Emploi et Développement social Canada

Labour Program Federal Contractors Program

OFFICIAL USE ONLY	
Agreement N°:	

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Agreement to Implement Employment Equity

s.24(1)	
	New Agreement
	Doubled Agreemen

New Agreement							
Revised Agreement							
	ORGA	ANIZATION					
Legal Name of Organization			Parent company is	located outsid	e Canada		
Ropack Inc.				Yes	No		
Operating Name (if different from Legal Name of Organiza	ation)		Procurement Bus	iness Number	r		
			Total number of ei (Full-Time/Part-Tir		nada 309		
Organization's North American Industry Classification Sys 5619	tem (NAICS) Code	e Nº		tatcan.gc.ca/su	S Code Number please bjects-sujets/standard- an02I-eng.htm		
Official use only lift information above in imperment)	otal number of	employees in Canad	a	Organization's	s NAICS Code No		
				-			
	HEA	D OFFICE					
Address (building number, street, suite, etc.)		City		Province	Postal Code		
10 802 Mirabeau		Anjou		Qc	H1J 1T7		
		Telephone Number	•	Fax Number			
		514-353-700	Ö	514-353-	-7211		
E	MPLOYMENT	EQUITY CONT	ACT				
Name (print)		Title					
Mathieu Cossette		Human Resources					
Telephone Number		E-mail Address					
514-353-7000 x2213		mathieu.coss	sette@ropack	.com			

CERTIFICATION

The above-named organization:

- having a combined workforce of 100 or more permanent full-time, permanent part-time and temporary employees having worked 12 weeks or more in Canada, AND
- intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a Supply Arrangement, valued at \$1,000,000 or more (including applicable taxes).

Hereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procurement instrument, in keeping with the Federal Contractors Program requirements. For more information on how to implement employment equity please refer to: http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml

Important note: If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization, the procurement instrument(s) with the Government of Canada may be terminated.

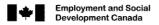
SIG	NATORY						
NOTE: The signatory must be the Chief Executive Officer OR an accontract on behalf of the organization.	uthorized person in an executive position with legal authority to sign a						
Name (print)	Title						
Yves Massicotte	Director General President						
Telephone Number	E-mail Address						
514-353-7000	vves.massicotte@ropack.com						
	7-15						

RETURN INSTRUCTIONS

IMPORTANT

• 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

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

- 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	c Phama Solutions 050590	
	OF COMPANY and AGREEMENT TO IMPLEMEN	T EMPLOYMENT EQUITY (AIEE)
Agree to the following statements:	2)	
I have the authority to sign on beha this company to the statements made found in non-compliance with the land.	de in this document, and to the possi	
I am making the claim that	Kathlyn Andaluz_	is unable to submit the
Contractors Program. I am therefore because of:	e requesting an extension until	January 6, 2018
Restructuring of the Human Resources documentation with the correct information		
As a senior manager of the corporation knowledge, and I am requesting an exte		ents are correct to the best of my
Date: 2017-11-24		
Name: Kathlyn Andaluz	Signature	
Title: <u>HR Director</u>	Telephone Number: <u>514-353-700</u>	0 (# 2263)
Email address: Kathlyn.andaluz@ropad	ck.com	

From: Yakibonge, Mauritius [NC] on behalf of EE-

Sent: EME November 27, 2017 8:38 AM

To: Kathlyn Andaluz

Cc: Jessica <u>Augustin'; 'Jessica Belair'</u>.

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 <u>ee-eme@hrsdc-rhdsc.gc.ca.</u>

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]

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

ROPACKInc.

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

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION EXPACH 2010 E027 to 2017-12-13

Geographic regions

(INDICATE THE NUMBER OF EMPLOYEES IN EACH REGION).

	F	Province			Census Metropolitan Are	a	
	Permanent full time	Permanent part- time	Temporary	Total number of employees			
uebec283		1	0	284	Montreal2831	0	284
otal number of empl Canada	oyees)			284	Total number of employees in Canada		284

Employment and Social Emploi et Développement Development Canada social Canada

Ropack Inc. (Certificate # 050590)

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES Full time / Quebec

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

Occupational Category			employees			Aboriginal			ons with disal	oilities		of Visible M	norities
Salary Range	Quarte	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Middle management and other directors	4	1	1										
Upper value: \$100,000 and over	3	3	1	2							1		1
Lower value: \$75,000 - \$79,999	2												
	1	3	2	1									
	Total	7	4	3							1		1
Professionals	4	1	1										
Upper value: \$100,000 and over	3	4	2	2							2	1	1
Lower value: \$30,000 - \$34,999	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	4	6	1	5									
Upper value: \$90,000 - \$94,999	3	1		1							1		1
Lower value: \$30,000 - \$34,999	2	9	3	6							1		1
	1	13	6	7							4	3	1
	Total	29	10	19							6	3	3
Supervisors	4	1		1									
Upper value: \$95,000 - \$99,999	3	4	2	2									
Lower value: \$45,000 - \$49,999	2	7	6	1									
	1	6	4	2									
	Total	18	12	6									

Page 1 of 4 Canada

Employment and Social Emploi et Développement Development Canada social Canada

Ropack Inc. (Certificate # 050590)

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES Full time / Quebec

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

Occupational Category			employees			Aboriginal			ons with disal	bilities		of Visible M	inorities
Salary Range	Quarte	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Administrative and main office staff	4	1		1									
Upper value: \$75,000 - \$79,999	3	5	2	3				1	1		3	1	2
Lower value: \$30,000 - \$34,999	2	2		2									
	1	3	2	1							1	1	
	Total	11	4	7				1	1		4	2	2
Skilled workers and artisans	4	1	1										
Upper value: \$70,000 - \$74,999	3	6	6										
Lower value: \$35,000 - \$39,999	2	9	8	1							1	1	
	1	12	12								2	2	
	Total	28	27	1							3	3	
Clerical staff	4	2		2							1		1
Upper value: \$35,000 - \$39,999	3	2	2										
Lower value: \$25,000 - \$29,999	2	2	2								2	2	
	1	2	2										
	Total	8	6	2							3	2	1
Intermediate sales and service personnel	4	2		2									
Upper value: \$60,000 - \$64,999	3	2		2									
Lower value: \$40,000 - \$44,999	2	1		1									
	1	2		2									
	Total	7		7									

Page 2 of 4 Canada

Employment and Social Emploi et Développement Development Canada social Canada

Ropack Inc. (Certificate # 050590)

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES Full time / Quebec

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

Occupational Category		All	employees			Aboriginal		Perso	ns with disat	oilities	Members	of Visible Mi	norities
Salary Range	Quarte		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Other sales and service personnel	4												
Upper value: \$35,000 - \$39,999	3												
Lower value: \$35,000 - \$39,999	2												
	1	1		1									
	Total	1		1									
Other manual workers	4	11	3	8									
Upper value: \$45,000 - \$49,999	3	81	47	34							40	31	9
Lower value: \$20,000 - \$24,999	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

Employment and Social Emploi et Développement Development Canada social Canada

Ropack Inc. (Certificate # 050590)

Form 2 B

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES Part-time / Quebec

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

Occupational Category		All	employees		Aboriginal			Perso	ns with disat	oilities	Members of Visible Minorities		
Salary Range	Quarte	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Professionals	4												
Upper value: \$100,000 and over	3												
Lower value: \$100,000 and over	2							•					
	1	1	1										
	Total	1	1										
Total number of employees		1	1										

Ropack Inc. (Certificate # 050590) FEDERAL

CONTRACT PROGRAMS: EMPLOYEE PROFILE

Full time / Quebec

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

	Al	l employees			Aboriginal		Pers	ons with disab	lities	Member	orities	
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
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

	Al	l employees			Aboriginal		Pers	ons with disab	lities	Member	s of Visible Min	orities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
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

	Al	l employees			Aboriginal		Pers	ons with disab	lities	Member	s of Visible Min	orities
Occupational Category	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

Form 4 B

Ropack Inc. (Certificate # 050590) FEDERAL

CONTRACT PROGRAMS: RECRUITMENTS

Part-time / Quebec

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

	Al	l employees			Aboriginal		Pers	ons with disabi	lities	Member	s of Visible Min	orities
Occupational Category	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Semi-professional and technical staff	1	1										
Total number of employees hired	1	1										

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS Full time / Quebec

	Promoted 6	employees (em	ployees promo	tea adining Pine	yd 2015-02-2 7 year should 66	18,2016-13-13-13	n the occupati	onal groups in v	which or to which	ch they were la	st promoted.	
Occupational Category	A	ll employees			Aboriginal		Pers	sons with disab	lities	Member	s of Visible Mir	orities
Occupational Category	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

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS

Temporary / Quebec

	Promoted of	employees (em	ployees promo	Red during the	year should be	Peported only	in the occupati	onal groups in v	which or to whi	ch they were la	st promoted.	
Occupational Category	Α	ll employees			Aboriginal		Pers	sons with disab	ilities	Member	s of Visible Mir	orities
Occupational Category	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



FEDERAL CONTRACTING PROGRAMS: TERMINATIONS OF EMPLOYEES

Full time / Quebec

	Al	l employees	F	eporting peri-	od 2015-02-27 Aboriginal	to 2017-12-13	Pers	ons with disab	ílities	Member	s of Visible Min	orities
Occupational Category	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



Employment and Social Emploi et Développement Development Canada social Canada

Form 6 B

Ropack Inc. (Certificate # 050590)

FEDERAL CONTRACTING PROGRAMS: TERMINATIONS OF **EMPLOYEES**

Part-time / Quebec

	A	ll employees		Reporting perio	od 2015-02-27 Aboriginal	to 2017-12-13	Pers	ons with disab	ilities			orities
Occupational Category	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Semi-professional and technical staff	1	1										
Total number of employees whose employment was terminated	1	1										



Employment and Social Emploi et Développement Development Canada social Canada

Form 6 C

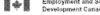
Ropack Inc. (Certificate # 050590)

FEDERAL CONTRACTING PROGRAMS: TERMINATIONS OF **EMPLOYEES**

Temporary / Quebec

	Al	l employees	ŀ	eporting perio	od 2015-02-27 Aboriginal	to 2017-12-13	Pers	ons with disab	lities	Member	s of Visible Mir	orities
Occupational Category	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Skilled 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





Default Workforce Analysis System - Detailed Report

Date: 2017-12-13

Women

Momon

				,	Nomen			
Employment Equity Occupational Group	Internal	All employees	Repres	sentation	Availab	ility	Differ	Place of recruitment
	location	#	#	%	%	#	ence#	
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	ő	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		16	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		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		
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	

Page 1 of 9



Default Workforce Analysis System - Detailed Report

Date: 2017-12-13

Women

					,	Women			
Employment Equi	ty Occupational Group	Internal	All employees	Repres	entation	Availa	ability	Differ	Place of recruitment
		location	#	#	%	%	#	ence,	
	Employment Equity Occupational Group	Montreal	7	7	100.0 %	61.8%	4	3	Montreal
13: Other sales an	d 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



Default Workforce Analysis System - Detailed Report

Date: 2017-12-13

Aboriginal

Part Internal In						original			
1111	Employment Equity Occupational Group		, ,				•		Place of recruitment
11111: Auditions and Accountants National 5 0 0.0% 1.3% 0 0 National 1121: Human Resources Professionals National 1 0 0.0% 2.7% 0 0 National 1122: Business Management Consulting Professionals National 3 0 0.0% 1.6% 0 0 National 2112: Chemists National 12 0 0.0% 0.6% 0 0 National 2134: Chemical engineers National 1 0 0.0% 0.6% 0 0 National 2141: Industrial and Menufacturing Engineers National 1 0 0.0% 0.8% 0 0 National 2174: Programmers and Interactive Media Developers National 1 0 0.0% 0.8% 0 0 National 2174: Programmers and Interactive Media Developers National 1 0 0.0% 1.6% 0 0 National 2174: Programmers and Interactive Media Developers<	02: Middle management and other directors	National	7	0	0.0 %	2.2 %	0	0	National
1121: Human Resources Professionals National 1	03: Professionals		28	0	0.0 %	1.0 %	0	0	
National 3 0 0.0% 1.6% 0.0% National 2112: Chemists National 12 0 0.0% 0.6% 0.6% 0.0% National 2112: Chemists National 12 0 0.0% 0.6% 0.6% 0.0% National 2114: Chemical engineers National 3 0 0.0% 0.6% 0.6% 0.0% National 2114: Chemical engineers National 3 0 0.0% 0.6% 0.6% 0.0% National 2114: Industrial and Manufacturing Engineers National 1 0 0.0% 0.0% 0.6% 0.0% 0.0% National 2114: Industrial and Manufacturing Engineers National 1 0 0.0% 0.0% 0.6% 0.0% 0.0% 0.0% 0.0% 0.	1111; Auditors and Accountants	National	5	0	0.0 %	1.3 %	0	0	National
National 12	1121: Human Resources Professionals	National	1	0	0.0 %	2.7 %	0	0	National
National	1122: Business Management Consulting Professionals	National	3	0	0.0 %	1.6 %	0	0	National
2141: Industrial and Manufacturing Engineers	2112 : Chemists	National	12	0	0.0 %	0.6 %	0	0	National
National	2134 : Chemical engineers	National	3	0	0.0 %	0.6 %	0	0	National
Att12: Lawyers (across Canada) and notaries (in Quebec) Att112: Lawyers (across Canada) and notaries (in Quebec) Att12: Lawyers (across Canada) and notaries (in Qu	2141: Industrial and Manufacturing Engineers	National	1	0	0.0 %	0.8 %	0	0	National
04: Semi-professional and technical staff 29 0 0.0% 1.4% 0 0 2233: Industrial and Manufacturing Engineering Technologists and Technicians Quebec 27 0 0.0% 1.4% 0 0 Quebec 2281: Computer Network Technicians Quebec 2 0 0.0% 1.1% 0 0 Quebec 05: Supervisors 18 0 0.0% 0.8% 0 0 Montreal 07: Administrative and Senior Clerical Staff 11 0 0.0% 0.7% 0 0 Montreal 09: Skilled workers and artisans 4 0 0.0% 0.7% 0 0 Montreal 7231: Machinists and Machining and Tooling Inspectors Quebec 1 0 0.0% 1.5% 0 0 Quebec 7333: Electromechanics Quebec 7 0 0.0% 1.8% 0 0 Quebec 10: Office staff 8 0 0.0% 0.8% 0 0 Quebec	2174; Programmers and Interactive Media Developers	National	2	0	0.0 %	1.0 %	0	0	National
2233: Industrial and Manufacturing Engineering Technologists and Technicians Quebec 27 0 0.0% 1.4% 0 0 Quebec 2281: Computer Network Technicians Quebec 2 0 0.0% 1.1% 0 0 Quebec 05: Supervisors 18 0 0.0% 0.8% 0 0 Montreal Employment Equity Occupational Group Montreal 18 0 0.0% 0.7% 0 0 Montreal 107: Administrative and Senior Clerical Staff 11 0 0.0% 0.7% 0 0 Montreal 109: Skilled workers and artisans 28 0 0.0% 1.5% 0 0 Montreal 7231: Machinists and Machining and Tooling Inspectors Quebec 1 0 0.0% 1.0% 0 0 Quebec 7333: Electromechanics Quebec 7 0 0.0% 1.8% 0 0 Quebec 10: Office staff 8 0 0.0% 0.8% 0 0 Montreal	4112: Lawyers (across Canada) and notaries (in Quebec)	National	1	0	0.0 %	1.6 %	0	0	National
2281: Computer Network Technicians Quebec 2 0 0.0% 1.1% 0 Quebec 05: Supervisors 18 0 0.0% 0.8% 0 0 Montreal Employment Equity Occupational Group Montreal 18 0 0.0% 0.8% 0 0 Montreal 07: Administrative and Senior Clerical Staff 11 0 0.0% 0.7% 0 0 Montreal Employment Equity Occupational Group Montreal 11 0 0.0% 0.7% 0 0 Montreal 99: Skilled workers and artisans 28 0 0.0% 1.5% 0 0 Montreal 7231: Machinists and Machining and Tooling Inspectors Quebec 1 0 0.0% 1.5% 0 0 Quebec 7331: Electromechanics Quebec 2 0 0.0% 1.8% 0 0 Quebec 10: Office staff B 0 0.0% 0.8% 0 0 Montreal Employment Equity Occupational Group Montreal 8 0 0.0% <t< td=""><td>04: Semi-professional and technical staff</td><td></td><td>29</td><td>0</td><td>0.0 %</td><td>1.4 %</td><td>0</td><td>0</td><td></td></t<>	04: Semi-professional and technical staff		29	0	0.0 %	1.4 %	0	0	
05: Supervisors 18 0 0.0 % 0.8 % 0 0 Employment Equity Occupational Group Montreal 18 0 0.0 % 0.8 % 0 0 Montreal 67: Administrative and Senior Clerical Staff 11 0 0.0 % 0.7 % 0 0 Montreal Employment Equity Occupational Group Montreal 11 0 0.0 % 0.7 % 0 0 Montreal 99: Skilled workers and artisans 28 0 0.0 % 1.5 % 0 0 Montreal 7231: Machinists and Machining and Tooling Inspectors Quebec 1 0 0.0 % 1.5 % 0 0 Quebec 7331: Electromechanics Quebec 7 0 0.0 % 1.8 % 0 0 Quebec 10: Office staff B 0 0.0 % 0.8 % 0 0 Montreal Employment Equity Occupational Group Montreal 8 0 0.0 % 0.8 % 0 0 Montreal	2233: Industrial and Manufacturing Engineering Technologists and Technicians	Quebec	27	0	0.0 %	1.4 %	0	0	Quebec
Employment Equity Occupational Group Montreal 18 0 0.0% 0.8% 0 0 Montreal 07: Administrative and Senior Clerical Staff 11 0 0.0% 0.7% 0 0 Employment Equity Occupational Group Montreal 11 0 0.0% 0.7% 0 0 Montreal 09: Skilled workers and artisans 28 0 0.0% 1.5% 0 0 0 Quebec 7231: Machinists and Machining and Tooling Inspectors Quebec 1 0 0.0% 1.4% 0 0 Quebec 7331: Construction millwrights and industrial mechanics Quebec 20 0 0.0% 1.4% 0 0 Quebec 7333: Electromechanics Quebec 7 0 0.0% 1.8% 0 0 Quebec 10: Office staff 8 0 0.0% 0.8% 0 0 Montreal	2281 : Computer Network Technicians	Quebec	2	0	0.0 %	1.1 %	0	0	Quebec
07: Administrative and Senior Clerical Staff 11 0 0.0% 0.7% 0 0 Employment Equity Occupational Group Montreal 11 0 0.0% 0.7% 0 0 Montreal 09: Skilled workers and artisans 28 0 0.0% 1.5% 0 0 7231: Machinists and Machining and Tooling Inspectors Quebec 1 0 0.0% 1.0% 0 0 Quebec 7331: Construction millwrights and industrial mechanics Quebec 7 0 0.0% 1.8% 0 0 Quebec 7333: Electromechanics Quebec 7 0 0.0% 1.8% 0 0 Quebec 10: Office staff 8 0 0.0% 0.8% 0 0 Montreal	05: Supervisors		18	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group Montreal 11 0 0.0% 0.7% 0 0 Montreal 09: Skilled workers and artisans 28 0 0.0% 1.5% 0 0 7231: Machinists and Machining and Tooling Inspectors Quebec 1 0 0.0% 1.0% 0 0 Quebec 7311: Construction millwrights and industrial mechanics Quebec 20 0 0.0% 1.4% 0 0 Quebec 7333: Electromechanics Quebec 7 0 0.0% 1.8% 0 0 Quebec 10: Office staff 8 0 0.0% 0.8% 0 0 Montreal Employment Equity Occupational Group Montreal 8 0 0.0% 0.8% 0 0 Montreal	Employment Equity Occupational Group	Montreal	18	0	0.0 %	0.8 %	0	0	Montreal
09: Skilled workers and artisans 28 0 0.0 % 1.5 % 0 0 7231: Machinists and Machining and Tooling Inspectors Quebec 1 0 0.0 % 1.0 % 0 0 Quebec 7311: Construction millwrights and industrial mechanics Quebec 20 0 0.0 % 1.4 % 0 0 Quebec 7333: Electromechanics Quebec 7 0 0.0 % 1.8 % 0 0 Quebec 10: Office staff 8 0 0.0 % 0.8 % 0 0 Montreal Employment Equity Occupational Group Montreal 8 0 0.0 % 0.8 % 0 0 Montreal	07: Administrative and Senior Clerical Staff		11	0	0.0 %	0.7 %	0	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 0 Quebec 7333 : Electromechanics Quebec 7 0 0.0% 1.8% 0 0 Quebec 10 : Offfice staff 8 0 0.0% 0.8% 0 0 Montreal Employment Equity Occupational Group Montreal 8 0 0.0% 0.8% 0 0 Montreal	Employment Equity Occupational Group	Montreal	11	0	0.0 %	0.7 %	0	0	Montreal
7311: Construction millwrights and industrial mechanics Quebec 20 0 0.0 % 1.4 % 0 0 Quebec 7333: Electromechanics Quebec 7 0 0.0 % 1.8 % 0 0 Quebec 10: Office staff 8 0 0.0 % 0.8 % 0 0 V Employment Equity Occupational Group Montreal 8 0 0.0 % 0.8 % 0 0 Montreal	09: Skilled workers and artisans		28	0	0.0 %	1.5 %	0	0	
7333 : Electromechanics Quebec 7 0 0.0 % 1.8 % 0 0 Quebec 10 : Office staff 8 0 0.0 % 0.8 % 0 0 0 Employment Equity Occupational Group Montreal 8 0 0.0 % 0.8 % 0 0 Montreal	7231: Machinists and Machining and Tooling Inspectors	Quebec	1	0	0.0 %	1.0 %	0	0	Quebec
10 : Office staff 8 0 0.0 % 0.8 % 0 0 Employment Equity Occupational Group Montreal 8 0 0.0 % 0.8 % 0 0 Montreal	7311: Construction millwrights and industrial mechanics	Quebec	20	0	0.0 %	1.4 %	0	0	Quebec
Employment Equity Occupational Group Montreal 8 0 0.0 % 0.8 % 0 0 Montreal	7333 : Electromechanics	Quebec	7	0	0.0 %	1.8 %	0	0	Quebec
	10 : Office staff		8	0	0.0 %	0.8 %	0	0	
	Employment Equity Occupational Group	Montreal	8	0	0.0 %	0.8 %	0	0	Montreal
11: Intermediate sales and service personnel 7 0 0.0 % 0.9 % 0 0	11: Intermediate sales and service personnel		7	0	0.0 %	0.9 %	0	0	

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Employment and Social Emploi et Développement Development Canada social Canada

Workplace Equity Information Management System - Ropack Inc.

Default Workforce Analysis System - Detailed Report

Date: 2017-12-13

Aboriginal

					Ab	original			
Employment Equit	ty Occupational Group	Internal	All employees	Represe	entation	Availab	ility	Differ	Place of recruitment
		location	#	#	%	%	#	ence#	
	Employment Equity Occupational Group	Montreal	7	0	0.0 %	0.9 %	0	0	Montreal
13: Other sales and	d 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 v	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



Default Workforce Analysis System - Detailed Report

Date: 2017-12-13

Members of Visible Minorities

Employment Equity Occupational Group	All ampiouses	Members of Visible Minorities All employees RepresentationAvailability Diffe					Place of recruitment	
Employment Equity Occupational Group	Internal location	#	#	%	%	#	ence#	riace of recruitment
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	

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Default Workforce Analysis System - Detailed Report

Date: 2017-12-13

Members of Visible Minorities

				N	Members of	Visible Mino	rities		
Employment Equity Occupational Group	Internal	All employees	RepresentationAvailability				Differ	Place of recruitment	
location		location	#	#	%	%	#	ence#	
	Employment Equity Occupational Group	Montreal	7	0	0.0 %	22.2 %	2	-2	Montreal
13: Other sales an	d 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 v	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



Default Workforce Analysis System - Detailed Report

Date: 2017-12-13

Persons with disabilities

			Persons with disabilities RepresentationAvailability Differ						
Employment Equity Occupational Group	Internal location	All employees #	#	entationAva %	maomty %		iffer nce _#	Place of recruitment	
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



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 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



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 :	СРЕМЕ	National
Supervisors	CPEME	National
07: Administrative and Senior Clerical Staff 09:	СРЕМЕ	National
Skilled Workers and Craftspeople	СРЕМЕ	National
10 : Clerical staff	CPEME	National
1112: Intermediate Sales and Service Personnel 13:	CPEME	National
Other Sales and Service Personnel	СРЕМЕ	National
14: Other manual workers	CPEME	National
	СРЕМЕ	
	СРЕМЕ	
	СРЕМЕ	
	CPEME	



Default Workforce Analysis System - Summary Report

Date: 2017-12-15

Women

			1	Women			
Employment Equity Occupational Group	All employees	Repres	entation	Availa	ability	Differ	
	#	#	%	%	#	ence _#	
92: 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		
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	
rotal	203	199	40.1 70	30.0 %	00	33	



Default Workforce Analysis System - Summary Report

Date: 2017-12-15

Aboriginal

Aboriginal							
Employment Equity Occupational Group	All employees	Repres	entation	Availat	oility	Differ	
	#	#	%	%	#	ence#	
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		
		-					



Default Workforce Analysis System - Summary Report

Date: 2017-12-15

Members of Visible Minorities

		Members of Visible Minoriti					
Employment Equity Occupational Group	All employees	•	sentationAv			Differ	
	#	#	%	%	#	ence#	
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		
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	



Default Workforce Analysis System - Summary Report

Date: 2017-12-15

Persons with disabilities

			Persons	with disabil	ities		
Employment Equity Occupational Group	All employees	Represe	entationAva	ailability		Differ	
	#	#	%	%	#	ence#	
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	



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 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



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	СРЕМЕ	National
3. : Professionals	СРЕМЕ	National
4.: Semi-professional and technical staff 05 :	СРЕМЕ	National
Supervisors	CPEME	National
07: Administrative and Senior Clerical Staff 09:	СРЕМЕ	National
Skilled Workers and Craftspeople	СРЕМЕ	National
10 : Clerical staff	CPEME	National
1112: Intermediate Sales and Service Personnel 13:	CPEME	National
Other Sales and Service Personnel	CPEME	National
14: Other manual workers	CPEME	National
	СРЕМЕ	



Federal Contractors Program Achievement Report Part 1: Workforce Analysis Ropack Inc. 2017-12-19

Data from Firs	t/Previous Wor	kforce Analysis
Ţ	Ţ	Ţ

Data from Fi	rst/Previous Workf	orce Analysis
YYYY	MM	DD
2014	06	30

	4	1	1
*	Data from Subs	equent/Current W	orkforce Analysis
	VVVV	MM	nn an

12

2017

Data from Subsequent/Current Workforce Analysis

		Table 1: Women First/Previous Workforce Analysis			
F1	or mont Family Occupational Course (FFOC)	All Employees	Wor	Women	
Employment Equity Occupational Group (EEOG)			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	o	0.0	
14	Other Manual Workers	152	92	23.8	
Total		290	151	18.7	

Table 5: Women Subsequent/Current Workforce Analysis					
	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	ol	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:	
2016 Census	

* Sor	irce:				
2016	Censu	us			

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Federal Contractors Program Achievement Report Part 1: Workforce Analysis Ropack Inc. 2017-12-19

Data from Firs	t/Previous Wor	kforce Analysis
1	\	Ţ

2014	06	30
VVVV	MM	DD
Data from Fi	rst/Previous Work	force Analysis

Data from Su	ibsequent/Curre	ent Workforce
	Analysis	
1	↓	\

Data from Subse	quent/Current Wo	orkforce Analysis
YYYY	MM	DD
2017	12	19

		Table 2: Aboriginal Peoples First/Previous Workforce Analysis			
EI		All Employees	Aboriginal Peoples		
cmbio	yment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01	Senior Managers	0	0	0.0	
02	Middle & Other Managers	6	0	2.2	
03	Professionals	23	0	1.2	
04	Semi-Professionals & Technicians	35	0	1.4	
05	Supervisors	21	0	0.8	
06	Supervisors: Crafts & Trades	0	0	0.0	
07	Administrative & Senior Clerical Personnel	9	0	0.7	
08	Skilled Sales & Service Personnel	0	0	0.0	
09	Skilled Crafts & Trades Workers	26	0	1.4	
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	

2016 Census			2016 Census		
* Source:		* Soi	ırce:		
290	0	1.0	283	0	
152	0	0.8	146	0	
0	0	0.0	1	0	
0	0	0.0	0	0	
9	0	0.9	7	0	
2	V _I	0.8	O	V	

Table 6: Aboriginal Peoples							
Subsequent	/Current Workford	e Analysis					
All Employees	Aborigina	riginal Peoples					
	Representation	Availability*					
#	#	%					
0	0	0.0					
7	0	2.2					
28	0	1.0					
29	0	1.4					
18	0	0.8					
0	0	0.0					
11	0	0.7					
0	0	0.0					
28	0	1.5					
8	0	0.8					
7	0	0.9					
0	ol	0.0					
1	o	0.8					
146	o	0.8					
283	0	1.0					

ource: 6 Census	201	
rce:	6 (
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	1SU	•
	IS	

Federal Contractors Program Achievement Report Part 1: Workforce Analysis Ropack Inc. 2017-12-19

Data from First	/Previous Wor	kforce Analysis
↓ ·	1	Ţ

2014	06	30
YYYY	MM	DD
Data from Fi	rst/Previous Workf	orce Analysis

Data from Su	bsequent/Curr Analysis	ent Workforce
1	1	1

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2017	12	19

		Table 3: Me	mbers of Visible	e Minorities		
		First/Pr	evious Workforce 2	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	I	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		

4. (
" 50u	rce:						

Table 7: Me	Table 7: Members of Visible Minorities						
Subsequent	/Current Workford	e 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					
283	95	19.1					

* Source:		
2016 Census		

Federal Contractors Program Achievement Report Part 1: Workforce Analysis Ropack Inc. 2017-12-19

Data from Firs	t/Previous Wor	kforce Analysis
1	1	Ţ

2014	06	30
YYYY	MM	DD
Data from Fi	rst/Previous Work!	force Analysis

2014	06	30
YYYY	MM	DD
Data from Fi	rst/Previous Work	force Analysis

Data from Subse	equent/Current Wo	orkforce Analysis
YYYY	MM	DD
2017	12	19
Tabla &	Persons with D	icahilitias
	t/Current Workfor	

Data from Subsequent/Current Workforce Analysis

		Table 4:	Persons with Dis	sabilities	
		First/Pro	evious Workforce A	malysis	
F1-		All Employees	Persons with Disabilities		
cmbio	yment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01/02	Managers	6	0	4.3	
03	Professionals	23	0	3.8	
04	Semi-Professionals & Technicians	35	0	4.6	
05	Supervisors	21	0	13.9	
06	Supervisors: Crafts & Trades	0	0	0.0	
07	Administrative & Senior Clerical Personnel	9	0	3.4	
08	Skilled Sales & Service Personnel	0	0	0.0	
09	Skilled Crafts & Trades Workers	26	0	3.8	
10	Clerical Personnel	9	0	7.0	
11	Intermediate Sales & Service Personnel	9	0	5.6	
12	Semi-Skilled Manual Workers	0	0	0.0	
13	Other Sales & Service Personnel	o	0	0.0	
14	Other Manual Workers	152	1	5.3	
Гotal		290	1	5.6	

Table 8: Persons with Disabilities Subsequent/Current Workforce Analysis			
	Representation	Availability*	
#	#	%	
7	0	4.3	
28	0	3.8	
29	0	4.6	
18	0	13.9	
0	0	0.0	
11	1	3.4	
0	0	0.0	
28	0	3.8	
8	0	7.0	
7	0	5.6	
0	0	0.0	
1	0	6.3	
146	0	5.3	
283	1	5.4	

* Source:	
2006 Participation and Activity Limitation	ı Survey

* Source:			
2006 Partic	ipation and Acti	vity Limitation	Survey

Part 2: Flow Data Analysis

Ropack Inc.

2017-12-19

Start	Date of Flov	Data
YYYY	MM	DD
2015	2	10

End I	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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	*	Ψ	W	•
		Table 1:	Women	
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	0	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
	T		-	_

Total

206

84

Table 5: Women				
Full-time / National		Part-time / National		
All Employees Promoted	Women Promoted	i Employace i		
#	#	#	#	
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	

Table 9: Women				
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	

Part 2: Flow Data Analysis

Ropack Inc.

2017-12-19

Start	Date of Flov	v Data
YYYY	MM	DD
2015	2	10

Data from Form 4 - Employees Hired Data from Form 5 - Employees
Promoted

Data from Form 6 - Employees Terminated

	<u> </u>	\	1	1	
	Tab	de 2: Abor	iginal Ped	ples	
	Full-time	Full-time / National		Part-time / National	
Employment Equity Occupational Group (EEOG)	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	
	#	#	#	#	
01 Senior Managers	0	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	1.1	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	

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

Table 10: Aboriginal Peoples			
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	o	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

Part 2: Flow Data Analysis

Ropack Inc.

2017-12-19

Start	Date of Flow	v Data
YYYY	MM	DD
2015	2	10

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

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		1	1	1
	Table.	3: Persons	with Disa	bilities
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
01 Senior Managers	0	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	1.1	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	
	0	1	0	
1	0	0	0	
0	0	0	0	
0	0	0	0	
15	1	1	0	
42	1	5	0	

Table 11: Persons with Disabilities			
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

Part 2: Flow Data Analysis

Ropack Inc.

2017-12-19

Start	Date of Flov	v Data
YYYY	MM	DD
2015	2	10

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2017	12	13
YYYY	ММ	DD
End I	Date of Flow	Data

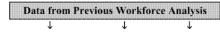
Data from Form 4 - Employees Hired Data from Form 5 - Employees Promoted Data from Form 6 - Employees Terminated

	Table 4:	Members o	f Visible N	Ainorities
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
01 Senior Managers	0	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	1.1	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

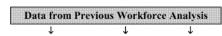
Federal Contractors Program Achievement Report
Part 3: Goals
Ropack Inc.
2017-12-19



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	7.0	200											1			311	

		Ta	ble 1: Women	
		Previous	Workforce Analy	sis
	loyment Equity Occupational	All Employees	Wom	ien
Grou	p (EEOG)		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

	*				•			ı							Ì	ŧ)	ŧ	,				•	•	•																																												
l		Š	Š	į	8	Š	Š			ŝ	į	i		8		Š	ŝ	Š		Š	8		Ì	Ĭ	i	8	Š	ŝ	Ì	Ĭ	i	Š	Š	Ĭ	i	Š		Š		Š	ŝ	Ì	Ĭ	i		8	Š	Š		Š	Š		Š	8	Ĭ	i	Ĭ	i	i		Š	i	8	Š	ŝ	į	Ī	Ĭ	8



2014	6	30
YYYY	MM	DD
Date of Pres	ious Workforce A	nalveie

	Table 2	: Aboriginal Peo	oples
	Previou	is Workforce Anal	ysis
Employment Equity Occupational	All Employees	Aborigina	l Peoples
Group (EEOG)		Representation	Availability*
	#	#	%

1	1	Į .
Data	from Current W	orkforce Analysis

D	ate of Current W	orkforce Analysis
2017	12	19

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	<u> </u>	23.8			
283	139	30.0			

* Source: 2006	Census	
*		

Data	from Current \	Norkforce Analysis
1	4	.

YYYY	ate of Current W	orkforce Analysis DD
2017	12	19

	Current Works	laman Amalania
	Current Works	orce Analysis
All Employees	A	boriginal Peoples
	Representation	Availability*
#	#	%

						Fede	ral Cont	ractors Program Achievement Re	eport		
		Part 3: Goals									
								Ropack Inc.			
								2017-12-19			
01	Senior Managers	0	0	0.0	0		0	0.0			
	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 Cont	ractors Program Ach
					Part 3: Goals
					Ropack Inc.
					2017-12-19
10 Clerical Personnel Intermediate Sales & Service	9	0.8	8	0	0.8
Personnel	9	0.9	7	0	0.9
12 Semi-Skilled Manual Workers	0	0.0	0	0	0.0
13 Other Sales & Service Personnel	0	0 0.0	1	0	0.8
14 Other Manual Workers	152	0 0.8	146	0	0.8
Fotal	290	0 1.0	283	0	1.0
	* Source:		* Source:		
	0		0		
	2016 Census		2016 Census		
	Data from Previous Wo		Bata face	Current Workfo	
	1 1	1.	↓ Data Iron	↓ ↓	L.
					•
	Date of Previous Work			f Current Workfored	
	YYYY MN 2014 6		2017	MM 12	DD 19
			t		
	Table 3: Members of V			dembers of Visib	
Employment Equity Occupational		s of Visible Minorities	All Employees		sible Minorities
Group (EEOG)		tation Availability*	Rej	oresentation	Availability*
01 Senior Managers	# #	0 0.0	# 0	# 0	% 0.0
02 Middle & Other Managers	6	0 15.0	7	i	15.0
03 Professionals	23	6 28.3	28	12	30.8
04 Semi-Professionals & Technicians	35	10 12.0	29	6	12.3
05 Supervisors	21	2 16.7	18	0	16.7
06 Supervisors: Crafts & Trades	0	0.0	0	0	0.0
07 Administrative & Senior Clerical	9	1 12.2	11	4	12.2
Personnel					0.0
08 Skilled Sales & Service Personnel	U	0.0	0	U	0.0
09 Skilled Crafts & Trades Workers	26	3 3.8	28	3	4.1
10 Clerical Personnel	9	1 17.4	8	3	17.4
Intermediate Sales & Service	9	0 22.2	7	0	22.2
Personnel			·		
12 Semi-Skilled Manual Workers	0	0.0	0	0	0.0
13 Other Sales & Service Personnel	0	0.0	1	0	24.3
14 Other Manual Workers	152	60 22.1	146	66	22.1
Total	290	83 19.0	283	95	19,1
	* Source:		* Source:		
	0		0		
	2006 Census		2006 Census		
	Data from Previous Wo	rkforce Analysis	Data fron	Current Workfo	orce Analysis
	~ ~ ~ ~ · · · · · · · · · · · · · · · ·				

Federal Contractors Program Achievement Report	
Part 3: Goals	
Ropack Inc.	
2017-12-19	

Date of Free	ious Workforce A	marysis
YYYY	MM	DD
2014	6	30

2017	12	19
2017	12	10
YYYY	MM	DD
D:	ate of Current W	orkforce Analysis

	Table 4: Pe	rsons with Dis	abilities
	Previou	s Workforce Ana	lysis
Employment Equity Occupational	All Employees	Persons with	Disabilities
Group (EEOG)		Representation	Availability*

Ta	ble 8: Persons	with Disabil	ities
	Current Workf	orce Analysis	
All Employees	Pers	ons with Disal	oilities
	Representation	Ava	ilability*

							F	deral	Contractor	s Program Ach	ievement R	eport						
										Part 3: Goals								
										Ropack Inc.								
										2017-12-19								
	I	ŧ	#	%		#	#			%								
01/02	Managers	6	0	4.3		7	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	9	0	5.6		7	7	0		5.6								
	Personnel Semi-Skilled Manual Workers	0	0	0.0				۸		0.0								
			U			V	,											
	Other Sales & Service Personnel	0	0	0.0		1		0		6.3								
14 Total	Other Manual Workers	152 290		5.3 5.6		146 283		1		5.3 5.4								
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Federal Contractors Program Achievement Report
Part 3: Goals
Ropack Inc.
2017-12-19

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				Part 3: Goals
				Ropack Inc.
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					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
		Ropack Inc.
		2017-12-19

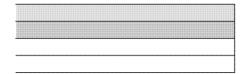
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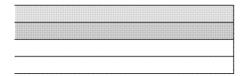
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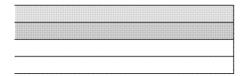
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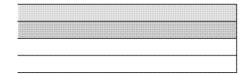
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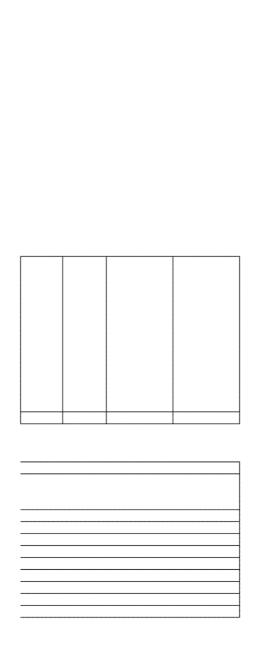
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		Part 3: Goals
		Ropack Inc.
		2017-12-19

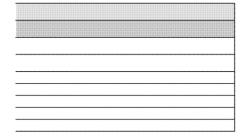






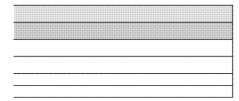


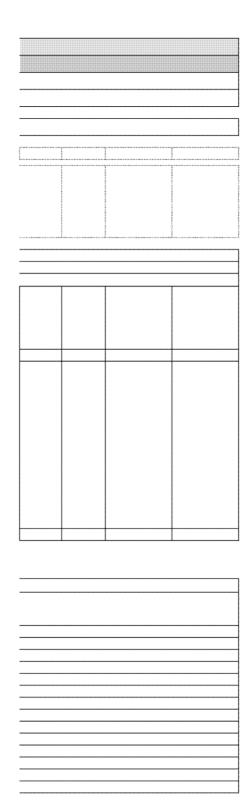


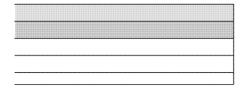


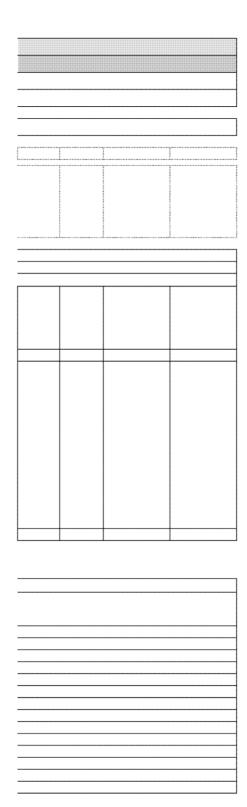
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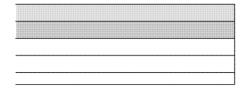
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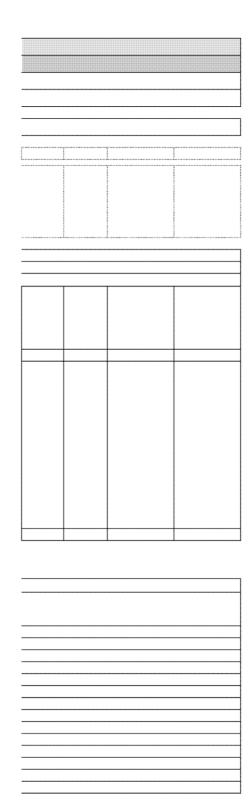


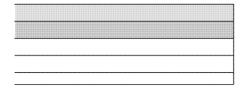
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Federal Contractors Program Achievement Report Part 4: Results - Women Ropack Inc. 2017-12-19 В \mathbf{C} D E F \mathbf{G} H M N 0 O U V W Part 1: Part 1: Part 2: Part 2: Part 2: Flow $V + U|_{\mathbf{X}}$ $\mathbf{E} + \mathbf{D}$ DxG $\mathbf{E} + \mathbf{H}$ Part 2: Flow Part 2: Flow $Q \oplus P \times$ E-H K x G ÷ 100 P x F + 100 Q-S U x F ÷ 100 V-X Data sources Workforce Workforce Workforce Flow Data L-N Flow Data Flow Data x 100 - 100 x 100 Data Analysis $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ Ţ 1 1 1 Workforce Analysis Flow Data Analysis Employment Equity Workforce Hires Promotions Terminations Year Occupational Group Women Women All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % % % 2014 0.0 0 0.0 0.0 01 Senior Managers 2017 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 Middle & Other 2014 2 33.3 38.9 2 85.7 02 Managers 2017 42.9 38.9 110.2 42.9 0 0.0 2 33.3 123.4 2014 23 13 56.5 45.8 11 03 Professionals 2017 28 15 53.6 40.3 11 132.9 47. 44.4 46.7 17 15 2014 35 21 60.0 24.9 12 241.0 Semi-Professionals & 04 Technicians 2017 29 19 65.5 26.1 251.0 21 14 66.7 28.6 24 14 58.3 14 2014 21 33.3 50.8 11 65.6 05 Supervisors 2017 33.3 50.8 65.6 11 18 6 27.3 75.0 15 26.7 Supervisors: Crafts & 2014 0 0.0 0.0 0 0.0 06 Trades 0.0 0.0 0.0 0.0 0.0 0.0 0 0 0 Part 2: E = D xPart 2: Flow $E = G \times$ F ÷ I x 100 ≟ Part 3: Goals - M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Women Women Women Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met */6 % % % % 2013 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 2020 0 0.0 0.0 0.0 0.0 0.0 2017 3 0.0 0.0 0.0 0.0 Middle & Other 100.0 | Peoples 0.0 0.0 Managers 100.0 0.0 0.0 2020 3 0.0 0.0 2017 11 12 109.1 Analysis 0.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 2020 11 109.1 0.0 0.0 0.0 0.0 12 16 400.0 mployees 0.0 l Peoples 0.0 0.0 0.0 Semi-Professionals & 2017 0.0 Technicians 2020 400.0 0.0 0.0 16 0.0 0.0 0.0 2017 6 0.0 0.0 vailability 0.0 0.0 0.0 sentation 05 Supervisors 2020 6 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 0.0 2020 0.0 0.0 0.0 0.0 0

Federal Contractors Program Achievement Report Part 4: Results - Women Ropack Inc. 2017-12-19 В \mathbf{C} D E F \mathbf{G} H M N 0 O U W Part 1: Part 1: Part 2: Part 2: $V + U|_{\mathbf{X}}$ $\mathbf{E} + \mathbf{D}$ DxG Part 2: Flow Part 2: Flow $Q \oplus P \times$ Part 2: Flow E-H K x G ÷ 100 U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data L-N Flow Data P x F + 100 Q - S Flow Data V-X x 100 +100 x 100 Data Analysis $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ 1 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Women Women All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference # ٧. % # % % % % 2014 33.3 80.8 41.3 Administrative & 3 Senior Clerical 2017 11 63.6 80.8 78.8 77.8 33.3 57.1 Skilled Sales & 2014 0 0.0 0.0 0 0.0 Service Personnel 2017 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 26 Skilled Crafts & 2014 0 0.0 2.2 0.0 Trades Workers 2017 28 148.8 10.0 3.6 2.4 13 15.4 0.0 10 0 2014 5 55.6 62.5 -1 88.9 10 Clerical Personnel 2017 25.0 62.5 40.0 20.0 0 0.0 50.0 2014 8 88.9 61.8 143.8 Intermediate Sales & Service Personnel 2017 100.0 100.0 100.0 80.0 61.8 161.8 Semi-Skilled Manual 2014 0 0.0 0.0 0 0.0 12 Workers 0.0 0.0 0.0 121 0 0 0.0 0 0.0 0.0 Part 2: Part 2: Flow E = D x $E = G \times$ F ± 1 x 100 [‡] Part 3: Goals * M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Women Women Women Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met */6 % % ٠, % 2013 Administrative & 160.0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 2020 160.0 0.0 0.0 0.0 0.0 8 2017 0.0 0.0 0.0 0.0 Skilled Sales & 0 0.0 0.0 0.0 Service Personnel 0.0 0.0 2020 0 0.0 0.0 0.0 Skilled Crafts & 2017 2 33.3 23 8.7 0.0 0.0 166. 0.0 0.0 Trades Workers 2020 33.3 0.0 0.0 0.0 0.0 33.3 2017 0.0 0.0 71.4 0.0 0.0 35 2.9 Clerical Personnel 2020 33.3 0.0 0.0 0.0 0.0 2017 4 -400.0 21 0.0 0.0 500.0 0.0 0.0 Intermediate Sales & -1 19.0 Service Personnel 2020 -1 4 -400.00.0 0.0 0.0 0.0 2017 121 0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 0.0 Workers 0.0 2020 121 0.0 0.0 0.0 0.0 0

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Data so	инсеs:		Part 1: Workforce Analysis		E+D x 100	Part 1: Workforce Analysis	D x G + 100	Е-Н	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F ÷ 100	Q-S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F + 100	V-X
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				N	/orkfo	orce An	alysis									Flow D	ata A	nalysis						
	loyment Equity pational Group	Year			W	orkforce						Hires				Pre	omotio				Te	rminatio		
(EEC			All Employees	Represent	ation	Wor Availa		Gap	EE Result	All Employees	30	tual	Expected	Difference	All Employees	Actus		omen Expected	Difference	All Employees	Act		emen Expected	Difference
		#	#	# #	%	%	#	# #	%	#	#	%	#	#	ii	#	%	#	#	#	#	%	#	# #
13	Other Sales & Service	2014	0	0	0.0	0.0	0	0	0.0															
Į	Personnel	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
144.1	Other Manual Workers	2014 2017	152 146	92 78	60.5 53.4	23.8 23.8	36 35		254.3 224.5		43	0.0		43	16	6	37.5	10		114	51	44.7	69	-18
	V OAKUS	2017	290	151	52.1	18.7	54	L	278.4	<u>'</u>	71.3	0.0	0	43	10	0:	31,3	10		1 1.77	31		09	*10
Total		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 so	airces:		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÷1x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F = M x 100											
			1	1	1	1	↓	1	1	1	1	1	1											
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	loyment Equity	Year	FI	ow Data		2	Short-te Wo	rm Goals			Long-ter wor													
(EEC	pational Group OG)		All Employees	Actua		Goal	Percent of Goal Met		Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					ć.	Commen	ts				
		#	#	#	%	#	%	%	%	#	%	%	%											
	Other Sales & Service Personnel	2017	0	0	0.0	9	0.0	0.0	0.0	k	0.0		0.0											
-	Other Manual	2020 2017	-98	49	0,0 -50.0	0	0,0	0.0	0.0		0.0	0.0	0.0											
141	Vorkers	2020	-98	49	-50.0	V		0.0	0.0	I	J. S	0.0	0.0											
Total		2017 2020	54 54	101 101	187.0 187.0	26	388.5	0.0 0.0	0.0 0.0	L	7214.3	0.0 0.0	0.0											

Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples Ropack Inc. 2017-12-19 V В \mathbf{C} D E F \mathbf{G} H M N 0 O U W Part 1: Part 1: Part 2: Part 2: $\mathbf{E} + \mathbf{D}$ DxG $\mathbf{E} + \mathbf{H}$ Part 2: Flow Part 2: Flow $Q \oplus P \times$ Part 2: Flow $V \oplus U \mathbf{x}$ E-H K x G ÷ 100 U x F ÷ 100 V-X Data sources Workforce Workforce Workforce Flow Data L - N Flow Data P x F + 100 Q - S Flow Data x 100 - 100 x 100 Data Analysi $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ Ţ 1 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group **Aboriginal Peoples** Aboriginal Peoples Aboriginal Peoples **Aboriginal Peoples** All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % % % 2014 0.0 0.0 0 0.0 01 Senior Managers 2017 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 Middle & Other 2014 0 0.0 2.2 0 0.0 02 Managers 2017 0 0.0 2.2 0 0.0 0 0.0 0 0.0 0 0.0 1.2 2014 23 0 0.0 0 0.0 03 Professionals 2017 28 0 0.0 1.0 0.0 17 0 0.0 0 0.0 15 0 0.0 2014 35 0 0.0 1.4 0 0.0 Semi-Professionals & 04 Technicians 2017 29 0 0.0 1.4 0 0.0 21 0 0.0 0 0.0 24 0 0.0 2014 21 0 0.0 0.8 0 0.0 05 Supervisors 2017 0 0.8 0.0 11 18 0.0 0 0 0.0 a 0.0 15 0 0.0 Supervisors: Crafts & 2014 0 0.0 0.0 0 0.0 06 Trades 0.0 0.0 0.0 0.0 0.0 0.0 0 0 0 Part 2: E = D xPart 2: Flow $E = G \times$ F ÷ I x 100 ≟ Part 3: Goals - M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Aboriginal Peoples **Aboriginal Peoples** Aboriginal Peoples Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Mei Goal Met % % % ٠. ٠, % 2013 0 0.0 * Source 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 2020 0.0 0.0 0.0 0.0 0.0 0 2017 0.0 0.0 0.0 0.0 0.0 Middle & Other 0 0.0 0.0 Managers 0.0 0.0 2020 0 0.0 0.0 0.0 2017 11 0 0.0 6 Census 0.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 2020 11 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & 2017 0.0 0.0 Technicians 2020 0 0.0 0.0 0.0 0.0 0.0 0.0 2017 0 0.0 Analysis 0.0 0.0 0.0 0.0 0.0 05 Supervisors 2020 0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 0.0 2020 0.0 0.0 0.0 0 0.0

Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples Ropack Inc. 2017-12-19 В \mathbf{C} D E F \mathbf{G} H M N 0 O U W Part 1: Part 1: Part 2: Part 2: $\mathbf{E} + \mathbf{D}$ DxG Part 2: Flow Part 2: Flow O * P x Part 2: Flow $V \oplus U \mathbf{x}$ E-H U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data K x G ÷ 100 L - N Flow Data P x F + 100 Q - S Flow Data V-X x 100 - 100 x 100 Data Analysis $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group **Aboriginal Peoples** Aboriginal Peoples **Aboriginal Peoples** Aboriginal Peoples All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % % % 2014 0.0 Administrative & 0 0.7 0.0 Senior Clerical 2017 11 0 0.0 0.7 0 0.0 0 0.0 0 0.0 0 0.0 Skilled Sales & 2014 0 0.0 0.0 0 0.0 Service Personnel 2017 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 26 Skilled Crafts & 2014 0 0.0 1.4 0 0.0 Trades Workers 2017 28 0 1.5 0.0 0.0 13 0 0.0 0 0.0 10 0 0.0 2014 0 0.0 0.8 0 0.0 10 Clerical Personnel 2017 0 0.0 0.8 0 0.0 0 0.0 0 0.0 0 0.0 2014 0 0.0 0.9 0 0.0 Intermediate Sales & Service Personnel 2017 0 0.0 0.0 0.9 0 0 0.0 a 0.0 0 0.0 Semi-Skilled Manual 2014 0 0.0 0.0 0 0.0 12 Workers 0.0 0.0 0.0 121 0 0.0 0 0.0 0.0 Part 2: Part 2: Flow E = D x $E = G \times$ F ± 1 x 100 [‡] Part 3: Goals - M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Aboriginal Peoples **Aboriginal Peoples** Aboriginal Peoples Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met */6 % % ٠. ٠, % 2013 Administrative & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 2020 0.0 0.0 0.0 0.0 0.0 0 2017 0.0 0.0 0.0 0.0 Skilled Sales & 0 0.0 Analysis 0.0 0.0 Service Personnel 0.0 2020 0 0.0 0.0 0.0 0.0 2017 0 0.0 YYYY 0.0 MM 0.0 DD 0.0 0.0 0.0 Skilled Crafts & Trades Workers 2020 0.0 0.0 0.0 0.0 0 0.0 2017 0 2.014 6.0 0.0 0.0 0.0 0.0 0.0 0.0 Clerical Personnel 2020 0.0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 2017 0 0.0 0.0 Service Personnel 2020 -1 0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 2017 121 0 0.0 isabilities 0.0 0.0 0.0 0.0 0.0 0.0 Workers 2020 121 0.0 0.0 0.0 0.0 0 0.0

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м	<u> </u>	<u>v</u>	<u> </u>			II	<u>I</u>	J	K	<u>L L</u>	<u> </u>	<u> </u>		<u>; r</u>	У	R	<u> </u>	<u> </u>	<u> </u>	Y	YY	X	<u> </u>
Data sources:		Part 1: Workforce Analysis		E÷D c100	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 x100	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
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			W	orkf	orce An	alysis									Flow l	Data A	nalysis						
Employment Equity Occupational Group	Year			W	orkforce						Hires				P	romotio				Te	rminati		
(EEOG)		All Employees	Representat	tion	Aborigina Availa		Gap	El Result	All Employees	30	Aborig tual	Expected	Difference	All Employees	Act		Expected	Difference	All Employees	Act		nal Peoples Expected	Difference
	Ħ	ü		%	%	#	4 a	%	#	#	96	#	#	и	4	%	# #	#	#	#	%	#	Bustance
13 Other Sales & Service	2014	0	0	0.0	0.0	0	0	0.0															
Personnel	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	. (
14 Other Manual Workers	2014	152 146	0	0,0	0.8 0.8	1	-1	0.0	(1)	0	0.0		^	16	0	0.0			114	0	0.0		
	2017	290	0	0.0	1.0	3	-3	0.0	· · · · · · · · · · · · · · · · · · ·	9	. 0.0			10		0.0	<u> </u>	ν.	11.79	0	0.0		
Total	2017	283	0	0.0	1.0	3	-3	0.0	207	0	0.0	2	-2	47	0	0,0	0	(200	0	0.0	0	0
Data sources:	***************************************	Part 2: Flow Data Analysis		÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷1x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F = M x 100											
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			Entrants	i					oals														
Employment Equity	Year	F	ow Data		5		rm Goals			Long-ter													
Occupational Group (EEOG)		All Employees	Aboriginal Pe	opies	Goal	Percent of Goal Met	at Peoples Goal	Percent of Goal Met	Goal	Aborigina Percent of Goal Met	Goal	Percent of Goal Met					(Commen	ts				
	ä	#	#	%	#	6/6	%	6/6	#	%	6/6	%											
13 Other Sales & Service Personnel		0	0	0.0	Analysis	0.0	0.0	0.0	0	0.0	0.0	0.0											
. Other Manual	2020	-98	0	0,0	mployees	0.0	0.0 isabilities	0.0	0	0.0	0.0	0.0											
Workers	2020	-98	0	0.0	1 - 7 - 3	5.0	0.0	0.0	L	,,,	0.0	0.0											
Total	2017	54	0	0.0	0	0.0	sentation		Availability*	0.0	0.0												
	2020	54	0	0.0			0.0	0.0			0.0	0.0											

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Data sources:	(0X8X8X0X8X8X8X0X1	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E+D x 100	Part 1: Workforce Analysis	D x G + 100	Е-Н	E+H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L+K x100	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
*			II	1	.		Ţ	ι .		i	1	<u> </u>	L↓	.i	i	J	<u> </u>		Ţ	J		J	Ţ
			1	Workf	orce An	alysis									Flow	Data A	nalysis						
Employment Equity Occupational Group	Year			N	orkforce	<u>:</u> h Disabilities					Hires	ith Disabilitie			P	romotio	ns ith Disabilitie			Te	rminatio		
(EEOG)		All Employees	Represe	ntation	,	n Disabilities ability	Gap	EE Result	All Employees	Ac	Persons w	Expected	Difference	All Employees	Act		Expected	Difference	All Employees	Act		th Disabilitie Expected	Difference
	#	ü	#	%	%	#	#	%	#	ä	9%	μ	#	it	и	9/8	#	#	#	#	%	#	ų.
01& Managers	2014	6	0	0.0	I	\$	0	0.0	_		0.7					0.7					~ ^ ^		
	2017	23	0	0.0	·	<u></u>	-1	0.0	/	0	0.0	0	()	3] 2	0	0.0	0	()	0	0	0.0	U	0
03 Professionals	2017	28	0	0.0	3.8	I	-1	0.0	17	0	0.0	1	-1	9	0	0.0	0	0	15	0	0.0	0	0
04 Semi-Professionals & Technicians	2014	35 29	1	0.0		È	-2	0.0	21	0	0,0	1	-1		0	0,0			24	0	0.0		
	2017	29	i.	0.0		<u></u>	-1 -3	0.0	٤١	()	0.0	1	-1	/	<u> </u>	0.0	1 0	0	1 24	U	0.0	V	υ
05 Supervisors	2017	18	0	0.0	13.9	3	-3	0.0	11	0	0.0	2	-2	2 4	0	0.0	0	0	15	0	0.0	0	0
06 Supervisors: Crafts & Trades	2014 2017	0	0	0.0	4	*	0	0.0	0	0	0.0		0	1	0	0.0			0	0	0.0	n	n
L	2011	1 0	<u> </u>	0.0	1 0.0	<u> </u>	0	0.0			1 0.0	1 0	V.	4	1 0	0.0	1	1 0	, 0	l vi	0.0	l º	· ·
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+Kx 100	Part 3: Goals	F + M x 100											
	************	1	T	Ţ	<u> </u>	1	1	Ţ	Ţ	1	1	<u> </u>											
		New	Entrar	its				G	oals														
Employment Equity	Year	F	low Data	with	+	Short-ter				Long-ter													
Occupational Group (EEOG)		All	Disabi			Persons with	Disabilitie		ı	ersons with	Disabilities						(Commen	its				
(EEOO)		Employees	Acti	ıal	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
	#	# 2	ø	9/4	#	9/4	%	%	#	9/9	9/4	9%											
01& Managers	2017 2020	3	0	0.0	L	0.0	0.0	0.0	0	0.0	0.0	0.0											
03 Professionals	2017	11	<u> </u>		·	0.0	0.0	0.0	0	0.0	0.0	4											
	2020	11		0.0	-	0.0	0.0	0.0	^	0.0	0.0												
04 Semi-Professionals & Technicians	2017 2020	4	0	0.0	keenmermeenmen	0.0	0.0	0.0	0	0.0	0.0												
05 Supervisors	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	2020	0	0	0.0		0.0	0.0	0.0		0.0	0.0	ļ											
06 Supervisors: Crafts & Trades	2017 2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
<u></u>	1	L	<u></u>		1					1	1												

Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities Ropack Inc. 2017-12-19 В \mathbf{C} D E F \mathbf{G} H M N 0 O U W Part 1: Part 1: Part 2: Part 2: $\mathbf{E} + \mathbf{D}$ DxG Part 2: Flow Part 2: Flow O * P x Part 2: Flow V + UxE-H U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data K x G ÷ 100 L-N Flow Data P x F + 100 Q - S Flow Data V-X x 100 - 100 x 100 Data Analysis $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Persons with Disabilities Persons with Disabilities Persons with Disabilities Persons with Disabilities All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % % % 2014 3.4 Administrative & 0 0.0 0.0 Senior Clerical 2017 11 9.1 3.4 0 267.4 11.1 0 0.0 0 0.0 Skilled Sales & 2014 0 0.0 0.0 0 0.0 Service Personnel 2017 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 26 Skilled Crafts & 2014 0 0.0 3.8 -1 0.0 Trades Workers 2017 28 3.8 0.0 0 0.0 13 0 0.0 0.0 10 0 0.0 0 2014 0 0.0 7.0 -1 0.0 10 Clerical Personnel 2017 0 0.0 7.0 0.0 0 0.0 0 0.0 0 0.0 2014 0 0.0 5.6 -1 0.0 Intermediate Sales & Service Personnel 2017 0.0 0 0.0 5.6 0 0.0 a 0.0 0 0.0 Semi-Skilled Manual 2014 0 0.0 0.0 0 0.0 12 Workers 0.0 0.0 0.0 121 0.0 0 0.0 0 0.0 Part 2: Part 2: Flow E = D x $E = G \times$ F ± 1 x 100 [‡] Part 3: Goals - M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year Persons with Persons with Disabilities Persons with Disabilities Occupational Group Comments Disabilities All (EEOG) Employees Percent of Percent o Percent of Percent of Goal Goal Goal Goal Actual Goal Met Goal Met Goal Met Goal Met % 9/4 % % % % 2017 20.0 0.0 0.0 0.0 0.0 0.0 Administrative & 0.0 Senior Clerical 2020 20.0 0.0 0.0 0.0 0.0 2017 Skilled Sales & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2020 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 2017 0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & Trades Workers 2020 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 10 Clerical Personnel 2020 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 Intermediate Sales & Service Personnel 2020 0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 2017 121 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 Workers 2020 121 0 0.0 0.0 0.0 0.0 0.0

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A B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:	*************	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part I: Workforce Analysis	D x G ÷ 100	E - H	E+H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L+K x100	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
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Employment Equity Occupational Group	Year				orkforce						Hires	ith Disabilitie			P	romotio	IIS ith Disabilitie				rminatio	OHS ith Disabilitie	
(EEOG)		All Employees	Represe		Availa		Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	Act		Expected	Difference	All Employees	Acti		Expected	Difference
	Ħ	ш	á	%	96	#	£	**	#	4	9/9	и	#	Ħ	#	%	#	#	#	#	%	#	#
Other Sales & Service	2014	0	0		0.0		0	0.0															
Personnel Other Manual	2017 2014	152	0	0.0	6.3 5.3		-7	0.0 12.4	0	0	0.0	0	0	0	0	0.0	0	()	0	0	0.0	0	0
14 Workers	2017	146	0	0.0	5.3		-8	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	}		-15													00000			
	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	<u> </u>	-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÷1x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F+M x 100											
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		New	Entra	its				G	oals														
Employment Equity	Vear	FI	ow Data			Short-ter	m Goal	S		Long-ter	m Goals												
Occupational Group (EEOG)	i cai	All Employees	Disab Act	ilities	Goal	Persons with Percent of	Disabilities Goal	Percent of	Goal	Persons with Percent of	Disabilities Goal	Percent of					(Commen	ts				
	Ħ	#	¥	%	#	Goal Met	%	Goal Met	#	Goal Met	9/6	Goal Met											
Other Sales & Service	2017	0	0		0	0.0	0.0	0.0	0	0.0	0.0												
Personnel	2020	0	0	0.0			0.0	0.0			0.0												
14 Other Manual Workers	2017 2020	-98 -98	1	-1.0 -1.0	0	0.0	0.0		0	0.0	0.0												
	2017	54	2	3.7	0	0.0	0.0	}	0	0.0	0.0												
Total	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 В \mathbf{C} D E F \mathbf{G} H L M N 0 O T U V W Part 1: Part 1: Part 2: Part 2: Part 2: Flow $\mathbf{E} + \mathbf{D}$ DxG $\mathbf{E} + \mathbf{H}$ Part 2: Flow Part 2: Flow $Q \oplus P \times$ $V \oplus U \mathbf{x}$ E-H K x G ÷ 100 P x F + 100 Q-S U x F ÷ 100 V-X Data sources Workforce Workforce Workforce Flow Data L - N Flow Data Flow Data x 100 - 100 x 100 Data Analysi $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ Ţ 1 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % % % % 2014 0.0 0.0 0 0.0 01 Senior Managers 2017 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 Middle & Other 2014 0 0.0 15.0 -1 0.0 02 Managers 2017 14.3 15.0 95.2 0 0.0 0 0.0 0 0.0 2014 23 6 26.1 28.3 92.2 03 Professionals 2017 28 12 42.9 30.8 139.1 17 0 0.0 0 0.0 15 0 0.0 2014 35 10 28.6 12.0 238.1 Semi-Professionals & Technicians 168.2 2017 29 6 20.7 12.3 21 0 0.0 0 0.0 24 0 0.0 2014 21 2 9.5 16.7 57.0 05 Supervisors 2017 0 16.7 0.0 11 18 0.0 0 0.0 0 0.0 15 0 0.0 Supervisors: Crafts & 2014 0 0.0 0.0 0 0.0 06 Trades 0.0 0.0 0.0 0.0 0.0 0.0 0 0 Part 2: E = D xPart 2: Flow $E = G \times$ F ÷ I x 100 ≟ Part 3: Goals * M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis **New Entrants** Goals Long-term Goals Flow Data Short-term Goals **Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Mei Goal Met */6 % % % ٠, % 2013 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 2020 0.0 0.0 0.0 0.0 0.0 0 2017 0.0 0.0 0.0 0.0 0.0 Middle & Other 0 0.0 0.0 Managers 0.0 0.0 0.0 2020 0 0.0 0.0 2017 11 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 2020 11 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & 2017 0.0 0.0 Technicians 2020 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 05 Supervisors 2020 0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 0.0 2020 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 В \mathbf{C} D E F \mathbf{G} H M N 0 O U W Part 1: Part 1: Part 2: Part 2: $\mathbf{E} + \mathbf{D}$ DxG $\mathbf{E} + \mathbf{H}$ Part 2: Flow Part 2: Flow O * P x Part 2: Flow $V \oplus U \mathbf{x}$ E-H K x G ÷ 100 U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data L-N Flow Data P x F + 100 Q - S Flow Data V-X x 100 - 100 x 100 Data Analysis $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ 1 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference # ** % % % % % 2014 11.1 12.2 91.1 Administrative & 1 Senior Clerical 2017 11 36.4 12.2 298.1 0 0.0 0 0.0 0 0.0 Skilled Sales & 2014 0 0.0 0.0 0 0.0 Service Personnel 2017 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 26 Skilled Crafts & 2014 3 11.5 3.8 303.6 Trades Workers 2017 28 10.7 4.1 261.3 13 0 0.0 0.0 10 0 0.0 0 2014 1 11.1 17.4 63.9 10 Clerical Personnel 2017 37.5 17.4 215.5 0 0.0 0 0.0 0 0.0 2014 0 0.0 22.2 0.0 Intermediate Sales & Service Personnel 2017 22.2 0.0 0 0.0 0 0.0 0 0.0 0 0.0 Semi-Skilled Manual 2014 0 0.0 0.0 0 0.0 12 Workers 0.0 0.0 0.0 121 0.0 0.0 0.0 0 0 Part 2: Part 2: Flow E = D x $E = G \times$ F ± 1 x 100 [‡] Part 3: Goals * M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met */6 % % % ٠, % 2013 Administrative & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 2020 0.0 0.0 0.0 0.0 0.0 0 2017 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 0 0.0 0.0 Service Personnel 0.0 0.0 2020 0 0.0 0.0 0.0 Skilled Crafts & 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades Workers 2020 0.0 0.0 0.0 0.0 0.0 0 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Clerical Personnel 2020 0.0 0.0 0.0 0 0.0 0.0 2017 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 0 0.0 Service Personnel 2020 -1 0 0.0 0.0 0.0 0.0 0.0 2017 121 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual Workers 0.0 2020 121 0.0 0.0 0.0 0.0 0

									al Contr														
								Par	t 7: Resu	lts - Mo	embers	of Visib	le Mino	rities									
		***************************************	********************************							R	opack l	lne.			***************************************				***************************************				
										20	017-12-	-19											
A B	С	D	E	F	G į	Н	I	J	K	L	М	N	О	P	Q	R	<u>s</u>	Т	U	V	W	X	Y
Data sources:	************	Part 1: Workforce Analysis		÷D (100	Part 1: Workforce Analysis	D x G + 100	Е-Н	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L+K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F ÷ 100	Q-S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
*	***********	Ţ	<u>.</u>	Ţ	Ţ	Ţ	Ţ	Ţ	Ų.	·	Į	·	Ţ		i	, J	<u> </u>	1	1	<u> </u>	1	<u> </u>	Į
			W	orkfo	orce An	alysis									Flow	Data A	nalysis						
Employment Equity Occupational Group	Year			W	orkforce						Hires				I	'romotio				Te	rminati		
(EEOG)		All Employees	Representat	tion	Visible M Availa		Gap	El Result	All Employees	A #	Visible tual	Minorities Expected	Difference	All Employees	1.0	Visible	Minorities Expected	Difference	All Employees	Act		Minorities Expected	Difference
	#	#		%	%	#	gap #	%	#	#	%	#	#	it	4	%	##	#	#	#	%	#	# #
13 Other Sales & Service Personnel	2014 2017	0	0	0.0	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
Other Manual	2014	152	1	39.5	22.1	34	26	178.6		*		T v			· ·	, ,,,,			<u> </u>	, v	0.0	×	·
Workers Workers	2017	146	66	45.2	22.1	32		204.5	0	()	0.0	0	0	16	0	0.0	6	-6	114	0	0.0	45	-45
Total	2014 2017	290 283	83 95	28.6 33.6	19.0 19.1	55 54	28 41	150.6 175.8	207	0	0.0	40	-40	47	0	0.0	13	-13	200	0	0.0	57	-57
**************************************	************		*****		***************************************				Q214402020202020202020	·	*************	. 5-7-1-3-3-3-3-3-3-11.				***************************************		***************************************		•			
Data sources:		Part 2: Flow Data Analysis		÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F = 1 x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F + M x 100											
***************************************	**********	J	l		J		J	J	i	i↓	L↓	J											
		New	Entrants	i				(oals														
Employment Equity		F	low Data		5	Short-te	m Goals			Long-ter	m Goals												
Occupational Group	Year	All	Visible Minor	rities		Visible V	linorities			Visible M	inorities						(Commen	ts				
(EEOG)		Employees	Actual		Cont	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
Othon Calco & Comico	2017	# 0	# 0	0.0	# 0	0.0	% 0.0	0.0	# 0	0.0	% 0.0	0.0											
Other Sales & Service Personnel	2020	0	0	0.0	, v	0.0	0.0	0.0	k	0.0	0.0	0.0											
14 Other Manual	2017	-98	0	0.0	0	0.0	0.0	0.0		0.0	0.0	-											
Workers	2020	-98	0	0.0			0.0	0.0			0.0	0.0											
Total	2017	54 54	0	0.0	0	0.0	0.0 0.0	0.0		0.0	0.0	0.0											
	2020	34	<u> </u>	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.

Contra	ctors Program.
Requi	red 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):
Oper	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ration's activities during the period between the first/previous and subsequent/current compliance ment.
	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.
Addit	tional Details
Please	provide any additional information (optional):

Short-term goal setting tool Ropack Pharma Solutions| [2017-12-18]

A	В	C	D	E	F	G	H	1	J	K	L	M	N	0	P	Q	R
	Input from	Data	BxCx3	Data	BxEx3	D+F	Input of data	Equivalent	HxWx3	(D x N)	G x M	Data	Input of data	Input of data	(H - D ± L)	H + B	(H - D + L)
	Workforce	Entry		Entry			from	to E		-0÷J		Entry	from	from	- ((B + D) x N)		÷ (B ÷ D)
	Analysis						workforce						workforce	workforce	1 " ' '		1 ' '
							analysis						analysis	analysis			
							1						1 .				1

Professional categories	All the	Grev	vth (new	Turr	10ver	Recruitment						WOMEN					
Employment Equity	Employees	positions	·	(replacement		anticipated	Number		iover	Recruitment		ojectives	Availability	Difference	Difference		
Committee (EEOG)	13/12/2017	Annual	Over 3 years	Annual	Over 3 years	over 3 years		(replacement	of employees)	required	2017	-2020	current	current	anticipated	current	anticipate
								Annual	Over 3 years								d in 3
	#	%	#	%	#	#	#	%	#	"	#	%	%	#	#	%	years %
Senior Management			1		1	0		0.0%	1	1)	(0.0%	()		8 #DIV/0!	#D(V/0!
Middle management and other directors			0		{	0	(0.09	(0	0		38.9%	0	(#DIV/0!	#DIV/0!
Professionals			0		(0	15	0.09	(.4	0		40.3%	4	15	#DIV/0!	#DIV/0!
Semi-professional and technical staff			Ü		į (0	19	9.09	(-11	0		26.1%	11	15	#DIV/0!	#DIV/0!
Supervisors	18	3.3%	2	3.3%		4	- 6	3.39			2	50.8%	50.8%	-3	-3	3 33.3%	35.09
Foremen			0		1	0	0	0.09	() 0	0		0.0%	0	() #DIV/0!	#DIV/0!
Administrative and main office staff	The state of the s	6.5%	2	3.3%	o <mark>l</mark> I	3	7	3.39	0		2	80.8%	80.8%	-2		63.6%	61.59
Specialized sales and service personnel			0		(0	(0.0%	(0	0		0.0%	0	(#DIV/0!	#DIV/0!
Skilled workers and artisans			0			0		0.09	(0	0		2.4%	0]	#DIV/0!	#DIV/0!
Clerical staff	8	3.3%	1	3.3%	i l	2	2	3.39	i (4	Ĭ	62.5%	62.5%	-3	-2	3 25.0%	33.39
ntermediate sales and service personnel			0			0	7	0.09	(-3	0		61,8%	3		7 #DIV/0!	#DIV/0!
Skilled Manual Workers			0		(0	(0.0%		0	0		0.0%	0	(#DIV/0!	#DIV/0!
Other sales and service personnel			0		(0		0.09	(0	0		51.0%	0	J	#DIV/0!	#DIV/0!
Other manual workers			0		1 (0	78	0.0%	d (-43	0		23.8%	43	78	#DIV/0!	#DIV/0!

March 2014 Goal Setting Tool Workplace Equity Division Federal Programs Directorate Labour Program

Short-term goal-setting tool [Ropack Pharma Solutions] [21-12-2017]

A	В	c	D	E	F	G	Ħ	Ĭ	J	К	L.	M	N	0	P	Q
	Input of data from	Data Entry	BxCx3	Data Entry	BxEx3	D + F	Input of data from	Equivalent to E	HxWx3	(D x N) - O + J	GxM	Data Entry	Input of data from	Input of data from	(H - D + L) - ((B + D) x N)	H + B
	workforce analysis	*******		*******			workforce analysis			10,13			workforce analysis	workforce analysis	-1(0 - 0) x :0	

Professional categories	All the	Gre	wth (new	Tur	nover	Recruitment						ABORIGINALS	,			
Employment Equity	Employees	position	s)	(replacement	of employees)	anticipated	Number	Turn	over	Recruitment	3-year o	bjectives	Availability	Difference	Difference	Representation
Committee (EEOG)	13/12/2017	Annual	Over 3 years	Annual	Over 3 years	over 3 years		(replacement o	f employees)	required	2017	7-2020	current	current	anticipated	current
								Annual	Over 3 years	1 [1			
	#	%	#	%	#	#	#	%	#	#	Ħ	%	%	#	#	%
Senior Management			0		0	0	()	0.0%	(0	()	0.0%	0	1	0 #DIV/0!
Middle management and other directors			0		0	0	0	0.0%	(0		1	0.0%	0		0 #DIV/0
Professionals			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		1	0.0%	0		0 #DIV/0!
Supervisors			0		0	0	(0.0%	(0	()	0.0%	0	-	0 #DIV/0!
Foremen			0		0	0	0	0.0%	(0)	0.0%	0	1	0 #DIV/01
Administrative and main office staff			0		0	0	0	0.0%	{	0		1	0.0%	0	(0 #DIV/0!
Specialized sales and service personnel			0		0	0	()	0.0%	(0	· · · · · · · · · · · · · · · · · · ·	1	0.0%	0		0 #DIV/0!
Skilled workers and artisans			0		0	0	(0.6%	(0	4	1	0.0%	0		0 #DIV/01
Clerical staff			0		0	0	0	0.0%	(0		1	0.0%	0	1	0 #DIV/01
Intermediate sales and service personnel			0		0	0	0	0.0%	(0)	0.0%	0	(0 #DIV/0!
Skilled Manual Workers			0		0	0	Û	0.0%	(Ü		1	0.0%	0		0 #DIV/0!
Other sales and service personnel			0		0	0	ť	0.0%	(0		1	0.0%	0		0 #DIV/01
Other manual workers	146	3.39	14	0.0	/a C	14	0	0.0%	(1		1,6%	1.0%	1-	*	2 0.0%

March 2014 Goal Setting Tool Workplace Equity Division Federal Programs Directorate Labour Program R

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March 2014 Goal Setting Tool Workplace Equity Division Federal Programs Directorate Labour Program

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Short-term goal setting tool [Ropack Pharma Solutions] [21-12-2017]

 A	В	ϵ	D	E	F	G	11	ı	J	K	T.	M	N	0	Р	Q
	Data entry	Data	BxCx3	Data	BxEx3	D+F	Data entry	Equivalent	HxWx3	(D x N)	G x M	Data	Data entry	Data entry	(H - D + L)	H + B
	from	Entry		Entry			from	to E		-0+1		Entry	from	from	- ((B ÷ D) x N)	
	workforce						workforce						workforce	workforce		
	analysis						analysis						analysis	analysis		

Professional categories	All the	Grev	th (new			Recruitment					PEOP	LE WITH DISAB	ILITIES			
Employment Equity	Employees	positions)	(replacement of	of employees)	anticipated	Number	Torn	over	Recruitment	3-year o	bjectives	Availability	Difference	Difference	Representation
Committee (EEOG)	13/12/2017	Annual	Over 3 years	Annual	Over 3 years	over 3 years		(replacement o	f employees)	required	2017	2020	current	current	anticipated	current
								Annual	Over 3 years	1 [1 1			
	#	%	#	%	#	#	#	%	#	#	Ħ	%	%	#	#	%
Senior Management			- 0		()	- 0	()	0.0%	- (0	()	0.0%	0		#DIV/0!
Middle management and other directors			0		0	0	0	0.0%	C	0		1	4.3%	0		#DIV/01
Professionals	28	3.3%	3	3.3%	. 3	6	0	3.3%	- 0) 1	{	3.8%	3.8%	-1		0.0%
Semi-professional and technical staff	29	6.5%	6	3.3%	3	9	0	3.3%	(2		4.6%	4.6%	-1		0.0%
Supervisors	18	0.0%	0	0.0%	0	0	()	0.0%	(1 3		13.9%	13.9%	-3		0.0%
Foremen			0		0	4)	C	0.0%	(0)	0.0%	0		#DIV/01
Administrative and main office staff			0		0	0	I	0.0%	- (-1	{)	3.4%	- 1		#DIV/0!
Specialized sales and service personnel			0		6	0	0	0.0%	ť.	0)	0.0%	0		#DIV/0!
Skilled workers and artisans	28	0.0%	0	0.0%	0	0	(0.0%	(1	4	3.8%	3.8%	-1		0.0%
Clerical staff	8	6.5%	2	3.3%	1	3	0	3.3%	C] 1		7.0%	7.0%	-1		0.0%
Intermediate sales and service personnel			0		0	0	0	0.0%	(0	{)	5.6%	0		#DIV/0!
Skilled Manual Workers			0		6	0	()	0.0%	(0	· · · · · · · · · · · · · · · · · · ·)	0.0%	0		#DIV/0!
Other sales and service personnel			0		0	4)	ť	0.0%	(0		1	6.3%	0		#DIV/0!
Other manual workers	146	3.3%	14	0.0%	0	14	0	0.0%	Ü	8		5.3%	5.3%	-8		0.0%

March 2014 Goal Setting Tool Workplace Equity Division Federal Programs Directorate Labour Program R (H - D + L)

÷ (B + D)

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March 2014 Goal Setting Tool Workplace Equity Division Federal Programs Directorate Labour Program

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Short-term goal-setting tool [Ropack Pharma Solutions] [21-12-2017]

A	В	C	D	E	F	G	11	ı	J	K	L.	M	N	0	P	Q
	Input of data	Data	BxCx3	Data	BxEx3	D÷F	Input of data	Equivalent	HxWx3	(D x N)	G x M	Data	Input of data	Input of data	au.n.a.in	H +
	from	Entry		Entry	D.1.2.1.2		from	to E		-0+J	G.A.A.	Data Entry	from		- ((B+D) x N)	
	workforce			1			workforce						workforce	workforce	** **	
	analysis		1				analysis						analysis	analysis		

Professional categories	All the	Gr	owth	Bea	aring	Recruitment					MEMBERS	OF VISIBLE MI	NORITIES			
Employment Equity	Employees	(new p	ositions)	(replacement	t of employees)	anticipated	Number	Bea	rine	Recruitment	3-year o	bjectives	Availability	Difference	Difference	Representation
Committee	13/12/2017	Annual	Over 3 years	Annual	Over 3 years	over 3		(replacement	of employees)	required	2017	-2020	current	current	anticipated	current
(EEOG)	#	%	#	%	#	years #	#	Annual %	Over 3 years #	#	#	%	9%	#	#	%
Senior Management			0		6	0	0	0.0%	(0	(0.0%	0	0	#DIV/0
Middle management and other directors			0		1 0	-0	1	0.0%	(0	(1	15.0%	0	I	#DIV/0
Professionals			()		0	0	12	0.0%	(3	{	1	30.8%	3	12	#DIV/0
Semi-professional and technical staff			0		0	0	6	0.0%	(-3	(1	12.3%	3	6	#DIV/0
Supervisors	18	9.8%	5	3.3%	2	7	0	3.3%	(4		16.7%	16.7%	-3	-3	0.0%
Foremen			0		(0	0	0.0%	() 0	(0.0%	0	0	#DIV/0
Administrative and main office staff			0		(-0	4	0.0%	() -3	()	12.2%	3	4	#DIV/0
Specialized sales and service personnel		······	0	***************************************	(0	0	0.0%	(0		N	0.0%	0	0	#DIV/0
Skilled workers and artisans			0		(0		0.0%	(-2	(*	4.1%	2	3	#DIV/0
Clerical staff			0		(- 0	3	0.0%	(-2	{)	17,4%	2	3	#DIV/0
Intermediate sales and service personnel	7	6.5%	o I	3,3%	0 1	2	0	3.3%	() 2		22.2%	22.2%	-2	-2	0.0%
Skilled Manual Workers			0		6	0	0	0.0%	(0	(1	0.0%	0	- 0	#DIV/0
Other sales and service personnel			0		0	0	0	0.0%	(0	(1	24.3%	0	0	#DIV/0
Other magnial workers			0		(0	66	0.0%	(-34	(N .	22.1%	34	66	#DIV/0

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Representation anticipate d in 3 years % splv.0!
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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.

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- 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

- \times 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	reco	mmend	that	the	emp	loyer	be	four	ıd:
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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

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

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

Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at 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!