



OFFICIAL USE ONLY
Agreement N°:

Labour Program
s.19(1) Federal Contractors Program

s.24(1)

Agreement to Implement Employment Equity

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization ABI/Advanced Business Interiors Inc.	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number [REDACTED] 2G0001
Organization's North American Industry Classification System (NAICS) Code N° 337213	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 112 To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02l-eng.htm

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

HEAD OFFICE			
Address (building number, street, suite, etc.) 2355 St. Laurent Blvd	City Ottawa	Province Ontario	Postal Code K1G 4L2
	Telephone Number (613) 738-1003	Fax Number (613) 738-7206	

EMPLOYMENT EQUITY CONTACT	
Name (print) Emily Kadantseva	Title Human Resources Generalist
Telephone Number (613) 738-1003 x 276	E-mail Address ekadantseva@makespacework.com

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

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) Joel DiBartolo	Title Vice President / General Manager
Telephone Number 613-738-1003	E-mail Address jdibartolo@makespacework.com
S [REDACTED]	Date 06/16/2014

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



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

Reporting Period 2017-01-20 to 2019-12-31

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	105	5	0	110	Ottawa - Gatineau	105	5	0	110
Total Employees in Canada				110	Total Employees in Canada				110



ABI / Advanced Business Interiors Inc. (certificate # 061314)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Ontario
Reporting Period 2017-01-20 to 2019-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4												
	3												
	2												
	1	3	3										
	Total	3	3										
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: Under \$5,000	4	2	2								1	1	
	3	3	3										
	2												
	1	2		2									
	Total	7	5	2							1	1	
Professionals Top Range: \$ 35,000 - \$39,999 Bottom Range: \$ 35,000 - \$39,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Semi-Professionals and Technicians Top Range: \$ 80,000 - \$84,999 Bottom Range: \$ 35,000 - \$39,999	4	1	1										
	3	1	1										
	2												
	1	5		5									
	Total	7	2	5									



ABI / Advanced Business Interiors Inc. (certificate # 061314)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Ontario
Reporting Period 2017-01-20 to 2019-12-31

Form 2 A

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 60,000 - \$64,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Supervisors: Crafts and Trades Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 60,000 - \$64,999	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Administrative and Senior Clerical Personnel Top Range: \$ 70,000 - \$74,999 Bottom Range: \$ 70,000 - \$74,999	4												
	3												
	2												
	1	1		1	1		1						
	Total	1		1	1		1						
Clerical Personnel Top Range: \$ 90,000 - \$94,999 Bottom Range: \$ 30,000 - \$34,999	4	3	3					1	1				
	3	2	1	1									
	2	6	2	4									
	1	6	3	3							1	1	
	Total	17	9	8				1	1		1	1	

ABI / Advanced Business Interiors Inc. (certificate # 061314)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Ontario
Reporting Period 2017-01-20 to 2019-12-31

Form 2 A

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Intermediate Sales and Service Personnel Top Range: \$100,000 and over Bottom Range: \$ 35,000 - \$39,999	4	3	2	1									
	3	1	1										
	2	3	1	2									
	1	10	3	7							3		3
	Total		17	7	10						3		3
Semi-Skilled Manual Workers Top Range: \$ 70,000 - \$74,999 Bottom Range: \$ 25,000 - \$29,999	4	3	3										
	3	5	5								1	1	
	2	10	10		1	1					5	5	
	1	31	31					1	1		11	11	
	Total		49	49		1	1		1	1		17	17
Other Sales and Service Personnel Top Range: \$ 55,000 - \$59,999 Bottom Range: \$ 55,000 - \$59,999	4												
	3												
	2												
	1	1	1										
	Total		1	1									
Total Number of Employees		105	77	28	2	1	1	2	2		22	19	3

ABI / Advanced Business Interiors Inc. (certificate # 061314)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / Ontario
Reporting Period 2017-01-20 to 2019-12-31

Form 2 B

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical Personnel Top Range: \$ 30,000 - \$34,999 Bottom Range: Under \$5,000	4	1		1									
	3	1		1									
	2												
	1	1		1									
	Total		3		3								
Intermediate Sales and Service Personnel Top Range: \$ 10,000 - \$14,999 Bottom Range: \$ 5,000 - \$ 9,999	4	1	1										
	3												
	2												
	1	1		1									
	Total		2	1	1								
Total Number of Employees		5	1	4									



ABI / Advanced Business Interiors Inc. (certificate # 061314)

Form 3 A

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Ontario

Reporting Period 2017-01-20 to 2019-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	2		2									
\$ 25,000 - \$29,999	12	12					1	1		2	2	
\$ 30,000 - \$34,999	11	9	2							3	3	
\$ 35,000 - \$37,499	8	7	1							5	4	1
\$ 37,500 - \$39,999	11	7	4							2	2	
\$ 40,000 - \$44,999	15	10	5	1	1					6	4	2
\$ 45,000 - \$49,999	7	3	4							2	2	
\$ 50,000 - \$59,999	11	7	4							1	1	
\$ 60,000 - \$69,999	6	4	2									
\$ 70,000 - \$84,999	7	6	1	1		1						
\$ 85,000 - \$99,999	4	4					1	1		1	1	
\$100,000 and over	11	8	3									
Total Number of Employees	105	77	28	2	1	1	2	2		22	19	3

ABI / Advanced Business Interiors Inc. (certificate # 061314)

Form 3 B

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Part-Time / Ontario

Reporting Period 2017-01-20 to 2019-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$5,000	1		1									
\$ 7,500 - \$ 9,999	1		1									
\$ 10,000 - \$12,499	1	1										
\$ 17,500 - \$19,999	1		1									
\$ 30,000 - \$34,999	1		1									
Total Number of Employees	5	1	4									

ABI / Advanced Business Interiors Inc. (certificate # 061314)

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Ontario

Reporting Period 2017-01-20 to 2019-12-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	1	1								1	1	
Professionals	2		2							1		1
Semi-Professionals and Technicians	10	1	9	1		1				1		1
Clerical Personnel	3	1	2							1	1	
Intermediate Sales and Service Personnel	7	1	6	1		1				2		2
Semi-Skilled Manual Workers	62	62					2	2		12	12	
Total Number of Employees Hired	85	66	19	2		2	2	2		18	14	4

ABI / Advanced Business Interiors Inc. (certificate # 061314)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Part-Time / Ontario
Reporting Period 2017-01-20 to 2019-12-31

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



ABI / Advanced Business Interiors Inc. (certificate # 061314)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Ontario
Reporting Period 2017-01-20 to 2019-12-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	4	2	2									
Professionals	1		1									
Clerical Personnel	3	1	2									
Intermediate Sales and Service Personnel	4	2	2							2		2
Total Number of Employees Promoted	12	5	7							2		2
Total Number of Promotions	12	5	7							2		2



ABI / Advanced Business Interiors Inc. (certificate # 061314)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / Ontario
Reporting Period 2017-01-20 to 2019-12-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	2	1	1							1		1
Professionals	1		1							1		1
Semi-Professionals and Technicians	8	2	6	1		1				2	1	1
Clerical Personnel	3		3									
Intermediate Sales and Service Personnel	8	2	6	1		1						
Semi-Skilled Manual Workers	52	52					1	1		7	7	
Total Number of Employees Terminated	74	57	17	2		2	1	1		11	8	3



Workplace Equity Information Management System - ABI / Advanced Business Interiors Inc.

Workforce Analysis - Detailed Report

Date: 2019-12-13

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	3	0	0.0 %	27.6 %	1	-1	National
02 : Middle and Other Managers	National	7	2	28.6 %	39.4 %	3	-1	National
03 : Professionals		2	2	100.0 %	64.6 %	1	1	
1111 : Financial auditors and accountants	National	1	1	100.0 %	56.0 %	1	0	National
1121 : Human resources professionals	National	1	1	100.0 %	73.2 %	1	0	National
04 : Semi-Professionals and Technicians		7	5	71.4 %	32.2 %	2	3	
2253 : Drafting technologists and technicians	Ontario	6	4	66.7 %	29.2 %	2	2	Ontario
5241 : Graphic designers and illustrators	Ontario	1	1	100.0 %	50.0 %	1	0	Ontario
05 : Supervisors		1	1	100.0 %	51.8 %	1	0	
Employment Equity Occupational Group	Ottawa - Gatineau	1	1	100.0 %	51.8 %	1	0	Ottawa - Gatineau
06 : Supervisors: Crafts and Trades		1	0	0.0 %	15.3 %	0	0	
9224 : Supervisors, furniture and fixtures manufacturing	Ontario	1	0	0.0 %	15.3 %	0	0	Ontario
07 : Administrative and Senior Clerical Personnel		1	1	100.0 %	76.8 %	1	0	
Employment Equity Occupational Group	Ottawa - Gatineau	1	1	100.0 %	76.8 %	1	0	Ottawa - Gatineau
10 : Clerical Personnel		20	11	55.0 %	65.7 %	13	-2	
Employment Equity Occupational Group	Ottawa - Gatineau	20	11	55.0 %	65.7 %	13	-2	Ottawa - Gatineau
11 : Intermediate Sales and Service Personnel		19	11	57.9 %	62.8 %	12	-1	
Employment Equity Occupational Group	Ottawa - Gatineau	19	11	57.9 %	62.8 %	12	-1	Ottawa - Gatineau
12 : Semi-Skilled Manual Workers		49	0	0.0 %	11.8 %	6	-6	
Employment Equity Occupational Group	Ottawa - Gatineau	49	0	0.0 %	11.8 %	6	-6	Ottawa - Gatineau
13 : Other Sales and Service Personnel		1	0	0.0 %	49.8 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	49.8 %	0	0	Ottawa - Gatineau



Workforce Analysis - Detailed Report

Date: 2019-12-13

Women

Employment Equity Occupational Group	Internal Location	Women					Recruitment Area
		All Employees #	Representation #	Representation %	Availability %	Availability #	
Total		111	33	29.7 %	36.0 %	40	-7

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workforce Analysis - Detailed Report

Date: 2019-12-13

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	3	0	0.0 %	3.2 %	0	0	National
02 : Middle and Other Managers	National	7	0	0.0 %	2.7 %	0	0	National
03 : Professionals		2	0	0.0 %	2.3 %	0	0	
1111 : Financial auditors and accountants	National	1	0	0.0 %	1.4 %	0	0	National
1121 : Human resources professionals	National	1	0	0.0 %	3.1 %	0	0	National
04 : Semi-Professionals and Technicians		7	0	0.0 %	1.7 %	0	0	
2253 : Drafting technologists and technicians	Ontario	6	0	0.0 %	1.8 %	0	0	Ontario
5241 : Graphic designers and illustrators	Ontario	1	0	0.0 %	1.4 %	0	0	Ontario
05 : Supervisors		1	0	0.0 %	3.2 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	3.2 %	0	0	Ottawa - Gatineau
06 : Supervisors: Crafts and Trades		1	0	0.0 %	1.0 %	0	0	
9224 : Supervisors, furniture and fixtures manufacturing	Ontario	1	0	0.0 %	1.0 %	0	0	Ontario
07 : Administrative and Senior Clerical Personnel		1	1	100.0 %	3.4 %	0	1	
Employment Equity Occupational Group	Ottawa - Gatineau	1	1	100.0 %	3.4 %	0	1	Ottawa - Gatineau
10 : Clerical Personnel		20	0	0.0 %	3.5 %	1	-1	
Employment Equity Occupational Group	Ottawa - Gatineau	20	0	0.0 %	3.5 %	1	-1	Ottawa - Gatineau
11 : Intermediate Sales and Service Personnel		19	0	0.0 %	3.1 %	1	-1	
Employment Equity Occupational Group	Ottawa - Gatineau	19	0	0.0 %	3.1 %	1	-1	Ottawa - Gatineau
12 : Semi-Skilled Manual Workers		49	1	2.0 %	3.7 %	2	-1	
Employment Equity Occupational Group	Ottawa - Gatineau	49	1	2.0 %	3.7 %	2	-1	Ottawa - Gatineau
13 : Other Sales and Service Personnel		1	0	0.0 %	3.7 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	3.7 %	0	0	Ottawa - Gatineau



Workforce Analysis - Detailed Report

Date: 2019-12-13

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples			Recruitment Area	
			Representation #	Availability %	Gap #		
Total		111	2	1.8 %	3.3 %	4	-2

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workforce Analysis - Detailed Report

Date: 2019-12-13

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	3	0	0.0 %	11.5 %	0	0	National
02 : Middle and Other Managers	National	7	1	14.3 %	17.6 %	1	0	National
03 : Professionals		2	1	50.0 %	24.5 %	0	1	
1111 : Financial auditors and accountants	National	1	1	100.0 %	32.3 %	0	1	National
1121 : Human resources professionals	National	1	0	0.0 %	16.7 %	0	0	National
04 : Semi-Professionals and Technicians		7	0	0.0 %	32.7 %	2	-2	
2253 : Drafting technologists and technicians	Ontario	6	0	0.0 %	33.4 %	2	-2	Ontario
5241 : Graphic designers and illustrators	Ontario	1	0	0.0 %	28.6 %	0	0	Ontario
05 : Supervisors		1	0	0.0 %	16.2 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	16.2 %	0	0	Ottawa - Gatineau
06 : Supervisors: Crafts and Trades		1	0	0.0 %	40.9 %	0	0	
9224 : Supervisors, furniture and fixtures manufacturing	Ontario	1	0	0.0 %	40.9 %	0	0	Ontario
07 : Administrative and Senior Clerical Personnel		1	0	0.0 %	14.1 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	14.1 %	0	0	Ottawa - Gatineau
10 : Clerical Personnel		20	1	5.0 %	18.2 %	4	-3	
Employment Equity Occupational Group	Ottawa - Gatineau	20	1	5.0 %	18.2 %	4	-3	Ottawa - Gatineau
11 : Intermediate Sales and Service Personnel		19	3	15.8 %	25.9 %	5	-2	
Employment Equity Occupational Group	Ottawa - Gatineau	19	3	15.8 %	25.9 %	5	-2	Ottawa - Gatineau
12 : Semi-Skilled Manual Workers		49	17	34.7 %	20.4 %	10	7	
Employment Equity Occupational Group	Ottawa - Gatineau	49	17	34.7 %	20.4 %	10	7	Ottawa - Gatineau
13 : Other Sales and Service Personnel		1	0	0.0 %	28.6 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	28.6 %	0	0	Ottawa - Gatineau



Workforce Analysis - Detailed Report

Date: 2019-12-13

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
Total		111	23	20.7 %	21.5 %	22	1	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workforce Analysis - Detailed Report

Date: 2019-12-13

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		Gap #	Recruitment Area
			#	%	%	#		
01/02 : Managers	National	10	0	0.0 %	5.0 %	1	-1	National
03 : Professionals	National	2	0	0.0 %	8.9 %	0	0	National
04 : Semi-Professionals and Technicians	National	7	0	0.0 %	7.6 %	1	-1	National
05 : Supervisors	National	1	0	0.0 %	27.5 %	0	0	National
06 : Supervisors: Crafts and Trades	National	1	0	0.0 %	10.1 %	0	0	National
07 : Administrative and Senior Clerical Personnel	National	1	0	0.0 %	10.0 %	0	0	National
10 : Clerical Personnel	National	20	1	5.0 %	9.3 %	2	-1	National
11 : Intermediate Sales and Service Personnel	National	19	0	0.0 %	10.8 %	2	-2	National
12 : Semi-Skilled Manual Workers	National	49	1	2.0 %	10.3 %	5	-4	National
13 : Other Sales and Service Personnel	National	1	0	0.0 %	10.7 %	0	0	National
Total		111	2	1.8 %	9.7 %	11	-9	

Total may not equal sum of components due to rounding.

Sources: 2017 Canadian Survey on Disability and employer's internal data



Workforce Analysis - Detailed Report

Date: 2019-12-13

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

Recruitment occurs solely within the limits of the City of Ottawa.

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
06 : Supervisors: Crafts and Trades	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA
13 : Other Sales and Service Personnel	EEOG	CMA



Workforce Analysis - Detailed Report

Date: 2019-12-13

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
06 : Supervisors: Crafts and Trades	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National
13 : Other Sales and Service Personnel	EEOG	National



Workforce Analysis - Summary Report

Date: 2019-12-13

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	3	0	0.0 %	27.6 %	1	-1
02 : Middle and Other Managers	7	2	28.6 %	39.4 %	3	-1
03 : Professionals	2	2	100.0 %	64.6 %	1	1
04 : Semi-Professionals and Technicians	7	5	71.4 %	32.2 %	2	3
05 : Supervisors	1	1	100.0 %	51.8 %	1	0
06 : Supervisors: Crafts and Trades	1	0	0.0 %	15.3 %	0	0
07 : Administrative and Senior Clerical Personnel	1	1	100.0 %	76.8 %	1	0
10 : Clerical Personnel	20	11	55.0 %	65.7 %	13	-2
11 : Intermediate Sales and Service Personnel	19	11	57.9 %	62.8 %	12	-1
12 : Semi-Skilled Manual Workers	49	0	0.0 %	11.8 %	6	-6
13 : Other Sales and Service Personnel	1	0	0.0 %	49.8 %	0	0
Total	111	33	29.7 %	36.0 %	40	-7

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-12-13

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	3	0	0.0 %	3.2 %	0	0
02 : Middle and Other Managers	7	0	0.0 %	2.7 %	0	0
03 : Professionals	2	0	0.0 %	2.3 %	0	0
04 : Semi-Professionals and Technicians	7	0	0.0 %	1.7 %	0	0
05 : Supervisors	1	0	0.0 %	3.2 %	0	0
06 : Supervisors: Crafts and Trades	1	0	0.0 %	1.0 %	0	0
07 : Administrative and Senior Clerical Personnel	1	1	100.0 %	3.4 %	0	1
10 : Clerical Personnel	20	0	0.0 %	3.5 %	1	-1
11 : Intermediate Sales and Service Personnel	19	0	0.0 %	3.1 %	1	-1
12 : Semi-Skilled Manual Workers	49	1	2.0 %	3.7 %	2	-1
13 : Other Sales and Service Personnel	1	0	0.0 %	3.7 %	0	0
Total	111	2	1.8 %	3.3 %	4	-2

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-12-13

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	3	0	0.0 %	11.5 %	0	0
02 : Middle and Other Managers	7	1	14.3 %	17.6 %	1	0
03 : Professionals	2	1	50.0 %	24.5 %	0	1
04 : Semi-Professionals and Technicians	7	0	0.0 %	32.7 %	2	-2
05 : Supervisors	1	0	0.0 %	16.2 %	0	0
06 : Supervisors: Crafts and Trades	1	0	0.0 %	40.9 %	0	0
07 : Administrative and Senior Clerical Personnel	1	0	0.0 %	14.1 %	0	0
10 : Clerical Personnel	20	1	5.0 %	18.2 %	4	-3
11 : Intermediate Sales and Service Personnel	19	3	15.8 %	25.9 %	5	-2
12 : Semi-Skilled Manual Workers	49	17	34.7 %	20.4 %	10	7
13 : Other Sales and Service Personnel	1	0	0.0 %	28.6 %	0	0
Total	111	23	20.7 %	21.5 %	22	1

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-12-13

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	10	0	0.0 %	5.0 %	1	-1
03 : Professionals	2	0	0.0 %	8.9 %	0	0
04 : Semi-Professionals and Technicians	7	0	0.0 %	7.6 %	1	-1
05 : Supervisors	1	0	0.0 %	27.5 %	0	0
06 : Supervisors: Crafts and Trades	1	0	0.0 %	10.1 %	0	0
07 : Administrative and Senior Clerical Personnel	1	0	0.0 %	10.0 %	0	0
10 : Clerical Personnel	20	1	5.0 %	9.3 %	2	-1
11 : Intermediate Sales and Service Personnel	19	0	0.0 %	10.8 %	2	-2
12 : Semi-Skilled Manual Workers	49	1	2.0 %	10.3 %	5	-4
13 : Other Sales and Service Personnel	1	0	0.0 %	10.7 %	0	0
Total	111	2	1.8 %	9.7 %	11	-9

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-12-13

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

Recruitment occurs solely within the limits of the City of Ottawa.

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
06 : Supervisors: Crafts and Trades	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA
13 : Other Sales and Service Personnel	EEOG	CMA



Workforce Analysis - Summary Report

Date: 2019-12-13

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
06 : Supervisors: Crafts and Trades	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National
13 : Other Sales and Service Personnel	EEOG	National

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
ABI/Advanced Business Interiors Inc.
[Date: 2019-12-13]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2017	20	01

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	12	13

Employment Equity Occupational Group (EEOG)		Table 1: Women		
		First/Previous Workforce Analysis		
		All Employees	Women	
		#	Representation	Availability*
		#	#	%
01	Senior Managers	3	0	33.60
02	Middle & Other Managers	4	1	41.20
03	Professionals	2	2	63.40
04	Semi-Professionals & Technicians	7	4	25.90
05	Supervisors	1	1	50.70
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	1	1	77.20
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	15	9	65.80
11	Intermediate Sales & Service Personnel	18	10	61.80
12	Semi-Skilled Manual Workers	49	0	14.60
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		100	28	35.2

Employment Equity Occupational Group (EEOG)		Table 5: Women		
		Subsequent/Current Workforce Analysis		
		All Employees	Women	
		#	Representation	Availability*
		#	#	%
		3	0	27.60
		7	2	39.40
		2	2	64.60
		7	5	32.20
		1	1	51.80
		1	0	15.30
		1	1	76.80
		0	0	0.00
		0	0	0.00
		20	11	65.70
		19	11	62.80
		49	0	11.80
		1	0	49.80
		0	0	0.00
Total		111	33	0.0

*** Source:**
2011 National Household Survey

*** Source:**
2016 Census

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
ABI/Advanced Business Interiors Inc.
[Date: 2019-12-13]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2017	20	01

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	12	13

Employment Equity Occupational Group (EEOG)		Table 2: Aboriginal Peoples		
		First/Previous Workforce Analysis		
		All Employees	Aboriginal Peoples	
		#	Representation	Availability*
		#	#	%
01	Senior Managers	3	0	2.40
02	Middle & Other Managers	4	0	2.20
03	Professionals	2	0	2.60
04	Semi-Professionals & Technicians	7	0	2.20
05	Supervisors	1	0	2.70
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	1	1	3.20
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	15	0	2.80
11	Intermediate Sales & Service Personnel	18	2	3.00
12	Semi-Skilled Manual Workers	49	1	3.30
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		100	4	3.0

*** Source:**
2011 National Household Survey

Employment Equity Occupational Group (EEOG)		Table 6: Aboriginal Peoples		
		Subsequent/Current Workforce Analysis		
		All Employees	Aboriginal Peoples	
		#	Representation	Availability*
		#	#	%
		3	0	3.20
		7	0	2.70
		2	0	2.30
		7	0	1.70
		1	0	3.20
		1	0	1.00
		1	1	3.40
		0	0	0.00
		0	0	0.00
		20	0	3.50
		19	0	3.10
		49	1	3.70
		1	0	3.70
		0	0	0.00
Total		111	2	0.0

*** Source:**
2016 Census

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
ABI/Advanced Business Interiors Inc.
[Date: 2019-12-13]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2017	20	01

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	12	13

Employment Equity Occupational Group (EEOG)		Table 3: Members of Visible Minorities		
		First/Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
		#	Representation	Availability*
		#	#	%
01	Senior Managers	3	0	9.80
02	Middle & Other Managers	4	0	12.60
03	Professionals	2	0	15.90
04	Semi-Professionals & Technicians	7	1	11.50
05	Supervisors	1	0	14.70
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	1	0	12.20
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	15	0	14.70
11	Intermediate Sales & Service Personnel	18	1	22.00
12	Semi-Skilled Manual Workers	49	14	19.90
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		100	16	18.1

* Source: 2011 National Household Survey
--

Employment Equity Occupational Group (EEOG)		Table 7: Members of Visible Minorities		
		Subsequent/Current Workforce Analysis		
		All Employees	Members of Visible Minorities	
		#	Representation	Availability*
		#	#	%
		3	0	11.50
		7	1	17.60
		2	1	24.50
		7	0	32.70
		1	0	16.20
		1	0	40.90
		1	0	14.10
		0	0	0.00
		0	0	0.00
		20	1	18.20
		19	3	25.90
		49	17	20.40
		1	0	28.60
		0	0	0.00
Total		111	23	0.0

* Source: 2016 Census

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

ABI/Advanced Business Interiors Inc.

[Date: 2019-12-13]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2017	20	01

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	12	13

Table 4: Persons with Disabilities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
01/02	Managers	7	0	4.30
03	Professionals	2	0	3.80
04	Semi-Professionals & Technicians	7	0	4.60
05	Supervisors	1	0	13.90
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	1	0	3.40
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	15	1	7.00
11	Intermediate Sales & Service Personnel	18	0	5.60
12	Semi-Skilled Manual Workers	49	0	4.80
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		100	1	5.3

*** Source:**

2012 Canadian Survey on Disability

Table 8: Persons with Disabilities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
		10	0	5.00
		2	0	8.90
		7	0	7.60
		1	0	27.50
		1	0	10.10
		1	0	10.00
		0	0	0.00
		0	0	0.00
		20	1	9.30
		19	0	10.80
		49	1	10.30
		1	0	10.70
		0	0	0.00
Total		111	2	0.0

*** Source:**

2017 Canadian Survey on Disability

Federal Contractors Program Achievement Report
Part 2: Flow Data Analysis
ABI/Advanced Business Interiors Inc.
[Date: 2019-12-13]

Start Date of Flow Data		
YYYY	MM	DD
2017	20	01

End Date of Flow Data		
YYYY	MM	DD
2019	12	13

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 1: Women				Table 5: Women				Table 9: Women			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	1	0	0	0	4	2	0	0	0	0	0	0
03 Professionals	2	2	0	0	1	1	0	0	0	0	0	0
04 Semi-Professionals & Technicians	4	4	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	1	0	1	1	3	2	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	6	5	0	0	4	2	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	21	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	35	11	1	1	12	7	0	0	0	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

ABI/Advanced Business Interiors Inc.

[Date: 2019-12-13]

Start Date of Flow Data		
YYYY	MM	DD
2017	20	01

End Date of Flow Data		
YYYY	MM	DD
2019	12	13

Data from Form 4 - Employees Hired			
↓	↓	↓	↓

Data from Form 5 - Employees Promoted			
↓	↓	↓	↓

Data from Form 6 - Employees Terminated			
↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples				Table 6: Aboriginal Peoples				Table 10: Aboriginal Peoples			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	1	0	0	0	4	0	0	0	0	0	0	0
03 Professionals	2	0	0	0	1	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	4	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	1	0	1	0	3	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	6	0	0	0	4	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	21	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	35	0	1	0	12	0	0	0	0	0	0	0

Federal Contractors Program Achievement Report
Part 2: Flow Data Analysis
ABI/Advanced Business Interiors Inc.
[Date: 2019-12-13]

Start Date of Flow Data		
YYYY	MM	DD
2017	20	01

End Date of Flow Data		
YYYY	MM	DD
2019	12	13

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted
--

Data from Form 6 - Employees Terminated
--

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	1	0	0	0	4	0	0	0	0	0	0	0
03 Professionals	2	0	0	0	1	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	4	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	1	0	1	0	3	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	6	0	0	0	4	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	21	1	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	35	1	1	0	12	0	0	0	0	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

ABI/Advanced Business Interiors Inc.

[Date: 2019-12-13]

Start Date of Flow Data		
YYYY	MM	DD
2017	20	01

End Date of Flow Data		
YYYY	MM	DD
2019	12	13

Data from Form 4 - Employees Hired			
↓	↓	↓	↓

Data from Form 5 - Employees Promoted			
↓	↓	↓	↓

Data from Form 6 - Employees Terminated			
↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	1	1	0	0	4	0	0	0	0	0	0	0
03 Professionals	2	1	0	0	1	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	4	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	1	1	1	0	3	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	6	2	0	0	4	2	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	21	6	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	35	11	1	0	12	2	0	0	0	0	0	0

Federal Contractors Program Achievement Report

Part 3: Goals

ABI/Advanced Business Interiors Inc.

[Date: 2019-12-13]

000254

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EOG)	All Employees										Women										
	Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
	YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Actual	Over 3 Years	Over 3 Years	From - To		From - To						
	2017-20-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-20-01	Annually	Over 3 Years	2017	2020	2017	2020							
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%			
01 Senior Managers	3	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	1	0	33.6%	33.6%	-1	-1	0.0%	0.0%		
02 Middle & Other Managers	4	20.5%	0.0%	0	0.0%	0.0%	0	0	1	0.0%	0	1	0	41.2%	41.2%	-1	-1	25.0%	25.0%		
03 Professionals	2	0.0%	0.0%	0	0.0%	0.0%	0	0	2	0.0%	0	-1	0	63.4%	63.4%	1	1	100.0%	100.0%		
04 Semi-Professionals & Tech	7	0.0%	0.0%	0	0.0%	21.0%	4	4	4	21.0%	3	1	1	25.9%	25.9%	2	0	57.1%	28.6%		
05 Supervisors	1	0.0%	0.0%	0	0.0%	0.0%	0	0	1	0.0%	0	0	0	50.7%	50.7%	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	#DIV/0!	#DIV/0!		
07 Administrative & Sr Clerical	1	0.0%	0.0%	0	0.0%	0.0%	0	0	1	0.0%	0	0	0	77.2%	77.2%	0	0	100.0%	100.0%		
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	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	15	10.1%	0.0%	0	0.0%	9.0%	4	4	9	9.0%	2	3	3	65.8%	65.8%	-1	0	60.0%	66.7%		
11 Intermediate Sales & Service	18	1.8%	0.0%	0	0.0%	3.0%	2	2	10	3.0%	1	2	1	61.8%	61.8%	-1	-1	55.6%	55.6%		
12 Semi-Skilled Manual	49	0.0%	0.0%	0	0.0%	17.5%	26	26	0	17.5%	0	7	4	14.6%	14.6%	-7	-3	0.0%	8.2%		
13 Other 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!		
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
Total	100	3.5%		0	0.0%		0	0	28	0.0%	0	7	0	35.2%	35.2%	-7	-7	28.0%	28.0%		

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

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

Table 2: Women

Employment Equity Occupational Group (EOG)	Women				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	1	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	2	0.0	0	0.0	
11 Intermediate Sales & Service	2	0.0	0	0.0	
12 Semi-Skilled Manual	5	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	10		0		

Federal Contractors Program Achievement Report

Part 3: Goals

ABI/Advanced Business Interiors Inc.

[Date: 2019-12-13]

000255

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY
	2017-20-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2017-20-01	Annually	Over 3 Years	#	#	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	#	%	%	#	#	%	%	%	#	#	%	%
01 Senior Managers	3	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	2.4%	0	0	0.0%	0.0%	
02 Middle & Other Managers	4	20.5%		0	0.0%		0	0	0	0.0%	0	0	0	2.2%	0	0	0.0%	0.0%		
03 Professionals	2	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	2.6%	0	0	0.0%	0.0%		
04 Semi-Professionals & Tech	7	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	2.2%	0	0	0.0%	0.0%		
05 Supervisors	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	2.7%	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	#DIV/0!	#DIV/0!		
07 Administrative & Sr Clerical	1	0.0%		0	0.0%		0	0	1	0.0%	0	-1	0	3.2%	1	1	100.0%	100.0%		
08 Skilled Sales & Service	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	#DIV/0!	#DIV/0!		
10 Clerical Personnel	15	10.1%		0	0.0%		0	0	0	0.0%	0	0	0	2.8%	0	0	0.0%	0.0%		
11 Intermediate Sales & Service	18	1.8%		0	0.0%		0	0	2	0.0%	0	-1	0	3.0%	1	1	11.1%	11.1%		
12 Semi-Skilled Manual	49	0.0%		0	0.0%		0	0	1	0.0%	0	1	0	3.3%	-1	-1	2.0%	2.0%		
13 Other Sales & Service	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	#DIV/0!	#DIV/0!		
Total	100	3.5%		0	0.0%		0	0	4	0.0%	0	-1	0	3.0%	1	1	4.0%	4.0%		

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

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	0		0		No goals were established during our first compliance assessment

Federal Contractors Program Achievement Report

Part 3: Goals

ABI/Advanced Business Interiors Inc.

[Date: 2019-12-13]

000256

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	All Employees										Persons with Disabilities										
	Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
	YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Actual	Over 3 Years	Over 3 Years	From - To		From - To						
	2017-20-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-20-01	Annually	Over 3 Years	2017	2020	2017	2020							
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%			
01/02 Managers	7	10.3%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	4.3%	4.3%	0	0	0.0%	0.0%	
03 Professionals	2	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	3.8%	3.8%	0	0	0.0%	0.0%	
04 Semi-Professionals & Tech	7	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	4.6%	4.6%	0	0	0.0%	0.0%	
05 Supervisors	1	0.0%	0.0%	0	0.0%	21.0%	1	1	0	21.0%	0	0	0	0	13.9%	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	1	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0	0	3.4%	3.4%	0	0	0.0%	0.0%	
08 Skilled Sales & Service	0	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#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	15	10.1%	0.0%	0	0.0%	9.0%	4	4	1	9.0%	0	0	0	0	7.0%	7.0%	0	0	6.7%	6.7%	
11 Intermediate Sales & Service	18	1.8%	0.0%	0	0.0%	3.0%	2	2	0	3.0%	0	1	0	0	5.6%	5.6%	-1	-1	0.0%	0.0%	
12 Semi-Skilled Manual	49	0.0%	0.0%	0	0.0%	17.5%	26	26	0	17.5%	0	2	1	0	4.8%	4.8%	-2	-1	0.0%	2.0%	
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%	0	0	#DIV/0!	#DIV/0!	
Total	100	3.5%		0	0.0%		0	0	1	0.0%		4	0		5.3%		-4	-4	1.0%	1.0%	

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01/02 Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	1	0.0	0	0.0	
12 Semi-Skilled Manual	2	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	3		0		

Federal Contractors Program Achievement Report

Part 3: Goals

ABI/Advanced Business Interiors Inc.

[Date: 2019-12-13]

000257

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	All Employees	First/Previous Short-term Goals																		
		All Employees							Anticipated Hires Over 3 Years	Members of Visible Minorities										
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)				Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
		2017-20-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-20-01	Annually	Over 3 Years	#	#	2017	2020	%	%	#	#	%
#	%	%	#	%	%	#	#	%	#	%	#	%	%	%	%	#	#	%	%	
01	Senior Managers	3	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	9.8%	9.8%	0	0	0.0%	0.0%
02	Middle & Other Managers	4	20.5%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	1	0	12.6%	12.6%	-1	-1	0.0%	0.0%
03	Professionals	2	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	15.9%	15.9%	0	0	0.0%	0.0%
04	Semi-Professionals & Tech	7	0.0%	0.0%	0	0.0%	21.0%	4	4	1	21.0%	1	1	0	11.5%	11.5%	0	-1	14.3%	0.0%
05	Supervisors	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	14.7%	14.7%	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	#DIV/0!	#DIV/0!
07	Administrative & Sr Clerical	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	12.2%	12.2%	0	0	0.0%	0.0%
08	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
09	Skilled Crafts & Trades	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	15	10.1%	0.0%	0	0.0%	9.0%	4	4	0	9.0%	0	2	1	14.7%	14.7%	-2	-1	0.0%	6.7%
11	Intermediate Sales & Service	18	1.8%	0.0%	0	0.0%	3.0%	2	2	1	3.0%	0	3	0	22.0%	22.0%	-3	-3	5.6%	5.6%
12	Semi-Skilled Manual	49	0.0%	0.0%	0	0.0%	17.5%	26	26	14	17.5%	7	3	5	19.9%	19.9%	4	2	28.6%	24.5%
13	Other 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!
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total		100	3.5%		0	0.0%		0	0	16	0.0%	0	2	0	18.1%	18.1%	-2	-2	16.0%	16.0%

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Members of Visible Minorities				Comments	
	Short-term Goals		Long-term Goals			
	#	%	#	%		
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	1	0.0	0	0.0	
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	1	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	2	0.0	0	0.0	
11	Intermediate Sales & Service	3	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		7		0		

Federal Contractors Program Achievement Report

Part 3: Goals

ABI/Advanced Business Interiors Inc.

[Date: 2019-12-13]

000258

Data for Subsequent/Current Goals

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

Table 9: Women

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Women										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2019-12-13	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-12-13	Annually	Over 3 Years		2019	2022						
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%	
01 Senior Managers	3	0.0%		0	0.0%		0	0	0.0%	0	1	0	27.6%	27.6%	-1	-1	0.0%	0.0%	
02 Middle & Other Managers	7	20.5%		0	0.0%		0	2	0.0%	0	1	0	39.4%	39.4%	-1	-1	28.6%	28.6%	
03 Professionals	2	0.0%		0	0.0%		0	0	0.0%	0	-1	0	64.6%	1	1	100.0%	100.0%		
04 Semi-Professionals & Tech	7	0.0%		0	0.0%		0	5	0.0%	0	-3	0	32.2%	3	3	71.4%	71.4%		
05 Supervisors	1	0.0%		0	0.0%		0	1	0.0%	0	0	0	51.8%	0	0	100.0%	100.0%		
06 Supervisors: Crafts & Trades	1	0.0%		0	0.0%		0	0	0.0%	0	0	0	15.3%	0	0	0.0%	0.0%		
07 Administrative & Sr Clerical	1	0.0%		0	0.0%		0	1	0.0%	0	0	0	76.8%	0	0	100.0%	100.0%		
08 Skilled Sales & Service	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	#DIV/0!	#DIV/0!		
10 Clerical Personnel	20	10.1%		0	0.0%		0	11	0.0%	0	2	0	50.0%	65.7%	-2	-2	55.0%	55.0%	
11 Intermediate Sales & Service	19	1.8%		0	0.0%		0	11	0.0%	0	1	0	50.0%	62.8%	-1	-1	57.9%	57.9%	
12 Semi-Skilled Manual	49	0.0%		0	0.0%		0	0	0.0%	0	6	0	11.8%	11.8%	-6	-6	0.0%	0.0%	
13 Other Sales & Service	1	0.0%		0	0.0%		0	0	0.0%	0	0	0	49.8%	0	0	0.0%	0.0%		
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
Total	111	3.5%		0	0.0%		0	33	0.0%	0	-33	0	0.0%	33	33	29.7%	29.7%		

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

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

Table 10: Women

Employment Equity Occupational Group (EOG)	Women		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	27.6	27.6	
02 Middle & Other Managers	39.4	39.4	
03 Professionals	0.0		
04 Semi-Professionals & Tech	0.0		
05 Supervisors	0.0		
06 Supervisors: Crafts & Trades	0.0		
07 Administrative & Sr Clerical	0.0		
08 Skilled Sales & Service	0.0		
09 Skilled Crafts & Trades	0.0		
10 Clerical Personnel	50.0	50.0	
11 Intermediate Sales & Service	50.0	50.0	
12 Semi-Skilled Manual	11.8	11.8	
13 Other Sales & Service	0.0		
14 Other Manual Workers	0.0		
Total	0.0		

Federal Contractors Program Achievement Report

Part 3: Goals

ABI/Advanced Business Interiors Inc.

[Date: 2019-12-13]

000259

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2019-12-13	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-12-13	Annually	Over 3 Years	2019	2022							
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%	
01 Senior Managers	3	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	3.2%	0	0	0.0%	0.0%	
02 Middle & Other Managers	7	20.5%		0	0.0%		0	0	0.0%	0	0	0	0	2.7%	0	0	0.0%	0.0%	
03 Professionals	2	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	2.3%	0	0	0.0%	0.0%	
04 Semi-Professionals & Tech	7	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	1.7%	0	0	0.0%	0.0%	
05 Supervisors	1	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	3.2%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	1	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	1.0%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	1	0.0%		0	0.0%		0	0	0.0%	0	0	-1	0	3.4%	1	1	100.0%	100.0%	
08 Skilled Sales & Service	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	#DIV/0!	#DIV/0!	
10 Clerical Personnel	20	10.1%		0	0.0%		0	0	0.0%	0	1	0	3.5%	3.5%	-1	-1	0.0%	0.0%	
11 Intermediate Sales & Service	19	1.8%		0	0.0%		0	0	0.0%	0	1	0	3.1%	3.1%	-1	-1	0.0%	0.0%	
12 Semi-Skilled Manual	49	0.0%		0	0.0%		0	0	0.0%	0	1	0	3.7%	3.7%	-1	-1	2.0%	2.0%	
13 Other Sales & Service	1	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	3.7%	0	0	0.0%	0.0%	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	111	3.5%		0	0.0%		0	0	0.0%	0	-2	0	0	0.0%	2	2	1.8%	1.8%	

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EOG)	Aboriginal Peoples		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0		
02 Middle & Other Managers	0.0		
03 Professionals	0.0		
04 Semi-Professionals & Tech	0.0		
05 Supervisors	0.0		
06 Supervisors: Crafts & Trades	0.0		
07 Administrative & Sr Clerical	0.0		
08 Skilled Sales & Service	0.0		
09 Skilled Crafts & Trades	0.0		
10 Clerical Personnel	3.5	3.5	
11 Intermediate Sales & Service	3.1	3.1	
12 Semi-Skilled Manual	3.7	3.7	
13 Other Sales & Service	0.0		
14 Other Manual Workers	0.0		
Total	0.0		

Federal Contractors Program Achievement Report

Part 3: Goals

ABI/Advanced Business Interiors Inc.

[Date: 2019-12-13]

000260

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Persons with Disabilities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY
	2019-12-13	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-12-13	Annually	Over 3 Years	2019	2022								
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%		
01/02 Managers	10	10.3%		0	0.0%		0	0	0	0.0%	0	1	0	5.0%	5.0%	-1	-1	0.0%	0.0%	
03 Professionals	2	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	8.9%	8.9%	0	0	0.0%	0.0%	
04 Semi-Professionals & Tech	7	0.0%		0	0.0%		0	0	0	0.0%	0	1	0	7.6%	7.6%	-1	-1	0.0%	0.0%	
05 Supervisors	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	27.5%	27.5%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	10.1%	10.1%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	10.0%	10.0%	0	0	0.0%	0.0%	
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	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	20	10.1%		0	0.0%		0	0	1	0.0%	0	1	0	9.3%	9.3%	-1	-1	5.0%	5.0%	
11 Intermediate Sales & Service	19	1.8%		0	0.0%		0	0	0	0.0%	0	2	0	10.8%	10.8%	-2	-2	0.0%	0.0%	
12 Semi-Skilled Manual	49	0.0%		0	0.0%		0	0	1	0.0%	0	4	0	10.3%	10.3%	-4	-4	2.0%	2.0%	
13 Other Sales & Service	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	10.7%	10.7%	0	0	0.0%	0.0%	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	111	3.5%		0	0.0%		0	0	2	0.0%	0	-2	0	0.0%	0.0%	2	2	1.8%	1.8%	

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02 Managers		5.0		5.0	
03 Professionals		0.0			
04 Semi-Professionals & Tech		7.6		7.6	
05 Supervisors		0.0			
06 Supervisors: Crafts & Trades		0.0			
07 Administrative & Sr Clerical		0.0			
08 Skilled Sales & Service		0.0			
09 Skilled Crafts & Trades		0.0			
10 Clerical Personnel		9.3		9.3	
11 Intermediate Sales & Service		10.8		10.8	
12 Semi-Skilled Manual		10.3		10.3	
13 Other Sales & Service		0.0			
14 Other Manual Workers		0.0			
Total		0.0			

Federal Contractors Program Achievement Report

Part 3: Goals

ABI/Advanced Business Interiors Inc.

[Date: 2019-12-13]

000261

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)		All Employees							Anticipated Hires Over 3 Years	Members of Visible Minorities										
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)				Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
		2019-12-13	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2019-12-13	Annually	Over 3 Years		2019	2022					
		#	%	%	#	%	%	#		#	%	#	%	#	%	%	#	#	%	%
01	Senior Managers	3	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		11.5%	0	0	0.0%	0.0%
02	Middle & Other Managers	7	20.5%		0	0.0%		0	0	1	0.0%	0	0	0		17.6%	0	0	14.3%	14.3%
03	Professionals	2	0.0%		0	0.0%		0	0	1	0.0%	0	-1	0		24.5%	1	1	50.0%	50.0%
04	Semi-Professionals & Tech	7	0.0%		0	0.0%		0	0	0	0.0%	0	2	0	32.7%	32.7%	-2	-2	0.0%	0.0%
05	Supervisors	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		16.2%	0	0	0.0%	0.0%
06	Supervisors: Crafts & Trades	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		40.9%	0	0	0.0%	0.0%
07	Administrative & Sr Clerical	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		14.1%	0	0	0.0%	0.0%
08	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#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	#DIV/0!	#DIV/0!
10	Clerical Personnel	20	10.1%		0	0.0%		0	0	1	0.0%	0	3	0	18.2%	18.2%	-3	-3	5.0%	5.0%
11	Intermediate Sales & Service	19	1.8%		0	0.0%		0	0	3	0.0%	0	2	0	25.9%	25.9%	-2	-2	15.8%	15.8%
12	Semi-Skilled Manual	49	0.0%		0	0.0%		0	0	17	0.0%	0	-7	0		20.4%	7	7	34.7%	34.7%
13	Other Sales & Service	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		28.6%	0	0	0.0%	0.0%
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total		111	3.5%		0	0.0%		0	0	23	0.0%	0	-23	0		0.0%	23	23	20.7%	20.7%

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01	Senior Managers		0.0		
02	Middle & Other Managers		0.0		
03	Professionals		0.0		
04	Semi-Professionals & Tech		32.7	32.7	
05	Supervisors		0.0		
06	Supervisors: Crafts & Trades		0.0		
07	Administrative & Sr Clerical		0.0		
08	Skilled Sales & Service		0.0		
09	Skilled Crafts & Trades		0.0		
10	Clerical Personnel		18.2	18.2	
11	Intermediate Sales & Service		25.9	25.9	
12	Semi-Skilled Manual		0.0		
13	Other Sales & Service		0.0		
14	Other Manual Workers		0.0		
Total			0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

ABI/Advanced Business Interiors Inc.

[Date: 2019-12-13]

000262

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Women					All Employees	Women			All Employees	Women			All Employees	Women							
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference						
#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	#	#	#		
01 Senior Managers	2017	3	0	0.0	33.6	1	-1	0.0																
	2019	3	0	0.0	27.6	1	-1	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
02 Middle & Other Managers	2017	4	1	25.0	41.2	2	-1	60.7																
	2019	7	2	28.6	39.4	3	-1	72.5	1	0	0.0	0	0	0	4	2	50.0	1	1	0	0	0.0	0	0
03 Professionals	2017	2	2	100.0	63.4	1	1	157.7																
	2019	2	2	100.0	64.6	1	1	154.8	2	2	100.0	1	1	1	1	100.0	1	0	0	0	0.0	0	0	
04 Semi-Professionals & Technicians	2017	7	4	57.1	25.9	2	2	220.6																
	2019	7	5	71.4	32.2	2	3	221.8	4	4	100.0	1	3	0	0	0.0	0	0	0	0	0.0	0	0	
05 Supervisors	2017	1	1	100.0	50.7	1	0	197.2																
	2019	1	1	100.0	51.8	1	0	193.1	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2017	0	0	0.0	0.0	0	0	0.0																
	2019	1	0	0.0	15.3	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	#	%	#	%	#	%				
01 Senior Managers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			27.6	0.0			27.6	0.0		
02 Middle & Other Managers	2019	5	2	40.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	5	2	40.0			39.4	101.5			39.4	101.5		
03 Professionals	2019	3	3	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	3	3	100.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2019	4	4	100.0	1	400.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	4	4	100.0			0.0	0.0			0.0	0.0		
05 Supervisors	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

ABI/Advanced Business Interiors Inc.

[Date: 2019-12-13]

000263

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Women					All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	%	#	%	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
07 Administrative & Senior Clerical	2017	1	1	100.0	77.2	1	0	129.5																	
	2019	1	1	100.0	76.8	1	0	130.2	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	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	2017	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2017	15	9	60.0	65.8	10	-1	91.2																	
	2019	20	11	55.0	65.7	13	-2	83.7	2	1	50.0	1	0	3	2	66.7	2	0	0	0	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2017	18	10	55.6	61.8	11	-1	89.9																	
	2019	19	11	57.9	62.8	12	-1	92.2	6	5	83.3	4	1	4	2	50.0	2	0	0	0	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2017	49	0	0.0	14.6	7	-7	0.0																	
	2019	49	0	0.0	11.8	6	-6	0.0	21	0	0.0	2	-2	0	0	0.0	0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	#	%	#	%	#	%				
07 Administrative & Senior Clerical	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0		0.0	0.0			0.0	0.0			
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0		0.0	0.0			0.0	0.0			
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0		0.0	0.0			0.0	0.0			
10 Clerical Personnel	2019	5	3	60.0	2	150.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	5	3	60.0		50.0	120.0			50.0	120.0			
11 Intermediate Sales & Service Personnel	2019	10	7	70.0	2	350.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	10	7	70.0		50.0	140.0			50.0	140.0			
12 Semi-Skilled Manual Workers	2019	21	0	0.0	5	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	21	0	0.0		11.8	0.0			11.8	0.0			

Federal Contractors Program Achievement Report

Part 4: Results - Women

ABI/Advanced Business Interiors Inc.

[Date: 2019-12-13]

000264

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women			All Employees	Women			All Employees	Women			All Employees	Women									
			Representation	Availability	Gap		EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#		
13 Other Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																
	2019	1	0	0.0	49.8	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	2017	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
Total	2017	100	28	28.0	35.2	35	-7	79.5																
	2019	111	33	29.7	0.0	0	33	0.0	36	12	33.3	0	12	12	7	58.3	3	4	0	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Women		Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
Total	2019	48	19	39.6	10	190.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	48	19	39.6			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

ABI/Advanced Business Interiors Inc.

[Date: 2019-12-13]

000265

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2017	3	0	0.0	2.4	0	0	0.0																
	2019	3	0	0.0	3.2	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
02 Middle & Other Managers	2017	4	0	0.0	2.2	0	0	0.0																
	2019	7	0	0.0	2.7	0	0	0.0	1	0	0.0	0	0	0	4	0	0.0	0	0	0	0	0	0.0	0
03 Professionals	2017	2	0	0.0	2.6	0	0	0.0																
	2019	2	0	0.0	2.3	0	0	0.0	2	0	0.0	0	0	0	1	0	0.0	0	0	0	0	0	0.0	0
04 Semi-Professionals & Technicians	2017	7	0	0.0	2.2	0	0	0.0																
	2019	7	0	0.0	1.7	0	0	0.0	4	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
05 Supervisors	2017	1	0	0.0	2.7	0	0	0.0																
	2019	1	0	0.0	3.2	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
06 Supervisors: Crafts & Trades	2017	0	0	0.0	0.0	0	0	0.0																
	2019	1	0	0.0	1.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	#	%	#	%	#	%				
01 Senior Managers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2019	5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	5	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	2019	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	3	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2019	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	4	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

ABI/Advanced Business Interiors Inc.

[Date: 2019-12-13]

000266

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples						All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples								
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference								
#	#	#	%	#	%	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
07	Administrative & Senior Clerical	2017	1	1	100.0	3.2	0	1	3,125.0																	
	2019	1	1	100.0	3.4	0	1	2,941.2	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
08	Skilled Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	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	2017	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
10	Clerical Personnel	2017	15	0	0.0	2.8	0	0	0.0																	
	2019	20	0	0.0	3.5	1	-1	0.0	2	0	0.0	0	0	0	3	0	0.0	0	0	0	0	0	0.0	0	0	
11	Intermediate Sales & Service Personnel	2017	18	2	11.1	3.0	1	1	370.4																	
	2019	19	0	0.0	3.1	1	-1	0.0	6	0	0.0	0	0	0	4	0	0.0	0	0	0	0	0	0.0	0	0	
12	Semi-Skilled Manual Workers	2017	49	1	2.0	3.3	2	-1	61.8																	
	2019	49	1	2.0	3.7	2	-1	55.2	21	0	0.0	1	-1	0	0	0.0	0	0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	#	%	%	#	%	%		
07	Administrative & Senior Clerical	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
08	Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
09	Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
10	Clerical Personnel	2019	5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	5	0	0.0			3.5	0.0			3.5	0.0		
11	Intermediate Sales & Service Personnel	2019	10	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	10	0	0.0			3.1	0.0			3.1	0.0		
12	Semi-Skilled Manual Workers	2019	21	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	21	0	0.0			3.7	0.0			3.7	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

ABI/Advanced Business Interiors Inc.

[Date: 2019-12-13]

000267

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	%	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																
	2019	1	0	0.0	3.7	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	2017	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
Total	2017	100	4	4.0	3.0	3	1	133.3																
	2019	111	2	1.8	0.0	0	2	0.0	36	0	0.0	0	0	0	12	0	0.0	0	0	0	0	0	0.0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Aboriginal Peoples	Aboriginal Peoples				Aboriginal Peoples					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
Total	2019	48	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	48	0	0.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

ABI/Advanced Business Interiors Inc.

[Date: 2019-12-13]

000268

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		Workforce								Hires				Promotions				Terminations								
		All Employees	Persons with Disabilities				All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities										
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
01 & 02 Managers	2017	7	0	0.0	4.3	0	0	0.0																		
	2019	10	0	0.0	5.0	1	-1	0.0	1	0	0.0	0	0	4	0	0.0	0	0	0	0	0	0	0.0	0	0	0
03 Professionals	2017	2	0	0.0	3.8	0	0	0.0																		
	2019	2	0	0.0	8.9	0	0	0.0	2	0	0.0	0	0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0
04 Semi-Professionals & Technicians	2017	7	0	0.0	4.6	0	0	0.0																		
	2019	7	0	0.0	7.6	1	-1	0.0	4	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0
05 Supervisors	2017	1	0	0.0	13.9	0	0	0.0																		
	2019	1	0	0.0	27.5	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0
06 Supervisors: Crafts & Trades	2017	0	0	0.0	0.0	0	0	0.0																		
	2019	1	0	0.0	10.1	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
01 & 02 Managers	2019	5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	5	0	0.0			5.0	0.0			5.00	0.0		
03 Professionals	2019	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	3	0	0.0			0.0	0.0			0.00	0.0		
04 Semi-Professionals & Technicians	2019	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	4	0	0.0			7.6	0.0			7.60	0.0		
05 Supervisors	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	0	0	0.0			0.0	0.0			0.00	0.0		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	0	0	0.0			0.0	0.0			0.00	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

ABI/Advanced Business Interiors Inc.

[Date: 2019-12-13]

000269

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires				Promotions				Terminations					
		All Employees	Persons with Disabilities						All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities						
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2017	1	0	0.0	3.4	0	0	0.0																
	2019	1	0	0.0	10.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
08 Skilled Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	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	2017	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
10 Clerical Personnel	2017	15	1	6.7	7.0	1	0	95.2																
	2019	20	1	5.0	9.3	2	-1	53.8	2	0	0.0	0	0	0	3	0	0.0	0	0	0	0	0	0.0	0
11 Intermediate Sales & Service Personnel	2017	18	0	0.0	5.6	1	-1	0.0																
	2019	19	0	0.0	10.8	2	-2	0.0	6	0	0.0	1	-1	4	0	0.0	0	0	0	0	0	0	0.0	0
12 Semi-Skilled Manual Workers	2017	49	0	0.0	4.8	2	-2	0.0																
	2019	49	1	2.0	10.3	5	-4	19.8	21	1	4.8	2	-1	0	0	0.0	0	0	0	0	0	0	0.0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2019	5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	5	0	0.0			9.3	0.0			9.3	0.0		
11 Intermediate Sales & Service Personnel	2019	10	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	10	0	0.0			10.8	0.0			10.8	0.0		
12 Semi-Skilled Manual Workers	2019	21	1	4.8	2	50.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	21	1	4.8			10.3	46.2			10.3	46.2		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

ABI/Advanced Business Interiors Inc.

[Date: 2019-12-13]

000270

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Persons with Disabilities				All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities									
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#				
13 Other Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																	
	2019	1	0	0.0	10.7	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2017	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2017	100	1	1.0	5.3	5	-4	18.9																	
	2019	111	2	1.8	0.0	0	2	0.0	36	1	2.8	0	1	12	0	0.0	0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	#	%	%	%	#	%	%	%				
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2019	48	1	2.1	3	33.3	0.0	0.0	0	0.0	0.0	0.0		
	2022	48	1	2.1			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

ABI/Advanced Business Interiors Inc.

[Date: 2019-12-13]

000271

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities			EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap			Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
01 Senior Managers	2017	3	0	0.0	9.8	0	0	0.0																
	2019	3	0	0.0	11.5	0	0	0.0	0	0	0.0													
02 Middle & Other Managers	2017	4	0	0.0	12.6	1	-1	0.0																
	2019	7	1	14.3	17.6	1	0	81.2	1	1	100.0	0	1	4	0	0.0	0	0	0	0	0	0.0	0	0
03 Professionals	2017	2	0	0.0	15.9	0	0	0.0																
	2019	2	1	50.0	24.5	0	1	204.1	2	1	50.0	0	1	1	0	0.0	0	0	0	0	0	0.0	0	0
04 Semi-Professionals & Technicians	2017	7	1	14.3	11.5	1	0	124.2																
	2019	7	0	0.0	32.7	2	-2	0.0	4	0	0.0	1	-1	0	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2017	1	0	0.0	14.7	0	0	0.0																
	2019	1	0	0.0	16.2	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2017	0	0	0.0	0.0	0	0	0.0																
	2019	1	0	0.0	40.9	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	#	%	#	%	#	%				
01 Senior Managers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2019	5	1	20.0	1	100.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	5	1	20.0			0.0	0.0			0.0	0.0		
03 Professionals	2019	3	1	33.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	3	1	33.3			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2019	4	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	4	0	0.0			32.7	0.0			32.7	0.0		
05 Supervisors	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

ABI/Advanced Business Interiors Inc.

[Date: 2019-12-13]

000272

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis														
		Workforce									Hires				Promotions					Terminations					
		All Employees	Visible Minorities						All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	
07 Administrative & Senior Clerical	2017	1	0	0.0	12.2	0	0	0.0																	
	2019	1	0	0.0	14.1	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	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	2017	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2017	15	0	0.0	14.7	2	-2	0.0																	
	2019	20	1	5.0	18.2	4	-3	27.5	2	1	50.0	0	1	3	0	0.0	0	0	0	0	0	0.0	0	0	0
11 Intermediate Sales & Service Personnel	2017	18	1	5.6	22.0	4	-3	25.3																	
	2019	19	3	15.8	25.9	5	-2	61.0	6	2	33.3	2	0	4	2	50.0	0	2	0	0	0.0	0	0	0	0
12 Semi-Skilled Manual Workers	2017	49	14	28.6	19.9	10	4	143.6																	
	2019	49	17	34.7	20.4	10	7	170.1	21	6	28.6	4	2	0	0	0.0	0	0	0	0	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										
10 Clerical Personnel	2019	5	1	20.0	2	50.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	5	1	20.0			18.2	109.9			18.2	109.9		
11 Intermediate Sales & Service Personnel	2019	10	4	40.0	3	133.3	0.0	0.0	0	0.0	0.0	0.0		
	2022	10	4	40.0			25.9	154.4			25.9	154.4		
12 Semi-Skilled Manual Workers	2019	21	6	28.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	21	6	28.6			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

ABI/Advanced Business Interiors Inc.

[Date: 2019-12-13]

000273

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities			EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities									
			Representation	Availability	Gap			Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
13 Other Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																	
	2019	1	0	0.0	28.6	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2017	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2017	100	16	16.0	18.1	18	-2	88.4																	
	2019	111	23	20.7	0.0	0	23	0.0	36	11	30.6	0	11	12	2	16.7	2	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
Total	2019	48	13	27.1	7	185.7	0.0	0.0	0	0.0	0.0	0.0	
	2022	48	13	27.1			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
ABI/Advanced Business Interiors Inc.
[Date: 2019-12-13]

Efforts

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

Required measures:

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

Other measures:

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

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

Operational Context

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

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

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

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

Other.

Additional Details

Please provide any additional information (optional):

**Federal Contractors Program
Report of the Subsequent Compliance Assessment**

Employer Name: ABI/Advanced Business Interiors Inc.

Primary Location:

Number of Employees: 110

- Ontario 110

Organization Overview:

NAICS # 3372 (Office Furniture (including Fixtures) Manufacturing)

ABI is the largest furniture dealership in eastern Canada. Working with Architects and Designers, they build a working model of new office spaces and products and provide installation drawings for each project to ensure accuracy at time of delivery.

Key Dates – First Year Assessment

Initiated: 2017-01-26
 Received: 2017-01-26
 Closed: 2017-02-13
 Workforce 2017-01-20
 Analysis:

Key Dates – Subsequent Assessment

Initiated: 2019-12-16
 Received: 2019-12-16 (2020-05-20 with corrections)
 Workforce 2019-12-31
 Analysis:

DATA VERIFICATION

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

Yes No

Comments:

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

Yes No

Comments:

The period reported on the Achievement report is 2017-01-20 to 2019-12-31. The data from the current workforce analysis included in the Achievement report is consistent with that found in Forms 1 to 6 from WEIMS submitted by the employer.

The Achievement Report was revised several times to add missing information and terminated employees and was approved by the employer on May 20, 2020.

ASSESSMENT OF REASONABLE PROGRESS

In the previous assessment, several gaps were found in different EEOG's in each designated group. For the purpose of this assessment, only number format is used for goals.

Women

01	Senior Managers	No goal was set
02	Middle & Other Managers	No goal was set
10	Clerical Personnel	Goal met (250% achieved)
11	Intermediate Sales and Service Personnel	Goal met (400% achieved)
12	Semi-Skilled Manual Workers	Goal not met (0% achieved)

Assessment/Observations

- EEOG 12: Out of 62 new entrants, none was a woman. With an LMA rate of 14.6, the goal of hiring five women in this EEOG was attainable.

Aboriginal Peoples

12	Semi-Skilled Manual Workers	Goal not met (0% achieved)
----	-----------------------------	----------------------------

Assessment/Observations

- EEOG 12: With 62 new entrants in this EEOG, no one was an Aboriginal person. With an LMA rate of 3.3%, the goal of hiring 1 Aboriginal person was attainable.

Persons with Disabilities

11	Intermediate Sales and Service Personnel	Goal not met (0% achieved)
12	Semi-Skilled Manual Workers	Goal met (100% achieved)

Assessment/Observations

- EEOG 11: Out of 11 new entrants in this EEOG, none was a person with disabilities. With an LMA rate of 5.6 %, the goal of hiring one person was unattainable.

Visible Minorities

10	Clerical Personnel	Goal not met (50% achieved)
----	--------------------	-----------------------------

11	Intermediate Sales and Service Personnel	Goal met (133% achieved)
----	--	--------------------------

Assessment/Observations

- EEOG 10: Out of 7 new entrants in this EEOG, one person was a visible minority. With an LMA rate of 14.7%, the goal of hiring two visible minority persons, was unattainable.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- During their initial assessment, the organization set eleven short-term goals (eight goals for EEOGs with gaps).
 - For two EEOGs with gaps, there were no goals set.
 - Two goals were unattainable due to low numbers in hiring.
 - Four goals were met and achieved at 100% or above while four goals were not met and achieved at 0% or lower than 100%.
 - Goals where no gap was present were not analyzed.

ASSESSMENT OF CURRENT GOALS AND GAPS

- All short and long-term goals are set in percentage format, and at labour market availability as required.
- The goals are reduced to 50% for women only.

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
01	Senior Managers	-1	27.6	27.6	0	27.6
02	Middle & Other Managers	-1	39.4	39.4	28.6	39.4
03	Professionals	0	-	-	100	73.2
04	Semi-Professionals & Technicians	3	-	-	71.4	32.2
05	Supervisors	0	-	-	100	51.8
06	Supervisors: Crafts and Trades	0	-	-	0	15.3
07	Administrative and Senior Clerical	0	-	-	100	76.8

10	Clerical personnel	-2	50.0	50.0	55.0	65.7
11	Intermediate Sales & Service Pers.	-1	50.0	50.0	57.9	62.8
12	Semi-Skilled Manual	-6	11.8	11.8	0	11.8
13	Other Sales and Service Personnel	0	-	-	0	49.8

Observations:

- Goals (short and long-term) were set at the LMA rate or higher.
- For EEOG 7 and EEOG 10, the representation exceeds 50% and the goals set were not required.

Aboriginal Peoples

Workforce Analysis Results		Goals		Representation	LMA	
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term			Long-term
#	Description		#	(1 to 3 years)	(3+ years)	%
01	Senior Managers	0	-	-	0	3.2
02	Middle & Other Managers	0	-	-	0	2.7
03	Professionals	0	-	-	0	3.1
04	Semi-Professionals & Technicians	0	-	-	0	1.7
05	Supervisors	0	-	-	0	3.2
06	Supervisors: Crafts and Trades	0	-	-	0	1.0
07	Administrative and Senior Clerical	1	-	-	100.0	3.4
10	Clerical personnel	-1	3.5	3.5	0	3.5
11	Intermediate Sales & Service Pers.	-1	3.1	3.1		3.1
12	Semi-Skilled Manual	-1	3.7	3.7	2.0	3.7
13	Other Sales and Service Personnel	0	-	-	0	3.7

Observations:

- Goals (short and long-term) were set at the LMA rate or higher.

Persons with Disabilities

Workforce Analysis Results		Goals			Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
				(1 to 3 years)	(3+ years)	
#	Description	#	%	%	%	%
01/02	Senior & Middle Managers	-1	5.0	5.0		5.0
03	Professionals	0	-	-		8.9
04	Semi-Professionals & Technicians	-1	7.6	7.6		7.6
05	Supervisors	0	-	-		27.5
06	Supervisors: Crafts and Trades	0	-	-		10.1
07	Administrative and Senior Clerical	0	-	-		10.0
10	Clerical personnel	-1	9.3	9.3		9.3
11	Intermediate Sales & Service Pers.	-2	10.8	10.8		10.8
12	Semi-Skilled Manual	-4	10.3	10.3		10.3
13	Other Sales and Service Personnel	0	-	-		10.7

Observations:

- Goals have been set appropriately at LMA where there were gaps present.

Members of Visible Minorities

Workforce Analysis Results		Goals			Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
				(1 to 3 years)	(3+ years)	
#	Description	#	%	%	%	%
01	Senior Managers	0	-	-		11.5
02	Middle & Other Managers	0	-	-		17.6
03	Professionals	0	-	-		16.7
04	Semi-Professionals & Technicians	-2	32.7	32.7		32.7
05	Supervisors	0	-	-		16.2

06	Supervisors: Crafts and Trades	0	-	-	40.9
07	Administrative and Senior Clerical	0	-	-	14.1
10	Clerical personnel	-3	18.2	18.2	18.2
11	Intermediate Sales & Service Pers.	-2	25.9	25.9	25.9
12	Semi-Skilled Manual	7	-	-	20.4
13	Other Sales and Service Personnel	0	-	-	28.6

Observations:

- Goals (short and long-term) were set at the LMA rate or higher.

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:

- Through their second compliance assessment, the employer has demonstrated some progress towards achieving employment equity in the workplace.
- It is recommended that the employer continue to implement hiring practices that encourage recruitment in the four designated groups to avoid creating any new gaps in representation.
- It is recommended that an Employment Systems Review (ESR) be conducted to identify potential barriers to the recruitment and retention of individuals in the designated groups. Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&_ga=2.252268041.1845905918.1519931408-1912045188.1507820070.

Name of Analyst: Olga Arnaoudova

Date: May 22, 2020

From: Arnaoudova, Olga O [NC]

Sent: June 12, 2020 3:29 PM

To: 'jdibartolo@makespacework.com' <jdibartolo@makespacework.com>

Cc: 'ekadantseva@makespacework.com' <ekadantseva@makespacework.com>

Subject: Government of Canada Agreement Number: 061314 – Notification of Compliance with the Federal Contractors Program

Importance: High

Subject: Government of Canada Agreement Number: 061314 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Joel DiBartolo,

We are writing to inform you that the subsequent compliance assessment initiated on December 18, 2019 has been completed. As a result of the assessment, ABI/Advanced Business Interiors Inc. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of ABI/Advanced Business Interiors Inc.'s employment equity program.

- The employer has demonstrated through their second compliance assessment that reasonable progress has been made towards achieving employment equity in the workplace.
- Given the progress that has been made towards achieving employment equity since the time of the previous assessment, it is recommended that that ABI/Advanced Business Interiors Inc. continue to implement hiring practices that encourage recruitment in the four designated groups to avoid creating any new gaps in representation.
- It may be beneficial for this organization to continue developing relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of these designated groups through the use of permanent full-time and permanent part-time employment when vacancies arise.
- It is recommended that an Employment Systems Review (ESR) be conducted as a tool to identify potential barriers to the future recruitment and retention of individuals in each designated group. Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&_ga=2.252268041.1845905918.1519931408-1912045188.1507820070.

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 18, 2022. 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, Canadian Corps of Commissionaires, Northern Alberta will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

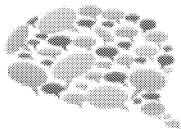
Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at ee-eme@hrsdcc-rhdcc.gc.ca.

Your cooperation during the course of this compliance assessment was appreciated and we wish ABI/Advanced Business Interiors Inc. continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

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



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