

Human Resources and

Ressources humaines et Skills Development Canada Développement des compétences Canada

OFFICIAL USE ONLY Agreement N°:

Labour Program Federal Contractors Program

Agreement to Implement Employment Equity

New Agreement				
Revised Agreement				
	·			
ORe Legal Name of Organization	GANIZATION	Parent company is	located outside	de Canada
•		r arent company is		
S.i. Systems Ud.			Yes	No No
Operating Name (if different from Legal Name of Organization)		Procurement Bus	siness Numbe	ır
		Total number of er (Full-Time/Part-Tin		
Organization's North American Industry Classification System (NAICS) & 5613: Etypologyment Services	ode Nº		tatcan.gc.ca/si	S Code Number please ubjects-sujets/standard- cian02I-eng.htm
Official use only (if information above is incorrect)	NAME AND ADDRESS OF THE OWNER, TH			
	of employees in Canad	ia.	Organization'	's NAICS Code No
	AD OFFICE			***************************************
Address (building number, street, suite, etc.) Scarte 1810, 335 8th Ave Sco	Calgary		Province AB	Postal Code
	Telephoné Number (403)4SO		Fax Numbe	806-3476
	NT EQUITY CONT	ACT		
Name (print) Byenda Lyppie Hazelwood	Pario (na Humar	r Vesau	ices Adrainistrato
Telephone Number (LIGS) 4150 ST66	E-mail Address	yrine, haz	eluxxx	<u>(@sisystemsc</u> on
CEF	RTIFICATION		 	
The above-named organization: • having a combined workforce of 100 or more permanent full-till 12 weeks or more in Canada, AND	ime, permanent part-	time and temporal	ry employees	s having worked
 intending to bid on, or being in receipt of, a federal government Supply Arrangement, valued at \$1,000,000 or more (including 	nt goods or services applicable taxes).	contract, standing	offer or cont	ract issued under a
Hereby certifies its commitment to implement or maintain employr instrument, in keeping with the Federal Contractors Program requelease refer to: http://www.hrsdc.gc.ca/eng/labour/equality/fcp/ind	ment equity on an on- uirements. For more	-going basis, beyo information on how	ond the period w to impleme	d of the procurement int employment equity
Important note: If an audit of the Agreement to Implement Employed the procurement instrument(s) with the Government of Canada m	byment Equity uncover lay be terminated.	ars misrepresentat	tion on the pa	art of the organization,
SI	GNATORY			
NOTE: The signatory must be the Chief Executive Officer OR an contract on behalf of the organization.	authorized person in	an executive pos	ition with leg	al authority to sign a
Name (print) Dereck Bullen	Preside	d'		
Telephone Number (403) 630 0000 Signature	E-mail Address	allen @ Si	isyster	ms.com
	July 3	1,3013		
RETURN	INSTRUCTIONS			
14 cm A mm a 11 =				

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@brsdc-rhdcc.gc.ca

FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA Reporting Period 2013-09-01 to 2017-10-10

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	1	Province				Cens	us Metropolitan	Areas	
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees		Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Ontario	80	1	0	81	Calgary	68	4	0	72
British Columbia	8	0	0	8	Edmonton	7	0	0	7
Alberta	75	4	0	79	Toronto	34	0	0	34
Total Employees in 0	Canada •			168	Vancouver	8	0	0	8
					Ottawa - Gatineau	41	1	0	42
					Ont. less CMA	s 5	0	0	5
					Total Employe	es in Canada	>		168



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Ontario

Reporting Period 2013-09-01 to 2017-10-10

Occupational Group			All Employee	S	Ab	original Peor		Perso	ns with Disa	bilities	Membei	s of Visible N	/linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers	4	3	2	1									
Top Range: \$100,000 and over	3	2	2										
Bottom Range: Under \$5,000	2	1	1										
	1	2	1	1									
	Total	8	6	2									
Administrative and Senior Clerical Personnel	4	2	1	1	1	1							
Top Range: \$ 80,000 - \$84,999	3	3	1	2	1		1						
Bottom Range: Under \$5,000	2	10	5	5				2	1	1	2	1	1
	1	15	5	10							6	2	4
	Total	30	12	18	2	1	1	2	1	1	8	3	5
Intermediate Sales and Service Personnel	4	3	3										
Top Range: \$100,000 and over	3	1		1									
Bottom Range: Under \$5,000	2	27	12	15	2	2		1		1	10	4	6
	1	11	7	4				1	1		5	4	1
	Total	42	22	20	2	2		2	1	1	15	8	7
Total Number of Employees		80	40	40	4	3	1	4	2	2	23	11	12

Canada

S.I. Systems Ltd. (certificate # 090217) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / Ontario Reporting Period 2013-09-01 to 2017-10-10

Total Number of Employees			Bottom Range: Under \$5,000	Top Range: Under \$5,000	Administrative and Senior Clerical Personnel	Salary Range Col. 1	Occupational Group
	Total	1	2	ယ	4	QTR	
-	1	1				Total Col. 2	,
						Men Womer Col. 3 Col. 4	All Employees
_	1	1				Women Col. 4	S
						Total Col. 5	AŁ
						Men Col. 6	Aboriginal Peoples
						Women Col. 7	oles
						Total Col. 8	Pers
						Men Col. 9	1 2: 1
						Women Col. 10	
_	1	1				Total Col. 11	ו חסו
						Men Women Col. 12 Col. 13	Members of Visible Minorities
_	1	1				Women Col. 13	1inorities

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

Reporting Period 2013-09-01 to 2017-10-10

Occupational Group		,	All Employee:	S	Ab	original Peop	oles	Perso	ons with Disa	bilities	Member	rs of Visible N	/linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Administrative and Senior Clerical Personnel	4	2		2									
Top Range: \$ 40,000 - \$44,999	3												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	3	1	2									
Intermediate Sales and Service Personnel	4	1		1									
Top Range: \$ 70,000 - \$74,999	3	3	2	1	1		1						
Bottom Range: Under \$5,000	2												
	1	1		1									
	Total	5	2	3	1		1						
Total Number of Employees		8	3	5	1		1						

Canadä

S.I. Systems Ltd. (certificate # 090217) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Alberta Reporting Period 2013-09-01 to 2017-10-10

Occupational Group Salary Range	QTR		All Employees	Women		Aboriginal Peoples	les Women	Perso	Persons with Disabilities	oilities Women	Members Total	Members of Visible Minorities	inorities Women
Col. 1	2	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Senior Managers	4	2	2										
Top Range: \$100,000 and over	3												
Bottom Range: \$100,000 and over	2												
	1	1		1									
	Total	3	2	1							1	1	
Middle and Other Managers	4	2	1	1							1	1	
Top Range: \$100,000 and over	3												
Bottom Range: Under \$5,000	2	5	1	4									
	_	4	ယ								_		_
	Total	11	5	6							2	1	1
Professionals	4	1	1										
Top Range: \$ 95,000 - \$99,999	ယ		_								_		
Bottom Range: \$ 45,000 - \$49,999	2												
	1		1										
	Total	4	3	1							1	1	
Administrative and Senior Clerical Personnel	4	1		1									
Top Range: \$ 75,000 - \$79,999	3	7	_	6							_		_
Bottom Range: Under \$5,000	2												
	1	6	2	4							4	2	2
	Total	14	3	11							5	2	3

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Alberta

Reporting Period 2013-09-01 to 2017-10-10

Occupational Group		A	All Employee:	3	Ab	original Peop	oles	Perso	ons with Disa	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Clerical Personnel	4	6		6							1		1
Top Range: \$ 50,000 - \$54,999	3	1		1									
Bottom Range: Under \$5,000	2												
	1	11	4	7				1		1	3		3
	Total	18	4	14				1		1	4		4
Intermediate Sales and Service Personnel	4	1		1									
Top Range: \$100,000 and over	3	1		1									
Bottom Range: Under \$5,000	2	3	1	2									
	1	20	11	9							1	1	
	Total	25	12	13							1	1	
Total Number of Employees		75	29	46				1		1	14	6	8

Canada

S.I. Systems Ltd. (certificate # 090217) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / Alberta Reporting Period 2013-09-01 to 2017-10-10

Col. 1 Administrative and Senior Clerical Personnel	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men V Col. 6	Women Col. 7	Total Col. 8	tal Men Wol	Women Col. 10	Members of Visible Minorities Total Men Wome Col. 11 Col. 12 Col. 1	
Top Range: \$ 40,000 - \$44,999	ယ											
Bottom Range: Under \$5,000	2											
	1	2		2								
	Total	3		3								
Clerical Personnel	4											
Top Range: Under \$5,000	3											
Bottom Range: Under \$5,000	2											
	1	1		1								
	Total	1		l.								
Total Number of Employees		4		4								

Employment and Social Emploi et Développement Development Canada social Canada S.I. Systems Ltd. (certificate # 090217)

Form 3 A

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Ontario

Reporting Period 2013-09-01 to 2017-10-10

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	ers of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	28	13	15				1	1		11	6	5
\$ 35,000 - \$37,499	3	1	2									
\$ 40,000 - \$44,999	29	14	15	1	1		3	1	2	10	4	6
\$ 45,000 - \$49,999	2	1	1									
\$ 50,000 - \$59,999	6	2	4	2	1	1				2	1	1
\$ 60,000 - \$69,999	1	1		1	1							
\$ 70,000 - \$84,999	2		2									
\$ 85,000 - \$99,999	2	2										
\$100,000 and over	7	6	1									
Total Number of Employees	80	40	40	4	3	1	4	2	2	23	11	12

Canada

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / Ontario Reporting Period 2013-09-01 to 2017-10-10

Total Number of Employees	Under \$5,000		Salary Range		
1	1	Col. 1	Total	,	
		Col. 2	Men	All Employees	
1	1	Col. 3	Women		
		Col. 4	Total	AŁ	
		Col. 5	Men	Aboriginal Peoples	
		Col. 6	Women	es	
		Col. 7	Total	Pers	
		Col. 8	Men	Persons with Disabilities	
		Col. 9	Women	ilities	
1	1	Col. 10	Total	Membe	
		Col. 11	Men	Members of Visible Minorities	
1	1	Col. 12	Women	inorities	

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Employment and Social Emploi et Développement Development Canada social Canada

S.I. Systems Ltd. (certificate # 090217) Form 3 A

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

Reporting Period 2013-09-01 to 2017-10-10

		All Employees		A	boriginal Peopl	es	Pers	ons with Disab	oilities	Membe	rs of Visible M	inorities
Salary Range	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	2	1	1									
\$ 40,000 - \$44,999	5	2	3	1		1						
\$ 70,000 - \$84,999	1		1									
Total Number of Employees	8	3	5	1		1						

Canada

Form 3 A

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FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Alberta Reporting Period 2013-09-01 to 2017-10-10

Total Number of Employees	\$100,000 and over	\$ 85,000 - \$99,999	\$ 70,000 - \$84,999	\$ 60,000 - \$69,999	\$ 50,000 - \$59,999	\$ 45,000 - \$49,999	\$ 40,000 - \$44,999	\$ 37,500 - \$39,999	Under \$15,000	Salary Range	
75	12	3	3	3	4	5	18	1	26	Total Col. 1	
29	5	1	1			1	7		14	Men Col. 2	All Employees
46	7	2	2	3	4	4	11	1	12	Women Col. 3	
										Total Col. 4	Al
										Men Col. 5	Aboriginal Peoples
										Women Col. 6	es
_									1	Total Col. 7	Pers
										Men Col. 8	Persons with Disabilities
_									1	Women Col. 9	ilities
14	2		_				4		7	Total Col. 10	Membe
6	2		_				1		2	Men Col. 11	Members of Visible Minorities
8							3		5	Women Col. 12	norities

Form 3 B

S.I. Systems Ltd. (certificate # 090217)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / Alberta

Reporting Period 2013-09-01 to 2017-10-10

		All Employees	;	Al	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$5,000	3		3									
\$ 40,000 - \$49,999	1		1									
Total Number of Employees	4		4									

Canada

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Ontario

Reporting Period 2013-09-01 to 2017-10-10

		All Employees		Al	boriginal Peop	les	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	6	4	2									
Professionals	1	1								1	1	
Administrative and Senior Clerical Personnel	69	28	41	1		1	2	1	1	20	9	11
Clerical Personnel	1	1										
Intermediate Sales and Service Personnel	54	28	26	1	1		2	1	1	19	11	8
Total Number of Employees Hired	131	62	69	2	1	1	4	2	2	40	21	19

Form 4 B

S.I. Systems Ltd. (certificate # 090217)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / Ontario Reporting Period 2013-09-01 to 2017-10-10

		All Employees		At	Aboriginal Peoples	es	Pers	Persons with Disabilities	lities	Membe	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Administrative and Senior Clerical Personnel												
Total Number of Employees Hired	1		1							1		1

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

Reporting Period 2013-09-01 to 2017-10-10

		All Employees		Al	original Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Administrative and Senior Clerical Personnel	8	5	3							1	1	
Intermediate Sales and Service Personnel	9	4	5	1		1				2		2
Total Number of Employees Hired	17	9	8	1		1				3	1	2

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Alberta Reporting Period 2013-09-01 to 2017-10-10

		All Employees		AI	Aboriginal Peoples		Perso	Persons with Disabilities	llities	Membe	Members of Visible Minorities	inorities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	12	8	4							3	2	
Professionals	8	6	2							4	3	
Administrative and Senior Clerical Personnel	24	4	20							6	2	
Clerical Personnel	31	8	23				1		1	11	2	
Intermediate Sales and Service Personnel	22	13	9							2	1	
Total Number of Employees Hired	97	98	58				J.		1	26	0,	

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / Alberta

Reporting Period 2013-09-01 to 2017-10-10

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

Canada

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Ontario

Reporting Period 2013-09-01 to 2017-10-10

	Employ	ees promoted (Employees pro	omoted during t	he year are to	be reported or	nly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
Coourational Croun		All Employees		Al	original Peop	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	3	2	1									
Administrative and Senior Clerical Personnel	11	4	7	1	1		1	1		3	1	2
Intermediate Sales and Service Personnel	55	26	29	1	1		2	1	1	20	11	9
Total Number of Employees Promoted	69	32	37	2	2		3	2	1	23	12	11
Total Number of Promotions	73	34	39	3	3		3	2	1	24	13	11

S.I. Systems Ltd. (certificate # 090217) FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / British Columbia Reporting Period 2013-09-01 to 2017-10-10

Total Number of Promotions 12 4 8 1 1 1	Total Number of Employees Promoted 12 4 8 1 1 1	Intermediate Sales and Service 11 4 7 1 Personnel 1	Middle and Other Managers 1 1	Col. 1 Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7	Total Men Women Total Men Women Total	All Employees Aboriginal Peoples	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.
1	1					Persons with Dis	d only in the occupational grou
				Col. 8 Col. 9	Men Women	Persons with Disabilities	upational groups in which c
3	3	ω		Col. 10 Col. 11	n Total Men	Members of Visible Minorities	r to which they have been it
3	3	ယ		11 Col. 12	en Women	ible Minorities	ast promoted.)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Alberta

Reporting Period 2013-09-01 to 2017-10-10

	Employe	ees promoted (Employees pro	moted during	the year are to	be reported on	ly in the occup	ational groups	in which or to	which they have	been last pro	moted.)
Coourational Croun		All Employees		А	boriginal Peop	les	Pers	ons with Disab	ilities	Member	s of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	7	4	3		303	333	301. 7	0011.0	301. 0	2	1	1
Professionals	3	2	1							1	1	
Administrative and Senior Clerical Personnel	6	1	5				1	1		2		2
Clerical Personnel	8	1	7							3		3
Intermediate Sales and Service Personnel	29	14	15							3	2	1
Total Number of Employees Promoted	53	22	31				1	1		11	4	7
Total Number of Promotions	61	24	37				1	1		13	4	9

Form 5 B

S.I. Systems Ltd. (certificate # 090217) FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Part-Time / Alberta Reporting Period 2013-09-01 to 2017-10-10

	Employe	es promoted (Employees pro	moted during	the year are to	be reported on	ly in the occup	ational groups	in which or to v	which they have	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.	moted.)
Occupational Organ		All Employees		AI	Aboriginal Peoples	es	Pers	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Administrative and Senior Clerical Personnel	1		1									
Total Number of Employees Promoted	1		1									
Total Number of Promotions	1		1									

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Ontario

Reporting Period 2013-09-01 to 2017-10-10

		All Employees		Al	boriginal Peop	les	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	4	3	1									
Professionals	1	1								1	1	
Administrative and Senior Clerical Personnel	59	24	35	1		1				18	9	9
Clerical Personnel	1	1										
Intermediate Sales and Service Personnel	34	17	17							11	6	5
Total Number of Employees Terminated	99	46	53	1		1				30	16	14

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

Reporting Period 2013-09-01 to 2017-10-10

		All Employees		Α	boriginal Peopl	es	Pers	ons with Disab	oilities	Membe	rs of Visible M	inorities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	1		1									
Administrative and Senior Clerical Personnel	6	4	2							1	1	
Intermediate Sales and Service Personnel	10	3	7							4	1	;
Total Number of Employees Terminated	17	7	10							5	2	

Canada

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Alberta Reporting Period 2013-09-01 to 2017-10-10

Total Number of Employees Terminated 74 25 49	Intermediate Sales and Service 15 4 11 Personnel	Clerical Personnel 21 4 17	Administrative and Senior Clerical 19 4 15 Personnel 19	Professionals 9 7 2	Middle and Other Managers 10 6 4	Occupational Group Total Men Women Total Men Col. 2 Col. 3 Col. 4 Col. 5	All Employees Aboriginal Peoples
						Women Total Col. 6 Col. 7	
1			1			Men Col. 8	Persons with Disabilities
						Women Col. 9	lities
22	ယ	8	ယ	6	2	Total Col. 10	Members
9		2		4	2	Men Col. 11	Members of Visible Minorities
13	2	6	ш	2		Women Col. 12	orities

Workplace Equity Information Management System - S.I. Systems Ltd.

Workforce Analysis - Detailed Report

Date: 2017-10-11

Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees #	Repres	entation %	Ava %	ilability #	Gap #	Recruitment Area
Od - Carrian Managemen	Makanal			33.3 %	27.4 %		0	National
01 : Senior Managers	National	3	1			1		
02 : Middle and Other Managers	National	19	8	42.1 %	38.9 %	7	1	National
03 : Professionals		4	1	25.0 %	28.3 %	1	0	
2171 : Information systems analysts and consultants	National	4	1	25.0 %	28.3 %	1	0	National
07 : Administrative and Senior Clerical Personnel		51	35	68.6 %	79.1 %	40	-5	
Employment Equity Occupational Group	Calgary	16	13	81.3 %	80.5 %	13	0	Calgary
Employment Equity Occupational Group	Edmonton	1	1	100.0 %	84.6 %	1	0	Edmonton
Employment Equity Occupational Group	Ont. less CMAs	1	1	100.0 %	87.1 %	1	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	22	14	63.6 %	77.2 %	17	-3	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	8	4	50.0 %	80.1 %	6	-2	Toronto
Employment Equity Occupational Group	Vancouver	3	2	66.7 %	79.0 %	2	0	Vancouver
10 : Clerical Personnel		19	15	78.9 %	70.2 %	13	2	
Employment Equity Occupational Group	Calgary	19	15	78.9 %	70.2 %	13	2	Calgary
11 : Intermediate Sales and Service Personnel		72	36	50.0 %	64.8 %	47	-11	
Employment Equity Occupational Group	Calgary	19	11	57.9 %	66.1 %	13	-2	Calgary
Employment Equity Occupational Group	Edmonton	6	2	33.3 %	67.0 %	4	-2	Edmonton
Employment Equity Occupational Group	Ont. less CMAs	4	2	50.0 %	72.4 %	3	-1	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	16	8	50.0 %	61.8 %	10	-2	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	22	10	45.5 %	63.9 %	14	-4	Toronto
Employment Equity Occupational Group	Vancouver	5	3	60.0 %	64.2 %	3	0	Vancouver
Fotal		168	96	57.1 %	65.3 %	109	-13	

Total may not equal sum of components due to rounding.

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



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Workplace Equity Information Management System - S.I. Systems Ltd.

Workforce Analysis - Detailed Report

008308

Date: 2017-10-11

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Represo	Aborig Representation # %	Aboriginal Peoples ion Avail % %	oples Availability % #	Gap #	Recruitment Area
01 : Senior Managers	National	ω	0	0.0 %	2.9 %	0	0	National
02 : Middle and Other Managers	National	19	0	0.0 %	2.2 %	0	0	National
03: Professionals		4	0	0.0 %	1.1 %	0	0	
2171 : Information systems analysts and consultants	National	4	0	0.0 %	1.1 %	0	0	National
07 : Administrative and Senior Clerical Personnel		51	2	3.9 %	2.6 %	<u> </u>	_	
Employment Equity Occupational Group	Calgary	16	0	0.0 %	2.6 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	_	0	0.0 %	3.6 %	0	0	Edmonton
Employment Equity Occupational Group	Ont. less CMAs	_	0	0.0 %	4.1 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	22	2	9.1 %	3.2 %	<u> </u>	_	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	œ	0	0.0 %	0.8 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	ω	0	0.0 %	2.1 %	0	0	Vancouver
10 : Clerical Personnel		19	0	0.0 %	3.0 %	_	7	
Employment Equity Occupational Group	Calgary	19	0	0.0 %	3.0 %	_	<u>.</u>	Calgary
11 : Intermediate Sales and Service Personnel		72	ω	4.2 %	2.3 %	2	_	
Employment Equity Occupational Group	Calgary	19	0	0.0 %	2.5 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	O	0	0.0 %	4.8 %	0	0	Edmonton
Employment Equity Occupational Group	Ont. less CMAs	4	0	0.0 %	4.9 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	16	2	12.5 %	3.0 %	0	2	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	22	0	0.0 %	0.6 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	S ī	_	20.0 %	2.3 %	0	_	Vancouver
Total		168	О	3.0 %	2.4 %	4	_	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - S.I. Systems Ltd.

Workforce Analysis - Detailed Report

Date: 2017-10-11

Members of Visible Minorities

Fundament Funds Occupation I Occupa	late mad Lace Man	All Familian			of Visible Mine		0	D
Employment Equity Occupational Group	Internal Location	All Employees #	Repres #	sentation %	%	lability #	Gap #	Recruitment Area
01 : Senior Managers	National	3	1	33.3 %	10.1 %	0	1	National
02 : Middle and Other Managers	National	19	2	10.5 %	15.0 %	3	-1	National
03 : Professionals		4	1	25.0 %	31.4 %	1	0	
2171 : Information systems analysts and consultants	National	4	1	25.0 %	31.4 %	1	0	National
07 : Administrative and Senior Clerical Personnel		51	14	27.5 %	18.6 %	9	5	
Employment Equity Occupational Group	Calgary	16	5	31.3 %	16.5 %	3	2	Calgary
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	13.4 %	0	0	Edmonton
Employment Equity Occupational Group	Ont. less CMAs	1	1	100.0 %	1.6 %	0	1	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	22	3	13.6 %	12.2 %	3	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	8	5	62.5 %	37.3 %	3	2	Toronto
Employment Equity Occupational Group	Vancouver	3	0	0.0 %	35.3 %	1	-1	Vancouver
10 : Clerical Personnel		19	4	21.1 %	24.3 %	5	-1	
Employment Equity Occupational Group	Calgary	19	4	21.1 %	24.3 %	5	-1	Calgary
11 : Intermediate Sales and Service Personnel		72	16	22.2 %	33.2 %	24	-8	
Employment Equity Occupational Group	Calgary	19	1	5.3 %	29.7 %	6	-5	Calgary
Employment Equity Occupational Group	Edmonton	6	0	0.0 %	24.8 %	1	-1	Edmonton
Employment Equity Occupational Group	Ont. less CMAs	4	0	0.0 %	2.3 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	16	3	18.8 %	22.0 %	4	-1	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	22	12	54.5 %	48.9 %	11	1	Toronto
Employment Equity Occupational Group	Vancouver	5	0	0.0 %	47.5 %	2	-2	Vancouver
Total		168	38	22.6 %	25.2 %	42	-4	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - S.I. Systems Ltd.

Workforce Analysis - Detailed Report

Date: 2017-10-11

Persons with Disabilities

				Persons v	Persons with Disabilities	s		
Employment Equity Occupational Group	Internal Location	All Employees #	Representation	ntation %	Availability %#	oility #	Gap #	Recruitment Area
01/02 : Managers	National	22	0	0.0 %	4.3 %	_	<u>.</u>	National
03 : Professionals	National	4	0	0.0 %	3.8 %	0	0	National
07 : Administrative and Senior Clerical Personnel	National	51	2	3.9 %	3.4 %	2	0	National
10 : Clerical Personnel	National	19	_	5.3 %	7.0 %	_	0	National
11 : Intermediate Sales and Service Personnel	National	72	2	2.8 %	5.6 %	4	2	National
Total		168	5	3.0 %	4.9 %	8	-3	

Total may not equal sum of components due to rounding.

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

2017-10-11

Workplace Equity Information Management System - S.I. Systems Ltd.

Workforce Analysis - Detailed Report

Date: 2017-10-11

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Employment and Social Emploi et Développement Development Canada social Canada

Workplace Equity Information Management System - S.I. Systems Ltd.

Workforce Analysis - Detailed Report

Date: 2017-10-11

WFA Defaults - Persons with Disabilities

11 : Intermediate Sales and Service Personnel	10 : Clerical Personnel	07 : Administrative and Senior Clerical Personnel	03 : Professionals	01/02 : Managers	Employment Equity Occupational Group
EEOG	EEOG	EEOG	EEOG	EEOG	Perform Analysis By
National	National	National	National	National	Recruitment Area

Canada

2017-10-11

Workplace Equity Information Management System - S.I. Systems Ltd.

Workforce Analysis - Summary Report

Date: 2017-10-11

Women

				Women			
Employment Equity Occupational Group	All Employees	Repres	sentation	Avai	lability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	3	1	33.3 %	27.4 %	1	0	
02 : Middle and Other Managers	19	8	42.1 %	38.9 %	7	1	
03 : Professionals	4	1	25.0 %	28.3 %	1	0	
07 : Administrative and Senior Clerical Personnel	51	35	68.6 %	79.1 %	40	-5	
10 : Clerical Personnel	19	15	78.9 %	70.2 %	13	2	
11 : Intermediate Sales and Service Personnel	72	36	50.0 %	64.8 %	47	-11	
Total	168	96	57.1 %	65.3 %	109	-13	

Total may not equal sum of components due to rounding.



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Date: 2017-10-11

Aboriginal Peoples

			Aborigi	Aboriginal Peoples			
Employment Equity Occupational Group	All Employees	Representation	ntation	Availability	oility	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	3	0	0.0 %	2.9 %	0	0	
02 : Middle and Other Managers	19	0	0.0 %	2.2 %	0	0	
03 : Professionals	4	0	0.0 %	1.1 %	0	0	
07 : Administrative and Senior Clerical Personnel	51	2	3.9 %	2.6 %	<u> </u>	_	
10 : Clerical Personnel	19	0	0.0 %	3.0 %	_		
11 : Intermediate Sales and Service Personnel	72	ω	4.2 %	2.3 %	2	1	
Total	168	5	3.0 % 2.4 %	2.4 %	4	1	

Total may not equal sum of components due to rounding.

Workplace Equity Information Management System - S.I. Systems Ltd.

Workforce Analysis - Summary Report

Date: 2017-10-11

Members of Visible Minorities

			Members o	Members of Visible Minorities	ties	
Employment Equity Occupational Group	All Employees	Repres	Representation	Availability	oility Gap	
	#	#	%	%	#	
01 : Senior Managers	3	1	33.3 %	10.1 %	0 1	
02 : Middle and Other Managers	19	2	10.5 %	15.0 %	ω -1	
03: Professionals	4	<u> </u>	25.0 %	31.4 %	1 0	
07 : Administrative and Senior Clerical Personnel	51	14	27.5 %	18.6 %	9	
10 : Clerical Personnel	19	4	21.1 %	24.3 %	- <u>1</u>	
11 : Intermediate Sales and Service Personnel	72	16	22.2 %	33.2 %	24	
Total	168	38	22.6 %	25.2 %	42	

Total may not equal sum of components due to rounding.

2017-10-11

Workplace Equity Information Management System - S.I. Systems Ltd.

Workforce Analysis - Summary Report

Date: 2017-10-11

Persons with Disabilities

		Per	Persons with Disabilities	Disabilities		
Employment Equity Occupational Group	All Employees	Representation	on	Availability	y Gap	
	#	#	%	%	# #	
01/02 : Managers	22	0.0	0.0 % 4.3 %	3 %	1	
03 : Professionals	4	0 0.0	0.0 % 3.	3.8 %	0	•
07 : Administrative and Senior Clerical Personnel	51	2 3.9	3.9 % 3.	3.4 %	2)
10 : Clerical Personnel	19	1 5.3	5.3 % 7.1	7.0 %	_	
11 : Intermediate Sales and Service Personnel	72	2 2.8	2.8 % 5.1	5.6 %	4	- Constanting
Total	168	5 3.0%	% 4.9%	%	8 -3	

Total may not equal sum of components due to rounding.



2017-10-11

Workplace Equity Information Management System - S.I. Systems Ltd.

008317

Workforce Analysis - Summary Report

Date: 2017-10-11

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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

11 : Intermediate Sales and Service Personnel

EEOG

CMA

Workplace Equity Information Management System - S.I. Systems Ltd.

008318

Workforce Analysis - Summary Report

Date: 2017-10-11

WFA Defaults - Persons with Disabilities

11 : Intermediate Sales and Service Personnel	10 : Clerical Personnel	07 : Administrative and Senior Clerical Personnel	03 : Professionals	01/02 : Managers	Employment Equity Occupational Group
EEOG	EEOG	EEOG	EEOG	EEOG	Perform Analysis By
National	National	National	National	National	Recruitment Area

Part 1: Workforce Analysis

S.i. Systems

2017-10-19

Data from Previous Workforce Analysis

Data from Current Workforce Analysis

↓ ↓ ↓

Date of Pi	revious Workforc	e Analysis
YYYY	MM	DD
2014	- 11	18

Date of C	urrent Workfored	e Analysis
YYYY	MM	DD
2017	10	11

		Table 1: Women						
		Previous Workforce Analysis						
Empl	oyment Equity Occupational Group (EEOG)	All Employees	Wor	nen				
cmp	by ment Equity Occupational Group (EEOG)		Representation	Availability*				
		#	#	%				
01	Senior Managers	4	1	27.4				
02	Middle & Other Managers	12	6	38.9				
03	Professionals	8	2	35.0				
04	Semi-Professionals & Technicians	0	0	0.0				
05	Supervisors	2	1	55.0				
06	Supervisors: Crafts & Trades	0	0	0.0				
07	Administrative & Senior Clerical Personnel	67	40	79.6				
08	Skilled Sales & Service Personnel	0	0	0.0				
09	Skilled Crafts & Trades Workers	0	0	0.0				
10	Clerical Personnel	11	9	70.2				
11	Intermediate Sales & Service Personnel	39	21	64.4				
12	Semi-Skilled Manual Workers	0	0	0.0				
13	Other Sales & Service Personnel	0	0	0.0				
14	Other Manual Workers	0	0	0.0				
Total		143	80	0.0				

7	Table 5: Women	l					
Current Workforce Analysis							
All Employees	Won	ien					
	Representation	Availability*					
#	#	%					
3	1	27.4					
19	8	38.9					
4	1	28.3					
0	0	0.0					
0	0	0.0					
0	0	0.0					
51	35	79.1					
0	0	0.0					
0	0	0.0					
19	15	70.2					
72	36	64.8					
0	0	0.0					
0	0	0.0					
0	0	0.0					
168	96	0.0					

* Source:			
2011 Nati	onal Househo	old Survey	

* Source:			
2011 Nation	al Household Sur	vey	

Federal Contractors Program Achievement Table Part 1: Workforce Analysis S.i. Systems 2017-10-19

Data from Previous Workforce Analysis

Data from Current Workforce Analysis

←

←

YYYY

Date of Previous Workforce Analysis

MM

DD

YYYY

Date of Current Workforce Analysis MM

DD

		Table 2: Aboriginal Peoples Previous Workforce Analysis	inal Peoples	Table 6	able 6: Aboriginal Peoples Current Workforce Analysis	eoples
		All Employees Ab	Aboriginal Peoples	All Employees	Aboriginal Peoples	Peoples
вшрюў		Repres	ation Availability*		Representation	Availability*
		#	9%	#	#	%
01 8	Senior Managers	4	0 2.9	3	0	
02	Middle & Other Managers	12	0 2.2	19	0	
03 F	Professionals	8	0 1.2	4	0	
04	Semi-Professionals & Technicians	0	0.0	0	0	
05	Supervisors	2	0 3.1	0	0	
3	Supervisors: Crafts & Trades	0	0.0	0	0	
07 /	Administrative & Senior Clerical Personnel	67	2 2.2	51	2	
80	Skilled Sales & Service Personnel	0	0.0	0	0	
9	Skilled Crafts & Trades Workers	0	0.0	0	0	
10	Clerical Personnel	11	0 3.0	19	0	
11 1	Intermediate Sales & Service Personnel	39	1 2.1	72	3	
12	Semi-Skilled Manual Workers	0	0.0	0	0	
13	Other Sales & Service Personnel	0	0.0	0	0	
14 (Other Manual Workers	0	0.0	0	0	
Total		143	3 0.0	168	5	

8	18
Table	2017
6: Aboriginal F	10
Peoples	11

Cable 6: Aboriginal Peoples	Table	2017
coples	6: Aboriginal F	10
	eoples	1.1

168	0	0	0	72	19	0	0	51	0	0	0	4	19	ω	#		II Employees	Curre	Table	
5	0	0	0	ري ن	0	0	0	2	0	0	0	0	0	0	#	Representation	Aboriginal Peoples	Current Workforce Analysis	Table 6: Aboriginal Peoples	
0.0	0.0	0.0	0.0	2.3	3.0	0.0	0.0	2.6	0.0	0.0	0.0	1.1	2.2	2.9	%	Availability*	d Peoples	alysis	eoples	

2011 National Household Survey

* Source:

* Source:

Part 1: Workforce Analysis

S.i. Systems

2017-10-19

Data from Previous Workforce Analysis↓ ↓ ↓

Date of P	revious Workfore	e Analysis
YYYY	MM	DD
2014	11	18

+	—	
Data from (C <mark>urrent Workf</mark> oi	rce Analysis

2017	10	11
YYYY	MM	DD
Date of C	urrent Workforce	e Analysis

		Table 3: Me	mbers of Visib	le Minorities	
		Previous Workforce Analysis			
Emplo	yment Equity Occupational Group (EEOG)	All Employees	Members of Visible Minorities		
rmbio	yment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01	Senior Managers	4	1	10.1	
02	Middle & Other Managers	12	0	15.0	
03	Professionals	8	3	30.4	
04	Semi-Professionals & Technicians	0	0	0.0	
05	Supervisors	2	0	27.4	
06	Supervisors: Crafts & Trades	0	0	0.0	
07	Administrative & Senior Clerical Personnel	67	11	23.3	
08	Skilled Sales & Service Personnel	0	0	0.0	
09	Skilled Crafts & Trades Workers	0	0	0.0	
10	Clerical Personnel	11	3	24.3	
11	Intermediate Sales & Service Personnel	39	7	35.5	
12	Semi-Skilled Manual Workers	0	0	0.0	
13	Other Sales & Service Personnel	0	0	0.0	
14	Other Manual Workers	0	0	0.0	
Total		143	25	0.0	

Table 7: Me	Table 7: Members of Visible Minorities						
Curre	Current Workforce Analysis						
All Employees	Members of Vis	ible Minorities					
	Representation	Availability*					
#	#	%					
3	1	10.1					
19	2	15.0					
4	1	31.4					
0	0	0.0					
0	0	0.0					
0	0	0.0					
51	14	18.6					
0	0	0.0					
0	0	0.0					
19	4	24.3					
72	16	33.2					
0	0	0.0					
0	0	0.0					
0	0	0.0					
168	38	0.0					

* So	urce:						
2011	Natio	onal H	louseh	old S	urvey		

* Source:	
2011 National Household Survey	

Federal Contractors Program Achievement Table Part 1: Workforce Analysis S.i. Systems 2017-10-19

Data from Previous Workforce Analysis

Data from Current Workforce Analysis

←

←

YYYY 2014

Date of Previous Workforce Analysis

MM

DD

YYYY

Date of Current Workforce Analysis MM

DD

	Table 4: Persons with Disabilities	Disabilities	Table 8: Pers	Table 8: Persons with Disabilities
	Previous Workforce Analysis	\nalysis	A turrent A	Current Workforce Analysis
Employment Faulty Downstional Crown (FEOC)	All Employees Persons w	Persons with Disabilities	All Employees	Persons with Disabilities
Employment Equity Occupational Group (EEOG)	Representation	1 Availability*		Representation Availability*
	# #	%	#	# %
01/02 Managers	16	0 4.3	22	0
03 Professionals	8	0 3.8	4	0
04 Semi-Professionals & Technicians	0	0.0	0	0
05 Supervisors	2	0 13.9	0	0
06 Supervisors: Crafts & Trades	0	0.0	0	0
07 Administrative & Senior Clerical Personnel	67	0 3.4	51	2
08 Skilled Sales & Service Personnel	0	0.0	0	0
09 Skilled Crafts & Trades Workers	0	0.0	0	0
10 Clerical Personnel	11	7.0	19	
11 Intermediate Sales & Service Personnel	39	5.6	72	2
12 Semi-Skilled Manual Workers	0	0.0	0	0
13 Other Sales & Service Personnel	0	0.0	0	0
14 Other Manual Workers	0	0.0	0	0
Total	143	0.0	168	5

isabilities	18
Table 8: I	2017
8: Persons with D	10
isabilities	11

77	#		Employees	Curr	Table 8:
0	# %	Representation Availability*	Persons with Disabilities	Current Workforce Analysis	Table 8: Persons with Disabilities
43		y *			

Table 8: 1	e 8: Persons with Disabilities Current Workforce Analysis	isabilities alvsis
All Employees	Persons with Disabilities	Disabilities
	Representation	Availability*
#	#	0/0
22	0	4.3
4	0	3.8
0	0	0.0
0	0	0.0
0	0	0.0
51	2	3.4
0	0	0.0
0	0	0.0
19	1	7.0
72	2	5.6
0	0	0.0
0	0	0.0
0	0	0.0
168	5	0.0

2012 Canadian Survey on Disability

* Source:

Part 2: Flow Data Analysis

S.i. Systems

43027

Start	Date of Flow	/ Data
YYYY	MM	DD
2014	11	18

End I	Date of Flo	w Data
YYYY	MM	DD
2017	10	11

Data from Form 4 - Employees Hired

 \downarrow $\overline{\downarrow}$ **Data from Form 5 - Employees** Promoted

Data from Form 6 - Employees Terminated

 $\overline{\downarrow}$

		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	18	6	0	0						
03 Professionals	9	2	0	0						
04 Semi-Professionals & Technicians	0	0	0	0						
05 Supervisors	0	0	0	0						
06 Supervisors: Crafts & Trades	0	0	0	0						
07 Administrative & Senior Clerical Personnel	101	64	4	4						
08 Skilled Sales & Service Personnel	0	0	0	0						
09 Skilled Crafts & Trades Workers	0	0	0	0						
10 Clerical Personnel	32	23	1	1						
11 Intermediate Sales & Service Personnel	85	40	0	0						
12 Semi-Skilled Manual Workers	0	0	0	0						
13 Other Sales & Service Personnel	0	0	0	0						
14 Other Manual Workers	0	0	0	0						
Total	245	135	5	5						

Full-time /	'National	Part-time	National
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
0	0	0	0
11	5	0	0
3	1	0	0
0	0	0	0
0	0	0	0
0	0	0	0
17	12	1	1
0	0	0	0
0	0	0	0
8	7	0	0
95	51	0	0
0	0	0	0
0	0	0	0
0	0	0	0
134	76	1	1

	Table 9:	Women							
Full-time	/ National	Part-time / National							
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated						
#	#	#	#						
0	0	0	0						
15	6	0	0						
10	2	0	0						
0	0	0	0						
0	0	0	0						
0	0	0	0						
84	52	0	0						
0	0	0	0						
0	0	0	0						
22	17	0	0						
59	35	0	0						
0	0	0	0						
0	0	0	0						
0	0	0	0						
190	112	0	0						

Total	14 Other Manual Workers	13 Other Sales & Service Personnel	12 Semi-Skilled Manual Workers	11 Intermediate Sales & Service Personnel	10 Clerical Personnel	09 Skilled Crafts & Trades Workers	08 Skilled Sales & Service Personnel	07 Administrative & Senior Clerical Personnel	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Technicians	03 Professionals	02 Middle & Other Managers	01 Senior Managers			(EEOG)	Employment Equity Occupational Group								
				ınel				rsonnel										quo	স							
245	0	0	0	85	32	0	0	101	0	0	0	9	18	0	#	Hired	es	All	Full-time / National	Table 2:	←		Data fron			
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	# #		<u> </u>	Aborioinal All		Cable 2: Aboriginal Peoples	←	Hired	Data from Form 4 - Employees	2014 1	YYYY M	Start Date of Flow Data
<u>v</u>	0	0	0	0		0	0	4	0	0	0	0	0	0	# #	Hired	g P	.II Aborioinal	Part-time / National	d Peoples	←		Employees	11 18	MM DD	f Flow Data
0 1:	0	<u> </u>	0	9	0	0	0	<u> </u>	<u> </u>	0	0	<u> </u>	0	<u> </u>	#	Promoted		<u> </u>] ←		Dat	2017		En
134 3	0 0	0 0	0 0	95 2	8 0	0 0	0	7 1	0 0	0 0	0 0	3 0	1 0	0 0	#	Promoted	Pec	Aboriginal	Full-time / National	Fable 6: Abor	←	Promoted	Data from Forn	10	NM	End Date of Flow Data
1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	#	Promoted	Employees	À.	Part-time / National	Aboriginal Peoples	 ←	ioted	Form 5 - Employees	11	DD	Data
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Promoted	Peoples	Aboriginal	National	les	 ←)yees			
190	0	0	0	59	22	0	0	84	0	0	0	10	15	0	#	Lerminated	Employees	All	Full-time / National	Tabl	←		Data i			
	0	0	0	0	0	0	0	_	0	0	0	0	0	0	#	Terminated	Peoples	Aboriginal	/National	e 10: Abor	 ←	Terminated	from Form			
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Terminated		All .	Part-time / National	Fable 10: Aboriginal Peoples	 ←	nated	Data from Form 6 - Employees			
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Terminated	Peoples	Aboriginal	National	ples	 ←		yees			

Part 2: Flow Data Analysis

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Start	Date of Flov	v Data
YYYY	MM	DD
2014	11	18

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End I	Date of Flow	Data
YYYY	MM	DD
2017	10	11

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

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		Table 3: Persons with Disabilities										
		Full-time	/ National	Part-time / National								
	ployment Equity Occupational Group EOG)	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	18	0	0	0							
03	Professionals	9	0	0	0							
04	Semi-Professionals & Technicians	0	0	0	0							
05	Supervisors	0	0	0	0							
06	Supervisors: Crafts & Trades	0	0	0	0							
07	Administrative & Senior Clerical Personnel	101	0	4	0							
08	Skilled Sales & Service Personnel	0	0	0	0							
09	Skilled Crafts & Trades Workers	0	0	0	0							
10	Clerical Personnel	32	0	1	0							
11	Intermediate Sales & Service Personnel	85	0	0	0							
12	Semi-Skilled Manual Workers	0	0	0	0							
13	Other Sales & Service Personnel	0	0	0	0							
14	Other Manual Workers	0	0	0	0							
Tot	al	245	0	5	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
11	0	0	0
3	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
17	2	1	0
0	0	0	0
0	0	0	0
8	0	0	0
95	2	0	0
0	0	0	0
0	0	0	0
0	0	0	0
134	4	1	0

Full-time	/ National	Part-time	/ National
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
0	0	0	0
15	0	0	0
10	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
84	1	0	0
0	0	0	0
0	0	0	0
22	0	0	0
59	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
190	1	0	0

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Part 2: Flow Data Analysis

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Total	14 Other Manual Workers	13 Other Sales & Service Personnel	12 Semi-Skilled Manual Workers	11 Intermediate Sales & Service Personnel	10 Clerical Personnel	09 Skilled Crafts & Trades Workers	08 Skilled Sales & Service Personnel	07 Administrative & Senior Clerical Personnel	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Technicians	03 Professionals	02 Middle & Other Managers	01 Senior Managers		(EDOG)	(FFOC)	Employment Fauity Occupational Group								
245	0	0	0	85	32	0	0	101	0	0	0	9	18	0	#	Hired	Employees	IIV	Full-time	Table 4:	 ←		Data			
0	0	-	0	0	0	0	0	0	0	0	0	0	0	0	#	Hired	Visible	Members of	Full-time / National	Members	←	H	from For		YYYY 2014	Start
5	0	0	0	0	1	0	0	4	0	0	0	0	0	0	#	Hired	Employees	IIV	Part-time	Fable 4: Members of Visible Minorities	←	Hired	Data from Form 4 - Employees	-	MM 11	Start Date of Flow Data
0	0	0	0	0	0	0	0	0	0	0	0	0		0	#	Minorities	Visible	Members of	Part-time / National	Minorities	 ←		loyees	 	18	v Data
134				95				1					1		#	Promoted	Employees	AII.	Full-time / Nati	Table 8: Mem	 ←		Date		2017	Enc
4 34	0	0	0	5 26	8 3	0	0	17	0	0	0	3	1	0	#	Promoted	Visible	Members of	e / National	bers	 ←	Pro	Data from For	-		End Date of Flo
<u>+</u>	0	<u> </u>	<u>0</u> 0	<u>5</u> 0			<u> </u>	<u> </u>	<u> </u>	0	0		2 0		#	Promoted	Employees	. N	Part-tim	烏	←	Promoted	Form 5 - Employees	-		f Flow Data
0	0	0 0	0	0	0 0	0 0	0 0	0	0 0	0 0	0 0	0 0	0	0 0	#	Promoted	Visible	Members of	Part-time / National	Visible Minorities	 ←		loyees	<u>L</u>		
190				S	2			~							#	Terminated	Employees	14	Full-tim	Table 12:	 ←		Dat			
0 57	0	0	0	59 18			0	84 22		0	0		5		#	d Terminated		Members of	Full-time / National	2: Members	 ←	Tern	Data from Form 6 - Employees			
	(<u>0</u>	<u> </u>	8 0	8 0		<u> </u>		<u> </u>	0 (<u> </u>		2		#		Employees	IIV I	Part-time		 ←	l'erminated	m 6 - Emp			
0 0	0	0 0	0 0	0	0	0	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0	#	Terminated	Visible	Members of	Part-time / National	of Visible Minorities	←		doyees			

Federal Contractors Program Achievement Table
Part 3: Goals
S.i. Systems
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Da	ta from Pr	evious Go	oals	Da	ıta from C	urrent Go	als
1	1	1	\	\downarrow	\	\	\

Short	-term	Long	-term
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2014	2015	2014	2017

D	Ouration of C	Current Goa	ls
Short	-term	Long	-term
From	То	From	To
YYYY	YYYY	YYYY	YYYY
2017	2018	2017	2020

			Table 1:	Women	
			Won	nen	
Emple	oyment Equity Occupational Group (EEOG)	Short-terr	n Goals	Long-terr	n Goals
		#	%	#	%
01	Senior Managers	0	0.0	0	0.0
02	Middle & Other Managers	2	7.0	2	7.0
03	Professionals	1	7.0	1	7.0
04	Semi-Professionals & Technicians	0	0.0	0	0.0
05	Supervisors	0	0.0	0	0.0
06	Supervisors: Crafts & Trades	0	0.0	0	0.0
07	Administrative & Senior Clerical Personnel	19	7.0	19	7.0
08	Skilled Sales & Service Personnel	0	0.0	0	0.0
09	Skilled Crafts & Trades Workers	0	0.0	0	0.0
10	Clerical Personnel	3	7.0	3	7.0
11	Intermediate Sales & Service Personnel	9	7.0	9	7.0
12	Semi-Skilled Manual Workers	0	0.0	0	0.0
13	Other Sales & Service Personnel	0	0.0	0	0.0
14	Other Manual Workers	0	0.0	0	0.0
Total		34	7.0	34	7.0

	Table 5: \	Women	
	Wom	en	
Short-tern	n Goals	Long-term	Goals
#	%	#	%
0	0.0	0	0.0
1	38.9	1	38.9
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
10	79.1	10	79.1
0	0.0	0	0.0
0	0.0	0	0.0
4	70.2	4	70.2
14	64.8	14	64.8
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
40	5.0	40	5.0

43027	S.i. Systems	Part 3: Goals	Federal Contractors Program Achievement Table
		5	Achievement Table

←	Da
←	ita from P
←	Previous Goal
←	oals

Data from Current Goals

2017	3017	٥015))))
YYYY	YYYY	YYYY	YYYY
To	From	T ₀	From
Long-term	Long	Short-term	Short
ils	revious Goa	Duration of Previous Goals	T D

2	5	Ŧ		
2017	YYYY	From	S	
7	Y	n	Short-term	
			7	Dı
			te	11:
2	5	1		ti
2018	YYYY	То		пO
•	Y			of
				C
				ur
2	Z	Ŧ		re
2017	YYYY	From	_	11
7	4	n	Long-term	Duration of Current Goals
			0.C	al
			te	S
2	Z		Ξ.	
2020	YYYY	To		
_				

	Tab	Table 2: Aboriginal Peoples	ginal Peor	les
		Aboriginal Peoples	Peoples	
loyment Equity Occupational Group (EEOG)	Short-term Goals	m Goals	Long-term Goals	n Goals
	#	%	#	%
Senior Managers	0	0.0	0	0.0
Middle & Other Managers	0	0.0	0	0.0
Professionals	0	0.0	0	0.0
Semi-Professionals & Technicians	0	0.0	0	0.0
Supervisors	0	0.0	0	0.0
Supervisors: Crafts & Trades	0	0.0	0	0.0
Administrative & Senior Clerical Personnel	1	7.0		7.0
Skilled Sales & Service Personnel	0	0.0	0	0.0
Skilled Crafts & Trades Workers	0	0.0	0	0.0
Clerical Personnel	0	0.0	0	0.0
Intermediate Sales & Service Personnel	0	0.0	0	0.0
Semi-Skilled Manual Workers	0	0.0	0	0.0
Other Sales & Service Personnel	0	0.0	0	0.0
Other Manual Workers	0	0.0	0	0.0
	1	7.0	1	7.0

7 0	1	n)	-
0.0	0	0.0	0
0.0	0	0.0	0
0.0	0	0.0	0
2.3		2.3	
3.0	0	3.0	0
0.0	0	0.0	0
0.0	0	0.0	0
2.6	0	2.6	0
0.0	0	0.0	0
0.0	0	0.0	0
0.0	0	0.0	0
0.0	0	0.0	0
0.0	0	0.0	0
0.0	0	0.0	0
%	#	%	#
1 Goals	Long-term Goals	m Goals	Short-term Goals
	Peoples	Aboriginal Peoples	
les	Aboriginal Peoples	e 6: Abort	Table 6:

Federal Contractors Program Achievement Table
Part 3: Goals
S.i. Systems
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Da	ıta from Pr	evious G	oals	Da	ita from C	urrent Go	als
1	Ţ	1	1	\downarrow	\	\	\

		revious Goa	
Short	-term	Long	-term
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2014	2015	2014	2017

D	Ouration of (Current Goa	ls
Short	-term	Long	-term
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2018	2017	2020

			: Persons versons with	with Disab Disabilities	ilities
Emplo	yment Equity Occupational Group (EEOG)	Short-terr	-	Long-term	Goals
		#	%	#	%
01/02	Managers	0	0.0	0	0.0
03	Professionals	0	0.0	0	0.0
04	Semi-Professionals & Technicians	0	0.0	0	0.0
05	Supervisors	0	0.0	0	0.0
06	Supervisors: Crafts & Trades	0	0.0	0	0.0
07	Administrative & Senior Clerical Personnel	1	7.0	1	7.0
08	Skilled Sales & Service Personnel	0	0.0	0	0.0
09	Skilled Crafts & Trades Workers	0	0.0	0	0.0
10	Clerical Personnel	0	0.0	0	0.0
11	Intermediate Sales & Service Personnel	1	7.0	1	7.0
12	Semi-Skilled Manual Workers	0	0.0	o	0.0
13	Other Sales & Service Personnel	0	0.0	0	0.0
14	Other Manual Workers	0	0.0	0	0.0
Total		2	7.0	2	7.0

Table 7:	Persons	with Disab	ilities
Po	ersons with	Disabilities	
Short-tern	n Goals	Long-term	Goals
#	%	#	%
0	4.3	0	4.3
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	o	0.0
0	0.0	0	0.0
0	0.0	0	0.0
1	5.6	1	5.6
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
1	5.0	1	5.0

S.i. Systems 43027	Part 3: Goals	Federal Contractors Program Achievement Table
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8883			
8883			
8888			
2			
988			000000000000000000000000000000000000000
888			000000000000000000000000000000000000000
886			0000
888	Duration of Previous Goals		
888			
8889	000000000000000000000000000000000000000		000000000000000000000000000000000000000
988	0.0000000000000000000000000000000000000	_	
333			
333			
999	000000000000000000000000000000000000000		
888			00000
8883	1000		
288			0000
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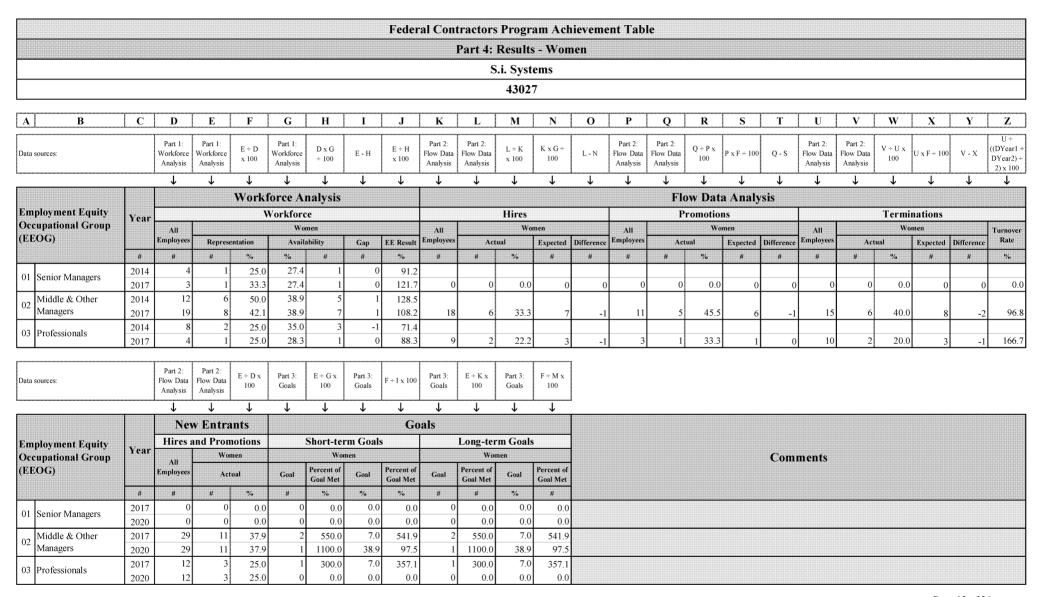
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2018	YYYY	To	-term	Duration of Current Goals
2017	AAAA	From	Long	Jurrent Goa
2020	YYYY	To	Long-term	ls

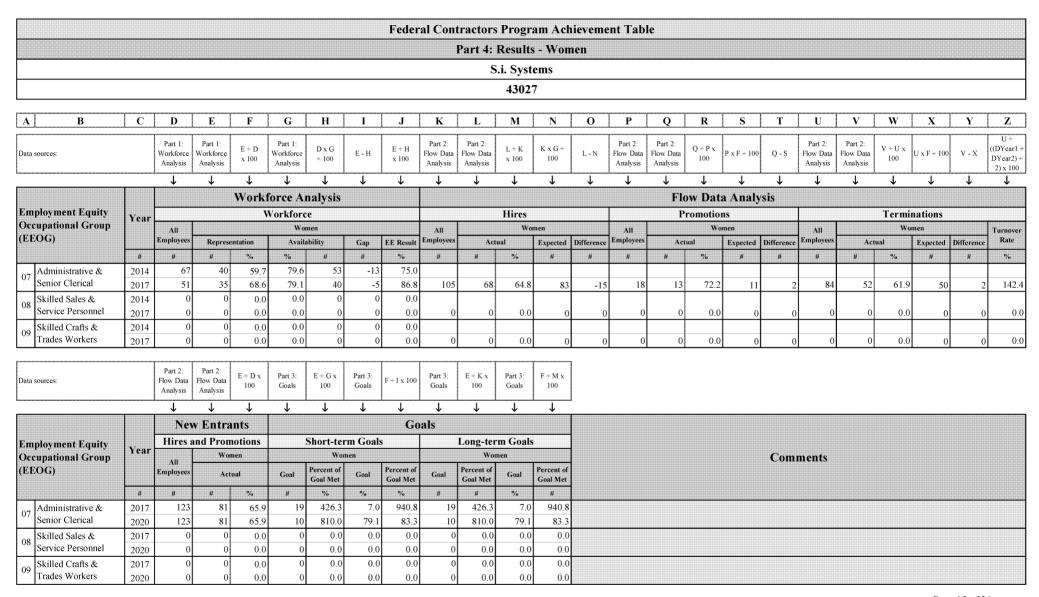
		Table 4: 1	Members o	Table 4: Members of Visible Minorities	linorities	Tab
		Ме	mbers of Vis	Members of Visible Minorities	les	
Emplo	Employment Equity Occupational Group (EEOG)	Short-term Goals	m Goals	Long-term Goals	n Goals	S
		#	9/0	#	9/0	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers]	7.0	1	7.0	
03	Professionals		7.0	1	7.0	
04	Semi-Professionals & Technicians	0	0.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Senior Clerical Personnel	6	7.0	6	7.0	
08	Skilled Sales & Service Personnel	0	0.0	0	0.0	
09	Skilled Crafts & Trades Workers	0	0.0	0	0.0	
10	Clerical Personnel		7.0	1	7.0	
11	Intermediate Sales & Service Personnel	5	7.0	<u>(5</u>	7.0	
12	Semi-Skilled Manual Workers	0	0.0	0	0.0	
13	Other Sales & Service Personnel	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		14	7.0	14	7.0	

SO.	Table 8: N	8: Members of Visible Minorities Members of Visible Minorities	<u> Visible N</u> ble Minorii	<u>linorities</u>
	Short-term Goals	m Goals	Long-term Goals	m Goals
	#	%	#	%
0	0	10.1	0	10.1
0	0	15.0	0	15.0
0	0	0.0	0	0.0
0	0	0.0	0	0.0
0	0	0.0	0	0.0
0	0	0.0	0	0.0
0	2	18.6	2	18.6
0	0	0.0	0	0.0
0	0	0.0	0	0.0
0	1	24.3	1	24.3
0	7	33.2	7	33.2
0	0	0.0	0	0.0
0	0	0.0	0	0.0
0	0	0.0	0	0.0
0	16	5.0	16	5.0



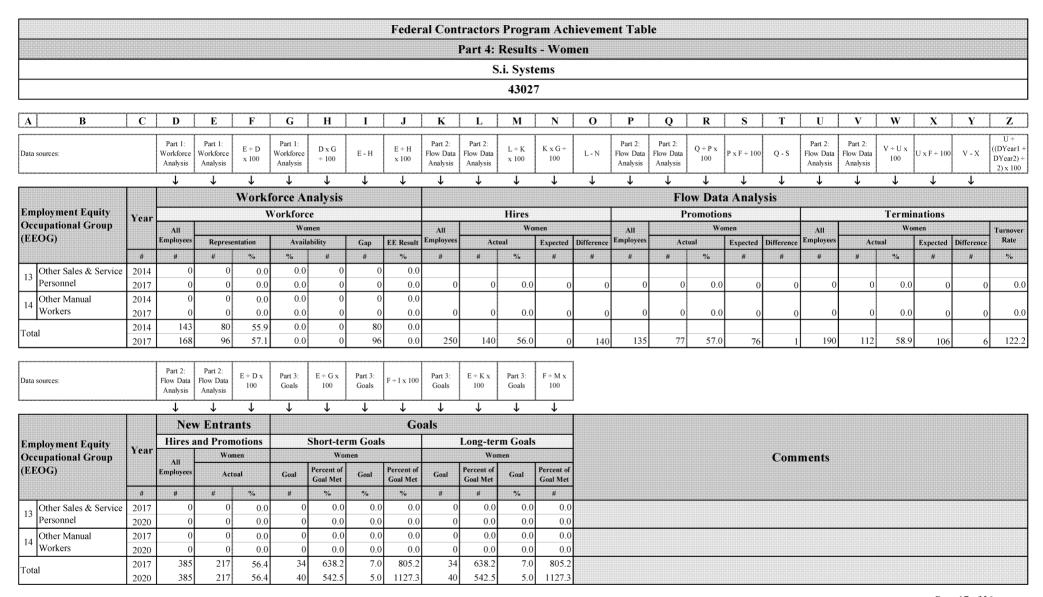
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06 S		05 S	_	2 S		(EEOG)	Occi	Епр			Data sources		06 S	5		1 T			(EEOG)	Cecu	Emp			Data sources	Α				
Supervisors: Crafts & Trades		Supervisors	Technicians	Semi-Professionals &		Ğ	Occupational Group	Employment Equity			ırces:	Trades	Supervisors: Crafts &	Supervisors		Technicians	Semi-Professionals &		Š	Occupational Group	Employment Equity			irces:					
s: Crafts &		5 .	S	ssionals &			Group	Equity					s: Crafts &	. v.		S	ssionals &			Group	Equity				В				
2017 2020	2020	2017	2020	2017	#:		1631	Van			***************************************	2017	2014	2017	2014		è 2014	#:			Year				С				
					#	Employees	<u> </u>	Т	Z	←	Part 2: Flow Data Analysis							*	Employees	All	Ì		←	Part 1: Workforce Analysis	D				
0 0	0	0	0	0	#			Hires and Promotions	New Entrants	←	Part 2: ta Flow Data s Analysis	0	0	0	2	0	0	#:					←	Part 1: ce Workforce s Analysis	E				
0 0	0		0	0	%	Actual	Women	omotio	trants	 	E + D x	0	0		1 5	0	0	%	Representation			Wo	←	E+D	H				
0.0	0.0	0.0	0.0	0.0	#	Goal		18		_ ←	Ox Part 3: Goals	0.0	0.0		50.0	0.0	0.0				Work	Workforce Analysis	←	Part 1: D Workforce O Analysis	G				
0 0	0	0	0	0				Sho			E	0.0	0.0	0.0	55.0	0.0	0.0	%	Availability	Women	Workforce	e Anal							
0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met	Women	Short-term Goals		←	+ G x F	0	0	0	_	0	0	##				ysis	-	x G 100	H				
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0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met			Goals	←	F + I x 100	0.0	0.0	0.0	90.9	0.0	0.0	3	EE Result				←	E÷H 1	J				Federa
0 0	0	0	0	0	#	Goal				←	Part 3: Goals	0		0		0		#	Employees	ΔII			←	Part 2: Flow Data Analysis	К			_	l Cont
0.0	0.0	0.0	0.0	0.0	#	Percent of Goal Met	Wo	Long-te		←	E + K x 100	0		0		0		#1:	Ac				←	Part 2: Flow Data Analysis	Т		70	³ art 4:	ractor
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0.0	0.0		0.0	0.0	#	Percent of Goal Met		S		←	F + M x 100							Th:	Expected	Women			←	K x G ÷ 100	Z	27	tems		Federal Contractors Program Achieveme
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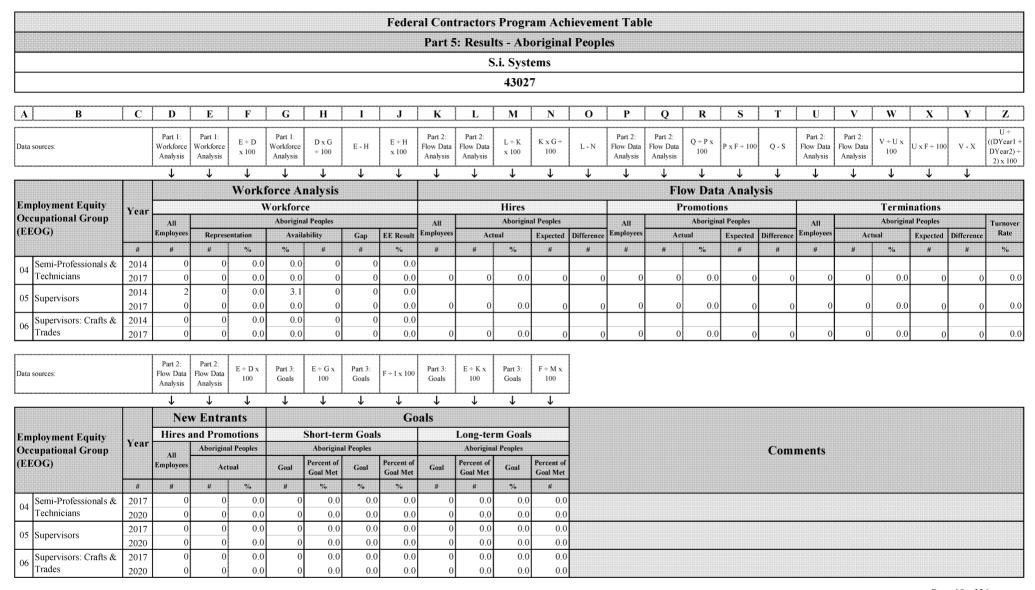
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12 So			10			(EEOG)	Occu	Empl			Data sources	5	12 S		11 In	10			(EEOG)	Occu	Empl			Data sources	A				
Semi-Skilled Manual Workers	Service Personnel	Intermediate Sales &	CIETICAI PEISONNEI			0	Occupational Group	Employment Equity			rccs:	WOINCIN	Semi-Skilled Manual	Service Personnel	Intermediate Sales &	Ciencai Personnei	aminal Damanal		G	Occupational Group	Employment Equity			rces:	B				
2017 2020	2020	2017	2020	2017	#		1631	V				2017	2014	2017	2014	2017	2014	#			Year				С				
0 0	180	180	41	41	#	Employees	ÁII	Hires	New	←	Part 2: Flow Data Analysis	0	0	72	39	19	11	#	Employees	4			←	Part 1: Workforce Analysis	D				
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0.0	50.6	50.6	75.6	75.6	9/0	ual	Women	notions	ınts	←	E + D x 100	0.0	0.0	50.0	53.8	78.9	81.8	%	Representation		_	Work	←	E ÷ D x 100	F				
0 0	14	9	4	ယ	#	Goal		,		←	Part 3: Goals	0.0	0.0	64.8	64.4	70.2	70.2	9/6	Availability	Women	Workforce	Workforce Analysis	←	Part 1: Workforce Analysis	G				
0.0	650.0	1011.1	775.0	1033.3	9/6	Percent of Goal Met	Women	Short-term Goals		←	E + G x 100	U	0	47	25	13	8	#	bility	nen	e	nalysis	←	DxG +100	Н				
0.0	64.8	7.0	70.2	7.0	9/0	Goal	nen	m Goals		←	Part 3: Goals	0	0	-11	-4	2	1	#	Gap				←	Е-Н	I				
0.0	78.0	722.2	107.7	1080.1	%	Percent of Goal Met			Goals	←	F÷I x 100	0.0	0.0	77.2	83.6	112.5	116.6	%	EE Result				←	E+H x100	J				Federa
0 0	14	9	4	ယ	#	Goal		L	als	←	Part 3: Goals	٥	>	85		33		#	Employees	<u> </u>			←	Part 2: Flow Data Analysis	K			-	Federal Contractors Program Achievemen
0.0	650.0	1011.1	775.0	1033.3	#	Percent of Goal Met	Women	Long-term Goals		←	E+Kx 100	U	>	40		24		#	Actual				←	Part 2: Flow Data Analysis	Г		Š	Part 4: Results - Women	ractors
0.0	64.8	7.0	70.2	7.0	%	Goal	g	n Goals		←	Part 3: Goals	0.0	>	47.1		72.7		%	2	Women	Hires		←	L + K x 100	7	43027	S.i. Systems	Results	Progra
0.0	78.0	722.2	107.7	1080.1	#1.	Percent of Goal Met				←	F + M x 100	0	,	55		23		#1	Expected	ien			←	K x G+	Z		sm	- Wom	ım Ach
												0		-15		1		#	Difference				←	L-N	0			en	ieveme
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							ients					c	>	59		22		#	Employees	All			←	Part 2: Flow Data Analysis	U				
												0	>	35		17		#	Actual				←	Part 2: Flow Data Analysis	V				
												0.0	>	59.3		77.3		%	2	Women	Terminations		←	V + U x 100	W				
												0		32		18		#	Expected 1	ien	ations		←	U x F + 100	X				
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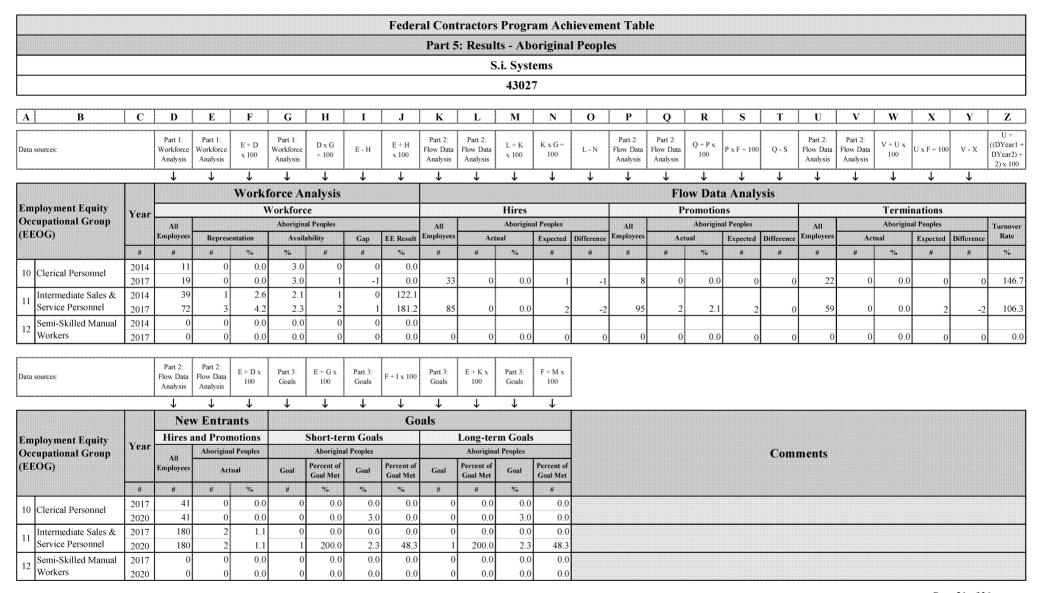
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03 Pro		02 Mic	01 261			(EEOG)	Occupa	Employ			Data sources		03 Pro	⁰² Mai		OI Sen			(EEOG)	Occupa	Employ			Data sources:	Α				
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2017	2020	2017	2020	2017	#		1631					2017	2014	2017	2014	2017	2014	#:			Year				С				
12	29	29	0	0	*	Employees	≧	Hires	New	←	Part 2: Flow Data Analysis	4	8	19	12	3	4	*	Employees	41			←	Part 1: Workforce Analysis	D				
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0.0	0.0		0.0	0.0	%	Percent of Goal Met		ls	9	←	F÷1 x 100	0.0			0.0	0.0	0.0	%	EE Result				←	E+H x100	J				Fede
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A B	СС	D Part 1: Workforce	E Part 1:		G Part 1:		E - H	Feder J	Part 5	tractor: 5: Resul S Part 2: Flow Data		am Ach original original original original	Peoples O O	t Tab	Q Part 2:	_*	S		U Part 2:		×		X X F + 1000
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(EEOG)		Employees	Repres	Representation	Avai	Availability	Gap	EE Result	Employees		Actual	Expected	Difference	Employees	Actual		Expected D	Difference E	Employees	Actual	al		Expected Difference
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Senior Clerical	2017	51	2	3.9	2.6	<u> </u>		150.8	105	0	0.0	3	ს	18		5.6	_	0	84		1.2		ω
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		+	←	←	—	-		←	←	←		←											
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(EEOG)		Employees	Ac	Actual	Gost	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
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Administrative &	2017	123	1	0.8		100.0	7.0	11.6	1	100.0	7.0	11.6											
	2020	123	1	0.8	0						2.6	31.3											
Skilled Sales &	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
<u>e</u>	2020	0	0				0.0	0.0		0.0	0.0	0.0											
	2017	0	0	0.0		0.0	0.0	0.0	0	0.0	0.0	0.0											
Trades Workers	2020	0	0			0.0	0.0	0.0		0.0	0.0	0.0											



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												11.1 15.6	7.0 5.0	300.0 300.0	1 1	11.1 15.6	7.0 5.0	300.0 300.0	1 1	0.8	သ သ	385 385	2017 2020	al	Total
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Rate	Difference	Expected Diffe		Actual	Employees	Difference En	Expected Di		Actual	Employees	Difference	Expected	Actual		Employees	EE Result	Gap	Availability	Avail	Representation	Repres	Employees		(EEOG)	(H.H.
Turnover	L	eoples	Aboriginal Peoples		≜		Peoples	Aboriginal Peoples		À		il Peoples	Aboriginal Peoples		ΔII			Aboriginal Peoples	Aborigin			All		Occupational Group	000
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U + ((DYear1 + DYear2) + 2) x 100	V - X (1)	U x F ÷ 100 V .	V + U x U x	Part 2: V Flow Data Analysis	Part 2: Flow Data Fl Analysis /	Q-S FI	P x F ÷ 100	Q + P x P :	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L-N	K x G + 100	L+K ×100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷H x100	Б-Н	DxG ÷100	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	Part 1: Workforce Analysis		Data sources:	Data
Z	Y	X	W	V	U	T	S	R	Q	P	0	Z	K	T	K	J	I	Н	G	F	E	D	С	B	Α
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A	В	C	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U	V	W	X	Y	Z
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(EEO			All Employees	Repres		Persons with Availa		Gap	EE Result	All Employees	Act		h Disabilities Expected	Difference	All Employees		Persons with		Difference	All Employees	Ac		h Disabilities Expected	Difference	Turnover Rate
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01		2014	16	0	0.0	4.3	1	-1	0.0																
8 Ma	anagers	2017	22	0	0.0	4.3	1	-1	0.0	18	0	0.0	1	-1	11	0	0.0	0	0	15	0	0.0	0	0	78.9
03 Pro	ofessionals	2014	8	0	0.0	3.8	0	0	0.0																
	0100010111110	2017	4	0	0.0	3.8	0	0	0.0	9	0	0.0	0	0	3	0	0.0	0	0	10	0	0.0	0	0	166.7
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Federal Contractors Program Achievement Table
Part 6: Results - Persons with Disabilities
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	S	Terminations	Tern				ns	Promotions	P				Hires					ŗ	Workforce	N			Year	Employment Equity	Empl
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Federal Contractors Program Achievement Table
Part 6: Results - Persons with Disabilities
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		n Goals	Long-term Goals			Short-term Goals	Short-te		motions	Hires and Promotions			Employment Fauity
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Federal Contractors Program Achievement Table
Part 6: Results - Persons with Disabilities
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										lities	Part 6: Results - Persons with Disabili	ns with	- Perso	Results	art 6: 1	-									
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Federal Contractors Program Achievement Table
Part 6: Results - Persons with Disabilities
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1 IOICSSIOIAIS	Drofessionals	Managers	Middle & Other	Semon managers	01 Senior Managers		(EEOG)	Occupational Group	Employment Equity			Data sources:	B				
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င်		-3		0		#	Difference				←	L-Z	0			ible Mi	iieveme
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_		2		0		#	Actual		P	FI	←	Part 2: Flow Data Analysis	Q				le
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(EEOG)

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Percent of Goal Goal Met Goal

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Hires and Promotions

Short-term Goals

Long-term Goals

Visible Minorities

Comments

Goals

New Entrants

Part 2: Part 2: Flow Data Flow Data Analysis Analysis

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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

01 Senior Managers

2017 2020

02

Middle & Other Managers

Professionals

2017 2020 2017 2017 2020

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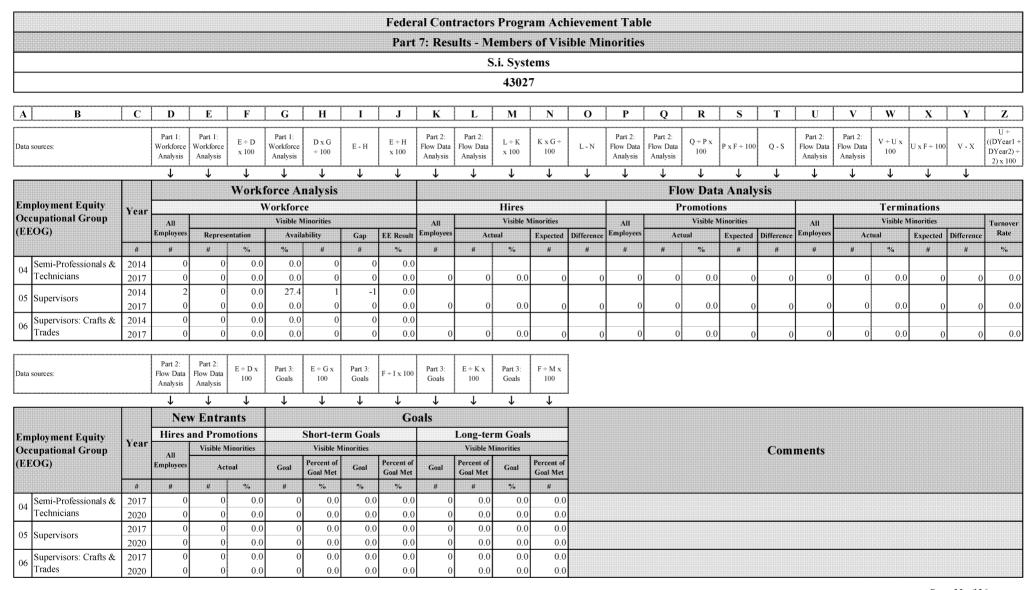
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2017 2020	2020	2017	2020	2017	#		1 5 21	Varie				2017	2014	2017	2014	2017	2014	#	Г		Year				С				
0		0	123	123	#	Employees	<u> </u>	Hires	New	←	Part 2: Flow Data Analysis	0	0		0	51	67	#	Employees	<u> </u>			←	Part 1: Workforce Analysis	D				
0		0	2	2	#		Visible	Hires and Promotions	w Entrants	←	Part 2: Flow Data Analysis	0			0	14	11	#					←	Part 1: Workforce Analysis	E				
0.0			2 1.6	2 1.6	%	Actual	Visible Minorities	motions	ants	←	E ÷ D x 100	0.0			0.0	1 27.5	16.4	%	Representation			Work	←	E ÷ D x 100	F				
					#	Goal				←	Part 3: Goals	0.0		0.0	0.0	5 18.6	23.3	9/6	Ava	Visible	Workforce	Workforce Analysis	←	Part 1: Workforce Analysis	G				
0 0.0		0.0	2 100.0	6 33.3	9/6	Percent of Goal Met	Visible	Short-t		←	E + G x 100							#	Availability	Visible Minorities	ee.	unalysi	←	DxG +100	Н				
0.0			0 18.6	3 7.0	9/0	f Goal	Visible Minorities	Short-term Goals		←	Part 3: Goals	0			0	9	16 -	#	Gap			S	←	Е-Н	I				
				.0 23.2	%	Percent of Goal Met		ıls)	←	F ÷ I x 100	0 0			0.0	5 147.6	-5 70.5	%	EE Result				←	E÷H x100	J			Pai	Fedi
0.0	0.0	0.0	8.7	.2	#	of Goal			Goals	←	Part 3: Goals	0.0	0.0	0.0	.0		.5	#	H Employees	AII			←	Part 2: Flow Data Analysis	K			Part 7: Results -	Federal Contractors Program Achievemen
0 0			2 100.0	6 33.3	#	Percent of Goal Met	Visib	Long-		←	E + K x	0		0		105		#					←	Part 2: tta Flow Data is Analysis	T			sults -	ntracto
0.0					%	of Goal	Visible Minorities	Long-term Goals		←	x Part 3: Goals	0		0		0		%	Actual	Visib	Hires		←	L+K ata x100	M	43027	S.i. Systems	Membe	rs Pro
0.0			18.6	7.0 2.	#	Percent of Goal Met	*	als		←	F + M x	0.0		0.0		0.0		#	Expected	Visible Minorities	S		←	K x G-	z)27	stems	Members of Visible Min	gram A
0.0	0.0	0.0	8.7	23.2		<u>a</u> e,		L			×	0		0		20 .		#	ed Difference	<i>y</i>			←	+ L-N	0			isible !	chieve
												0		0		-20		#	nce Employees	AII AII			←	Part 2: Flow Data Analysis	P			Vinorities	
												0		0		18		#	vees				←	2: Part 2: Data Flow Data sis Analysis	Q			ies	t Table
												0		0		2		%	Actual	Vis	Promotions	Flow I	←	2: Oata Q÷Px rsis 100	R				
												0.0		0.0		11.1		. #	Expected	Visible Minorities	otions	Flow Data Analysis	· ←	P x P x F + 100	s				
							0					0		0		ω		#		ė		nalysis		÷ 100 Q - S					
							Comments					0		0		<u>.</u>			Difference Empl	<u> </u>	L		+		T				
							ts					0		0		84		#	Employees	A			<u></u>	Part 2: Par Flow Data Flow Analysis Ana	U				
												C		0	********	22		#	Actual	5	T		+	Part 2: Flow Data Analysis	V 1				
												0.0		0.0		26.2		%	Exp	Visible Minorities	Ferminations		+	V ÷ U x U x I	W				
												0		0		14		#	Expected Diff	ities	ons		+	U x F ÷ 100 V	X				
												0		0		∞		#	Difference	I.			+	V - X (DY DY 2)	Y				
												0.0		0.0		142.4		%	Rate	Furnover				U÷ ((DYear1+ DYear2)÷ 2) x 100	Z				

									Feder	al Cont	ractors	s Progr	am Ach	iieveme	nt Tab	le									
									Part	7: Resu	ılts - M	embers	s of Vis	ible Mi	norities	S									
											S	S.i. Syst													
												4302	7												
A	В	C	D	E	F	G	Н	I	J	K	L	М	N	О	P	Q	R	S	Т	U	V	W	X	Y	Z
Data	sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	U÷ ((DYear1 + DYear2) ÷ 2) x 100
			Ţ	↓	Ţ	1	Ţ	1	Ų.	1	1	↓	↓	J	↓	\	↓	1	1	Ų.	↓	1	↓	↓	
le	iployment Equity					orce A	•					***			Г			a Analy	/sis	т		Tr.			
	cupational Group	Year	All			Vorkford Visible N				All		Hires Visible N	linorities		All	P	romotio Visible N	dinorities		All			inations Minorities		Turnover
(EI	EOG)		Employees	Represe	entation	Availa	ability	Gap	EE Result	Employees	Act		Expected	Difference	Employees	Act		Expected	Difference		Act	tual	Expected	Difference	Rate
	T	2014	# 11	# 2	27.3	% 24.3	# 3	#	112.2	#	#	%	#	#	#	#	%	#	#	#	#	%	Ħ	Ħ	%
10	Clerical Personnel	2014	19	4	21.1	24.3	_	-1	86.6	33	0	0.0	8	-8	8	3	37.5	2	1	22	8	36.4	1 6	2	146.7
11	Intermediate Sales &	2014	39	l i	17.9	35.5			50.6																
	Service Personnel Semi-Skilled Manual	2017	72	16 0	22.2 0.0	33.2 0.0		-8 0	66.9 0.0	85	0	0.0	28	-28	95	26	27.4	17	ç	59	18	30.5	11	7	106.3
12	Workers	2014	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	(0	0	0.0	0	C	0.0
I				I	***************************************		,		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,				Y	1											
Data	sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100												
i			\	\\	1	Ţ	\	1	1	T .	\	<u> </u>	<u> </u>												
				w Entra						als															
	ployment Equity	Year	Hires :	and Pron Visible M			Short-te Visible M		i		Long-ter	rm Goals Tinorities	i												
	cupational Group EOG)		All Employees	Act		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met						Com	ments					
		#	#	#	%	#	%	%	%	#	#	%	#												
10	Clerical Personnel	2017	41	3	7.3	1	300.0	7.0	104.5	1	300.0	7.0	104.5												
	Intermediate Sales &	2020	41 180	26	7.3 14.4	5	300.0 520.0	24.3 7.0	30.1 206.3	5	300.0 520.0	24.3 7.0	30.1 206.3												
11	Service Personnel	2020	180	26	14.4	7	371.4	33.2	43.5	7	371.4	33.2	43.5												
12	Semi-Skilled Manual Workers	2017 2020	0	0 0	0.0	0	0.0 0.0	0.0 0.0	0.0	0	0.0	0.0 0.0	0.0 0.0												

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101	Total	7	14	[12		(11)	2	E			Data	A				
2	_	Workers	Other Manual	Personnel	_		(EEOG)	Occupational Group	Employment Equity			Data sources:					
		rs	Manual	nel	Other Sales & Service			nal Gr	ent Equ				В				
					Service			oup	ijţ								
2017	2014	2017	2014	2017	2014	#			Year				С				
168	143	0	0	0	0	#	Employees	All			←	Part 1: Workforce Analysis	D				
38	25	0	0	0		#					←	Part 1: Part 1: Workforce Workforce Analysis Analysis	Е				
22.6	17.5	0.0	0.0	0.0	0.0	%	Representation			Work	←	E + D x 100	F				
0.0	0.0	0.0	0.0	0.0	0.0	9/6	Ava	Visible	Workforce	Workforce Analysis	←	Part 1: Workforce Analysis	G				
		0		0	0	#	Availability	Visible Minorities	rce	\nalysi	←	e DxG +100	H				
0	0	0	0	0	0	#	Gap			S	←	Е-Н	I				
38 0	25 0	0 0	0 0	0 0	0 0	2	EE Res				←	E+H x100	J			Pa	Fed
0.0 2	0.0	0.0	0.0	0.0	0.0	#	EE Result Employees	All All			←		K			14 7: R	eral Co
250		0		0		#	ees				←	Part 2: Part 2: Flow Data Flow Data Analysis Analysis	Г			Part 7: Results - Members of Visible M	Federal Contractors Program Achievement Table
0		0		0	ootom	%	Actual	Vis	Hires			2: L+K Data x 100	M	43	S.i. S	Meml	ors Pr
0.0		0.0		0.0			Exp	Visible Minorities	es					43027	S.i. Systems	ers of	ogram
0		0		0		#:	Expected Difference Employees	ties			—	K x G + L	Z		O 2	Visible	Achiev
0		0		0		#	erence E				←	-Z	0			e Min	/emen
135		0		0		#	Imployees	AII .			←	Part 2: Flow Data Analysis	P			linorities	ıt Tabl
34		0		0		#:	Actual		P	Flo	←	Part 2: Part 2: Flow Data Flow Data Analysis Analysis	Q				e
25.2		0.0		0.0		9/6	ual	Visible !	Promotions	w Dat	←	Q ÷ P x 100	R				
24		0		0		181	Expected	Visible Minorities	ns	Flow Data Analysis	←	P x F + 100	s				
10						#	Differenc			ysis	←	Q-S	T				
) 190		0		0		#	Difference Employees	<u>.</u>			←	Part 2: Flow Data Analysis	U				
		0		0		#					←	Part 2: a Flow Data Analysis	V				
57 30		0 (**********	0 (•••••	%	Actual	Visib	Teri		←	V+Ux 100	W				
30.0		0.0		0.0		#	Expected	Visible Minorities	Terminations		←	x U x F ÷ 100	X				
33		0		0		#	ted Difference	is.	īs		←	100 V-X	Y				
24 1		0		0				Turi			-						
122.2		0.0		0.0		8	Rate	Turnover				U+ ((DYearl+ DYear2)+ 2) x 100	Z				

Part 2: Part 2: Flow Data Flow Data Analysis 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

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Short-term Goal Setting Tool S.i. Systems 19-Oct-17

A	В	С	D	E	F	G	Н	I	J	К
	Data entry from from Workforce Analysis	Date entry	B×C×3	Data entry	BxEx3	D + F	Data entry from from Workforce Analysis	Equivalent to E	HxIx3	(D x N) - O + J

Employment Equity	All	Growth (Ne	w Positions)	Turnover (Re	placement of	Anticipated				
Occupational Group	Employees			Terminated	Employees)	Hires Over	Number	Turnover (Rep	lacement of	Hires
(EEOG)	2017-10-11	Annually	Over 3	Annually	Over 3	3 Years		Terminated E	mployees)	Required
		***************************************	Years		Years			Annually	Over 3	
								24 24 25 26 26 27 28 28 28 28 28 28 28 28 28 28 28 28 28	Years	
	#	%	#	%	#	#	#	%	#	#
Senior Managers			0		0	0		0.0%	0	0
Middle & Other Managers	19	2.0%	1	2.0%	1	2	8	2.0%	0	-1
Professionals		***************************************	0		0	0		0.0%	0	0
Semi-Professionals & Technicians		***	0		0	0		0.0%	0	0
Supervisors			0		0	0		0.0%	0	0
Supervisors: Crafts & Trades		***************************************	0		0	0		0.0%	0	0
Administrative & Senior Clerical Personnel	51	3.0%	5	5.0%	8	13	35	5.0%	5	14
Skilled Sales & Service Personnel			0		0	0		0.0%	0	0
Skilled Crafts & Trades Workers		***************************************	0		0	0		0.0%	0	0
Clerical Personnel	19	3.0%	2	5.0%	3	5	15	5.0%	2	1
Intermediate Sales & Service Personnel	72	5.0%	11	5.0%	11	22	36	5.0%	5	23
Semi-Skilled Manual Workers		***************************************	0		0	0		0.0%	0	О
Other Sales & Service Personnel		***************************************	0		0	0		0.0%	0	0
Other Manual Workers			0		0	0		0.0%	0	0

September 2015 Workplace Equity Division | Federal Programs Directorate Labour Program

L	M	N	0	Р	Q	R
G×M	Data entry	Data entry from from Workforce Analysis	Data entry from from Workforce Analysis	(H - J + L) - ((B + D) x N)	H÷B	(H - J + L) ÷ (B + D)

	WOMEN					
3 Year (Goals	Present	Present Gap	Projected Gap	Present	Projected
2018-2	2020	Availability			Representation	Representation
						in 3 Years
#	%	%	#	#	%	%
0				0	#DIV/0!	#DIV/0!
1	38.9%	38.9%	1	1	42.1%	45.0%
0				0	#DIV/0!	#DIV/0!
0				0	#DIV/0!	#DIV/0!
0				0	#DIV/0!	#DIV/0!
0				0	#DIV/0!	#DIV/0!
10	79.1%	79.1%	-5	-4	68.6%	71.4%
0				0	#DIV/0!	#DIV/0!
0				0	#DIV/0!	#DIV/0!
4	70.2%	70.2%	2	2	78.9%	81.0%
14	64.8%	64.8%	-11	-9	50.0%	54.2%
o				0	#DIV/0!	#DIV/0!
0				0	#DIV/0!	#DIV/0!
0				0	#DIV/0!	#DIV/0!

							Short-term	Goal Setting	g Tool								
							S.i.	. Systems									
								9-Oct-17									
A	В	C	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R
Α	В	С	D	E	F	G	Н	I	J	К	L	М	N	0	P	Q	
Α	B Data entry from	C Date entry	D BxCx3	E Data entry	F BxEx3	G D+F	H Data entry from	I Equivalent	J HxIx3	K (D x N)	L G x M	M Data entry	N Data entry from	O Data entry from	P (H - J + L)	Q H÷B	

Workforce

Analysis

Employment Equity	All	Growth (Ne	w Positions)	Turnover (Re	placement of	Anticipated					ABO	RIGINAL PEO	PLES				
Occupational Group	Employees			Terminated	Employees)	Hires Over	Number	Turnover (Re		Hires	3 Year	Goals	Present	Present Gap	Projected Gap	Present	Projected
(EEOG)	2017/10/11	Annually	Over 3	Annually	Over 3	3 Years		Terminated	Employees)	Required	2018-	2020	Availability			Representation	Representation
			Years		Years			Annually	Over 3] [in 3 Years
									Years								
	#	%	#	%	#	#	#	%	#	#	#	%	%	#	#	%	%
Senior Managers			((0		0.0%	C	0	0				0	#DIV/0!	#DIV/0!
Middle & Other Managers			((0		0.0%	C	0	0				0	#DIV/0!	#DIV/0!
Professionals			((0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
Semi-Professionals & Technicians			()	(0		0.0%	C	0	0				0	#DIV/0!	#DIV/0!
Supervisors			((0		0.0%	C	0	0				0	#DIV/0!	#DIV/0!
Supervisors: Crafts & Trades			((0		0.0%	C	0	0				0	#DIV/0!	#DIV/0!
Administrative & Senior Clerical Personnel	51	3.0%	:	5.0%	8	13	2	5.0%	C	-1	0	2.6%	6 2.6%	. 1	1	3.9%	3.6%
Skilled Sales & Service Personnel			((0		0.0%	C	0	0				0	#DIV/0!	#DIV/0!
Skilled Crafts & Trades Workers			((0		0.0%	C	0	0				0	#DIV/0!	#DIV/0!
Clerical Personnel	19	3.0%	1	5.0%	3	5	0	5.0%	C	1	0	3.0%	6 3.0%	-1	-1	0.0%	0.0%
Intermediate Sales & Service Personnel	72	5.0%	11	5.0%	11	. 22	3	5.0%	C	-1	1	2.3%	2.3%	1	2	4.2%	4.8%
Semi-Skilled Manual Workers			((0		0.0%	C	0	0				0	#DIV/0!	#DIV/0!
Other Sales & Service Personnel			((0		0.0%	(0	0				0	#DIV/0!	#DIV/0!
Other Manual Workers			((0		0.0%	(0	0				0	#DIV/0!	#DIV/0!

Workforce

Analysis

Workforce

Analysis

Workforce

Analysis

							2	0									
							15 15	19-Oct-17									
A	В	С	D	E	F	G	Н	I	J	К	Т	М	N	0	P	Q	R
	Data entry from from	Date entry	BxCx3	Data entry	BxEx3	D+F	Data entry from from	Equivalent to E	HxIx3	(D x N) - O + J	G x M	Data entry	- 2	Data entry from from	(H - J + L) -((B + D) x N)	H÷B	(H - J + L) + (B + D)
	Workforce Analysis						Workforce Analysis						Workforce Analysis	Workforce Analysis			
Employment Equity	All	Growth (New Positions)	v Positions)	Turnover (Re	Turnover (Replacement of	Anticipated					PERSON	PERSONS WITH DISABILITIES	LITIES				
Occupational Group	Employees			Terminated Employees)	Employees)	Hires Over	Number	Turnover (Replacement of	placement of	Hires	3 Year Goals	Goals	Present	Present Gap	Projected Gap		Projected
(EEOG)	2017/10/11	Annually	Years	Annually	Years	3 Years		Annually Over 3 Years	Over 3 Years	Kequired	2018-2020	2020	Ауанарінцу			Representation	in 3 Years
	#	%	#	%	#	#	#	%	#	#	#	%	%	#	#	%	%
enior Managers	22	1.0%	1	1.0%	1	2	0	1.0%	0	1	0	4.3%	4.3%	-1	-1	0.0%	0.0%
fiddle & Other Managers			0		0	0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
rofessionals			0		0	0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
emi-Professionals & Technicians			0		0	0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
upervisors			0		0	0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
upervisors: Crafts & Trades			0		0	0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
dministrative & Senior Clerical Personnel			0		0	0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
killed Sales & Service Personnel			0		0	0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
killed Crafts & Trades Workers			0		0	0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
Ierical Personnel			0		0	0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
ntermediate Sales & Service Personnel	72	5.0%	=	5.0%	=	22	2	5.0%	0	3	_	5.6%	5.6%	-2	-2	2.8%	3.6%
emi-Skilled Manual Workers			0		0	0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
ther Sales & Service Personnel			0		0	0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!

abour Program

П	#DIV/0!	0				0	0	0	0.0%		0	0		0			Other Manual Workers
	#DIV/0!	0				0	0	0	0.0%		0	0		0			Other Sales & Service Personnel
#DI\	#DIV/0!	0				0	0	0	0.0%		0	0		0			Semi-Skilled Manual Workers
	22.2%	-7	. ‰	33.2%	33.2%	7	14	2	5.0%	16	22	=	5.0%	11	5.0%	72	Intermediate Sales & Service Personnel
19.0%	21.1%	_	<u>.</u>		24.3%	_	2	_	5.0%	4	5	s	5.0%	2	3.0%	19	Clerical Personnel
#DIV/0!	#DIV/0!	0				0	0	0	0.0%		0	0		0			Skilled Crafts & Trades Workers
#DIV/0!	#DIV/0!	0				0	0	0	0.0%		0	0		0			Skilled Sales & Service Personnel
	27.5%	4	5	18.6%	18.6%	2	-2	2	5.0%	14	13		5.0%	5	3.0%	51	Administrative & Senior Clerical Personnel
#DIV/0!	#DIV/0!	0				0	0	0	0.0%		0	0		0			Supervisors: Crafts & Trades
#DIV/0!	#DIV/0!	0				0	0	0	0.0%		0	0		0			Supervisors
#DIV/0!	#DIV/0!	0				0	0	0	0.0%		0	0		0			Semi-Professionals & Technicians
#DIV/0!	#DIV/0!	0				0	0	0	0.0%		0	0		0			Professionals
10.0%	10.5%	<u>.</u>	ı	15.0%	15.0%	0	_	0	2.0%	2	2		2.0%	1	2.0%	19	Middle & Other Managers
33.3%	33.3%	1	_	10.1%	10.1%	0	<u>.</u>	0	1.0%		0	0	1.0%	0	1.0%	Çij	Senior Managers
%	%	#	#	%	%	#	#	#	%	#	#	**	%	#	%	*	
								Years	, and a					,			
in 3 Years	кергезептаноп			Ауанаршіў		2020-2020	xequired	Over 3	Annually Over 3		3 rears	Years	Alliuany	Years	Alliually	11.010.11	(EEOG)
Projected		Projected Gap	Present Gap	Present	als	3 Year Goals	Hires	nolowers)	Turnover (Replacement of	Number	Hires Over	Empioyees)	A numellar de Empioyees)		Australia	Employees	Occupational Group
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Summary of Goals S.i. Systems October 19, 2017

Women

	Workforce Analysis Res	ults		Goals		
E	mployment Equity Occupational Group (EEOG)	Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	Comments	
#	Description	#	# or %	# or %		
02	Middle and Other Managers	1	38.9%	38.9%		
07	Administrative and Senior Clerical Personnel	-5	79.1%	79.1%		
10	Clerical Personnel	2	70.2%	70.2%		
11	Intermediate Sales and Service Personnel	-11	64.8%	64.8%		

Aboriginal Peoples

	Workforce Analysis Res	ults	Goals		
Е	mployment Equity Occupational Group (EEOG)	Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	Comments
#	Description	#	# or %	# or %	
07	Administrative and Senior Clerical Personnel	1	2.6%	2.6%	
10	Clerical Personnel	-1	3.0%	3.0%	
11	Intermediate Sales and Service Personnel	1	2.3%	2.3%	

Persons with Disabilities

	Workforce Analysis Resu	lts		Goals	
Emplo	yment Equity Occupational Group (EEOG)	Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	Comments
#	Description	#	# or %	# or %	
01/02	Managers	-1	4.3%	4.3%	
11	Intermediate Sales and Service Personnel	-2	5.6%	5.6%	

Members of Visible Minorities

	Workforce Analysis Res	ults		Goals	
E	mployment Equity Occupational Group (EEOG)	Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	Comments
#	Description	#	# or %	# or %	
01	Senior Managers	1	10.1%	10.1%	
02	Middle and Other Managers	-1	15.0%	15.0%	
07	Administrative and Senior Clerical Personnel	5	18.6%	18.6%	
10	Clerical Personnel	-1	24.3%	24.3%	

11	Intermediate Sales and Service	-8	33.2%	33.2%	
	Personnel				

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: S.I. Systems Ltd.

Primary Location: Calgary, Alberta

Number of Employees: 168

The company operates primarily in CMAs in Ontario and Alberta with a few employees in Vancouver,

BC.

Organization Overview:

Sector 56 – Administrative and support, waste management and remediation

S.I. Systems is a staffing agency focusing on IT jobs.

Key Dates - First Year Assessment

Initiated: 2014-10-01

Received: N/A

2015-11-17 Closed: WFA: 2014-11-18

Key Dates – Subsequent Assessment

Initiated: 2017-10-19 Received: 2017-10-18 WFA: 2017-10-11

DATA VERIFICATION

I have verified that the data provided as part of the subsequent assessment package is consistent with that provided during the previous submission:

⊠ Yes □ No

Comments:

- The data from the previous workforce analysis included in the Achievement Table is consistent with that found in the database with the exception of the short-term goals. Our records indicate goals that were seemingly set for designated groups in occupational groups where a gap was not found. Given this, the analysis was based on the previous goals included in the Achievement
- The data from the current workforce analysis included in the Achievement Table is consistent with that found in Forms 1 to 6 from WEIMS.

ASSESSMENT OF REASONABLE PROGRESS

The organization established goals both in numbers and percentages. For consistency purposes, the percentage of goals met reflected in the analysis below is taken from the percentage goal.



Women

3.	Professionals	Goal met at 357%
7.	Administrative & Senior Clerical Personnel	Goal not required but met at 941%
10.	Clerical Personnel	Goal not required but met at 1080%
11.	Intermediate Sales & Service Personnel	Goal not required but met at 722%

Assessment/Observations

- For EEOG 03, the company had established a goal of 7% where availability was 25%. However, the company did in fact recruit women at levels equal to their availability.
- In EEOGs 07, 10 and 11, goals were not required given that representation levels exceeded the 50% benchmark. In all instances, goals were met at levels above 80%. In all cases, the organization had established a goal of 7%.

Aboriginal Peoples

The organization had no gaps for Aboriginal peoples in the previous workforce analysis.

Person with Disabilities

1./2.	Managers	No goal was established
7.	Administrative & Senior Clerical Personnel	Goal met at 23.2%
10.	Clerical Personnel	No goal was established
11.	Intermediate Sales & Service Personnel	Goal not met (15.9%)

Assessment/Observations

- In the Managers EEOGs, no goal was set to address the gap of -1. This may have been accepted during the previous compliance assessment. Out of 29 new entrants in these EEOGs, none identified as persons with disabilities. At least one would have been expected given the availability of 4.3%.
- In EEOG 07, persons with disabilities were hired at a rate of 1.6%. This is below their availability of 3.4%. However, the gap in this EEOG was closed.
- In EEOG 10, no goal was set to address the gap of -1. However the gap was since closed likely due to an employee opting to self-identify where they had not previously done so.
- In EEOG 11, persons with disabilities were hired at a rate of 1.1%. This is well below their availability of 5.6%. Out of 180 new entrants in this EEOG, only two identified as having a disability.

Members of Visible Minorities

2.	Middle & Other Managers	Goal met at 99%
7.	Administrative & Senior Clerical Personnel	Goal not met (23%)
11.	Intermediate Sales & Service Personnel	Goal met at 206%

Assessment/Observations

- In EEOG 07, members of visible minorities were hired at a rate of 1.6%. This is well below their availability of 23.3%. Out of 123 new entrants in this occupational group, only two identified as being a member of a visible minority.
- In EEOG 11, the company had set a goal of 7% where the availability was 35.5%. This may have been accepted during the previous compliance assessment. The company did hire members of visible minorities at a rate of 14.4% which is well below their availability of 35.5%.

ASSESSMENT OF REASONABLE FEFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
 - Out of nine goals set, seven were met at 80% or more.
 - In one instance (persons with disabilities in EEOG 07), although the goal was not met, the two new hires were sufficient to close the gap.
 - Of the goals met, many appear to have been set at levels well below availability. However, this appears to have been accepted during the previous compliance assessment.
 - With seven out of nine goals met at levels above 80% and an additional gap closed, it is reasonable to conclude that reasonable progress was made.

ASSESSMENT OF SHORT-TERM GOALS

- For all new and outstanding gaps, a short-term goal was set and is at least equal to availability.
- For 8 out of 8 outstanding gaps, a short-term goal was not set and/or goals were not set at availability.

Women

- EEOG 07: A goal equal to availability (79.1%) was set. It is recommended that the organization be advised that a goal is not necessary in this EEOG given that representation levels exceed the 50% benchmark.
- EEOG 11: A goal equal to availability (64.8%) was set.

Aboriginal peoples

• EEOG 10: A goal equal to availability (3.0%) was set.

Persons with Disabilities

- EEOGs 01/02: A goal equal to availability (4.3%) was set.
- EEOG 11: A goal equal to availability (5.6%) was set.

Members of Visible Minorities

- EEOG 02: A goal equal to availability (15.0%) was set.
- EEOG 10: A goal equal to availability (24.3%) was set.
- EEOG 11: A goal equal to availability (33.2%) was set.

RECOMMENDATION

I recommend that t	the employer be found
⊠in compliance	☐ in non-compliance



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

• Please note that a goal for women in EEOG 07 Administrative & Senior Clerical is not required given that current representation levels exceed the 50% benchmark for women. In these cases, a goal is not required, regardless of availability levels to avoid occupational segregation and to ensure that occupations in this group are welcoming of both men and women.

Name of Analyst: Annick Léger

Date: February 1, 2018

From: Yakibonge, Maurice [NC] On Behalf Of EE-EME

Sent: February 6, 2018 6:46 PM

To: 'nathalie.pilon@ca.abb.com' <nathalie.pilon@ca.abb.com>

Cc: 'brenda-lynne.hazelwood@sisystems.com'

 'brenda-lynne.hazelwood@sisystems.com';

'tracy.perri@sisystems.com' <tracy.perri@sisystems.com>

Subject: Government of Canada Agreement Number: 090217 - Notification of Compliance with the

Federal Contractors Program

Dear Ms. Pilon:

I am writing to inform you that the subsequent compliance assessment initiated on October 19, 2017 has been completed. As a result of the assessment, S.I. Systems 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 S.I. Systems' employment equity program.

Please note that a goal for women in occupational group 07 Administrative & Senior Clerical is
not required given that current representation levels exceed the 50% benchmark. In these cases,
a goal is not required, regardless of availability levels to avoid occupational segregation and to
ensure that occupations in this group are welcoming of all genders.

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 October 19, 2020. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

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

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

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

- the implementation of initiatives to foster a diverse and inclusive workplace;
- measures to remove employment barriers;
- tailored programs to attract and retain designated group members in areas where they are underrepresented; and

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

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish S.I. Systems 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!