

Employment and Emploi et Social Development Canada Développement social Canada

OFFICIAL USE	ONLY
Agreement	N':

s.19(1)

Labour Program Federal Contractors Program

Agreement to Implement Employment Equity

100 246

New Agreement Revised Agreement				
Legal Name of Organization	ORGANIZATION			
	8 8	Parent company is	located outside Canada	
WG International Consi	iltants Ltd.) P	Yes No	
Operating Name (if different from Legal Name of Organiza	806}			***
WCG Services		i otal number or en	npioyees in Canada	1, 1,
Organization's North American Industry Classification Syst	em (NAICS) Code N°	····\$ ································	ne/Temporary) #\(\sigma / \lambda / \lambda \) ization's NAICS Code Number please	1/0 pach
54161			atcan gc.ca/subjects-sujets/standard- /2002/naics-scian021-eng.htm	000000000000000000000000000000000000000
Official use only (if information above is incorrect)				
Procurement Business Number	Total number of employees in Cana	da	Organization's NAICS Code No	
	HEAD OFFICE			
Address (building number, street, suite, etc.)	Victo	ria	Province Postal Code RC V8V 3K3	
5th Abor-915 Fart St	Telephone Numb 250)るを	n- <i>0</i> 699	(250) 412 -2745	
	MPLOYMENT EQUITY CON			
Name (print) Crysta Walski	The VP 1	ālent		
Telephone Number 250-413-223	S E-mail Address	·····	usci@uxgservip	ds.com
	CERTIFICATION			
The above-named organization: • having a combined workforce of 100 or more per 12 weeks or more in Canada, AND	rmanent full-time, permanent par	I-lime and temporal	y employees having worked	
 intending to bid on, or being in receipt of, a feder Supply Arrangement, valued at \$1,000,000 or me 		contract, standing	offer or contract issued under a	
Hereby certifies its commitment to implement or mainstrument, in keeping with the Federal Contractors please refer to: http://www.esdc.gc.ca/eng/labour/sq	Program requirements. For more	n-going basis, beyo Information on hov	nd the period of the procurement v to implement employment equity	***************************************
Important note: If an audit of the Agreement to Impithe procurement instrument(s) with the Government		vers misrepresentat	ion on the part of the organization,	
	SIGNATORY			
NOTE: The signatory must be the Chief Executive Contract on behalf of the organization.	Officer OR an authorized person	n an executive pos	ition with legal authority to sign a	
Name (partle of Bookey	1110 Pr.	csident	4 CEO : :	***
Telephone Number	E-mail Address	ene,bail	eu@wcaservices	com
Signature	_/ Apri	1	016	
	RETURN INSTRUCTIONS			····*
IMPORTANT		***************************************		
 The original copy of the signed Agreement to at: (819) 953-8768 or by e-mail at: ee-eme@hr 	Implement Employment Equit	form must be se	nt to the Labour Program fax,	

WCG International Consultants Ltd. (certificate # 100246)

FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA Reporting Period 2018-07-31 to 2018-10-11

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	I	Province		
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Ontario	2	1	0	3
British Columbia	75	8	0	83
Saskatchewan	1	0	0	1
Alberta	15	1	0	16
Total Employees in 6	Canada			103

	Cens	us Metropolita	n Areas	
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Calgary	13	0	0	13
Edmonton	2	1	0	3
Toronto	0	1	0	1
Vancouver	22	0	0	22
Ottawa - Gatineau	2	0	0	2
Saskatoon	1	0	0	1
Kelowna	1	0	0	1
Victoria	25	0	0	25
B.C. less CMA	s 27	8	0	35
Total Employe	es in Canada)		103



WCG International Consultants Ltd. (certificate # 100246) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

Reporting Period 2018-07-31 to 2018-10-11

NOC		,	All Employee	s	Ab	original Peor	oles	Perso	ons with Disa	bilities	Member	rs of Visible N	/linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
4156 : Employment counsellors	4												
Top Range: \$ 60,000 - \$64,999	3												
Bottom Range: \$ 60,000 - \$64,999	2												
	1	1		1									
	Total	1		1									
1221 : Administrative officers	4												
Top Range: \$ 75,000 - \$79,999	3												
Bottom Range: \$ 75,000 - \$79,999	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		2		2									

Form 2 B

WCG International Consultants Ltd. (certificate # 100246)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / Ontario

Reporting Period 2018-07-31 to 2018-10-11

NOC		,	All Employee	s	Ab	original Peop	oles	Perso	ns with Disa	bilities	Member	rs of Visible M	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
4021 : College and other vocational instructors	4												
Top Range: \$ 45,000 - \$49,999	3												
Bottom Range: \$ 45,000 - \$49,999	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		1		1									

WCG International Consultants Ltd. (certificate # 100246)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / British Columbia

Reporting Period 2018-07-31 to 2018-10-11

NOC		,	All Employee:	5	At	original Peo	ples	Perso	ons with Disa	bilities	Membe	rs of Visible N	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
0013 : Senior managers - financial, communications and other business services	4	1		1									
Top Range: \$100,000 and over	3												
Bottom Range: \$100,000 and over	2	1		1									
	1	2	1	1									
	Total	4	1	3									
0111 : Financial managers	4												
Top Range: \$100,000 and over	3												
Bottom Range: \$100,000 and over	2												
	1	1	1										
	Total	1	1										
0112 : Human resources managers	4												
Top Range: \$ 60,000 - \$64,999	3												
Bottom Range: \$ 60,000 - \$64,999	2												
	1	1		1									
	Total	1		1									
0213 : Computer and information systems managers	4												
Top Range: \$ 95,000 - \$99,999	3												
Bottom Range: \$ 95,000 - \$99,999	2												
	1	1	1										
	Total	1	1										

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WCG International Consultants Ltd. (certificate # 100246)

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

Reporting Period 2018-07-31 to 2018-10-11

NOC		ļ	All Employee	s		original Peor	oles		ons with Disa	bilities	Member	s of Visible N	√inorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
0423 : Managers in social, community and correctional services	4	1		1									
Top Range: \$ 90,000 - \$94,999	3	1		1									
Bottom Range: \$ 55,000 - \$59,999	2	3		3									
	1	1		1									
	Total	6		6									
1111 : Financial auditors and accountants	4												
Top Range: \$ 70,000 - \$74,999	3												
Bottom Range: \$ 70,000 - \$74,999	2												
	1	1		1									
	Total	1		1									
1114 : Other financial officers	4												
Top Range: \$ 60,000 - \$64,999	3												
Bottom Range: \$ 60,000 - \$64,999	2												
	1	1		1							1		1
	Total	1		1							1		1
1121 : Human resources professionals	4												
Top Range: \$ 50,000 - \$54,999	3												
Bottom Range: \$ 50,000 - \$54,999	2												
	1	1		1									
	Total	1		1									

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WCG International Consultants Ltd. (certificate # 100246)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / British Columbia

Reporting Period 2018-07-31 to 2018-10-11

NOC			All Employee	S	Ab	original Peo	ples	Perso	ons with Disa	bilities	Member	rs of Visible I	Vinorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
1122 : Professional occupations in business management consulting	4												
Top Range: \$ 60,000 - \$64,999	3												
Bottom Range: \$ 60,000 - \$64,999	2												
	1	1	1										
	Total	1	1										
1123 : Professional occupations in advertising, marketing and public relations	4												
Top Range: \$ 60,000 - \$64,999	3												
Bottom Range: \$ 60,000 - \$64,999	2												
	1	1		1									
	Total	1		1									
2171 : Information systems analysts and consultants	4	1	1								1	1	
Top Range: \$ 70,000 - \$74,999	3												
Bottom Range: \$ 50,000 - \$54,999	2												
	1	1	1										
	Total	2	2								1	1	
2174 : Computer programmers and interactive media developers	4												
Top Range: \$ 60,000 - \$64,999	3												
Bottom Range: \$ 60,000 - \$64,999	2												

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WCG International Consultants Ltd. (certificate # 100246)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / British Columbia

Reporting Period 2018-07-31 to 2018-10-11

NOC		,	All Employee:	S	Ab	original Peor	oles	Perso	ns with Disa	bilities	Member	s of Visible N	√inorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
	1	1	1										
	Total	1	1										
4021 : College and other vocational instructors	4	1	1		1	1					1	1	
Top Range: \$ 45,000 - \$49,999	3												
Bottom Range: \$ 45,000 - \$49,999	2												
	1	1		1									
	Total	2	1	1	1	1					1	1	
4153 : Family, marriage and other related counsellors	4	2		2									
Top Range: \$ 70,000 - \$74,999	3												
Bottom Range: \$ 60,000 - \$64,999	2	1		1							1		1
	1	3		3							1		1
	Total	6		6							2		2
4156 : Employment counsellors	4	2		2				1		1			
Top Range: \$ 60,000 - \$64,999	3	7		7	1		1	1		1	1		1
Bottom Range: \$ 45,000 - \$49,999	2	9	1	8	1		1	1		1	3		3
	1	6	1	5							1		1
	Total	24	2	22	2		2	3		3	5		Ę
4163 : Business development officers and marketing researchers and consultants	4												
Top Range: \$ 60,000 - \$64,999	3												

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WCG International Consultants Ltd. (certificate # 100246)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / British Columbia

Reporting Period 2018-07-31 to 2018-10-11

NOC		,	All Employee:	3	At	original Peo	ples	Perso	ns with Disa	bilities	Member	s of Visible N	/linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Bottom Range: \$ 60,000 - \$64,999	2												
	1	1		1									
	Total	1		1									
2282 : User support technicians	4	1	1										
Top Range: \$ 60,000 - \$64,999	3												
Bottom Range: \$ 45,000 - \$49,999	2												
	1	2		2									
	Total	3	1	2									
1221 : Administrative officers	4	1	1					1	1				
Top Range: \$ 55,000 - \$59,999	3	1		1									
Bottom Range: \$ 25,000 - \$29,999	2	4		4									
	1	1		1							1		,
	Total	7	1	6				1	1		1		
1222 : Executive assistants	4												
Top Range: \$ 60,000 - \$64,999	3												
Bottom Range: \$ 60,000 - \$64,999	2												
	1	1		1									
	Total	1		1									
1241 : Administrative assistants	4	1		1									
Top Range: \$ 40,000 - \$44,999	3												

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WCG International Consultants Ltd. (certificate # 100246)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / British Columbia

Reporting Period 2018-07-31 to 2018-10-11

NOC		,	All Employee:	S	Ab	original Peo	oles	Perso	ons with Disa	bilities	Member	s of Visible N	/linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Bottom Range: \$ 30,000 - \$34,999	2												
	1	1		1									
	Total	2		2									
1432 : Payroll administrators	4												
Top Range: \$ 50,000 - \$54,999	3												
Bottom Range: \$ 50,000 - \$54,999	2												
	1	1		1									
	Total	1		1									
6552 : Other customer and information services representatives	4	1	1										
Top Range: \$ 50,000 - \$54,999	3	2		2									
Bottom Range: \$ 35,000 - \$39,999	2	2		2									
	1	2		2									
	Total	7	1	6									
Total Number of Employees		75	13	62	3	1	2	4	1	3	11	2	9

WCG International Consultants Ltd. (certificate # 100246)

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

Reporting Period 2018-07-31 to 2018-10-11

NOC		,	All Employees	3	At	ooriginal Peo	ples	Perso	ons with Disa	bilities	Member	s of Visible N	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
4153 : Family, marriage and other related counsellors	4												
Top Range: \$ 40,000 - \$44,999	3												
Bottom Range: \$ 40,000 - \$44,999	2												
	1	1	1					1	1				
	Total	1	1					1	1				
4156 : Employment counsellors	4	1		1							1		1
Top Range: \$ 35,000 - \$39,999	3	1		1									
Bottom Range: \$ 10,000 - \$14,999	2												
	1	1		1									
	Total	3		3							1		
1221 : Administrative officers	4	1		1									
Top Range: \$ 20,000 - \$24,999	3												
Bottom Range: \$ 20,000 - \$24,999	2												
	1	1		1									
	Total	2		2									
1241 : Administrative assistants	4												
Top Range: \$ 10,000 - \$14,999	3												
Bottom Range: \$ 10,000 - \$14,999	2												
	1	1		1									
	Total	1		1									

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WCG International Consultants Ltd. (certificate # 100246)

Form 2 B

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

Reporting Period 2018-07-31 to 2018-10-11

NOC			All Employee	s	Ab	original Peor	oles	Perso	ons with Disa	bilities	Member	rs of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
1414 : Receptionists	4												
Top Range: \$ 25,000 - \$29,999	3												
Bottom Range: \$ 25,000 - \$29,999	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		8	1	7				1	1		1		1

Canadä

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Saskatchewan

Reporting Period 2018-07-31 to 2018-10-11

NOC		,	All Employee	s	Ab	original Peop	les	Perso	ns with Disal	bilities	Member	rs of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col, 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
4153 : Family, marriage and other related counsellors	4												
Top Range: \$ 60,000 - \$64,999	3												
Bottom Range: \$ 60,000 - \$64,999	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		1		1									

WCG International Consultants Ltd. (certificate # 100246) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Alberta

Reporting Period 2018-07-31 to 2018-10-11

NOC		,	All Employee	s	Ab	original Peo	ples	Perso	ons with Disa	bilities	Member	s of Visible N	/linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
0423 : Managers in social, community and correctional services	4		CO1, 3		001, 3	Coi. 0	CGi. 7	001. 8	CO1. 9	001. 10	001. 11	001. 12	001. 13
Top Range: \$ 75,000 - \$79,999	3												
Bottom Range: \$ 75,000 - \$79,999	2	***************************************											
	1	1		1									
	Total	1		1									
4021 : College and other vocational instructors	4												
Top Range: \$ 50,000 - \$54,999	3												
Bottom Range: \$ 50,000 - \$54,999	2												
	1	1		1							1		1
	Total	1		1							1		-
4153 : Family, marriage and other related counsellors	4	1		1							1		1
Top Range: \$ 70,000 - \$74,999	3												
Bottom Range: \$ 60,000 - \$64,999	2	1	1								1	1	
	1	3		3									
	Total	5	1	4							2	1	
4156 : Employment counsellors	4	1	1					1	1				
Top Range: \$ 60,000 - \$64,999	3	2	1	1									
Bottom Range: \$ 45,000 - \$49,999	2	1		1									
	1	3	1	2									

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WCG International Consultants Ltd. (certificate # 100246)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Alberta

Reporting Period 2018-07-31 to 2018-10-11

NOC		,	All Employee:	S	Ab	original Peor	oles	Perso	ons with Disa	bilities	Member	rs of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col, 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
	Total	7	3	4				1	1				
1241 : Administrative assistants	4												
Top Range: \$ 35,000 - \$39,999	3												
Bottom Range: \$ 35,000 - \$39,999	2												
	1	1		1							1		1
	Total	1		1							1		1
Total Number of Employees		15	4	11				1	1		4	1	3

WCG International Consultants Ltd. (certificate # 100246)

Form 2 B

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / Alberta

Reporting Period 2018-07-31 to 2018-10-11

NOC			All Employee	S	Ab	original Peop	oles	Perso	ns with Disal	bilities	Member	rs of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
4153 : Family, marriage and other related counsellors	4												
Top Range: \$ 30,000 - \$34,999	3												
Bottom Range: \$ 30,000 - \$34,999	2												
	1	1	1										
	Total	1	1										
Total Number of Employees		1	1										

Canadä

WCG International Consultants Ltd. (certificate # 100246) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

Reporting Period 2018-07-31 to 2018-10-11

Occupational Group		,	All Employee	S	Ab	original Peop	oles	Perso	ons with Disa	bilities	Member	rs of Visible N	/linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
COI, 1		O01. Z	001. 3	001. 4	001, 3	COI. 0	CO1. 7	COI. 6	Cui. 9	001. 10	COI. 11	COI. 12.	COI. 13
Professionals	4												
Top Range: \$ 60,000 - \$64,999	3												
Bottom Range: \$ 60,000 - \$64,999	2												
	1	1		1									
	Total	1		1									
Administrative and Senior Clerical Personnel	4												
Top Range: \$ 75,000 - \$79,999	3												
Bottom Range: \$ 75,000 - \$79,999	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		2		2									

Form 2 B

WCG International Consultants Ltd. (certificate # 100246)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / Ontario

Reporting Period 2018-07-31 to 2018-10-11

Occupational Group		,	All Employee	:S	Ab	original Peor	oles	Perso	ns with Disa	bilities	Member	rs of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Professionals	4												
Top Range: \$ 45,000 - \$49,999	3												
Bottom Range: \$ 45,000 - \$49,999	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		1		1									

WCG International Consultants Ltd. (certificate # 100246)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / British Columbia

Reporting Period 2018-07-31 to 2018-10-11

Occupational Group		,	All Employee:	s	Ab	original Peo	ples	Perso	ons with Disa	bilities	Member	s of Visible N	 √linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Senior Managers	4	1		1									
Top Range: \$100,000 and over	3												
Bottom Range: \$100,000 and over	2	1		1									
	1	2	1	1									
	Total	4	1	3									
Middle and Other Managers	4	1	1										
Top Range: \$100,000 and over	3												
Bottom Range: \$ 55,000 - \$59,999	2	2	1	1									
	1	6		6									
	Total	9	2	7									
Professionals	4	4	1	3							1	1	
Top Range: \$ 70,000 - \$74,999	3	11	2	9				1		1	3		3
Bottom Range: \$ 45,000 - \$49,999	2	11	1	10	2		2	2		2	2		2
	1	15	3	12	1	1					4	1	3
	Total	41	7	34	3	1	2	3		3	10	2	E
Semi-Professionals and Technicians	4	1	1										
Top Range: \$ 60,000 - \$64,999	3												
Bottom Range: \$ 45,000 - \$49,999	2												
	1	2		2									
	Total	3	1	2									

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WCG International Consultants Ltd. (certificate # 100246)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / British Columbia Reporting Period 2018-07-31 to 2018-10-11

Occupational Group		,	All Employee:	3	Ab	original Peo	ples	Perso	ns with Disal	bilities	Member	s of Visible N	 ∕linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Administrative and Senior Clerical Personnel	4	2	1	1				1	1				1
Top Range: \$ 60,000 - \$64,999	3	1		1									
Bottom Range: \$ 25,000 - \$29,999	2	5		5									
	1	2		2							1		1
	Total	10	1	9				1	1		1		,
Clerical Personnel	4												
Top Range: \$ 50,000 - \$54,999	3												
Bottom Range: \$ 50,000 - \$54,999	2												
	1	1		1									
	Total	1		1									
Intermediate Sales and Service Personnel	4	1	1										
Top Range: \$ 50,000 - \$54,999	3	2		2									
Bottom Range: \$ 35,000 - \$39,999	2	2		2									
	1	2		2									
	Total	7	1	6									
Total Number of Employees		75	13	62	3	1	2	4	1	3	11	2	9

WCG International Consultants Ltd. (certificate # 100246)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / British Columbia Reporting Period 2018-07-31 to 2018-10-11

Occupational Group		,	All Employees	3	At	original Peo	ples	Perso	ns with Disal	oilities	Member	s of Visible N	√linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Professionals	4	1	1					1	1			•	1
Top Range: \$ 40,000 - \$44,999	3	1		1							1		1
Bottom Range: \$ 10,000 - \$14,999	2	1		1									
	1	1		1									
	Total	4	1	3				1	1		1		1
Administrative and Senior Clerical Personnel	4	2		2									
Top Range: \$ 20,000 - \$24,999	3												
Bottom Range: \$ 10,000 - \$14,999	2												
	1	1		1									
	Total	3		3									
Clerical Personnel	4												
Top Range: \$ 25,000 - \$29,999	3												
Bottom Range: \$ 25,000 - \$29,999	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		8	1	7				1	1		1		1

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FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Saskatchewan

Reporting Period 2018-07-31 to 2018-10-11

Occupational Group		į	All Employee	es	Ab	original Peo	oles	Perso	ons with Disa	bilities	Membe	rs of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Professionals	4												
Top Range: \$ 60,000 - \$64,999	3												
Bottom Range: \$ 60,000 - \$64,999	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		1		1									

WCG International Consultants Ltd. (certificate # 100246) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Alberta

Reporting Period 2018-07-31 to 2018-10-11

Occupational Group		,	All Employee	s	At	original Peor	ples	Perso	ons with Disa	bilities	Member	s of Visible N	 ∕linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers	4												
Top Range: \$ 75,000 - \$79,999	3												
Bottom Range: \$ 75,000 - \$79,999	2												
	1	1		1									
	Total	1		1									
Professionals	4	2	1	1							2	1	1
Top Range: \$ 70,000 - \$74,999	3	4	1	3				1	1				
Bottom Range: \$ 45,000 - \$49,999	2	2	1	1									
	1	5	1	4							1		1
	Total	13	4	9				1	1		3	1	2
Administrative and Senior Clerical Personnel	4												
Top Range: \$ 35,000 - \$39,999	3												
Bottom Range: \$ 35,000 - \$39,999	2												
	1	1		1				***************************************			1		1
	Total	1		1							1		1
Total Number of Employees		15	4	11				1	1		4	1	3

Form 2 B

WCG International Consultants Ltd. (certificate # 100246)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / Alberta

Reporting Period 2018-07-31 to 2018-10-11

Occupational Group		,	All Employee:	S	Ab	original Peop	oles	Perso	ns with Disa	bilities	Member	rs of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Professionals	4												
Top Range: \$ 30,000 - \$34,999	3												
Bottom Range: \$ 30,000 - \$34,999	2												
	1	1	1										
	Total	1	1										
Total Number of Employees		1	1										

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Ontario

Reporting Period 2018-07-31 to 2018-10-11

	Col. 1 Col. 2 Col. 3				boriginal Peopl	es	Pers	ons with Disab	oilities	Membe	rs of Visible Mi	inorities
Salary Range	1		Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
\$ 60,000 - \$69,999	1		1									
\$ 70,000 - \$84,999	1		1									
Total Number of Employees	2		2									

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / Ontario

Reporting Period 2018-07-31 to 2018-10-11

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



Form 3 A

WCG International Consultants Ltd. (certificate # 100246)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / British Columbia

Reporting Period 2018-07-31 to 2018-10-11

		All Employees		Al	original Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
\$ 25,000 - \$29,999	1		1							1		1
\$ 30,000 - \$34,999	1		1									
\$ 35,000 - \$37,499	5		5									
\$ 37,500 - \$39,999	3		3									
\$ 40,000 - \$44,999	2		2									
\$ 45,000 - \$49,999	12	2	10	1	1					2	1	1
\$ 50,000 - \$59,999	22	4	18	2		2	3	1	2	4		4
\$ 60,000 - \$69,999	15	3	12				1		1	3		3
\$ 70,000 - \$84,999	7	1	6							1	1	
\$ 85,000 - \$99,999	2	1	1									
\$100,000 and over	5	2	3									
Total Number of Employees	75	13	62	3	1	2	4	1	3	11	2	9

Form 3 B

WCG International Consultants Ltd. (certificate # 100246)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Part-Time / British Columbia

Reporting Period 2018-07-31 to 2018-10-11

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible M	inorities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
\$ 10,000 - \$12,499	1		1									
\$ 12,500 - \$14,999	1		1									
\$ 20,000 - \$22,499	1		1									
\$ 22,500 - \$24,999	1		1									
\$ 25,000 - \$29,999	2		2									
\$ 35,000 - \$39,999	1		1							1		1
\$ 40,000 - \$49,999	1	1					1	1				
Total Number of Employees	8	1	7				1	1		1		1

Form 3 A

WCG International Consultants Ltd. (certificate # 100246)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Saskatchewan

Reporting Period 2018-07-31 to 2018-10-11

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
\$ 60,000 - \$69,999	1		1									
Total Number of Employees	1		1									



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Alberta

Reporting Period 2018-07-31 to 2018-10-11

		All Employees		А	boriginal Peop	les	Pers	ons with Disab	ilities	Membe	rs of Visible M	inorities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
\$ 35,000 - \$37,499	1		1							1		1
\$ 45,000 - \$49,999	3	1	2									
\$ 50,000 - \$59,999	4	1	3							1		1
\$ 60,000 - \$69,999	5	2	3				1	1		1	1	
\$ 70,000 - \$84,999	2		2							1		1
Total Number of Employees	15	4	11				1	1		4	1	3

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / Alberta

Reporting Period 2018-07-31 to 2018-10-11

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
\$ 30,000 - \$34,999	1	1										
Total Number of Employees	1	1										

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / National

		All Employees		А	boriginal Peop	les	Pers	ons with Disat	oilities	Membe	rs of Visible M	inorities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Senior Managers	1		1				1		1			
Middle and Other Managers	3	1	2							1		1
Professionals	30	8	22							7		7
Semi-Professionals and Technicians	8	2	6							1		1
Administrative and Senior Clerical Personnel	11	2	9							2		2
Clerical Personnel	6	1	5									
Intermediate Sales and Service Personnel	10	2	8									
Total Number of Employees Hired	69	16	53				1		1	11		11

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / National

					boriginal Peopl	es	Pers	ons with Disab	oilities	Membe	rs of Visible Mi	norities
Occupational Group	1		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	4		4							1		1
Administrative and Senior Clerical Personnel	3	1	2									
Total Number of Employees Hired	7	1	6							1		1

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Temporary / National

	Col. 1 Col. 2 Col. 3				original Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Professionals	1		1							1		1
Total Number of Employees Hired	1		1							1		1



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Ontario

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



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

	All Employees			Aboriginal Peoples			Pers	ons with Disab	ilities	Members of Visible Minorities		
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Senior Managers	1		1				1		1			
Middle and Other Managers	2	1	1									
Professionals	20	6	14							5		5
Semi-Professionals and Technicians	6	1	5							1		1
Administrative and Senior Clerical Personnel	10	2	8							1		1
Clerical Personnel	6	1	5									
Intermediate Sales and Service Personnel	10	2	8									
Total Number of Employees Hired	55	13	42				1		1	7		7



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

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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Temporary / British Columbia

	, , , , , , , , , , , , , , , , , , , ,				original Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible M	inorities
Occupational Group			Women	Total	Men	Women	Total	Men	Women	Total Col. 10	Men Col. 11	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Professionals	1		1							1		1
Total Number of Employees Hired	1		1							1		1



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Saskatchewan

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Alberta

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



WCG International Consultants Ltd. (certificate # 100246) FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Ontario

Reporting Period 2018-07-31 to 2018-10-11

	Employ	ees promoted (Employees pro	moted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
NOC		All Employees		Α	boriginal Peopl	es	Pers	ons with Disat	ilities	Membe	rs of Visible M	inorities
NOC	Total				Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
1221 : Administrative officers	1		1									
Total Number of Employees Promoted	1		1									
Total Number of Promotions	1		1									



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

Reporting Period 2018-07-31 to 2018-10-11

	Employ	ees promoted	(Employees pr	omoted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
NOC		All Employees		Al	boriginal Peopl	es	Pers	ons with Disab	ilítíes	Membe	rs of Visible M	inorities
NOC	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
6552 : Other customer and information services representatives	1		1									
Total Number of Employees Promoted	1		1									
Total Number of Promotions	1		1									



WCG International Consultants Ltd. (certificate # 100246) FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED

Full-Time / National

	Employe	ees promoted (Employees pro	moted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
Oppunational Crown		All Employees		Α	boriginal Peop	les	Pers	ons with Disab	oilities	Membe	rs of Visible M	inorities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1		1									
Middle and Other Managers	1		1									
Professionals	7	1	6				1		1	1		1
Semi-Professionals and Technicians	1		1									
Administrative and Senior Clerical Personnel	1		1									
Intermediate Sales and Service Personnel	4	1	3									
Total Number of Employees Promoted	15	2	13				1		1	1		1
Total Number of Promotions	15	2	13				1		1	1		1

WCG International Consultants Ltd. (certificate # 100246) FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Ontario

	Employ	ees promoted	(Employees pr	omoted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
One was the state of Course		All Employees	i	Al	boriginal Peopl	es	Pers	ons with Disat	oilities	Membe	rs of Visible M	inorities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Administrative and Senior Clerical Personnel	1		1									
Total Number of Employees Promoted	1		1									
Total Number of Promotions	1		1									

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

	Employe	ees promoted (Employees pro	omoted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
Oppunational Crown		All Employees		Α	boriginal Peop	les	Pers	ons with Disat	oilítíes	Membe	rs of Visible Mi	inorities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Senior Managers	1		1									
Middle and Other Managers	1		1									
Professionals	6	1	5				1		1			
Semi-Professionals and Technicians	1		1									
Intermediate Sales and Service Personnel	4	1	3									
Total Number of Employees Promoted	13	2	11				1		1			
Total Number of Promotions	13	2	11				1		1			



WCG International Consultants Ltd. (certificate # 100246) FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED

Full-Time / Alberta Reporting Period 2015-12-25 to 2018-10-11

	Employe	ees promoted	(Employees pro	moted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
Occupational Crown		All Employees	i	Α	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Professionals	1		1							1		1
Total Number of Employees Promoted	1		1							1		1
Total Number of Promotions	1		1							1		1



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / National

Reporting Period 2015-12-25 to 2018-10-11

		All Employees Total Men Women			ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Senior Managers	7	2	5	1		1	1		1			
Middle and Other Managers	10	3	7				1		1	2		2
Professionals	21	8	13							3	1	2
Semi-Professionals and Technicians	8	1	7							2		2
Supervisors	1		1							1		1
Administrative and Senior Clerical Personnel	3	2	1									
Clerical Personnel	9	1	8							2		2
Intermediate Sales and Service Personnel	8	2	6	1		1				1		1
Total Number of Employees Terminated	67	19	48	2		2	2		2	11	1	10

Canada

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / National

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	oilities	Membe	rs of Visible M	inorities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Professionals	7	1	6				1		1	1		1
Administrative and Senior Clerical Personnel	3	1	2									
Clerical Personnel	1		1									
Intermediate Sales and Service Personnel	2		2									
Total Number of Employees Terminated	13	2	11				1		1	1		1

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Temporary / National

		All Employees	;	А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible M	inorities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Professionals	2		2							1		1
Total Number of Employees Terminated	2		2							1		1



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Ontario

		All Employees	3	Aboriginal Peoples			Pers	ons with Disab	ilities	Members of Visible Minorities			
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Senior Managers	1		1										
Middle and Other Managers	2		2							2		2	
Professionals	1		1							1		1	
Semi-Professionals and Technicians	2		2							1		1	
Clerical Personnel	1		1							1		1	
Total Number of Employees Terminated	7		7							5		5	

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / British Columbia

Reporting Period 2015-12-25 to 2018-10-11

		All Employees		Al	poriginal Peop	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Senior Managers	6	2	4	1		1	1		1			
Middle and Other Managers	8	3	5				1		1			
Professionals	18	6	12							1		1
Semi-Professionals and Technicians	4		4							1		1
Supervisors	1		1							1		1
Administrative and Senior Clerical Personnel	3	2	1									
Clerical Personnel	7	1	6									
Intermediate Sales and Service Personnel	8	2	6	1		1				1		1
Total Number of Employees Terminated	55	16	39	2		2	2		2	4		4

Canada

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

Reporting Period 2015-12-25 to 2018-10-11

		All Employees	;	А	boriginal Peopl	es	Pers	ons with Disal	oilities	Membe	ers of Visible M	inorities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Professionals	7	1	6				1		1	1		1
Administrative and Senior Clerical Personnel	3	1	2									
Clerical Personnel	1		1									
Intermediate Sales and Service Personnel	2		2									
Total Number of Employees Terminated	13	2	11				1		1	1		1

Canada

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Temporary / British Columbia

		All Employees			Aboriginal Peoples			ons with Disab	ilities	Members of Visible Minorities			
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Professionals	2		2							1		1	
Total Number of Employees Terminated	2		2							1		1	



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Alberta

	All Employees			Aboriginal Peoples			Pers	ons with Disab	oilities	Members of Visible Minorities			
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12	
Professionals	2	2								1	1		
Semi-Professionals and Technicians	2	1	1										
Clerical Personnel	1		1							1		1	
Total Number of Employees Terminated	5	3	2							2	1	1	



Workforce Analysis - Detailed Report

Date: 2018-10-12

Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	Repre	sentation	Avai	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	4	3	75.0 %	27.4 %	1	2	National
02 : Middle and Other Managers	National	10	8	80.0 %	38.9 %	4	4	National
03 : Professionals		62	49	79.0 %	69.0 %	43	6	
1111 : Financial auditors and accountants	National	1	1	100.0 %	55.1 %	1	0	National
1114 : Other financial officers	National	1	1	100.0 %	44.1 %	0	1	National
1121 : Human resources professionals	National	1	1	100.0 %	71.1 %	1	0	National
1122 : Professional occupations in business management consulting	National	1	0	0.0 %	42.0 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	1	1	100.0 %	66.4 %	1	0	National
2171 : Information systems analysts and consultants	National	2	0	0.0 %	28.3 %	1		National
2174 : Computer programmers and interactive media developers	National	1	0	0.0 %	17.9 %	0	0	National
4021 : College and other vocational instructors	National	4	3	75.0 %	53.8 %	2	1	National
4153 : Family, marriage and other related counsellors	National	14	11	78.6 %	74.6 %	10	1	National
4156 : Employment counsellors	National	35	30	85.7 %	74.6 %	26	4	National
4163 : Business development officers and marketing researchers and consultants	National	1	1	100.0 %	50.7 %	1	0	National
04 : Semi-Professionals and Technicians		3	2	66.7 %	25.1 %	1	1	
2282 : User support technicians	British Columbia	3	2	66.7 %	25.1 %	1	1	British Columbia
07 : Administrative and Senior Clerical Personnel		15	13	86.7 %	85.5 %	13	0	
Employment Equity Occupational Group	B.C. less CMAs	10	9	90.0 %	87.5 %	9	0	B.C. less CMAs
Employment Equity Occupational Group	Calgary	1	1	100.0 %	80.5 %	1	0	Calgary
Employment Equity Occupational Group	Vancouver	1	1	100.0 %	79.0 %	1	0	Vancouver
Employment Equity Occupational Group	Victoria	2	2	100.0 %	81.2 %	2	0	Victoria
10 : Clerical Personnel		2	2	100.0 %	75.8 %	2	0	
Employment Equity Occupational Group	B.C. less CMAs	1	1	100.0 %	77.5 %	1	0	B.C. less CMAs
Employment Equity Occupational Group	Victoria	1	1	100.0 %	74.1 %	1	0	Victoria



Workforce Analysis - Detailed Report

Date: 2018-10-12

Women

					Women				
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avai	lability	Gap	Recruitment Area	
		#	#	%	%	#	#		
11 : Intermediate Sales and Service Personnel		7	6	85.7 %	66.7 %	5	1		
Employment Equity Occupational Group	Victoria	7	6	85.7 %	66.7 %	5	1	Victoria	
Total		103	83	80.6 %	65.6 %	69	14		

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-10-12

Aboriginal Peoples

				Aborig	jinal Peoples			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Availa	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	4	0	0.0 %	2.9 %	0	0	National
02 : Middle and Other Managers	National	10	0	0.0 %	2.2 %	0	0	National
03 : Professionals		62	3	4.8 %	6.4 %	4	-1	
1111 : Financial auditors and accountants	National	1	0	0.0 %	1.3 %	0	0	National
1114 : Other financial officers	National	1	0	0.0 %	1.3 %	0	0	National
1121 : Human resources professionals	National	1	0	0.0 %	2.7 %	0	0	National
1122 : Professional occupations in business management consulting	National	1	0	0.0 %	1.6 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	1	0	0.0 %	2.1 %	0	0	National
2171 : Information systems analysts and consultants	National	2	0	0.0 %	1.1 %	0	0	National
2174 : Computer programmers and interactive media developers	National	1	0	0.0 %	1.0 %	0	0	National
4021 : College and other vocational instructors	National	4	1	25.0 %	2.4 %	0	1	National
4153 : Family, marriage and other related counsellors	National	14	0	0.0 %	7.2 %	1	-1	National
4156 : Employment counsellors	National	35	2	5.7 %	7.8 %	3	-1	National
4163 : Business development officers and marketing researchers and consultants	National	1	0	0.0 %	2.0 %	0	0	National
04 : Semi-Professionals and Technicians		3	0	0.0 %	1.8 %	0	0	
2282 : User support technicians	British Columbia	3	0	0.0 %	1.8 %	0	0	British Columbia
07 : Administrative and Senior Clerical Personnel		15	0	0.0 %	6.3 %	1	-1	
Employment Equity Occupational Group	B.C. less CMAs	10	0	0.0 %	7.7 %	1		B.C. less CMAs
Employment Equity Occupational Group	Calgary	1	0	0.0 %	2.6 %	0	0	Calgary
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	2.1 %	0	0	Vancouver
Employment Equity Occupational Group	Victoria	2	0	0.0 %	3.0 %	0	0	Victoria
10 : Clerical Personnel		2	0	0.0 %	6.7 %	0	0	
Employment Equity Occupational Group	B.C. less CMAs	1	0	0.0 %	9.1 %	0	0	B.C. less CMAs
Employment Equity Occupational Group	Victoria	1	0	0.0 %	4.3 %	0	0	Victoria



Workforce Analysis - Detailed Report

Date: 2018-10-12

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees	Represe	entation	Avail	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
11 : Intermediate Sales and Service Personnel		7	0	0.0 %	4.2 %	0	0	
Employment Equity Occupational Group	Victoria	7	0	0.0 %	4.2 %	0	0	Victoria
Total		103	3	2.9 %	5.6 %	5	-2	

Total may not equal sum of components due to rounding.

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

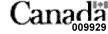


Workforce Analysis - Detailed Report

Date: 2018-10-12

Members of Visible Minorities

		Members of Visible M Location All Employees Representation Av				orities		
Employment Equity Occupational Group	Internal Location	All Employees	•			ability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	4	0	0.0 %	10.1 %	0	0	National
02 : Middle and Other Managers	National	10	0	0.0 %	15.0 %	2	-2	National
03 : Professionals		62	14	22.6 %	15.5 %	10	4	
1111 : Financial auditors and accountants	National	1	0	0.0 %	27.5 %	0	0	National
1114 : Other financial officers	National	1	1	100.0 %	21.7 %	0	1	National
1121 : Human resources professionals	National	1	0	0.0 %	14.1 %	0	0	National
1122 : Professional occupations in business management consulting	National	1	0	0.0 %	21.6 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	1	0	0.0 %	16.9 %	0	0	National
2171 : Information systems analysts and consultants	National	2	1	50.0 %	31.4 %	1	0	National
2174 : Computer programmers and interactive media developers	National	1	0	0.0 %	31.5 %	0	0	National
4021 : College and other vocational instructors	National	4	2	50.0 %	13.4 %	1	1	National
1153 : Family, marriage and other related counsellors	National	14	4	28.6 %	10.5 %	1	3	National
4156 : Employment counsellors	National	35	6	17.1 %	15.5 %	5	1	National
4163 : Business development officers and marketing researchers and consultants	National	1	0	0.0 %	21.9 %	0	0	National
04 : Semi-Professionals and Technicians		3	0	0.0 %	32.5 %	1	-1	
2282 : User support technicians	British Columbia	3	0	0.0 %	32.5 %	1	-1	British Columbia
07 : Administrative and Senior Clerical Personnel		15	2	13.3 %	7.3 %	1	1	
Employment Equity Occupational Group	B.C. less CMAs	10	1	10.0 %	3.4 %	0	1	B.C. less CMAs
Employment Equity Occupational Group	Calgary	1	1	100.0 %	16.5 %	0	1	Calgary
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	35.3 %	0	0	Vancouver
Employment Equity Occupational Group	Victoria	2	0	0.0 %	8.2 %	0	0	Victoria
0 : Clerical Personnel		2	0	0.0 %	5.7 %	0	0	
Employment Equity Occupational Group	B.C. less CMAs	1	0	0.0 %	2.9 %	0	0	B.C. less CMAs
Employment Equity Occupational Group	Victoria	1	0	0.0 %	8.6 %	0	0	Victoria



Workforce Analysis - Detailed Report

Date: 2018-10-12

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees	Represe	entation	Avai	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
11 : Intermediate Sales and Service Personnel		7	0	0.0 %	12.9 %	1	-1	
Employment Equity Occupational Group	Victoria	7	0	0.0 %	12.9 %	1	-1	Victoria
Total		103	16	15.5 %	14.2 %	 15	1	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

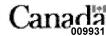
Date: 2018-10-12

Persons with Disabilities

Persons with				ons with Disabilities				
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
01/02 : Managers	National	14	0	0.0 %	4.3 %	1	•1	National
03 : Professionals	National	62	5	8.1 %	3.8 %	2	3	National
04 : Semi-Professionals and Technicians	National	3	0	0.0 %	4.6 %	0	0	National
07 : Administrative and Senior Clerical Personnel	National	15	1	6.7 %	3.4 %	1	0	National
10 : Clerical Personnel	National	2	0	0.0 %	7.0 %	0	0	National
11 : Intermediate Sales and Service Personnel	National	7	0	0.0 %	5.6 %	0	0	National
Total		103	6	5.9 %	4.0 %	4	2	
rotal		103	O	J. 9 70	4.0 70	**	~	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

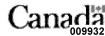
Date: 2018-10-12

Reasons for selecting a different analysis scope, recruitment area or recruitment location:

Employment Services is a fairly specialized field and is highly competitive when it comes to attracting and retaining talent. WCG's aim is to attract and hire those with significant and relevant experience. In our recruiting practices at WCG we recruit from across Canada for all positions except clerical. We often look outside of our province to find the right candidate for all management and case professional personnel.

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
05 : Supervisors	EEOG	CMA
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA



Workforce Analysis - Detailed Report

Date: 2018-10-12

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
05 : Supervisors	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National



Workforce Analysis - Summary Report

Date: 2018-10-12

Women

	Women						
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	lability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	4	3	75.0 %	27.4 %	1	2	
02 : Middle and Other Managers	10	8	80.0 %	38.9 %	4	4	
03 : Professionals	62	49	79.0 %	69.0 %	43	6	
04 : Semi-Professionals and Technicians	3	2	66.7 %	25.1 %	1	1	
07 : Administrative and Senior Clerical Personnel	15	13	86.7 %	85.5 %	13	0	
10 : Clerical Personnel	2	2	100.0 %	75.8 %	2	0	
11 : Intermediate Sales and Service Personnel	7	6	85.7 %	66.7 %	5	1	
Total	103	83	80.6 %	65.6 %	69	14	



Workforce Analysis - Summary Report

Date: 2018-10-12

Aboriginal Peoples

	Aboriginal Peoples						
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	ability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	4	0	0.0 %	2.9 %	0	0	
02 : Middle and Other Managers	10	0	0.0 %	2.2 %	0	0	
03 : Professionals	62	3	4.8 %	6.4 %	4	-1	
04 : Semi-Professionals and Technicians	3	0	0.0 %	1.8 %	0	0	
07 : Administrative and Senior Clerical Personnel	15	0	0.0 %	6.3 %	1	-1	
10 : Clerical Personnel	2	0	0.0 %	6.7 %	0	0	
11 : Intermediate Sales and Service Personnel	7	0	0.0 %	4.2 %	0	0	
Total	103	3	2.9 %	5.6 %	5	-2	•



Workforce Analysis - Summary Report

Date: 2018-10-12

Members of Visible Minorities

	Members of Visible Minorities					
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	ilability	Gap
	#	#	%	%	#	#
01 : Senior Managers	4	0	0.0 %	10.1 %	0	0
02 : Middle and Other Managers	10	0	0.0 %	15.0 %	2	-2
03 : Professionals	62	14	22.6 %	15.5 %	10	4
04 : Semi-Professionals and Technicians	3	0	0.0 %	32.5 %	· Perror	
07 : Administrative and Senior Clerical Personnel	15	2	13.3 %	7.3 %	1	1
10 : Clerical Personnel	2	0	0.0 %	5.7 %	0	0
11 : Intermediate Sales and Service Personnel	7	0	0.0 %	12.9 %	1	-1
Total	103	16	15.5 %	14.2 %	15	1



Workforce Analysis - Summary Report

Date: 2018-10-12

Persons with Disabilities

	Persons with Disabilities						
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	ability	Gap	
	#	#	%	%	#	#	
01/02 : Managers	14	0	0.0 %	4.3 %	1	-1	
03 : Professionals	62	5	8.1 %	3.8 %	2	3	
04 : Semi-Professionals and Technicians	3	0	0.0 %	4.6 %	0	0	
07 : Administrative and Senior Clerical Personnel	15	1	6.7 %	3.4 %	1	0	
10 : Clerical Personnel	2	0	0.0 %	7.0 %	0	0	
11 : Intermediate Sales and Service Personnel	7	0	0.0 %	5.6 %	0	0	
Total	103	6	5.9 %	4.0 %	4	2	



Workforce Analysis - Summary Report

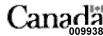
Date: 2018-10-12

Reasons for selecting a different analysis scope, recruitment area or recruitment location:

Employment Services is a fairly specialized field and is highly competitive when it comes to attracting and retaining talent. WCG's aim is to attract and hire those with significant and relevant experience. In our recruiting practices at WCG we recruit from across Canada for all positions except clerical. We often look outside of our province to find the right candidate for all management and case professional personnel.

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Perform Analysis By	Recruitment Area
EEOG	National
EEOG	National
NOC	National
NOC	Provincial
EEOG	CMA
	EEOG NOC NOC EEOG EEOG



Workforce Analysis - Summary Report

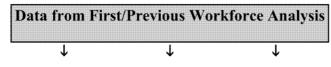
Date: 2018-10-12

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
05 : Supervisors	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National



Federal Contractors Program Achievement Report Part 1: Workforce Analysis WCG International Consultants Ltd. 2018-10-12



Data from Su	ibsequent/Curro Analysis	ent Workforce
1	\	1

Data from Fi	st/Previous Work	force Analysis
YYYY	MM	DD
2015	12	24

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	10	11

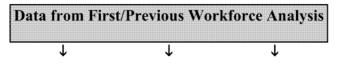
			rable 1: Women	
H		First/Previous Workforce Analysis All Employees Women		
Emplo	oyment Equity Occupational Group (EEOG)	All Employees	Representation	Availability*
		#	* #	%
01	Senior Managers	10	7	27.4
02	Middle & Other Managers	16	13	38.9
03	Professionals	60	45	69.0
04	Semi-Professionals & Technicians	2	2	24.2
05	Supervisors	1	1	61.1
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	9	9	73.4
11	Intermediate Sales & Service Personnel	7	6	66.7
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		105	83	59.7

	Table 5: Women			
Subsequent/Current Workforce Analysis				
All Employees	Won	nen		
	Representation	Availability*		
#	#	%		
4	3	27.4		
10	8	38.9		
62	49	69.0		
3	2	25.1		
0	0	0.0		
0	0	0.0		
15	13	85.5		
0	0	0.0		
0	0	0.0		
2	2	75.8		
7	6	66.7		
0	0	0.0		
0	o	0.0		
0	0	0.0		
103	83	65.6		

* Source	e:				
2011 Na	tional l	Househo	ld Surve	V	

* Source:			
2011 Nationa	al Household S	Survey	

Federal Contractors Program Achievement Report Part 1: Workforce Analysis WCG International Consultants Ltd. 2018-10-12



Data from Sul	osequent/Curro Analysis	ent Workforce
\	1	\

2015	12	24
YYYY	MM	DD
Data from Fi	rst/Previous Workf	orce Analysis

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	10	11

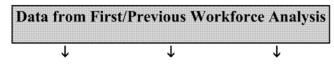
		Table	2: Aboriginal P	eoples
		First/Previous Workforce Analysis		
Famil	ourset Faulty Occupational Cusus (FFOC)	All Employees	Aborigina	al Peoples
cmp	oyment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	10	1	2.9
02	Middle & Other Managers	16	0	2.2
03	Professionals	60	3	6.2
04	Semi-Professionals & Technicians	2	0	1.6
05	Supervisors	1	0	4.9
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	9	0	5.2
11	Intermediate Sales & Service Personnel	7	1	4.2
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		105	5	5.0

Table	6: Aboriginal Pe	eoples		
Subsequent/Current Workforce Analysis				
All Employees	Aboriginal	l Peoples		
	Representation	Availability*		
#	#	9/0		
4	0	2.9		
10	0	2.2		
62	3	6.4		
3	0	1.8		
0	0	0.0		
0	ol	0.0		
15	ol	6.3		
0	ol	0.0		
0	0	0.0		
2	o	6.7		
7	0	4.2		
0	o	0.0		
0	ol	0.0		
0	0	0.0		
103	3	5.6		

* Source:			
2011 Nation	nal Household	Survey	

* Source:	
2011 National Househol	d Survey

Federal Contractors Program Achievement Report Part 1: Workforce Analysis WCG International Consultants Ltd. 2018-10-12



Data from Sul	bsequent/Curro Analysis	ent Workforce
1	\	1

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

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	10	11

		Table 3: Me	mbers of Visible	e Minorities	
		First/Pr	evious Workforce /	Analysis	
E-mal.	symant Fauity Occupational Cusus (FFOC)	All Employees	Members of Visible Minorities		
cmba	oyment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01	Senior Managers	10	0	10.1	
02	Middle & Other Managers	16	1	15.0	
03	Professionals	60	9	16.2	
04	Semi-Professionals & Technicians	2	1	35.9	
05	Supervisors	1	1	13.2	
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	9	3	16.5	
11	Intermediate Sales & Service Personnel	7	0	12.7	
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		105	15	15.6	

Table 7: Me	mbers of Visible	Minorities				
Subsequent/Current Workforce Analysis						
All Employees	Members of Visible Minorities					
	Representation	Availability*				
#	#	%				
4	0	10.1				
10	0	15.0				
62	14	15.5				
3	ol	32.5				
0	ol	0.0				
0	ol	0.0				
15	2	7.3				
0	ol	0.0				
0	0	0.0				
2	ol	5.7				
7	ol	12.9				
0	o	0.0				
0	o	0.0				
o	0	0.0				
103	16	14.2				

* Sour	ce:			
2011 N	lational Ho	ousehold Surve	У	

Ľ	So	urce	<u>:</u>						
12	2011	Nat	iona	l Hou	sehold	Survey	1		

Federal Contractors Program Achievement Report Part 1: Workforce Analysis WCG International Consultants Ltd. 2018-10-12

Data from Firs	st/Previous Wor	rkforce Analysis
†	1	\downarrow

Data from Sul	bsequent/Curro Analysis	ent Workforce
\	\	1

YYYY	MM	DD
2015	12	24

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	10	11

		Table 4: Persons with Disabilities			
		First/Pr	evious Workforce 2	Analysis	
Emplo	yment Equity Occupational Group (EEOG)	All Employees	Persons with	n Disabilities	
Embio	yment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	0/0	
01/02	Managers	26	1	4.3	
03	Professionals	60	6	3.8	
04	Semi-Professionals & Technicians	2	0	4.6	
05	Supervisors	1	0	13.9	
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	9	0	7.0	
11	Intermediate Sales & Service Personnel	7	0	5.6	
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		105	7	4.4	

Table 8:	<u>Persons with Dis</u>	<u>sabilities</u>		
Subsequent/Current Workforce Analysis				
All Employees	yees Persons with Disabilities			
	Representation	Availability*		
#	#	%		
14	0	4.3		
62	5	3.8		
3	0	4.6		
0	0	0.0		
0	0	0.0		
15	1	3.4		
0	0	0.0		
0	0	0.0		
2	0	7.0		
7	0	5.6		
0	0	0.0		
0	0	0.0		
0	o	0.0		
103	6	4.0		

* Source:			
2012 Canad	ian Survey on Dis	ability	

* Source:			
2012 Cana	dian Survey on	Disability	

Part 2: Flow Data Analysis

WCG International Consultants Ltd.

43385

Start	Date of	Flow	Data
YYYY	MA	1	DD
2015	12		25

End l	Date of	Flow	Data
YYYY	M	/1	DD
2018	10)	11

Data from Form 4 - Employees Hired

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

Data from Form 6 - Employees Terminated

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		₩	Ψ.	. ↓	4
		Table 1: Women			
		Full-time	/ National	Part-time	/ National
	ployment Equity Occupational Group EOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired
		#	#	#	#
01	Senior Managers	1	1	0	0
02	Middle & Other Managers	3	2	0	0
03	Professionals	30	22	4	4
04	Semi-Professionals & Technicians	8	6	0	0
05	Supervisors	0	0	0	0
06	Supervisors: Crafts & Trades	0	0	0	0
07	Administrative & Senior Clerical Personnel	11	9	3	2
08	Skilled Sales & Service Personnel	0	0	0	0
09	Skilled Crafts & Trades Workers	0	0	0	0
10	Clerical Personnel	6	5	0	0
11	Intermediate Sales & Service Personnel	10	8	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
Γot	al	69	53	7	6

Full-time /	National	Part-time /	National	
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	
#	#	#	#	
1	1	0	0	
1	1	0	0	
7	6	0	0	
	1	0	0	
0	0	0	0	
0	0	0	0	
1	1	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
4	3	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
15	13	0	0	

	Table 9: Women				
Full-time	/ National	Part-time	/ National		
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated		
#	#	#	#		
7	5	0	0		
10	7	0	0		
21	13	7	6		
8	7	0	0		
1	1	0	0		
0	0	0	0		
3	1	3	2		
0	0	0	0		
0	0	0	0		
9	8	1	1		
8	6	2	2		
0	0	0	0		
0	0	0	0		
0	0	0	0		
67	48	13	11		

Part 2: Flow Data Analysis

WCG International Consultants Ltd.

43385

2015	12	25
YYYY	MM	DD
Start	Date of Flow	Data

2018	10	11
YYYY	MM	DD
End	Date of Flow	Data

Data from Form 4 - Employees Hired

 \downarrow

	1	ı	1
	Pro	moted	
Data	from For	m 5 - Emp	loyees

Data from Form 6 - Employees Terminated $\overline{\downarrow}$ $\overline{\downarrow}$ $\overline{\downarrow}$

	Tal	Table 2: Aboriginal Peoples			
	Full-time	Full-time / National		Part-time / National	
Employment Equity Occupational Group (EEOG)	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	
	#	#	#	#	
01 Senior Managers	1	0	0	0	
02 Middle & Other Managers	3	0	0	0	
03 Professionals	30	0	4	0	
04 Semi-Professionals & Technicians	8	0	0	o	
05 Supervisors	0	0	0	l ol	
06 Supervisors: Crafts & Trades	0	0	0	l ol	
07 Administrative & Senior Clerical Personnel	11	0	3	l ol	
08 Skilled Sales & Service Personnel	0	0	0	l ol	
09 Skilled Crafts & Trades Workers	0	0	0	l ol	
10 Clerical Personnel	6	0	0	o	
11 Intermediate Sales & Service Personnel	10	0	0	o	
12 Semi-Skilled Manual Workers	0	0	0	o	
13 Other Sales & Service Personnel	0	0	0	o	
14 Other Manual Workers	0	0	0	o	
Total	69	0	7	0	

Full-time / National		Part-time / National		
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	
#	#	#	#	
1	0	0	0	
1	0	0	0	
7	0	0	0	
1	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	
4	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
15	0	0	0	

Table 10: Aboriginal Peoples			
Full-time	Full-time / National Part-time / Nation		/ National
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
7	I	0	(
10	0	0	0
21	0	7	C
8	0	0	C
1	0	0	C
0	0	0	0
3	0	3	(
0	0	0	0
0	0	0	C
9	0	1	C
8	1	2	C
0	0	0	C
0	0	0	C
0	0	0	C
67	2	13	(

Part 2: Flow Data Analysis

WCG International Consultants Ltd.

43385

2015	12	25
YYYY	MM	DD
Start	Date of Flow	Data

2018	10	11
YYYY	ММ	DD
End I	Date of Flow	Data

Data from Form 4 - Employees Hired

1

	1.01	noccu	
	Pron	noted	

Dat	a from Fort	n 5 - Empi	oyees
n a	- f T		

Terminated $\overline{\downarrow}$ $\overline{\downarrow}$ $\overline{\downarrow}$ $\overline{\downarrow}$

	Table	Table 3: Persons with Disabilities			
	Full-time	-time / National Part-time / Natio			
Employment Equity Occupational Group (EEOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	
	#	#	#	#	
01 Senior Managers	1	1	0	0	
02 Middle & Other Managers	3	0	0	0	
03 Professionals	30	0	4	0	
04 Semi-Professionals & Technicians	8	0	0	0	
05 Supervisors	0	0	0	0	
06 Supervisors: Crafts & Trades	0	0	0	0	
07 Administrative & Senior Clerical Personne	l 11	0	3	0	
08 Skilled Sales & Service Personnel	0	0	0	0	
09 Skilled Crafts & Trades Workers	0	0	0	0	
10 Clerical Personnel	6	0	0	0	
11 Intermediate Sales & Service Personnel	10	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	69	1	7	0	

Full-time / National		Part-time / National	
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
#	#	#	#
1	0	0	0
1	0	0	0
7	J	0	0
1	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
4	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
15	1	0	0

	/ National	s with Disa Part-time			
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated		
#	#	#	#		
7	1	0	C		
10	1	0	(
21	0	7	1		
8	0	0	(
1	0	0	(
0	0	0	(
3	0	3	(
0	0	0	(
0	0	0	C		
9	0	1	(
8	0	2	(
0	0	0	(
0	0	0	C		
0	0	0	(
67	2	13	1		

Data from Form 6 - Employees

Part 2: Flow Data Analysis

WCG International Consultants Ltd.

43385

2015	12	25
YYYY	MM	DD
Start	Date of Flow	Data

End	Date of Flow	Data
YYYY	MM	DD
2018	10	11



Hired										
1		Ψ.	1							
Table 4:	Members o	of Visible N	Iinorities							
Full-time	/ National	Part-time	/ National							
All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired							
#	#	#	#							
 1	0	0	0							
3	1	0	0							
30	7	4	1							

		Table 4:	viembers (ot visidie iv	imorities
		Full-time	National	Part-time	/ National
	ployment Equity Occupational Group EOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
		#	#	#	#
01	Senior Managers	1	0	0	0
02	Middle & Other Managers	3	1	0	0
03	Professionals	30	7	4	1
04	Semi-Professionals & Technicians	8	1	0	0
05	Supervisors	0	0	0	0
06	Supervisors: Crafts & Trades	0	0	0	0
07	Administrative & Senior Clerical Personnel	11	2	3	0
08	Skilled Sales & Service Personnel	0	0	0	0
09	Skilled Crafts & Trades Workers	0	0	0	0
10	Clerical Personnel	6	0	0	o
11	Intermediate Sales & Service Personnel	10	0	0	0
12	Semi-Skilled Manual Workers	0	0	0	0
13	Other Sales & Service Personnel	0	0	0	0
14	Other Manual Workers	0	0	0	0
Tot	al	69	11	7	1

Data		m 5 - Empl noted	- ·
1	. ↓	↓	↓

Full-time	/ National	Part-time / National					
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted				
#	#	#	#				
1	0	0	(
1	0	0	(
7	I	0	0				
1	0	0	0				
0	0	0	C				
0	0	0	C				
1	0	0	(
0	0	0	(
0	0	0	(
0	0	0	C				
4	0	0	(
0	0	0	(
0	0	0	C				
0	0	0	C				
15	1	0	0				

Data from Form 6 - Employees Terminated

1	Ψ.	1	ψ
Table 12:	Members	of Visible N	Minorities
Full-time	/ National	Part-time	/ National
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
7	0	0	0
10	2	0	0
21	2	7	1
8	2	0	0
1	1	0	0
0	0	0	0
3	0	3	0
0	0	0	0
0	0	0	0
9	1	1	0
8	1	2	0
0	0	0	0
0	0	0	0
0	0	0	0
67	9	13	1

									Data	for First/I	revious (Goals							
A B	<u>C</u>	D	<u> </u>	F	i G	H	I		<u>K</u>	L	<u>M</u>	l N	O	Î P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	F +	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
Next 600000 20000000 11.0000000 2000000 20000000000	<u> </u>	Ţ	Ţ	Ų	Ţ	Ţ	1	Ţ	ţ	1	Ţ	<u> </u>	Į.	Į.	Ţ	Ļ	Ţ	Į.	Į.
										Table 1:									
									First	Previous SI	nort-term C	loals							
				All Er	nployees					,					omen				
	Number	Gre	wth (New Posit	ions)	Turnover (R	eplacement of	Terminated		Number	Tuenovae (D	eplacement of		<u> </u>	r Goals					
Employment Equity Occupational					•		Anticipated			f Employees)	Hires Required		n - To	Present		Projected	Present	Projected	
Group (EEOG)	VVVY-MM-DD	Actual	Proj	ected	Actual	Proje	ected	Hires Over 3 Years	YYYY-MM-DD		,	Over 3	YYYY	- 1777	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2015-12-24	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Vears	Tears	2015-12-24	Annually	Over 3 Years	Years	2015	2018					tears
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	Ħ	#	%	%
01 Senior Managers	10	-26.3%	0.0%	(100.0%	0.0%	0	(7	0.0%	0	-4	0	0.0%	27.4%	4	4	70.0%	70.0%
02 Middle & Other Managers	16	-14.5%	0.0%	(76.9%	0.0%	0) (1.3	0.0%	0	-7	0	0.0%	38.9%	7	7	81.3%	81.3%
03 Professionals	60	1.1%	0.0%	(45.9%	0.0%	0		45	0.0%	. 0	-4	0	0.0%	69.0%	4	4	75.0%	75.0%
04 Semi-Professionals & Tech	2	14.5%	0.0%	(320.0%	0.0%	0) 2	0.0%	. 0	-2	0	0.0%	24.2%	2	2	100.0%	100.0%
05 Supervisors	1	~100.0%	0.0%	(200.0%	0.0%	0) 1	0.0%	. 0	0	0	0.0%	61.1%	0	0	100.0%	100.0%
06 Supervisors: Crafts & Trades	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!
07 Administrative & Sr Clerical	0	0.0%	0.0%	(80.0%	0.0%	0) () (0.0%	0	0	(0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%	0.0%	(0.0%	0.0%	0	() (0.0%	0	0	(0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	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!
10 Clerical Personnel	9	-39.4%	0.0%	(181.8%	0.0%	0	(9	0.0%	. 0	-2	0	0.0%	73.4%	2	2	100.0%	100.0%
11 Intermediate Sales & Service	7	0.0%	0.0%	(142.9%	0.0%	0) (0.0%	0	-1	0	0.0%	66.7%	1	1	85.7%	85.7%
12 Semi-Skilled Manual	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!
13 Other Sales & Service	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!
14 Other Manual Workers	0	0.0%	0.0%	(0.0%	0.0%	0) () (0.0%		0	(0.0%	0.0%	0	0	#DIV/0!	#DIV/0!

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis) 13 - 1) x 100.

76.9%

0.0%

0.0%

105

-0.6%

Total

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

0.0%

59.7%

					Table 2: Women
Employment Equity Occupational		Wom	en		
Group (EEOG)	Short-term Goals Long-term Goals				Comments
Group (c.r.oc)	#	%	#	%	
01 Senior Managers	0	0.0	0		Currently at/over 50% representation
02 Middle & Other Managers	0	0.0	(Currently at/over 50% representation
03 Professionals	0	0.0	0	0.0	Currently at/over 50% representation
04 Semi-Professionals & Tech	0	0.0	(0.0	Currently at/over 50% representation
05 Supervisors	0	0.0	(0.0	Currently at/over 50% representation
06 Supervisors: Crafts & Trades	0	0.0	(0.0	Currently at/over 50% representation
07 Administrative & Sr Clerical	0	0.0	(0.0	Currently at/over 50% representation
08 Skilled Sales & Service	0	0.0	(0.0	N/A
09 Skilled Crafts & Trades	0	0.0	(0.0	N/A
10 Clerical Personnel	0	0.0	(0.0	Currently at/over 50% representation
11 Intermediate Sales & Service	0	0.0	(0.0	Currently at/over 50% representation
12 Semi-Skilled Manual	0	0.0	(0.0	VA
13 Other Sales & Service	0	0.0	(0.0	N/A
14 Other Manual Workers	0	0.0	(0.0	N/A
Total	0	0.0	(0.0	

79.0%

79.0%

									Data	or First/I	Previous (Goals							
A B	С	D	<u> </u>	F	<u> </u>	Н	<u> </u>	J	K	L	<u>M</u>	<u> N</u>	<u> </u>	<u> </u>	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 ³	Data Entry	C x H x 3	F + 1	From Workforce Analysis	Equivalent to H	KxLx3	(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)
	Ţ	ţ	Ų	Ţ	Į.	J.	Ţ	1	ţ	1	↓	Ţ	↓	1	Ų	Ų.	Ţ	Į	J.
		Table 3: Aboriginal Peoples First/Previous Short-term Goals																	
				AHE	nplovees				First	Previous Si	nort-term t	oats		Abordol	nal Peoples				
				All Ci								T	1 1 1 1 1 1	r Goals	nar r copies				
	Number							Anticipated	Number	Number Turnover (Replacement of Hires From - To							Projected		
Employment Equity Occupational	VYYY-MM-00	Actual	Proje	ected	Actual	Proj	ected	Hires Over 3	YYYY-MM-DD	Terminated	d Employees)	Required Over 3	7777	- 1777	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
Group (EEOG)	2015-12-24	Annually	Annually	Over 3 Vears	Annually	Annually	Over 3 Vears	Years	2015-12-24	Annually	Over 3 Years	Years	2015	2018	Avanammy		Gap	Representation	Years
	#	%	%	Ħ	%	%	#	#	#	%	#	#	#	%	%	Ħ	#	%	%
01 Senior Managers	10	-26.3%	0.0%	(100.0%	0.0%	0	0	1	0.0%	0	-1	0	0.0%	2.9%	1	1	10.0%	10.0%
02 Middle & Other Managers	16	-14.5%	0.0%	(76.9%	0.0%	0	0	0	0.0%	0	0	0	0.0%	2.2%	-0	0	0.0%	0.0%
03 Professionals	60			2	45,9%	10.0%	18	20	3	10.0%	1	2	2	8.0%	6.2%	-1	0	5.0%	6.5%
04 Semi-Professionals & Tech	2	14.5%	0.0%	(320.0%	0.0%	0	0	1 0	0.0%	0	0	1 0	0.0%	1.6%	0	0	0.0%	0.0%
05 Supervisors	1	-100.0%	0.0%	(200.0%	0.0%	0	0		0.0%	0	0	1 0	0.0%	4.9%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	1	0.0%	0.0%	0	0	1 .	0.0%	0	0	1 .	0.0%	0.0%	0	U	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical 08 Skilled Sales & Service	0	0.0%	0.0%	(80.0%	0.0% 0.0%		1 0		0.0%	0	0		0.0%	0.0%	0	0	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
09 Skilled Crafts & Trades	0	0.0%	0.0%	(0.0%	0.0%	0	"	1 0	0.0%		0		0.0%	0.0%	ο ο	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-39.4%		,	181.8%	0.0%	0			0.0%			1 6	0.0%	5.2%	0	a	0.0%	0.0%
11 Intermediate Sales & Service	7	0.0%	0.0%		142.9%	0.0%		0	l 'i	0.0%		.1	1 6	0.0%	4.2%	1	1	14.3%	14.3%
12 Semi-Skilled Manual	0	0.0%	0.0%	(0.0%	0.0%	1 0		1 6	0.0%]	1 0	1 6	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%	0.0%	(0.0%	0.0%			1	0.0%		0	Ĭ	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%	0.0%	(0.0%	0.0%	0	0	0	0.0%		0	1 6	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 1) x 100.

76.9%

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

0.0%

+	Workforce	Analysis)	÷ 2)	x 100.

105

-0.6%

Total

WORKIOICE Analysis)	my a 1001					
						Table 4: Aboriginal Peoples
Employment Equity Occup			Aboriginal	Peoples		
Group (EEOG)	anonai	Short-ter	m Goals	Long-te	erm Goals	Comments
Group (EECG)		#	%	#	%	
01 Senior Managers		0	0.0	(0.0	
02 Middle & Other Mana	igers	0	0.0	(]0.0	
03 Professionals		2	8.0	4	16.0	
04 Semi-Professionals &	Tech	0	0.0	(0.0	
05 Supervisors		0	0.0	(0.0	
06 Supervisors: Crafts &	Trades	0	0.0	(0.0	
07 Administrative & Sr C	lerical	0	0.0	(0.0	
08 Skilled Sales & Service	:e	0	0.0		0.0	
09 Skilled Crafts & Trade	es	0	0.0	(]0.0	
10 Clerical Personnel		0	0.0	(]0.0	
11 Intermediate Sales & :		0	0.0	(0.0	
12 Semi-Skilled Manual		0	0.0	(0.0	
13 Other Sales & Service	,	0	0.0	(]0,0	
14 Other Manual Worker	rs	0	0.0	(0.0	
Total		0	0.0	(0.0	

4.8%

4.8%

5.0%

									43385										
									Data 1	or First/I	revious (Goals							
A		D	<u> </u>	F	G	Н	I	J	K	L	<u>M</u>	N	О	Р	Q	R	S	T	u j
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis ²	Data Entry	CxHx3	F + 1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
***************************************	1	Ţ	Ţ	Ţ	Į	1	1	1	i i	1	1	Ţ	Ţ	1	Į	Ţ	Į	Į.	Ţ
										Persons									
									First	Previous SI	iort-term G	oals							
				All Er	nployees										th Disabilities	i			
	Number	Gre	wth (New Posit	ions)	Turnover (R	eplacement of Employees)	Terminated	Anticipated	Number		eplacement of	Hires	3 Year	r Goals 1 - To					Projected
Employment Equity Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3	YYYY-MM-DD	Terminated	l Employees)	Required Over 3	1111	-1777	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
Group (E.E.OG)	2015-12-24	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2015-12-24	Annually	Over 3 Years	Years	2015	2018					Years
	#	%	%	#	%	%	#	Ħ	#	%	#	#	#	9/6	9/6	Ħ	Ħ	%	0/6
01/02 Managers	26	-20.4%	0.0%	(88.5%	0.0%	0	0	1	0.0%	0	0	0	0.0%	4.3%	0	0	3.8%	3.8%
03 Professionals	60	1.1%	0.0%	() 45.9%	0.0%	0	0	6	0.0%	0	-4	0	0.0%	3.8%	4	4	10.0%	10.0%
04 Semi-Professionals & Tech	2	14.5%	0.0%	(320.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	4.6%	0	0	0.0%	0.0%
05 Supervisors	1	-100.0%	0.0%	(200.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	13.9%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	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!	#DIV/0!
07 Administrative & Sr Clerical	0	0.0%	0.0%	(80.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%	0.0%	(0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	- 0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	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!	#DIV/0!
10 Clerical Personnel	9	-39.4%	0.0%	(181.8%	10.0%	3	3	0	10.0%	0	1	1	40,0%	7.0%	-1	0	0.0%	11.1%
11 Intermediate Sales & Service	7	0.0%	0.0%	(142.9%	0.0%	0	0	0	0.0%	0	0	0	0.0%	5.6%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	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!	#DIV/0!
13 Other 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!	#DIV/0!
14 Other Manual Workers	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!	#DIV/0!

[†] Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 1) x 100.

76.9%

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

workforce Analysis) = 2) x 10	v.				
					Table 6: Persons with Disabilities
e la reconstant	F	ersons with	Disabilitie	s	
Employment Equity Occupational	Short-ter	rm Goals	Long-to	erm Goals	Comments
Group (EEOG)	#	%	#	%	
01/02 Managers	0	0.0	(0.0	
03 Professionals	0	0.0	(0.0	
04 Semi-Professionals & Tech	0	0.0	(0.0	
05 Supervisors	0	0.0	(0.0	
06 Supervisors: Crafts & Trades	0	0.0	(0.0	
07 Administrative & Sr Clerical	0	0.0	(0.0	
08 Skilled Sales & Service	(0.0	(0.0	
09 Skilled Crafts & Trades	0	0.0	1	0.0	
10 Clerical Personnel	1	40.0		2 80.0	
11 Intermediate Sales & Service	0	0.0	(0.0	
12 Semi-Skilled Manual	0	0.0	(0.0	
13 Other Sales & Service	0	0.0	(0.0	
14 Other Manual Workers	()	0.0	1	0.0	
Total	()	0,0	(0.0	

4.4%

									Data	for First/I	Previous (Goals							
A	C	D	<u> </u>	F	<u>G</u>	Н	<u> </u>	<u> </u>	<u>K</u>	<u>I</u>	M	<u> N</u>	i o	i P	<u>Q</u>	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis ²	Data Entry	C x H x 3	**************************************	From Workforce Analysis	Equivalent to H	KxLx3	(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)
:	1	↓	Į.	1	1	1	1	1	ţ	1	<u> </u>	1	<u> </u>	<u> </u>	ψ	1	1	Ţ	
									Table 7: M				S						
				All Ex	nplovees				PIFSU	Previous SI	nort-term C	oais	M	ombore of V	isible Minori	time			
						eplacement of		T	-	T		T		r Goals	isinic runori	lics			
	Number	Grev	wth (New Posit	ions)	I withover (K	Employees)	rermaneu	Anticipated	Number		eplacement of	Hires		n - To					Projected
Employment Equity Occupational	VVVV-MM-00	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3	YYYY-MM-DD	1 Terminated	i Employees)	Required Over 3	7777	- 17771	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
Group (EEOG)	2015-12-24	Annually	Annually	Over 3	Annually	Annually	Over 3	Years	2015-12-24	Annually	Over 3	Years	2015	2018	Availations		Cap	representation	Years
	Ħ	%	9/6	Years #	%	%	Vears	ti		%	Vears #	H	H	%	9/6	if	Ħ	%	%
01 Senior Managers	10	-26.3%	0.0%	#	100.0%	2.0%	1	1		2.0%	. "	1	1	7 e 50.0%	10.1%	-1	0	0.0%	10.0%
02 Middle & Other Managers	16	-14.5%		(76.9%	2.0%	l :	1	1	2.0%	1 0	1	ĺ	50.0%	15.0%	-1	0	6.3%	12.5%
03 Professionals	60	1.1%			45.9%	10.0%	18	20	9	10.0%] 3	4	4	20.0%	16.2%	-1	o o	15.0%	16.1%
04 Semi-Professionals & Tech	2	14.5%	0.0%	(320.0%	0.0%	0	0	1	0.0%	. 0	0	0	0.0%	35.9%	0	0	50.0%	50.0%
05 Supervisors	1	-100.0%	0.0%	(200.0%	0.0%	0	0	1	0.0%	. 0	-1	0	0.0%	13.2%	1	1	100.0%	100.0%
06 Supervisors: Crafts & Trades	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!	#DIV/0!
07 Administrative & Sr Clerical	0	0.0%	0.0%	(80.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%	0.0%	(0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	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!
10 Clerical Personnel	9	-39.4%	0.0%	(181.8%	0.0%	C	0	3	0.0%	0	-2	0	0.0%	16.5%	2	2	33.3%	33.3%
11 Intermediate Sales & Service	7	0.0%	0.0%	(142.9%	4.0%	1	1	. 0	4.0%	0	1	1	50.0%	12.7%	-1	0	0.0%	14.3%
12 Semi-Skilled Manual	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!	#DIV/0!
13 Other 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!	#DIV/0!
14 Other Manual Workers	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!	#DIV/0!

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis) 13 - 1) x 100.

76.9%

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

0.0%

105

-0.6%

Total

	workforce Analysis) = 2) x 10	V.				
						Table 8: Members of Visible Minorities
	loyment Equity Occupational	Men	obers of Visil	ble Minori	ties	
		Short-ter	m Goals	Long-te	rm Goals	Comments
CHEOR	p (EEOG)	#	9/0	#	%	
01	Senior Managers	1	50.0	2	0.001	
02	Middle & Other Managers	1	50.0	2	0.001	
03	Professionals	4	20.0	6	80.0	
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	
	Intermediate Sales & Service	1	50.0	2	0.001	
12	Semi-Skilled Manual	0	0,0	0	0.0	
1	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		0	0.0	0	0.0	

14.3%

14.3%

15.6%

									Data for	Subseque	nt/Curre	nt Goals							
A	С	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	T	L U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	+ +	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
National 1990 1990 1990 1990 1990 1990 1990 199	Ţ	J	Ų	J	Ţ	Ţ	Ţ	Į.	Ţ	Ţ	Į.	Ţ	Ţ	Ţ	J	Į.	J	Į.	<u> </u>
										Table 9:									
									Subsequ	ent/Current	t Short-tern	n Goals							
				All Ei	nployees			1							omen				
	Number	Grov	rh (New Posit	ions)	Turnover (Re	eplacement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires		r Goals n - To					
Employment Equity Occupational	YYYY-MM-DD	Actual	0	ected	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	i Employees)	Required		- 1777	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	1111-40-00	Actual	2		Actuar	1109		Years	3 1 1 2 4 4 4 4 4 4 4 4		T	Over 3 Years	• • • •		Availability		Gap	Representation	Vears
	2018-10-11	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Vears		2018-10-11	Annually	Over 3 Years	rears	2018	2021					
	#	9/4	9/6	#	9/6	%	#	#	#	9/6	#	#	#	9/6	%	#	H	%	0/0
01 Senior Managers	4	-26.3%	0.0%	(100.0%	0.0%	(0	3	0.0%	0	-2	0	0.0%	27.4%	2	2	75.0%	75.0%
02 Middle & Other Managers	10	-14.5%	0.0%	(76.9%	0.0%	(0	8	0.0%	0	-4	0	0.0%	38.9%	4	4	80.0%	80.0%
03 Professionals	62	1.1%	0.0%	(45.9%	0.0%	(0	49	0.0%	0	-6	0	0.0%	69.0%	6	6	79.0%	79.0%
04 Semi-Professionals & Tech	3	14.5%	0.0%	(320.0%	0.0%	(0	2	0.0%	0	-1	0	0.0%	25.1%	1	1	66.7%	66.7%
05 Supervisors	0	-100.0%	0.0%	(200.0%	0.0%	(0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	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!
07 Administrative & Sr Clerical	15	01070	0.0%	(80.0%	0.0%	(0	13	0.0%	0	0	0	0.0%	85.5%	0	0	86.7%	86.7%
08 Skilled Sales & Service	0	0.0%	0.0%	1 :	0.0%	0.0%	(0		0.0%	1 0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0% -39.4%	0.0% 0.0%	1 .	0.0%	0.0% 0.0%	(0.0%	1 0	0	0	0.0%	0.0%	U O	Ð	#DIV/0!	#DIV/0!
10 Clerical Personnel 11 Intermediate Sales & Service	2	-39.4% 0.0%	0.0%	1 2	181.8% 142.9%	0.0%			2	0.0%	1 %	'	0	0.0%	75.8% 66.7%	U 1	1	100.0% 85.7%	100.0% 85.7%
12 Semi-Skilled Manual	, n	0.0%	0.0%	1 7	0.0%	0.0%				0.0%	1 %	1 -1	0	0.0%	0.0%	1		85.7% #DIV/0!	85.7% #DIV/0!
13 Other Sales & Service	0	0.0%	0.0%	1 7	0.0%	0.0%			1 6	0.0%	1 6	"	۸	0.0%	0.0%	0	0	#DIV/0:	#DIV/0!
14 Other Manual Workers	0	0.0%	0.0%	1 7	0.0%	0.0%			1 6	0.0%	1 0		0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis) 13 - 1) x 100.

76.9%

-0.6%

Total

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

				Table 10: Women
Employment Equity Occupational		Women		
Group (EEOG)	Short-teri	n Goals Long-te	rm Goals	Comments
·		9/6	%	
01 Senior Managers		0.0		The representation of women in this EEOG is already at 50% or more; WCG intends to maintain this representation
02 Middle & Other Managers		0.0	0.0	The representation of women in this EEOG is already at 50% or more; WCG intends to maintain this representation
03 Professionals		0.0	0.0	The representation of women in this EEOG is already at 50% or more; WCG intends to maintain this representation
04 Semi-Professionals & Tech		0.0	0.0	The representation of women in this EEOG is already at 50% or more; WCG intends to maintain this representation
05 Supervisors		0.0	0.0	
06 Supervisors: Crafts & Trades		0.0	0.0	
07 Administrative & Sr Clerical		0.0	0.0	The representation of women in this EEOG is already at 50% or more: WCG intends to maintain this representation
08 Skilled Sales & Service		0.0	0.0	
09 Skilled Crafts & Trades		0.0	0.0	
10 Clerical Personnel		0.0	0.0	The representation of women in this EEOG is already at 50% or more; WCG intends to maintain this representation
11 Intermediate Sales & Service		0.0	0.0	The representation of women in this EEOG is already at 50% or more; WCG intends to maintain this representation
12 Semi-Skilled Manual		0.0	0.0	
13 Other Sales & Service		0.0	0.0	
14 Other Manual Workers		0.0	0.0	
Total		0.0	0.0	

80.6%

80.6%

65.6%

										Data for	Subseque	nt/Curre	nt Goals							
A	В	С	D	E	F	i G	Н	Ī I	J	K	L	M	N	O	P	Q	R	S	T	u l
Data s	sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis ²	Data Entry	C x H x 3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(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)
***************************************		Ţ	Ţ	Ų	Ţ	Ļ	Ţ	Ţ	Į.	Į	Ţ	Į.	Ų	Ų	Ų.	ţ	Į.	Į.	Į.	Ţ
											11: Abor									
										Subsequ	ent/Current	Short-terr	n Goals							
					All Er	nployees							,			nal Peoples				
		Number	Grav	wth (New Posit)	lonei	Turnover (R	eplacement of	Terminated		Number	T	eplacement of		3 Yea	r Goals					
Fmnl	oyment Equity Occupational		317				Employees)		Anticipated			epiacement of l Employees)	Hires Required	Fron	n - Te	Present		Projected	Present	Projected
\$0000000 0 000	p (EEOG)	VVVV-MM-DD	Actual	Proje	ected	Actual	Proj	ected	Hires Over 3	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3
		2018-10-11	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2018-10-11	Annually	Over 3 Years	Years	2018	2021			•	•	Years
		Ħ	0/a	%	#	%	%	#	#	Ħ	%	#	#	#	%	%	Ħ	Ħ	%	%
01	Senior Managers	4	-26.3%	0.0%	(100.0%	0.0%	0	0	0	0.0%	0	0	(0.0%	2.9%	0	0	0.0%	0.0%
02	Middle & Other Managers	10	-14.5%	10.0%		76.9%	10.0%	3	6	0	10.0%	0	0	0	0.0%	2.2%	0	0	0.0%	0.0%
03	Professionals	62	1.1%	50.0%	93		25.0%	47	140	3	25.0%	2	9	9	6.4%	6.4%	-1	0	4.8%	6.5%
04	Semi-Professionals & Tech	3	14.5%	0.0%	(320.0%	10.0%	1	1	0	10.0%	0	0	0	0.0%	1.8%	0	0	0.0%	0.0%
	Supervisors	0	~100.0%	0.0%	(200.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
1	Supervisors: Crafts & Trades	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!	#DIV/0!
07	Administrative & Sr Clerical	15	0.0%	25.0%	11		25.0%	11	22	0	25.0%	0	2	2	7.0%	6.3%	-1	0	0.0%	7.7%
	Skilled Sales & Service	0	0.0%	0.0%	1	0.0%	0.0%	0	0	0	0.0%	0	0		0.0%	0.0% 0.0%	0	t)	#DIV/0!	#DIV/0!
109	Skilled Crafts & Trades Clerical Personnel	0	0.0% -39.4%	10.0%	,	0.0%	0.0% 25.0%	0	0	0	0.0% 25.0%	"	1 0		0.0% 0.0%	6.7%	0	0	#DIV/0! 0.0%	#DIV/0! 0.0%
110	Internediate Sales & Service	- 2	-39.4%	0.0%		142.9%	25.0%	2	3	0	25.0%	0	0		0.0%	0.7% 4.2%	0	0	0.0%	0.0%
1	Semi-Skilled Manual	'n	0.0%	0.0%		0.0%	0.0%	3	2	0	0.0%	0			0.0%	4.270 0.0%	0	0	#DIV/0!	#DIV/0!
1	Other Sales & Service	0	0.0%	0.0%		0.0%	0.0%) n	\ \ \ \ \ \	0	0.0%	"			0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
1	Other Manual Workers	0	0.0%	0.0%		0.0%	0.0%	1 0	0	"	0.0%	0	1 0	'	0.0%	0.0%	0	6	#DIV/0!	#DIV/0!

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 1) x 100.

76.9%

Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Total number of employees from Previous Workforce Analysis + Total number of employees from Current the Workforce Analysis + Total number of employees from Previous Workforce Analysis + Total number of employees from Current the Workforce Analysis + Total number of employees from Previous Workforc

0.0%

103

-0.6%

Total

* Workforce Analysis) = 2) x 10	0.			
				Table 12: Aboriginal Peoples
Employment Equity Occupational		Aboriginal Peoples		
Group (EEOG)	Short-ter		erm Goals	Comments
		9/6	%	
01 Senior Managers		0.0	0.0	
02 Middle & Other Managers		0.0	0.0	
03 Professionals		6.4	6.4	WCG intends to close this gap and maintain representation of Aboriginal Peoples in this EEOG
04 Semi-Professionals & Tech		0.0	0.0	
05 Supervisors		0.0	0.0	
06 Supervisors: Crafts & Trades		0.0	0.0	
07 Administrative & Sr Clerical		7.0	7.0	WCG intends to close this gap and maintain representation of Aboriginal Peoples in this EEOG
08 Skilled Sales & Service		0.0	0,0	
09 Skilled Crafts & Trades		0,0	0,0	
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		0.0	0.0	
14 Other Manual Workers		0.0	0.0	
Total		0.0	0.0	

2.9%

2.9%

5.6%

								COmema	tional Con	Suitants 1	JU1.								
									43385										
									Data for	Subseque	nt/Currei	it Goals							
A		D	E	F	l G	H	<u> </u>	<u>I</u>	K	L	M	N	0	Р	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis ²	Data Entry	CxHx3	+ + 1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) + (C + F)
	<u> </u>	J	i i	i i	i I	<u> </u>	<u> </u>	L	L L	<u>i </u>	l l	l J	i I	J	J	<u></u>	i I	L	J
									Table 13	: Persons	with Disa	bilities							
		Table 13: Persons with Disabilities Subsequent/Current Short-term Goals All Employees Persons with Disabilities																	
				All Er	mployees									Persons wi	th Disabilities				
	Number	Gre	wth (New Posit	donsi		eplacement of	Terminated		Number	Turnover (R			3 Year	Goals					
Employment Equity Occupational			,			Employees)		Anticipated			epiacement of Employees)	Hires Required	Fron		Present		Projected	Present	Projected
Group (EEOG)	VVVV-MM-00	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3 Years	YYYY-MM-DD		,	Over 3	1111	. 1111	Availability	Present Gap	Gap	Representation	Representation in 3 Years
,	2018-10-11	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	lears	2018-10-11	Annually	Over 3 Years	Years	2018	2021					rears
	#	%	9/6	#	%	%	Ħ	#	#	%	#	#	#	%	%	Ħ	Ħ	%	%
01/02 Managers	14	-20.4%	6 10.0%	-	4 88.5%	10.0%	4	8	0	10.0%	0	1	1	10.0%	4.3%	-1	()	0.0%	5.6%
03 Professionals	62	1.19	6 50.0%	9.	3 45.9%	25.0%	47	140	5	25.0%	4	5	8	5.5%	3.8%	3	3	8.1%	5.8%
04 Semi-Professionals & Tech	3	3 14.5%	0.0%	(0 320.0%	25.0%	2	2	0	25.0%	0	0	0	0.0%	4.6%	0	0	0.0%	0.0%
05 Supervisors	(-100.0%	0.0%	(0 200.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	(0.0%	6 0.0%	(0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	1.5	0.0%	6 25.0%	1.		25.0%		22	1	25.0%	1	1	1	5.0%	3.4%	0	0	6.7%	3.8%
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	(0.0%		(0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	2	-39.4%			1 181.8%	25.0%	2	3	0	25.0%	0	0	0	0.0%	7.0%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	7	7 0.0%		(0 142.9%	25.0%	5	5	0	25.0%	0	0	0	0.0%	5.6%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	(0.0%	6 0.0%	(0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	(0.0%	6 0.0%	(0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	(0.0%	6 0.0%	(0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 1) x 100.

76.9%

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.

Workioice Analysisj * 2j x 10	n			
				Table 14: Persons with Disabilities
r i r i r	Po	ersons with Disa	oilities	
Employment Equity Occupational Group (EEOG)	Short-ter	m Goals L	ong-term Goals	Comments
Group (EEOO)		%	%	
01/02 Managers		10.0	10.0	WCG intends to close this gap and maintain representation of Persons with Disabilities in this EEOG
03 Professionals		5.5	3.8	WCG aims to maintain representation above availability in this EEOG
04 Semi-Professionals & Tech		0.0	0.0	
05 Supervisors		0.0	0.0	
06 Supervisors: Crafts & Trades		0.0	0.0	
07 Administrative & Sr Clerical		5.0	5.0	WCG aims to maintain representation at or above availability in this EEOG
08 Skilled Sales & Service		0.0	0.0	
09 Skilled Crafts & Trades		0.0	0.0	
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		0.0	0.0	
14 Other Manual Workers		0.0	0.0	
Total		0.0	0.0	

5.8%

										Data for	Subseque	nt/Curre	nt Goals							
	В	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U.
Data se	ources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	+ +	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
		J	Ţ	Ų	J	Į.	Ţ	Ţ	Ţ	Į.	Į.	Į.	Į.	Ţ	Į.	Ų	Ţ	Ţ	Ų.	Į į
									7	<u> [able 15: N</u>				'S						
										Subsequ	ent/Curren	t Short-teri	n Goals			·····				
			I		All Em	ployees			1							isible Minori	ties			
		Number	Gre	wth (New Positi	ions)	Turnover (R	teplacement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires		r Goals					
Emplo	ployment Equity Occupational						·		Anticipated Hires Over 3			Employees)	Required		m · To	Present	Present Gap	Projected	Present	Projected Representation in 3
Group	(EEOG)	VVVV-MM-DD	Actual	Proj		Actual	Proje		Years	YYYY-MM-DD		1	Over 3	1111	- 1111	Availability	rresent Gap	Gap	Representation	Years
		2018-10-11	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Vears		2018-10-11	Annually	Over 3 Years	Years	2018	2021					
		#	%	9/6	#	%	9/6	#	#	#	9/6	#	#	#	%	%	#	Ħ	%	%
01	Senior Managers	4	-26.3%	0.0%	0	100.0%	0.0%	(0	0	0.0%	0	0	(0.0%	10.1%	0	()	0.0%	0.0%
02	Middle & Other Managers	10	-14.5%	10.0%	3	76.9%	10.0%	3	6	0	10.0%	0	2] :	25.0%	15.0%	-2	0	0.0%	15.4%
	Professionals	62	1.1%	50.0%	93	45.9%	25.0%	47	140	14	25.0%	- 11	21	2.5	17.5%	15.5%	4	4	22.6%	18.1%
	Semi-Professionals & Tech	3	14.5%		0	320.0%	10.0%	1	. 1	0	10.0%	0	1	1	50.0%	32.5%	-1	0	0.0%	33.3%
	Supervisors	0	~100.0%		0	200.0%	0.0%	(0	0	0.0%	0	0	(0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
1 1	Supervisors: Crafts & Trades	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!
1	Administrative & Sr Clerical	15	0.0%	25.0%	11		25.0%	11	22	2	25.0%	2	2	1	15.0%	7.3%	1	1	13.3%	11.5%
1 1	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!	#DIV/0!
1 1	Skilled Crafts & Trades	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!
10	Clerical Personnel	2	-39.4%	10.0%	1	181.8%	25.0%	2	. 3	0	25.0%	0	0	(0.0%	5.7%	0	0	0.0%	0.0%
	Intermediate Sales & Service	7	0.0%	0.0%	0	142.9%	25.0%	5	5	0	25.0%	0	1		10.0%	12.9%	-1	0	0.0%	14.3%
1 1	Semi-Skilled Manual	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!	#DIV/0!
	Other 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!	#DIV/0!
14	Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	[() 0	1 0	0.0%	. 0	0] (0.0%	0.0%	0	0	#DIV/0!	#DIV/0!

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 1) x 100.

76.9%

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

0.0%

Total

103

-0.6%

	workforce Analysis) = 2) x 10				
					Table 16: Members of Visible Minorities
E	loyment Equity Occupational	Mem	bers of Visible Mino	rities	
E000000000	ap (EEOG)	Short-tern	n Goals Long-	term Goals	Comments
			Members of Visible Mino Short-term Goals		
01	Senior Managers		0.0	100.0	Growth/turnover is not expected in this EEOG
02	Middle & Other Managers		25.0	25.0	WCG intends to close this gap and maintain representation of Visible Minorities in this EEOG
03	Professionals		17.5	7.0	WCG intends to maintain representation above availability of Visible Minorities in this EEOG
04	Semi-Professionals & Tech		50.0	33.0	WCG intends to close this gap and maintain representation of Visible Minorities in this EEOG
05	Supervisors		0.0		
06	Supervisors: Crafts & Trades		0.0		
07	Administrative & Sr Clerical		15.0	5.0	WCG intends to maintain representation of Visible Minorities in this EEOG
08	Skilled Sales & Service		0.0	0.0	
09	Skilled Crafts & Trades		0.0	0.0	
10	Clerical Personnel		0.0	0.0	
11	Intermediate Sales & Service		10.0	10,0	WCG intends to close this gap and maintain representation of Visible Minorities in this EEOG
12	Semi-Skilled Manual		0.0	0.0	
13	Other Sales & Service		0.0	0.0	
14	Other Manual Workers		0.0	0.0	
Total]		0.0	0.0	

15.5%

15.5%

14.2%

Efforts

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

T-		
1200	nnrod	measures:
INCU	uncu	mucaoui co.

Ø	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.
Ø	Adjusted survey results to reflect hires, promotions and terminations.
2	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).
Ø	Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
\square	Ensured that any new gaps identified are addressed accordingly.
Ø	Maintained appropriate records in all required areas.
Other	measures:
I	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.
Ø	Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
Ø	Ensured ongoing senior-level support for employment equity and its implementation.
Ø	Established accountability mechanisms to ensure that the short-term goals would be met.
\square	Communicated the goals to relevant managers as well as monitored and recorded the results.
Ø	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.
Ø	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.

Ø	Put in place a strategy to ensure a barrier-free workplace.
	Undertook initiatives to increase representation where gaps in representation were found.
V	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
V	Other (please describe):
	Created 'Cultural Competency and Diversity Plan' and 'Employee Selection Policy', noting our goal to attract, develop and retain employees with exceptional ability and diverse backgrounds. Achieved 3 year accredidation with CARF. CARF requires training on diversity and personnel policies that and non-discriminatory (particularly around hiring, promoting, and terminating). In addition, WCG maintains policies on Accessibility, Accommodations, and Discrimination.
Oper	rational Context
Please	check the appropriate boxes and provide a brief overview of the events that have influenced your zation's activities during the period between the first/previous and subsequent/current compliance
Ø	Impact of economic and industrial conditions on the organization.
	WCG is a contract based organization. We typically run long term contracts, and therefore have not seen significant growth over the past 4 years. We do predict growth over the next 3 years, which will help to close gaps in representation.
	Any reorganization or other corporate structural changes.
	Acquisitions, mergers or transfers of employees.
Z	Significant layoffs (include the number of employees affected and the occupational groups of those employees).
	Conducted reorganization in January 2017 (12 employees terminated: EEOG $01 = 4$, $02 = 3$, $03 = 2$, $04 = 2$, $10 = 1$). Certain positions were made redundant and staff affected were moved to other positions where possible. Remaining staff were terminated. Decisions were made solely on the position and not the staff member.

	Strikes (include dates, the number of employees affected and the occupational groups of those employees).
Ø	Other.
	WCG has low turnover, making closing gaps difficult. Efforts are made to promote from the protected groups where possible.
Addi	tional Details
Please	provide any additional information (optional):

										Part 4: I	Results	- Wome	en.										
									WCG	Internat	tional C	Consulta	nts Ltd.										
											43385												
A B	C	D	E	F	G	H	······· I	J	K	L	M	N	ĮO	• P	Q	R	S	T	U	V	W	X	×
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 x100	K x G = 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100 P	x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V → U x L	x F ÷ 100	V - X
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			•		orce An										Flow	Data Ana	dysis						
Employment Equity Occupational Group	Year			V	orkforce Wo					1	Hires	omen			P	romotions Woo				Teri	nination Woo		
(EEOG)		All Employees	Represe	ntation	Avails		Gap	EE Result	All Employee	Ac	tual	Expected	Difference	All Employee	Ac		Expected	Difference	All Employee	Actua		Expected	Difference
-	н	ı,	ŧ	9/4	%	ı	B	%	я	,	9,	11	#		ı	%	Ħ	н	a.	#	%	H	B
01 Senior Managers	2015	10	7) 3	70.0 75.0	27.4 27.4	3	4 2	255.5 273.7		1	100.0	n			1	100.0	1		1	5	71.4	5	
02 Middle & Other	2015	16	13	81.3	38.9	6	7	208.9			1000	· · · · · · · · · · · · · · · · · · ·	· ·			,,,,,,				7		~	
Managers	2018	10	8	80.0	38.9	4	4	205.7	3	2	66.7	1]	. 1	100.0	1	() 10	7	70.0	8	
03 Professionals	2015	60 62	45 49	75.0 79.0	69.0 69.0	41	6	108.7 114.5	34	26	76.5	23	3	3 7	6	85.7	5	j	28	19	67.9	21	
04 Semi-Professionals &	2015	2	2	100.0	24.2	0	2	413.2															
Technicians	2018	3	2	66.7 100.0	25.1 61.1	1	0	265.6 163.7	8	6	75.0	2	4	1	. 1	100.0	1	(8	7	87.5	8	
05 Supervisors	2018	0	0	0.0	0.0	0	0	0.0	C	0	0.0	0	() (0	0.0	0	() 1	1	100.0	1	,
06 Supervisors: Crafts & Trades	2015	0	0	0.0	0.0	0	0	0.0	ſ	0	0.0	0	ſ		0	0.0	n		1 6	0::	0.0	n	
	2010	ı v	01	0.0	0.0			0.0	~	1 '	0.0	· ·	<u> </u>	<u> </u>	<u> </u>	0.0		<u> </u>	1	Y Y	0.01		
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+1x100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100	Desponsed reduced to Bessel										
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01 Senior Managers	2018	-5	-3	60.0	0	0.0	0.0	0.0	0	0.0	0.0												
Middle & Other	2021	-5 -6	-3 -4	60.0 66.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Managers	2021	-6	-4	66.7			0.0	0.0			0.0	}	 										
03 Professionals	2018	13 13	13 13	100.0 100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	l .										
04 Semi-Professionals &	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Technicians	2021 2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	†										
05 Supervisors	2018	-1 -1	-1	100.0	U	0.0	0.0	0.0	0	0.0	0.0	0.0											
06 Supervisors: Crafts &	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0,0											
Trades	2021	1 0	0	0.0			0.0	0.0		1	0.0	0.0											

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	я	"	4	%	%	,,,,,	g.	%	в	#	9/6	#	#	#	-	%	#	#	#	#	%	И	#
07 Administrative & Senior Clerical	2015 2018	0 15	0 13		0.0 85.5	0 13	0	0.0 101.4	14	1 11	78.6	12			1	100.0	Λ			3	50,0		
Skilled Sales &	2015	13	0	***************************************			0	0.0		* 11	70.0	12	-1	1	1	100.0	· · · · · ·		<u>'</u>		.10.0		
08 Service Personnel	2018	0	0		0.0		0	0.0	(0	0.0	0	0	0	0	0.0	0	(0	0	0,0	0	1
09 Skilled Crafts &	2015	0	0		0.0		0	0.0							100					The state of the s			
Trades Workers	2018	0	9		73.4		2	0.0 136.2	(0	0.0	0	0	0	0	0.0	- 0	(0	0	0.0	- 0	<u> </u>
10 Clerical Personnel	2018	2	2		75.8	2	0	131.9	(5 5	83.3	5	0	0	0	0.0	0	(10	9	90.0	10	
Intermediate Sales &	2015	7	6		66.7	5	1	128.5			200												
Service Personnel Semi-Skilled Manual	2018	0	6	85.7 0.0	66.7 0.0	0	0	128.5 0.0	10	8	80.0	7		4	3	75.0			10	8	80.0	9	-
Workers Workers	2018	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	Part 2: Flow Data	E + D x 100	Part 3:	E ÷ G x	Part 3:	F + I x 100	Part 3: Goals	E + K x 100	Part 3:	F + M x 100	23777777777777777777777777777777777777										
	***************************************	Data Analysis	Analysis		Goals	100	Goals	<u></u>			Goals	<u></u>	ecci i con i										
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			Entrai	us		Ch	C1		oals		Carl												
Employment Equity Occupational Group	Year	г	ow Data Wor	nen		Short-ter Wor		,		Long-ter							c	ommen	te				
(EEOG)		All Employees	Act	ual	Goal	Percent of	Geal	Percent of	Goal	Percent of	Goal	Percent of						· · · · · · · · · · · · · · · · · · ·					
	#	#	#	%	#	Goal Met	*4	Goal Met	#	Goal Met	0/4	Goal Met											
07 Administrative &	2018	9	9		0	0.0	0.0	0.0	(0.0	0.0	 											
Senior Clerical	2021	9	9				0.0	0.0			0.0												
08 Skilled Sales & Service Personnel	2018	0	0		0	0.0	0.0	0.0	(0.0	0.0	I											
Skilled Crafte &	2021	0	0		0	0.0	0.0	0.0	(0.0	0.0												
09 Trades Workers	2021	0	0				0.0	0.0			0.0												
10 Clerical Personnel	2018	-4	-4		0	0.0	0.0	0.0	(0.0	0.0	4											
Intermediate Sales &	2021 2018	-4 4	-4 3	100.0 75.0	- 0	0.0	0.0	0.0		0.0	0.0												
Service Personnel	2018	4	3		- V	0.0	0.0	0.0	,	0.0	0.0	4											
Service reisonner	1 200000 1 1																						
12 Semi-Skilled Manual Workers	2018	0	0		0	0.0	0.0	0.0	(0.0	0.0												

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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 x100	K x G + 100	L - N	Part 2; Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	PxF + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V º U x 100	UxF÷100	V-X
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Employment Equity Occupational Group	Year			W	orkforce Woo						Hires	omen			Pı	ometie	ns Vomen			Te	rminatio	omen	
(EEOG)		All Employees	Represen	tation	Availa		Gap	EE Result	All Employees	Act		Expected	Difference	All Employees	Acti		Expected	Difference	All Employees	Act		Expected	Difference
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Other Sales & Service	2015	0	0	0.0	0.0	Ű	0	0.0							***************************************								
Personnel	2018	0	0	0.0	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 2018	0	0	0.0	0.0	0	n O	0.0	n	0	0.0	0	0	1 0	0	0.0	0	n	1	0	0.0	0	0
Total	2015	105	83	79.0	59.7	63	20	132.4	· ·			· ·		<u> </u>	J	(7.17	<u> </u>	· ·			0.0	,	
Total	2018	103	83	80.6	65.6	68	15	122.8	76	59	77.6	50	9	15	13	86.7	12	1	80	59	73.8	63	-4
Data sources:	***************************************	Part 2: Flow Data Analysis	Part 2: Flow Data E	* D x 100	Part 3:	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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			Entran	ts		C1	01-		oals		01-												
Employment Equity Occupational Group	Year	r	ow Data Wom	en		Short-ter Wor				Long-teri Won								Commen	te				
(EEOG)		All Employees	Aetu		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met						Junnen	ıs				
	#	ü	и	%	ü	%	%	%	#	%	%	%											
Other Sales & Service	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	\$											
Personnel	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
14 Other Manual Workers	2021	0	0	0.0	V	V.0	0.0	0.0	Ü	5.0	0.0	I											
Total	2018	11	13	118.2	0	0.0	0.0	0.0	()	0.0	0.0	ł l											
	2021	11	13	118.2			0.0	0.0			0.0	0.0											

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Employment Equity Occupational Group	Year			W	orkforce	al Peoples				1	Hires	inal Peoples			Pr	omotion	S al Peoples			Tern	nination Aborigina		
(EEOG)		All Employees	Represe	ntation	Avail		Gap	EE Result	All Employee	Act	tual	Expected	Difference	All Employees	Actu		Expected	Difference	All Employees	Actual		Expected	Difference
	#	ø	ti .	***	%	и	ě.	%	B	п	%	#	#	ŧ	н	%	Ħ	H	#	#	%	н	#
01 Senior Managers	2015 2018	10 4	1	10.0 0.0	2.9 2.9	&	1	344.8 0.0	1	0	0.0		ก		0	0.0	Λ	r	1	1	14,3	1	V
Middle & Other	2015	16	0	0.0	2.9		0	0.0	1		0.0		V	1	V	0.0	V		<i>i</i>	1	14,3		
02 Managers	2018	10	0	0.0	2.2	0	0	0.0	3	0	0.0	0	0	1	. 0	0.0	0	() 10	0	0.0	0	0
03 Professionals	2015	60 62	3	5.0 4.8	6.2 6.4	ŝ	+1 -1	80.6 75.6	34	0	0.0	,	-2	,	1 0	0.0	0	ſ	28	0	0.0	1	-1
04 Semi-Professionals &	2015	2	0	0.0	1.6	0	0	0.0	Ç,	V			~			0.00				544			
Technicians	2018 2015	3	0	0.0	1.8 4.9		0	0.0	8	0	0.0	0	0	1	. 0	0.0	0	(8	0	0.0	0	0
05 Supervisors	2013	0	0	0.0 0.0	0.0	ž	0	0.0	(0	0.0	0	0) 0	0	0.0	0	() 1	0	0.0	0	0
06 Supervisors: Crafts & Trades	2015 2018	0	0	0.0 0.0	0.0 0.0	\$	0	0.0		0	0,0	0	0		0	0.0	0) 0	0	0.0	0	0
114403	2010	V V	V	0.0	0.0			0.0		1 0	0.0	- '		<u> </u>	/I VI	0.0	U		71 0	V	0.0	0	
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100											
	1	1	Τ	↓	1	1	1	↓	<u> </u>	1	1	1											
			Entran	its					oals	_													
Employment Equity Occupational Group	Year	ŀ	ow Data Aborigina	l Peoples		Short-ter Aborigina		S		Long-teri							-	Commen	ite				
(EEOG)		All Employees	Acti		Goal	Percent of	Geal	Percent of	Goal	Percent of	Goal	Percent of					•	Junion	11.5				
	#	#	#	94	#	Goal Met	%	Goal Met	#	Goal Met	9/6	Goal Met											
01 Senior Managers	2018	-5	-1	20.0	0	0.0	0.0	0.0	(0.0	0.0	0.0											
Middle & Other	2021	-5 -6	-1	20.0	0	0.0	0.0	0.0	(0,0	0.0	0.0											
02 Managers	2018	-6			V	0.0	0.0		,	0,0	0.0	ł											
03 Professionals	2018 2021	13 13	0	0.0 0.0	2	0.0	8.0 6.4	0,0 0,0	4	0.0	16.0 6.4	1											
04 Semi-Professionals &	2018	1.2	0	0.0	0	0.0	0.0	0.0	(0.0	0.0	0.0											
Technicians	2021 2018	1	0	0.0	0	0.0	0.0	0.0		0.0	0.0												
05 Supervisors	2018	-1 -1	0	0.0 0.0	0	0.0	0.0 0.0	0.0		0.0	0.0 0.0	4											
06 Supervisors: Crafts & Trades	2018 2021	0	0	0,0 0,0	0	0.0	0,0	0.0	(0.0	0.0 0.0	\$											
118000	1 4921	U	U U	0.0			0.0	1 0.0			0.0	0.0	L										

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Employment Equity Occupational Group	Year			W	orkforce	al Peoples				1	Hires	inal Peoples			Pr	omotion Marian	S al Peoples			Tern	inations Aboriginal P	eardes	
(EEOG)		All Employees	Represen	ntation	Avail		Gap	EE Result	All Employee	s Ac	tual	Expected	Difference	All Employees	Acti		Expected	Difference	All Employees	Actual			Difference
	п	*	ti	%	%	ji ji	B	%	B	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	%	"	#		a a	%	Ħ	H	ı,	#	%	И	#
07 Administrative & Senior Clerical	2015	0	0	0.0	6.0	ğ	0	0.0	* 1	1 0							Δ.	e ^s			0.0		
Skilled Sales &	2018 2015	15 0	0	0.0	6.3 0.0	ô	-1	0.0	14	1 0	0.0	1	- }	1	0	0.0	0	U	1 6	0	0.0	U	
08 Service Personnel	2018	0	0	0.0	0.0	ž	0	0.0	(0	0.0	0	C	0	0	0.0	0	0	0	0	0.0	0	0
09 Skilled Crafts &	2015	0	0	0.0	0.0	ŝ	0	0.0															
Trades Workers	2018 2015	9	0	0.0	0.0 5.2		0	0.0	(0	0.0	0	(0	0	0.0	0	0	1 0	0	0.0	0	- 0
10 Clerical Personnel	2018	2	0	0.0	6.7	0	0	0.0	(5 0	0.0	0	(0	0	0.0	0	O	10	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2015	7	1	14.3	4.2 4.2		1	340.1		3 0	0.0					0.0		*	10	1	100		
Semi-Skilled Manual	2018 2015	0	0	0.0	0.0	<u></u>	0	0.0	10	0	0.0	<u> </u>		<u>'</u>	0	0.0	1	-1	10	1 1	10.0		
Workers Wantan	2018	0	0	0.0	0.0	0	0	0.0	(0	0.0	0	C	0	0	0.0	0	0	0	0	0.0	0	0
		***************************************	Part 2: Flow		2047434003403343711417467144744	***************************************	***************************************		***************************************	********************************	***************************************	***************************************	9										
Data sources:		Part 2: Flow Data Analysis		: + D x 100	Part 3: Goals	E ⊕ G x 100	Part 3: Goals	F + Lx 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100	0000110000001100000110000110000110000110000										
		1	T	Ţ	J	1	Ţ	Ţ	1	1	1	1											
			Entran	ts					oals														
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Occupational Group (EEOG)		All Employees	Actu		Goal	Percent of		Percent of	Goal	Percent of		Percent of					(Commen	ts				
/		#	Actu		Goal #	Goal Met	Goal	Goal Met	Goal #	Goal Met	Goal	Goal Met											
Administrative &	2018	# 9	0	0.0	# 0	% 0.0	0.0	0.0	#	0.0	0.0	0.0											
Senior Clerical	2021	9	0	0.0	4.5		7.0	0.0			7.0												
08 Skilled Sales &	2018	0		0.0	0	0,0	0.0	0.0	(0,0	0.0	1											
Service Personnel Skilled Crafts &	2021 2018	0	0	0.0	0	0.0	0.0		(0.0	0.0												
09 Trades Workers	2021	0	0	0.0	V	0.0	0.0	0.0	,	0.0	0.0	1											
10 Clerical Personnel	2018 2021	-4 -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											
11 Intermediate Sales & Service Personnel	2018	4	-1	-25.0	0	0.0	0.0	0.0	(0.0	0.0												
Semi-Skilled Manual	2021	0	-1	-25.0 0.0	0	0.0	0.0	0,0	(0.0	0.0												
Workers Wandar	2021	0	0	0.0			0.0	0.0			0.0												

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Employment Equity Occupational Group	Year			W	orkforce	al Peoples				1	Hires	nal Peoples			Pr	omotio:	nal Peoples			Ter	minatio	nal Peoples	
(EEOG)		All Employees	Represen	tation	Avail		Gap	EE Result	All Employee	S Act		Expected	Difference	All Employees	Acti		Expected	Difference	All Employees	Actu		Expected	Difference
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13 Other Sales & Service Personnel	2015 2018	0	0	0.0	0.0		0	0.0) 0	0.0	n		J	0	0.0	0	r		0	0.0	- A	
14 Other Manual Workers	2015	0	0	0.0	0.0	·····	0	0.0	. 		0.0		V	1	7		V		1	- Vi			
14 Other Manual Workers	2018	0	0	0.0	0.0	2	0	0.0	(0	0.0	0	0	0	0	0.0	0	(0	0	0.0	0	0
Total	2015 2018	105 103	5	4.8 2.9	5.0 5.6		-3	95.2 52.0	76	5 0	0.0	4	-4	1 15	0	0.0	1		80	2	2.5	4	-2
	2010	100	I ~1	****	2.0	. ,		V		21 0	0.0	-		*1 **	01	0.0	•	· *	1 00		*****		
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Occupational Group (EEOG)		All Employees	Aboriginal Actu		Goal	Percent of	al Peoples Goal	Percent of	Goal	Aboriginal Percent of	Peoples Goal	Percent of					(Commen	ts				
	#	a a		••		Goal Met	%	Goal Met	#	Goal Met	%	Goal Met											
Other Sales & Service	2018	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0												
Personnel	2021	0	0	0.0			0.0	0.0			0.0												
14 Other Manual Workers	2018 2021	0	0	0.0	0	0.0	0.0	0.0	b	0.0	0.0												
Total	2018	11	-2	-18.2	0	0.0	0.0	0.0	(0.0	0.0	0.0											
	2021	11	-2	-18.2			0.0	0.0			0.0	0.0											

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Employment Equity Occupational Group	Year				orkforce	2 h Disabilities				1	Hires Persons w	ith Disabilitie				Promotio	ns ith Disabiliti	ps.		Te	rminatio	IIS th Disabilitie	
(EEOG)		All Employees	Represe			ability	Gap	EE Result	All Employees	Ae		Expected	Difference	All Employee	· A	ctual	Expected		All Employees	Act		Expected	Difference
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01 & Managers	2015	26 14	0	3.8 0.0	4.3 4.3		-1	89.4 0.0		1	25.0	l		3		0.0) (1	17	2	11.8	1	1
	2015	60	6	10.0	3.8	<u> </u>	4	263.2	4	1	23.0			1		7. 0.0	<u>'</u>	/	1/		11.0		
03 Professionals	2018	62	5	8.1	3.8	2	3	212.2	34	0	0.0	1	+	1		14.3	3 1	0	28	1	3.6	3	-2
04 Semi-Professionals & 2015																							
Technicians	2018	3	0	0.0	4.6 13.9		0	0.0	8	0	0.0	0	(U .		0.0	1	0	8	0	0.0	0	0
05 Supervisors	2018	0	0	0.0	0.0	ž	0	0.0	0	0	0.0	0	(0 () ().0		0	1	0	0.0	0	0
06 Supervisors: Crafts &	2015	0	0	0.0	0.0	₫	0	0.0															
Trades	2018	1 0	0]	0.0	0.0	<u> </u>	0	0.0	0	1 0	0.0	1 0		0] () (0.0) ()] (0]	0	0.0	0	<u> </u>
Data sources:	***************************************	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ∻ D x 100	Part 3: Goals	E + G x	Part 3: Goals	F÷1x100	Part 3: Goals	E + Kx 100	Part 3: Goals	F ÷ M x 100	реписсионална в предоставления										
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Occupational Group (EEOG)		All Employees	Disabi Acti	llities	Goal	Persons with Percent of Goal Met	i Disabilities Goal	Percent of Goal Met	Goal	Persons with Percent of Goal Met	Disabilities Goal	Percent of Goal Met						Commen	ts				
	#	*	ii .	%	H	%	%	%	4	%	%	%											
01& Managers	2018	-11	-1	9.1	0	0.0	0,0	0.0	0	0.0	0.0												
02 Wanagers	2021	-11 13	-1 0	9.1 0.0	0	0.0	10.0	90.9 0.0	0	0.0	10.0	4											
03 Professionals	2018	13	0	0.0	U	0.0	0.0 5.5	0.0	U	0.0	3.8		1										
04 Semi-Professionals &	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Technicians	2021	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	1											
05 Supervisors	2018	-1 -1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
06 Supervisors: Crafts &	2018	0	0	0.0	0	0.0	0.0	0.0	()	0.0	0.0	4											
Trades	2021	0	0	0.0			0.0	0.0			0.0	0.0											

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Occupational Group	Year				orkforce Persons with						Hires Persons w	ith Disabilitie			P	romotion Persons wit					ninatio Jersons wit	nS h Disabilitie	
(EEOG)		All Employees	Represen		Avail		Gap	EE Result	All Employee	. Ac	tual	Expected	Difference	All Employee	Act		Expected	Difference	All Employer	Actus		Expected	Difference
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07 Administrative & Senior Clerical	2015	15	0	0.0 6.7	0.0 3.4	0	0	0.0 196.1	14	1 0	0.0	l		1	1 0	0.0	Λ		n	6 0	0.0	<i>(</i> 1	1
08 Skilled Sales &	2015	0	0	0.0	0.0	0	0	0.0	1-	Y	1 0.0		`	1	·	0.01	······································		<u> </u>			······································	<u> </u>
Service Personnel	2018	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 2018	0	0	0.0	0.0		0	0,0 0,0	-) 0	0.0) (0	0.0	n		n	0 0	0.0	n	1
10 Clerical Personnel	2015	9	0	0.0	7.0		-1	0.0	`	1 '	. 0.0	, ·	<u> </u>	1		0.0	Ť		<u> </u>		0.0	•,	
	2018	2	0	0,0	7.0		0	0.0	(5 0	0.0	0	() (0	0.0	0	(0 1	0 0	0.0	0	0
11 Intermediate Sales & Service Personnel	2015	7	0	0.0	5.6 5.6	2	0	0.0	1 () 0	0.0	1	-	1	4 0	0.0	n		0 1	0 0	0.0	n	1 0
12 Semi-Skilled Manual Workers	2015 2018	0	0	0.0	0.0	0	0	0.0							0	0.0	0		0	0 0	0.0	0) 0
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Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data E Analysis	÷Dx 100	Part 3: Goals	E + G x 100	Part 3: Goals	F+1x100	Part 3: Goals	E+K×100	Part 3: Goals	F + M x 100	00000000000000000000000000000000000000										
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			Entran	ts		-			oals	-													
Employment Equity	Year	F	ow Data Persons	with		Short-ter Persons with				Long-ter Persons with													
Occupational Group (EEOG)		All Employees	Disabil			Percent of		Percent of		Percent of		Percent of					Ĺ	Commer	its				
			Actu		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
Administrative &	2018	# 9	0	% 0.0	# 0	9.0	% 0.0	% 0.0	# () 0,0	0.0	% 0.0											
97 Senior Clerical	2021	9	0	0.0	V	0.0	5.0	0.0	,	9.0	5.0	3											
08 Skilled Sales &	2018	0		0.0	0	0.0	0.0	0.0		0.0	, 	\$											
Service Personnel Skilled Crafts &	2021	0	0	0.0	0	0.0	0.0	0.0	-	0.0	0.0												
09 Trades Workers	2021	0	0	0.0	V	7.0	0.0	0.0	Ì	0.0	0.0	4											
10 Clerical Personnel	2018 2021	-4 -4	0	0.0	1	0.0	40.0 0.0	0.0 0.0		0.0	80.0 0.0	0.0 0.0											
11 Intermediate Sales & Service Personnel	2018 2021	4	0	0.0	0	0.0	0.0	0.0 0.0		0.0	0.0	.											
Semi-Skilled Manual	2018	0	0	0.0	0	0.0	0.0	0.0	(0.0	0.0	0.0											
Workers Workers	2021	0	0	0.0			0.0	0.0			0.0	0.0											

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				1	Workfe	irce An	alysis									Flow I)ata A	nalysis						
	loyment Equity	Year				orkforce						Hires					romotio				Te	rminatio		
(EEC	ipational Group DG)		All Employees	Represe		Persons with Availa	h Disabilities	Gap	EE Result	All Employees	Act		ith Disabilitie Expected	Difference	All Employees	Acti		ith Disabilitie Expected	Difference	All Employees	Act		th Disabilitie Expected	S Difference
	,	#	#	# #	9%	%	#	Gap #	%		#	96	#	#	*	#	%	#	#	#	#	%	#	# #
13	Other Sales & Service	2015	0	0	0.0	0.0	0	0	0.0															
	Personnel	2018	0	0	0.0	0.0	Å	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 2018	0	0	0.0	0.0	\$	0	0.0	n	0	0.0	l	0		0	0.0	l	n	0	0	0.0	Λ	
Total		2015	105	7	6.7	4.4	3	2	151.5			0.0	<u> </u>		<u> </u>		0.0	<u> </u>	· ·	· ·	V)	0.0		, , , , , , , , , , , , , , , , , , ,
Total		2018	103	6	5.8	4.0	4	2	145.6	76	1	1.3	3	-2	1.5	1	6.7	1	0	80	3	3.8	5	-2
	***************************************			Part 2: Flow					•	p	·	·		*										
Data sc	nircos;		Part 2: Flow Data Analysis	1 1	E + D x 100	Part 3: Goals	E+Gx 100	Part 3: Goals	F+Ix100	Part 3: Goals	E = K x 100	Part 3: Goals	F → M x 100											
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Emp	loyment Equity	Year	F	low Data	and the		Short-ter				Long-ter													
	ipational Group	1 Cai	All Employees	Disabi			Persons with	Disabilities			Persons with	Disabilities						(Sommen	ts				
(EEC)G)			Ach	ral	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	#	9/6	Ħ	9/0	%	9/4	#	2.0	9/4	%											
1141	Other Sales & Service Personnel	2018 2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0 0.0	\$											
		2018	0	0	0.0	0	0.0	0.0	1	0	0.0	0.0												
14 (Other Manual Workers	2021	0	0	0,0			0.0	0.0			0.0												
Total		2018	11	·····	-9.1	0	0.0	0.0	0.0	0	0.0	0.0	4											
L		2021	11	-1	-9.1			0.0	0.0			0.0	0.0											

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	upational Group	Year			V	Vorkforce Visible N						Hires Visible	Minorities				omotions Visible N				Leri	ninatio Visible	Minorities	
(EE	OG)		All Employees	Represe		Avail		Gap	EE Result	All Employee	\ Ac	tual	Expected	Difference	All Employer	Actu		Expected	Difference	All Employees	Actus		Expected	Difference
01	Senior Managers	2015	10	# 0			1	-1	0.0	*	*	9,6	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			%	#		f		9/6	ji	
02	Middle & Other Managers	2018 2015 2018	16 10	0 1 0	6.3	15.0	<u> </u>	-1 -2	0.0 41.7 0.0		1	33.3	0		7	1 0	0.0	0	U	10	0 2	20.0	1	1
03	Professionals	2015 2018	60	9	15.0	16.2	10	-1 -1	92.6 145.7	34	1 8	23.5	5			7 1	14.3	1	0	28	3	10.7		
04	Semi-Professionals & Technicians	2015 2018	2 3	1	50.0		1	0	139.3		1	12.5	3		2	1 0	0.0	1	-1	8	2	25.0	4	-2
05	Supervisors	2015 2018	1 0	1	100.0 0.0	13.2 0.0	š	1	757.6 0.0	(0	0.0	0	(0 0	0.0	0	()	1		100.0	1	0
06	Supervisors: Crafts & Trades	2015 2018	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 s	OUFCES:	***************************************	Part 2: Flow Data Analysis	Analysis	E + D x 100	L	E+Gx 100	Part 3: Goals		Part 3: Goals		Part 3: Goals	F + M x 100	Result response of the contract of the contrac										
			1	<u> </u>	<u> </u>	 \		Ψ.			1													
	oloyment Equity			Entrai	its		Short-ter	rm Goal		oals	Long-ter	m Coals												
	upational Group	Year		Visible M	linorities		Visible V				Visible M							C	ommen	ts				
(EE	OG)		All Employees	Act		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
01	Senior Managers	# 2018 2021	# -5 -5	# 0		# 1	0.0	50.0 0.0	0.0	2	2 0.0	% 100.0 100.0	0.0											
	Middle & Other Managers	2018 2021	-6 -6	-		1	-100.0	50.0 25.0	33.3 66.7		2 -50.0	100.0 25.0	16.7											
	Professionals	2018 2021	13 13	6 6	·····	\$ comment constraints	150.0	20.0 17.5	230.8 263.7	(0.001	80.0 7.0	57.7											
04	Semi-Professionals & Technicians	2018 2021	1	-1 -1	-100.0 -100.0	0	0.0	0.0 50.0	0.0 -200.0	(0.0	0.0 33.0	3											
\square	Supervisors	2018 2021 2018	-1 -1 0	1 0			0.0	0.0 0.0 0.0	0.0 0.0	(0.0	0.0 0.0	0.0											
	Supervisors: Crafts & Trades	0,0 0.0	(0.0	0.0 0.0	4																		

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$\stackrel{\text{constraint}}{\mathbb{A}}_{\frac{1}{2}}^{\frac{1}{2}} \mathbb{B}_{\frac{1}{2}}$	C		E	F	G	H	I	J	K	L	M	N	LO	P	Q	***************************************	R	S	""	IU	V	W.		
Data sources:	***************************************	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D×G +100	E - H	E+H x100	Part 2; Flow Data Analysis	Part 2: Flow Data Analysis	L+K ×100	K x G = 100	L-N	Part 2: Flow Data Analysi		Q + I	x 100 P x	F + 100	Q - S	Part 2: Flow Data Analys		a V * 1		× 100 V - X
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Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: WCG International Consultants Ltd.

Primary Location: Victoria, British Columbia

Number of Employees: 103

- British Columbia 83
- Alberta 16
- Ontario 3
- Saskatchewan 1

Organization Overview:

NAICS 5416 (Management, scientific and technical consulting services)

WCG International Consultants Ltd. works with thousands of businesses, as well as provincial and federal governments, to equip clients with the skills and training employers need most. Their programs have helped over 160,000 Canadians, coast-to-coast, overcome barriers and receive the services needed to find and maintain employment and improve their quality of life.

Key Dates – First Year Assessment

Initiated: 2016-02-01 Received: 2016-02-29 2016-03-08 Closed: Workforce Analysis: 2015-12-24

Key Dates – Subsequent Assessment

Initiated: 2018-12-05 Received: 2018-11-07 Workforce Analysis: 2018-10-12

DATA VERIFICATION

l have	verified	that the	data p	provided	as part	of the	subsequent	assessment	packa	age is
consis	tent wit	h that pr	ovided	during t	the prev	ious sı	ubmission:			

**********		possessor	
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I have verified that the data provided in the Achievement Report is consistent with that found in Forms 1 to 6:

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ASSESSMENT OF REASONABLE PROGRESS

Previous goals were set in both numbers and percentages therefore progress has been assessed against the percentage goals.

Women

Assessment/Observations

There were no gaps identified for this designated group.

Aboriainal Peoples

03	Professionals	Goal not met – (0% achieved)

Assessment/Observations

• EEOG 03: There were 41 new entrants and none were Aboriginal persons. At LMA rate of 6.2%, at least two would have been expected.

Persons with Disabilities

10 Clerical Personnel Goal not met – (0% achieved)	10	Clerical Personnel	
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Assessment/Observations

• EEOG 10: There were six new entrants and none were persons with disabilities. However, with an LMA rate of only 7%, the goal was unattainable.

Members of Visible Minorities

01	Senior Managers	Goal not met - (0% achieved)
02	Middle & Other Managers	Goal not met – (50% achieved)
03	Professionals	Goal met at 110%
11	Intermediate Sales & Service Personnel	Goal not met - (0% achieved)

Assessment/Observations

- EEOG 01: There were two new entrants and none were of a visible minority. However with an LMA rate of only 10.1%, the goal was unattainable.
- EEOG 02: There were four new entrants and one as of a visible minority. However with an LMA rate of only 15%, the goal was unattainable.
- EEOG 11: There were 14 new entrants and none were of a visible minority. At LMA rate of 12.7%, at least one would have been expected.

ASSESSMENT OF REASONABLE EFFORTS

- П An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
 - 1. Out of six required goals:
 - One was met at 80% or above;
 - One had a percentage of the goal completed;

- Four had zero percent achieved.
- 2. The following should be noted:
 - A reorganization was conducted in January 2017 which resulted in:
 - 12 employees terminated: Certain positions were made redundant and staff affected was moved to other positions, where possible. Remaining staff were terminated. Decisions were made solely on the position and not the staff member.
 - o WCG International Consultants Ltd. has low turnover, making closing gaps difficult at times. They've shown that efforts have been made to promote from the protected groups wherever possible.
 - This organization is contract-based. They typically run long term contracts and therefore, have not seen significant growth over the past four years. They do however anticipate growth over the next three years which will help close gaps in representation.
- 3. The organization also confirmed on the Efforts tab of their Achievement Report that they have implemented all required measures including, three additional initiatives/measures to assist in achieving employment equity in the workplace.
 - Specifically, the organization has achieved its three year accreditation with CARF. CARF requires training on diversity and personnel policies that and nondiscriminatory; particularly around hiring, promoting, and terminating.

ASSESSMENT OF GOALS

Women

Observations:

There were no gaps present for this designated group.

Aboriginal Peoples

	Workforce Analysis Results		Go	als		
Emp	oloyment Equity Occupational Group	Present	Short- term	Long- term	Representation	LMA
	(EEOG)	Gap	(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
03	Professionals	-1	6.4	6.4	4.8	6.4
07	Admin & Senior Clerical Personnel	-1	7.0	7.0	0.0	6.3

Observations:

Goals have been set appropriately at, or higher, than LMA in every EEOG where there is a gap present.

Persons with Disabilities

Workforce Analysis Results		Goals				
Emp	oloyment Equity Occupational Group (EEOG)	Present Gap	Short- term (1 to 3 years)	Long- term (3+ years)	Representation	LMA
#	Description	#	%	%	%	%
01/ 02	Managers	-1	10.0	10.0	0.0	4.3

Observations:

• Goals have been set appropriately at, or higher, than LMA where there is a gap present.

Members of Visible Minorities

Workforce Analysis Results			Goals			
Employment Equity Occupational Group		Present	Short- term	Long- term	Representation	LMA
	(EEOG)	Gap	(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-2	25.0	25.0	0.0	15.0
04	Semi-Professionals & Technicians	-1	50.0	33.0	0.0	32.5
11	Inter Sales & Service Personnel	-1	10.0	10.0	0.0	12.9

Observations:

• Goals have been set appropriately at, or higher, than LMA in EEOG 02 and EEOG 04 where there is a gap present. The three year goal set for EEOG 11 falls slightly below the LMA rate. It is always recommended that goals be set at, or higher than LMA rates.

RECOMMENDATION

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

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

- 1. Although the organization has made great efforts to reach their employment equity goals and, despite there being only five gaps identified, the organization may still benefit form conducting an Employment Systems Review (ESR) of their recruitment and hiring policies and practices, in order to identify any potential barriers to the recruitment and retention of individuals in each designated groups.
 - A guide for completing an ESR can be found at the following link: https://equity.esdc.gc.ca/docs/Step2-2EN.pdf
 - Completing an ESR should assist the organization in achieving their new goals by identifying and eliminating barriers that may be preventing them from achieving employment equity in the workplace.
- 2. As well, to help with reducing and eliminating the gaps, the organization may consider forging links with trade programs, career fairs and professional associations in order to identify qualified potential employees that are members of the designated groups.

Name of Analyst: Céline Brown		
Date: November 21, 2018		

From: Brown, Celine E [NC] On Behalf Of EE-EME

Sent: December 7, 2018 11:12 AM

To: Tania Bennett < Tania. Bennett@wcgservices.com >

Cc: Crysta Walski < Crysta. Walski@wcgservices.com >; 'mary.moldowan@wcgservices.com'

<mary.moldowan@wcgservices.com>

Subject: Government of Canada Agreement Number: 100246 - Notification of Compliance with the

Federal Contractors Program (WCG International Consultants Ltd.)

Cette information est également disponible en français sur demande.

Dear Darlene Bailey:

I am writing to inform you that the subsequent compliance assessment initiated on December 5, 2018 has been completed. As a result of the assessment, WCG International Consultants Ltd. has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment</u> 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 WCG International Consultants Ltd.'s employment equity program.

- Although the organization has made great efforts to reach their employment equity goals and, despite there being only five gaps identified, the organization may still benefit from conducting an Employment Systems Review (ESR) of their recruitment and hiring policies and practices, in order to identify any potential barriers to the recruitment and retention of individuals in each designated groups.
 - A guide for completing an ESR can be found at the following link: https://equity.esdc.gc.ca/docs/Step2-2EN.pdf
 - Completing an ESR should assist the organization in achieving their new goals by identifying and eliminating barriers that may be preventing them from achieving employment equity in the workplace.
- 2. As well, to help with reducing and eliminating the gaps, the organization may consider forging links with trade programs, career fairs and professional associations in order to identify qualified potential employees that are members of the 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 5, 2021. 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, WCG International Consultants Ltd. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish WCG International Consultants Ltd. 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!