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Labour Program Federal Contractors Program

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Agreement to Implement Employment Equity

Legal Name of Organization St. Joseph Print Group Inc. Yes No Nordam Name (if different from Legal Name of Organization) Procurement Burlinary Name (if different from Legal Name of Organization) Procurement Burlinary Name (if different from Legal Name of Organization) Procurement Burlinary Name (if different from Legal Name of Organization) Procurement Burlinary Name (if different from Legal Name of Organization) Procurement Burlinary Name (if different from Legal Name of Organization) Name (if different from Legal Name of Organization's North American Industry Classification System (NAICS) Code Name (if different from Legal Name of Organization's NAICS Code Number place (if different from Legal Name of Organization's NAICS Code Number legal (if different from Legal Name of Organization's NAICS Code Number legal (if different from Legal Name of Organization's NAICS Code Number legal (if different from Legal Name of Organization's NAICS Code Number legal (if different from Legal Name of Organization's NAICS Code Number legal (if different from Legal Name of Organization's NAICS Code Name of Organization's NAICS Code Number legal (if different from Legal Name of Organization's NAICS Code Name					
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Total number of employees in Canada (Full-Time/Part-Time/Temporary) 320 Organization's North American Industry Classification System (NAICS) Code N° 70 To find your organization's NAICS Code Number pleas visit. http://www.statca.gc.acs/aubjects-sejet/Standard norme/naics-scian/202/naics-scian/22-eng.htm Official use only (If Information above is incorrect) Procurement Business Number Total number of employees in Canada Organization's NAICS Code No 1165 Renaston St. Organization NAICS Code No 1165 Renaston NAICS Code Naics NAICS Code Naics NAICS C	st. Joseph Filme Gloup Inc.			Yes	√ No
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Diginization's North American Industry Classification System (NAICS) Code N° 23.31 Printing 6 Related Support Activities To find your organizations NAICS Code Number pleas visit: http://www.statcan.gc.ca/subjects-sujets/standarc norme/naics-scian/202/naics-scian/22-eng.htm Total number of employees in Canada Difficial use only (If Information above is incorrect) Procurement Business Number: Total number of employees in Canada Maddless (building number, street, suite, etc.) City Province Postal Code Ontazio Infi 6 651 Telephone Number Fax Number 613-740-3234 613-740-3191 EMPLOYMENT EQUITY CONTACT Title Manager, IIR Semple Number Equity Contact Email Address Rich etcien Signer on the suite of the organization of the suite of the suite of the organization of the suite of the suite of the organization of the suite of the suite of the organization of the suite of the suite of the suite of the organization					
Visit: http://www.statcan.gc.ca/subjects-sujets/standarc.nome/nalcs-scian/2002/nalcs-scian/2002/nalcs-scian/2002/nalcs-scian/2002/nalcs-scian/2002/nalcs-scian/2002/nalcs-scian/2002/nalcs-scian/2002/nalcs-scian/2002/nalcs-scian/2002/nalcs-scian/2002/nalcs-scian/2002/nalcs-scian/2002/nalcs-scian/2012-eng.htm Procurement Business Number	Organization's North American Industry Classification Sys	stem (NAICS) Code Nº			
HEAD OFFICE Widness (building number, street, suite, etc.) 1165 Kenaston St. HEAD OFFICE Widness (building number, street, suite, etc.) 1165 Kenaston St. Dottawa Ontario K16 6S1 Telephone Number 613-740-3234 613-740-3191 EMPLOYMENT EQUITY CONTACT Widness (print) Widness (hint) Widness (hint) Widness (hint) Widness (hint) CERTIFICATION The above-named organization: Avanued a combined workforce of 100 or more permanent full-time, permanent part-time and temporary employees having worked 12 weeks or more in Canada, AND I intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a Supply Arrangement, valued at \$1,000,000 or more (including applicable taxes). Weereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procuremen strument, in keeping with the Federal Contractors Program requirements. For more information on how to implement employment equitease refer to: http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml Important note: If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization he procurement instrument(s) with the Government of Canada may be terminated. SIGNATORY Wice President & General Manager E-mail Address pierre .ness@stjoseph.com Date Mar/10/14		•	visit: http://w	ww.statcan.gc.ca/s	ubjects-sujets/standard
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Address (building number, street, suite, etc.) City Ottawa Ontario K1G 6S1 Telephone Number 613-740-3234 EMPLOYMENT EQUITY CONTACT Name (print) Kathy Chretien Title Manager, HR E-mail Address kchretien®sjpg.com CERTIFICATION The above-named organization: • having a combined workforce of 100 or more permanent full-time, permanent part-time and temporary employees having worked 12 weeks or more in Canada, AND • intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a Supply Arrangement, valued at \$1,000,000 or more (including applicable taxes). Hereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procuremen istrument, in keeping with the Federal Contractors Program requirements. For more information on how to implement employment equity elease refer to http://www.esdo.go.ca/engla/datour/equality/fop/index.shtml mportant note: If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization he procurement instrument(s) with the Government of Canada may be terminated. SIGNATORY NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization. Name (print) Vice President & General Manager E-mail Address plerre.ness@stjoseph.com Dale Mar/10/14	Procurement Business Number	Total number of employees in	Canada	Organization	's NAICS Code No
Address (building number, street, suite, etc.) City Ottawa Ontario K1G 6S1 Telephone Number 613-740-3234 EMPLOYMENT EQUITY CONTACT Name (print) Kathy Chretien Title Manager, HR E-mail Address kchretien®sjpg.com CERTIFICATION The above-named organization: • having a combined workforce of 100 or more permanent full-time, permanent part-time and temporary employees having worked 12 weeks or more in Canada, AND • intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a Supply Arrangement, valued at \$1,000,000 or more (including applicable taxes). Hereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procuremen istrument, in keeping with the Federal Contractors Program requirements. For more information on how to implement employment equity elease refer to http://www.esdo.go.ca/engla/datour/equality/fop/index.shtml mportant note: If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization he procurement instrument(s) with the Government of Canada may be terminated. SIGNATORY NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization. Name (print) Vice President & General Manager E-mail Address plerre.ness@stjoseph.com Dale Mar/10/14				oztat hazastikiheda ilis	
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EMPLOYMENT EQUITY CONTACT Name (print) Kathy Chretien Manager, HR E-mail Address kchretien@sjpg.com CERTIFICATION The above-named organization: * having a combined workforce of 100 or more permanent full-time, permanent part-time and temporary employees having worked 12 weeks or more in Canada, AND * intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a Supply Arrangement, valued at \$1,000,000 or more (including applicable taxes). Bereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procurementstrument, in keeping with the Federal Contractors Program requirements. For more information on how to implement employment equitease refer to: http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml Important note: If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization be procurement instrument(s) with the Government of Canada may be terminated. SIGNATORY IDTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization. Index (print) Vice President & General Manager E-mail Address pierre.ness@stjoseph.com Date Mar/10/14		1 '		1	
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	The above-named organization: • having a combined workforce of 100 or more per 12 weeks or more in Canada, AND • intending to bid on, or being in receipt of, a feder Supply Arrangement, valued at \$1,000,000 or more received certifies its commitment to implement or mainstrument, in keeping with the Federal Contractors please refer to: http://www.esdo.gc.ca/eng/labour/ecomportant note: If an audit of the Agreement to Imple procurement instrument(s) with the Government work on the procurement instrument of the organization. NOTE: The signatory must be the Chief Executive contract on behalf of the organization. Name (print) Pierre Nessrallah Telephone Number	certification cranament full-time, permanent goods or service (including applicable taxed intain employment equity on a Program requirements. For quality/fcp/index.shtml clement Employment Equity ut of Canada may be terminated of Canada may be terminated of Canada may be terminated to Canada may be terminated of Canada may be terminat	t part-time and tem vices contract, stances). an on-going basis, more information of incovers misrepresed. son in an executive	ding offer or cont beyond the perion how to impleme entation on the particles exposition with leg	ract issued under a d of the procuremen ent employment equi art of the organization
RETURN INSTRUCTIONS	The above-named organization: • having a combined workforce of 100 or more per 12 weeks or more in Canada, AND • intending to bid on, or being in receipt of, a feder Supply Arrangement, valued at \$1,000,000 or more received certifies its commitment to implement or mainstrument, in keeping with the Federal Contractors release refer to: http://www.esdc.gc.ca/eng/labour/ecomportant note: If an audit of the Agreement to Implement or instrument instrument(s) with the Government instrument(s) with the Government work on behalf of the organization. NOTE: The signatory must be the Chief Executive contract on behalf of the organization. Islame (print) Pierre Nessrallah Gelephone Number	certification cranament full-time, permanent goods or servore (including applicable taxt intain employment equity on Program requirements. For quality/fcp/index.shtml clement Employment Equity ut of Canada may be terminated SIGNATORY Officer OR an authorized permanded Title Vice Pre E-mail Addre pierre.n Date	t part-time and tem vices contract, stan es). an on-going basis, more information of uncovers misrepres ed. son in an executive esident & Gene ess ess@stjoseph	ding offer or cont beyond the perion how to impleme entation on the particles exposition with leg	ract issued under a d of the procuremen ent employment equi art of the organization
	The above-named organization: • having a combined workforce of 100 or more per 12 weeks or more in Canada, AND • intending to bid on, or being in receipt of, a feder Supply Arrangement, valued at \$1,000,000 or more tereby certifies its commitment to implement or mainstrument, in keeping with the Federal Contractors lease refer to: http://www.esdc.gc.ca/eng/labour/ecomportant note: If an audit of the Agreement to Imple procurement instrument(s) with the Government in the procurement instrument(s) with the Government work on behalf of the organization. AOTE: The signatory must be the Chief Executive contract on behalf of the organization. Items (print)	certification cranament full-time, permanent goods or servore (including applicable taxt intain employment equity on Program requirements. For quality/fcp/index.shtml clement Employment Equity ut of Canada may be terminated SIGNATORY Officer OR an authorized permanded Title Vice Pre E-mail Addre pierre.n Date	t part-time and tem vices contract, stan es). an on-going basis, more information of uncovers misrepres ed. son in an executive esident & Gene ess ess@stjoseph	ding offer or cont beyond the perion how to impleme entation on the particles exposition with leg	ract issued under a d of the procuremen ent employment equi art of the organization



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

Reporting Period 2014-01-01 to 2017-12-31

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF **EMPLOYEES LOCATED IN** EACH AREA)

		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	145	0	0	145	Halifax	3	0	0	3
Québec	6	0	0	6	Montréal	6	0	0	6
Nova Scotia	3	0	0	3	Toronto	47	0	0	47
Total Employees i	in Canada			154	Kingston	2	0	0	2
					Ottawa - Gatineau	90	0	0	90
					London	3	0	0	3
					Ont. less CMA	s 3	0	0	3
					Total Employe	es in Canada	>		154



Employment and Social Emploi et Développement Development Canada social Canada

St. Joseph Print Group Inc. (certificate # 050479) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Ontario

Reporting Period 2014-01-01 to 2017-12-31

Occupational Group		F	All Employee	S		original Peop	oles		ns with Disa	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Senior Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	2								1	1	
	Total	2	2								1	1	
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	19	13	6	1	1					2	1	1
	Total	19	13	6	1	1					2	1	-
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	5	2	3							2		2
	Total	5	2	3							2		2
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	7	5	2				1		1	3	2	1
	Total	7	5	2				1		1	3	2	,

Page 1 of 6 Canada

008989

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Ontario Reporting Period 2014-01-01 to 2017-12-31

Occupational Group			All Employees	,	AŁ	Aboriginal Peoples	oles 	Persi	Persons with Disabilities	bilities	Member	Members of Visible Minorities	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Supervisors: Crafts and Trades	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	15	12	3							1	1	
	Total	15	12	3							1	1	
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1		1									
	Total	1		_									
Skilled Crafts and Trades Workers	4												
Top Range: Under \$5,000	ω												
Bottom Range: Under \$5,000	2												
	1	11	10	1	1	1					1	1	
	Total	11	10	1		_					1	-3	
Clerical Personnel	4												
Top Range: Under \$5,000	ω												
Bottom Range: Under \$5,000	2												
	_	14	5	9							2	1	_
	Total	14	5	9							2		_

Employment and Social Emploi et Développement Development Canada social Canada

St. Joseph Print Group Inc. (certificate # 050479) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Ontario

Reporting Period 2014-01-01 to 2017-12-31

Occupational Group		,	All Employee:	S	At	original Peo	ples	Perso	ns with Disa	bilities	Membe	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
Intermediate Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	11	4	7									
	Total	11	4	7									
Semi-Skilled Manual Workers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	41	29	12				1		1	13	11	2
	Total	41	29	12				1		1	13	11	2
Other Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	2								2	2	
	Total	2	2								2	2	
Other Manual Workers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	17	5	12							12	3	9
	Total	17	5	12							12	3	ç

Page 3 of 6 Canada

Form 2 A

Occupational Group		Þ	All Employees	o	AŁ	original Peoples	ples	Perso	Persons with Disabilities	bilities	Member	Members of Visible Minorities	/linoritie
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Womer
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. 1
Total Number of Employees		145	89	56	2	2		2		2	39	23	

Canada	2

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Québec

Reporting Period 2014-01-01 to 2017-12-31

Occupational Group		F	All Employee:	3	Ab	original Peop	oles	Perso	ons with Disa	bilities	Member	s of Visible M	/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
Intermediate Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	4	2	2									
	Total	4	2	2									
Semi-Skilled Manual Workers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	2					1	1				
	Total	2	2					1	1				
Total Number of Employees		6	4	2				1	1				

Canada

Form 2 A

St. Joseph Print Group Inc. (certificate # 050479)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Nova Scotia
Reporting Period 2014-01-01 to 2017-12-31

Occupational Group		A	All Employees	,,	Ah	Aboriginal Peoples	es	Perso	Persons with Disabilities	oilities	Member	Members of Visible Minorities	inorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Supervisors: Crafts and Trades	4												
Top Range: Under \$5,000	ယ												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										
Intermediate Sales and Service Personnel	4												
Top Range: Under \$5,000	ယ												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										
Semi-Skilled Manual Workers	4												
Top Range: Under \$5,000	ယ												
Bottom Range: Under \$5,000	2												
	1	1		1									
	Total	1		ļ									
Total Number of Employees		ω	2	1									



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Ontario

		All Employees		Al	ooriginal 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 \$15,000	145	89	56	2	2		2		2	39	23	16
Total Number of Employees	145	89	56	2	2		2		2	39	23	16

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Québec

		All Employees		Al	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
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	6	4	2				1	1				
Total Number of Employees	6	4	2				1	1				

Form 3 A

St. Joseph Print Group Inc. (certificate # 050479)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Nova Scotia Reporting Period 2014-01-01 to 2017-12-31

Total Number of Employees	Under \$15,000	Salary Range	
در	3	Total Col. 1	
2	2	Men Col. 2	All Employees
	1	Women Col. 3	
		Total Col. 4	At
		Men Col. 5	Aboriginal Peoples
		Women Col. 6	es
		Total Col. 7	Pers
		Men Col. 8	Persons with Disabilities
		Women Col. 9	lities
		Total Col. 10	Membe
		Men Col. 11	Members of Visible Minorities
		Women Col. 12	inorities

ယ	3	01. 1
2	2	Col. 2
-	_	Col. 3
		Col. 4
		Col. 5
		Col. 6
		Col. /
		Col. 8
		Col. 9
		Col. 10
		Col. 11
		COI. 12

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Ontario

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Supervisors: Crafts and Trades	1		1									
Clerical Personnel	2	1	1									
Semi-Skilled Manual Workers	2	2								1	1	
Total Number of Employees Hired	5	3	2							1	1	

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Nova Scotia

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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Ontario

	Employ	ees promoted	(Employees pro	omoted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they have	e been last pro	moted.)
Coourational Croun		All Employees	;	Al	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible M	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
Professionals	2		2							2		2
Clerical Personnel	1		1									
Total Number of Employees Promoted	3		3							2		2
Total Number of Promotions	4		4							2		2

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Ontario

		All Employees		А	boriginal 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	7	5	2									
Professionals	5	5					1	1				
Semi-Professionals and Technicians	1		1							1		1
Supervisors: Crafts and Trades	7	4	3									
Skilled Crafts and Trades Workers	2	2										
Clerical Personnel	13	8	5	1	1					4	3	1
Intermediate Sales and Service Personnel	7	4	3									
Semi-Skilled Manual Workers	18	10	8							4	2	2
Other Manual Workers	6	4	2							2	2	
Total Number of Employees Terminated	66	42	24	1	1		1	1		11	7	4

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Nova Scotia Reporting Period 2014-01-01 to 2017-12-31

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

Workforce Analysis - Summary Report

Date: 2018-01-16

Women

				Women		
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	lability	Gap
	#	#	%	%	#	#
01 : Senior Managers	2	0	0.0 %	27.4 %	1	-1
02 : Middle and Other Managers	19	6	31.6 %	38.9 %	7	-1
03 : Professionals	5	3	60.0 %	38.8 %	2	1
04 : Semi-Professionals and Technicians	7	2	28.6 %	28.0 %	2	0
06 : Supervisors: Crafts and Trades	16	3	18.8 %	34.5 %	6	-3
07 : Administrative and Senior Clerical Personnel	1	1	100.0 %	77.2 %	1	0
09 : Skilled Crafts and Trades Workers	11	1	9.1 %	11.7 %	1	0
10 : Clerical Personnel	14	9	64.3 %	65.5 %	9	0
11 : Intermediate Sales and Service Personnel	16	9	56.3 %	62.8 %	10	-1
12 : Semi-Skilled Manual Workers	44	13	29.5 %	17.3 %	8	5
13 : Other Sales and Service Personnel	2	0	0.0 %	55.5 %	1	-1
14 : Other Manual Workers	17	12	70.6 %	23.0 %	4	8
Total	154	59	38.3 %	33.3 %	52	7



Workforce Analysis - Summary Report

009003

Date: 2018-01-16

Aboriginal Peoples

			Aborigi	Aboriginal Peoples		
Employment Equity Occupational Group	All Employees #	Representation # %	ntation %	Availability % #	**	Gap #
01 : Senior Managers	2	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	19	_	5.3 %	2.2 %	0	<u> </u>
03 : Professionals	Οī	0	0.0 %	1.3 %	0	0
04 : Semi-Professionals and Technicians	7	0	0.0 %	1.0 %	0	0
06 : Supervisors: Crafts and Trades	16	0	0.0 %	1.4 %	0	0
07 : Administrative and Senior Clerical Personnel	<u> </u>	0	0.0 %	3.2 %	0	0
09 : Skilled Crafts and Trades Workers	11	_	9.1 %	2.6 %	0	<u> </u>
10 : Clerical Personnel	14	0	0.0 %	1.7 %	0	0
11 : Intermediate Sales and Service Personnel	16	0	0.0 %	2.6 %	0	0
12 : Semi-Skilled Manual Workers	44	0	0.0 %	2.3 %	_	-1
13 : Other Sales and Service Personnel	2	0	0.0 %	0.8 %	0	0
14 : Other Manual Workers	17	0	0.0 %	1.7 %	0	0
Total	154	2	1.3 %	2.0 %	1	1



Workforce Analysis - Summary Report

Date: 2018-01-16

Members of Visible Minorities

			Members o	of Visible Mine	orities		
Employment Equity Occupational Group	All Employees	Repres	sentation	Avai	lability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	2	1	50.0 %	10.1 %	0	1	
02 : Middle and Other Managers	19	2	10.5 %	15.0 %	3	-1	
03 : Professionals	5	2	40.0 %	26.4 %	1	1	
04 : Semi-Professionals and Technicians	7	3	42.9 %	27.0 %	2	1	
06 : Supervisors: Crafts and Trades	16	1	6.3 %	17.8 %	3	-2	
07 : Administrative and Senior Clerical Personnel	1	0	0.0 %	12.2 %	0	0	
09 : Skilled Crafts and Trades Workers	11	1	9.1 %	19.5 %	2	-1	
10 : Clerical Personnel	14	2	14.3 %	31.4 %	4	-2	
11 : Intermediate Sales and Service Personnel	16	0	0.0 %	19.0 %	3	-3	
12 : Semi-Skilled Manual Workers	44	13	29.5 %	31.3 %	14	-1	
13 : Other Sales and Service Personnel	2	2	100.0 %	52.7 %	1	1	
14 : Other Manual Workers	17	12	70.6 %	34.8 %	6	6	
Total	154	39	25.3 %	25.7 %	39	0	



Workplace Equity Information Management System - St. Joseph Print Group Inc.

009005

Workforce Analysis - Summary Report

Date: 2018-01-16

Persons with Disabilities

			Persons v	Persons with Disabilities	es
Employment Equity Occupational Group	All Employees	Representation	ntation	Availability	bility Gap
	#	#	%	%	#
01/02 : Managers	21	0	0.0 %	4.3 %	1
03 : Professionals	5 1	0	0.0 %	3.8 %	0 0
04 : Semi-Professionals and Technicians	7	_	14.3 %	4.6 %	0 1
06 : Supervisors: Crafts and Trades	16	0	0.0 %	7.8 %	-1
07 : Administrative and Senior Clerical Personnel	_	0	0.0 %	3.4 %	0 0
09 : Skilled Crafts and Trades Workers	11	0	0.0 %	3.8 %	0 0
10 : Clerical Personnel	14	0	0.0 %	7.0 %	<u>.</u>
11 : Intermediate Sales and Service Personnel	16	0	0.0 %	5.6 %	_
12 : Semi-Skilled Manual Workers	44	2	4.5 %	4.8 %	2 0
13 : Other Sales and Service Personnel	Ν	0	0.0 %	6.3 %	0 0
14 : Other Manual Workers	17	0	0.0 %	5.3 %	_
Total	154	3	1.9 %	5.3 %	7



Workforce Analysis - Summary Report

Date: 2018-01-16

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workplace Equity Information Management System - St. Joseph Print Group Inc.

009007

Workforce Analysis - Summary Report

Date: 2018-01-16

WFA Defaults - Persons with Disabilities

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

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

St. Joseph Print Group Inc.

[Date: 2017-12-31]

Data from First/Previous Workforce Analysis

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2015	06	30

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2017	12	31

			Γable 1: Women		
Employment Equity Occupational Group (EEOG)		First/Previous Workforce Analysis All Employees Women			
		Zin Employees	Representation	Availability*	
		#	#	%	
01	Senior Managers	2	0	27.40	
02	Middle & Other Managers	27	8	38.90	
03	Professionals	11	3	37.10	
04	Semi-Professionals & Technicians	9	3	29.50	
05	Supervisors	0	0	0.00	
06	Supervisors: Crafts & Trades	23	6	35.20	
07	Administrative & Senior Clerical Personnel	1	1	77.20	
08	Skilled Sales & Service Personnel	0	0	0.00	
09	Skilled Crafts & Trades Workers	13	1	11.70	
10	Clerical Personnel	29	15	65.70	
11	Intermediate Sales & Service Personnel	24	13	62.50	
12	Semi-Skilled Manual Workers	65	22	17.00	
13	Other Sales & Service Personnel	4	0	52.70	
14	Other Manual Workers	24	15	20.00	
Total	•	232	87	34.6	

Subsequent/Current Workforce Analysis					
All Employees	Women				
	Representation	Availability*			
#	#	%			
2	0	27.40			
19	6	38.90			
5	3	38.80			
7	2	28.00			
0	0	0.00			
16	3	34.50			
1	1	77.20			
0	0	0.00			
11	1	11.70			
14	9	65.50			
16	9	62.80			
44	13	17.30			
2	0	55.50			
17	12	23.00			
154	59	33.3			

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Federal Contractors Program Achievement Report St. Joseph Print Group Inc. Part 1: Workforce Analysis [Date: 2017-12-31] 009009

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	Data from First/Previous Workforce Analysis		

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Data from Subsequent/Current Workforce Analysis YYYYY MM DD 2017 12 31	←
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ent/Current Wo MM	↓ ↓
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Data from Subsequent/Current Workforce

2.1	<u>بد</u>	232	
2.00	0	24	Other Manual Workers
1.90	0	4	Other Sales & Service Personnel
2.40	0	65	Semi-Skilled Manual Workers
2.60	0	24	Intermediate Sales & Service Personnel
2.00	1	29	Clerical Personnel
2.60	<u> </u>	13	Skilled Crafts & Trades Workers
0.00	0	0	Skilled Sales & Service Personnel
3.20	0	1	Administrative & Senior Clerical Personnel
1.40	0	23	Supervisors: Crafts & Trades
0.00	0	0	Supervisors
1.20	0	9	Semi-Professionals & Technicians
1.30	0	11	Professionals
2.20	1	27	Middle & Other Managers
2.90	0	2	Senior Managers
%	#	#	
Availability*	Representation		oymeni Edun) Occupational Group (EEGG)
il Peoples	Aboriginal Peoples	All Employees	ovment Family Occupational Crown (FFOC)
Analysis	First/Previous Workforce Analysis	First/Pro	
eoples	Table 2: Aboriginal Peoples	Table	

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6: Aboriginal Peoples	Table 6: .	2017
eoples	Aboriginal P	1.2
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1.4	0	16
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1.0	0	7
1.3	0	5
2.2	1	19
2.9	0	2
%	#	#
Availability*	Representation	
Peoples	Aboriginal Peoples	All Employees
e Analysis	Subsequent/Current Workforce Analysis	Subsequent
copies	7 1001 Smar 1	Table 0:

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

St. Joseph Print Group Inc.

[Date: 2017-12-31]

Data from First/Previous Workforce Analysis

2015	06	30
YYYY	MM	DD
Data from Fi	rst/Previous Work	force Analysis

Data from Subsequent/Current Workforce Analysis

Data from Subse	equent/Current Wo	orkforce Analysis
YYYY	MM	DD
2017	12	31

			Table 3: Members of Visible Minorities First/Previous Workforce Analysis			
Emale	nument Fauity Occupational Chaup (FFOC)	All Employees	Members of Vis	sible Minorities		
Employment Equity Occupational Group (EEOG)			Representation	Availability*		
		#	#	%		
01	Senior Managers	2	1	10.10		
02	Middle & Other Managers	27	2	15.00		
03	Professionals	11	2	27.80		
04	Semi-Professionals & Technicians	9	4	27.60		
05	Supervisors	0	0	0.00		
06	Supervisors: Crafts & Trades	23	1	18.20		
07	Administrative & Senior Clerical Personnel	1	0	12.20		
08	Skilled Sales & Service Personnel	0	0	0.00		
09	Skilled Crafts & Trades Workers	13	1	19.50		
10	Clerical Personnel	29	6	27.10		
11	Intermediate Sales & Service Personnel	24	0	21.10		
12	Semi-Skilled Manual Workers	65	17	30.00		
13	Other Sales & Service Personnel	4	3	39.00		
14	Other Manual Workers	24	14	29.40		
Total		232	51	24.9		

Table 7: Members of Visible Minorities Subsequent/Current Workforce Analysis					
	Representation	Availability*			
#	#	%			
2	1	10.1			
19	2	15.0			
5	2	26.4			
7	3	27.0			
0	0	0.0			
16	1	17.8			
1	0	12.2			
0	0	0.0			
11	1	19.5			
14	2	31.4			
16	0	19.0			
44	13	31.3			
2	2	52.7			
17	12	34.8			
154	39	25.7			

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Federal Contractors Program Achievement Report St. Joseph Print Group Inc. Part 1: Workforce Analysis [Date: 2017-12-31] 009011

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2017	YYYY	Data from Subse	←		Data from Su
12	MM	Data from Subsequent/Current Workforce Analysis	←	Analysis	Data from Subsequent/Current Workforce
31	DD	rkforce Analysis	←		nt Workforce

5.4	4	232	
5.30	0	24	Other Manual Workers
6.30	0	4	Other Sales & Service Personnel
4.80	2	65	Semi-Skilled Manual Workers
5.60	0	24	Intermediate Sales & Service Personnel
7.00	0	29	Clerical Personnel
3.80	0	13	Skilled Crafts & Trades Workers
0.00	0	0	Skilled Sales & Service Personnel
3.40	0	1	Administrative & Senior Clerical Personnel
7.80	0	23	Supervisors: Crafts & Trades
0.00	0	0	Supervisors
4.60	1	9	Semi-Professionals & Technicians
3.80	1	11	Professionals
4.30	0	29	2 Managers
0%	#	#	
Availability*	Representation		oymene Equity Occupational Oloup (EEOO)
Disabilities	Persons with Disabilities	All Employees	ovment Famity Occupational Group (FFOG)
nalysis	First/Previous Workforce Analysis	First/Pro	
abilities	Table 4: Persons with Disabilities	Table 4:	

03 04 05 06 07 07 08 08 09 11 11 12

21 0 5 0	# #	Representation	All Employees Persons with Disabilities	Subsequent/Current Workforce Analysis	Table 8: Persons with Disabilities
4.3 3.8	%	Availability*	Disabilities	e Analysis	sabilities

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4.6 0.0 7.9 0.0 3.4 0.0 3.8 7.0 5.6 4.8

* Source:

[Date: 2017-12-31]	St. Joseph Print Group Inc.	Federal Contractors Program Achievement Report Part 2: Flow Data Analysis
		nt Report

Total	14 Other Manual Workers	13 Other Sales & Service Personnel	12 Semi-Skilled Manual Workers	11 Intermediate Sale	10 Clerical Personnel	09 Skilled Crafts & Trades Workers	08 Skilled Sales & Service Personnel	07 Administrative &	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Technicians	03 Professionals	02 Middle & Other Managers	01 Senior Managers		Employment Equity (EEOG)						
	orkers	rvice Personnel	nual Workers	Intermediate Sales & Service Personnel	9	Trades Workers	service Personnel	Administrative & Senior Clerical Personnel	fts & Trades		als & Technicians		Managers			Employment Equity Occupational Group (EEOG)						
5	- 0	0	2	0	2	0	0	0	1	0	0	0	0	0	#	All Employees Hired	Full-time / National		←		Data	
2	0	0	0	0	_	0	0	0		0	0	0	0	0	#	Women Hired	/National	Table 1: Women	←	Hired	Data from Form 4 -	YYYY
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	All Employees Hired	Part-time / National	Women	←	red	n 4 - Employees	Start Date of Flow Data YY MM D
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Women Hired	/National		←		oyees	Data DD
3	0	0	0	0		0	0	0	0	0	0	2	0	0	#	All Employees Promoted	Full-time		←		Data	YYYY
3	0	0	0	0		0	0	0	0	0	0	2		0	#	Women Promoted	Full-time / National	Table 5:		Pron	Data from Forr	End Date of Flow Data XY MM D
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	All Employees Promoted	Part-time / Nationa	Women	←	Promoted	Form 5 - Employees	Data DD
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Women Promoted	/ National		←		oyees	
66			18		13									(#	All Employees Terminated	Full-time		←		Data	
6 24	6 2	0 0	8	7 3		2 0	0 0	0 0	7 3	0 0		5 0	7 2	0 0	#	Women Terminated	Full-time / National	Table 9:		Term	from For	
0	2 0	0	8 0	0	0	0	0	0	0	0	0	0	0	0	#	All Employees Terminated	Part-time / Nationa	: Women	—	[erminated	Data from Form 6 - Employees	
0	0	0	C	0	0	0	0	0	0	0	0	0	0	0	#	Women Terminated	/National		←		loyees	

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

St. Joseph Print Group Inc.

[Date: 2017-12-31]

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

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Data from Form 6 - Employees Terminated

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

Total

Tab	le 6: Abor	iginal Peo	ples
Full-time	/National	Part-time	/ National
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
0	0	0	0
0	0	0	0
2	0	0	0
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	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
3	0	0	0

Tabl	e 10: Abo	riginal Pec	oples
Full-time	/ National	Part-time	/ National
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
0	0	0	0
7	0	0	0
5	0	0	0
1	0	0	0
0	0	0	0
7	0	0	0
0	0	0	0
0	0	0	0
2	0	0	0
13	1	0	0
7	0	0	0
18	0	0	0
0	0	0	0
6	0	0	0
66	1	0	0

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Part 2: Flow Data Analysis

St. Joseph Print Group Inc.

[Date: 2017-12-31]

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Data from Form 4 - Employees Hired

Table 3: Persons with

Full-time / National

Part

Employment Equity Occupational Group

Employees

Persons with Disabilities Hired

Hired

Disa	↓ Disabilities	Table 7:	↓ 7: Persons	with Disabilities	bilities ↓
time	-time / National	Full-time	Full-time / National	Part-time	Part-time / National
ed Syces	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
	#	#	#	#	#
0	0	0	0	0	
0	0	0	0	0	
0	0	2	0	0	
0	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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0	0	0	0	0	
0	0	0	0	0	
0	0	0	0	0	
	0	3	0	0	

11 12

13

Other Sales & Service Personnel Semi-Skilled Manual Workers

14 Other Manual Workers

09

Skilled Crafts & Trades Workers Skilled Sales & Service Personnel Administrative & Senior Clerical Personnel

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Supervisors: Crafts & Trades

Supervisors

Semi-Professionals & Technicians

Middle & Other Managers

Senior Managers

Professionals

80 07 90 05 04 0302

10 Clerical Personnel

Intermediate Sales & Service Personnel

Data from Form 5 - Employees Promoted

Term

Data from Form 6 - Employees

Terminated

0	0	0	6
0	0	0	0
0	0	0	18
0	0	0	7
0	0	0	13
0	0	0	2
0	0	0	0
0	0	0	0
0	0	0	7
0	0	0	0
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0	0	0	7
0	0	0	0
#	#	#	#
Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated	All ployees ninated
Part-time / National	Part-time	II-time / National	II-time
Disabilities	with	11: Persons	able 1
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Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

St. Joseph Print Group Inc.

[Date: 2017-12-31]

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YYYY	MM	DD
End I	Date of Flow	Data

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Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

	Table 4:	Members o	f Visible N	Ainorities		
	Full-time	/ National	Part-time	/ National		
Employment Equity Occupational Group (EEOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired		
	#	#	#	#		
01 Senior Managers	0	0	0	0		
02 Middle & Other Managers	0	0	0	0		
03 Professionals	0	0	0	0		
04 Semi-Professionals & Technicians	0	0	0	0		
05 Supervisors	0	0	0	0		
06 Supervisors: Crafts & Trades	1	0	0	0		
07 Administrative & Senior Clerical Personnel	0	0	0	0		
08 Skilled Sales & Service Personnel	0	0	0	0		
09 Skilled Crafts & Trades Workers	0	0	0	0		
10 Clerical Personnel	2	0	0	0		
11 Intermediate Sales & Service Personnel	0	0	0	0		
12 Semi-Skilled Manual Workers	2	1	0	0		
13 Other Sales & Service Personnel	0	0	0	0		
14 Other Manual Workers	0	0	0	0		
Total	5	1	0	0		

Full-time	/ National	Part-time	/ National		
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted		
#	#	#	#		
0	0	0	0		
0	0	0	0		
2	2	0	0		
0	0	0	0		
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0	0	0	0		
3	2	0	0		

Table 12:	Members	of Visible [Minorities
Full-time	/ National	Part-time	/ National
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
0	0	0	0
7	0	0	0
5	0	0	0
1	- 1	0	0
0	0	0	0
7	0	0	0
0	0	0	0
0	0	0	0
2	0	0	0
13	4	0	0
7	0	0	0
18	4	0	0
0	0	0	0
6	2	0	0
66	11	0	0

Data for First/Previous Goals	[Date: 2017-12-31]	St. Joseph Print Group Inc.	Part 3: Goals	Federal Contractors Program Achievement Report	
			00	901	6

Total	14 Other Man	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediat	10 Clerical Personnel	09 Skilled Cra	08 Skilled Sale	07 Administra	06 Supervisors	05 Supervisors	04 Semi-Profe	03 Professionals	02 Middle & C	01 Senior Managers			Occupational Group (EEOG)						Data sources:	Α
	Other Manual Workers	& Service	d Manual	Intermediate Sales & Service	rsonnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	32	Semi-Professionals & Tech	als	Middle & Other Managers	agers		•	oup (EEOG)	,						В
232	24	4	65	24	29	13	0	1	23	0	9	11	27	2	#	2015-06-30	YYYY-MMI-DD	Number				←	From Workforce Analysis	С
-12.8%	-10.9%	-20.6%	-12.2%	-12.6%	-21.6%	-5.4%	0.0%	0.0%	-11.4%	0.0%	-8.0%	-23.1%	-11.1%	0.0%	9%	Annually	Actual	Growt				←	From Workforce J Analysis [†]	D
															%	Annually	Projected	Growth (New Positions)				←	From Flow Workforce Data Entry C x E x 3 Analysis & Analysis Analysis &	E
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	*	Over 3 Years	ted		All Employees			←	CxEx3 A	F
34.2%	29.3%	0.0%	33.0%	35.0%	60.5%	16.7%	0.0%	0.0%	35.9%	0.0%	12.5%	62.5%	30.4%	0.0%	%	Annually	Actual	Turnover (Replacement of Terminated Employees)	oyees			←		G
															%	Annually	Projected	placement of Ter Employees)				←	Data C	Н
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#:	Over 3 Years						←	CxHx3	-
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	*	Tears	, -	Anticipated				←	F + I	J
87	15	0	22	13	15	_	0	_	6	0	3	3	8	0	*	2015-06-30	AAAAWW-DD	Number		First/I		←	From Workforce Analysis	K
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	%	Annually		Turnover (Replacement of Terminated Employees)		First/Previous Short-term Goals	Table 1: We	←	Equivalent to H	Т
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	*	Over 3 Years	1	•		ort-term Ga	Nomen	←	ω	Z
-7	-10	2	-11	2	4	_	0	0	2	0	0	_	3	_	*	Years	Over3	Hires		als		←	(F x Q) - R + M	2
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	*	2015	1111-1111	3 Year Goals From - To				←	JxP D	O P Q
															%	2018		To	Women			←	Data Entry	P
34.6%	20.0%	52.7%	17.0%	62.5%	65.7%	11.7%	0.0%	77.2%	35.2%	0.0%	29.5%	37.1%	38.9%	27.4%	%		Availability		1en			←	From From (K - M + Workforce Workforce O) - ((C + Analysis Analysis F) x Q)	Q
7	10	-2	11	-2	-4	<u>.</u>	0	0	-2	0	0	<u>.</u>	చ	<u>.</u>	#		Present Gap					←	From Workforce Analysis	R
7	10	-2	=	-2	4	<u>.</u>	0	0	-2	0	0	÷	င်	<u>-</u>	#		Gap					←		s
37.5%	62.5%	0.0%	33.8%	54.2%	51.7%	7.7%	#DIV/0!	100.0%	26.1%	#DIV/0!	33.3%	27.3%	29.6%	0.0%	9%		Representation	7				←	K+C	T
6 37.5%	62.5%	0.0%	33.8%	6 54.2%	51.7%	6 7.7%	I#	6 100.0%	6 26.1%	#DIV/0!	6 33.3%	6 27.3%	6 29.6%	0.0%	%	icals	Representation in 3	Projected				←	K + C (K - M + O) + (C + F)	R S T U

Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) - 1) x 100.

Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

Table 7: Woman

	0 52.7	0 52.7	13 Other Sales & Service
	0.0	0.0	12 Semi-Skilled Manual
	0.0	0.0	11 Intermediate Sales & Service
	0.0	0.0	10 Clerical Personnel
	0 11.7	0 11.7	09 Skilled Crafts & Trades
	0.0	0.0	08 Skilled Sales & Service
	0 0 0 0	0.0	07 Administrative & Sr Clerical
	0 35.2	0 35.2	06 Supervisors: Crafts & Trades
	0.0	0.0	05 Supervisors
	0.0	0.0	04 Semi-Professionals & Tech
	0 37.1	0 37.1	03 Professionals
	0 38.9	0 38.9	02 Middle & Other Managers
	0 27.4	0 27.4	01 Senior Managers
	# %	# %	
Comments	Long-term Goals	Short-term Goals	Occupational Group (FFOG)
	-	Women	
Table 2: Women			

		Federal Contractors Program Achievement Report											
		Part 3: Goals											
	St. Joseph Print Group Inc.												
		[Date: 2017-12-31]											
14	Other Manual Workers	0 0.0 0 0.0											
Total													

Data for First/Previous Goals	[Date: 2017-12-31]	St. Joseph Print Group Inc.	Part 3: Goals	Federal Contractors Program Achievement Report	
			00	901	8

Total	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers			Occupational Group (EEOG)					Data sources:	A B
	ers	ce	1	¿ Service		ıdes	ice	Clerical	& Trades		& Tech		nagers				0G)						
232	24	4	65	24	29	13	0	1	23	0	9	11	27	2	#	2015-06-30	GG-IWW-AAAA	Number			←	From Workforce Analysis	С
-12.8%	-10.9%	-20.6%	-12.2%	-12.6%	-21.6%	-5.4%	0.0%	0.0%	-11.4%	0.0%	-8.0%	-23.1%	-11.1%	0.0%	%	Annually	Actual	Grow			+	From Workforce Data Entry C x E x 3 Analysis*	D
															%	Annually	Projected	Growth (New Positions)			←	Data Entry	Е
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	*	Over 3 Years	cted		All Employees		+	ļ	E F G
34.2%	29.3%	0.0%	33.0%	35.0%	60.5%	16.7%	0.0%	0.0%	35.9%	0.0%	12.5%	62.5%	30.4%	0.0%	%	Annually	Actual	Turnover (Replacement of Terminated Employees)	loyees		←	From Flow Data Analysis & Workforce Analysis [‡]	G
															%	Annually	Projected	placement of I Employees)			←	Data Entry	Н І
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	*	Over 3 Years		erminated			←	CxHx3	I
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	*	Years	Hires Over 3	Anticipated			←	F + + I	J
(1)	(0	0	0					0						#	2015-06-30	GG-WW-XAAA	Number		First/	¥	From Workforce Analysis	K
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	%	Annually		Turnover (Replacement o		First/Previous Short-term Goals	able 3. A borio	Equivalent to H	L
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years		placement of		ort-term G	eins Pennley	KxLx3	
2	0	0	2	_	0	<u>.</u> .	0	0	0	0	0	0	0	0	*	Years	Over 3	Hires		oals	<u>₹</u>	(F x Q) - R + M	z
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	*	2015	1111-1111	3 Year Goals From - To			+	JxP	0
															%	2018	AAAA	Goals - To	Aborigin		←	Data Entry	P
2.1%	2.0%	1.9%	2.4%	2.6%	2.0%	2.6%	0.0%	3.2%	1.4%	0.0%	1.2%	1.3%	2.2%	2.9%	%		Availability	,	Aboriginal Peoples		←	From Workforce Analysis	Q
-2	0	0	-2	-1	0	_	0	0	0	0	0	0	0	0	*		Present Gap				+	From (K - M + Workforce O) - ((C + Analysis F) x Q)	R
-2	0	0	-2	-1	0	_	0	0	0	0	0	0	0	0	#		Gap	•			+	(K - M + O) - ((C + F) x Q)	s
	0.	0.	0.	0.	ω	7.	#DIV/0!	0.	0	#DIV/0!	0.	0	ω	0	9%		Representation	,			←	K ÷ C	M N O P Q R S T U
1.3%	0.0%	0.0%	0.0%	0.0%	3.4%	.7%	V/0!	0.0%	0.0%	V/0!	0.0%	0.0%	3.7%	0.0%				Pro				(K - M	
1.3%	0.0%	0.0%	0.0%	0.0%	3.4%	7.7%	#DIV/0!	0.0%	0.0%	#DIV/0!	0.0%	0.0%	3.7%	0.0%	%	Tears	Representation in 3	Projected				(K - M + O) + (C + F)	U

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) - 1) x 100.

† Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

	0.0	0.0	13 Other Sales & Service
	0 2.4	0 2.4	12 Semi-Skilled Manual
	0 2.6	0 2.6	11 Intermediate Sales & Service
	0.0	0.0	10 Clerical Personnel
	0.0	0.0	09 Skilled Crafts & Trades
	0.0	0.0	08 Skilled Sales & Service
	0.0	0.0	07 Administrative & Sr Clerical
	0.0	0.0	06 Supervisors: Crafts & Trades
	0.0	0.0	05 Supervisors
	0.0	0.0	04 Semi-Professionals & Tech
	0.0	0.0	03 Professionals
	0.0	0.0	02 Middle & Other Managers
	0.0	0.0	01 Senior Managers
	# %	# %	Configuration of the Configuration
Comments	Long-term Goals	Short-term Goals	Committeed Grown (FFOC)
	Peoples	Aboriginal Peoples	F
I able 4: Aboriginal Peoples			

Total	14 Other M				
	14 Other Manual Workers				
0	0				
	0.0				
0	0				
	0.0				
					ederal Cor
		[Date:	St. Joseph Print Group Inc.	Part	Federal Contractors Program Achievement
		[Date: 2017-12-31]	rint Group	Part 3: Goals	ogram Ach
			Inc.		evement Ra
					eport
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Federal Contractors Program Achievement Report

Part 3: Goals

St. Joseph Print Group Inc.

[Date: 2017-12-31]

Data sources: Workforce Analysis Analysis Analysis Analysis Analysis Analysis Analysis Entry Cx Ex S Allaysis Entry Cx Ex S Analysis Entry Ex S Extra E																				
Prom Workforce Analysis Analysis Analysis Equivalent Equi										Data 1	or First/I	Previous (Foals							
Data sources: Prom Workforce Analysis Workforce Analysis Data Entry C x E x 3 Analysis Entry C x H x 3 Entry C x H x 3 F + 1 Workforce Analysis Entry F + 1 Workforce Analysis F + 1 Workfor	A B	С	D	E	F	G	Н	I	J	K	L	М	N	O	P	Q	R	S	T	U
Table 5: Persons with Disabilities FirstPrevious Short-term Goals From Took From T	Data sources:	Workforce	Workforce	Data Entry	CxEx3	Data Analysis & Workforce		C x H x 3	F+I	Workforce	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	Workforce	Workforce	Ò) - ((C +	K ÷ C	(K - M + O) ÷ (C + F)
Number N		1	1	1	1	↓	↓	1	↓	↓	1	1	↓	1	1	<u></u>	1	1	↓	<u>↓</u>
Number Crow Cro																				
Number Crawle Number Crawle Number Crawle Number Number Number Number Number Number Number Number Number Number Number Number										First/	Previous St	nort-term G	oals							
Number Crowth (New Positions) Final Projected					All En	ployees										ith Disabilitie	S			
Projected Properties Properties Projected Pr		Number	Gre	wth (New Posi	tions)			Terminated		Number	Turnover (R	enlacement of								
Note Project of the project of t	Employment Equity															Present		Projected Present	Present	
Professionals 11 -2.5.1% 0 0 0 0 0 0 0 0 0		YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected		YYYY-MM-DD			Over 3	YYYY	- YYYY		Present Gap			
O1/02 Managers 29 -5.5% 0 15.2% 0 0 0 0 0 0 0 0 0		2015-06-30	Annually	Annually		Annually	Annually		•	2015-06-30	Annually	•	Years	2015	2018					
03 Professionals 11 -23.1% 0 62.5% 0 0 1 0.0% 0 0 0 4.6% 0 0 9.1% 9.1 04 Semi-Professionals & Tech 9 -8.0% 0 12.5% 0 0 1 0.0% 0 -1 0 0.0% 1 1 11.1% 11.1 05 Supervisors 0 0.0% 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 06 Supervisors Crafts & Trades 23 -11.4% 0 35.9% 0 0 0 0.0% 0 0 0 0.0% 0 0 0 07 Administrative & Sr Clerical 1 0.0% 0 0 0.0% 0 0 0.0% 0 0 08 Skilled Sales & Service 0 0.0% 0 0 0.0% 0 0 0 0.0% 0 0 09 Skilled Crafts & Trades 13 -5.4% 0 16.7% 0 0 0.0% 0 0 0.0% 0 0 10 Clerical Personnel 29 -21.6% 0 60.5% 0 0 0 0.0% 0 0 0.0% 0 0 11 Intermediate Sales & Service 24 -12.6% 0 33.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 12 Semi-Skilled Manual 65 -12.2% 0 33.0% 0 0 0 0.0% 0 0 0.0% 0 0 14 Other Manual Workers 24 -10.9% 0 29.3% 0 0 0 0.0% 0 1 0 5.4% -1 -1 0.0% 0.0% 10 Other Manual Workers 24 -10.9% 0 29.3% 0 0 0 0.0% 0 1 0 5.4% -1 -1 0.0% 0.0% 10 Other Manual Workers 24 -10.9% 0 29.3% 0 0 0 0.0% 0 0 0 0.0% 0 0 10 Other Manual Workers 24 -10.9% 0 29.3% 0 0 0 0.0% 0 0 0 0.0% 0 0 0 10 Other Manual Workers 24 -10.9% 0 0.0% 0 0 0.0% 0 0 0 0.0% 0 0 10 Other Manual Workers 24 -10.9% 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 10 Other Manual Workers 24 -10.9% 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 0 10 Other Manual Workers 24 -10.9% 0 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 0 0 0.0% 0 0 0 0 0 0 0 0 0		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
04 Semi-Professionals & Tech 9 -8.0% 0 12.5% 0 0 1 0.0% 0 -1 0 0.0% 1 1 11.1% 11.1 05 Supervisors 0 0.0% 0 0.0% 0 0 0.0% 0 0 0.0% 0		29			0	1		0	0	0		0	1	0		8	-1	-1		0.0%
05 Supervisors 0 0.0% 0 0.0% 0 0 0.0% 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0		11)	0	1		0	0	1		0	0	0	1		0	0		9.1%
06 Supervisors: Crafts & Trades 23 -11.4% 0 35.9% 0 0 0.0% 0 1 0 3.4% -1 -1 0.0% 0.0 07 Administrative & Sr Clerical 1 0.0% 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0.0% 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0 0.0% 0		9)	0			0	0	1		0	-1	0	1		1	1		11.1%
07 Administrative & Sr Clerical 1 0.0% 0 0.0% 0 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0 0 0 0.0% 0 0 0 0 0	F	0			0			0	0	0		0	0	0)		0	0		#DIV/0!
08 Skilled Sales & Service 0 0.0% 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0 0 0.0% 0 0 0 0 0 0.0% 0 <		23			0			0	0	0		0	1	0			-1	-1		0.0%
09 Skilled Crafts & Trades 13 -5.4% 0 16.7% 0 0 0.0% 0 1 0 7.0% -1 -1 0.0% 0.0 10 Clerical Personnel 29 -21.6% 0 66.5% 0 0 0 0.0% 0 2 0 5.6% -2 -2 0.0% 0.0 11 Intermediate Sales & Service 24 -12.6% 0 35.0% 0 0 0.0% 0 1 0 4.8% -1 -1 0.0% 0.0 12 Semi-Skilled Manual 65 -12.2% 0 33.0% 0 0 0 0 0 0 6.3% -2 -2 3.1% 3.1 13 Other Sales & Service 4 -20.6% 0 0 0 0 0 0 0 5.3% 0 0 0.0% 0 14 Other Manual Workers 24 -10.9% 0 </td <td></td> <td>1</td> <td></td> <td></td> <td>0</td> <td>1</td> <td></td> <td>0</td> <td>0</td> <td>1 0</td> <td>l .</td> <td></td> <td>0</td> <td> 0</td> <td>) </td> <td></td> <td>0</td> <td>0</td> <td></td> <td></td>		1			0	1		0	0	1 0	l .		0	0)		0	0		
10 Clerical Personnel 29 -21.6% 0 60.5% 0 0 0 0 0 0 0 0 0		0			0	1		0	0		l .		0	0)		0	0		
11 Intermediate Sales & Service 24 -12.6% 0 35.0% 0 0 0.0% 0 1 0 4.8% -1 -1 0.0% 0.00 12 Semi-Skilled Manual 65 -12.2% 0 33.0% 0 0 2 0.0% 0 2 0 6.3% -2 -2 3.1% 3.1 13 Other Sales & Service 4 -20.6% 0 0.0% 0 0 0.0% 0 0 5.3% 0 0 0.0% 0.0 14 Other Manual Workers 24 -10.9% 0 29.3% 0 0 0.0% 0 1 0 5.4% -1 -1 -1 0.0% 0.0		13			0	1		0	0	0	l .		1	0		8	-1	-1		
12 Semi-Skilled Manual 65 -12.2% 0 33.0% 0 0 2 0.0% 0 2 0 6.3% -2 -2 3.1% 3.1 13 Other Sales & Service 4 -20.6% 0 0.0% 0 0 0.0% 0 0 5.3% 0 0 0.0% 0.0 14 Other Manual Workers 24 -10.9% 0 29.3% 0 0 0.0% 0 1 0 5.4% -1 -1 -1 0.0% 0.0					"	1		0	0	"	l .		2	"			-2	-2		
13 Other Sales & Service 4 -20.6% 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 0 0 0 0.0% 0					"	1		0	0	"	l .		1	"			-1	-1		
14 Other Manual Workers 24 -10.9% 0 29.3% 0 0 0 0 0.0% 0 1 0 5.4% -1 -1 0.0% 0.0		65			"	1		0	0	2			2			3	-2	-2		0.0%
		24			"			0	<u>ا</u> م	"] ,	"				"	"		0.0%
Total 232 -12.8% 0 34.2% 0 0 4 0.0% 0 #REF! 0 #REF! #REF! #REF! 1.7% 1.7		232	-10.9%		1 0	34.2%		0	0	1 1	0.0%	0	#REF!	1 0		#REF!	#REF!	#REF!	1.7%	1.7%

[†] Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

• , ,					Table 6: Persons with Disabilities						
Part Part	1	ersons with	Disabilities	,							
Employment Equity Occupational Group (EEOG)	Short-term Goals Long-term Goals			rm Goals	Deals Comments						
	#	%	#	%							
01/02 Managers	(4.3	0	4.3							
03 Professionals	(0.0	0	0.0							
04 Semi-Professionals & Tech	(0.0	0	0.0							
05 Supervisors	(0.0	0	0.0							
06 Supervisors: Crafts & Trades	(7.8	0	7.8							
07 Administrative & Sr Clerical	(0.0	0	0.0							
08 Skilled Sales & Service	(0.0	0	0.0							
09 Skilled Crafts & Trades	(0.0	0	0.0							
10 Clerical Personnel	(7.0	0	7.0							
11 Intermediate Sales & Service	(5.6	0	5.6							
12 Semi-Skilled Manual	(4.8	0	4.8							
13 Other Sales & Service	(0.0	0	0.0							
14 Other Manual Workers	(5.3	0	5.3							
Total	()	0		009020						

[Date: 2017-12-31]	St. Joseph Print Group Inc.	Federal Contractors Program Achievement Report Part 3: Goals
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Nata for Einst/Drawions Coals	[Date: 2017-12-31]	St. Joseph Print Group Inc.	Part 3: Goals	Federal Contractors Program Achievement Report	
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Total	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers			Occupational Group (EEOG)						Data sources:	A B
	orkers	ervice	mual	es & Service	el .	Trades	Service	è Sr Clerical	fts & Trades		als & Tech		Managers	<i>y</i> ,			(EEOG)							
232	24	4	65	24	29	13	0	_	23	0	9	11	27	2	#	2015-06-30	DG-WW-AAAA	Number				←	From Workforce Analysis	С
-12.8%	-10.9%	-20.6%	-12.2%	-12.6%	-21.6%	-5.4%	0.0%	0.0%	-11.4%	0.0%	-8.0%	-23.1%	-11.1%	0.0%	9%	Annually	Actual	Growt				↓	From Workforce Analysis [†]	D
															%	Annually	Projected	Growth (New Positions)				↓	From Flow Data Workforce Data Entry C x E x 3 Analysis & Workforce Analysis Analysis*	Е
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years	ed		All Employees			↓	CxEx3 A	F
34.2%	29.3%	0.0%	33.0%	35.0%	60.5%	16.7%	0.0%	0.0%	35.9%	0.0%	12.5%	62.5%	30.4%	0.0%	%	Annually	Actual	Turnover (Replacement of Terminated Employees)	oyees			←	From Flow Data Analysis & Workforce Analysis‡	G
															%	Annually	Projected	placement of T Employees)				4	Data (Entry	н
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Ħ	Over 3 Years		erminated				↓	CxHx3	I
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Ħ	Tom?	Hires Over 3	Anticipated				↓	F. + I	J
51	14	3	17	0	6	_	0	0		0	4	2	2		#	2015-06-30	DOWN LALL	Number		First/	Table 7: M	←	From Workforce Analysis	K
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	%	Annually		Turnover (Replacement of		First/Previous Short-term Goals	able 7: Members of V	+	Equivalent to H	L
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Ħ	Over 3 Years		placement of		irt-term Go	Visible N	↓	KxLx3	Z
7	-7	<u>-1</u>	သ	5	2	2	0	0	သ	0	-2	_	2	<u>-</u>	#	Years	Over 3	Hires		als	isible Minorities	4	(F x Q) - R + M	Z
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	2015	1111-1111	3 Year Goals From - To	Men			↓	JxP	0
															%	2018	3	To	ibers of Vi			←	Data Entry	P
24.9%	29.4%	39.0%	30.0%	21.1%	27.1%	19.5%	0.0%	12.2%	18.2%	0.0%	27.6%	27.8%	15.0%	10.1%	%		Present Availability	,	Members of Visible Minorities			↓	From Workforce Analysis	Q
-7	7		.ა	-5	-2	-2	0	0	<u>-5</u>	0	2	÷	-2	_	#		Present Gap		Ē.			↓	From (K - M + Workforce O) - ((C + Analysis F) x Q)	R
-7	7	_	చ	-2	-2	-2	0	0	చ	0	2	÷	-2	_	#		Gap	•				+	(K - M + O) - ((C + F) x Q)	s
22.0%	58.3%	75.0%	26.2%	0.0%	20.7%	7.7%	#DIV/0!	0.0%	4.3%	#DIV/0!	44.4%	18.2%	7.4%	50.0%	9/0		Representation	,				+	K ÷ C	T
)% 22.0%	58.3%)% 75.0%	26.2%	0.0%		7.7%				/0! #DIV/0!	1% 44.4%	18.2%)% 50.0%	9/0		Repr	Projected				←	(K - M + O) ÷ (C + F)	U

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

13	12	=	10	9	08	07	06	05	04	03	02	01			7	
13 Other Sales & Service	12 Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers	Constitution of the Constitution of	Occumational terms		
es & Servi	led Manua	ate Sales δ	ersonnel	afts & Tra	les & Serv	ative & Sr	rs: Crafts	rs	essionals.	nals	Other Ma	magers	and drawn	quity Found (FF		
се 		ک Service		ıdes	ice	Clerical	& Trades		& Tech		nagers		~~	9		
													#	Short	M	
0	0	0	0	0	0	0	0	0	0	0	0	0	9%	Short-term Goals	lembers o	
0.0	30.0	21.1	27.1	19.5	0.0	0.0	18.2	0.0	0.0	27.8	15.0	0.0			f Visible	
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0.0	30.0	21.1	27.1	19.5	0.0	0.0	18.2	0.0	0.0	27.8	15.0	0.0	%	Goals	s	
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																Table 8: Members of Vi
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		Federal Contractors Program Achievement Report
		Part 3: Goals
		St. Joseph Print Group Inc.
		[Date: 2017-12-31]
14	Other Manual Workers	0 0.0 0 0.0
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Coals	AIII ACIIIEVEIII
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St. Joseph Print Group Inc. [Date: 2017-12-31]

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Total	14 Other Manu	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediat	10 Clerical Personnel	09 Skilled Crat	08 Skilled Sale	07 Administrat	06 Supervisors	05 Supervisors	04 Semi-Profe	03 Professionals	02 Middle & C	01 Senior Managers	-		Occupational Group (EEOG)						Data sources:	Α
	Other Manual Workers	& Service	d Manual	Intermediate Sales & Service	sonnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades		Semi-Professionals & Tech	ils	Middle & Other Managers	agers								1		В
154	17	2	44	16	14	11	0	_	16	0	7	5	19	2	#	2017-12-31	YYYY-MM-DD	Number				←	From Workforce Analysis	С
-12.8%	-10.9%	-20.6%	-12.2%	-12.6%	-21.6%	-5.4%	0.0%	0.0%	-11.4%	0.0%	-8.0%	-23.1%	-11.1%	0.0%	%	Annually	Actual	Growt				←	From Workforce Data Entry C x E x 3 Analysis [†]	D
															%	Annually	Projected	Growth (New Positions)				←	Data Entry (Е
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	*	Over 3 Years	ted		All Employees			←	}	F
34.2%	29.3%	0.0%	33.0%	35.0%	60.5%	16.7%	0.0%	0.0%	35.9%	0.0%	12.5%	62.5%	30.4%	0.0%	%	Annually	Actual	Turnover (Replacement of Terminated Employees)	oyees			←	From Flow Data Analysis & Workforce Analysis [‡]	G
															%	Annually	Projected	placement of Te Employees)				←	Data C	н
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years						←	CxHx3	I
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	*	i cars		Anticipated				←	F+1	J
59	12	0	13	9	9	_	0	_	သ	0	2	3	6	0	#	2017-12-31	AAAA-WW-DD	Number		Subseque		←	From Workforce Analysis	K
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	%	Amually		Turnover (Replacement of Terminated Employees)		Subsequent/Current Short-term Goals	Table 9: W	←	Equivalent to H	L
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	*	Over 3 Years		placement of		Short-term	Nomen	←	KxLx3	M
-&	-8	_	-5	_	0	0	0	0	ယ	0	0	<u>-</u>	_		*	Years	Over 3	Hires		Goals		←	(F x Q) - R + M	Z
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	2017	1111-1111	3 Year Goals From - To				←	JxP [0 P
33,3%	23.0%	55.5%	17.3%	62.8%	65.5%	11.7%	0.0%	77.2%	34.5%	0.0%	28.0%	38.8%	38.9%	27.4%	%	2020	AAA	To	Women			←	Data Entry	P
33.3%	23.0%	55.5%	17.3%	62.8%	65.5%	11.7%	0.0%	77.2%	34.5%	0.0%	28.0%	38.8%	38.9%	27.4%	%		Availability		1en			←	From Workforce Analysis	Q
8	8	<u>-</u>	5	-	0	0	0	0	<u>ئ</u>	0	0	_	<u>.</u>	<u>.</u>	*		Present Gap					←	From Workforce Analysis	R
~	8	Ŀ	5	-1	0	0	0	0	చ	0	0	_		-1	#		Gap	•				←	(K - M + O) - ((C + F) x Q)	s
38.3%	70.6%	0.0%	29.5%	56.3%	64.3%	9.1%	#DIV/0!	100.0%	18.8%	#DIV/0!	28.6%	60.0%	31.6%	0.0%	%		Representation	,				←	K ÷ C	T
6 38.3%	6 70.6%	6 0.0%	6 29.5%		64.3%	9.1%	#DIV/0!	6 100.0%	6 18.8%	#DIV/0!	6 28.6%	60.0%	6 31.6%	6 0.0%	%	icals	Representation in 3	Projected				←	(K - M + O) ÷ (C + F)	

⁺⁺ Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

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Page 17 of 20				
	0.230	0.230		14 Other Manual Workers
	0.555	0.555		13 Other Sales & Service
	0.173	0.173		12 Semi-Skilled Manual
	0.628	0.628	če	11 Intermediate Sales & Service
	0.655	0.655		10 Clerical Personnel
	0.117	0.117		09 Skilled Crafts & Trades
	0.000	0.000		08 Skilled Sales & Service
	0.772	0.772	al .	07 Administrative & Sr Clerical
	0.345	0.345	es	06 Supervisors: Crafts & Trades
	0.000	0.000		05 Supervisors
	0.280	0.280		04 Semi-Professionals & Tech
	0.388	0.388		03 Professionals
	0.389	0.389		02 Middle & Other Managers
	0.274	0.274		01 Senior Managers
	9/6	%		
Comments	Long-term Goals		Short-term Goals	Occumulational Group (FEOC)
		Women		Facility of the Control of the Contr
Table 10: Women				

Federal Contractors Program Achievement Report Part 3: Goals St. Joseph Print Group Inc. [Date: 2017-12-31]
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Federal Contractors Program Achievement Report

Part 3: Goals

St. Joseph Print Group Inc.

[Date: 2017-12-31]

									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	Е	F	G	Н	I	J	K	L	M	N	0	Р	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
,	<u></u>	↓	<u> </u>					↓	<u> </u>	<u> </u>	<u>↓</u>		↓		<u> </u>	↓		↓	
	Table 11: Aboriginal Peoples																		
	Subsequent/Current Short-term Goals All Employees Aboriginal Peoples																		
	All Employees Turnover (Replacement of Terminated										Aboriginal Peoples 3 Year Goals						<u> </u>		
	Number	Grey	wth (New Posi	ions)		Employees)	i terminateu	Anticipated	Number		eplacement of	Hires		n - To					Projected
Employment Equity	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required Over 3	YYYY	- YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
Occupational Group (EEOG)	2017-12-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2017-12-31	Annually	Over 3 Years	Years	2017	2020	Availability		Сар	Kepresentation	Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	2	0.0%	,	0	0.0%		0	0	0	0.0%	0	0	0	2.9%	2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	19	-11.1%		0	30.4%		0	0	1	0.0%	0	-1	0	2.2%	2.2%	1	1	5.3%	5.3%
03 Professionals	5	-23.1%		0	62.5%		0	0	0	0.0%	0	0	0	1.3%	1.3%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	7	-8.0%		0	12.5%		0	0	0	0.0%	0	0	0	1.0%	1.0%	0	0	0.0%	0.0%
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	16	-11.4%		0	35.9%		0	0	0	0.0%	0	0	0	1.4%	1.4%	0	0	0.0%	0.0%
07 Administrative & Sr Clerical	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	3.2%	3.2%	0	0	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	11	-5.4%		0	16.7%		0	0	1	0.0%	0	-1	0	2.6%	2.6%	1	1	9.1%	9.1%
10 Clerical Personnel	14	-21.6%		0	60.5%		0	0	0	0.0%	0	0	0	1.7%	1.7%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	16	-12.6%		0	35.0%		0	0	0	0.0%	0	0	0	2.6%	2.6%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	44	-12.2%		0	33.0%		0	0	0	0.0%	0	1	0	2.3%	2.3%	-1	-1	0.0%	0.0%
13 Other Sales & Service	2	-20.6%		0	0.0%		0	0	0	0.0%	0	0	0	0.8%	0.8%	0	0	0.0%	0.0%
14 Other Manual Workers	17	-10.9%		0	29.3%		0	0	0	0.0%	0	0	0	1.7%	1.7%	0	0	0.0%	0.0%
Total	154	-12.8%		0	34.2%		0	0	1 2	0.0%	0	1	0	2.0%	2.0%	-1	-1	1.3%	1.3%

[†] Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

			Table 12: Aboriginal Peoples
Employment Equity Occupational Group (EEOG)	Aboriginal Peop Short-term Goals Lor	les ng-term Goals	Comments
Occupational Group (EEGG)	%	%	
01 Senior Managers	0.0290	0.0290	
02 Middle & Other Managers	0.0220	0.0220	
03 Professionals	0.0130	0.0130	
04 Semi-Professionals & Tech	0.0100	0.0100	
05 Supervisors	0.0000	0.0000	
06 Supervisors: Crafts & Trades	0.0140	0.0140	
07 Administrative & Sr Clerical	0.0320	0.0320	
08 Skilled Sales & Service	0.0000	0.0000	
09 Skilled Crafts & Trades	0.0260	0.0260	
10 Clerical Personnel	0.0170	0.0170	
11 Intermediate Sales & Service	0.0260	0.0260	
12 Semi-Skilled Manual	0.0230	0.0230	
13 Other Sales & Service	0.0080	0.0080	009026
14 Other Manual Workers	0.0170	0.0170	

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	[Date: 2017-12-31]	St. Joseph Print Group Inc.	Part 3: Goals	Federal Contractors Program Achievemen
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Data for Subsequent/Current Goals	[Date: 2017-12-31]	St. Joseph Print Group Inc.	Federal Contractors Program Achievement Report Part 3: Goals 0090
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Total	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	01/02 Managers			Occupational Group (EFOG)						Data sources:	A B
	ľS			Service		es		Clerical	Trades		Tech			#	2017-12-31)G) YYYY-MM-DD	Number				 ←	From Workforce Analysis	С
154 -12	17 -10	2 -20	-12	16 -12	14 -21	<u>=</u>	0		16 -11	0	7 -8	5 -23	21 -	%	31 Annually	1-DD Actual	T.				←		D
-12.8%	-10.9%	-20.6%	-12.2%	-12.6%	-21.6%	-5.4%	0.0%	0.0%	-11.4%	0.0%	-8.0%	-23.1%	-5.5%	%	ally Annually	al.	Growth (New Positions)				←	From Workforce Data Entry Analysis [†]	E
														*	ally Over 3	Projected	Positions)	A1			←	întry CxEx3	7
0 3	0 2	0	0 3	0 3	0 6	0 1	0	0	0 3	0	0 1	0 6	0 1	%	rs Annually	Actual	Turno	All Employees			←	From Flow Data Analysis & Workforce Analysis‡	G
34.2%	29.3%	0.0%	33.0%	35.0%	60.5%	16.7%	0.0%	0.0%	35.9%	0.0%	12.5%	62.5%	15.2%	%	ally Annually	ial	Turnover (Replacement of Terminated Employees)	£			_	Flow ta Data sis & Entry force /sis‡	H
														#	ally Over 3 Years	Projected	ent of Termin /ees)				←	ta CxHx3	I
0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	3 1000	Hires Over 3	ated Anticipated				_	x 3 F+I	
0	0	0	0	0	0	0	0	0	0	0	0	0	0	-						-			
3	0	0	2	0	0	0	0	0	0	0	_	0	0	#	2017-12-31	AAAAWAAAA	Number T ₁		ubsequent	able 13: I	←	From Ec Workforce Analysis	K
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	%	Annually		Turnover (Replacement of Terminated Employees)		Current SI	able 13: Persons wi	←	Equivalent to H	Т
0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years	1			Subsequent/Current Short-term Goals	ith Disabilities	←	KxLx3 (Z
5	_	0	0	_	_	0	0	0	_	0	<u>-</u>	0		*	Years	Over 3	Hires		ioals	lities	←	(F x Q) - R + M	z
0	0	0	0	0	0	0	0	0	0	0	0	0	0	*	2017	1111-1111	3 Year Goals From - To	Pe			←	J x P De	0
5.3%	5.3%	6.3%	4.8%	5.6%	7.0%	3.8%	0.0%	3,4%	7.9%	0.0%	4.6%	3.8%	4.3%	%	2020		als	Persons with Disabilities			←	Data Entry V	P
5.3%	5.3%	6.3%	4.8%	5.6%	7.0%	3.8%	0.0%	3.4%	7.9%	0.0%	4.6%	3.8%	4.3%	%		Availability	7	Disabilities			←	From Workforce Analysis	Q
-5	-	0	0		-	0	0	0	<u>.</u>	0	_	0	<u>.</u>	#		Present Gap					←	From (K - M + Workforce O) - ((C + Analysis F) x Q)	R
-5	<u>.</u>	0	0	<u>.</u> .	<u>.</u>	0	0	0	Ŀ	0	_	0	<u>.</u>	*		Gap	2				←	(K - M + O) - ((C + F) x Q)	S
1.9%	0.0%	0.0%	4.5%	0.0%	0.0%	0.0%	#DIV/0!	0.0%	0.0%	#DIV/0!	14.3%	0.0%	0.0%	%		Representation					←	K+C	T
% 1.9%	% 0.0%	% 0.0%	% 4.5%	% 0.0%	% 0.0%		0! #DIV/0!		% 0.0%	0! #DIV/0!	% 14.3%	% 0.0%	% 0.0%	9%	reals	Representation in 3	Projected				←	(K - M + O) ÷ (C + F)	Т U

Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) - 1) x 100.

Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

	0.0530	0.0530		Total
	0.0530	0.0530	14 Other Manual Workers	14 Otl
	0.0630	0.0630	Other Sales & Service	13 Oth
	0.0480	0.0480	Semi-Skilled Manual	12 Ser
	0.0560	0.0560	Intermediate Sales & Service	11 Into
	0.0700	0.0700	Clerical Personnel	10 Cle
	0.0380	0.0380	Skilled Crafts & Trades	09 Ski
	0.0000	0.0000	Skilled Sales & Service	08 Ski
	0.0340	0.0340	Administrative & Sr Clerical	07 Adı
	0.0790	0.0790	06 Supervisors: Crafts & Trades	06 Sup
	0.0000	0.0000	05 Supervisors	05 Sup
	0.0460	0.0460	04 Semi-Professionals & Tech	04 Ser
	0.0380	0.0380	03 Professionals	03 Prc
	0.0430	0.0430	anagers	01/02 Managers
	%	%	Occupanional Orong (EECO)	Compan
Comments	Long-term Goals	m Goals	Connectional Group (FFOG) Short-term Goals	
	Disabilities	Persons with Disabilities		
Lable 14: Persons with Disabilities				

Federal Contractors Program Achievement Report

Part 3: Goals

St. Joseph Print Group Inc.

[Date: 2017-12-31]

									Data for	Subseque	nt/Curre	nt Goals							
A B	C	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	↓	↓	1	\	↓	1	\	\	↓	\	1	\	↓	↓	↓	1	\	↓	↓
								1	able 15: N				'S						
				AHE	iployees				Subseque	ent/Current	t Short-teri	n Goals			isible Minor	tat			
				AHER	i i					1			3 Year		isible Minor	mes	1	I	I
	Number	Grov	wth (New Posi	ions)	Turnover (Re	placement o Employees)	l l erminated		Number		eplacement of	Hires		Guais 1 - To					
Employment Equity	YYYY-MM-DD	Actual	Proi	ected	Actual	Pro	ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)				Over 3			Over 3	Years			Over 3	Over 3 Years			Availability		Gap	Representation	Years
	2017-12-31	Annually	Annually	Years	Annually	Annually	Years		2017-12-31	Annually	Years		2017	2020					
	#	%	%	#	%	%	#	#	Ħ	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	2	0.0%		0	0.0%		0	0	1	0.0%	0	-1	0	10.1%	10.1%	1	1	50.0%	50.0%
02 Middle & Other Managers	19	-11.1%		0	30.4%		0	0	2	0.0%	0	1	0	15.0%	15.0%	-1	-1	10.5%	10.5%
03 Professionals	5	-23.1%		0	62.5%		0	0	2	0.0%	0	-1	0	26.4%	26.4%	1 !	1	40.0%	40.0%
04 Semi-Professionals & Tech	/	-8.0%	1	0	12.5%		0	0	3	0.0%	0	-1	0	27.0%	27.0%		1	42.9%	42.9%
05 Supervisors 06 Supervisors: Crafts & Trades	16	0.0% -11.4%		0	0.0% 35.9%			0	0	0.0% 0.0%	0	0	0	0.0% 17.8%	0.0% 17.8%	1 3	"	#DIV/0! 6.3%	#DIV/0! 6.3%
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	10	-11.4% 0.0%		0	0.0%		١	0	1	0.0%	"	2	0	17.8%	17.8%	-2	-2	0.0%	0.5%
08 Skilled Sales & Service	1	0.0%		0	0.0%		"	0	"	0.0%	1 0	"	0	0.0%	0.0%			#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	11	-5.4%		١	16.7%]	0	"	0.0%	"	"		19.5%	19.5%] -1	1	9.1%	9.1%
10 Clerical Personnel	14	-21.6%		"	60.5%			0	,	0.0%	"	,		31.4%	31.4%	-2	-2	14.3%	14.3%
11 Intermediate Sales & Service	16	-12.6%		"	35.0%		ا ا	0	1 6	0.0%	"	3		19.0%	19.0%	-3	_		0.0%
12 Semi-Skilled Manual	44	-12.0%		0	33.0%			0	13	0.0%	"	1	0	31.3%	31.3%	_1	-1	29.5%	29.5%
13 Other Sales & Service	2	-20.6%		ا م	0.0%		ا م	0	2	0.0%	0	1	ا ،	52.7%	52.7%	1	1	100.0%	100.0%
14 Other Manual Workers	17	-10.9%		ا م	29.3%]	0	12	0.0%	0	-6	ا ،	34.8%	34.8%	6	6	70.6%	70.6%
Total	154	-12.8%	,	0	34.2%		0	0	39		0	1	0	25.7%	25.7%	-1	-1		25.3%

[†] Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

			Table 16: Members of Visible Minorities
Employment Equity Occupational Group (EEOG)	Members of Visible Min Short-term Goals Long	orities term Goals	Comments
•	%	%	
01 Senior Managers	0.101	0.101	
02 Middle & Other Managers	0.150	0.150	
03 Professionals	0.264	0.264	
04 Semi-Professionals & Tech	0.270	0.270	
05 Supervisors	0.000	0.000	
06 Supervisors: Crafts & Trades	0.178	0.178	
07 Administrative & Sr Clerical	0.122	0.122	
08 Skilled Sales & Service	0.000	0.000	
09 Skilled Crafts & Trades	0.195	0.195	
10 Clerical Personnel	0.314	0.314	
11 Intermediate Sales & Service	0.190	0.190	
12 Semi-Skilled Manual	0.313	0.313	
13 Other Sales & Service	0.527	0.527	009029
14 Other Manual Workers	0.348	0.348	

[Date: 2017-12-31]	
St. Joseph Print Group Inc.	
Part 3: Goals	
Federal Contractors Program Achievement Report	

3 80	05	04	_	03	02		01.5			(EEOG)	Occi	Emp			Data sources		8	0	$\overline{}$	04 1	_	03 F	1	02	01 8		(EEOG)	Occi	Emp			Data sources:	Α			
Supervisors: Crafts & Trades	Supervisors	Technicians	Jami Drofaccionale &	Professionals	Managers	ALL STATES	Senior Managers			3G)	Occupational Group	Employment Equity			лисея:	Hades	Supervisors: Crafts &	Supervisors		Technicians	Semi-Professionals &	Professionals	IvidiidgetS	Middle & Other	Senior Managers		36	Occupational Group	Employment Equity			лигсся:	В			
2017	2017	2020	2020	2017	2020	2017	2020	*			. 641	Cin				2017	2015	2017	2015	2017	2015	2017	2017	2015	2015 2017	#		i	Vear				С			
9-	0	<u>.</u>	-1	ن	-7		0	#	-	Employees	¥		Ne	←	Part 2: Flow Data Analysis	16	23	0	0	7	9	5	11	27	2 2	#	Employees	IIV			←	Part 1: Workforce Analysis	D			
s 15	0 0			2			0 0	**		Åe	Wo	Flow Data	New Entrants	←	Part 2: 2: Flow Flow Data Analysis Analysis	3		0		, 2		ω c				11:	Repres				←	Part 1: Workforce Analysis	Е			
33.3	0.0	100.0	-66.7	-66.7	28.6	70.0	0.0			Actual	Women		nts	←	E÷Dx 100	18.8	26.1	0.0	0.0	28.6	33.3	60.0	27.0	29.6	0.0	%	Representation		1	Workfo	←	E÷D x 100	¥			
0	0		n	0	0	0	0	**		Goal				←	Part 3: Goals	34.3	35.2	0.0	0.0	28.0	29.5	38.8	27.1	38.9	27.4 27.4	9/6	Availability	Women	Workforce	Workforce Analysis	←	Part 1: Workforce Analysis	G			
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	36	2 200	Percent of	Women	Short-term Goals		-	E ÷ G x 100	0	· 8	0	0	2	ω	2 4	4	. =		#	bility	ien		alysis	←	D x G + 100	Н			
35.2	0.0		0.4		0.4	30 0	0.3	32.	1	Goal P		n Goals		←		ځ	-2	0	0	0	0	_ :	_ _	. ს	<u></u>	78.	Gap E				←	Е-Н	I			
94.7	0.0	35714.3	-17182.1	-179.7	7344.8	72 /	0.0	0		Percent of			Goals	←	F+1x100 P	34.3	74.1	0.0	0.0	102.0	113.0	154.6	72.5	76.2	0.0	36	EE Result				←	E÷H F x100 D	J			
0	0	c	n .	0	C	0	0	#		Goal		L	ls	←	Part 3: Goals	Ŀ		0		0		0	_	>	0	#	Employees	All			←	Part 2: Flow Data Analysis	К		St. J	Part 4: Results - Women
0.0	0.0		0.0	0.0	0.0	0.0	0.0			Percent of	Women	Long-term Goals		←	E÷Kx 100	.=		0		0		0		>	0	#	Actual				←	Part 2: Flow Data Analysis	Т	[Date: 2017-12-31]	St. Joseph Print Group	Part 4: Results - Women
35.2	0.0		0.4		0.4	20 0	0.3	22		Goal P		Goals		←	Б 3:	0.001	>	0.0		0.0		0.0	0.0	>	0.0	3		Women	Hires		←	L+K x 100	Z	017-12-	rint Gr	ults - V
94.7	0.0	35714.3	-17182.1	-179.7	7344.8	72 /	0.0	300		Percent of				┵	F + M x 100	0	>	0		0		0		>	0	#:	Expected	ieii			←	K x G ÷ 100	z	31]	oup Inc.	Vomen
																_		0		0		0	0	>	0	#:	Difference				←	L-N	0		ľ	
																	>	0		0		2			0	華	Employees	All			←	Part 2: Flow Data Analysis	P			
																0	>	0		0		2	0	>	0	#:	Acti		Pi	Flow I	←	Part 2: Flow Data Analysis	Q			
																0.0	>	0.0		0.0		100.0	0.0		0.0	96	Actual	Women	Promotions	Flow Data Analysis	←	Q + P x 100	R			
											Co					_	>	0		0				>	0	#:	Expected	неп		alysis	←	P x F + 100	s			
											Comments					0	>	0		0		_	_	>	0	11:	Difference				←	Q-S	Т			
											,						1	0				5		1	0	an:	Employees	All .			←	Part 2: Flow Data Analysis	U			
																3		0				0			0	#	Acti		Te		←	Part 2: Flow Data Analysis	V			
																42.9	5	0.0		100.0		0.0	20.0	3	0.0	°°	Actual	Women	Terminations		←	V + U x 100	W			
																2)	0		0			4)	0	#	Expected	чен	S		←	UxF÷100	X			
																		0				<u>.</u>			0	#1.	Difference				←	V-X	Y			009

Federal Contractors Program Achievement Report Part 4: Results - Women St. Joseph Print Group Inc. [Date: 2017-12-31] В C F G M P U V W X Y D E Н K N 0 О R S Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow Part 2: Flow $\mathbf{E} \div \mathbf{D}$ DxG $E \div H$ Part 2: Flow $Q \div P x$ $V \div U \; x$ Workforce Workforce E - H Flow Data K x G ÷ 100 L - N Flow Data P x F ÷ 100 O - S Flow Data $U \times F \div 100$ V - X Workforce Data sources x 100 Data Analysis x 100 Data Analysis 100 Data Analysis x 100 ÷ 100 Analysis Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions **Terminations** Year Occupational Group Women All All All All (EEOG) Employees Representation Availability EE Result Employees Difference Employees Difference Employees Actual Gap Actual Expected Actual Expected Expected Difference % # % % % % % # # # # 2015 100.0 77.2 129.5 Administrative & Senior Clerical 2017 100.0 77.2 129.5 0 0.0 0 0.0 0 0.0 2015 0.0 0.0 Skilled Sales & 0 0.0 Service Personnel 2017 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2015 7.7 11.7 65.7 Skilled Crafts & -1 Trades Workers 2017 11 9.1 11.7 77.7 0 0.0 0 0.0 0 0.0 2015 29 15 51.7 65.7 19 78.7 10 Clerical Personnel 9 2017 14 64.3 65.5 98.1 50.0 100.0 13 38.5 24 13 54.2 62.5 15 Intermediate Sales & 2015 86.7 Service Personnel 2017 16 9 56.3 62.8 10 89.6 0 0.0 0 0.0 3 42.9 22 11 2015 65 33.8 17.0 11 199.1 Semi-Skilled Manual Workers 13 17.3 2017 44 29.5 170.8 0 0.0 0.0 18 44.4 Part 2: Part 2: Flow Part 3: $E \div G \; x$ Part 3: Part 3: E ÷ D x 100 F ÷ I x 100 Part 3: Goals ÷ M x 100 Data sources Flow Data Data Analysis 100 Goals Goals Goals Analysis **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Women Women Women Occupational Group Comments (EEOG) Percent o Percent of Percent of Percent of Employees Actual Goal Goal Goal Goal Goal Met Goal Met Goal Met Goal Met Administrative & 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 2020 0 0.0 0.8 0.0 0.8 0.0 Skilled Sales & 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2020 0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 2017 0 0.0 0.0 11.7 0.0 0.0 11.7 0.0 Trades Workers 2020 0 0.0 0.1 0.0 0.1 0.0 -10 -3 30.0 0.0 0.0 0.0 2017 0.0 0.0 0.0 10 Clerical Personnel -10 -3 2020 30.0 0.7 4580.2 0.7 4580.2 -3 Intermediate Sales & 2017 42.9 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel -3 2020 -7 42.9 0.6 6824.4 0.6 6824.4 -16 -8 50.0 0.0 Semi-Skilled Manual 2017 0.0 0.0 0.0 0.0 0.0 Workers 2020 -16 -8 50.0 0.2 28901. 0.2 28901.7

Total	-	Workers	Other Manual	Personnel	13 Other S		(EEOG)	Occupatio	Employme			Data sources:	TOM	Total	Workers	Other Manual	13 Personnel			(EEOO)	Occupatio	Employme			Data sources:	Α				
		rs	Vanual	nel	Other Sales & Service			Occupational Group	Employment Equity			Arta sources:			SI	Vanual	nel	Other Sales & Service			Occupational Group	Employment Equity			Data sources:	ω				
2020	2017	2020	2017	2020	e 2017	#.		1001	Viii				2017	2015	2017	2015		e 2015	71:			Year				С				
-58	-58	-6	-6			#	Employees	All		Z _e	<u></u>	Part 2: Flow Data Analysis	154	232	17	24	2	,	#:	Employees	All			←	Part 1: Workforce Analysis	D				
	8 -19		5 -2		0	#	4	W.	Flow Data	New Entrants	←		4 59	2 87		4 15	0	4 0	#:	Repre				←	Part 1: Workforce Analysis	E				
	32.8	33.3	33.3	0.0	0.0	%	Actual	Women	a	ints	←	Part 2: Flow Data E + D x 100 Analysis	38.3	37.5		62.5		0.0	%	Representation		11	Workf	←	E÷D x 100	ঘ				
	0		0		0	7 1.	Goal				←	Part 3: Goals	33.3	34.6		20.0		52.7	96	Availability	Women	Workforce	Workforce Analysis	←	Part 1: Workforce Analysis	G				
	0.0		0.0		0.0	%	Percent of Goal Met	Women	Short-term Goals		←	E ÷ G x 100	51	80	4	5	_	2	4 t:	bility	nen		alysis	←	D x G + 100	Н				
0.3	0.0	0.2	0.0	0.6	52.7	%	Goal	нен	m Goals		←	Part 3: Goals	∞	7	8	10	<u>-</u>	-2	#4	Gap				←	Е-Н	1				
9837.4	0.0	14492.8	0.0	0.0	0.0	%	Percent of Goal Met			Goals	←	⁷ + I x 100	115.1	108.4	306.9	312.5	0.0	0.0	3	EE Result				←	E+H x 100 I	J				
	0		0		0	11:	Goal			als	←	F+1x100 Part 3: Goals	5		0		0		#4.	Employees	All			←	Part 2: Flow Data Analysis	: :		St. J	Pa	
	0.0		0.0		0.0	%	Percent of Goal Met	Women	Long-term Goals		←	E÷Kx 100	2		0		0		41:	Actual				←	Part 2: Flow Data Analysis		Date: 2	St. Joseph Print Group Inc.	Part 4: Results - Women	
0.3	0.0	0.2	0.0	0.6	52.7	%	Goal	· ii	1 Goals		←	Part 3: F Goals	40.0		0.0		0.0		3		Women	Hires		←	L+K K	Z	[Date: 2017-12-31]	rint Gr	sults - V	t energy Commerces to Gram tremes and
9837.4	0.0	14492.8	0.0	0.0	0.0	8	Percent of Goal Met				←	F + M x 100	2		0		0		#1:	Expected	ien			←	K x G + 100	z	31]	oup Inc	Vomen	
													0		0		0		71:	Difference				←	L-N I	0				ment support
													ω		0		0		#	Employees	All			←	Part 2: Part 2: Flow Data Analysis Analysis	P				***
													<u></u>		0		0		#:	Actual		Pr	Flow D	←	Part 2: Flow Data Analysis	Q				
													100.0		0.0		0.0		ş		Women	Promotions	Flow Data Analysis	←	Q+Px PxF+100	R				
								Co					_		0		0		#:	Expected 1	EH		ilysis	←	x F + 100	S				
								Comments					2		0		0		#:	Difference				←	Q-S	Т				
													66		6		0		u:	Employees	AΠ			T T T T T T T T T T T T T T T T T T T	Part 2: Flow Flow Data Data Analysis Analysis	O P Q R S T U V W X Y				
													24		2		0		71:	Actual		Tei		←	Part 2: Flow Data Analysis	V				
													36.4		33.3		0.0		8		Women	Terminations		←	V÷Ux 100	W				
													25		4		0		#:	Expected	неп	is		←	V+Ux 100 UxF+100 V-X	X				
													<u>-</u>		-2		0		#1.	Difference				←	V - X	Υ			009	9(

Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples St. Joseph Print Group Inc. [Date: 2017-12-31] В \mathbf{C} E F G M Ν P Т V W D Н K L О 0 R S U X Y Part 1 Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow $E \div D$ DxG $\mathbf{E} \div \mathbf{H}$ Part 2: Flow $L \div K$ $Q \div P \; x$ Part 2: Flow $V \div U x$ L-N Workforce Workforce E - H Flow Data K x G ÷ 100 Flow Data P x F ÷ 100 Q - S Flow Data U x F ÷ 100 V - X Workforce :Data sources Data Analysis Data Analysis Data Analysis x 100 x 100 x 100 $\div 100$ Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Aboriginal Peoples **Aboriginal Peoples** Aboriginal Peoples **Aboriginal Peoples** All All All All (EEOG) Employees Employees Representation Availability EE Result Employees Difference Actual Difference Employees Difference Gap Actual Expected Expected Actual Expected % # % # % % # % # % # # Administrative & 2015 0 0.0 3.2 0.0 Senior Clerical 2017 0 0.0 3.2 0.0 0.0 0 0.0 0.0 2015 0.0 0.0 0 Skilled Sales & 0 0.0 Service Personnel 2017 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2015 13 7.7 2.6 295.9 Skilled Crafts & 1 Trades Workers 2017 11 9.1 2.6 349.7 0.0 0 0.0 0 0.0 2015 29 3.4 2.0 172.4 10 Clerical Personnel 2017 1.7 14 0 0.0 0.0 0 0.0 0 0.0 13 7.7 24 0 0.0 2.6 Intermediate Sales & 2015 0.0 Service Personnel 2017 16 0 0.0 2.6 0 0 0.0 0 0.0 0 0.0 0 0.0 2015 65 0 0.0 2.4 0.0 Semi-Skilled Manual Workers 0 2.3 2017 44 0.0 0.0 0.0 0 0.0 18 0 0.0 Part 2: Part 2: Flow $E \div D \; x$ Part 3 $E \div G \; x$ Part 3: Part 3: F ÷ Lx 100 Part 3: Goals ÷ M x 100 Data sources Flow Data Data Analysis 100 100 Goals Goals 100 Goals Analysis 1 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals Employment Equity Aboriginal Peoples **Aboriginal Peoples Aboriginal Peoples** Occupational Group Comments (EEOG) Percent o Percent of Percent o Percent of Employees Actual Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % Administrative & 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 0.0 2020 0 0.0 0.0 0.0 0.0 Skilled Sales & 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2020 0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 2017 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 10.0 0.0 0.0 2017 -10 -1 0.0 0.0 0.0 0.0 10 | Clerical Personnel 2020 -10 -1 10.0 0.0 58823.5 0.0 58823.: Intermediate Sales & 2017 -7 0 0.0 0.0 2.6 0.0 0.0 2.6 0.0 Service Personnel 2020 0 0.0 0.0 0.0 0.0 0.0 2.4 2.4 Semi-Skilled Manual 2017 -16 0 0.0 0.0 0.0 0.0 0.0 Workers 2020 -16 0 0.0 0.0 0.0 0.0 0.0

Ġ	Total		14	_	13		(EEOG)	Осси	Emp			Data sources	Total		14		15 F	_		(EEOG)	Occu	Emp			Data sources:	A				
		Workers	Other Manual	Personnel	Other Sales & Service		ğ	Occupational Group	Employment Equity			ala sources:			Workers	Other Manual	Personnel	Other Sales & Service		36)	Occupational Group	Employment Equity			ata sources:	АВ				
			ual		s & Servi			Group	Equity							ual		s & Servi			Group	Equity				В				
2020	2017	2020	2017	2020	ce 2017	#		1831					2017	2015	2017	2015		ce 2015	#:			Year				С				
	7)	7		7	*	Employees	All All	•		<u></u>	Dρ	7	51	7	3,	7	51	#:	Employees	411	-		←	Part 1: Workforce Analysis					
-58	-58	-6	-6	0	0		yees	T	Flow	New E			154	232	17	24	2	4		yees	=			1		D				
<u>-</u>	<u></u>	0	0	0	0	#	Actual	Aboriginal Peoples	Flow Data	New Entrants	←		2	3	0	0	0	0	3 t	Representation			1	←		j				
1.7	1.7	0.0	0.0	0.0	0.0	%	_	eoples		S	<u></u>		1.3	1.3	0.0	0.0	0.0	0.0	9,6	ation		We	orkfo	←	E+D x100	Ŧ				
	0		0		0	#	Goal				←	Part 3: Goals	2.0	2.1	1.7	2.0	0.8	1.9	9%	Availability	Aboriginal Peoples	Workforce	Workforce Analysis	←	Part 1: Workforce Analysis	F G				
	0.0		0.0		0.0	9%	Percent of Goal Met	Aborigir	Short-te		←	E ÷ G x 100		5	0	0	0	0	#	bility	d Peoples		alysis	←	D x G + 100	Н				
0.0	0.0	0.0	0.0	0.0	0.0	%	Gal	Aboriginal Peoples	Short-term Goals		←	: :		-2					#	Gap				←	Е-Н	Н І				
8620.7	0.0	0.0	0.0	0.0	0.0	9/9	Percent of Goal Met		ls	_	34							0.0	9,6	EE Result				←	E+H x 100	J				Fede
7	0	0	0	0	0	72:	Goal			Goals	←	00 Part 3:	9	6	0	0	<u>o_</u>	0	#	H Employees	All All			←		K			Pai	eral Co
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Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities St. Joseph Print Group Inc. [Date: 2017-12-31] В \mathbf{C} F G M P V W D E Н K L N О 0 R S Т U X Part 1 Part 1: Part 1: Part 2: Part 2: Part 2: E ÷ D DxG $\mathbf{E} \div \mathbf{H}$ Part 2: Flow Part 2: Flow $Q \div P \; x$ Part 2: Flow $V \div U x$ Workforce Workforce E - H Flow Data K x G ÷ 100 L-N Flow Data P x F ÷ 100 Q - S Flow Data U x F ÷ 100 V - X Workforce :Data sources Data Analysis Data Analysis Data Analysis x 100 x 100 x 100 $\div 100$ Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Persons with Disabilities Persons with Disabilities Persons with Disabilities Persons with Disabilities All All All All (EEOG) Employees Representation Availability EE Result Employees Employees Employees Gap Actual Expected Difference Actual Expected Difference Actual Expected Difference % % % # % # Ħ # # % # % 2015 0 0.0 0.0 0.0 Administrative & Senior Clerical 2017 0 0.0 3.4 0.0 0 0.0 0 0.0 0 0.0 2015 0.0 3.8 Skilled Sales & 0 0.0 Service Personnel 2017 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 2015 13 0.0 7.0 -1 0.0 Skilled Crafts & 0 Trades Workers 2017 11 0 0.0 3.8 0.0 0.0 0 0.0 0 0.0 2015 29 0 0.0 5.6 -2 0.0 10 Clerical Personnel 2017 7.0 14 0 0.0 -1 0.0 0 0.0 0.0 13 0 0.0 0 24 0.0 4.8 Intermediate Sales & 2015 0 -1 0.0 Service Personnel 2017 16 0 0.0 5.6 -1 0.0 0 0.0 0 0.0 0 0.0 2015 65 2 3.1 6.3 48.8 Semi-Skilled Manual Workers 2017 44 4.5 4.8 94.7 0.0 0 0.0 18 0 0.0 Part 2: Part 2: Flow $E \div D \; x$ Part 3 $E \div G \; x$ Part 3: $E \div K \; x$ Part 3: F ÷ I x 100 Part 3: Goals ÷ M x 100 Data sources Flow Data Data Analysis 100 100 Goals Goals 100 Goals Analysis 1 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Persons with Disabilities Persons with Disabilities Occupational Group Comments Disabilities (EEOG) Employees Percent of Percent of Percent of Percent of Actual Goal Me Goal Met Goal Met Goal Met % % % % % % 9/4 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Administrative & Senior Clerical 2020 0.0 0.0 0.0 0 0.0 0.0 2017 0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 0.0 0.0 Service Personnel 2020 0.0 0.0 0.0 0.0 0 0.0 0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 2017 0.0 0.0 09 Trades Workers 2020 0 0.0 0.0 0.0 0.0 0.0 7.0 0.0 7.0 0.0 2017 -10 0 0.0 0.0 0.0 Clerical Personnel 2020 -10 0.0 0.1 0.0 0.1 0 0.0 5.6 5.6 0.0 2017 0 0.0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 2020 -7 0.0 0.1 0.0 0.1 0.0 0 4.8 0.0 4.8 Semi-Skilled Manual 2017 -16 0 0.0 0.0 0.0 0.0 Workers 0.0 0.0 0.0 2020 -16 0 0.0 0.0

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Of Trades		05 Supervisors	04 Semi-Professionals & Technicians	U5 Professionals			Middle & Other	OI Semor Managers				(EEOG)		Employment Equity				Data sources:	Trades	isors: Crafts &		05 Supervisors		Semi-Professionals &	03 Professionals	_	02 Middle & Other Managers	s			(EEOG)		Employment Equity			Data sources:	АВ			
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Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities St. Joseph Print Group Inc. [Date: 2017-12-31] В \mathbf{C} F G M Ν P Т V W D E Н K О O R S U X Y Part 1 Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow $E \div D$ DxG $\mathbf{E} \div \mathbf{H}$ Part 2: Flow $L \div K$ $Q \div P \; x$ Part 2: Flow $V \div U x$ L-N Workforce Workforce E - H Flow Data K x G ÷ 100 Flow Data P x F ÷ 100 Q - S Flow Data U x F ÷ 100 V - X Workforce :Data sources Data Analysis Data Analysis Data Analysis x 100 x 100 x 100 $\div 100$ Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All All All All (EEOG) Employees Employees Representation Availability EE Result Employees Actual Difference Difference Employees Gap Expected Actual Expected Actual Expected Difference % % % % # % # Ħ # # % # # Administrative & 2015 0 0.0 12.2 0.0 Senior Clerical 2017 0 0.0 12.2 0.0 0.0 0 0.0 0.0 2015 0.0 Skilled Sales & 0 0.0 0.0 Service Personnel 2017 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 2015 13 7.7 19.5 -2 39.4 Skilled Crafts & 1 Trades Workers 2017 11 9.1 19.5 -1 46.6 0.0 0 0.0 0.0 2015 29 6 20.7 27.1 -2 76.3 10 Clerical Personnel 2017 2 14 14.3 31.4 -2 45.5 0 0.0 0.0 13 30.8 0 24 0.0 21.1 0.0 Intermediate Sales & 2015 0 Service Personnel 2017 16 0 0.0 19.0 -3 0.0 0 0.0 0 0.0 0 0.0 20 2015 65 17 26.2 30.0 87.2 Semi-Skilled Manual Workers 13 31.3 2017 44 29.5 14 94.4 50.0 0 0.0 18 22.2 Part 2: Part 2: Flow $E \div D \; x$ Part 3 $E \div G \; x$ Part 3: Part 3: F ÷ I x 100 Part 3: Goals ÷ M x 100 Data sources Flow Data Data Analysis 100 100 Goals Goals 100 Goals Analysis 1 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals Employment Equity Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments (EEOG) Percent o Percent of Percent o Percent of Employees Actual Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % Administrative & 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 2020 0 0.0 0.1 0.0 0.1 0.0 Skilled Sales & 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2020 0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 2017 0 0.0 0.0 19.5 0.0 0.0 19.5 0.0 Trades Workers 2020 0 0.0 0.2 0.0 0.2 0.0 40.0 27.1 147.6 27.1 2017 -10 -4 0.0 0.0 147.6 10 | Clerical Personnel 12738.9 2020 -10 -4 40.0 0.3 0.3 12738.9 Intermediate Sales & 2017 -7 0 0.0 0.0 21.1 0.0 0.0 21.1 0.0 Service Personnel 2020 0 0.0 0.2 0.0 0.2 0.0 -3 18.8 30.0 62.5 30.0 Semi-Skilled Manual 2017 -16 0.0 0.0 62.5 Workers 2020 -16 -3 18.8 0.3 5990.4 0.3 5990.4

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Fed	ral Contractors Program Achievement Report
	Part 8: Reasonable Efforts
	St. Joseph Print Group Inc.
	[Date: 2017-12-31]

Efforts

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

Rea	mired	measures:
1104	uncu	measures.

equity.

Requi	red measures:
√	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
✓	Provided a self-identification questionnaire to employees who wished to change information previously submitted and to those who requested it, and adjusted survey results accordingly.
√	Adjusted survey results to reflect hires, promotions and terminations.
✓	Updated the workforce analysis to reflect new hires, promotions and terminations; any changes employees made to their self-identification questionnaires; and any revisions made to the availability estimates.
✓	Adjusted the availability estimates to reflect major changes in the workforce (e.g., changes in geographic recruitment areas, addition of new occupational groups or changes in the composition of occupational groups).
✓	Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
√	Ensured that any new gaps identified are addressed accordingly.
✓	Maintained appropriate records in all required areas.
Other	measures:
√	Reviewed employment systems, policies and practices to ensure that they do not result in barriers to employment of designated group members, monitored their implementation and adjusted as appropriate.
	Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
√	Ensured ongoing senior-level support for employment equity and its implementation.
	Established accountability mechanisms to ensure that the short-term goals would be met.
	Communicated the goals to relevant managers as well as monitored and recorded the results.
√	Devoted adequate resources (financial and human) to ensure that the short-term goals would be met.
	Consulted employee/union representatives on communication and implementation of employment

	equity, the steps taken to implement it and the progress made in its implementation.
	Put in place a strategy to ensure a barrier-free workplace.
	Undertook initiatives to increase representation where gaps in representation were found.
√	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
	Other (please describe):
Oper	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ration's activities during the period between the first/previous and subsequent/current compliance nent.
	Impact of economic and industrial conditions on the organization.
	Any reorganization or other corporate structural changes.
	Acquisitions, mergers or transfers of employees.
	Significant layoffs (include the number of employees affected and the occupational groups of those employees).

	Strikes (include dates, the number of employees affected and the occupational groups of those employees).
	Other.
Addit	tional Details
Please p	provide any additional information (optional):

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: St. Joseph Print Group Inc.

Primary Location: Concord, Ontario

Number of Employees (Permanent Full-time / Part-time): 154

Ontario – 145 Quebec – 6 Nova Scotia – 3

Organization Overview:

NAICS: 3231 – Printing and Related Support Activities

St. Joseph Print Group Inc. is a private printing company in Canada. They provide services

both in print and digital mode.

Key Dates – First Year Assessment

Initiated: 2015-02-06 Received: 2015-07-15 Closed: 2015-11-17 Workforce 2015-06-30

Analysis:

Key Dates – Subsequent Assessment

Initiated: 2017-11-08 Received: 2018-01-17 Workforce 2018-01-16

Analysis:

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:

 \boxtimes Yes \square No

Comments:

• There exist minor discrepancies in the dates on the reports that were provided. The date on the Workforce Analysis – Summary Report (2018-01-16) and the reporting period on Forms 1-6 were from 2014-01-01 (contract was awarded on 2013-12-20) to 2017-12-31. Even though the reports were run on different dates, the data from the current workforce analysis included in the Achievement Table is consistent with that found in Forms 1 to 6 from WEIMS.

I have verified that the data provided in the Achievement Report is consistent with	that fo	ound
in Forms 1 to 6:		

⊠ Yes □ No

Comments: For the previous assessment, many gaps were found in different EEOG's with regards to all designated groups. The company has set long and short term goal as per the labour market availability for all occupational groups in its workforce. All goals were set in percentage format.

ASSESSMENT OF REASONABLE PROGRESS

Women

01	Senior Managers	Goal not met (0.0% achieved)
02	Middle & other Managers	Goal not met (0.0% achieved)
03	Professionals	Goal met (269.5% achieved)
06	Supervisors: Crafts & Trades	Goal met (284.11% achieved)
09	Skilled Crafts & Trades Workers	Goal not met (11.7% achieved)
10	Clerical Personnel	No goal was set

Assessment/Observations

- EEOG 1 the organization had no new entrants. The market availability was 27.4%. The organization did not meet the goal.
- EEOG 2 the organization had no new entrants. The market availability was 38.9%. The organization did not meet the goal.
- EEOG 3 the organization had 2 new entrants and both were women. The company met the goal which was set as 37.1% as per the market availability. The organisation eliminated the gap in 2017.
- EEOG 06 the organization had 2 new entrants and both were women. The organisation met the goal which was set as 35.2% as per the market availability.
- EEOG 09 the organization had no new entrants. The market availability was 11.7%. The organization did not meet the goal.
- EEOG 10 the organization had 4 new entrants and 2 were women. The representation was 51.7 % and no goal was set.

EEOG 11 - the organization had 1 new entrant. The representation was 54.2 % and no goal was set.

Aboriginal Peoples

11	Intermediate Sales & Service Personnel	Goal not met (0.0% achieved)
12	Semi-Skilled Manual Workers	Goal not met (0.0% achieved)

Assessment/Observations

- EEOG 11 the organization had 1 new entrant and they were not an Aboriginal person. The market availability is 2.6%. The organization did not meet the goal.
- EEOG 12 the organization had 2 new entrants and neither was an Aboriginal person. The market availability is 2.4%. The organization did not meet the goal.

Person with Disabilities

1/2	Managers	Goal not met (0.0% achieved)
06	Supervisors: Crafts & Trades	Goal not met (0.0% achieved)
09	Skilled Craft & Trades Workers	No goal was set
10	Clerical	Goal not met (0.0% achieved)
11	Intermediate Sales & Service Personnel	Goal not met (0.0% achieved)
12	Semi-Skilled Manual Workers	Goal not met (0.0% achieved)
14	Other Manual Workers	Goal not met (0.0% achieved)

Assessment/Observations

- EEOG 1/2 the organization had no new entrants. The market availability is 3.8%. The organization did not meet the goal.
- EEOG 06 the organization had 1 new entrant and they were not a person with disabilities. The market availability is 3.4%. The organization did not meet the goal.
- EEOG 09 the organization had no new entrants. The market availability is 7.0%. Reasonable effort could not be assessed as no goal was set for this EEOG.
- EEOG 10 the organization had 4 new entrants and none were persons with disabilities. The market availability is 5.6%. The organization did not meet the goal.
- EEOG 11 the organization had 1 new entrant and they were not a person with disabilities. The market availability is 4.8%. The organization did not meet the goal.

- EEOG 12 the organization had 2 new entrants and none were persons with disabilities. The market availability is 6.3%. The organization did not meet the goal.
- EEOG 14 the organization had no new entrants. The market availability is 5.4%. The organization did not meet the goal.

Members of Visible Minorities

02	Middle & other Managers	Goal not met (0.0% achieved)
03	Professionals	Goal met (359.7% achieved)
06	Supervisors: Crafts & Trades	Goal not met (0.0% achieved)

Assessment/Observations

- EEOG 2 the organization had no new entrants. The market availability is 15.0%. The organization did not meet the goal.
- EEOG 3 the organization had 2 new entrants and both members of visible minorities. The organisation met the goal.
- EEOG 6 the organization had 1 new entrant and that was not from this designated group. The market availability is 18.2%. The organization did not meet the goal.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
 - This assessment covers the data from 2014-01-01 to 2017-12-31. During their initial assessment, the organization had set 16 short term goals and met 3 of them. No goals were set for EEOG 10 (Women) and EEOG 9 (Persons with Disabilities).
 - Although the data indicates that progress was not made in all areas, the organization has explained that they have tried all that might reasonably be expected to increase representation, taking into account resource and constraints.

ASSESSMENT OF GOALS

Short-term goals

- All short-term goals are set in percentages.
- All short term goals are set as per market availability, unless indicated otherwise.

Women

- EEOG 01 a short term goal has been set to 27.4%.
- EEOG 02 a short term goal has been set to 38.9%.
- EEOG 06 a short term goal has been set to 34.5 %.
- EEOG 11 a short term goal has been set to 50.0 % whereas the market availability is 62.8%. As per the Employer guide, there cannot be more than 50% representation of women for any given EEOG.
- EEOG 13 a short term goal has been set to 50.0 % whereas the market availability is 55.5%. As per the Employer guide, there cannot be more than 50% representation of women for any given EEOG.

Aboriginal Persons

• EEOG 12 - a short term goal has been set to 2.3%.

Persons with Disabilities

- EEOG 1/2 a short term goal has been set to 4.3%.
- EEOG 6 a short term goal has been set to 7.9%.
- EEOG 10 a short term goal has been set to 7.0%.
- EEOG 11 a short term goal has been set to 5.6%.
- EEOG 14 a short term goal has been set to 5.3%.

Members of Visible Minorities

- EEOG 2 a short term goal has been set to 15.0%.
- EEOG 6 a short term goal has been set to 17.8%.
- EEOG 9 a short term goal has been set to 19.5%.
- EEOG 10 a short term goal has been set to 31.4%.
- EEOG 11 a short term goal has been set to 19.0%.
- EEOG 12 a short term goal has been set to 31.3%.

Long-term goals

 \times A long-term goal has been set for every gap uncovered by the most recent workforce analysis.

Assessment/Observations

All long-term goals have been set as per market availability and are projected in percentage.

RECOMMENDATION

I recommend that the employer be found:				
oxtimes in compliance	\square in non-compliance			

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

- St. Joseph Print Group Inc. has established hiring and promotion goals for all occupational groups in its workforce that are equal to the respective labour market availability in each group. This is a great step to ensure gaps are closed and representation levels are maintained in areas where equitable representation levels have been achieved. In the case of women, we would not encourage setting goals beyond 50%, regardless of the labour market availability for any particular occupational group. This will ensure that women are not clustered in specific occupations within the workforce and that these occupations are welcoming of all genders.
- Given that St. Joseph Print Group Inc. has a number of gaps in each designated group; it may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of these designated groups.

Name of Analyst: Neena Sharan
Date: June 20, 2018



Nyirasafari, Ange AN [NC]

From: Sharan, Neena N [NC] on behalf of EE-EME

Sent: September 20, 2018 2:27 PM

To: 'pierre.ness@stjoseph.com'; 'robert.lachaine@stjoseph.com'; 'Carol Gagnon' **Subject:** Government of Canada Agreement Number: 050479 – Notification of Compliance

with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Pierre Nessrallah:

I am writing to inform you that the subsequent compliance assessment initiated on December 20, 2017 has been completed. As a result of the assessment, St. Joseph Print Group Inc. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the *Employment Equity Act*.

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

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

- St. Joseph Print Group Inc. has established hiring and promotion goals for all occupational groups in its workforce that are equal to the respective labour market availability in each group. This is a great step to ensure gaps are closed and representation levels are maintained in areas where equitable representation levels have been achieved. In the case of women, we would not encourage setting goals beyond 50%, regardless of the labour market availability for any particular occupational group. This will ensure that women are not clustered in specific occupations within the workforce and that these occupations are welcoming of all genders.
- Given that St. Joseph Print Group Inc. has a number of gaps in each designated group, it may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of these designated groups.

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 December 20, 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, St. Joseph Print Group Inc. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

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

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

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

Sincerely,

Workplace Equity Team

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



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



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