	0.0	0	0	6	0	0.0	0	0
	2017	7	0	0.0	2.2	0	0	0	0.0	7	0	0.0	0	0	2	0	0.0	0	0	6	0	0.0	0	0
03 Professionals	2014	23	0	0.0	1.2	0	0	0	0.0	17	0	0.0	0	0	9	0	0.0	0	0	15	0	0.0	0	0
	2017	28	0	0.0	1.0	0	0	0	0.0	17	0	0.0	0	0	9	0	0.0	0	0	15	0	0.0	0	0
04 Semi-Professionals & Technicians	2014	35	0	0.0	1.4	0	0	0	0.0	21	0	0.0	0	0	7	0	0.0	0	0	24	0	0.0	0	0
	2017	29	0	0.0	1.4	0	0	0	0.0	21	0	0.0	0	0	7	0	0.0	0	0	24	0	0.0	0	0
05 Supervisors	2014	21	0	0.0	0.8	0	0	0	0.0	11	0	0.0	0	0	4	0	0.0	0	0	15	0	0.0	0	0
	2017	18	0	0.0	0.8	0	0	0	0.0	11	0	0.0	0	0	4	0	0.0	0	0	15	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
	2017	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	#	%	%	%				
01 Senior Managers	2017	0	0	0.0	* Source:	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
	2020	0	0	0.0		0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
02 Middle & Other Managers	2017	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
	2020	3	0	0.0		0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
03 Professionals	2017	11	0	0.0	6 Census	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
	2020	11	0	0.0		0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
04 Semi-Professionals & Technicians	2017	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
	2020	4	0	0.0		0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
05 Supervisors	2017	0	0	0.0	Analysis	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
	2020	0	0	0.0		0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
06 Supervisors: Crafts & Trades	2017	0	0	0.0	i	0.0	i	0.0	i	0.0	0.0	0.0	0.0	0.0
	2020	0	0	0.0		0.0	0.0	0.0	i	0.0	0.0	0.0	0.0	0.0

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Ropack Inc.

2017-12-19

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
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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Aboriginal Peoples								All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference								
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
07 Administrative & Senior Clerical	2014	9	0	0.0	0.7	0	0	0.0																	
	2017	11	0	0.0	0.7	0	0	0.0	9	0	0.0	0	0	0	3	0	0.0	0	0	7	0	0.0	0	0	0
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	26	0	0.0	1.4	0	0	0.0																	
	2017	28	0	0.0	1.5	0	0	0.0	13	0	0.0	0	0	0	3	0	0.0	0	0	10	0	0.0	0	0	0
10 Clerical Personnel	2014	9	0	0.0	0.8	0	0	0.0																	
	2017	8	0	0.0	0.8	0	0	0.0	5	0	0.0	0	0	0	2	0	0.0	0	0	4	0	0.0	0	0	0
11 Intermediate Sales & Service Personnel	2014	9	0	0.0	0.9	0	0	0.0																	
	2017	7	0	0.0	0.9	0	0	0.0	3	0	0.0	0	0	0	1	0	0.0	0	0	5	0	0.0	0	0	0
12 Semi-Skilled Manual Workers	2014	0	0	0.0	0.0	0	0	0.0																	
	2017	0	0	0.0	0.0	0	0	0.0	121	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	#	%	%	#	%	%		
07 Administrative & Senior Clerical	2017	5	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2020	5	0	0.0			0.0	0.0	0.0	0.0			0.0	0.0
08 Skilled Sales & Service Personnel	2017	0	0	0.0	Analysis	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
09 Skilled Crafts & Trades Workers	2017	6	0	0.0	YYYY	0.0	MM	0.0	DD	0.0	0.0	0.0	0.0	0.0
	2020	6	0	0.0			0.0	0.0					0.0	0.0
10 Clerical Personnel	2017	3	0	0.0	2,014	0.0	6.0	0.0	30	0.0	0.0	0.0	0.0	0.0
	2020	3	0	0.0			0.0	0.0					0.0	0.0
11 Intermediate Sales & Service Personnel	2017	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
	2020	-1	0	0.0			0.0	0.0					0.0	0.0
12 Semi-Skilled Manual Workers	2017	121	0	0.0	abilities	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
	2020	121	0	0.0			0.0	0.0					0.0	0.0

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Ropack Inc.

2017-12-19

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
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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires			Promotions			Terminations							
		All Employees	Aboriginal Peoples						All Employees	Aboriginal Peoples		All Employees	Aboriginal Peoples		All Employees	Aboriginal Peoples								
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual		Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	#	%	#	#	#	%	#	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2014	0	0	0.0	0.0	0	0	0	0.0															
	2017	1	0	0.0	0.8	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	152	0	0.0	0.8	1	-1	0.0																
	2017	146	0	0.0	0.8	1	-1	0.0	0	0	0.0	0	0	0	16	0	0.0	0	0	0	114	0	0.0	0
Total	2014	290	0	0.0	1.0	3	-3	0.0																
	2017	283	0	0.0	1.0	3	-3	0.0	207	0	0.0	2	-2	47	0	0.0	0	0	0	200	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		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	2017	0	0	0.0	Analysis	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	
14 Other Manual Workers	2017	-98	0	0.0	employees	0.0	abilities	0.0	0	0.0	0.0	0.0	
	2020	-98	0	0.0			0.0	0.0			0.0	0.0	
Total	2017	54	0	0.0	0	0.0	entation	0.0	availability*	0.0	0.0	0.0	
	2020	54	0	0.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Ropack Inc.

2017-12-19

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
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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		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				
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	
01&02 Managers	2014	6	0	0.0	4.3	0	0	0.0																	
	2017	7	0	0.0	4.3	0	0	0.0	7	0	0.0	4.3	0	0	2	0	0.0	0	0	6	0	0.0	0	0	0
03 Professionals	2014	23	0	0.0	3.8	1	-1	0.0																	
	2017	28	0	0.0	3.8	1	-1	0.0	17	0	0.0	3.8	1	-1	9	0	0.0	0	0	15	0	0.0	0	0	0
04 Semi-Professionals & Technicians	2014	35	0	0.0	4.6	2	-2	0.0																	
	2017	29	0	0.0	4.6	1	-1	0.0	21	0	0.0	4.6	1	-1	7	0	0.0	0	0	24	0	0.0	0	0	0
05 Supervisors	2014	21	0	0.0	13.9	3	-3	0.0																	
	2017	18	0	0.0	13.9	3	-3	0.0	11	0	0.0	13.9	3	-3	4	0	0.0	0	0	15	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	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	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				Goals								Comments
		Flow Data		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		
#	#	%	%	#	%	%	%	#	%	%	%			
01&02 Managers	2017	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	3	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	2017	11	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	11	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2017	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	4	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
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		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Ropack Inc.

2017-12-19

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
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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires				Promotions				Terminations						
		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				
07	Administrative & Senior Clerical	2014	9	0.0	3.4	0	0.0																			
	2017	11	1	9.1	3.4	0	1	267.4	9	1	11.1	0	1	3	0	0.0	0	0	7	0	0.0	0	0	0	0	
08	Skilled Sales & Service Personnel	2014	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	26	0.0	3.8	1	-1	0.0																		
	2017	28	0	0.0	3.8	1	-1	0.0	13	0	0.0	0	0	3	0	0.0	0	0	10	0	0.0	0	0	0	0	
10	Clerical Personnel	2014	9	0.0	7.0	1	-1	0.0																		
	2017	8	0	0.0	7.0	1	-1	0.0	5	0	0.0	0	0	2	0	0.0	0	0	4	0	0.0	0	0	0	0	
11	Intermediate Sales & Service Personnel	2014	9	0.0	5.6	1	-1	0.0																		
	2017	7	0	0.0	5.6	0	0	0.0	3	0	0.0	0	0	1	0	0.0	0	0	5	0	0.0	0	0	0	0	
12	Semi-Skilled Manual Workers	2014	0	0.0	0.0	0	0	0.0																		
	2017	0	0	0.0	0.0	0	0	0.0	121	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
		Flow Data		Short-term Goals				Long-term Goals						
		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				
07	Administrative & Senior Clerical	2017	5	1	20.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	5	1	20.0			0.0	0.0			0.0	0.0		
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		
09	Skilled Crafts & Trades Workers	2017	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	6	0	0.0			0.0	0.0			0.0	0.0		
10	Clerical Personnel	2017	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	3	0	0.0			0.0	0.0			0.0	0.0		
11	Intermediate Sales & Service Personnel	2017	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	-1	0	0.0			0.0	0.0			0.0	0.0		
12	Semi-Skilled Manual Workers	2017	121	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	121	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Ropack Inc.

2017-12-19

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
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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		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				
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2014	0	0	0.0	0.0	0	0	0	0.0																
	2017	1	0	0.0	6.3	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	152	1	0.7	5.3	8	-7	12.4																	
	2017	146	0	0.0	5.3	8	-8	0.0	0	0	0.0	0	0	0	16	1	6.3	0	1	114	0	0.0	1	-1	
Total	2014	290	1	0.3	5.6	16	-15	6.2																	
	2017	283	1	0.4	5.4	15	-14	6.5	207	1	0.5	11	-10	47	1	2.1	0	1	200	0	0.0	1	-1		

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
		Flow Data				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		
14 Other Manual Workers	2017	-98	1	-1.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	-98	1	-1.0			0.0	0.0			0.0	0.0		
Total	2017	54	2	3.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	54	2	3.7			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Ropack Inc.

2017-12-19

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
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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Visible Minorities						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							
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
01 Senior Managers	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
02 Middle & Other Managers	2014	6	0	0.0	15.0	1	-1	0.0																	
	2017	7	1	14.3	15.0	1	0	95.2	7	0	0.0	1	-1	2	0	0.0	0	0	0	6	0	0.0	0	0	0
03 Professionals	2014	23	6	26.1	28.3	7	-1	92.2																	
	2017	28	12	42.9	30.8	9	3	139.1	17	0	0.0	5	-5	9	0	0.0	2	-2	15	0	0.0	4	-4		
04 Semi-Professionals & Technicians	2014	35	10	28.6	12.0	4	6	238.1																	
	2017	29	6	20.7	12.3	4	2	168.2	21	0	0.0	3	-3	7	0	0.0	2	-2	24	0	0.0	7	-7		
05 Supervisors	2014	21	2	9.5	16.7	4	-2	57.0																	
	2017	18	0	0.0	16.7	3	-3	0.0	11	0	0.0	2	-2	4	0	0.0	0	0	15	0	0.0	1	-1		
06 Supervisors: Crafts & Trades	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 (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		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			
#	#	%	#	%	#	%	#	%	#	%				
01 Senior Managers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0			
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0			
02 Middle & Other Managers	2017	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0			
	2020	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0			
03 Professionals	2017	11	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0			
	2020	11	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0			
04 Semi-Professionals & Technicians	2017	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0			
	2020	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0			
05 Supervisors	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0			
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0			
06 Supervisors: Crafts & Trades	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0			
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0			

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Ropack Inc.

2017-12-19

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
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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Visible Minorities						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							
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
07 Administrative & Senior Clerical	2014	9	1	11.1	12.2	1	0	91.1																	
	2017	11	4	36.4	12.2	1	3	298.1	9	0	0.0	1	-1	3	0	0.0	0	0	7	0	0.0	1	-1		
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		
09 Skilled Crafts & Trades Workers	2014	26	3	11.5	3.8	1	2	303.6																	
	2017	28	3	10.7	4.1	1	2	261.3	13	0	0.0	1	-1	3	0	0.0	0	0	10	0	0.0	1	-1		
10 Clerical Personnel	2014	9	1	11.1	17.4	2	-1	63.9																	
	2017	8	3	37.5	17.4	1	2	215.5	5	0	0.0	1	-1	2	0	0.0	0	0	4	0	0.0	0	0		
11 Intermediate Sales & Service Personnel	2014	9	0	0.0	22.2	2	-2	0.0																	
	2017	7	0	0.0	22.2	2	-2	0.0	3	0	0.0	1	-1	1	0	0.0	0	0	5	0	0.0	0	0		
12 Semi-Skilled Manual Workers	2014	0	0	0.0	0.0	0	0	0.0																	
	2017	0	0	0.0	0.0	0	0	0.0	121	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
		Flow Data		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	5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	5	0	0.0			0.0	0.0			0.0	0.0		
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		
09 Skilled Crafts & Trades Workers	2017	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	6	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2017	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	3	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2017	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	-1	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2017	121	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	121	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Ropack Inc.

2017-12-19

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
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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Visible Minorities						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	0.0																
	2017	1	0	0.0	24.3	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	152	60	39.5	22.1	34	26	178.6																	
	2017	146	66	45.2	22.1	32	34	204.5	0	0	0.0	0	0	0	16	0	0.0	6	-6	114	0	0.0	45	-45	
Total	2014	290	83	28.6	19.0	55	28	150.6																	
	2017	283	95	33.6	19.1	54	41	175.8	207	0	0.0	40	-40	47	0	0.0	13	-13	200	0	0.0	57	-57		

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
		Flow Data		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			
#	#	%	#	%	%	#	%	%	#	%	%			
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		
14 Other Manual Workers	2017	-98	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	-98	0	0.0			0.0	0.0			0.0	0.0		
Total	2017	54	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	54	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Ropack Inc.
2017-12-19

Efforts

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

Required measures:

- Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
- Provided a self-identification questionnaire to employees who wished to change information previously submitted and to those who requested it, and adjusted survey results accordingly.
- Adjusted survey results to reflect hires, promotions and terminations.
- Updated the workforce analysis to reflect new hires, promotions and terminations; any changes employees made to their self-identification questionnaires; and any revisions made to the availability estimates.
- Adjusted the availability estimates to reflect major changes in the workforce (e.g., changes in geographic recruitment areas, addition of new occupational groups or changes in the composition of occupational groups).
- Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
- Ensured that any new gaps identified are addressed accordingly.
- Maintained appropriate records in all required areas.

Other measures:

- Reviewed employment systems, policies and practices to ensure that they do not result in barriers to employment of designated group members, monitored their implementation and adjusted as appropriate.
- Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
- Ensured ongoing senior-level support for employment equity and its implementation.
- Established accountability mechanisms to ensure that the short-term goals would be met.
- Communicated the goals to relevant managers as well as monitored and recorded the results.
- Devoted adequate resources (financial and human) to ensure that the short-term goals would be met.
- Consulted employee/union representatives on communication and implementation of employment equity.

- Kept all staff, including new employees and managers, informed of the purpose of employment equity, the steps taken to implement it and the progress made in its implementation.
- Put in place a strategy to ensure a barrier-free workplace.
- Undertook initiatives to increase representation where gaps in representation were found.
- Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
- Other (please describe):

Operational Context

Please check the appropriate boxes and provide a brief overview of the events that have influenced your organization's activities during the period between the first/previous and subsequent/current compliance assessment.

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

- Significant layoffs (include the number of employees affected and the occupational groups of those employees).

- Strikes (include dates, the number of employees affected and the occupational groups of those employees).

- Other.

Additional Details

Please provide any additional information (optional):

Short-term goal setting tool

Ropack Pharma Solutions]

[2017-12-18]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
	Input from Workforce Analysis	Data Entry	B x C x 3	Data Entry	B x E x 3	D + F	Input of data from workforce analysis	Equivalent to E	H x W x 3	(D x N) - O + J	G x M	Data Entry	Input of data from workforce analysis	Input of data from workforce analysis	(H - D + L) - ((B + D) x N)	H + B	(H - D + L) ÷ (B + D)

Professional categories Employment Equity Committee (EEOG)	All the Employees 13/12/2017	Growth (new positions)		Turnover (replacement of employees)		Recruitment anticipated over 3 years	WOMEN											
		Annual	Over 3 years	Annual	Over 3 years		Number	Turnover (replacement of employees)		Recruitment required	3-year objectives 2017-2020		Availability current	Difference current	Difference anticipated	Representation current	Representation anticipated in 3 years	
								Annual	Over 3 years		#	%						#
		#	%	#	%		#	#	%	#	%	%	#	#	%	%		
Senior Management			0		0	0	3	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
Middle management and other directors			0		0	0	0	0.0%	0	0	0	0	38.9%	0	0	0	#DIV/0!	#DIV/0!
Professionals			0		0	0	15	0.0%	0	-4	0	0	40.3%	4	15	0	#DIV/0!	#DIV/0!
Semi-professional and technical staff			0		0	0	19	0.0%	0	-11	0	0	26.1%	11	19	0	#DIV/0!	#DIV/0!
Supervisors	18	3.3%	2	3.3%	2	4	6	3.3%	1	5	2	50.8%	50.8%	-3	-3	33.3%	35.0%	
Foremen			0		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
Administrative and main office staff	11	6.5%	2	3.3%	1	3	7	3.3%	1	5	2	80.8%	80.8%	-2	-3	63.0%	61.5%	
Specialized sales and service personnel			0		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
Skilled workers and artisans			0		0	0	1	0.0%	0	0	0	0	2.4%	0	1	0	#DIV/0!	#DIV/0!
Clerical staff	8	3.3%	1	3.3%	1	2	2	3.3%	0	4	1	62.5%	62.5%	-3	-3	25.0%	33.3%	
Intermediate sales and service personnel			0		0	0	7	0.0%	0	-3	0	0	61.8%	3	7	0	#DIV/0!	#DIV/0!
Skilled Manual Workers			0		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
Other sales and service personnel			0		0	0	1	0.0%	0	0	0	0	51.0%	0	1	0	#DIV/0!	#DIV/0!
Other manual workers			0		0	0	78	0.0%	0	-43	0	0	23.8%	43	78	0	#DIV/0!	#DIV/0!

Short-term goal-setting tool

[Ropack Pharma Solutions]

[21-12-2017]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
	Input of data from workforce analysis	Data Entry	B x C x 3	Data Entry	B x E x 3	D + F	Input of data from workforce analysis	Equivalent to E	H x W x 3	(D x N) - O + J	G x M	Data Entry	Input of data from workforce analysis	Input of data from workforce analysis	(H · D + L) - ((B + D) x N)	H + B

Professional categories Employment Equity Committee (EEOG)	All the Employees 13/12/2017	Growth (new positions)		Turnover (replacement of employees)		Recruitment anticipated over 3 years	ABORIGINALS										
		Annual	Over 3 years	Annual	Over 3 years		Number	Turnover (replacement of employees)		Recruitment required	3-year objectives 2017-2020		Availability current	Difference current	Difference anticipated	Representation current	
								Annual	Over 3 years		#	%					#
		#	%	#	%		#	%	#	%	#	%	%	#	%		
Senior Management			0		0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV:0!
Middle management and other directors			0		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV:0!
Professionals			0		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV:0!
Semi-professional and technical staff			0		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV:0!
Supervisors			0		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV:0!
Foremen			0		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV:0!
Administrative and main office staff			0		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV:0!
Specialized sales and service personnel			0		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV:0!
Skilled workers and artisans			0		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV:0!
Clerical staff			0		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV:0!
Intermediate sales and service personnel			0		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV:0!
Skilled Manual Workers			0		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV:0!
Other sales and service personnel			0		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV:0!
Other manual workers	146	3.3%	14	0.0%	0	14	0	0.0%	0	1	0	1.0%	1.0%	-1	-2	0.0%	

$$R = \frac{(H - D + L)}{(B + D)}$$

Representation anticipated in 3 years %
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0.0%

Short-term goal setting tool

[Ropack Pharma Solutions]

[21-12-2017]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
	Data entry from workforce analysis	Data Entry	B x C x 3	Data Entry	B x E x 3	D + F	Data entry from workforce analysis	Equivalent to E	H x W x 3	(D x N) - O + J	G x M	Data Entry	Data entry from workforce analysis	Data entry from workforce analysis	(H · D + L) - ((B + D) x N)	H + B

Professional categories Employment Equity Committee (EEOG)	All the Employees 13/12/2017	Growth (new positions)		Turnover (replacement of employees)		Recruitment anticipated over 3 years	PEOPLE WITH DISABILITIES										
		Annual	Over 3 years	Annual	Over 3 years		Number	Turnover (replacement of employees)		Recruitment required	3-year objectives 2017-2020		Availability current	Difference current	Difference anticipated	Representation current	
								Annual	Over 3 years		#	%					#
		#	%	#	%		#	%	#	%	#	%	#	%	#	%	
Senior Management			0		0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV:0!
Middle management and other directors			0		0	0	0	0.0%	0	0	0	0	4.3%	0	0	#DIV:0!	
Professionals	28	3.3%	3	3.3%	3	6	0	3.3%	0	1	0	3.8%	3.8%	-1	0	0.0%	
Semi-professional and technical staff	29	6.5%	6	3.3%	3	9	0	3.3%	0	2	0	4.6%	4.6%	-1	0	0.0%	
Supervisors	18	0.0%	0	0.0%	0	0	0	0.0%	0	3	0	13.9%	13.9%	-3	0	0.0%	
Foremen			0		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV:0!	
Administrative and main office staff			0		0	0	1	0.4%	0	-1	0	3.4%	3.4%	1	0	#DIV:0!	
Specialized sales and service personnel			0		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV:0!	
Skilled workers and artisans	28	0.0%	0	0.0%	0	0	0	0.0%	0	1	0	3.8%	3.8%	-1	0	0.0%	
Clerical staff	8	6.5%	2	3.3%	1	3	0	3.3%	0	1	0	7.0%	7.0%	-1	0	0.0%	
Intermediate sales and service personnel			0		0	0	0	0.0%	0	0	0	5.6%	5.6%	0	0	#DIV:0!	
Skilled Manual Workers			0		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV:0!	
Other sales and service personnel			0		0	0	0	0.0%	0	0	0	6.3%	6.3%	0	0	#DIV:0!	
Other manual workers	146	3.3%	14	0.0%	0	14	0	0.0%	0	8	1	5.3%	5.3%	-8	0	0.0%	

$$R = \frac{(H - D + L)}{(B + D)}$$

Representation anticipated in 3 years %

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0.0%

Short-term goal-setting tool

[Ropack Pharma Solutions]

[21-12-2017]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
	Input of data from workforce analysis	Data Entry	B x C x 3	Data Entry	B x E x 3	D + F	Input of data from workforce analysis	Equivalent to E	H x W x 3	(D x N) - O + J	G x M	Data Entry	Input of data from workforce analysis	Input of data from workforce analysis	(H - D + L) - ((B + D) x N)	H + B

Professional categories Employment Equity Committee (EEOG)	All the Employees 13/12/2017 #	Growth (new positions)		Bearing (replacement of employees)		Recruitment anticipated over 3 years #	Number #	Bearing (replacement of employees)		Recruitment required #	MEMBERS OF VISIBLE MINORITIES 3-year objectives 2017-2020		Availability current %	Difference current #	Difference anticipated #	Representation current %
		Annual	Over 3 years	Annual	Over 3 years			Annual %	Over 3 years #		#	%				
		%	#	%	#											
		#	%	#	%			#	%							
Senior Management		0		0		0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV.0!
Middle management and other directors		0		0		0	1	0.0%	0	0	0	15.0%	0	1	0	#DIV.0!
Professionals		0		0		0	12	0.0%	0	-3	0	30.8%	3	12	0	#DIV.0!
Semi-professional and technical staff		0		0		0	6	0.0%	0	-3	0	12.3%	3	6	0	#DIV.0!
Supervisors	18	9.8%	5	3.3%	2	7	0	3.3%	0	4	1	16.7%	-3	-3	0	0.0%
Foremen		0		0		0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV.0!
Administrative and main office staff		0		0		0	4	0.0%	0	-3	0	12.2%	3	4	0	#DIV.0!
Specialized sales and service personnel		0		0		0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV.0!
Skilled workers and artisans		0		0		0	3	0.0%	0	-2	0	4.1%	2	3	0	#DIV.0!
Clerical staff		0		0		0	3	0.0%	0	-2	0	17.4%	2	3	0	#DIV.0!
Intermediate sales and service personnel	7	6.5%	1	3.5%	1	2	0	3.2%	0	2	0	22.2%	-2	-2	0	0.0%
Skilled Manual Workers		0		0		0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV.0!
Other sales and service personnel		0		0		0	0	0.0%	0	0	0	24.3%	0	0	0	#DIV.0!
Other manual workers		0		0		0	66	0.0%	0	-54	0	22.1%	34	66	0	#DIV.0!

$$R = \frac{(H - D + L)}{(B + D)}$$

Representation anticipated in 3 years
%

#DIV/0!
#DIV/0!
#DIV/0!
#DIV/0!
4.3%
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**Federal Contractors Program
Report of the Subsequent Compliance Assessment**

Employer Name: Ropack Inc.

Primary Location: Montréal (Québec)

Number of Employees: 283

Organization Overview:

NAICS 5619 Other Support Services (Packaging and Labelling Services).

Ropack Inc. performs drug development and manufacturing, from initial research and development to commercialization: Development of product formulation, development and implementation of production methods, clinical trials, manufacturing, packaging and distribution.

Key Dates – First Year Assessment

Initiated:	2014-07-23
Received:	2015-03-02
Closed:	2015-11-30
WFA:	2015-02-27

Key Dates – Subsequent Assessment

Initiated:	2017-11-06
Received:	2017-12-22
WFA:	2017-12-15

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:

- *No discrepancies were found between the data provided and those from the previous evaluation.*
- *There are some discrepancies in the achievement table for the data on Forms 4,5 and 6. The data have been corrected.*

ASSESSMENT OF REASONABLE PROGRESS

- Previous long-term objectives only and in numbers.
- There were no short-term goals for the employer.

Therefore, there are no objectives for this evaluation.

Women

The first evaluation was accepted without short-term objectives.

Assessment/Observations

- There is a decrease in negative variances in the following categories:
- EEOG 05: Decrease in the gap from (-4) to (-3). 6 of the 15 entrants were female, or 40 per cent. This is slightly less than the availability of 51%. There is also a 14% decrease in the number of employees in this category.
- EEOG 07: Decrease in the gap from (-4) to (-2). 8 of the 12 entrants were women, 67% for an availability of 81%.
- EEOG 09: Decrease in the gap from (-1) to (0). 2 of the 13 employees recruited were women, i.e. 15% for an availability of 2.4%.
- EEOG 10: Representation was above 50% at the first evaluation. It fell to 25% for the current evaluation following a turnover of 47%. The gap went from 1 to -3. One out of 7 entrants is female, or 14.3% for an availability of 63%.

The employer has made progress despite the lack of short-term objectives.

Aboriginal Peoples

The first evaluation was accepted without short-term objectives.

Assessment/Observations

- 14 Other manual workers: Difference of -1 on first assessment. No change for this evaluation despite the recruitment of 121 employees but this is acceptable with an availability of 0.8%.

Person with Disabilities

The first evaluation was accepted without short-term objectives

Assessment/Observations

- Only one person with a disability declared throughout the organization.
- Almost no change in negative gaps. Note that the largest negative variance is in category 14 - Other Manual Workers, with a variance of (-7) at the first assessment. For a total of 137 entrants, one person with a disability was promoted but this resulted in a termination of employment.

Members of Visible Minorities

The first evaluation was accepted without short-term objectives

Assessment/Observations

- EEOG 02: Of the 9 employees recruited, 1 is a visible minority. This represents 11% for an availability of 15%.
- EEOG 03: Of the 26 employees recruited, 11 are visible minorities. This represents 42% for an availability of 28%.
- EEOG 05: Increase in the gap from (-2) to (-3). There is a 14% reduction in the total number of employees in the category. Of the 15 new hires, one visible minority was recruited, representing 7% of the total for an availability of 17%.

- EEOG 10: Elimination of the negative gap in the category. For a total of 7 new hires, 3 visible minorities were hired, 43% at 17% availability.
- EEOG 11: No change but reduction in the number of employees by 22%. Out of 4 incoming employees, no visible minorities.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- We accepted the first evaluation without the short-term objectives. They generally demonstrated an increase in representation.

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.
- All targets are in percentages and are set at the level of availability.
 - Despite setting goals based on availability, the employer will not be able to reduce negative gaps in the short term, particularly for persons with disabilities where the largest gap is in the occupational category 14- Other Sales and Service Personnel (gap of -7).

RECOMMENDATION

I recommend that the employer be found:

- in compliance in non-compliance

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

- We have seen a decrease in the negative gaps in the representation of women despite the fact that you did not set short-term goals in your first assessment. We encourage you to continue this momentum in your efforts to hire or promote more women where under-representation has been identified. Please note, however, that the target set for women in Professional Category 07 Administrative and Senior Clerical Personnel is not required, as the current representation of women exceeds the 50% benchmark, in order to avoid occupational segregation and to ensure that the category is open to both men and women. A target is not required in this situation regardless of the level of availability.
- There is no representation of Aboriginal peoples in your organization and there are several gaps in the representation of members of visible minorities and persons with disabilities. We encourage you to put in place special measures to ensure the achievement of your goals and to increase the representation of designated group members within your organization. For example, if you have not already done so, you may wish to consider contacting the Aboriginal Friendship Centre or other organizations working to access employment of designated group members in your area to identify qualified candidates who could be considered next time you begin a process to fill a vacancy.

Name of Analyst: Maurice Yakibonge

Date: 16/01/2017



From: Yakibonge, Mauritius [NC] on behalf of EE-EME
Sent: February 16, 2018 10:07 AM
To: 'yves.massicotte@ropack.com'
Cc: 'mathieu.cossette@ropack.com'; 'Jessica Belair'.
Subject: Government of Canada Agreement Number 050590 - Notice of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Yves Massicotte:

I am writing to inform you that the subsequent compliance assessment initiated on July 23, 2017, has been completed. As a result of the assessment, Ropack Inc. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

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

- We have observed a decrease in the negative gaps in the representation of women, despite the fact that you did not set short-term goals in your first assessment. We encourage you to maintain this momentum in your efforts to hire or promote more women where under-representation has been identified. Please note, however, that the objective set for women in Occupational Category 07: Administrative and Senior Clerical Personnel, is not required, since the current representation of women exceeds the 50% benchmark. Eliminating this objective will prevent occupational segregation and thus ensure that the category is open to both men and women. An objective is not required in this situation regardless of the level of availability.
- There is no representation of Indigenous people in your organization and there are several gaps in the representation of members of visible minorities and persons with disabilities. We encourage you to put in place special measures to ensure the achievement of your objectives and to increase the representation of designated group members within your organization. For example, if you have not already done so, you may want to consider contacting the Native Friendship Centre or other group employment access organizations in your area to identify qualified candidates who could be considered the next time you begin the process of filling a vacancy.

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 23, 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, Ropack Inc. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

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

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

Sincerely,

Workplace Equity Team

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



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