

OFFICIAL USE ONLY

Agreement N°:

Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement
- Revised Agreement

ORGANIZATION	
Legal Name of Organization Acuity Holdings Inc C.D.A. ZEP SALES & SERVICE OF CANADA	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) ZEP SALES & SERVICE OF CANADA	Business Number [Redacted]
Organization's North American Industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visit http://www.statcan.gc.ca/obj/naics/naics/standard-norme/naics-icbrv2007/naic-liste-eng.htm 3256	Total number of employees in Canada (Permanent Full-Time and Part-Time) 145 <input checked="" type="checkbox"/> Federally Regulated <input type="checkbox"/> Provincially Regulated

Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.)	City	Province	Postal Code
660 LEPINE AVE	DORVAL	QC	H9P 1G2
	Telephone Number		
	1-577-428-9937		

EMPLOYMENT EQUITY CONTACT			
Name (print)	Title		
DORIS ANGELUCCI	DIRECTOR SALES CANADA		
Telephone Number	E-mail Address	Preferred Language of Correspondence	
514-631-9031	DORIS.ANGELUCCI@ZEP.COM	<input checked="" type="checkbox"/> English <input type="checkbox"/> French	

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

SIGNATORY			
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.			
Name (print)	Title		
William M. Moody	President Sales & Service		
Telephone Number	E-mail Address	Preferred Language of Correspondence	
404-603-7554	bill.moody@zep.com	<input checked="" type="checkbox"/> English <input type="checkbox"/> French	
Signature	Date (YYYY-MM-DD)		
[Redacted]	2016-08-11		

Privacy

The information you provide may be used and/or disclosed for policy analysis, research and/or evaluation purposes. However, these additional uses and/or disclosures of your personal information will never result in an administrative decision being made about you.

Your personal information is administered in accordance with the Privacy Act and other applicable laws. You have the right to the protection of, and access to, your personal information, which is described in Personal Information Bank ESDC PPI 721. Instructions for obtaining this information are outlined in the government publication entitled *Info Source*, which is available at the following website address: <http://www.infosevice.gc.ca>. Info Source may also be accessed online at any Service Canada Centre.

RETURN INSTRUCTIONS	
IMPORTANT <ul style="list-style-type: none"> • The signed Agreement to Implement Employment Equity form must be sent to the Labour Program by e-mail at: ee-ema@hrdc-rhdcc.gc.ca. 	





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

Reporting Period 2016-11-28 to 2018-10-23

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	17	0	0	17	Calgary	1	0	0	1
Québec	44	0	0	44	Edmonton	34	0	0	34
Nova Scotia	2	0	0	2	Montréal	44	0	0	44
New Brunswick	1	0	0	1	Toronto	17	0	0	17
Manitoba	15	0	0	15	Winnipeg	15	0	0	15
British Columbia	6	0	0	6	Saskatoon	4	0	0	4
Saskatchewan	4	0	0	4	B.C. less CMAs	6	0	0	6
Alberta	35	0	0	35	N.B. less CMA	1	0	0	1
Total Employees in Canada				124	N.S. less CMA	2	0	0	2
					Total Employees in Canada				124



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National
Reporting Period 2016-11-28 to 2018-10-23

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

Acuity Holdings Inc. (certificate # 10000135)

Form 2 A

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National
Reporting Period 2016-11-28 to 2018-10-23

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors: Crafts and Trades Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1	1		1						
	Total	1		1	1		1						
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Skilled Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	68	64	4	4	4		1	1		5	5	
	Total	68	64	4	4	4		1	1		5	5	
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	5	3	2							1	1	
	Total	5	3	2							1	1	



Acuity Holdings Inc. (certificate # 10000135)

Form 2 A

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National
Reporting Period 2016-11-28 to 2018-10-23

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



Acuity Holdings Inc. (certificate # 10000135)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National
Reporting Period 2016-11-28 to 2018-10-23

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total Number of Employees		124	102	22	9	7	2	3	3		12	9	3



Acuity Holdings Inc. (certificate # 10000135)

Form 3 A

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / National
Reporting Period 2016-11-28 to 2018-10-23

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	124	102	22	9	7	2	3	3		12	9	3
Total Number of Employees	124	102	22	9	7	2	3	3		12	9	3



Acuity Holdings Inc. (certificate # 10000135)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / National

Reporting Period 2016-11-28 to 2018-10-23

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Skilled Sales and Service Personnel	3	3										
Intermediate Sales and Service Personnel	2		2									
Semi-Skilled Manual Workers	6	6		1	1							
Other Manual Workers	2	2										
Total Number of Employees Hired	13	11	2	1	1							



Acuity Holdings Inc. (certificate # 10000135)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / National
Reporting Period 2016-11-28 to 2018-10-23

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

Acuity Holdings Inc. (certificate # 10000135)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / National

Reporting Period 2016-11-28 to 2018-10-23

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Supervisors: Crafts and Trades	1	1										
Administrative and Senior Clerical Personnel	1		1									
Skilled Sales and Service Personnel	16	15	1	5	5					1	1	
Intermediate Sales and Service Personnel	2		2				1		1			
Other Manual Workers	2	2										
Total Number of Employees Terminated	22	18	4	5	5		1		1	1	1	



Workplace Equity Information Management System - Acuity Holdings Inc.

Workforce Analysis - Detailed Report

Date: 2018-10-23

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
02 : Middle and Other Managers	National	13	3	23.1 %	39.4 %	5	-2	National
03 : Professionals		1	0	0.0 %	27.7 %	0	0	
2171 : Information systems analysts and consultants	National	1	0	0.0 %	27.7 %	0	0	National
04 : Semi-Professionals and Technicians		2	2	100.0 %	45.6 %	1	1	
2211 : Chemical technologists and technicians	Alberta	2	2	100.0 %	45.6 %	1	1	Alberta
05 : Supervisors		3	1	33.3 %	51.4 %	2	-1	
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	53.4 %	1	-1	Edmonton
Employment Equity Occupational Group	Montréal	2	1	50.0 %	50.5 %	1	0	Montréal
06 : Supervisors: Crafts and Trades		1	1	100.0 %	9.9 %	0	1	
9214 : Supervisors, plastic and rubber products manufacturing	Alberta	1	1	100.0 %	9.9 %	0	1	Alberta
07 : Administrative and Senior Clerical Personnel		1	0	0.0 %	82.0 %	1	-1	
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	82.0 %	1	-1	Winnipeg
08 : Skilled Sales and Service Personnel		68	4	5.9 %	27.2 %	18	-14	
6221 : Technical sales specialists - wholesale trade	Alberta	14	2	14.3 %	23.4 %	3	-1	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	6	1	16.7 %	27.9 %	2	-1	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	8	0	0.0 %	22.9 %	2	-2	Manitoba
6221 : Technical sales specialists - wholesale trade	New Brunswick	1	0	0.0 %	29.1 %	0	0	New Brunswick
6221 : Technical sales specialists - wholesale trade	Nova Scotia	2	0	0.0 %	26.7 %	1	-1	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	11	0	0.0 %	27.9 %	3	-3	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	21	1	4.8 %	29.9 %	6	-5	Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	4	0	0.0 %	23.1 %	1	-1	Saskatchewan
6235 : Financial sales representatives	Québec	1	0	0.0 %	62.0 %	1	-1	Québec
10 : Clerical Personnel		5	2	40.0 %	67.0 %	3	-1	
Employment Equity Occupational Group	Edmonton	2	1	50.0 %	71.9 %	1	0	Edmonton



Workplace Equity Information Management System - Acuity Holdings Inc.

Workforce Analysis - Detailed Report

Date: 2018-10-23

000296

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Montréal	2	0	0.0 %	61.6 %	1	-1	Montréal
Employment Equity Occupational Group	Winnipeg	1	1	100.0 %	68.3 %	1	0	Winnipeg
11 : Intermediate Sales and Service Personnel		11	8	72.7 %	64.0 %	7	1	
Employment Equity Occupational Group	Edmonton	1	1	100.0 %	69.6 %	1	0	Edmonton
Employment Equity Occupational Group	Montréal	9	6	66.7 %	63.2 %	6	0	Montréal
Employment Equity Occupational Group	Toronto	1	1	100.0 %	65.7 %	1	0	Toronto
12 : Semi-Skilled Manual Workers		13	0	0.0 %	15.9 %	2	-2	
Employment Equity Occupational Group	Edmonton	3	0	0.0 %	14.9 %	0	0	Edmonton
Employment Equity Occupational Group	Montréal	5	0	0.0 %	15.9 %	1	-1	Montréal
Employment Equity Occupational Group	Toronto	2	0	0.0 %	20.1 %	0	0	Toronto
Employment Equity Occupational Group	Winnipeg	3	0	0.0 %	14.2 %	0	0	Winnipeg
13 : Other Sales and Service Personnel		1	0	0.0 %	57.9 %	1	-1	
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	57.9 %	1	-1	Edmonton
14 : Other Manual Workers		5	1	20.0 %	18.1 %	1	0	
Employment Equity Occupational Group	Edmonton	5	1	20.0 %	18.1 %	1	0	Edmonton
Total		124	22	17.8 %	33.2 %	41	-19	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workplace Equity Information Management System - Acuity Holdings Inc.

Workforce Analysis - Detailed Report

Date: 2018-10-23

000297

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
02 : Middle and Other Managers	National	13	0	0.0 %	2.7 %	0	0	National
03 : Professionals		1	0	0.0 %	1.3 %	0	0	
2171 : Information systems analysts and consultants	National	1	0	0.0 %	1.3 %	0	0	National
04 : Semi-Professionals and Technicians		2	1	50.0 %	2.8 %	0	1	
2211 : Chemical technologists and technicians	Alberta	2	1	50.0 %	2.8 %	0	1	Alberta
05 : Supervisors		3	1	33.3 %	2.0 %	0	1	
Employment Equity Occupational Group	Edmonton	1	1	100.0 %	4.5 %	0	1	Edmonton
Employment Equity Occupational Group	Montréal	2	0	0.0 %	0.8 %	0	0	Montréal
06 : Supervisors: Crafts and Trades		1	1	100.0 %	4.2 %	0	1	
9214 : Supervisors, plastic and rubber products manufacturing	Alberta	1	1	100.0 %	4.2 %	0	1	Alberta
07 : Administrative and Senior Clerical Personnel		1	0	0.0 %	9.2 %	0	0	
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	9.2 %	0	0	Winnipeg
08 : Skilled Sales and Service Personnel		68	4	5.9 %	2.4 %	2	2	
6221 : Technical sales specialists - wholesale trade	Alberta	14	1	7.1 %	2.8 %	0	1	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	6	0	0.0 %	2.1 %	0	0	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	8	1	12.5 %	5.5 %	0	1	Manitoba
6221 : Technical sales specialists - wholesale trade	New Brunswick	1	0	0.0 %	2.2 %	0	0	New Brunswick
6221 : Technical sales specialists - wholesale trade	Nova Scotia	2	0	0.0 %	3.2 %	0	0	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	11	1	9.1 %	1.2 %	0	1	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	21	0	0.0 %	1.1 %	0	0	Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	4	1	25.0 %	4.6 %	0	1	Saskatchewan
6235 : Financial sales representatives	Québec	1	0	0.0 %	0.9 %	0	0	Québec
10 : Clerical Personnel		5	0	0.0 %	4.8 %	0	0	
Employment Equity Occupational Group	Edmonton	2	0	0.0 %	5.3 %	0	0	Edmonton



Workplace Equity Information Management System - Acuity Holdings Inc.

Workforce Analysis - Detailed Report

Date: 2018-10-23

000298

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Montréal	2	0	0.0 %	1.0 %	0	0	Montréal
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	11.4 %	0	0	Winnipeg
11 : Intermediate Sales and Service Personnel		11	0	0.0 %	1.3 %	0	0	
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	5.7 %	0	0	Edmonton
Employment Equity Occupational Group	Montréal	9	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	Toronto	1	0	0.0 %	0.8 %	0	0	Toronto
12 : Semi-Skilled Manual Workers		13	2	15.4 %	4.2 %	1	1	
Employment Equity Occupational Group	Edmonton	3	0	0.0 %	6.2 %	0	0	Edmonton
Employment Equity Occupational Group	Montréal	5	1	20.0 %	1.0 %	0	1	Montréal
Employment Equity Occupational Group	Toronto	2	1	50.0 %	0.8 %	0	1	Toronto
Employment Equity Occupational Group	Winnipeg	3	0	0.0 %	9.8 %	0	0	Winnipeg
13 : Other Sales and Service Personnel		1	0	0.0 %	6.3 %	0	0	
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	6.3 %	0	0	Edmonton
14 : Other Manual Workers		5	0	0.0 %	8.3 %	0	0	
Employment Equity Occupational Group	Edmonton	5	0	0.0 %	8.3 %	0	0	Edmonton
Total		124	9	7.3 %	2.9 %	3	6	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workplace Equity Information Management System - Acuity Holdings Inc.

Workforce Analysis - Detailed Report

Date: 2018-10-23

000299

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
02 : Middle and Other Managers	National	13	1	7.7 %	17.6 %	2	-1	National
03 : Professionals		1	0	0.0 %	38.6 %	0	0	
2171 : Information systems analysts and consultants	National	1	0	0.0 %	38.6 %	0	0	National
04 : Semi-Professionals and Technicians		2	2	100.0 %	36.2 %	1	1	
2211 : Chemical technologists and technicians	Alberta	2	2	100.0 %	36.2 %	1	1	Alberta
05 : Supervisors		3	1	33.3 %	25.1 %	1	0	
Employment Equity Occupational Group	Edmonton	1	1	100.0 %	34.5 %	0	1	Edmonton
Employment Equity Occupational Group	Montréal	2	0	0.0 %	20.4 %	0	0	Montréal
06 : Supervisors: Crafts and Trades		1	0	0.0 %	31.0 %	0	0	
9214 : Supervisors, plastic and rubber products manufacturing	Alberta	1	0	0.0 %	31.0 %	0	0	Alberta
07 : Administrative and Senior Clerical Personnel		1	0	0.0 %	15.9 %	0	0	
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	15.9 %	0	0	Winnipeg
08 : Skilled Sales and Service Personnel		68	5	7.4 %	13.9 %	9	-4	
6221 : Technical sales specialists - wholesale trade	Alberta	14	0	0.0 %	12.9 %	2	-2	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	6	0	0.0 %	26.1 %	2	-2	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	8	0	0.0 %	9.9 %	1	-1	Manitoba
6221 : Technical sales specialists - wholesale trade	New Brunswick	1	0	0.0 %	2.5 %	0	0	New Brunswick
6221 : Technical sales specialists - wholesale trade	Nova Scotia	2	0	0.0 %	2.3 %	0	0	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	11	1	9.1 %	22.8 %	3	-2	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	21	3	14.3 %	10.9 %	2	1	Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	4	0	0.0 %	5.7 %	0	0	Saskatchewan
6235 : Financial sales representatives	Québec	1	1	100.0 %	20.4 %	0	1	Québec
10 : Clerical Personnel		5	1	20.0 %	21.4 %	1	0	
Employment Equity Occupational Group	Edmonton	2	0	0.0 %	21.5 %	0	0	Edmonton



Workplace Equity Information Management System - Acuity Holdings Inc.

Workforce Analysis - Detailed Report

Date: 2018-10-23

000300

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Montréal	2	1	50.0 %	20.4 %	0	1	Montréal
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	23.3 %	0	0	Winnipeg
11 : Intermediate Sales and Service Personnel		11	0	0.0 %	29.8 %	3	-3	
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	32.9 %	0	0	Edmonton
Employment Equity Occupational Group	Montréal	9	0	0.0 %	26.6 %	2	-2	Montréal
Employment Equity Occupational Group	Toronto	1	0	0.0 %	54.7 %	1	-1	Toronto
12 : Semi-Skilled Manual Workers		13	2	15.4 %	35.1 %	5	-3	
Employment Equity Occupational Group	Edmonton	3	0	0.0 %	28.4 %	1	-1	Edmonton
Employment Equity Occupational Group	Montréal	5	2	40.0 %	26.1 %	1	1	Montréal
Employment Equity Occupational Group	Toronto	2	0	0.0 %	62.9 %	1	-1	Toronto
Employment Equity Occupational Group	Winnipeg	3	0	0.0 %	38.2 %	1	-1	Winnipeg
13 : Other Sales and Service Personnel		1	0	0.0 %	43.4 %	0	0	
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	43.4 %	0	0	Edmonton
14 : Other Manual Workers		5	0	0.0 %	24.5 %	1	-1	
Employment Equity Occupational Group	Edmonton	5	0	0.0 %	24.5 %	1	-1	Edmonton
Total		124	12	9.7 %	19.9 %	23	-11	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workplace Equity Information Management System - Acuity Holdings Inc.

Workforce Analysis - Detailed Report

Date: 2018-10-23

000301

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		Gap #	Recruitment Area
			#	%	%	#		
01/02 : Managers	National	13	0	0.0 %	5.0 %	1	-1	National
03 : Professionals	National	1	0	0.0 %	8.9 %	0	0	National
04 : Semi-Professionals and Technicians	National	2	0	0.0 %	7.6 %	0	0	National
05 : Supervisors	National	3	1	33.3 %	27.5 %	1	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
08 : Skilled Sales and Service Personnel	National	68	1	1.5 %	8.0 %	5	-4	National
10 : Clerical Personnel	National	5	0	0.0 %	9.3 %	0	0	National
11 : Intermediate Sales and Service Personnel	National	11	0	0.0 %	10.8 %	1	-1	National
12 : Semi-Skilled Manual Workers	National	13	1	7.7 %	10.3 %	1	0	National
13 : Other Sales and Service Personnel	National	1	0	0.0 %	10.7 %	0	0	National
14 : Other Manual Workers	National	5	0	0.0 %	6.8 %	0	0	National
Total		124	3	2.4 %	8.7 %	9	-6	

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: 2018-10-23

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
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
08 : Skilled Sales and Service Personnel	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA
13 : Other Sales and Service Personnel	EEOG	CMA
14 : Other Manual Workers	EEOG	CMA



Workforce Analysis - Detailed Report

Date: 2018-10-23

000303

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
08 : Skilled Sales and Service 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
14 : Other Manual Workers	EEOG	National



Workplace Equity Information Management System - Acuity Holdings Inc.

Workforce Analysis - Summary Report

Date: 2018-10-23

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
02 : Middle and Other Managers	13	3	23.1 %	38.9 %	5	-2
03 : Professionals	1	0	0.0 %	28.3 %	0	0
04 : Semi-Professionals and Technicians	2	2	100.0 %	45.9 %	1	1
05 : Supervisors	3	1	33.3 %	52.6 %	2	-1
06 : Supervisors: Crafts and Trades	1	1	100.0 %	7.6 %	0	1
07 : Administrative and Senior Clerical Personnel	1	0	0.0 %	81.1 %	1	-1
08 : Skilled Sales and Service Personnel	68	4	5.9 %	27.2 %	18	-14
10 : Clerical Personnel	5	2	40.0 %	66.7 %	3	-1
11 : Intermediate Sales and Service Personnel	11	8	72.7 %	62.5 %	7	1
12 : Semi-Skilled Manual Workers	13	0	0.0 %	17.5 %	2	-2
13 : Other Sales and Service Personnel	1	0	0.0 %	59.2 %	1	-1
14 : Other Manual Workers	5	1	20.0 %	16.1 %	1	0
Total	124	22	17.8 %	33.1 %	41	-19

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Acuity Holdings Inc.

Workforce Analysis - Summary Report

Date: 2018-10-23

000305

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees #	Representation		Availability		Gap #
		#	%	%	#	
02 : Middle and Other Managers	13	0	0.0 %	2.2 %	0	0
03 : Professionals	1	0	0.0 %	1.1 %	0	0
04 : Semi-Professionals and Technicians	2	1	50.0 %	2.8 %	0	1
05 : Supervisors	3	1	33.3 %	2.0 %	0	1
06 : Supervisors: Crafts and Trades	1	1	100.0 %	0.0 %	0	1
07 : Administrative and Senior Clerical Personnel	1	0	0.0 %	8.5 %	0	0
08 : Skilled Sales and Service Personnel	68	4	5.9 %	2.4 %	2	2
10 : Clerical Personnel	5	0	0.0 %	4.3 %	0	0
11 : Intermediate Sales and Service Personnel	11	0	0.0 %	1.2 %	0	0
12 : Semi-Skilled Manual Workers	13	2	15.4 %	4.0 %	1	1
13 : Other Sales and Service Personnel	1	0	0.0 %	6.7 %	0	0
14 : Other Manual Workers	5	0	0.0 %	8.2 %	0	0
Total	124	9	7.3 %	2.8 %	3	6

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Acuity Holdings Inc.

Workforce Analysis - Summary Report

Date: 2018-10-23

000306

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
02 : Middle and Other Managers	13	1	7.7 %	15.0 %	2	-1
03 : Professionals	1	0	0.0 %	31.4 %	0	0
04 : Semi-Professionals and Technicians	2	2	100.0 %	27.2 %	1	1
05 : Supervisors	3	1	33.3 %	18.3 %	1	0
06 : Supervisors: Crafts and Trades	1	0	0.0 %	25.8 %	0	0
07 : Administrative and Senior Clerical Personnel	1	0	0.0 %	11.1 %	0	0
08 : Skilled Sales and Service Personnel	68	5	7.4 %	11.8 %	8	-3
10 : Clerical Personnel	5	1	20.0 %	17.4 %	1	0
11 : Intermediate Sales and Service Personnel	11	0	0.0 %	24.8 %	3	-3
12 : Semi-Skilled Manual Workers	13	2	15.4 %	29.2 %	4	-2
13 : Other Sales and Service Personnel	1	0	0.0 %	34.1 %	0	0
14 : Other Manual Workers	5	0	0.0 %	19.8 %	1	-1
Total	124	12	9.7 %	16.5 %	21	-9

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-10-23

000307

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities			Gap #	
		Representation		Availability		
		#	%	%		
01/02 : Managers	13	0	0.0 %	4.3 %	1	-1
03 : Professionals	1	0	0.0 %	3.8 %	0	0
04 : Semi-Professionals and Technicians	2	0	0.0 %	4.6 %	0	0
05 : Supervisors	3	1	33.3 %	13.9 %	0	1
06 : Supervisors: Crafts and Trades	1	0	0.0 %	7.8 %	0	0
07 : Administrative and Senior Clerical Personnel	1	0	0.0 %	3.4 %	0	0
08 : Skilled Sales and Service Personnel	68	1	1.5 %	3.5 %	2	-1
10 : Clerical Personnel	5	0	0.0 %	7.0 %	0	0
11 : Intermediate Sales and Service Personnel	11	0	0.0 %	5.6 %	1	-1
12 : Semi-Skilled Manual Workers	13	1	7.7 %	4.8 %	1	0
13 : Other Sales and Service Personnel	1	0	0.0 %	6.3 %	0	0
14 : Other Manual Workers	5	0	0.0 %	5.3 %	0	0
Total	124	3	2.4 %	4.4 %	5	-2

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-10-23

000308

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
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
08 : Skilled Sales and Service Personnel	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA
13 : Other Sales and Service Personnel	EEOG	CMA
14 : Other Manual Workers	EEOG	CMA



Workforce Analysis - Summary Report

Date: 2018-10-23

000309

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
08 : Skilled Sales and Service 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
14 : Other Manual Workers	EEOG	National

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Acuity Holdings Inc.

[Date: 2018-10-23]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	11	28

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	10	23

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EOG)		All Employees		
		Women		
			Representation	Availability*
	#	#	%	
01	Senior Managers	0	0	27.40
02	Middle & Other Managers	13	0	38.90
03	Professionals	1	0	47.30
04	Semi-Professionals & Technicians	2	0	0.00
05	Supervisors	3	1	55.60
06	Supervisors: Crafts & Trades	2	0	0.00
07	Administrative & Senior Clerical Personnel	2	1	84.90
08	Skilled Sales & Service Personnel	83	0	27.60
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	5	1	65.20
11	Intermediate Sales & Service Personnel	11	1	68.60
12	Semi-Skilled Manual Workers	8	0	0.00
13	Other Sales & Service Personnel	1	1	0.00
14	Other Manual Workers	5	0	0.00
Total		136	5	43.7

Table 5: Women

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EOG)		All Employees		
		Women		
			Representation	Availability*
	#	#	%	
		0	0	0.00
		13	3	38.90
		1	0	28.30
		2	2	45.90
		3	1	52.60
		1	1	7.60
		1	0	81.10
		68	4	27.20
		0	0	0.00
		5	2	66.70
		11	8	62.50
		13	0	17.50
		1	0	59.20
		5	1	16.10
Total		124	22	0

*** Source:**

2011 National Household Survey

*** Source:**

2011 National Household Survey

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Acuity Holdings Inc.
[Date: 2018-10-23]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	11	28

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	10	23

Employment Equity Occupational Group (EEOG)		Table 2: Aboriginal Peoples		
		First/Previous Workforce Analysis		
		All Employees	Aboriginal Peoples	
			Representation	Availability*
#	#	%		
01	Senior Managers	0	0	0.00
02	Middle & Other Managers	13	0	2.20
03	Professionals	1	0	1.10
04	Semi-Professionals & Technicians	2	1	2.80
05	Supervisors	3	1	2.00
06	Supervisors: Crafts & Trades	2	1	1.30
07	Administrative & Senior Clerical Personnel	2	0	6.00
08	Skilled Sales & Service Personnel	83	9	2.20
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	5	0	4.30
11	Intermediate Sales & Service Personnel	11	0	1.50
12	Semi-Skilled Manual Workers	8	1	5.50
13	Other Sales & Service Personnel	1	0	6.70
14	Other Manual Workers	5	0	8.20
Total		136	13	2.7

		Table 6: Aboriginal Peoples		
		Subsequent/Current Workforce Analysis		
		All Employees	Aboriginal Peoples	
			Representation	Availability*
#	#	%		
	0	0	0.00	
	13	0	2.20	
	1	0	1.10	
	2	1	2.80	
	3	1	2.00	
	1	1	0.00	
	1	0	8.50	
	68	4	2.40	
	0	0	0.00	
	5	0	4.30	
	11	0	1.20	
	13	2	4.00	
	1	0	6.70	
	5	0	8.20	
	124	9	0.0	

*** Source:**
2011 National Household Survey

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Acuity Holdings Inc.
[Date: 2018-10-23]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	11	28

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	10	23

Employment Equity Occupational Group (EEOG)		Table 3: Members of Visible Minorities		
		First/Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
			Representation	Availability*
#	#	%		
01	Senior Managers	0	0	0.00
02	Middle & Other Managers	13	1	15.00
03	Professionals	1	0	31.40
04	Semi-Professionals & Technicians	2	2	27.20
05	Supervisors	3	1	18.30
06	Supervisors: Crafts & Trades	2	0	14.90
07	Administrative & Senior Clerical Personnel	2	0	12.30
08	Skilled Sales & Service Personnel	83	6	0.00
09	Skilled Crafts & Trades Workers	0	0	11.80
10	Clerical Personnel	5	1	17.40
11	Intermediate Sales & Service Personnel	11	0	25.10
12	Semi-Skilled Manual Workers	8	2	24.60
13	Other Sales & Service Personnel	1	0	34.10
14	Other Manual Workers	5	0	19.80
Total		136	13	15.2

		Table 7: Members of Visible Minorities		
		Subsequent/Current Workforce Analysis		
		All Employees	Members of Visible Minorities	
			Representation	Availability*
#	#	%		
		0	0	0.00
		13	1	15.00
		1	0	31.40
		2	2	27.20
		3	1	18.30
		1	0	25.80
		1	0	11.10
		68	5	11.80
		0	0	0.00
		5	1	17.40
		11	0	24.80
		13	2	29.20
		1	0	34.10
		5	0	19.80
		124	12	0.0

*** Source:**
2011 National Household Survey

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Acuity Holdings Inc.
[Date: 2018-10-23]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	11	28

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	10	23

Employment Equity Occupational Group (EEOG)		Table 4: Persons with Disabilities		
		First/Previous Workforce Analysis		
		All Employees	Persons with Disabilities	
			Representation	Availability*
#	#	%		
01/02	Managers	13	0	4.30
03	Professionals	1	0	3.80
04	Semi-Professionals & Technicians	2	0	4.60
05	Supervisors	3	1	13.90
06	Supervisors: Crafts & Trades	2	0	7.80
07	Administrative & Senior Clerical Personnel	2	0	3.40
08	Skilled Sales & Service Personnel	83	1	3.50
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	5	0	7.00
11	Intermediate Sales & Service Personnel	11	1	5.60
12	Semi-Skilled Manual Workers	8	1	4.80
13	Other Sales & Service Personnel	1	0	6.30
14	Other Manual Workers	5	0	5.30
Total		136	4	4.3

		Table 8: Persons with Disabilities		
		Subsequent/Current Workforce Analysis		
		All Employees	Persons with Disabilities	
			Representation	Availability*
#	#	%		
	13	0	4.30	
	1	0	3.80	
	2	0	4.60	
	3	1	13.90	
	1	0	7.80	
	1	0	3.40	
	68	1	3.50	
	0	0	0.00	
	5	0	7.00	
	11	0	5.60	
	13	1	4.80	
	1	0	6.30	
	5	0	5.30	
	124	3	0.0	

*** Source:**
2012 Canadian Survey on Disability

*** Source:**
2012 Canadian Survey on Disability

Federal Contractors Program Achievement Report
Part 2: Flow Data Analysis
Acuity Holdings Inc.
[Date: 2018-10-23]

Start Date of Flow Data		
YYYY	MM	DD
2015	06	17

End Date of Flow Data		
YYYY	MM	DD
2018	10	23

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted
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Data from Form 6 - Employees Terminated
--

Employment Equity Occupational Group (EEOG)	Table 1: Women				Table 5: Women				Table 9: Women			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	1	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	1	1	0	0
08 Skilled Sales & Service Personnel	3	0	0	0	1	0	0	0	26	1	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	1	1	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	2	2	0	0	1	0	0	0	2	2	0	0
12 Semi-Skilled Manual Workers	6	0	0	0	1	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	2	0	0	0	0	0	0	0	3	0	0	0
Total	13	2	0	0	4	1	0	0	33	4	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Acuity Holdings Inc.

[Date: 2018-10-23]

Start Date of Flow Data		
YYYY	MM	DD
2015	06	17

End Date of Flow Data		
YYYY	MM	DD
2018	10	23

Data from Form 4 - Employees Hired			
↓	↓	↓	↓

Data from Form 5 - Employees Promoted			
↓	↓	↓	↓

Data from Form 6 - Employees Terminated			
↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples				Table 6: Aboriginal Peoples				Table 10: Aboriginal Peoples			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	1	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	1	0	0	0
08 Skilled Sales & Service Personnel	3	0	0	0	1	0	0	0	26	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	1	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	2	0	0	0	1	0	0	0	2	0	0	0
12 Semi-Skilled Manual Workers	6	1	0	0	1	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	2	0	0	0	0	0	0	0	3	0	0	0
Total	13	1	0	0	4	0	0	0	33	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Acuity Holdings Inc.

[Date: 2018-10-23]

Start Date of Flow Data		
YYYY	MM	DD
2015	06	17

End Date of Flow Data		
YYYY	MM	DD
2018	10	23

Data from Form 4 - Employees Hired			
↓	↓	↓	↓

Data from Form 5 - Employees Promoted			
↓	↓	↓	↓

Data from Form 6 - Employees Terminated			
↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	1	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	1	0	0	0
08 Skilled Sales & Service Personnel	3	0	0	0	1	0	0	0	26	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	1	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	2	0	0	0	1	0	0	0	2	0	0	0
12 Semi-Skilled Manual Workers	6	0	0	0	1	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	2	0	0	0	0	0	0	0	3	0	0	0
Total	13	0	0	0	4	0	0	0	33	0	0	0

Federal Contractors Program Achievement Report
Part 2: Flow Data Analysis
Acuity Holdings Inc.
[Date: 2018-10-23]

Start Date of Flow Data			End Date of Flow Data		
YYYY	MM	DD	YYYY	MM	DD
2015	06	17	2018	10	23

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	
02 Middle & Other Managers	0	0	0	0	0	0	0	0	0	0	0	
03 Professionals	0	0	0	0	0	0	0	0	0	0	0	
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	1	0	0	0	
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	1	0	0	0	
08 Skilled Sales & Service Personnel	3	0	0	0	1	0	0	26	0	0	0	
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	
10 Clerical Personnel	0	0	0	0	1	0	0	0	0	0	0	
11 Intermediate Sales & Service Personnel	2	0	0	0	1	0	0	2	0	0	0	
12 Semi-Skilled Manual Workers	6	0	0	0	1	0	0	0	0	0	0	
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	
14 Other Manual Workers	2	0	0	0	0	0	0	3	0	0	0	
Total	13	0	0	0	4	0	0	0	33	0	0	

Federal Contractors Program Achievement Report

Part 3: Goals

Acuity Holdings Inc.

[Date: 2018-10-23]

000318

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EOG)	All Employees								First/Previous Short-term Goals											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	YYYY-MM-DD	Annually		Over 3 Years	2016					
	2016-11-28	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-11-28	Annually	Over 3 Years	Annually	Over 3 Years	2016	2019						
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%	
01 Senior Managers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		27.4%	0	0	#DIV/0!	#DIV/0!	
02 Middle & Other Managers	13	0.0%		0	0.0%		0	0	0	0.0%	5	0	0		38.9%	-5	0	3.0%	3.0%	
03 Professionals	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		47.3%	0	0	28.3%	28.3%	
04 Semi-Professionals & Tech	2	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	23.0%	23.0%	
05 Supervisors	3	0.0%		0	0.0%		0	0	1	0.0%	0	1	0		55.6%	-1	-1	17.5%	17.5%	
06 Supervisors: Crafts & Trades	2	-20.6%		0	66.7%		0	0	0	0.0%	0	0	0		0.0%	0	0	3.4%	3.4%	
07 Administrative & Sr Clerical	2	-20.6%		0	66.7%		0	0	1	0.0%	0	1	0		84.9%	-1	-1	41.4%	41.4%	
08 Skilled Sales & Service	83	-6.4%		0	34.4%		0	0	0	0.0%	0	23	0		27.6%	-23	-23	0.3%	0.3%	
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	5	0.0%		0	0.0%		0	0	1	0.0%	0	3	0		65.2%	-3	-3	13.3%	13.3%	
11 Intermediate Sales & Service	11	0.0%		0	18.2%		0	0	1	0.0%	0	7	0		68.6%	-7	-7	5.7%	5.7%	
12 Semi-Skilled Manual	8	17.6%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	2.0%	2.0%	
13 Other Sales & Service	1	0.0%		0	0.0%		0	0	1	0.0%	0	-1	0		0.0%	1	1	59.2%	59.2%	
14 Other Manual Workers	5	0.0%		0	60.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	3.2%	3.2%	
Total	136	-3.0%		0	25.4%		0	0	5	0.0%	0	54	0		43.7%	-54	-54	3.7%	3.7%	

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

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

Table 2: Women

Employment Equity Occupational Group (EOG)	Women				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	1	0.0	1	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	1	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	9	0.0	8	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	1	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	1	0.0	0	0.0	
13 Other Sales & Service	1	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	14		9		

Federal Contractors Program Achievement Report

Part 3: Goals

Acuity Holdings Inc.

[Date: 2018-10-23]

000319

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

Employment Equity Occupational Group (EOG)	All Employees																	Aboriginal Peoples				
	First/Previous Short-term Goals																	3 Year Goals				
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	From - To		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years			
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	YYYY-MM-DD		Annually	Over 3 Years						YYYY - YYYY	2016	2019
	2016-11-28	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-11-28	Annually	Over 3 Years	2016	2019	%	%	%	%	%	%				
#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%				
01 Senior Managers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
02 Middle & Other Managers	13	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	2.2%	0	0	0.0%	0.0%			
03 Professionals	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	1.1%	0	0	0.0%	0.0%			
04 Semi-Professionals & Tech	2	0.0%		0	0.0%		0	0	1	0.0%	0	-1	0	0	2.8%	1	1	50.0%	50.0%			
05 Supervisors	3	0.0%		0	0.0%		0	0	1	0.0%	0	-1	0	0	2.0%	1	1	33.3%	33.3%			
06 Supervisors: Crafts & Trades	2	-20.6%		0	66.7%		0	0	1	0.0%	0	-1	0	0	1.3%	1	1	50.0%	50.0%			
07 Administrative & Sr Clerical	2	-20.6%		0	66.7%		0	0	0	0.0%	0	0	0	0	6.0%	0	0	0.0%	0.0%			
08 Skilled Sales & Service	83	-6.4%		0	34.4%		0	0	9	0.0%	0	-7	0	0	2.2%	7	7	10.8%	10.8%			
09 Skilled Crafts & Trades	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	5	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	4.3%	0	0	0.0%	0.0%			
11 Intermediate Sales & Service	11	0.0%		0	18.2%		0	0	0	0.0%	0	0	0	0	1.5%	0	0	0.0%	0.0%			
12 Semi-Skilled Manual	8	17.6%		0	0.0%		0	0	1	0.0%	0	-1	0	0	5.5%	1	1	12.5%	12.5%			
13 Other Sales & Service	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	6.7%	0	0	0.0%	0.0%			
14 Other Manual Workers	5	0.0%		0	60.0%		0	0	0	0.0%	0	0	0	0	8.2%	0	0	0.0%	0.0%			
Total	136	-3.0%		0	25.4%		0	0	13	0.0%	0	-9	0	0	2.7%	9	9	9.6%	9.6%			

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

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

Table 4: Aboriginal Peoples

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

Federal Contractors Program Achievement Report

Part 3: Goals

Acuity Holdings Inc.

[Date: 2018-10-23]

000320

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)		All Employees										Persons with Disabilities											
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual	Projected	Actual		Over 3 Years	Over 3 Years	Over 3 Years	Over 3 Years	From - To		From - To						
		2016-11-28	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-11-28	Annually	Over 3 Years	Annually	Over 3 Years	2016	2019								
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%			
01/02	Managers	13	0.0%		0	0.0%		0	0	0	0.0%	0	1	0	4.3%	-1	-1	0.0%	0.0%				
03	Professionals	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	3.8%	0	0	0.0%	0.0%				
04	Semi-Professionals & Tech	2	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	4.6%	0	0	0.0%	0.0%				
05	Supervisors	3	0.0%		0	0.0%		0	0	1	0.0%	0	-1	0	13.9%	1	1	33.3%	33.3%				
06	Supervisors: Crafts & Trades	2	-20.6%		0	66.7%		0	0	0	0.0%	0	0	0	7.8%	0	0	0.0%	0.0%				
07	Administrative & Sr Clerical	2	-20.6%		0	66.7%		0	0	0	0.0%	0	0	0	3.4%	0	0	0.0%	0.0%				
08	Skilled Sales & Service	83	-6.4%		0	34.4%		0	0	1	0.0%	0	2	0	3.5%	-2	-2	1.2%	1.2%				
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	5	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	7.0%	0	0	0.0%	0.0%				
11	Intermediate Sales & Service	11	0.0%		0	18.2%		0	0	1	0.0%	0	0	0	5.6%	0	0	9.1%	9.1%				
12	Semi-Skilled Manual	8	17.6%		0	0.0%		0	0	1	0.0%	0	-1	0	4.8%	1	1	12.5%	12.5%				
13	Other Sales & Service	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	6.3%	0	0	0.0%	0.0%				
14	Other Manual Workers	5	0.0%		0	60.0%		0	0	0	0.0%	0	0	0	5.3%	0	0	0.0%	0.0%				
Total		136	-3.0%		0	25.4%		0	0	4	0.0%	0	2	0	4.3%	-2	-2	2.9%	2.9%				

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)		Persons with Disabilities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01/02	Managers	0	0.0	1	0.0	
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	1	0.0	1	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		1		2		

Federal Contractors Program Achievement Report

Part 3: Goals

Acuity Holdings Inc.

[Date: 2018-10-23]

000321

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	All Employees																			Members of Visible Minorities				
	First/Previous Short-term Goals														Members of Visible Minorities									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years					
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Over 3 Years		Over 3 Years	Over 3 Years						From - To	From - To			
	2016-11-28	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-11-28	Annually	Over 3 Years	2016	2019	2016	2019										
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%						
01 Senior Managers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!					
02 Middle & Other Managers	13	0.0%		0	0.0%		0	0	1	0.0%	0	1	0	15.0%	-1	-1	7.7%	7.7%						
03 Professionals	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	31.4%	0	0	0.0%	0.0%						
04 Semi-Professionals & Tech	2	0.0%		0	0.0%		0	0	2	0.0%	0	-1	0	27.2%	1	1	100.0%	100.0%						
05 Supervisors	3	0.0%		0	0.0%		0	0	1	0.0%	0	0	0	18.3%	0	0	33.3%	33.3%						
06 Supervisors: Crafts & Trades	2	-20.6%		0	66.7%		0	0	0	0.0%	0	0	0	14.9%	0	0	0.0%	0.0%						
07 Administrative & Sr Clerical	2	-20.6%		0	66.7%		0	0	0	0.0%	0	0	0	12.3%	0	0	0.0%	0.0%						
08 Skilled Sales & Service	83	-6.4%		0	34.4%		0	0	6	0.0%	0	-6	0	0.0%	6	6	7.2%	7.2%						
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	11.8%	0	0	#DIV/0!	#DIV/0!						
10 Clerical Personnel	5	0.0%		0	0.0%		0	0	1	0.0%	0	0	0	17.4%	0	0	20.0%	20.0%						
11 Intermediate Sales & Service	11	0.0%		0	18.2%		0	0	0	0.0%	0	3	0	25.1%	-3	-3	0.0%	0.0%						
12 Semi-Skilled Manual	8	17.6%		0	0.0%		0	0	2	0.0%	0	0	0	24.6%	0	0	25.0%	25.0%						
13 Other Sales & Service	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	34.1%	0	0	0.0%	0.0%						
14 Other Manual Workers	5	0.0%		0	60.0%		0	0	0	0.0%	0	1	0	19.8%	-1	-1	0.0%	0.0%						
Total	136	-3.0%		0	25.4%		0	0	13	0.0%	0	8	0	15.2%	-8	-8	9.6%	9.6%						

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	1	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	2	0.0	2	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	2	0.0	1	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	1	0.0	
Total	4		5		

Federal Contractors Program Achievement Report

Part 3: Goals

Acuity Holdings Inc.

[Date: 2018-10-23]

000322

Data for Subsequent/Current Goals

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

Table 9: Women

Employment Equity Occupational Group (EEOG)	Subsequent/Current Short-term Goals																		
	All Employees								Women										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	From - To		From - To						
	2018-10-23	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-10-23	Annually	Over 3 Years	2018-10-23	Annually	Over 3 Years	2018	2021				
#	%	%	#	%	%	#	#	#	%	#	#	%	#	%	%	#	#	%	%
01 Senior Managers	0	0.0%	0.0%	0	0.0%	17.9%	0	0	0	17.9%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	13	0.0%	0.0%	0	0.0%	17.9%	7	7	3	17.9%	2	4	3	38.9%	38.9%	-2	-1	23.1%	30.8%
03 Professionals	1	0.0%	0.0%	0	0.0%	17.9%	1	1	0	17.9%	0	0	0	0.0%	28.3%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	2	0.0%	0.0%	0	0.0%	17.9%	1	1	2	17.9%	1	0	0	0.0%	45.9%	1	0	100.0%	50.0%
05 Supervisors	3	0.0%	0.0%	0	0.0%	17.9%	2	2	1	17.9%	1	2	1	50.0%	52.6%	-1	-1	33.3%	33.3%
06 Supervisors: Crafts & Trades	1	-20.6%	0.0%	0	66.7%	17.9%	1	1	1	17.9%	1	0	0	0.0%	7.6%	1	0	100.0%	0.0%
07 Administrative & Sr Clerical	1	-20.6%	0.0%	0	66.7%	17.9%	1	1	0	17.9%	0	1	1	50.0%	81.1%	-1	0	0.0%	100.0%
08 Skilled Sales & Service	68	-6.4%	0.0%	0	34.4%	17.9%	37	37	4	17.9%	2	16	10	27.2%	27.2%	-14	-6	5.9%	17.6%
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	17.9%	0	0	0	17.9%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	5	0.0%	0.0%	0	0.0%	17.9%	3	3	2	17.9%	1	2	2	50.0%	66.7%	-1	0	40.0%	60.0%
11 Intermediate Sales & Service	11	0.0%	0.0%	0	18.2%	17.9%	6	6	8	17.9%	4	3	0	0.0%	62.5%	1	-3	72.7%	36.4%
12 Semi-Skilled Manual	13	17.6%	0.0%	0	0.0%	17.9%	7	7	0	17.9%	0	2	1	17.5%	17.5%	-2	-1	0.0%	7.7%
13 Other Sales & Service	1	0.0%	0.0%	0	0.0%	17.9%	1	1	0	17.9%	0	1	1	50.0%	59.2%	-1	0	0.0%	100.0%
14 Other Manual Workers	5	0.0%	0.0%	0	60.0%	17.9%	3	3	1	17.9%	1	1	0	0.0%	16.1%	0	-1	20.0%	0.0%
Total	124	-3.0%	0.0%	0	25.4%	17.9%	67	67	22	17.9%	12	-10	0	0.0%	0.0%	22	10	17.7%	8.1%

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

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

Table 10: Women

Employment Equity Occupational Group (EEOG)	Women		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0%		
02 Middle & Other Managers	38.9%		
03 Professionals	0.0%		
04 Semi-Professionals & Tech	0.0%		
05 Supervisors	50.0%	50.0%	
06 Supervisors: Crafts & Trades	0.0%		
07 Administrative & Sr Clerical	50.0%		The gap will be closed in the short term
08 Skilled Sales & Service	27.2%	27.2%	
09 Skilled Crafts & Trades	0.0%		
10 Clerical Personnel	50.0%		The gap will be closed in the short term
11 Intermediate Sales & Service	0.0%		
12 Semi-Skilled Manual	17.5%	17.5%	
13 Other Sales & Service	50.0%		The gap will be closed in the short term
14 Other Manual Workers	0.0%		
Total	0.0%		

Federal Contractors Program Achievement Report

Part 3: Goals

Acuity Holdings Inc.

[Date: 2018-10-23]

000323

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees										Aboriginal Peoples									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	YYYY-MM-DD		Annually	Over 3 Years						From - To
	2018-10-23	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-10-23	Annually	Over 3 Years	2018	2021								
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%		
01 Senior Managers	0	0.0%	0.0%	0	0.0%	17.9%	0	0	0	17.9%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
02 Middle & Other Managers	13	0.0%	0.0%	0	0.0%	17.9%	7	7	0	17.9%	0	0	0	2.2%	0	0	0.0%	0.0%		
03 Professionals	1	0.0%	0.0%	0	0.0%	17.9%	1	1	0	17.9%	0	0	0	1.1%	0	0	0.0%	0.0%		
04 Semi-Professionals & Tech	2	0.0%	0.0%	0	0.0%	17.9%	1	1	1	17.9%	1	0	0	2.8%	1	0	50.0%	0.0%		
05 Supervisors	3	0.0%	0.0%	0	0.0%	17.9%	2	2	1	17.9%	1	0	0	2.0%	1	0	33.3%	0.0%		
06 Supervisors: Crafts & Trades	1	-20.6%	0.0%	0	66.7%	17.9%	1	1	1	17.9%	1	0	0	0.0%	1	0	100.0%	0.0%		
07 Administrative & Sr Clerical	1	-20.6%	0.0%	0	66.7%	17.9%	1	1	0	17.9%	0	0	0	8.5%	0	0	0.0%	0.0%		
08 Skilled Sales & Service	68	-6.4%	0.0%	0	34.4%	17.9%	37	37	4	17.9%	2	0	0	2.4%	2	0	5.9%	2.9%		
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	17.9%	0	0	0	17.9%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	5	0.0%	0.0%	0	0.0%	17.9%	3	3	0	17.9%	0	0	0	4.3%	0	0	0.0%	0.0%		
11 Intermediate Sales & Service	11	0.0%	0.0%	0	18.2%	17.9%	6	6	0	17.9%	0	0	0	1.2%	0	0	0.0%	0.0%		
12 Semi-Skilled Manual	13	17.6%	0.0%	0	0.0%	17.9%	7	7	2	17.9%	1	0	0	4.0%	1	0	15.4%	7.7%		
13 Other Sales & Service	1	0.0%	0.0%	0	0.0%	17.9%	1	1	0	17.9%	0	0	0	6.7%	0	0	0.0%	0.0%		
14 Other Manual Workers	5	0.0%	0.0%	0	60.0%	17.9%	3	3	0	17.9%	0	0	0	8.2%	0	0	0.0%	0.0%		
Total	124	-3.0%	0.0%	0	25.4%	17.9%	67	67	9	17.9%	5	-4	0	0.0%	9	4	7.3%	3.2%		

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0%		
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	0.0%		
11 Intermediate Sales & Service	0.0%		
12 Semi-Skilled Manual	0.0%		
13 Other Sales & Service	0.0%		
14 Other Manual Workers	0.0%		
Total	0.0%		

Federal Contractors Program Achievement Report

Part 3: Goals

Acuity Holdings Inc.

[Date: 2018-10-23]

000324

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Employment Equity Occupational Group (EOG)	All Employees													Persons with Disabilities						
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	From - To		From - To							
	2018-10-23	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-10-23	Annually	Over 3 Years	2018	2021	2018	2021						
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%	
01/02 Managers	13	0.0%	0.0%	0	0.0%	17.9%	7	7	0	17.9%	0	1	0	4.3%	4.3%	-1	-1	0.0%	0.0%	
03 Professionals	1	0.0%	0.0%	0	0.0%	17.9%	1	1	0	17.9%	0	0	0	3.8%	3.8%	0	0	0.0%	0.0%	
04 Semi-Professionals & Tech	2	0.0%	0.0%	0	0.0%	17.9%	1	1	0	17.9%	0	0	0	4.6%	4.6%	0	0	0.0%	0.0%	
05 Supervisors	3	0.0%	0.0%	0	0.0%	17.9%	2	2	1	17.9%	1	0	0	13.9%	13.9%	1	0	33.3%	0.0%	
06 Supervisors: Crafts & Trades	1	-20.6%	0.0%	0	66.7%	17.9%	1	1	0	17.9%	0	0	0	7.8%	7.8%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	1	-20.6%	0.0%	0	66.7%	17.9%	1	1	0	17.9%	0	0	0	3.4%	3.4%	0	0	0.0%	0.0%	
08 Skilled Sales & Service	68	-6.4%	0.0%	0	34.4%	17.9%	37	37	1	17.9%	1	2	1	3.5%	3.5%	-1	-1	1.5%	1.5%	
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	17.9%	0	0	0	17.9%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	5	0.0%	0.0%	0	0.0%	17.9%	3	3	0	17.9%	0	0	0	7.0%	7.0%	0	0	0.0%	0.0%	
11 Intermediate Sales & Service	11	0.0%	0.0%	0	18.2%	17.9%	6	6	0	17.9%	0	1	0	5.6%	5.6%	-1	-1	0.0%	0.0%	
12 Semi-Skilled Manual	13	17.6%	0.0%	0	0.0%	17.9%	7	7	1	17.9%	1	1	0	4.8%	4.8%	0	-1	7.7%	0.0%	
13 Other Sales & Service	1	0.0%	0.0%	0	0.0%	17.9%	1	1	0	17.9%	0	0	0	6.3%	6.3%	0	0	0.0%	0.0%	
14 Other Manual Workers	5	0.0%	0.0%	0	60.0%	17.9%	3	3	0	17.9%	0	0	0	5.3%	5.3%	0	0	0.0%	0.0%	
Total	124	-3.0%	0.0%	0	25.4%	17.9%	67	67	3	17.9%	2	-1	0	0.0%	0.0%	3	1	2.4%	0.8%	

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02 Managers		4.3%		4.3%	
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		3.5%		3.5%	
09 Skilled Crafts & Trades		0.0%			
10 Clerical Personnel		0.0%			
11 Intermediate Sales & Service		5.6%		5.6%	
12 Semi-Skilled Manual		0.0%			
13 Other Sales & Service		0.0%			
14 Other Manual Workers		0.0%			
Total		0.0%			

Federal Contractors Program Achievement Report

Part 3: Goals

Acuity Holdings Inc.

[Date: 2018-10-23]

000325

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	All Employees													Members of Visible Minorities						
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Over 3 Years		Over 3 Years	Over 3 Years						From - To
	2018-10-23	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-10-23	Annually	Over 3 Years	2018-10-23	Annually	Over 3 Years	2018	2021	%	%	%	%	
	#	%	%	#	%	%	#	#	#	%	#	#	%	#	%	%	#	#	%	%
01 Senior Managers	0	0.0%	0.0%	0	0.0%	17.9%	0	0	0	17.9%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
02 Middle & Other Managers	13	0.0%	0.0%	0	0.0%	17.9%	7	7	1	17.9%	1	2	1	15.0%	15.0%	-1	-1	7.7%	7.7%	
03 Professionals	1	0.0%	0.0%	0	0.0%	17.9%	1	1	0	17.9%	0	0	0	0	31.4%	0	0	0.0%	0.0%	
04 Semi-Professionals & Tech	2	0.0%	0.0%	0	0.0%	17.9%	1	1	2	17.9%	1	0	0	0	27.2%	1	0	100.0%	50.0%	
05 Supervisors	3	0.0%	0.0%	0	0.0%	17.9%	2	2	1	17.9%	1	1	0	0	18.3%	0	-1	33.3%	0.0%	
06 Supervisors: Crafts & Trades	1	-20.6%	0.0%	0	66.7%	17.9%	1	1	0	17.9%	0	0	0	0	25.8%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	1	-20.6%	0.0%	0	66.7%	17.9%	1	1	0	17.9%	0	0	0	0	11.1%	0	0	0.0%	0.0%	
08 Skilled Sales & Service	68	-6.4%	0.0%	0	34.4%	17.9%	37	37	5	17.9%	3	6	4	11.9%	11.8%	-3	-2	7.4%	8.8%	
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	17.9%	0	0	0	17.9%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	5	0.0%	0.0%	0	0.0%	17.9%	3	3	1	17.9%	1	1	0	0	17.4%	0	-1	20.0%	0.0%	
11 Intermediate Sales & Service	11	0.0%	0.0%	0	18.2%	17.9%	6	6	0	17.9%	0	3	1	24.8%	24.8%	-3	-2	0.0%	9.1%	
12 Semi-Skilled Manual	13	17.6%	0.0%	0	0.0%	17.9%	7	7	2	17.9%	1	3	2	29.2%	29.2%	-2	-1	15.4%	23.1%	
13 Other Sales & Service	1	0.0%	0.0%	0	0.0%	17.9%	1	1	0	17.9%	0	0	0	0	34.1%	0	0	0.0%	0.0%	
14 Other Manual Workers	5	0.0%	0.0%	0	60.0%	17.9%	3	3	0	17.9%	0	1	1	19.8%	19.8%	-1	0	0.0%	20.0%	
Total	124	-3.0%	0.0%	0	25.4%	17.9%	67	67	12	17.9%	6	-6	0	0	0.0%	12	6	9.7%	4.8%	

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities			Comments
	Short-term Goals	Long-term Goals		
01 Senior Managers	0.0%			
02 Middle & Other Managers	15.0%			
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	11.9%	11.9%		
09 Skilled Crafts & Trades	0.0%			
10 Clerical Personnel	0.0%			
11 Intermediate Sales & Service	24.8%	24.8%		
12 Semi-Skilled Manual	29.2%	29.2%		
13 Other Sales & Service	0.0%			
14 Other Manual Workers	19.8%			The gap will be closed in the short term
Total	0.0%			

Federal Contractors Program Achievement Report

Part 4: Results - Women

Acuity Holdings Inc.

[Date: 2018-10-23]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							Hires			Promotions			Terminations									
			Representation		Availability		Gap	EE Result	Women		Women		Women		Women		Women								
			#	%	%	#	#	%	#	%	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
01 Senior Managers	2016	0	0	0.0	27.4	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2016	13	0	3.0	38.9	5	-5	7.7																	
	2018	13	3	23.1	38.9	5	-2	59.3	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
03 Professionals	2016	1	0	28.3	47.3	0	0	59.8																	
	2018	1	0	0.0	28.3	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	2	0	23.0	0.0	0	0	0.0																	
	2018	2	2	100.0	45.9	1	1	217.9	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2016	3	1	17.5	55.6	2	-1	31.5																	
	2018	3	1	33.3	52.6	2	-1	63.4	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	2	0	3.4	0.0	0	0	0.0																	
	2018	1	1	100.0	7.6	0	1	1315.8	0	0	0.0	0	0	0	0	0	0.0	0	0	1	0	0	0.0	0	0

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		Women		Women				Women						
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
01 Senior Managers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2018	0	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	0	0	0.0			0.4	0.0			0.4	0.0		
03 Professionals	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	2018	0	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.5	0.0			0.5	0.0		
06 Supervisors: Crafts & Trades	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Acuity Holdings Inc.

[Date: 2018-10-23]

000327

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees		Women			Gap			EE Result		All Employees		Women		All Employees		Women		All Employees		Women		
		#	#	#	%	%	#	#	%	#	%	#	%	Expected	Difference	#	%	Expected	Difference	#	%	Expected	Difference	
07 Administrative & Senior Clerical	2016	2	1	41.4	84.9	2	-1	48.8																
	2018	1	0	0.0	81.1	1	-1	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	1	1	100.0	0	1
08 Skilled Sales & Service Personnel	2016	83	0	0.3	27.6	23	-23	1.2																
	2018	68	4	5.9	27.2	18	-14	21.6	3	0	0.0	1	-1	1	0	0.0	0	0	26	1	3.8	0	1	
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
10 Clerical Personnel	2016	5	1	13.3	65.2	3	-3	20.5																
	2018	5	2	40.0	66.7	3	-1	60.0	0	0	0.0	0	0	1	1	100.0	0	1	0	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2016	11	1	5.7	68.6	8	-7	8.3																
	2018	11	8	72.7	62.5	7	1	116.4	2	2	100.0	1	1	1	0	0.0	0	0	2	2	100.0	0	2	
12 Semi-Skilled Manual Workers	2016	8	0	2.0	0.0	0	0	0.0																
	2018	13	0	0.0	17.5	2	-2	0.0	6	0	0.0	1	-1	1	0	0.0	0	0	0	0	0.0	0	0	

Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees		Women		Women		Women		Women		Women		
		#	#	#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
07 Administrative & Senior Clerical	2018	-1	-1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	-1	100.0			0.5	20000.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2018	-22	-1	4.5	9	-11.1	0.0	0.0	8	-12.5	0.0	0.0		
	2021	-22	-1	4.5			0.3	1671.1			0.3	1671.1		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	1	1	100.0	1	100.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	1	100.0			0.5	20000.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	7	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	7	0	0.0			0.2	0.0			0.2	0.0		

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Part 4: Results - Women

Acuity Holdings Inc.

[Date: 2018-10-23]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees		Women				Gap		EE Result		All Employees		Women		All Employees		Women		All Employees		Women			
		#	#	#	%	%	#	#	%	#	%	#	%	Expected	Difference	#	%	Expected	Difference	#	#	%	Expected	Difference	#
13 Other Sales & Service Personnel	2016	1	1	59.2	0.0	0	1	0.0																	
	2018	1	0	0.0	59.2	1	-1	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	2016	5	0	3.2	0.0	0	0	0.0																	
	2018	5	1	20.0	16.1	1	0	124.2	2	0	0.0	0	0	0	0	0	0	0	3	0	0.0	0	0	0	
Total	2016	136	5	3.7	43.7	59	-54	8.5																	
	2018	124	22	17.7	0.0	0	22	0.0	13	2	15.4	0	2	4	1	25.0	0	1	33	4	12.1	1	3		

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		Women				Women				Women				
		All Employees		Actual		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	0	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.5	0.0			0.0	0.0		
14 Other Manual Workers	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	-16	-1	6.3	14	-7.1	0.0	0.0	9	-11.1	0.0	0.0		
	2021	-16	-1	6.3			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Acuity Holdings Inc.

[Date: 2018-10-23]

000329

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Aboriginal Peoples							All Employees	Hires				All Employees	Promotions				All Employees	Terminations				
			Representation		Availability		Gap	EE Result			Aboriginal Peoples		Difference			Aboriginal Peoples		Difference			Aboriginal Peoples		Difference		
			#	%	#	%	#	#	%		#	%	#	%		#	%	#	%		#	%	#	%	#
01 Senior Managers	2016	0	0.0	0.0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
	2018	0	0.0	0.0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2016	13	0.0	0.0	2.2	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
	2018	13	0.0	0.0	2.2	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
03 Professionals	2016	1	0.0	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
	2018	1	0.0	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
04 Semi-Professionals & Technicians	2016	2	1	50.0	2.8	0	1	1,785.7	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
	2018	2	1	50.0	2.8	0	1	1,785.7	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2016	3	1	33.3	2.0	0	1	1,666.7	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
	2018	3	1	33.3	2.0	0	1	1,666.7	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	2	1	50.0	1.3	0	1	3,846.2	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	1	-1
	2018	1	1	100.0	0.0	0	1	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	1	0	0.0	1	-1

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples						
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
#	%	#	%	#	%	#	%	#	%	#	%			
01 Senior Managers	2018	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
02 Middle & Other Managers	2018	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
03 Professionals	2018	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
04 Semi-Professionals & Technicians	2018	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
05 Supervisors	2018	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	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	2018	-1	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	-1	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Acuity Holdings Inc.

[Date: 2018-10-23]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference			
#	#	%	%	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	#	#		
07 Administrative & Senior Clerical	2016	2	0	0.0	6.0	0	0	0.0																	
	2018	1	0	0.0	8.5	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	83	9	10.8	2.2	2	7	492.9																	
	2018	68	4	5.9	2.4	2	2	245.1	3	0	0.0	0	0	0	1	0	0.0	0	0	0	26	0	0.0	3	-3
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	5	0	0.0	4.3	0	0	0.0																	
	2018	5	0	0.0	4.3	0	0	0.0	0	0	0.0	0	0	1	0	0.0	0	0	0	0	0	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2016	11	0	0.0	1.5	0	0	0.0																	
	2018	11	0	0.0	1.2	0	0	0.0	2	0	0.0	0	0	1	0	0.0	0	0	0	2	0	0.0	0	0	0
12 Semi-Skilled Manual Workers	2016	8	1	12.5	5.5	0	1	227.3																	
	2018	13	2	15.4	4.0	1	1	384.6	6	1	16.7	0	1	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	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2018	-22	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-22	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	7	1	14.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	7	1	14.3			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Acuity Holdings Inc.

[Date: 2018-10-23]

000331

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		All Employees	Workforce							Hires				Promotions				Terminations								
			Aboriginal Peoples							Aboriginal Peoples				Aboriginal Peoples				Aboriginal Peoples								
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference								
#	#	%	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
13 Other Sales & Service Personnel	2016	1	0	0.0	6.7	0	0	0.0																		
	2018	1	0	0.0	6.7	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0
14 Other Manual Workers	2016	5	0	0.0	8.2	0	0	0.0																		
	2018	5	0	0.0	8.2	0	0	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	0	3	0	0.0	0	0	0.0
Total	2016	136	13	9.6	2.7	4	9	354.0																		
	2018	124	9	7.3	0.0	0	9	0.0	13	1	7.7	0	1	4	0	0.0	0	0	0	33	0	0.0	3	-3	-3	

Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples						
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
#	#	%	#	%	#	%	#	%	#	%				
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
14 Other Manual Workers	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	-1	0	0.0			0.0	0.0			0.0	0.0	0.0	
Total	2018	-16	1	-6.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	-16	1	-6.3			0.0	0.0			0.0	0.0	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Acuity Holdings Inc.

[Date: 2018-10-23]

000332

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							All Employees	Hires				All Employees	Promotions				All Employees	Terminations				
			Persons with Disabilities								Persons with Disabilities					Persons with Disabilities					Persons with Disabilities				
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference	Actual		Expected	Difference	Actual	Expected		Difference				
#	#	%	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
01 & 02 Managers	2016	13	0	0.0	4.3	1	-1	0.0																	
	2018	13	0	0.0	4.3	1	-1	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
03 Professionals	2016	1	0	0.0	3.8	0	0	0.0																	
	2018	1	0	0.0	3.8	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	2	0	0.0	4.6	0	0	0.0																	
	2018	2	0	0.0	4.6	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2016	3	1	33.3	13.9	0	1	239.8																	
	2018	3	1	33.3	13.9	0	1	239.8	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	2	0	0.0	7.8	0	0	0.0																	
	2018	1	0	0.0	7.8	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		All Employees	Flow Data			Short-term Goals				Long-term Goals				
			Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	%	#	%	%	%				
01 & 02 Managers	2018	0	0	0.0	0	0.0	0.0	0.0	1	0.0	0.00	0.0		
	2021	0	0	0.0			0.0	0.0			0.04	0.0		
03 Professionals	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2021	0	0	0.0			0.0	0.0			0.00	0.0		
04 Semi-Professionals & Technicians	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2021	0	0	0.0			0.0	0.0			0.00	0.0		
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2021	0	0	0.0			0.0	0.0			0.00	0.0		
06 Supervisors: Crafts & Trades	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2021	-1	0	0.0			0.0	0.0			0.00	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Acuity Holdings Inc.

[Date: 2018-10-23]

000333

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							All Employees	Hires			All Employees	Promotions			All Employees	Terminations						
			Persons with Disabilities								Persons with Disabilities				Persons with Disabilities				Persons with Disabilities						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference				
#	#	%	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
07 Administrative & Senior Clerical	2016	2	0	0.0	3.4	0	0	0.0																	
	2018	1	0	0.0	3.4	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	83	1	1.2	3.5	3	-2	34.4																	
	2018	68	1	1.5	3.5	2	-1	42.0	3	0	0.0	0	0	0	1	0	0.0	0	0	0	26	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	5	0	0.0	7.0	0	0	0.0																	
	2018	5	0	0.0	7.0	0	0	0.0	0	0	0.0	0	0	0	1	0	0.0	0	0	0	0	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2016	11	1	9.1	5.6	1	0	162.3																	
	2018	11	0	0.0	5.6	1	-1	0.0	2	0	0.0	0	0	0	1	0	0.0	0	0	0	2	0	0.0	0	0
12 Semi-Skilled Manual Workers	2016	8	1	12.5	4.8	0	1	260.4																	
	2018	13	1	7.7	4.8	1	0	160.3	6	0	0.0	0	0	0	1	0	0.0	0	0	0	0	0	0.0	0	0

Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		All Employees	Flow Data			Short-term Goals				Long-term Goals				
			Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	#	%	%	%	#	%	%	%				
07 Administrative & Senior Clerical	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2018	-22	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	-22	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			0.1	0.0			0.1	0.0		
12 Semi-Skilled Manual Workers	2018	7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	7	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Acuity Holdings Inc.

[Date: 2018-10-23]

000334

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		All Employees	Workforce							Hires			Promotions				Terminations									
			Persons with Disabilities							Persons with Disabilities			Persons with Disabilities				Persons with Disabilities									
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference								
#	#	%	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
13 Other Sales & Service Personnel	2016	1	0	0.0	6.3	0	0	0.0																		
	2018	1	0	0.0	6.3	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
14 Other Manual Workers	2016	5	0	0.0	5.3	0	0	0.0																		
	2018	5	0	0.0	5.3	0	0	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	0	3	0	0.0	0	0	0
Total	2016	136	4	2.9	4.3	6	-2	68.4																		
	2018	124	3	2.4	0.0	0	3	0.0	13	0	0.0	0	0	0	4	0	0.0	0	0	0	33	0	0.0	1	-1	

Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		Persons with Disabilities		Persons with Disabilities				Persons with Disabilities						
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
#	#	%	#	%	%	%	#	%	%	%				
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	-16	0	0.0	1	0.0	0.0	0.0	2	0.0	0.0	0.0		
	2021	-16	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Acuity Holdings Inc.

[Date: 2018-10-23]

000335

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis														
		Workforce									Hires				Promotions				Terminations						
		All Employees	Visible Minorities								All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
01 Senior Managers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2016	13	1	7.7	15.0	2	-1	51.3																	
	2018	13	1	7.7	15.0	2	-1	51.3	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
03 Professionals	2016	1	0	0.0	31.4	0	0	0.0																	
	2018	1	0	0.0	31.4	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
04 Semi-Professionals & Technicians	2016	2	2	100.0	27.2	1	1	367.6																	
	2018	2	2	100.0	27.2	1	1	367.6	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
05 Supervisors	2016	3	1	33.3	18.3	1	0	182.1																	
	2018	3	1	33.3	18.3	1	0	182.1	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	2016	2	0	0.0	14.9	0	0	0.0																	
	2018	1	0	0.0	25.8	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	0

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		Visible Minorities				Visible Minorities				Visible Minorities				
		All Employees	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2018	0	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	0	0	0.0			0.2	0.0			0.2	0.0		
03 Professionals	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.1	0.0		
04 Semi-Professionals & Technicians	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.2	0.0		
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.3	0.0		
06 Supervisors: Crafts & Trades	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Acuity Holdings Inc.

[Date: 2018-10-23]

000336

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis														
		Workforce									Hires				Promotions				Terminations						
		All Employees	Representation			Availability			Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
		#	#	%	%	#	#	%	#	%	#	#	%	Expected	Difference	#	#	%	Expected	Difference	#	#	%	Expected	Difference
07 Administrative & Senior Clerical	2016	2	0	0.0	12.3	0	0	0.0																	
	2018	1	0	0.0	11.1	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	83	6	7.2	0.0	0	6	0.0																	
	2018	68	5	7.4	11.8	8	-3	62.3		3	0	0.0	0	0	0	1	0	0.0	0	0	26	0	0.0	2	-2
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	11.8	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	5	1	20.0	17.4	1	0	114.9																	
	2018	5	1	20.0	17.4	1	0	114.9		0	0	0.0	0	0	0	1	0	0.0	0	0	0	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2016	11	0	0.0	25.1	3	-3	0.0																	
	2018	11	0	0.0	24.8	3	-3	0.0		2	0	0.0	0	0	0	1	0	0.0	0	0	2	0	0.0	0	0
12 Semi-Skilled Manual Workers	2016	8	2	25.0	24.6	2	0	101.6																	
	2018	13	2	15.4	29.2	4	-2	52.7		6	0	0.0	2	-2	1	0	0.0	0	0	0	0	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants											Goals				Comments
		Flow Data					Short-term Goals				Long-term Goals						
		Visible Minorities					Visible Minorities				Visible Minorities						
		All Employees	Actual		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					
#	#	%	%	#	%	%	%	#	%	%							
07 Administrative & Senior Clerical	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0					
	2021	-1	0	0.0			0.0	0.0				0.0	0.0				
08 Skilled Sales & Service Personnel	2018	-22	0	0.0	2	0.0	0.0	0.0	2	0.0	0.0	0.0					
	2021	-22	0	0.0			0.1	0.0				#REF!	0.0				
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0					
	2021	0	0	0.0			0.0	0.0				0.0	0.0				
10 Clerical Personnel	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0					
	2021	1	0	0.0			0.0	0.0				0.0	0.0				
11 Intermediate Sales & Service Personnel	2018	1	0	0.0	2	0.0	0.0	0.0	1	0.0	0.0	0.0					
	2021	1	0	0.0			0.2	0.0				#REF!	0.0				
12 Semi-Skilled Manual Workers	2018	7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0					
	2021	7	0	0.0			0.3	0.0				#REF!	0.0				

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Acuity Holdings Inc.

[Date: 2018-10-23]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							All Employees	Hires				Promotions				Terminations						
			Representation		Availability		Gap	EE Result	Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities								
			#	%	#	%	#	%	#		%	#	%	#	%	#	%	#	%	#	%	#	%		
13 Other Sales & Service Personnel	2016	1	0	0.0	34.1	0	0	0.0																	
	2018	1	0	0.0	34.1	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0
14 Other Manual Workers	2016	5	0	0.0	19.8	1	-1	0.0																	
	2018	5	0	0.0	19.8	1	-1	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	0	0	3	0	0.0	0
Total	2016	136	13	9.6	15.2	21	-8	62.9																	
	2018	124	12	9.7	0.0	0	12	0.0	13	0	0.0	0	0	0	0	4	0	0.0	0	0	0	33	0	0.0	-3

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		All Employees	Flow Data			Short-term Goals				Long-term Goals				
			Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	%	#	%	#	%	#	%	#	%	#	%			
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	-1	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	-1	0	0.0			0.2	0.0			#REF!	0.0		
Total	2018	-16	0	0.0	4	0.0	0.0	0.0	5	0.0	0.0	0.0		
	2021	-16	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Acuity Holdings Inc.
[Date: 2018-10-23]

Efforts

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

Required measures:

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

Other measures:

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

- Put in place a strategy to ensure a barrier-free workplace.
- Undertook initiatives to increase representation where gaps in representation were found.
- Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
- Other (please describe):

Operational Context

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

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

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

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

- Other.

Additional Details

Please provide any additional information (optional):

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Acuity Holdings Inc.

Primary Location: Dorval (Québec)

Number of Employees: 124

- Ontario: 17
- Québec: 44
- Nova Scotia: 2
- New Brunswick: 1
- Manitoba: 15
- British Columbia: 6
- Saskatchewan: 4
- Alberta: 35

Organization Overview:

NAICS 3256 – Soap, Cleaning Compound and Toilet Preparation Manufacturing.

Acuity Holdings, Inc. provides maintenance supplies. The Company's line of business includes the manufacturing of perfumes, cosmetics, and other toilet preparations.

Key Dates – First Year Assessment

Initiated: 2016-10-11
 Received: 2016-12-14
 Closed: 2016-12-23
 Workforce Analysis: 2016-11-28

Key Dates – Subsequent Assessment

Initiated: 2018-09-11
 Received: 2018-11-08
 Workforce Analysis: 2018-10-23

DATA VERIFICATION

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

Yes No

Comments:

- Minor discrepancies were noted in the workforce analysis data and corrections were made. The Data from the previous assessment included in the Achievement Report is now consistent with that found in the database.

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

Yes No

Comments:

- Discrepancies were noted in the Flow Data Analysis. Corrections were made based on the forms. The data from the current workforce analysis included in the Achievement Report is consistent with that found in Forms 1 to 6 from WEIMS.

ASSESSMENT OF REASONABLE PROGRESS

- The organization established goals in numbers and not in percentages.

Women

02	Middle & Other Managers	Goal not met (0% achieved)
05	Supervisors	Goal not met (0% achieved)
07	Administrative & Senior Clerical Personnel	Goal not required
08	Skilled Sales & Service Personnel	Goal not met (0% achieved)
10	Clerical Personnel	Goal met at 100%

Assessment/Observations

- EEOG 02: There were no new entrants.
- EEOG 05: There were no new entrants.
- EEOG 07: Goal was not required given that the representation was 50%.
- EEOG 08: There were three new entrants and none were women. This is to be expected given the labour market availability (LMA) of 27.4%.

Aboriginal Peoples

Assessment/Observations

- There were no gaps revealed during the previous assessment.

Persons with Disabilities

01/02	Managers	<i>No goal set</i>
08	Skilled Sales & Service Personnel	Goal not met (0% achieved)

Assessment/Observations

- EEOG 08: There were three new entrants and none were persons with disabilities. This is to be expected given the labour market availability (LMA) of 3.5%.

Members of Visible Minorities

02	Middle & Other Managers	No goal set
11	Intermediate Sales & Service Personnel	Goal not met (0% achieved)
14	Other Manual Workers	Goal not met (0% achieved)

Assessment/Observations

- EEOG 11: There were two new entrants and none were members of visible minorities. This is to be expected given the labour market availability (LMA) of 25.1%.
- EEOG 14: There were two new entrants and none were members of visible minorities. This is to be expected given the labour market availability (LMA) of 19.8%.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- The previous compliance assessment revealed a total of ten gaps and seven goals were set.
- Out of seven goals, one was met. There were insufficient hiring and promotion opportunities in six instances to expect reasonable progress would be made. In fact, the organisation has seen 9% decline of the workforce since the first assessment.
- Given that less than two years elapsed since the previous workforce analysis, it is reasonable to expect that reasonable progress could have been made should the organization have had a full three years to action their goals.
- An assessment of reasonable effort form was submitted and the organisation made all the required measures to implement the FCP Program. Other general measures were put in place to remove barriers. Acuity Holdings Inc. demonstrated that efforts were made to implement the program.

ASSESSMENT OF GOALS

- A goal has been set for every gap in representation uncovered by the workforce analysis. All short-term and long-term goals were set in percentage format and are, at minimum, equal to LMA.

Women

Workforce Analysis Results		Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)	Gap	Short-term (1 to 3 years)	Long-term (+3 years)		

#	Description	#	%	%	%	%
02	Middle & Other Managers	-2	38.9	38.9	23.1	38.9
05	Supervisors	-1	50.0	50.0	33.3	52.6
07	Admin & Senior Clerical Personnel	-1	50.0	-	0.0	81.1
08	Skilled Sales & Service Personnel	-14	27.2	27.2	5.9	27.2
10	Clerical Personnel	-1	50.0	-	40.0	66.7
12	Semi-Skilled Manual Workers	-2	17.5	17.5	0.0	17.5
13	Other Sales & Service Personnel	-1	50.0	-	0.0	59.2

Observations:

- Long-term goals are not required for EEOG 07, 10 and 13 given that gaps will be closed in the short-term.

Aboriginal Peoples

Observations:

- There are no gaps revealed for the current assessment.

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
02	Middle & Other Managers	-1	15.0	15.0	7.7	15.0
08	Skilled Sales & Service Personnel	-3	11.8	11.8	7.4	11.8
11	Intermediate Sales & Service Personnel	-3	24.8	24.8	0.0	24.8
12	Semi-Skilled Manual Workers	-2	29.2	29.2	15.4	29.2
14	Other Manual Workers	-1	19.8	-	0.0	19.8

Observations:

- Long-term goal is not required for EEOG 14 given that the gap will be closed in the short-term.

Persons with Disabilities

Workforce Analysis Results	Goals	Representation	LMA
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Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		(1 to 3 years)	(+3 years)		
#	Description	#	%	%	%	%
01/02	Managers	-1	4.3	4.3	0.0	4.3
08	Skilled Sales & Service Personnel	-1	3.5	3.5	1.5	3.5
11	Intermediate Sales & Service Personnel	-1	5.6	5.6	0.0	5.6

Observations: None

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, considering their unique circumstances, I recommend the closing letter include the following:

- Acuity Holdings Inc. met one of the seven goals set during the first compliance assessment. All the gaps revealed during the previous assessment are still present and a number of new gaps have emerged in various occupational groups.
- We encourage you to conduct an Employment Systems Review (ESR). Guidance on conducting an employment systems review is available on the Workplace Equity Information Management System help page ([Step 2-2](#) of the training modules). Completing an ESR should assist Acuity Holdings Inc. in achieving its new goals by identifying and eliminating barriers that may be present and preventing it from achieving employment equity.

Name of Analyst: Maurice N. Yakibonge

Date: December 10, 2018

From: Yakibonge, Ntambwe N [NC] **On Behalf Of** EE-EME
Sent: January 11, 2019 11:12 AM
To: 'bill.moody@zep.com' <bill.moody@zep.com>
Cc: 'Donato.angelucci@zep.com' <Donato.angelucci@zep.com>; [REDACTED]
Subject: Government of Canada Agreement Number: 10000135 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear William M. Moody:

I am writing to inform you that the subsequent compliance assessment initiated on September 11, 2018 has been completed. As a result of the assessment, Acuity Holdings Inc. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

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

- Acuity Holdings Inc. met one of the seven goals set during the first compliance assessment. All the gaps revealed during the previous assessment are still present and a number of new gaps have emerged in various occupational groups.
- We encourage you to conduct an Employment Systems Review (ESR). Guidance on conducting an employment systems review is available on the Workplace Equity Information Management System help page (Step 2-2 of the training modules). Completing an ESR should assist Acuity Holdings Inc. in achieving its new goals by identifying and eliminating barriers that may be present and preventing it from achieving employment equity.

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 September 11, 2021. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

When your organization is notified of the next assessment, the following information will be required by the due date:

- Workforce data (Forms 1 to 6) at the national level;
- An updated workforce analysis; and
- A completed Achievement Report that includes revised short-term and long-term numerical goals for any gaps in representation.

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If over the three year period reasonable progress has not been

made, Acuity Holdings Inc. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

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

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

Sincerely,

Workplace Equity Team

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



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