



s.19(1)

s.24(1)

Labour Program
Federal Contractors Program

Agreement to Implement Employment Equity

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization St. Joseph Print Group Inc.	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° 3231 Printing & Related Support Activities	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 320 To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02l-eng.htm

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

HEAD OFFICE			
Address (building number, street, suite, etc.) 1165 Kenaston St.	City Ottawa	Province Ontario	Postal Code K1G 6S1
	Telephone Number 613-740-3234	Fax Number 613-740-3191	

EMPLOYMENT EQUITY CONTACT	
Name (print) Kathy Chretien	Title Manager, HR
Telephone Number 613-740-3234	E-mail Address kchretien@sjpg.com

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

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) Pierre Nesslerallah	Title Vice President & General Manager
Telephone Number 6 [REDACTED]	E-mail Address pierre.ness@stjoseph.com
Signature [REDACTED]	Date Mar/10/14

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



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				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	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 in Canada				154	Kingston	2	0	0	2
					Ottawa - Gatineau	90	0	0	90
					London	3	0	0	3
					Ont. less CMAs	3	0	0	3
					Total Employees in Canada				154



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

Form 2 A

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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	2								1	1	
	Total	2	2								1	1	
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	19	13	6	1	1					2	1	1
	Total	19	13	6	1	1					2	1	1
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	5	2	3							2		2
	Total	5	2	3							2		2
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	7	5	2				1		1	3	2	1
	Total	7	5	2				1		1	3	2	1

St. Joseph Print Group Inc. (certificate # 050479)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / Ontario
 Reporting Period 2014-01-01 to 2017-12-31

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



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 Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	11	4	7									
	Total	11	4	7									
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	41	29	12				1		1	13	11	2
	Total	41	29	12				1		1	13	11	2
Other Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	2								2	2	
	Total	2	2								2	2	
Other Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	17	5	12							12	3	9
	Total	17	5	12							12	3	9



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 Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total Number of Employees		145	89	56	2	2		2		2	39	23	16



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

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

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



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



St. Joseph Print Group Inc. (certificate # 050479)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Ontario
Reporting Period 2014-01-01 to 2017-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	145	89	56	2	2		2		2	39	23	16
Total Number of Employees	145	89	56	2	2		2		2	39	23	16



St. Joseph Print Group Inc. (certificate # 050479)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Québec
Reporting Period 2014-01-01 to 2017-12-31

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



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

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



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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Ontario

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
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	



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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Nova Scotia

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Clerical Personnel	1	1										
Intermediate Sales and Service Personnel	1	1										
Total Number of Employees Hired	2	2										



St. Joseph Print Group Inc. (certificate # 050479)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Ontario
Reporting Period 2014-01-01 to 2017-12-31

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

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

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Ontario

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	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



St. Joseph Print Group Inc. (certificate # 050479)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
 Full-Time / Nova Scotia
 Reporting Period 2014-01-01 to 2017-12-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Clerical Personnel	1	1										
Semi-Skilled Manual Workers	1											
Total Number of Employees Terminated	2	2										



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

Workforce Analysis - Summary Report

Date: 2018-01-16

Women

Employment Equity Occupational Group	Women					
	All Employees #	Representation		Availability		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

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-01-16

Aboriginal Peoples

Employment Equity Occupational Group	All Employees		Aboriginal Peoples			
	#	Representation %	Availability %	Availability #	Gap #	
01 : Senior Managers	2	0.0 %	2.9 %	0	0	
02 : Middle and Other Managers	19	5.3 %	2.2 %	0	1	
03 : Professionals	5	0.0 %	1.3 %	0	0	
04 : Semi-Professionals and Technicians	7	0.0 %	1.0 %	0	0	
06 : Supervisors: Crafts and Trades	16	0.0 %	1.4 %	0	0	
07 : Administrative and Senior Clerical Personnel	1	0.0 %	3.2 %	0	0	
09 : Skilled Crafts and Trades Workers	11	9.1 %	2.6 %	0	1	
10 : Clerical Personnel	14	0.0 %	1.7 %	0	0	
11 : Intermediate Sales and Service Personnel	16	0.0 %	2.6 %	0	0	
12 : Semi-Skilled Manual Workers	44	0.0 %	2.3 %	1	-1	
13 : Other Sales and Service Personnel	2	0.0 %	0.8 %	0	0	
14 : Other Manual Workers	17	0.0 %	1.7 %	0	0	
Total	154	1.3 %	2.0 %	1	1	

Total may not equal sum of components due to rounding.



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

Workforce Analysis - Summary Report

Date: 2018-01-16

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		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

Total may not equal sum of components due to rounding.

Workplace Equity Information Management System - St. Joseph Print Group Inc.
Workforce Analysis - Summary Report
 Date: 2018-01-16

Employment Equity Occupational Group	All Employees		Persons with Disabilities		Persons with Disabilities		Gap #
	#	%	#	%	Availability #	Gap #	
01/02 : Managers	21	0.0 %	0	4.3 %	1	-1	
03 : Professionals	5	0.0 %	0	3.8 %	0	0	
04 : Semi-Professionals and Technicians	7	14.3 %	1	4.6 %	0	1	
06 : Supervisors: Crafts and Trades	16	0.0 %	0	7.8 %	1	-1	
07 : Administrative and Senior Clerical Personnel	1	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 %	1	-1	
11 : Intermediate Sales and Service Personnel	16	0.0 %	0	5.6 %	1	-1	
12 : Semi-Skilled Manual Workers	44	4.5 %	2	4.8 %	2	0	
13 : Other Sales and Service Personnel	2	0.0 %	0	6.3 %	0	0	
14 : Other Manual Workers	17	0.0 %	0	5.3 %	1	-1	
Total	154	1.9 %	3	5.3 %	7	-4	

Total may not equal sum of components due to rounding.



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



Workforce Analysis - Summary Report

Date: 2018-01-16

WFA Defaults - Persons with Disabilities

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

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 First/Previous Workforce Analysis		
YYYY	MM	DD
2015	06	30

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2017	12	31

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			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

Table 5: Women

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		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
Total		154	59	33.3

* Source:

* Source:

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 First/Previous Workforce Analysis		
YYYY	MM	DD
2015	06	30

Data from Subsequent/Current Workforce Analysis

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2017	12	31

Employment Equity Occupational Group (EEOG)

	Table 2: Aboriginal Peoples		
	All Employees	Aboriginal Peoples	
		Representation	Availability*
#	#	%	%
01 Senior Managers	2	0	2.90
02 Middle & Other Managers	27	1	2.20
03 Professionals	11	0	1.30
04 Semi-Professionals & Technicians	9	0	1.20
05 Supervisors	0	0	0.00
06 Supervisors: Crafts & Trades	23	0	1.40
07 Administrative & Senior Clerical Personnel	1	0	3.20
08 Skilled Sales & Service Personnel	0	0	0.00
09 Skilled Crafts & Trades Workers	13	1	2.60
10 Clerical Personnel	29	1	2.00
11 Intermediate Sales & Service Personnel	24	0	2.60
12 Semi-Skilled Manual Workers	65	0	2.40
13 Other Sales & Service Personnel	4	0	1.90
14 Other Manual Workers	24	0	2.00
Total	232	3	2.1

	Table 6: Aboriginal Peoples		
	All Employees	Aboriginal Peoples	
		Representation	Availability*
#	#	%	%
2	0	2.9	
19	1	2.2	
5	0	1.3	
7	0	1.0	
0	0	0.0	
16	0	1.4	
1	0	3.2	
0	0	0.0	
11	1	2.6	
14	0	1.7	
16	0	2.6	
44	0	2.3	
2	0	0.8	
17	0	1.7	
154	2	2.0	

* Source: 0

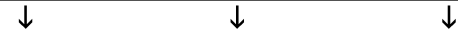
* Source: 0

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

Data from First/Previous Workforce Analysis
--



Data from Subsequent/Current Workforce Analysis
--



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	06	30

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2017	12	31

Employment Equity Occupational Group (EEOG)		Table 3: Members of Visible Minorities		
		First/Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
			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		
		All Employees	Members of Visible Minorities	
			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

* Source:
0

* Source:
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

↓ ↓ ↓ ↓

Data from First/Previous Workforce Analysis			
YYYY	MM	DD	
2015	06	30	

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis			
YYYY	MM	DD	
2017	12	31	

Employment Equity Occupational Group (EEOG)

Table 4: Persons with Disabilities

	First/Previous Workforce Analysis			Availability*
	All Employees	Persons with Disabilities		
		Representation	#	
01/02	Managers	29	0	4.30
03	Professionals	11	1	3.80
04	Semi-Professionals & Technicians	9	1	4.60
05	Supervisors	0	0	0.00
06	Supervisors: Crafts & Trades	23	0	7.80
07	Administrative & Senior Clerical Personnel	1	0	3.40
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	13	0	3.80
10	Clerical Personnel	29	0	7.00
11	Intermediate Sales & Service Personnel	24	0	5.60
12	Semi-Skilled Manual Workers	65	2	4.80
13	Other Sales & Service Personnel	4	0	6.30
14	Other Manual Workers	24	0	5.30
Total		232	4	5.4

Table 8: Persons with Disabilities

	Subsequent/Current Workforce Analysis			Availability*
	All Employees	Persons with Disabilities		
		Representation	#	
		21	0	4.3
		5	0	3.8
		7	1	4.6
		0	0	0.0
		16	0	7.9
		1	0	3.4
		0	0	0.0
		11	0	3.8
		14	0	7.0
		16	0	5.6
		44	2	4.8
		2	0	6.3
		17	0	5.3
		154	3	5.3

* Source:

* Source:

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

St. Joseph Print Group Inc.

[Date: 2017-12-31]

009012

Start Date of Flow Data			
YYYY	MM	DD	

End Date of Flow Data			
YYYY	MM	DD	

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 1: Women			
	Full-time / National		Part-time / National	
	All Employees Hired #	Women Hired #	All Employees Hired #	Women 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	1	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	1	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	5	2	0	0

Employment Equity Occupational Group (EEOG)	Table 5: Women			
	Full-time / National		Part-time / National	
	All Employees Promoted #	Women Promoted #	All Employees Promoted #	Women Promoted #
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	2	2	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	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	1	1	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	3	3	0	0

Employment Equity Occupational Group (EEOG)	Table 9: Women			
	Full-time / National		Part-time / National	
	All Employees Terminated #	Women Terminated #	All Employees Terminated #	Women Terminated #
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	7	2	0	0
03 Professionals	5	0	0	0
04 Semi-Professionals & Technicians	1	1	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	7	3	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	2	0	0	0
10 Clerical Personnel	13	5	0	0
11 Intermediate Sales & Service Personnel	7	3	0	0
12 Semi-Skilled Manual Workers	18	8	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	6	2	0	0
Total	66	24	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

St. Joseph Print Group Inc.

[Date: 2017-12-31]

Start Date of Flow Data		
YYYY	MM	DD
0	0	0

End Date of Flow Data		
YYYY	MM	DD
0	0	0

Data from Form 4 - Employees Hired

↓ ↓ ↓ ↓

Table 2: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
01 Senior Managers	0	0	0	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	5	0	0	0

Data from Form 5 - Employees Promoted

↓ ↓ ↓ ↓

Table 6: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	2	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	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	1	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	3	0	0	0

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	7	0	0	0
03 Professionals	5	0	0	0
04 Semi-Professionals & Technicians	1	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	7	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	2	0	0	0
10 Clerical Personnel	13	1	0	0
11 Intermediate Sales & Service Personnel	7	0	0	0
12 Semi-Skilled Manual Workers	18	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	6	0	0	0
Total	66	1	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

St. Joseph Print Group Inc.

[Date: 2017-12-31]

Start Date of Flow Data			
YYYY	MM	DD	
0	0	0	

End Date of Flow Data			
YYYY	MM	DD	
0	0	0	

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	0	0	0	0	2	0	0	0	5	1	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	1	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	1	0	0	0	0	0	0	0	7	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	2	0	0	0
10 Clerical Personnel	2	0	0	0	1	0	0	0	13	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	7	0	0	0
12 Semi-Skilled Manual Workers	2	0	0	0	0	0	0	0	18	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	6	0	0	0
Total	5	0	0	0	3	0	0	0	66	1	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

St. Joseph Print Group Inc.

[Date: 2017-12-31]

Start Date of Flow Data		
YYYY	MM	DD
0	0	0

End Date of Flow Data		
YYYY	MM	DD
0	0	0

Data from Form 4 - Employees Hired

↓ ↓ ↓ ↓

Data from Form 5 - Employees Promoted

↓ ↓ ↓ ↓

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

Table 4: Members of Visible Minorities

Table 8: Members of Visible Minorities

Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	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
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	2	0	0

Full-time / National		Part-time / National	
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
0	0	0	0
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

**Federal Contractors Program Achievement Report
Part 3: Goals**

St. Joseph Print Group Inc.

[Date: 2017-12-31]

009016

Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
		From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [†]	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x O)	K + C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 1: Women

Employment Equity Occupational Group (EEOG)	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			Actual	Projected	Over 3 Years		From - To	2015						2018
		%	%	%	%	%	%			%	%	%		#	%						#
01 Senior Managers	2	0.0%	0	0	0.0%	0	0	0	0.0%	0	0	1	0	0	27.4%	-1	-1	0.0%	0.0%		
02 Middle & Other Managers	27	-11.1%	0	0	30.4%	0	0	0.0%	8	0.0%	0	3	0	0	38.9%	-3	-3	29.6%	29.6%		
03 Professionals	11	-23.1%	0	0	62.5%	0	0	0.0%	3	0.0%	0	1	0	0	37.1%	-1	-1	27.3%	27.3%		
04 Semi-Professionals & Tech	9	-8.0%	0	0	12.5%	0	0	0.0%	3	0.0%	0	0	0	0	29.5%	0	0	33.3%	33.3%		
05 Supervisors	0	0.0%	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	23	-11.4%	0	0	35.9%	0	0	0.0%	6	0.0%	0	2	0	0	35.2%	-2	-2	26.1%	26.1%		
07 Administrative & Sr Clerical	1	0.0%	0	0	0.0%	0	0	0.0%	1	0.0%	0	0	0	0	77.2%	0	0	100.0%	100.0%		
08 Skilled Crafts & Trades	0	0.0%	0	0	0.0%	0	0	0.0%	1	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
09 Clerical Personnel	13	-5.4%	0	0	16.7%	0	0	0.0%	1	0.0%	0	1	0	0	11.7%	-1	-1	7.7%	7.7%		
10 Clerical Personnel	29	-21.6%	0	0	60.5%	0	0	0.0%	15	0.0%	0	4	0	0	65.7%	-4	-4	51.7%	51.7%		
11 Intermediate Sales & Service	24	-12.6%	0	0	35.0%	0	0	0.0%	13	0.0%	0	2	0	0	62.5%	-2	-2	54.2%	54.2%		
12 Semi-Skilled Manual	65	-12.2%	0	0	33.0%	0	0	0.0%	22	0.0%	0	-11	0	0	17.0%	11	11	33.8%	33.8%		
13 Other Sales & Service	4	-20.6%	0	0	0.0%	0	0	0.0%	0	0.0%	0	2	0	0	52.7%	-2	-2	0.0%	0.0%		
14 Other Manual Workers	24	-10.9%	0	0	29.3%	0	0	0.0%	15	0.0%	0	-10	0	0	20.0%	10	10	62.5%	62.5%		
Total	232	-12.8%	0	0	34.2%	0	0	0.0%	87	0.0%	0	-7	0	0	34.6%	7	7	37.5%	37.5%		

† 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 2: Women

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

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		0		0	

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

009018

Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
		From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [†]	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x O)	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 3: Aboriginal Peoples First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			Actual	Projected	Over 3 Years		From - To	2015						2018
		2015-06-30	2015-06-30	%	2015-06-30	2015-06-30	%			2015-06-30	2015-06-30	%		From - To	2015						2018
01 Senior Managers	2	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0	2.9%	0	0	0.0%	0.0%	
02 Middle & Other Managers	27	-11.1%	0	0	0.0%	0	0	1	0.0%	0	0	0	0	0	0	2.2%	0	0	3.7%	3.7%	
03 Professionals	11	-23.1%	0	0	0.0%	0	0	0	0.0%	0	0	0	0	0	0	1.3%	0	0	0.0%	0.0%	
04 Semi-Professionals & Tech	9	-8.0%	0	0	0.0%	0	0	0	0.0%	0	0	0	0	0	0	1.2%	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%	0	0	#DIV/0!	0.0%	
06 Supervisors: Crafts & Trades	23	-11.4%	0	0	0.0%	0	0	0	0.0%	0	0	0	0	0	0	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	0	0	0	0	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%	0	0	#DIV/0!	0.0%	
09 Skilled Crafts & Trades	13	-5.4%	0	0	0.0%	0	0	0	0.0%	0	0	0	0	0	0	2.6%	0	0	7.7%	7.7%	
10 Clerical Personnel	29	-21.6%	0	0	0.0%	0	0	0	0.0%	0	0	0	0	0	0	2.0%	0	0	3.4%	3.4%	
11 Intermediate Sales & Service	24	-12.6%	0	0	0.0%	0	0	0	0.0%	0	0	0	1	0	0	2.6%	-1	-1	0.0%	0.0%	
12 Semi-Skilled Manual	65	-12.2%	0	0	0.0%	0	0	0	0.0%	0	0	0	2	0	0	2.4%	-2	-2	0.0%	0.0%	
13 Other Sales & Service	4	-20.6%	0	0	0.0%	0	0	0	0.0%	0	0	0	0	0	0	1.9%	0	0	0.0%	0.0%	
14 Other Manual Workers	24	-10.9%	0	0	0.0%	0	0	0	0.0%	0	0	0	0	0	0	2.0%	0	0	0.0%	0.0%	
Total	232	-12.8%	0	0	0.0%	0	0	0	3	0.0%	0	0	2	0	0	2.1%	-2	-2	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 4: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Short-term Goals		Long-term Goals		Comments
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	2.6	0	2.6	
12 Semi-Skilled Manual	0	2.4	0	2.4	
13 Other Sales & Service	0	0.0	0	0.0	

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I4	Other Manual Workers	0	0.0	0	0.0
Total		0		0	

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St. Joseph Print Group Inc.

[Date: 2017-12-31]

Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)		All Employees										Persons with Disabilities										
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years		From - To	2015					
		2015-06-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-06-30	Annually	Over 3 Years	Annually	Over 3 Years	2015	2018	%	#	#	%	%		
		#	%	%	#	%	%	#	#	%	#	%	#	%	#	%	%	#	#	%	%	
01/02	Managers	29	-5.5%		0	15.2%		0	0	0	0.0%	0	1	0		3.8%	-1	-1	0.0%	0.0%		
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		7.8%	0	0	#DIV/0!	#DIV/0!		
06	Supervisors: Crafts & Trades	23	-11.4%		0	35.9%		0	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%		
08	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		3.8%	0	0	#DIV/0!	#DIV/0!		
09	Skilled Crafts & Trades	13	-5.4%		0	16.7%		0	0	0	0.0%	0	1	0		7.0%	-1	-1	0.0%	0.0%		
10	Clerical Personnel	29	-21.6%		0	60.5%		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%	0	1	0		4.8%	-1	-1	0.0%	0.0%		
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	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%	0	1	0		5.4%	-1	-1	0.0%	0.0%		
Total		232	-12.8%		0	34.2%		0	0	4	0.0%	0	#REF!	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 + 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 6: Persons with Disabilities

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

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St. Joseph Print Group Inc.

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[Date: 2017-12-31]

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Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
		From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [†]	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x O)	K + C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 7: Members of Visible Minorities

Occupational Group (EOG)	All Employees										Members of Visible Minorities														
	Number		Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years		Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years		3 Year Goals		Present Availability		Present Gap		Present Representation		Projected Representation in 3 Years		
	XXXX-M0-M0	2015-06-30	Actual Annually	Projected Annually	Actual Annually	Projected Annually	Over 3 Years	Over 3 Years	XXXX-M0-M0	2015-06-30	Actual Annually	Projected Annually	Over 3 Years	Over 3 Years	From - YYYY - YYYY	To YYYY - YYYY	2015	2018	%	#	%	#	%	#	%
01 Senior Managers	2	0.0%	0	0	0.0%	0	0	1	0.0%	0	0	0	-1	0	0	0	0	10.1%	1	1	50.0%	1	50.0%	50.0%	50.0%
02 Middle & Other Managers	27	-11.1%	0	0	30.4%	0	0	2	0.0%	0	0	0	2	0	0	0	0	15.0%	-2	-2	7.4%	-2	7.4%	7.4%	7.4%
03 Professionals	11	-23.1%	0	0	62.5%	0	0	2	0.0%	0	0	0	1	0	0	0	0	27.8%	-1	-1	18.2%	-1	18.2%	18.2%	18.2%
04 Semi-Professionals & Tech	9	-8.0%	0	0	12.5%	0	0	4	0.0%	0	0	0	-2	0	0	0	0	27.6%	2	2	44.4%	2	44.4%	44.4%	44.4%
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%
06 Supervisors: Crafts & Trades	23	-11.4%	0	0	35.9%	0	0	1	0.0%	0	0	0	3	0	0	0	0	18.2%	-3	-3	4.3%	-3	4.3%	4.3%	4.3%
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%
08 Skilled Crafts & Trades	13	-5.4%	0	0	16.7%	0	0	1	0.0%	0	0	0	2	0	0	0	0	19.5%	0	0	7.7%	0	7.7%	7.7%	7.7%
09 Clerical Personnel	29	-21.6%	0	0	60.5%	0	0	6	0.0%	0	0	0	2	0	0	0	0	27.1%	-2	-2	20.7%	-2	20.7%	20.7%	20.7%
10 Intermediate Sales & Service	24	-12.6%	0	0	35.0%	0	0	0	0.0%	0	0	0	5	0	0	0	0	21.1%	0	-5	0.0%	-5	0.0%	0.0%	0.0%
11 Semi-Skilled Manual	65	-12.2%	0	0	33.0%	0	0	17	0.0%	0	0	0	3	0	0	0	0	30.0%	-3	-3	26.2%	-3	26.2%	26.2%	26.2%
12 Other Sales & Service	4	-20.6%	0	0	0.0%	0	0	3	0.0%	0	0	0	-1	0	0	0	0	39.0%	0	1	75.0%	1	75.0%	75.0%	75.0%
13 Other Manual Workers	24	-10.9%	0	0	29.3%	0	0	14	0.0%	0	0	0	-7	0	0	0	0	29.4%	7	7	58.3%	7	58.3%	58.3%	58.3%
14 Total	232	-12.8%	0	0	34.2%	0	0	51	0.0%	0	0	0	7	0	0	0	0	24.9%	-7	-7	22.0%	-7	22.0%	22.0%	22.0%

† 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 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities		Comments
	Short-term Goals	Long-term Goals	
	#	%	
01 Senior Managers	0	0.0	0
02 Middle & Other Managers	0	15.0	0
03 Professionals	0	27.8	0
04 Semi-Professionals & Tech	0	0.0	0
05 Supervisors	0	0.0	0
06 Supervisors: Crafts & Trades	0	18.2	0
07 Administrative & Sr Clerical	0	0.0	0
08 Skilled Sales & Service	0	0.0	0
09 Skilled Crafts & Trades	0	19.5	0
10 Clerical Personnel	0	27.1	0
11 Intermediate Sales & Service	0	21.1	0
12 Semi-Skilled Manual	0	30.0	0
13 Other Sales & Service	0	0.0	0

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14	Other Manual Workers	0	0.0	0	0.0
Total		0		0	

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009024

Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
		From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [†]	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x O)	K + C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 9: Women

Occupational Group (EOG)	All Employees										Subsequent/Current Short-term Goals										Women			
	Number		Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years		Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years		3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years			
	2017-12-31	#	Actual Annually	Projected Annually	Actual Annually	Projected Annually	Over 3 Years	#	2017-12-31	#	Actual Annually	Projected Annually	Over 3 Years	#	2017	2020								
01 Senior Managers	2	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	1	0	27.4%	27.4%	-1	-1	0.0%	0.0%					
02 Middle & Other Managers	19	-11.1%	0	0	0.0%	0	0	0	6	0.0%	0	1	0	38.9%	38.9%	-1	-1	31.6%	31.6%					
03 Professionals	5	-23.1%	0	0	0.0%	0	0	0	3	0.0%	0	-1	0	38.8%	38.8%	1	1	60.0%	60.0%					
04 Semi-Professionals & Tech	7	-8.0%	0	0	0.0%	0	0	0	2	0.0%	0	0	0	28.0%	28.0%	0	0	28.6%	28.6%					
05 Supervisors	0	0.0%	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	0	0.0%	0	0	0	3	0.0%	0	3	0	34.5%	34.5%	-3	-3	18.8%	18.8%					
07 Administrative & Sr Clerical	1	0.0%	0	0	0.0%	0	0	0	1	0.0%	0	0	0	77.2%	77.2%	0	0	100.0%	100.0%					
08 Skilled Sales & Service	0	0.0%	0	0	0.0%	0	0	0	1	0.0%	0	0	0	11.7%	11.7%	0	0	#DIV/0!	#DIV/0!					
09 Skilled Crafts & Trades	11	-5.4%	0	0	0.0%	0	0	0	1	0.0%	0	0	0	65.5%	65.5%	0	0	64.3%	64.3%					
10 Clerical Personnel	14	-21.6%	0	0	0.0%	0	0	0	9	0.0%	0	0	0	62.8%	62.8%	-1	-1	56.3%	56.3%					
11 Intermediate Sales & Service	16	-12.6%	0	0	0.0%	0	0	0	9	0.0%	0	1	0	17.3%	17.3%	5	5	29.5%	29.5%					
12 Semi-Skilled Manual	44	-12.2%	0	0	0.0%	0	0	0	13	0.0%	0	1	0	55.5%	55.5%	-1	-1	0.0%	0.0%					
13 Other Sales & Service	2	-20.6%	0	0	0.0%	0	0	0	12	0.0%	0	-8	0	23.0%	23.0%	8	8	70.6%	70.6%					
14 Other Manual Workers	17	-10.9%	0	0	0.0%	0	0	0	59	0.0%	0	-8	0	33.3%	33.3%	8	8	38.3%	38.3%					
Total	154	-12.8%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	33.3%	33.3%	8	8	38.3%	38.3%					

† 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 10: Women

Employment Equity Occupational Group (EEOG)	Women		Comments
	Short-term Goals	Long-term Goals	
01 Senior Managers	0.274	0.274	
02 Middle & Other Managers	0.389	0.389	
03 Professionals	0.388	0.388	
04 Semi-Professionals & Tech	0.280	0.280	
05 Supervisors	0.000	0.000	
06 Supervisors: Crafts & Trades	0.345	0.345	
07 Administrative & Sr Clerical	0.772	0.772	
08 Skilled Sales & Service	0.000	0.000	
09 Skilled Crafts & Trades	0.117	0.117	
10 Clerical Personnel	0.655	0.655	
11 Intermediate Sales & Service	0.628	0.628	
12 Semi-Skilled Manual	0.173	0.173	
13 Other Sales & Service	0.555	0.555	
14 Other Manual Workers	0.230	0.230	

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St. Joseph Print Group Inc.

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Total	0.333	0.333
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Federal Contractors Program Achievement Report

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St. Joseph Print Group Inc.

[Date: 2017-12-31]

Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years		From - To	YYYY - YYYY					
	2017-12-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-12-31	Annually	Over 3 Years		2017	2020							
	#	%	%	#	%	%	#	#	%	%	%	#	%							
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	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 Peoples				Comments
	Short-term Goals		Long-term Goals		
		%		%	
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	
14 Other Manual Workers		0.0170		0.0170	

Federal Contractors Program Achievement Report
Part 3: Goals

St. Joseph Print Group Inc.

Date: 2017-12-31

Total	0.0200	0.0200
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Federal Contractors Program Achievement Report
Part 3: Goals
St. Joseph Print Group Inc.
[Date: 2017-12-31]

009028

Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
		From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x O)	K + C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 13: Persons with Disabilities
Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			Actual	Projected	Over 3 Years		From - To	2020					
		Annual	Annual	#	Annual	Annual	#			Annual	Annual	#		2017	2020					
01/02 Managers	21	-5.5%		0	15.2%	0	0	0	0	0.0%	0	1	0	4.3%	4.3%	-1	-1	0.0%	0.0%	
03 Professionals	5	-23.1%		0	62.5%	0	0	0	0.0%	0	0	0	0	3.8%	3.8%	0	0	0.0%	0.0%	
04 Semi-Professionals & Tech	7	-8.0%		0	12.5%	0	1	0	0.0%	0	-1	0	0	4.6%	4.6%	1	1	14.3%	14.3%	
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%	#DIV/0!	
06 Supervisors: Crafts & Trades	16	-11.4%		0	35.9%	0	0	0	0.0%	0	0	1	0	7.9%	7.9%	-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	3.4%	3.4%	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	0	0.0%	#DIV/0!	
09 Skilled Crafts & Trades	11	-5.4%		0	16.7%	0	0	0	0.0%	0	0	0	0	3.8%	3.8%	0	0	0.0%	0.0%	
10 Clerical Personnel	14	-21.6%		0	60.5%	0	0	0	0.0%	0	0	1	0	7.0%	7.0%	-1	-1	0.0%	0.0%	
11 Intermediate Sales & Service	16	-12.6%		0	35.0%	0	0	0	0.0%	0	0	1	0	5.6%	5.6%	-1	-1	0.0%	0.0%	
12 Semi-Skilled Manual	44	-12.2%		0	33.0%	0	2	0	0.0%	0	0	0	0	4.8%	4.8%	0	0	4.5%	4.5%	
13 Other Sales & Service	2	-20.6%		0	0.0%	0	0	0	0.0%	0	0	0	0	6.3%	6.3%	0	0	0.0%	0.0%	
14 Other Manual Workers	17	-10.9%		0	29.3%	0	0	0	0.0%	0	0	1	0	5.3%	5.3%	-1	-1	0.0%	0.0%	
Total	154	-12.8%		0	34.2%	0	3	0	0.0%	0	5	0	0	5.3%	5.3%	-5	-5	1.9%	1.9%	

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)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 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01/02 Managers	0.0430	0.0430	
03 Professionals	0.0380	0.0380	
04 Semi-Professionals & Tech	0.0460	0.0460	
05 Supervisors	0.0000	0.0000	
06 Supervisors: Crafts & Trades	0.0790	0.0790	
07 Administrative & Sr Clerical	0.0340	0.0340	
08 Skilled Sales & Service	0.0000	0.0000	
09 Skilled Crafts & Trades	0.0380	0.0380	
10 Clerical Personnel	0.0700	0.0700	
11 Intermediate Sales & Service	0.0560	0.0560	
12 Semi-Skilled Manual	0.0480	0.0480	
13 Other Sales & Service	0.0630	0.0630	
14 Other Manual Workers	0.0530	0.0530	
Total	0.0530	0.0530	

Federal Contractors Program Achievement Report

Part 3: Goals

St. Joseph Print Group Inc.

[Date: 2017-12-31]

Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Members of Visible Minorities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years		2017	2020					
	2017-12-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-12-31	Annually	Over 3 Years	#	%	%	#	#	%	%			
	#	%	%	#	%	%	#	#	%	%	#	#	%	%	#	#	%	%		
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	7	-8.0%		0	12.5%		0	0	3	0.0%	0	-1	0	27.0%	27.0%	1	1	42.9%	42.9%	
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	1	0.0%	0	2	0	17.8%	17.8%	-2	-2	6.3%	6.3%	
07 Administrative & Sr Clerical	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	12.2%	12.2%	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	19.5%	19.5%	-1	-1	9.1%	9.1%	
10 Clerical Personnel	14	-21.6%		0	60.5%		0	0	2	0.0%	0	2	0	31.4%	31.4%	-2	-2	14.3%	14.3%	
11 Intermediate Sales & Service	16	-12.6%		0	35.0%		0	0	0	0.0%	0	3	0	19.0%	19.0%	-3	-3	0.0%	0.0%	
12 Semi-Skilled Manual	44	-12.2%		0	33.0%		0	0	13	0.0%	0	1	0	31.3%	31.3%	-1	-1	29.5%	29.5%	
13 Other Sales & Service	2	-20.6%		0	0.0%		0	0	2	0.0%	0	-1	0	52.7%	52.7%	1	1	100.0%	100.0%	
14 Other Manual Workers	17	-10.9%		0	29.3%		0	0	12	0.0%	0	-6	0	34.8%	34.8%	6	6	70.6%	70.6%	
Total	154	-12.8%		0	34.2%		0	0	39	0.0%	0	1	0	25.7%	25.7%	-1	-1	25.3%	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 + 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 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
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	
14 Other Manual Workers		0.348		0.348	

Federal Contractors Program Achievement Report
Part 3: Goals

St. Joseph Print Group Inc.

Date: 2017-12-31

Total	0.257	0.257
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Federal Contractors Program Achievement Report

Part 4: Results - Women

St. Joseph Print Group Inc.

[Date: 2017-12-31]

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis												Flow Data Analysis											
		All Employees						Women						All Employees						Women					
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
01 Senior Managers	2015	2	0.0	0	0.0	27.4	1	-1	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	
02 Middle & Other Managers	2015	27	0.0	8	29.6	38.9	11	-3	76.2	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	
03 Professionals	2015	11	3	3	27.3	37.1	4	-1	73.5	0	0.0	0	0.0	0	2	2	100.0	1	1	5	0	0	0	0	
04 Semi-Professionals & Technicians	2015	9	3	3	33.3	29.5	3	0	113.0	0	0.0	0	0.0	0	0	0	0.0	0	0	1	1	100.0	0	1	
05 Supervisors	2015	0	0	0	0.0	0.0	0	0	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	
06 Supervisors: Crafts & Trades	2015	23	6	6	26.1	35.2	8	-2	74.1	0	0.0	0	0.0	0	0	0	0.0	0	0	7	3	42.9	2	1	

Year	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 3: Goals	Part 3: Goals	Part 3: Goals	Part 3: Goals	Part 3: Goals
2017	0	0	0	0	0	0	0
2020	0	0	0	0	0	0	0

Employment Equity Occupational Group (EOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Women		All Employees		Women		All Employees		Women		
		#	%	#	%	Goal #	Percent of Goal Met	Goal #	Percent of Goal Met	Goal #	Percent of Goal Met	Goal #	Percent of Goal Met	
01 Senior Managers	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
02 Middle & Other Managers	2017	-7	-2	28.6	0	0.0	38.9	73.4	0	0.0	38.9	73.4		
03 Professionals	2017	-3	-2	-66.7	0	0.0	37.1	-179.7	0	0.0	37.1	-179.7		
04 Semi-Professionals & Technicians	2017	-1	-1	100.0	0	0.0	0.4	-17182.1	0	0.0	0.4	-17182.1		
05 Supervisors	2017	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	2017	-6	-2	33.3	0	0.0	35.2	94.7	0	0.0	35.2	94.7		

Federal Contractors Program Achievement Report

Part 4: Results - Women

St. Joseph Print Group Inc.

[Date: 2017-12-31]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women			All Employees	Women			All Employees	Women			All Employees	Women			All Employees	Women						
			Representation	Availability	Gap		EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#		
07 Administrative & Senior Clerical	2015	1	1	100.0	77.2	1	0	129.5																	
	2017	1	1	100.0	77.2	1	0	129.5	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																	
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
09 Skilled Crafts & Trades Workers	2015	13	1	7.7	11.7	2	-1	65.7																	
	2017	11	1	9.1	11.7	1	0	77.7	0	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0	
10 Clerical Personnel	2015	29	15	51.7	65.7	19	-4	78.7																	
	2017	14	9	64.3	65.5	9	0	98.1	2	1	50.0	1	0	1	1	100.0	1	0	13	5	38.5	7	-2		
11 Intermediate Sales & Service Personnel	2015	24	13	54.2	62.5	15	-2	86.7																	
	2017	16	9	56.3	62.8	10	-1	89.6	0	0	0.0	0	0	0	0	0.0	0	0	7	3	42.9	4	-1		
12 Semi-Skilled Manual Workers	2015	65	22	33.8	17.0	11	11	199.1																	
	2017	44	13	29.5	17.3	8	5	170.8	2	0	0.0	0	0	0	0	0.0	0	0	18	8	44.4	6	2		

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.8	0.0	0	0.0	0.8	0.0		
08 Skilled Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
09 Skilled Crafts & Trades Workers	2017	-2	0	0.0	0	0.0	11.7	0.0	0	0.0	11.7	0.0		
	2020	-2	0	0.0	0	0.0	0.1	0.0	0	0.0	0.1	0.0		
10 Clerical Personnel	2017	-10	-3	30.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	-10	-3	30.0	0.7	4580.2	0.7	4580.2	0.7	4580.2	0.7	4580.2		
11 Intermediate Sales & Service Personnel	2017	-7	-3	42.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	-7	-3	42.9	0.6	6824.4	0.6	6824.4	0.6	6824.4	0.6	6824.4		
12 Semi-Skilled Manual Workers	2017	-16	-8	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	-16	-8	50.0	0.2	28901.7	0.2	28901.7	0.2	28901.7	0.2	28901.7		

Federal Contractors Program Achievement Report

Part 4: Results - Women

St. Joseph Print Group Inc.

[Date: 2017-12-31]

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

Employment Equity Occupational Group (EOOG)	Year	Workforce Analysis										Hires						Flow Data Analysis						Promotions						Terminations							
		All Employees					Women					All Employees			Women			All Employees			Women			All Employees			Women										
		#	%	Representation	Availability	Gap	#	%	EE Result	#	%	Expected	Difference	#	%	Expected	Difference	#	%	Expected	Difference	#	%	Expected	Difference	#	%	Expected	Difference								
13	Other Sales & Service Personnel	2015	4	0.0	0.0	52.7	2	-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	0	0	0	
14	Other Manual Workers	2015	2	0.0	0.0	55.5	1	-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	
Total		2015	24	15	62.5	20.0	5	10	312.5	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total		2017	17	12	70.6	23.0	4	8	306.9	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
Total		2017	232	87	37.5	34.6	80	7	108.4	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total		2017	154	59	38.3	33.3	51	8	115.1	5	2	40.0	2	0	0	0	100.0	1	2	66	24	36.4	25	-1													

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EOOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Women		All Employees		Women		All Employees		Women		
		#	%	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	
13	Other Sales & Service Personnel	2017	0	0.0	0	0	0.0	52.7	0.0	0	0.0	52.7	0.0	
		2020	0	0.0	0	0	0.0	0.6	0.0	0	0.0	0.6	0.0	
14	Other Manual Workers	2017	-6	-2	33.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2020	-6	-2	33.3	0	0.0	0.2	14492.8	0	0.0	0.2	14492.8	
Total		2017	-58	-19	32.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
Total		2020	-58	-19	32.8	0	0.0	0.3	9837.4	0	0.0	0.3	9837.4	

Federal Contractors Program Achievement Report
 Part 5: Results - Aboriginal Peoples
 St. Joseph Print Group Inc.

009034

[Date: 2017-12-31]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y																											
																									Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D Workforce x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F + 100	V - X					
Data sources:																								↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓						
Employment Equity (EEOG)																								Workforce Analysis												Hires						Flow Data Analysis						Terminations			
		Year		All Employees		Representation		Availability		Gap		EE Result		All Employees		Actual		Expected		Difference		All Employees		Actual		Expected		Difference		All Employees		Actual		Expected		Difference															
		#		#		%		#		#		%		#		#		#		#		#		#		%		#		#		%		#		#		#													
01	Senior Managers	2017	2020	0	0	0.0	0.0	0	0	0	0	0.0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0													
02	Middle & Other Managers	2017	2020	-7	-7	0.0	0.0	0	0	0	0	0.0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0												
03	Professionals	2017	2020	-3	-3	0.0	0.0	0	0	0	0	0.0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0												
04	Semi-Professionals & Technicians	2017	2020	-1	-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												
05	Supervisors	2017	2020	0	0	0.0	0.0	0	0	0	0	0.0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0												
06	Supervisors: Crafts & Trades	2017	2020	-6	-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												

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

Occupational Group (EEOG)	Year	New Entrants		Short-term Goals				Long-term Goals				Comments
		All Employees	Aboriginal Peoples	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
01 Senior Managers	2017	0	0	0	0.0	0	0.0	0	0.0	0	0.0	
01 Senior Managers	2020	0	0	0	0.0	0	0.0	0	0.0	0	0.0	
02 Middle & Other Managers	2017	-7	-7	0	0.0	0	0.0	0	0.0	0	0.0	
02 Middle & Other Managers	2020	-7	-7	0	0.0	0	0.0	0	0.0	0	0.0	
03 Professionals	2017	-3	-3	0	0.0	0	0.0	0	0.0	0	0.0	
03 Professionals	2020	-3	-3	0	0.0	0	0.0	0	0.0	0	0.0	
04 Semi-Professionals & Technicians	2017	-1	-1	0	0.0	0	0.0	0	0.0	0	0.0	
04 Semi-Professionals & Technicians	2020	-1	-1	0	0.0	0	0.0	0	0.0	0	0.0	
05 Supervisors	2017	0	0	0	0.0	0	0.0	0	0.0	0	0.0	
05 Supervisors	2020	0	0	0	0.0	0	0.0	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	2017	-6	-6	0	0.0	0	0.0	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	2020	-6	-6	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

St. Joseph Print Group Inc.

[Date: 2017-12-31]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#			
07 Administrative & Senior Clerical	2015	1	0	0.0	3.2	0	0	0.0																	
	2017	1	0	0.0	3.2	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																	
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2015	13	1	7.7	2.6	0	1	295.9																	
	2017	11	1	9.1	2.6	0	1	349.7	0	0	0.0	0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
10 Clerical Personnel	2015	29	1	3.4	2.0	1	0	172.4																	
	2017	14	0	0.0	1.7	0	0	0.0	2	0	0.0	0	0	0	1	0	0.0	0	0	0	13	1	7.7	0	1
11 Intermediate Sales & Service Personnel	2015	24	0	0.0	2.6	1	-1	0.0																	
	2017	16	0	0.0	2.6	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	7	0	0.0	0	0
12 Semi-Skilled Manual Workers	2015	65	0	0.0	2.4	2	-2	0.0																	
	2017	44	0	0.0	2.3	1	-1	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	0	18	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	#	%	#	%	#	%			
07 Administrative & Senior Clerical	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0										
08 Skilled Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0										
09 Skilled Crafts & Trades Workers	2017	-2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	-2	0	0.0										
10 Clerical Personnel	2017	-10	-1	10.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	-10	-1	10.0	0	0.0	0.0	0.0	58823.5	0.0	0.0	58823.5		
11 Intermediate Sales & Service Personnel	2017	-7	0	0.0	0	0.0	2.6	0.0	0	0.0	2.6	0.0		
	2020	-7	0	0.0										
12 Semi-Skilled Manual Workers	2017	-16	0	0.0	0	0.0	2.4	0.0	0	0.0	2.4	0.0		
	2020	-16	0	0.0										

Federal Contractors Program Achievement Report
Part 5: Results - Aboriginal Peoples
St. Joseph Print Group Inc.

009036

[Date: 2017-12-31]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y		
			Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D Workforce x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F + 100	V - X		
Workforce Analysis																										
Employment Equity Occupational Group (EEOG)																										
Year																										
Workforce																										
Flow Data Analysis																										
Hires																										
Promotions																										
Terminations																										
Other Sales & Service Personnel																										
13		2015	4	0	0.0	1.9	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
Other Manual Workers																										
14		2015	2	0	0.0	0.8	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
Total																										
Total		2017	24	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	
Total																										
Total		2017	232	3	1.3	2.1	5	-2	61.6	5	0	0.0	0	0	3	0	0.0	0	0	0	66	1	1.5	1	0	
Total																										
Total		2020	154	2	1.3	2.0	3	-1	64.9	5	0	0.0	0	0	3	0	0.0	0	0	0	66	1	1.5	1	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E - G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		Flow Data		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		
		All Employees	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
13	2017	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
14	2017	-6	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	-6	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Total		2017	-58	-1	1.7	0	0.0	0	0.0	0	0.0	0	0.0	
Total		2020	-58	-1	1.7	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Report
Part 6: Results - Persons with Disabilities
St. Joseph Print Group Inc.

009037

[Date: 2017-12-31]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y																	
																									Part 1: Workforce Analysis	Part 1: Workforce Analysis	Part 1: Workforce Analysis	Part 1: D x G + 100	Part 1: E - H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 2: L + K x 100	Part 2: K x G + 100	Part 2: Flow Data Analysis	Part 2: Q + P x 100	Part 2: P x F + 100	Part 2: Q - S	Part 2: Flow Data Analysis	Part 2: V + U x 100	Part 2: U x F + 100	Part 2: V - X
																									↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓
Employment Equity Occupational Group (EEOG)																							Workforce Analysis				Hires				Flow Data Analysis						Terminations				
		Year		All Employees		Persons with Disabilities		All Employees		Persons with Disabilities		All Employees		Persons with Disabilities		All Employees		Persons with Disabilities		All Employees		Persons with Disabilities																			
		#		Representation %		Availability %		Gap #		EE Result %		Actual #		Expected #		Difference #		Actual #		Expected #		Difference #		Actual #		Expected #		Difference #													
01 &	Managers	2015	29	0	0.0	3.8	1	-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											
02		2017	21	0	0.0	4.3	1	-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											
03	Professionals	2015	11	1	9.1	4.6	1	0	197.6	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0											
04		2017	5	0	0.0	3.8	0	0	0.0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0											
05	Semi-Professionals & Technicians	2015	9	1	11.1	0.0	0	1	0.0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0											
06		2017	7	1	14.3	4.6	0	1	310.6	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0											
05	Supervisors	2015	0	0	0.0	7.8	0	0	0.0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0											
06		2017	0	0	0.0	0.0	0	0	0.0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0											
05	Supervisors: Crafts & Trades	2015	23	0	0.0	3.4	1	-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											
06		2017	16	0	0.0	7.9	1	-1	0.0	1	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0											

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	E - G x 100	Part 3: Goals	Part 3: E + K x 100	Part 3: F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments		
		All Employees	Persons with Disabilities		Goal #	Persons with Disabilities		Goal #	Persons with Disabilities				
			Actual	%		Goal Met %	Goal %		Percent of Goal Met %				
			#	%		%	%		%				
01 & Managers	2017	-7	0	0.0	0	0.0	4.3	0.0	0	0.0	4.3	0.0	
02	2020	-7	0	0.0			0.0	0.0			0.0	0.0	
03	2017	-3	-1	33.3	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
03	2020	-3	-1	33.3			0.0	87719.3			87719.3		
04	2017	-1	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
04	2020	-1	0	0.0			0.0	0.0			0.0	0.0	
05	2017	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
05	2020	0	0	0.0			0.0	0.0			0.0	0.0	
06	2017	-6	0	0.0	0	0.0	7.8	0.0	0	0.0	7.8	0.0	
06	2020	-6	0	0.0			0.1	0.0			0.1	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

St. Joseph Print Group Inc.

[Date: 2017-12-31]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis											
		Workforce								Hires				Promotions				Terminations			
		All Employees		Persons with Disabilities						All Employees		Persons with Disabilities		All Employees		Persons with Disabilities		All Employees		Persons with Disabilities	
		#	#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference		
07 Administrative & Senior Clerical	2015	1	0	0.0	0.0	0	0	0.0													
	2017	1	0	0.0	3.4	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0			
08 Skilled Sales & Service Personnel	2015	0	0	0.0	3.8	0	0	0.0													
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0			
09 Skilled Crafts & Trades Workers	2015	13	0	0.0	7.0	1	-1	0.0													
	2017	11	0	0.0	3.8	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0			
10 Clerical Personnel	2015	29	0	0.0	5.6	2	-2	0.0													
	2017	14	0	0.0	7.0	1	-1	0.0	2	0	0.0	0	0	0	1	0	0.0	0			
11 Intermediate Sales & Service Personnel	2015	24	0	0.0	4.8	1	-1	0.0													
	2017	16	0	0.0	5.6	1	-1	0.0	0	0	0.0	0	0	0	0	0	0.0	0			
12 Semi-Skilled Manual Workers	2015	65	2	3.1	6.3	4	-2	48.8													
	2017	44	2	4.5	4.8	2	0	94.7	2	0	0.0	0	0	0	0	0	0.0	0			

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees		Persons with Disabilities		Persons with Disabilities				Persons with Disabilities				
		#	#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
07 Administrative & Senior Clerical	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0		0.0	0.0		0	0.0	0.0	0.0		
08 Skilled Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0		0.0	0.0		0	0.0	0.0	0.0		
09 Skilled Crafts & Trades Workers	2017	-2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	-2	0	0.0		0.0	0.0		0	0.0	0.0	0.0		
10 Clerical Personnel	2017	-10	0	0.0	0	0.0	7.0	0.0	0	0.0	7.0	0.0		
	2020	-10	0	0.0		0.0	0.1	0.0		0.0	0.1	0.0		
11 Intermediate Sales & Service Personnel	2017	-7	0	0.0	0	0.0	5.6	0.0	0	0.0	5.6	0.0		
	2020	-7	0	0.0		0.0	0.1	0.0		0.0	0.1	0.0		
12 Semi-Skilled Manual Workers	2017	-16	0	0.0	0	0.0	4.8	0.0	0	0.0	4.8	0.0		
	2020	-16	0	0.0		0.0	0.0	0.0		0.0	0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

St. Joseph Print Group Inc.

[Date: 2017-12-31]

009039

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

Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis											
		All Employees		Persons with Disabilities		Persons with Disabilities		Hires		All Employees		Persons with Disabilities		Persons with Disabilities		All Employees		Persons with Disabilities		All Employees		Persons with Disabilities	
	#	#	Representation %	Availability %	Gap #	EE Result %	#	Actual #	Expected #	Difference #	#	Actual #	Expected #	Difference #	#	Actual #	Expected #	Difference #	#	Actual #	Expected #	Difference #	
Other Sales & Service Personnel	2015	4	0.0	5.3	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0
Other Manual Workers	2015	2	0.0	6.3	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0
	2017	24	0.0	5.4	1	-1	0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0
	2015	17	0.0	5.3	1	-1	0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0
	2017	232	4	1.7	#REF!	#REF!	0	0	0	0	3	0	0	0	0	0.0	0	0	0	0	66	1	1.5
Total	2017	154	3	1.9	5.3	8	-5	0	0	0	3	0	0	0	0	0.0	0	0	0	0	66	1	1.5

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E - G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees	Persons with Disabilities	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
Other Sales & Service Personnel	2017	0	0	0	0	0.0	0	0.0	0	0.0	0	0.0		
	2020	0	0	0	0	0.0	0	0.0	0	0.0	0	0.0		
Other Manual Workers	2017	-6	0	0	0	0.0	0	0.0	5.3	0.0	0	0.0		
	2020	-6	0	0	0	0.0	0	0.0	0.1	0.0	0	0.0		
	2017	-58	-1	1.7	0	0.0	0	0.0	0	0.0	0	0.0		
	2020	-58	-1	1.7	0	0.0	0	0.0	0.1	0.0	0	0.0		
Total	2020	-58	-1	1.7	0	0.0	0	0.0	3253.1	0.0	0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

St. Joseph Print Group Inc.

[Date: 2017-12-31]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2015	1	0	0.0	12.2	0	0	0.0																
	2017	1	0	0.0	12.2	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2015	13	1	7.7	19.5	3	-2	39.4																
	2017	11	1	9.1	19.5	2	-1	46.6	0	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
10 Clerical Personnel	2015	29	6	20.7	27.1	8	-2	76.3																
	2017	14	2	14.3	31.4	4	-2	45.5	2	0	0.0	1	-1	1	0	0.0	0	0	13	4	30.8	3	1	
11 Intermediate Sales & Service Personnel	2015	24	0	0.0	21.1	5	-5	0.0																
	2017	16	0	0.0	19.0	3	-3	0.0	0	0	0.0	0	0	0	0	0.0	0	0	7	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2015	65	17	26.2	30.0	20	-3	87.2																
	2017	44	13	29.5	31.3	14	-1	94.4	2	1	50.0	1	0	0	0	0.0	0	0	18	4	22.2	5	-1	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	#	%	#	%	#	%			
07 Administrative & Senior Clerical	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.1	0.0			0.1	0.0		
08 Skilled Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2017	-2	0	0.0	0	0.0	19.5	0.0	0	0.0	19.5	0.0		
	2020	-2	0	0.0			0.2	0.0			0.2	0.0		
10 Clerical Personnel	2017	-10	-4	40.0	0	0.0	27.1	147.6	0	0.0	27.1	147.6		
	2020	-10	-4	40.0			0.3	12738.9			0.3	12738.9		
11 Intermediate Sales & Service Personnel	2017	-7	0	0.0	0	0.0	21.1	0.0	0	0.0	21.1	0.0		
	2020	-7	0	0.0			0.2	0.0			0.2	0.0		
12 Semi-Skilled Manual Workers	2017	-16	-3	18.8	0	0.0	30.0	62.5	0	0.0	30.0	62.5		
	2020	-16	-3	18.8			0.3	5990.4			0.3	5990.4		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

St. Joseph Print Group Inc.

[Date: 2017-12-31]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2015	4	3	75.0	39.0	2	1	192.3																
	2017	2	2	100.0	52.7	1	1	189.8	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2015	24	14	58.3	29.4	7	7	198.4																
	2017	17	12	70.6	34.8	6	6	202.8	0	0	0.0	0	0	0	0	0.0	0	0	0	6	2	33.3	4	-2
Total	2015	232	51	22.0	24.9	58	-7	88.3																
	2017	154	39	25.3	25.7	40	-1	98.5	5	1	20.0	1	0	3	2	66.7	1	1	66	11	16.7	15	-4	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.5	0.0			0.5	0.0		
14 Other Manual Workers	2017	-6	-2	33.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	-6	-2	33.3			0.3	9578.5			0.3	9578.5		
Total	2017	-58	-8	13.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	-58	-8	13.8			0.3	5367.0			0.3	5367.0		

Federal 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.

Required measures:

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

Other measures:

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

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

Operational Context

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

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

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

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

- Other.

Additional Details

Please provide any additional information (optional):

**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:

Yes 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 found 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

- 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:

- in compliance 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 Nesslerallah:

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 under-represented; and

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

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

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

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

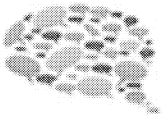
Sincerely,

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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