

Employment and Social Development Canada

Emploi et Développement social Canada

-	OFFICIAL USE ONLY	7.	
	Agreement N°:		

Labour Program s.19(1) Federal Contractors Program

s.24(1)

### Agreement to Implement Employment Equity

Ta	1	Canada
Parent company is	located outside	Canada
	Yes	<b>√</b> No
Procurement Busi	iness Number	
		2G0001
Total number of em		nada 112
1		Code Number please
	atcan.gc.ca/sub	jects-sujets/standard-
Home/Hales-solari/	2002/11/2/03/30/0	anozi onganan
	PRONANCE PAYA	
ada	Organization's	NAICS Code No
	Province	Postal Code
	Ontario	K1G 4L2
er	Fax Number	
1003	(613) 73	8-7206
TACT		
ırces Generali	.st	· · · · · · · · · · · · · · · · · · ·
a@makespacewor	k.com	
t-time and temporary	y employees l	having worked
s contract, standing o	offer or contra	oct issued under a
s contract, standing t	oner or corner	ict issued under a
n-going basis, beyor	nd the period	of the procurement
e information on how	to implement	t employment equity
vers misrepresentati	ion on the par	t of the organization
,		
in an executive posit	tion with legal	authority to sign a
•	ŭ	
dent / General	Manager	
makespacework	.com	
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**Total Number** 

of Employees

110

110

Temporary

0

**GEOGRAPHICAL AREAS** 

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

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

#### FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA Reporting Period 2017-01-20 to 2019-12-31

			Province				Cens	us Metropolitan	Areas
	Permai Full-t		Permanent Part-time	Temporary	Total Number of Employees		Permanent Full-time	Permanent Part-time	Temp
Ontario		105	5	0	110	Ottawa - Gatineau	105	5	
Total Employees	in Canada	<b>&gt;</b>			110	Total Emplo	oyees in Canada	<b>)</b>	

Employment and Social Emploi et Développement
Development Canada social Canada

## 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		,	All Employee	S		original Peo	oles		ons with Disa	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Senior Managers	4												
Top Range: \$100,000 and over	3												
Bottom Range: \$100,000 and over	2												
	1	3	3										
	Total	3	3										
Middle and Other Managers	4	2	2								1	1	
Top Range: \$100,000 and over	3	3	3										
Bottom Range: Under \$5,000	2												
	1	2		2									
	Total	7	5	2							1	1	
Professionals	4												
Top Range: \$ 35,000 - \$39,999	3												
Bottom Range: \$ 35,000 - \$39,999	2												
	1	1		1									
	Total	1		1									
Semi-Professionals and Technicians	4	1	1										
Top Range: \$ 80,000 - \$84,999	3	1	1										
Bottom Range: \$ 35,000 - \$39,999	2												
	1	5		5									
	Total	7	2	5									

Page 1 of 4 Canada

Form 2 A

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

#### FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Ontario

Occupational Group		,	All Employee	S	At	original Peo	ples	Perso	ons with Disa	bilities	Membe	rs of Visible N	√linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Supervisors	4												
Top Range: \$ 60,000 - \$64,999	3												
Bottom Range: \$ 60,000 - \$64,999	2												
	1	1		1									
	Total	1		1									
Supervisors: Crafts and Trades	4												
Top Range: \$ 60,000 - \$64,999	3												
Bottom Range: \$ 60,000 - \$64,999	2												
	1	1	1										
	Total	1	1										
Administrative and Senior Clerical Personnel	4												
Top Range: \$ 70,000 - \$74,999	3												
Bottom Range: \$ 70,000 - \$74,999	2												
	1	1		1	1		1						
	Total	1		1	1		1						
Clerical Personnel	4	3	3					1	1				
Top Range: \$ 90,000 - \$94,999	3	2	1	1									
Bottom Range: \$ 30,000 - \$34,999	2	6	2	4									
	1	6	3	3							1	1	
	Total	17	9	8				1	1		1	1	

Form 2 A

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

#### FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Ontario

Occupational Group		,	All Employees			original Peop	oles	Perso	ns with Disal	bilities	Member	s of Visible M	/linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Intermediate Sales and Service Personnel	4	3	2	1									
Top Range: \$100,000 and over	3	1	1										
Bottom Range: \$ 35,000 - \$39,999	2	3	1	2									
	1	10	3	7							3		3
	Total	17	7	10							3		3
Semi-Skilled Manual Workers	4	3	3										
Top Range: \$ 70,000 - \$74,999	3	5	5								1	1	
Bottom Range: \$ 25,000 - \$29,999	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	4												
Top Range: \$ 55,000 - \$59,999	3												
Bottom Range: \$ 55,000 - \$59,999	2												
	1	1	1										
	Total	1	1										
Total Number of Employees		105	77	28	2	1	1	2	2		22	19	3

Form 2 B

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

#### FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / Ontario

Occupational Group		Į.	All Employee:	S	Ab	original Peop	oles	Perso	ons with Disa	bilities	Membei	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Clerical Personnel	4	1		1									
Top Range: \$ 30,000 - \$34,999	3	1		1									
Bottom Range: Under \$5,000	2												
	1	1		1									
	Total	3		3									
Intermediate Sales and Service Personnel	4	1	1										
Top Range: \$ 10,000 - \$14,999	3												
Bottom Range: \$ 5,000 - \$ 9,999	2												
	1	1		1									
	Total	2	1	1									
Total Number of Employees		5	1	4									

# ABI / Advanced Business Interiors Inc. (certificate # 061314) FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Ontario

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

		All Employees		Al	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	2		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

Canada

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

#### Form 3 B

#### FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / Ontario

	All Employees			Aboriginal Peoples			Pers	sons with Disab	oilities	Members of Visible Minorities			
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Under \$5,000	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)

## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Ontario

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

	All Employees			Al	original Peopl	es	Pers	ons with Disab	ilities	Members of Visible Minorities			
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12	
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	

Canada

Form 4 B

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

#### FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

#### Part-Time / Ontario

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

	Employ	ees promoted (	Employees pro	moted during	he year are to	be reported on	ly in the occup	ational groups	in which or to	which they have	e been last pro	moted.)
Occupational Group		All Employees		Al	original Peopl	es	Pers	ons with Disab	oilities	Members of Visible Minorities		
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
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

Canada

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

## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Ontario

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

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

Canada

#### **Workforce Analysis - Detailed Report**

Date: 2019-12-13

#### Women

	Women							
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avail	ability	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

		Women								
Employment Equity Occupational Group	Internal Location	All Employees	Representation		Availability		Gap	Recruitment Area		
		#	#	%	%	#	#			
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

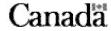


#### **Workforce Analysis - Detailed Report**

Date: 2019-12-13

#### **Aboriginal Peoples**

	Aboriginal Peoples							
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Availa	ability	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**

		Aboriginal Peoples								
Employment Equity Occupational Group	Internal Location	All Employees	Representation		Availability		Gap	Recruitment Area		
		#	#	%	%	#	#			
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	•	sentation		ability	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**

		Members of Visible Minorities								
Employment Equity Occupational Group	Internal Location	All Employees	s Representation		Availability		Gap	Recruitment Area		
		#	#	%	%	#	#			
Total		111	23 2	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

		Persons with Disabilities							
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	lability	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	<b>N</b> ational	1	0	0.0 %	10.7 %	0	0	National	
Tatal		444		4.0.0/	0.7.0/	14			
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 #	Repres	entation	Avail	ability	C	
	#			/ tvair	ability	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	



#### **Workforce Analysis - Summary Report**

Date: 2019-12-13

#### **Aboriginal Peoples**

	Aboriginal Peoples						
Employment Equity Occupational Group	All Employees	Repres	sentation	Availa	ability	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	



#### **Workforce Analysis - Summary Report**

Date: 2019-12-13

#### **Members of Visible Minorities**

Members of Visible Minorities			orities				
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	lability	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	



#### **Workforce Analysis - Summary Report**

Date: 2019-12-13

#### **Persons with Disabilities**

	Persons with Disabilities					
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	lability	Gap
	#	#	%	%	#	#
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
· <del></del>				. 7.0/		
Total	111	2	1.8 %	9.7 %	11	-9



#### **Workforce Analysis - Summary Report**

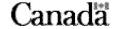
Date: 2019-12-13

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



**Part 1: Workforce Analysis** 

ABI/Advanced Business Interiors Inc.

[Date: 2019-12-13]

## Data from First/Previous Workforce Analysis

Data from Fi	rst/Previous Workf	orce Analysis
YYYY	MM	DD
2017	20	01

Data from Subse	equent/Current Wo	rkforce Analysis
YYYY	MM	DD
2019	12	13

		Table 1: Women			
		First/Previous Workforce Analysi			
Employment Equity Occupational Group (EEOG)		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	

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	ol	0.00		
20	11	65.70		
19	11	62.80		
49	0	11.80		
1	ol	49.80		
0	ol	0.00		
111	33	0.0		

* Source:			
2011 Natio	onal Househo	old Survey	

* Source:		
2016 Census	3	

**Part 1: Workforce Analysis** 

ABI/Advanced Business Interiors Inc.

[Date: 2019-12-13]

## Data from First/Previous Workforce Analysis

Data from Fi	rst/Previous Workf	orce Analysis
YYYY	MM	DD
2017	20	01

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Data from Subse	equent/Current Wo	DD

		Table 2: Aboriginal Peoples		
		First/Previous Workforce Analysis		
Emplo	yment Equity Occupational Group (EEOG)	All Employees	Aborigina	al Peoples
Embio	yment Equity Occupational Group (EEOG)		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

Table 6: Aboriginal Peoples Subsequent/Current Workforce Analysis			
			All Employees
	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	
111	2	0.0	

* Source:	
2011 National Household S	Survey

* Source:	
2016 Census	

**Part 1: Workforce Analysis** 

ABI/Advanced Business Interiors Inc.

[Date: 2019-12-13]

## Data from First/Previous Workforce Analysis

Data from Fi	rst/Previous Workf	orce Analysis
YYYY	MM	DD
2017	20	01

# Data from Subsequent/Current Workforce Analysis

2019	12	13
YYYY	MM	DD
Data from Subse	quent/Current Wo	rkforce Analysis

		Table 3: Members of Visible Minorities		
		First/Previous Workforce Analysis		
Emplo	yment Equity Occupational Croup (FEOC)	All Employees	Members of Vis	sible Minorities
ЕшЪю	yment Equity Occupational Group (EEOG)		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

Table 7: Members of Visible Minorities Subsequent/Current Workforce Analysis		
	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
111	23	0.0

* Source:	
2011 National Househo	ld Survey

**Part 1: Workforce Analysis** 

ABI/Advanced Business Interiors Inc.

[Date: 2019-12-13]

## Data from First/Previous Workforce Analysis

Data from Fi	rst/Previous Workf	orce Analysis
YYYY	MM	DD
2017	20	01

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Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2019	12	13

		Table 4:	Persons with Di	sabilities
		First/Pr	evious Workforce A	Analysis
Emplo	yment Equity Occupational Group (EEOG)	All Employees	Persons with	Disabilities
embio	yment Equity Occupational Group (EEOG)		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

Table 8: Persons with Disabilities											
Subsequent/Current Workforce Analysis											
All Employees Persons with Disabilities											
	Representation	Availability*									
#	#	0/0									
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									
111	2	0.0									

* Source:			
2012 Canad	lian Survey on	Disability	

\* Source:
2017 Canadian Survey on Disability

#### 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 I	Date of Flow	Data
YYYY	MM	DD
2019	12	13

#### **Data from Form 4 - Employees** Hired

#### Data from Form 5 - Employees Promoted

I																		

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

Total

35

11

	Table 5:	Women	
Full-time /	National	Part-time /	National
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
0	0	0	0
4	2	0	0
1	1	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
3	2	0	0
4	2	0	0
0	0	0	0
0	0	0	0
0	0	0	0
12	7	0	0

	Table 9:	Women					
Full-time	/ National	Part-time	/ National				
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated				
#	#	#	#				
0	0	0	0				
0	0	0	0				
0	0	0	0				
0	0	0	0				
0	0	0	0				
0	0	0	0				
0	0	0	0				
0	0	0	0				
0	0	0	0				
0	0	0	0				
0	0	0	0				
0	0	0	0				
0	0	0	0				
0	0	0	0				
0	0	0	0				

#### 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 I	Date of Flow	Data
YYYY	MM	DD
2019	12	13

#### **Data from Form 4 - Employees** Hired

Table 2: Aboriginal Peoples

## Data from Form 5 - Employees

Pron	noted			Term	inated	
1	1	<del></del>	$\overline{}$	Ψ	Ψ	1
Table 6: Abor	riginal Pec	ples	Tab	le 10: Abo	riginal Pe	oples
time / National	Part time	/ National	Enll time	/ National	Post time	. / Natio

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

Full-time / National		Part-time	/ National
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
0	0	0	0
4	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	0	0	0
3	0	0	0
4	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
12	0	0	0

Full-time / National		Part-time	/ National
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
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 from Form 6 - Employees** 

#### 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 I	Date of Flow	Data
YYYY	MM	DD
2019	12	13

Data from Form 4 - Employees Hired

**↓ ↓ ↓ ↓ ↓ Table 3: Persons with Disabilities** 

Data from Form 5 - Employees Promoted

Table 7: Persons with Disabilities

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

Full-time / National		Part-time / Nationa	
All Employees Promoted	Persons with Disabilities Promoted	Disabilities Employees	
#	#	#	#
0	0	0	0
4	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	0	0	0
3	0	0	0
4	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
12	0	0	0

### Data from Form 6 - Employees Terminated

Full-time / National		Part-time / National	
All Employees Terminated		All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

#### 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 I	Date of Flow	Data
YYYY	MM	DD
2019	12	13

#### Data from Form 4 - Employees Hired

**Table 4: Members of Visible Minorities** 

#### Data from Form 5 - Employees Promoted

↓ ↓ ↓ ↓ ↓

Table 8: Members of Visible Minorities

Full-time	/ National	Part-time	/ National
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
#	#	#	#
0	0	0	0
4	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	0	0	0
3	0	0	0
4	2	0	0
0	0	0	0
0	0	0	0
0	0	0	0
12	2	0	0

#### Data from Form 6 - Employees Terminated

**Table 12: Members of Visible Minorities** Full-time / National Part-time / National Members of Members of All All Visible Visible Employees **Employees** Minorities Minorities Terminated Terminated Terminated Terminated #

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

A B	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	• .	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	Ţ	Ţ	Ţ	Ţ	1	<b>\</b>	Ţ	1	<b>1</b>	1	Ţ	Ţ	Ţ	Ţ	1	1	<b>\</b>	Ţ	Ţ

Tabl			

										First/	Previous Sh	ort-term G	oals							
					All En	iployees									W	omen				
F	James Facility Occasional	Number	Gron	wth (New Positi	ions)	Turnover (Re	placement of Employees)	Terminated	Anticipated	Number	Turnover (Re		*******		· Goals 1 - To	_		_	_	Projected
	oloyment Equity Occupational up (EEOG)	YYYY-MM-DD	Actual	Proje	ected	Actual	Proje	ected	Hires Over 3	YYYY-MM-DD	101 minuted	Employees)	Required Over 3	YYYY	- YYYY	Present Availability	Present Gap	Projected Gan	Present Representation	Representation in 3
	<b>-</b> μ (Δ.2.0.0)	2017-20-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2017-20-01	Annually	Over 3 Years	Years	2017	2020	,		•	,	Years
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
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	#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	#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%	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	#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!
Tota	1	100	3.5%		0	0.0%		0	0	28	0.0%	0	7	0	35.2%	35.2%	-7	-7	28.0%	28.0%

<sup>†</sup> 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.

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

Workforce Milarysis) + 2) X 10					Table 2: Women
F		Wom	en		
Employment Equity Occupational Group (EEOG)	Short-teri	m Goals	Long-ter	m Goals	Comments
Group (EEOG)	#	%	#	%	
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		

Α	В	C	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:		From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis		K ÷ C	(K - M + O) ÷ (C + F)
		↓	Ţ	Ţ	Ţ	Ţ	<b>↓</b>	1	Ţ	J	Ţ	↓	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	1	↓

#### Table 3: Aboriginal Peoples First/Previous Short-term Goals All Employees **Aboriginal Peoples** 3 Year Goals Turnover (Replacement of Terminated Growth (New Positions) Turnover (Replacement of Employees) Hires From - To Anticinated Projected Terminated Employees) **Employment Equity Occupational** Present Projected Present YYYY-MM-DI Projected Actual Projected Hires Over 3 YYYY-MM-DI YYYY - YYYY Present Gap Representation in 3 Group (EEOG) Over 3 Availability Representation Years Years Over 3 Over 3 Over 3 Years 2017-20-01 Annually 2017-20-01 2020 Years Years Years % % % % # % % % # # % % 01 Senior Managers 0.0% 0.0% 0.0% 2.4% 0.0% 0.0% 02 Middle & Other Managers 20.5% 0.0% 0.0% 2.2% 0.0% 0.0% 03 Professionals 0.0% 0.0% 0.0% 2.6% 0.0% 0.0% 04 Semi-Professionals & Tech 0.0% 0.0% 0.0% 2.2% 0.0% 0.0% 05 Supervisors 0.0% 0.0% 0.0% 2.7% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0! 06 Supervisors: Crafts & Trades 0.0% 0.0% Administrative & Sr Clerical 0.0% 3.2% 100.0% 100.0% Skilled Sales & Service 0.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0! 09 Skilled Crafts & Trades 0.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0! 10.1% 0.0% 0.0% 10 Clerical Personnel 2.8% 0.0% 0.0% Intermediate Sales & Service 1.8% 0.0% 0.0% 3.0% 11.1% 11.1% 12 Semi-Skilled Manual 0.0% 0.0% 0.0% 3.3% 2.0% 2.0% 13 Other Sales & Service 0.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0! 14 Other Manual Workers 0.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0!

0.0%

100

Total

3.5%

0.0%

3.0%

,, ormored : maryons, 2) if					Table 4: Aboriginal Peoples
Employment Equity Occupationa		Aboriginal	Peoples		
Group (EEOG)	Short-ter	rm Goals	Long-te	rm Goals	Comments
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	s 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

4.0%

4.0%

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

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

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[Date: 2019-12-13]

									Data f	or First/P	revious (	Goals							
A B	С	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	CxHx3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)		(K - M + O) ÷ (C + F)
	<b></b>	↓	1	1	↓	Ţ	1	1	↓ Tabla 5:	↓ Persons	↓ with Dica	↓ bilitios	Ţ	1	. ↓	1	↓		<b>↓</b>
										Previous Sh									

									First/	Previous Sh	ort-term G	oals							
				All En	iployees									Persons wit	th Disabilitie:	S			
	Number	£	vth (New Positi		Turnover (R	eplacement of	Terminated		Number				3 Year	Goals					
Employment Equity Occupational		Giui	in then rosit	unsj		Employees)		Anticipated	Humber	Turnover (Re Terminated		Hires Required	From	ı - To	<b>.</b>		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proje	ected	Actual	Proje	cted	Hires Over 3	YYYY-MM-DD			Over 3	YYYY	- YYYY	Present Availability	Present Gap	Projecteu Gap	Representation	Representation in 3
	2017-20-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2017-20-01	Annually	Over 3 Years	Years	2017	2020				•	Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	7	10.3%	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	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	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	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	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	1	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	#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	1	9.0%	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	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	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	#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	1	0.0%	0	4	0		5.3%	-4	-4	1.0%	1.0%

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

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

	Workforce Analysis) $\div$ 2) x 10	0.				
						Table 6: Persons with Disabilities
F1		ı	ersons with I	Disabilitie	2 <b>S</b>	
	oyment Equity Occupational (EEOG)	Short-te	rm Goals	Long-to	erm Goals	Comments
O. o.,	, (LLOG)	#	%	#	%	
01/02	Managers	C	0.0		0.0	
03	Professionals	C	0.0		0.0	
04	Semi-Professionals & Tech	0	0.0		0.0	
05	Supervisors	C	0.0		0.0	
06	Supervisors: Crafts & Trades	C	0.0		0.0	
07	Administrative & Sr Clerical	C	0.0		0.0	
08	Skilled Sales & Service	C	0.0		0.0	
09	Skilled Crafts & Trades	C	0,0		0,0	
10	Clerical Personnel	0	0.0		0,0	
11	Intermediate Sales & Service	1	0.0		0.0	
12	Semi-Skilled Manual	2	0.0		0.0	
13	Other Sales & Service	C	0.0		0.0	
14	Other Manual Workers	(	0.0		0.0	
Total		3	5		0	

				)																																

A B	С	D	Е	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry		From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis		K ÷ C	(K - M + O) ÷ (C + F)
	<u> </u>	1	Ţ	Ţ	Ţ	1	1	Ţ	Ţ	1	Ţ	Ţ	Ţ	Ţ	1	Ţ	Ţ	Ţ	1

					8	l	Š	į	ì	j	þ	Ě	į	ŧ	į	į	•	į	١	ĕ	1	ì	Ĉ	ĝ	Ě	į	ì	į	ţ	)	ij	e	Š	į	•	Š	į	į	j	í	į		١	ĕ	Î	Ì	í	Ì	ì	ľ	Ě	ı	ŝ	Ė		Į	ŀ	g	Į	ĺ	ĝ	Û	ì	ŧ	)	ĝ	ľ	ğ	ĺ	t	j	į	Ė	Š	٤	ĺ		

										First/	Previous Sh	ort-term G	oals							
					All Em	ployees								M	embers of <b>V</b>	isible Minorit	ies			
		Number	Gre	wth (New Positi	ons)	Turnover (Re		Terminated		Number	Turnover (Re			3 Year	Goals					
Emr	loyment Equity Occupational		0.0				Employees)		Anticipated		Terminated		Hires Required	Fron	ı - Tø	Present		Projected	Present	Projected
	ip (EEOG)	YYYY-MM-DD	Actual	Proje	cted	Actual	Proje	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
		2017-20-01	Annually	Annually	Over 3	Annually	Annually	Over 3	icais	2017-20-01	Annually	Over 3	Years	2017	2020					rears
		- 4	%	%	Years #	%	%	Years		¥	0/	Years	.,	H	%	%	<i>H</i>	-	%	%
0.1	Senior Managers	# 2	0.0%	0.0%	# 0	0.0%	0.0%	# 0	#	#	0.0%	#	# 0	#	9.8%	9.8%	#	#	% 0.0%	0.0%
02	Middle & Other Managers	4	20.5%	0.0%	0	0.0%	0.0%	0	١ ٥	0	0.0%	0	1	٥	12.6%	12.6%	-1	-1	0.0%	0.0%
	Professionals	2	0.0%	0.0%	0	0.0%	0.0%	0	ا	0	0.0%	0	0	0	15.9%	15.9%	0	0	0.0%	0.0%
1	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%
1	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%	5	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%	5	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
1	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%	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%
1	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%
1	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!
-	Other Manual Workers	100	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Tota	l	100	3.5%		0	0.0%		0	0	16	0.0%	0	2	0		18.1%	-2	-2	16.0%	16.0%

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

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

Workforce Analysis) + 2) x 10				Table 8: Members of Visible Minorities
Employment Equity Occupational	Men	nbers of Visible Mine	orities	
Group (EEOG)	Short-ter	m Goals Long-	term Goals	Comments
	#	% #	%	
01 Senior Managers	0	0.0	0.0	
02 Middle & Other Managers	- 1	0.0	0.0	
03 Professionals	0	0.0	0,0	
04 Semi-Professionals & Tech	1	0.0	0,0	
05 Supervisors	0	0.0	0,0	
06 Supervisors: Crafts & Trades	0	0.0	0,0	
07 Administrative & Sr Clerical	0	0.0	0,0	
08 Skilled Sales & Service	0	0.0	0,0	
09 Skilled Crafts & Trades	0	0.0	0.0	
10 Clerical Personnel	2	0.0	0.0	
11 Intermediate Sales & Service	3	0.0	0.0	
12 Semi-Skilled Manual	0	0.0	0.0	
13 Other Sales & Service	0	0.0	0.0	
14 Other Manual Workers	0	0.0	0.0	
Total	7		0	

																										ŀ		

A B	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	: .	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	CxHx3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis		K ÷ C	(K - M + O) ÷ (C + F)
		1	Ţ	Ţ	Ţ	<b>1</b>	Ţ	Ţ	Ţ	Ţ	Ţ	<b>↓</b>	Ţ	Ţ	Ţ	Ţ	<b>↓</b>	Ţ	1

#### Table 9: Women

										Subseque	mt/Current	Short-tern	i Goais							
					All En	ployees									W	omen				
		Number	Growt	h (New Positi	ions)	Turnover (Re		Terminated		Number	Turnover (Re	niscement of			Goals					
En	ployment Equity Occupational						Employees)		Anticipated		Terminated		Hires Required	Fron	1 - To	Present		Projected	Present	Projected
1000000	oup (EEOG)	YYYY-MM-DD	Actual	Proje	ected	Actual	Proj	ected		YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3
		2019-12-13	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2019-12-13	Annually	Over 3 Years	Years	2019	2022					Years
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
0	1 Senior Managers	3	0.0%		0	0.0%		0	0	0	0.0%	0	1	0	27.6%	27.6%	-1	-1	0.0%	0.0%
0:	2 Middle & Other Managers	7	20.5%		0	0.0%		0	0	2	0.0%	0	1	0	39.4%	39.4%	-1	-1	28.6%	28.6%
0:	3 Professionals	2	0.0%		0	0.0%		0	0	2	0.0%	0	-1	0		64.6%	1	1	100.0%	100.0%
0.	4 Semi-Professionals & Tech	7	0.0%		0	0.0%		0	0	5	0.0%	0	-3	0		32.2%	3	3	71.4%	71.4%
0:	5 Supervisors	1	0.0%		0	0.0%		0	0	1	0.0%	0	0	0		51.8%	0	0	100.0%	100.0%
0	6 Supervisors: Crafts & Trades	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		15.3%	0	0	0.0%	0.0%
0	7 Administrative & Sr Clerical	1	0.0%		0	0.0%		0	0	1	0.0%	0	0	0		76.8%	0	0	100.0%	100.0%
0	8 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!
0	9 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	O Clerical Personnel	20	10.1%		0	0.0%		0	0	11	0.0%	0	2	0	50.0%	65.7%	-2	-2	55.0%	55.0%
1	Intermediate Sales & Service	19	1.8%		0	0.0%		0	0	11	0.0%	0	1	0	50.0%	62.8%	-1	-1	57.9%	57.9%
13	2 Semi-Skilled Manual	49	0.0%		0	0.0%		0	0	0	0.0%	0	6	0	11.8%	11.8%	-6	-6	0.0%	0.0%
	Other Sales & Service	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		49.8%	0	0	0.0%	0.0%
14	4 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!
Tot	al	111	3.5%		0	0.0%		0	0	33	0.0%	0	-33	0		0.0%	33	33	29.7%	29.7%

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

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

				Table 10: Women
Employment Equity Occupational		Women		
Group (EEOG)	Short-teri	n Goals Long	g-term Goals	Comments
		%	%	
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		

		8.	21	3	в	ь	а	ł	ш	a.	32	Э.	u	ĕΕ	я.	31	c	u	8.	2	С	33		r		×	и	×		Æ	н	8	w	ж	22	30	12	23	ш	
		8	2	8	я	ě,	3	×	ч	â.	ĸ,	7	ж	XI.	a,	2	ø	×	8.	×	S	ш	8	ŧ.	٠.	88	83	×	80	90	ш	å.	и	×		×	10	ıl	la.	

A B	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis		Data Entry		From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
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#### Table 11: Aboriginal Peoples

										Subseque	ent/Current	Short-tern	Goals							
					All Em	ployees									Aborigir	nal Peoples				
		Number	Growth	(New Position	18)	Turnover (Re		Terminated		Number	Turnover (Re	entacement of			r Goals					
Emp	loyment Equity Occupational			`			Employees)		Anticipated		Terminated		Hires Required		n - To	Present		Projected	Present	Projected
•	ip (EEOG)	YYYY-MM-DD	Actual	Project	ed	Actual	Proje	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
		2019-12-13	Annually /	Annually	Over 3 Years	Annually	Annually	Over 3 Years	rears	2019-12-13	Annually	Over 3 Years	Years	2019	2022					Tears
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
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	1	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%	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%	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	1	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	2	0.0%	0	-2	0		0.0%	2	2	1.8%	1.8%

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

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

			Table 12: Aboriginal Peoples
Employment Equity Occupational	Aboriginal	Peoples	
Group (EEOG)	Short-term Goals	Long-term Goals	Comments
•	%	%	
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		

[Date: 2019-12-13]

Data for Subsequent/Current Goals C D E F G Н M N О Р Q R Т U From Flow From From Data From From From (K - M +(F x Q) -(K - M + O) ÷ (C Data Equivalent Data sources: Workforce Workforce Data Entry C x E x 3 Analysis & CxHx3 F + IWorkforce KxLx3 J x P Data Entry Workforce Workforce O) - ((C - $K \div C$ Entry to H R + M+ F) Analysis Workforce Analysis Analysis Analysis F) x Q) Analysis† Analysis<sup>‡</sup>

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								Table 13	: Persons	with Disa	abilities							
								Subsequ	ent/Current	t Short-tern	n Goals							
			All En	iployees									Persons wi	th Disabilities				
	Number	Growth (New Positi	ions)	Turnover (Re	placement of Employees)		Anticipated	Number		eplacement of	Hires	3 Year From						Projected
Employment Equity Occupational Group (EEOG)	YYYY-MM-DD	Actual Proje	ected	Actual	Proj	jected	Hires Over 3	YYYY-MM-DD	Terminated	l Employees)	Required Over 3	YYYY -	YYYY	Present Availability	Present Gap	Projected Gan	Present Representation	Representation in 3
Group (EEOO)	2019-12-13	Annually Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2019-12-13	Annually	Over 3 Years	Years	2019	2022	24 distances		Gup.	тергезенная	Years
	#	% %	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
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%	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%	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%	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%	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	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%	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	2	0.0%	0	-2	0		0.0%	2	2	1.8%	1.8%

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

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

Workforce Analysis + 2) x 100

	Workforce Analysis) ÷ 2) x 100	J.		
				Table 14: Persons with Disabilities
г.	(F 1: 0 2: 1	Persons with I	Disabilities	
	oyment Equity Occupational -	Short-term Goals	Long-term Goals	Comments
Group	(EEOG)	%	%	
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		

[Date: 2019-12-13]

									Data for	Subseque	nt/Currei	nt Goals							
A B	С	D	Е	F	G	Н	I	J	K	L	М	N	0	P	Q	R	s	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
5	↓	<b>T</b>	Ţ	Ţ	<u> </u>	¥	<b></b>	<b>1</b>	<u> </u>	<u> </u>	<b>1</b>	Ų.	↓ ↓	1	Ţ	1	1	<b>1</b>	<u> </u>
								,	<u> Fable 15: N</u>				es						
				.0.5					Subsequ	ent/Current	Short-tern	a Goals							
				All En	nployees										Visible Minori	ities	<del></del>	1	ı
	Number	Gre	wth (New Posi	tions)	Turnover (Re	placement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires		ır Goals	4				
<b>Employment Equity Occupational</b>			T					Anticipated			Employees)	Required	<u> </u>	m - To	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proj	jected	Actual	Proj	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	1111	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2019-12-13	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2019-12-13	Annually	Over 3 Years	Years	2019	2022					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	3	0.0%		0	0.0%		0	0	0	0.0%	0	0	(	)	11.5%	0	0	0.0%	0.0%
02 Middle & Other Managers	1 7	20.5%		1 0	0.0%		1 0	l 0	1 1	0.0%	l 0	l 0	1 (	)l	17.6%	sl o	ol o	14.3%	14.3%

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24.5%

32.7%

16.2%

40.9%

14.1%

0.0%

0.0%

18.2%

25.9%

20.4%

28.6%

0.0%

0.0%

32.7%

18.2%

25.9%

-23

†	Calculated by using the following formula: ((Current n	umber of employees from Workford	e Analysis ÷ Previous number	of employees from Workforce Analysis	$(x)^{1/3} - 1) \times 100.$
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05

06

07

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10

12

13

Total

Professionals

Supervisors

Semi-Professionals & Tech

Supervisors: Crafts & Trades

Administrative & Sr Clerical

Intermediate Sales & Service

Skilled Sales & Service

Skilled Crafts & Trades

Clerical Personnel

Semi-Skilled Manual

Other Sales & Service

14 Other Manual Workers

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

23

				Table 16: Members of Visible Minorities
Employment Equity Occupational	Meml	bers of Visible	Minorities	
Group (EEOG)	Short-tern	n Goals — I	ong-term Goals	Comments
		%	%	
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		

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5.0%

15.8%

34.7%

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									Feder	al Contr	actors	Prograi	m Achie	evement	Report									
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										ABI/Ad		: 2019-		riors Inc	•									8 _
											[Date		12 10											
A	В	С	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	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	Е-Н	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
3			J	↓ .	<u> </u>	<b>\</b>	<b>.</b>	<b>J</b>	Ţ	<b>J</b>	<u> </u>	<b>\</b>	<b>\</b>	1	<u> </u>	<u> </u>	<b>V</b>	<b>J</b>	<b>\</b>	Ţ	1	1	↓	<b>↓</b>
Fn	ployment Equity					orce An						TT!			T		Data A	•		T	т.			
	cupational Group	Year	All		V	orkforce Wo				All		Hires W	/omen		All	r	romotio W	omen		All	1 6	rminatio W	omen	
(EI	€OG)		Employees	Represe	ntation	Availa		Gap	EE Result	Employees	Ac	tual	Expected	Difference	Employees	Ac	tual	Expected	Difference	Employees	Act		Expected	Difference
	T	#	#	#	%	%	#	#	%	Ħ	#	%	#	#	#	#	%	Ħ	#	Ħ	#	%	#	#
01	Senior Managers	2017	3	0	0.0	33.6 27.6		-1	0.0	0	0	0.0	0			0	0.0	0	0		0	0.0	0	
	Middle & Other	2017	4	1	25.0	41.2		-1	60.7	0	0	0.0	<del>                                     </del>				0.0		0	1		0.0	0	
02	Managers	2019	7	2	28.6	39.4	3	-1	72.5	1	0	0.0	0	0	4	2	50.0	1	1	0	0	0.0	0	0
03	Professionals	2017	2	2		63.4	1	1	157.7			100.0					100.0							
$\vdash$	Semi-Professionals &	2019 2017	7	2 4	100.0 57.1	64.6 25.9	2	2	154.8 220.6	2	2	100.0	1	1	1	1	100.0	1	0	0	0	0.0	0	0
04	Technicians	2019	7	5	71.4	32.2		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		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 2019	1	0	0.0	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
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Data	sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷Ix 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100	)										
			Ţ	<b>V</b>	<b>\</b>	<b>\</b>	<b>\</b>	<b></b>	<b>.</b>	<b></b>	<b></b>	<b>.</b>	<u> </u>											
			New	Entrar	ıts				G	oals														
	ployment Equity	Year	F	low Data				rm Goals	3	I	Long-ter													
	cupational Group EOG)		All Employees	Won		Goal	Percent of	Goal	Percent of	Goal	Won Percent of	Goal	Percent of	-				(	Commen	ts				
		#	#	#	%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met	-										
0.1	Conion Mor	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
	Senior Managers	2022	0	0	0.0			27.6	0.0			27.6		+										
02		2019	5			0	0.0	0.0	0.0	0	0.0	0.0		-										
-	Managers	2022 2019	5	_		0	0.0	39.4 0.0	101.5	0	0.0	39.4 0.0												
03	Professionals	2022	3	3		V	0.0	0.0	0.0		0.0	0.0		-1										
04	Semi-Professionals &	2019	4	4	100.0	1	400.0	0.0	0.0	0	0.0	0.0		-										
$\vdash$	Technicians	2022 2019	4	4	100.0	0	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		-										
06	Supervisors: Crafts &	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	1												
L <sub>06</sub>	Trades	2022	0	0	0.0			0.0	0.0			0.0	0.0											

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Α	В	С	D	E	F	G	Н	I	J	K	L	M	N	0	Р	Q	R	S	Т	U	V	W	X	Y
Data	ources:		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
i			<b></b>	<b>V</b>	<b>J</b>	<b></b>	Į	<b>V</b>	<u> </u>	J.	↓	1	<u> </u> ↓	Ψ	<u> </u>	<b>↓</b>	1	<u>↓</u>	<u> </u>	<u> </u>	<b>J</b>	1	J.	↓ ↓
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	oloyment Equity upational Group	Year			W	orkforce Wor						Hires	omen			P	romotio 33	ns omen			Ter	minatio	omen	
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		#	#	H	%	%	Ħ	#	%	#	#	%	#	Ħ	H	#	%	#	H	#	#	%	#	#
07	Administrative &	2017	1	1	100.0	77.2		0	129.5															
	Senior Clerical Skilled Sales &	2019	1 0	0		76.8 0.0		0	130.2	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
08	Service Personnel	0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0									
09	Skilled Crafts &	0			0	0.0																		
Ľ	Trades Workers	ades Workers 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	20	11	55.0	65.8	10	-1 -2	83.7	2	1	50.0	1	0	3	2	66.7	2	0	0	0	0.0	0	
11	Intermediate Sales &	2017	18	10	55.6	61.8			89.9										<u> </u>					
111	Service Personnel	2019	19	11	57.9	62.8		-1	92.2	6	5	83.3	4	1	4	2	50.0	2	0	0	0	0.0	0	0
12	Semi-Skilled Manual Workers	2017	49 49	0	0.0	14.6 11.8		-7 -6	0.0	21	0	0.0	2	-2	0	0	0.0	0	0	0	0	0.0	0	
_		2017	7/	<u> </u>	0.0	11.0	0	-0	0.0	21	<u> </u>	0.0		-2			0.0				V:	0.0	0	
Data	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷Dx 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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			New	Entran	ıts				G	oals														
	oloyment Equity	Year	FI	ow Data			Short-ter		S		Long-teri													
	upational Group OG)		All Employees	Won			Wo Percent of		Percent of	-	Wom Percent of		Percent of					(	Commen	ts				
(121	00)	#	##	Actu	nal %	Goal #	Goal Met	Goal %	Goal Met	Goal #	Goal Met	Goal %	Goal Met											
07	Administrative &	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
L"	Senior Clerical	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												
09	Skilled Crafts &	2019	0	0		0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	Trades Workers	2022	0	0				0.0	0.0			0.0	0.0											
10	Clerical Personnel	2019	5	3		2	150.0	0.0	0.0	0	0.0	0.0	0.0											
	Intermediate Sales &	2022	10	3 7		2	350.0	50.0	120.0	n	0.0	50.0	120.0											
11	Service Personnel	2022	10	7			250.0	50.0	140.0	Ü		50.0	140.0											
12	Semi-Skilled Manual	2019	21	0		5	0.0	0.0	0.0	0	0.0	0.0	0.0											
	Workers	2022	21	0	0.0			11.8	0.0			11.8	0.0											

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Data so	irces:			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
			1	. ↓	<b>.</b>	<u> </u>	↓	<b>1</b>	<b>1</b>	<b>\</b>	↓	<b>_</b>	<b>1</b>	↓	Ψ.	<b>V</b>	<b>↓</b>	<u>↓</u>	<b>\</b>	↓	1	<b>1</b>	<b>1</b>	
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13 Other Sales & Service 2017 0 0 0.0 0.0 0 0 0.0 0 0 0.0															-									
P		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
	other Manual Vorkers	2017 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
Total		2017	100	28	28.0	35.2		-7	79.5		Ů	0.0		Ü	Ü		0.0					0.0	J	
Lotter		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
Data so	urces:			Part 2: Flow Data Analysis	E÷Dx 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷Ix 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷ M x 100											
		1	<u> </u>	<u> </u>	, 	1				<u> </u>		1	<u> </u>											
				Entran	ts		Short to	rm Goals		oals	Long-teri	m Coole												
	oyment Equity pational Group	Year	All	Wom	en			men			Wom							C	ommen	ts				
(EEC			Employees	Actu	al	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	#	%	#	9/0	%	%	#	9/0	%	9/6											
1 131	Other Sales & Service ersonnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
14 0	ther Manual	2019	0	0	0.0	0	0.0	1	0.0	0	0.0	0.0	0.0											
V	Vorkers	2022	0	0	0.0		100.0	0.0	0.0	,	0.0	0.0	0.0											
Total		2019 2022	48 48	19 19	39.6 39.6	10	190.0	0.0	0.0	0	0.0	0.0	0.0											

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				•		orce An											Data Aı	•		,				
	ployment Equity cupational Group	Year		I	N	orkforce						Hires	1 D. 1			P	romotion				Te	rminatio	nal Peoples	
B0000000	EOG)		All Employees	Represe	entation	Aberigina	al Peoples ability	Gap	EE Result	All Employees	Act	Aborigi tual	Expected	Difference	All Employees	Ac	Aberigu	nal Peoples  Expected	Difference	All Employees	Act	Aborigi ual	Expected	Difference
		Ħ	#	#	%	9/6	H	#	9/6	#	#	%	#	#	#	#	%	H	#	#	H	%	#	#
01	1 Senior Managers 2017 3 0 0.0 2.4 0 0 0.0																							
<u> </u>	Senior Managers														0	0	0	0.0	0	0				
02	Managers																0	- 0	0	0.0	0	0		
03	-																							
03																	0	0	0	0.0	0	0		
04																			0	0.0	0			
-		2017	1	0		2.7		0	0.0	- 4	- 0	0.0	<del>                                     </del>		· ·	0	0.0	0	0	<del>                                     </del>	"	0.0	0	
05	Supervisors	2019	1	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
06	Supervisors: Crafts & Trades	2017 2019	0	0		0.0		0	0.0	0	0	0.0	0		0	0	0.0	0	0		0	0.0	0	0
_	Traces	2019	1	<u> </u>	0.0	1.0			0.0	V	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÷Gx 100	Part 3: Goals	F÷Ix 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
			Ţ		<b>\</b>	<b>J</b>	<b>\</b>	<b></b>	<b>.</b>	<b>\</b>	<b>\</b>	<u> </u>	<u> </u>											
			New	/ Entrai	ıts				G	oals														
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	cupational Group EOG)		All Employees	Aborigina Act		Goal	Aborigin Percent of	al Peoples Goal	Percent of	Goal	Aborigina Percent of	I Peoples Goal	Percent of					(	Commen	ts				
Ì	,	#	#	#	%	goai #	Goal Met	%	Goal Met	guai #	Goal Met	%	Goal Met											
01	Control	2019	0	0		0	0.0	0.0	0.0	0	0.0	0.0												
01		2022	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												
-	-	2022 2019	5	0		0	0.0	0.0	0.0	0	0.0	0.0												
03	Professionals	2022	3	0				0.0	0.0			0.0												
04	Semi-Professionals & Technicians	2019	4	0		0	0.0	0.0	0.0	0	0.0													
$\vdash$		2022 2019	0	0		0	0.0	0.0	0.0	0	0.0	0.0	_											
05	Supervisors	2022	0	0		V	0.0	0.0	0.0	V	0.0	0.0		1										
06	Supervisors: Crafts &	2019	0	0		0	0.0	0.0	0.0	0	0.0			1										
	Trades	2022	0	0	0.0			0.0	0.0			0.0	0.0											

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	В	С	D	Е	F	G	Н	I	J	K	L	М	N	0	P	0	R	S	Т	U	V	W	X	Y
			Part 1:	Part 1:		Part 1:					Part 2:	 		 !		Part 2:	·				Part 2:		 	·······
Data	sources:		Workforce Analysis	Workforce Analysis	E ÷ D x 100	Workforce Analysis	D x G ÷ 100	E-H	E ÷ H x 100	Part 2: Flow Data Analysis	Flow Data Analysis	L÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Flow Data	Q ÷ P x 100	P x F ÷ 100	Q-S	Part 2: Flow Data Analysis	Flow Data	V ÷ U x 100	U x F ÷ 100	V - X
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				1	Workfo	orce An	alysis									Flow	Data A	nalysis						
	ployment Equity upational Group	Year			W	orkforce						Hires				P	romotio				Te	rminati		
	OG)		All Employees	Represe	ntation	Aborigina Availa		Gap	EE Result	All Employees	Act	Aborigi tual	nal Peoples Expected	Difference	All Employees	Ac	Aborigi tual	Expected	Difference	All Employees	Act		nal Peoples Expected	Difference
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
07	Administrative &	inistrative & 2017 1 1 100.0 3.2 0 1 3,125.0																						
L"	Senior Clerical	erical 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	0	0	0.0	0	0		
08	Skilled Sales & Service Personnel																		0	0.0				
-	Skilled Crafts &																1	1 0	0.0	0	0			
09	Trades Workers																0.0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2017	7 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	3	8 0	0.0	0	0	0	0	0.0	0	0
11	Intermediate Sales & Service Personnel	2017 2019	18 19	2	11.1 0.0	3.0 3.1	1	-1	370.4 0.0	6	0	0.0		0	) 4	1 0	0.0	0	0	1 0	0	0.0	0	0
12	Semi-Skilled Manual	2017	49	1	2.0	3.3	2	-1	61.8	· ·		0.0					0.0				ľ	0.0	Ů	Ů
12	Workers	2019	49	1	2.0	3.7	2	-1	55.2	21	0	0.0	1	-1	C	0	0.0	0	0	0	0	0.0	0	0
														1										
Data	sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
i		i.	<b>↓</b>	<b></b>	<b>J</b>		<b>\</b>	·↓	↓ ↓	↓	<b>\</b>	<del>\</del>	<b>.</b>	į										
			New	Entran	its				G	oals														
Em	ployment Equity	. [	F	ow Data			Short-te	rm Goals	S	I	ong-ter	m Goals												
Осс	upational Group	Year	All	Aborigina	Peoples			al Peoples			Aborigina	l Peoples						(	Commen	ts				
(EE	OG)		Employees	Acti	ial	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	#	6/6	#	%	%	%	#	%	%	%											
07	Administrative & Senior Clerical	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
$\vdash$	Skilled Sales &	2022 2019	0	0	0.0	n	0.0	0.0	0.0	0	0.0	0.0	0.0											
08	Service Personnel	2022	0		0.0		0.0	0.0	0.0	Ü	0,0	0.0												
09	Skilled Crafts &	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0													
-	Trades Workers	2022	0	0	0.0	0		0.0	0.0	۲	0.0	0.0												
10	Clerical Personnel	2019 2022	5	0	0.0	0	0.0	0.0 3.5	0.0	0	0.0	0.0 3.5	0.0											
1,1	Intermediate Sales &	2019	10		0.0	0	0.0	0.0	0.0	0	0.0	1												
	Service Personnel	2022	10	0	0.0			3.1	0.0			3.1	0.0											
12	Semi-Skilled Manual	2019	21	0	0.0	0	0.0	0.0	0.0	0	0.0													
	Workers	2022	21	0	0.0			3.7	0.0			3.7	0.0											

									Feder	al Contr Part 5: ABI/Ad	Result	s - Abo	riginal l ss Inter	Peoples	-									000267
											Date	: 2019-	12-13]											
Α	В	C	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U	V	W	X	Y
Data sources	s:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	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
			<b>1</b>	↓	<b>1</b>	<b>1</b>	1	<b>\</b>	1	1	<b>1</b>	1	<b>\</b>	Ų.	<u></u>	↓	1	<b>\</b>	<b>1</b>	<b>1</b>	1	<b>\</b>	1	<b>_</b>
e .	in i					orce An	•								ı		Data A	•		T				
	reployment Equity crupational Group EOG)  Year  Workforce  Workforce  Hires  Hi																							
(EEOG)	EFOC) All Journal Copies All Journal Copies All Journal Copies All Journal Copies															Difference								
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Perso			1					0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
1 14 1	er Manual kers	2017 2019	0	0	0.0	0.0		0	0.0	0	0	0.0		0	0	0	0.0	0			0	0.0	0	
	Kers	2017	100	4		3.0		1	133.3	0	0	0.0	0	0	0	U	0.0	0			0	0.0	0	
Total		2019	111	2	1.8	0.0		2	0.0	36	0	0.0	0	0	12	0	0.0	0	0	0	0	0.0	0	0
								:			·····													
Data sources	s:		Part 2: Flow Data Analysis	Part 2: Flow Data	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											
<u></u>				Analysis				İ	 .L		<u></u>													
			↓ No	↓ Entran	<u> </u>	<u>↓</u>				oals			<u> </u>											
				ow Data	IIS		Chaut to	rm Goals			Long-teri	m Coole												
	ment Equity tional Group	Year		Aborigina	l Peoples			al Peoples			Aboriginal							C	ommen	te.				
(EEOG)			All Employees	Acti	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met						ommen	LS				
		#	#	#	%	#	%	%	%	#	%	%	%											
13 Othe	er Sales & Service	2019	0	0		0	0.0		0.0	0	0.0	0.0	0.0											
Perso	onnel	2022	0	0				0.0	0.0			0.0	0.0											
	er Manual kers	2019	0	0		0	0.0		0.0	0	0.0	0.0	0.0											
Iwon	KCIS	2022	48	0	0.0	0	0.0	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											

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									ABI/Ad				iors Inc	•									000268
										[Date	: 2019-	12-13]											
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	Р	Q	R	S	Т	U	V	W	X	Y
Oata 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
		<b>,</b>	<u> </u>	<b>\</b>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	1	1	<u> </u>	1	<u> </u>
2. 1			1		orce Ar									· · · · · · · · · · · · · · · · · · ·		Data A			T				
Employment Equity Occupational Group	Year	All			orkfore	e h Disabilitie:			All		Hires Persons w	ith Disabilitie		All	T	Persons w	ns ith Disabilitie	×ç	All	Te	rminatio	ons th Disabilitie	
EEOG)		Employees	Represe			lability	Gap	EE Result	Employees	Act	tual	Expected	Difference	Employees	A	tual	Expected	Difference	Employees	Act		Expected	Difference
	#	H	H	%	%	#	#	%	H	#	%	#	Ħ	#	#	%	#	Ħ	Ħ	#	%	#	#
01   & Managers	2017	7	0	0.0	4.3	0	0	0.0															
02	2019	10	0	0.0	5.0	<u>:                                    </u>	-1	0.0	1	0	0.0	0	0	4	. (	0.0	0	0	0	0	0.0	0	
03 Professionals	2017	2	0		3.8 8.9		0	0.0	2	0	0.0					0.0		0	0	0	0.0		
Semi-Professionals &	2019	7	0			<u> </u>		0.0	2	0	0.0	0	0	1		0.0	0		0	0	0.0	0	<del>                                     </del>
04 Technicians	2019	7	0	0.0	7.6	1	-1	0.0	4	0	0.0	0	0	0	C	0.0	0	0	0	0	0.0	0	
05 Supervisors	2017	1	0		13.9 27.5			0.0	0	0	0.0	0	0		0	0.0		0	0 0	0	0.0	0	
Supervisors: Crafts &	2017	0			0.0	<del></del>		0.0		0	0.0	0	0			0.0		1	1 0	0	0.0	0	
Trades	2019	1	0	0.0	10.1	0	0	0.0	0	0	0.0	0	0	0	C	0.0	0	0	0	0	0.0	0	
		Part 2: Flow	Part 2:	E÷Dx	Part 3:	E÷Gx	Part 3:			E÷Kx	Part 3:	<u></u>											
Oata sources:		Data Analysis	Flow Data Analysis	100	Goals	100	Goals	F÷Ix 100	Part 3: Goals	100	Goals	F ÷ M x 100											
		<b></b>	<u> </u>	1	<b>.</b>	1	1	↓	<u> </u>	, 1	↓	` <b>↓</b>											
			v Entrar	its					Coals														
Employment Equity	Year		low Data Person	s with		Short-te				Long-ter													
Occupational Group (EEOG)		All Employees	Disabi			Persons wit	h Disabilities	Percent of		Persons with	<u> </u>	Percent of					(	Commen	its				
			Acti		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
01	2019	# 5	0	0.0	#	0.0	0.0	0.0	#	0.0	0.00	0.0											
& Managers	2022	5	- 1		V	0.0	5.0		U	0.0	5.00												
02	2022	3	0	0.0	0	0.0		0.0		0.0	0.00												
03 Professionals	2022	3	0		V	0.0	0.0	0.0	V	0.0	0.00												
04 Semi-Professionals &	2019	4	0		0	0.0		0.0	0	0.0	0.00												
Technicians	2022	4	0		n	0.0	7.6 0.0	0.0	0	0.0	7.60 0.00												
05 Supervisors	2022	0			Ü	0.0	0.0	0.0	Ü	0.0	0.00	0.0											
06 Supervisors: Crafts &	2019	0	_		0	0.0	0.0	0.0	0	0.0	0.00	0.0											
Trades	2022	0	0	0.0			0.0	0.0			0.00	0.0											

Federal Contractors Program Achievement Report

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Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
<u>.</u>		<u> </u>	<b></b>		<u> </u>	<u> </u>	<b></b>	<u> </u>	<u> </u>	<u> </u>		<u> </u>	<u> </u>	<u> </u>	<b>.</b>	<b>1</b>	<b></b>	<u> </u>	<u> </u>	↓		<b>1</b>	
F			1		orce An	-								1		Data A	•		T				
Employment Equity Occupational Group	Year	All			orkforce	h Disabilities			All		Hires Persons w	ith Disabilitie		All	P	romotio	ns th Disabilitie	PS	All		minatio	ns th Disabilitie	
(EEOG)		Employees	Represe		Avail		Gap	EE Result	Employees	Act		Expected	Difference	Employees	Act		Expected	Difference	Employees	Acti		Expected	Difference
	#	#	#	%	%	#	#	%	#	#	%	#	#	¥	#	%	#	#	Ħ	#	%	#	#
07 Administrative & Senior Clerical	2017	1	0	0.0	3.4		0	0.0	0	0	0.0	0	0	0	0	0.0	0		0	0	0.0	0	
OS Skilled Sales &	2017	0	0		0.0		0	0.0		Ů	0.0	-				0.0				· ·	0.0	0	
Service Personnel	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
09 Skilled Crafts & Trades Workers	2017	0	0		0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0		0	0	0.0	0	0
10 Clerical Personnel	2017	15			7.0		0	95.2	, ,	Ů	0.0	Ť	Ť		Ť	0.0	·	Ì	Ť	Ť	0.0		Ů
	2019	20	-	5.0	9.3	:	-1	53.8	2	0	0.0	0	0	3	0	0.0	0	0	0	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2017	18 19	0		5.6		-1 -2	0.0	6	0	0.0	1	-1	4	0	0.0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual	2017	49	0		4.8		-2	0.0															
Workers	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÷Dx 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷Ix 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
i		<b>.</b>	<b>\</b>	<b>—</b>	1	<u> </u>	<b>\</b>	<b></b>	1	<u> </u>	1	<b>.</b>											
			Entrar	ıts					oals														
Employment Equity	Year	F	ow Data Person	s with		Short-ter				Long-teri													
Occupational Group (EEOG)		All Employees	Disabi Acti		Goal	Persons with	Goal	Percent of	Goal	Persons with Percent of	Goal	Percent of					(	Commen	ts				
	#	#	# 1	%	#	Goal Met	9/0	Goal Met	#	Goal Met	%	Goal Met											
07 Administrative &	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Senior Clerical	2022	0				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											
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
10 Clerical Personnel	2022 2019	5	0		0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	2022	5 10	0		1	0.0	9.3	0.0	^	0.0	9.3												
11 Intermediate Sales & Service Personnel	2019	10	0		1	0.0	0.0 10.8	0.0	0	0.0	0.0	0.0											
12 Semi-Skilled Manual	2019	21	1	4.8	2	50.0	0.0	0.0	0	0.0	0.0	0.0											
Workers	2022	21	1	4.8			10.3	46.2			10.3	46.2											

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				-					**			<b>.</b>					!		1 **	Y			
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Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E÷D x 100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q-S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V-X
	•	, ↓	<u> </u>	1	1	<b></b>	<b></b>	1	<b>.</b>	<u> </u>	1	<b></b>	<b>\</b>	1	<u> </u>	<b>\</b>	<b></b>	<u> </u>	1	<b></b>	1	<u> </u>	<u> </u>
			1		orce An										Flow I	Data A	nalysis						
Employment Equity Occupational Group	cupational Group  All Persons with Disabilities  All Persons with Disabilities  All Persons with Disabilities  All Persons with Disabilities																						
(EEOG)  All Persons with Disabilities  All Persons with Disabi															Difference								
Other Sales & Service 2017 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0															#	#							
1 131		0	:				0						_		_								
Personnel  Other Manual	2019	0	0	0.0	10.7 0.0	<u> </u>	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
14 Workers	2017	0	-		0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Total	2017	100			5.3	5	-4	18.9															
Total	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
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷Dx 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷Ix 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷M x 100											
<u></u>		,	<b></b>	<b>\</b>	<b>\</b>	<b></b>	<b></b>	1	<b></b>	<u> </u>	1	<b></b>											
		New	/ Entran	ıts				G	oals														
Employment Equity	Year		low Data Persons	244		Short-te	rm Goals	<u> </u>		Long-teri	m Goals												
Occupational Group	rear	All	Disabil			Persons witl	n Disabilities		ı	Persons with	Disabilities						(	Commen	ts				
(EEOG)		Employees	Actu	ial	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
	#	#	#	%	#	9/0	%	%	#	6/0	%	%											
Other Sales & Service Personnel	2019	0		0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Other Manual	2019	0	<del></del>		0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Workers	2022	0	0	0.0			0.0	0.0			0.0	0.0											
Total	2019	48		2.1	3	33.3	0.0	0.0	0	0.0	0.0	0.0											
	2022	48	l 1	2.1			0.0	0.0			0.0	0.0											

										al Contr t 7: Resu														
									I AI	ABI/Ad														000271
											[Date	: 2019-	12-13]											
Α	В	С	D	E	F	G	Н	I	J	K	L	M	N	О	Р	Q	R	S	Т	U	V	W	X	Y
Data	ources:		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
i			<b></b>	<b></b>	Ţ	<b>\</b>	<u> </u>	<b>1</b>	1	<b>J</b>	↓	1	<u> </u> ↓	↓	<b></b>	.i	1	Ţ	<u> </u>	Ţ	↓	<b>\</b>	<u> </u>	↓ ↓
				1	Workfo	orce An	alysis									Flow I	Data Aı	nalysis						
	ployment Equity upational Group	Year			W	orkforce						Hires				P	romotio				Te	rminati		
	og)		All Employees	Represer	ntation	Visible M Avail:	Ainorities ability	Gap	EE Result	All Employees	Act		Minorities Expected	Difference	All Employees	Act		Minorities Expected	Difference	All Employees	Acti		Minorities Expected	Difference
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
01	Senior Managers	2017	3	0	0.0	9.8	0	0	0.0															
		2019	3	0		11.5	<u>:</u>	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
02	Middle & Other         2017         4         0         0.0         12.6         1         -1         0.0  .															. 0	0.0	0	0	0	0	0.0	0	
	Managers 2019 7 1 14.3 17.6 1 0 81.2 1 1 100.0 0 1  2017 2 0 0.0 15.9 0 0 0.0																0.0	0	,	•	Ĭ	0.0		
03	Professionals	2019	2	1	50.0	24.5		1	204.1	2	1	50.0	0	1	1	. 0	0.0	0	0	0	0	0.0	0	0
04	Semi-Professionals & Technicians	2017	7	1	14.3	11.5	<u> </u>	0	124.2	4	0.0	1	1			0.0					0.0			
		2019	1	0	0.0	32.7 14.7		-2	0.0	4	0	0.0	1	-1	0	0	0.0	0	0	0	0	0.0	0	
05	Supervisors	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
06	Supervisors: Crafts &	2017	0		0.0	0.0		0	0.0															
	Trades	2019	I	0	0.0	40.9	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	1 0	0	0.0	0	0
Data	ources:		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											
			<b>,</b>	↓	<b>1</b>	↓	↓	<b>1</b>	↓	↓		<b>1</b>	↓											
				Entran	ıts					oals														
	ployment Equity	Year	F	ow Data Visible Mi			Short-te		<b>i</b>		Long-terr Visible Mi							,	-					
	upational Group OG)		All Employees	Actu		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					(	Commen	TS				
		#	#	#	%	#	%	%	%	#	%	%	%											
01	Senior Managers	2019	0		0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	Middle & Other	2022	5	0	20.0	1	100.0	0.0	0.0	0	0.0	0.0	0.0											
	Managers	2022	5			1	100.0	0.0	0.0	0	0.0	0.0												
03	Professionals	2019 2022	3		33.3 33.3	0	0.0	0.0	0.0	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											
05	Supervisors	2019 2022	0			0	0.0	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											
	114008	2022	L 0	0	0.0			0.0	0.0			0.0	0.0											

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08	Service Personnel	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
09	Skilled Crafts & 2017 0 0 0.0 0.0 0 0 0 0.0 0 0 0 0 0 0 0 0																							
$\vdash$	Trades Workers	2019	15	0	0.0	0.0 14.7		-2	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2019	20	1	5.0	18.2		-3	27.5	2	1	50.0	0	1	3	0	0.0	0	0	0	0	0.0	0	0
11	Intermediate Sales &	2017	18	1	5.6	22.0		-3	25.3															
	Service Personnel Semi-Skilled Manual	2019 2017	19 49	3 14	15.8 28.6	25.9 19.9		-2 4	61.0 143.6	6	2	33.3	2	0	4	2	50.0	0	2	0	0	0.0	0	0
12	Workers	2019	49	17	34.7	20.4		7	170.1	21	6	28.6	4	2	0	0	0.0	0	0	0	0	0.0	0	0
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08	Service Personnel	2022	0		0.0	O	0.0	0.0		U	0.0	0.0												
09	Skilled Crafts & Trades Workers	2019 2022	0	0	0.0	0	0.0	0.0	0.0	0	0.0	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											
Ш	Intermediate Sales &	2022 2019	5 10	1 4	20.0	3	133.3	18.2 0.0	109.9	n	0.0	18.2 0.0	109.9											
[11]	Service Personnel	2022	10	4	40.0	J	133.3	25.9	154.4	U	0.0	25.9	154.4											
12	Semi-Skilled Manual Workers	2019 2022	21 21	6	28.6 28.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
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	#	#	#	%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met											
Other Sales & Servi Personnel			0	0.0	0	0.0	0.0	0.0			0.0	0.0											
Other Manual	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Workers	2022		0 13	0.0 27.1	7	185.7	0.0	0.0		0.0	0.0	0.0											
Total	2022		13	27.1	,	105.7	0.0	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.

Requi	red measures:
J	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
7	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.
<b>V</b>	Adjusted survey results to reflect hires, promotions and terminations.
<b>/</b>	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).
<b>y</b>	Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
<b>✓</b>	Ensured that any new gaps identified are addressed accordingly.
J	Maintained appropriate records in all required areas.

#### Other measures:

7	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.
<b>/</b>	Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
J	Ensured ongoing senior-level support for employment equity and its implementation.
<b>J</b>	Established accountability mechanisms to ensure that the short-term goals would be met.
<b>V</b>	Communicated the goals to relevant managers as well as monitored and recorded the results.
<b>/</b>	Devoted adequate resources (financial and human) to ensure that the short-term goals would be met.
<b>/</b>	Consulted employee/union representatives on communication and implementation of employment equity.

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

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

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

Employer Na	me: ABI/Advanced Business Interiors Inc.
Primary Loca	tion:
	mployees: 110 io 110
Organization	Overview:
NAICS # <b>3372</b>	(Office Furniture (including Fixtures) Manufacturing)
Designers, the	gest furniture dealership in eastern Canada. Working with Architects and ey build a working model of new office spaces and products and provide rawings for each project to ensure accuracy at time of delivery.
Key Dates – Fi	rst Year Assessment
Initiated:	2017-01-26
Received:	2017-01-26
Closed:	2017-02-13
Workforce	2017-01-20
Analysis:	
Key Dates – Su	bsequent Assessment
Initiated:	2019-12-16
Received:	2019-12-16 (2020-05-20 with corrections)
Workforce	2019-12-31
Analysis:	
DATA VERIFICA	ATION
I have verified	that the data provided as part of the subsequent assessment package is
consistent with	n that provided during the previous submission:
⊠ Yes □ No	
Comments:	
	that the data provided in the Achievement Report is consistent with that found
in Forms 1 to 6	



#### 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-Skill	ed Manual Workers	Goal not met (0% achieved)
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#### Assessment/Observations

• EEOG 12: With 62 new entrants in this EEOG, no one was an Aboriginal person. With and 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)
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11 Intermediate Sales and Service Personnel Goal met (133% achieve	
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#### 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			
Employment Equity Occupational Group		Present	Short- term	Long- term	Representation	LMA
	(EEOG)	Gap	(1 to 3	(3+		
			years)	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		Present	Short-	Long-		
	Group (EEOG)	Gap	term	term		
			(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
01	Senior Managers	0	-	-	0	3.2
02	Middle & Other Managers	0	-	-	0	2.7
03	Professionals	0	-	-	0	3.1
04	Semi-Professionals &	0	-			
	Technicians			-	0	1.7
05	Supervisors	0	-	-	0	3.2
06	Supervisors: Crafts and Trades	0	-	-	0	1.0
07	Administrative and Senior	1	-			3.4
	Clerical			-	100.0	3.4
10	Clerical personnel	-1	3.5	3.5	0	3.5
11	Intermediate Sales & Service					
11	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		Present	Short-	Long-		
Group (EEOG)		Gap	term	term		
			(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
01/ 02	Senior & Middle Managers	-1	5.0	5.0		5.0
03	Professionals	0	_			8.9
		_	-	-		٥.9
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	0	-			
	Clerical			-		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					
13	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	
Empl	oyment Equity Occupational Group (EEOG)	Present Gap	Short- term	Long- term		
	(/		(1 to 3	(3+		
			years)	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/sgiemtweims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aidehelp& 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 <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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): <a href="https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intlnf.4%40-eng.jsp?&&cid=aide-help&ga=2.252268041.1845905918.1519931408-1912045188.1507820070">https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intlnf.4%40-eng.jsp?&&cid=aide-help&ga=2.252268041.1845905918.1519931408-1912045188.1507820070</a>.

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

Labour Program officers are available to answer questions and provide guidance. You may also visit our website to access a number of tools and a series of training modules. In particular, we encourage your organization to continue using the <a href="Workplace Equity Information Management System">Workplace Equity Information Management System</a> (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 <a href="mailto:ee-eme@hrsdc-rhdcc.gc.ca">ee-eme@hrsdc-rhdcc.gc.ca</a>.

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@hrsdc-rhdcc.gc.ca



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