Empfol et Developpment social Cenada Sedai Development Cenada

Labour Program Federal Contractors Program

PROTECTED WHEN COMPLETED - 8 OFFICIAL USE ONLY Agreement N°:

Agreem	ent to implem		oyment =	quity		
New Agreement	(All sections m	nust be complet	ed)			
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Revised Agreement						7
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Legal Name of Organization	44 1 1 1					
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<ul> <li>having a combined workforce of 100 c</li> </ul>						
intending to bid on, or being in receipt	of, a federal government	goods or services	contract, standin	) offer or conti	actissued under a	
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instrument, in keeping with the Federal Co	ontractors Program requir	aments, hor more	information on bo	w to impleme	nt employment equity	
please refer to: http://www.esdc.gc.ca/eng						***************************************
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Completion of this form is mandelely. Hefusells o Sed List, loss of the right to bid on federal gov	encent posts of services of	ontracts of any value	and may also (cer	i in the learning	don of the restract.	
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# 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				Cens	us 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 CMA	s 6	0	0	6
Alberta	35	0	0	35	N.B. less CMA	. 1	0	0	1
Total Employees in C	anada •			124	N.S. less CMA	2	0	0	2
					Total Employe	es in Canada	<b>)</b>		124



Employment and Social Emploi et Développement
Development Canada social Canada

# Acuity Holdings Inc. (certificate # 10000135)

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

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

Occupational Group			All Employees			original Peop			ns with Disa			s of Visible N	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	13	10	3							1		1
	Total	13	10	3							1		1
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2		2	1		1				2		2
	Total	2		2	1		1				2		2
Supervisors	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	3	2	1	1	1		1	1		1	1	
	Total	3	2	1	1	1		1	1		1	1	

Page 1 of 4 Canada

Form 2 A

## Acuity Holdings Inc. (certificate # 10000135)

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

Occupational Group			All Employee:			original Peo			ons with Disa	bilities		s of Visible N	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors: Crafts and Trades	4	301. 2	301. 0		001. 0	301. 3	001.7	301. 0	301. 0	301. 10	001. 11		001. 10
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1		1	1		1						
	Total	1		1	1		1						
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	68	64	4	4	4		1	1		5	5	
	Total	68	64	4	4	4		1	1		5	5	
Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	5	3	2							1	1	
	Total	5	3	2							1	1	

Form 2 A

## Acuity Holdings Inc. (certificate # 10000135)

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

Occupational Group		,	All Employee		Ab	original Peor	oles	Perso	ns with Disa	bilities		s of Visible N	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Intermediate Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	11	3	8									
	Total	11	3	8									
Semi-Skilled Manual Workers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	13	13		2	2		1	1		2	2	
	Total	13	13		2	2		1	1		2	2	
Other Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										
Other Manual Workers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	5	4	1									
	Total	5	4	1									

#### Form 2 A

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

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

Occupational Group		,	All Employee	s	Ab	original Peop	oles	Perso	ons with Disa	bilities	Member	s of Visible M	1inorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Total Number of Employees		124	102	22	9	7	2	3	3		12	9	3

Canada

#### Form 3 A

## Acuity Holdings Inc. (certificate # 10000135) FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

# Full-Time / National

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

		All Employees		Al	original Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible M	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
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

Canadä

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

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

# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / National

	Employ	ees promoted (	Employees pro	omoted during	the year are to	be reported on	nly in the occup	ational groups	in which or to	which they have	e been last pro	moted.)
Occupational Croup		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
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	

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

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

# **Workforce Analysis - Detailed Report**

Date: 2018-10-23

#### Women

	cupational Group				Women		
Employment Equity Occupational Group	Internal Location	All Employees #	Repres	sentation %	Avail %	ability G #	ap 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
2214 : Supervisors, plastic and rubber products manufacturing	Alberta	1	1	100.0 %	9.9 %	0	1 Alberta
7 : 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
3221 : 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
3221 : Technical sales specialists - wholesale trade	Manitoba	8	0	0.0 %	22.9 %	2	-2 Manitoba
3221 : Technical sales specialists - wholesale trade	New Brunswick	1	0	0.0 %	29.1 %	0	0 New Brunswick
3221 : Technical sales specialists - wholesale trade	Nova Scotia	2	0	0.0 %	26.7 %	1	-1 Nova Scotia
3221 : 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
221 : Technical sales specialists - wholesale trade	Saskatchewan	4	0	0.0 %	23.1 %	1	-1 Saskatchewan
235 : Financial sales representatives	Québec	1	0	0.0 %	62.0 %	1	-1 Québec
0 : Clerical Personnel		5	2	40.0 %	67.0 %	3	-1
Employment Equity Occupational Group	Edmonton	2	1	50.0 %	71.9 %	1	0 Edmonton



# **Workforce Analysis - Detailed Report**

Date: 2018-10-23

#### Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	•	entation		lability	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



# **Workforce Analysis - Detailed Report**

Date: 2018-10-23

## **Aboriginal Peoples**

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



# **Workforce Analysis - Detailed Report**

Date: 2018-10-23

## **Aboriginal Peoples**

	Aboriginal Peoples							
Employment Equity Occupational Group	Internal Location	All Employees #	Repres #	entation %	Avail %	ability #	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

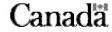


# **Workforce Analysis - Detailed Report**

Date: 2018-10-23

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

		Members of Visible Minorities						
Employment Equity Occupational Group	Internal Location	All Employees	-	sentation		ability	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



## **Workforce Analysis - Detailed Report**

Date: 2018-10-23

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

		Members of Visible Minorities						
Employment Equity Occupational Group	Internal Location	All Employees #	Repres #	entation %	Avail %	lability #	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



# **Workforce Analysis - Detailed Report**

Date: 2018-10-23

#### Persons with Disabilities

	Persons with Disabilities							
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation		ability	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

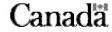


# **Workforce Analysis - Detailed Report**

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



# **Workforce Analysis - Detailed Report**

Date: 2018-10-23

## WFA Defaults - Persons with Disabilities

Perform Analysis By	Recruitment Area
EEOG	National
	EEOG EEOG EEOG EEOG EEOG EEOG EEOG EEOG



# **Workforce Analysis - Summary Report**

Date: 2018-10-23

#### Women

	Women						
Employment Equity Occupational Group	All Employees	Repres	sentation	Avai	lability	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	



# **Workforce Analysis - Summary Report**

Date: 2018-10-23

## **Aboriginal Peoples**

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



# **Workforce Analysis - Summary Report**

Date: 2018-10-23

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

	Members of Visible Minorities					
Employment Equity Occupational Group	All Employees	•	sentation		lability	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



# **Workforce Analysis - Summary Report**

Date: 2018-10-23

#### **Persons with Disabilities**

	Persons with Disabilities						
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	ability	Gap	
	#	#	%	%	#	#	
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	
					9000000		
Total	124	3	2.4 %	4.4 %	5	-2	



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

Date: 2018-10-23

## WFA Defaults - Persons with Disabilities

Perform Analysis By	Recruitment Area
EEOG	National
	EEOG EEOG EEOG EEOG EEOG EEOG EEOG EEOG



Part 1: Workforce Analysis

Acuity Holdings Inc.

[Date: 2018-10-23]

# Data from First/Previous Workforce Analysis

Data from S	ubsequent/Curro Analysis	ent Workforce
<b>1</b>	<b>\</b>	<b>\</b>

Data from Fi	rst/Previous Workt	force Analysis
YYYY	MM	DĎ
2016	11	28

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	10	23

		r	Гable 1: Women	
		First/Previous Workforce Analysis		
Famil	overant Fauity Occupational Chaun (FFOC)	All Employees	Won	nen
emba	oyment Equity Occupational Group (EEOG)		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		
	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
124	22	0

* Source:			
2011 Nation	nal Household	Survey	

\* Source:
2011 National Household Survey

**Part 1: Workforce Analysis** 

Acuity Holdings Inc.

[Date: 2018-10-23]

# Data from First/Previous Workforce Analysis

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2016	11	28

Data from S	ubsequent/Curre Analysis	nt Workforce
<b>1</b>	<b>J</b>	1

2018	10	23
YYYY	MM	DD
Data from Subse	quent/Current Wo	rkforce Analysis

		Table	2: Aboriginal P	eoples
		First/Previous Workforce Analysis		
Emplo	yment Equity Occupational Group (EEOG)	All Employees	Aborigin	al Peoples
Empro	yment Equity Occupational Group (EEOG)		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	All Employees Aboriginal		
	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	
ol	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 Nation	al Household Surv	vey	

\* Source: 2011 National Household Survey

Part 1: Workforce Analysis

Acuity Holdings Inc.

[Date: 2018-10-23]

# Data from First/Previous Workforce Analysis

Data from Fi	rst/Previous Workt	force Analysis
YYYY	MM	DD
2016	11	28

Data from S	ubsequent/Curre Analysis	ent Workforce
<u> </u>	Ţ	<u> </u>

2018	10	23
YYYY	MM	DD
Data from Subse	quent/Current Wo	rkforce Analysis

Table 7: Members of Visible Minorities

		Table 3: Me	embers of Visible	e Minorities
		First/Pr	evious Workforce A	Analysis
Emple	symant Equity Occupational Crown (EEOC)	All Employees	Members of Vis	sible Minorities
Empic	yment Equity Occupational Group (EEOG)		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

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 H	ousehold Survey	

\* Source: 2011 National Household Survey

**Part 1: Workforce Analysis** 

Acuity Holdings Inc.

[Date: 2018-10-23]

# Data from First/Previous Workforce Analysis

Data from S	ubsequent/Curr Analysis	ent Workforce
<b>\</b>	$\downarrow$	<b>\</b>

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2016	11	28

2018	10	23
YYYY	MM	DD
Data from Subse	quent/Current Wo	rkforce Analysis

		Table 4:	Persons with Di	sabilities
		First/Pr	evious Workforce	Analysis
Emplo	yment Equity Occupational Group (EEOG)	All Employees	Persons witl	n Disabilities
cmpio	yment Equity Occupational Group (EEOG)		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 Dis	abilities	
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 Disabilit	У	

\* Source:
2012 Canadian Survey on Disability

## Part 2: Flow Data Analysis

**Acuity Holdings Inc.** 

[Date: 2018-10-23]

Start Date of Flow Data				
YYYY	MM	DD		
2015	06	17		

End I	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

	$\downarrow$	<b>1</b>	<b>1</b>	$\downarrow$
		Table 1:	Women	
	Full-time /	National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	l ol	ol	ol	0

04 Semi-Professionals & Technicians

07 Administrative & Senior Clerical Personnel 08 Skilled Sales & Service Personnel 09 Skilled Crafts & Trades Workers

11 Intermediate Sales & Service Personnel 12 Semi-Skilled Manual Workers 13 Other Sales & Service Personnel 14 Other Manual Workers

06 Supervisors: Crafts & Trades

05 Supervisors

10 Clerical Personnel

Total

ional omen ired	Full-tir All Employee Promotee	rs
#	#	
0		0
0		0
0		0
0		0
0		0
0		0
0		0
0		1
0		0
0		1
0		1
0		1
0		0
0		0
0		4

				· · · · · · · · · · · · · · · · · · ·	· · · · · · · · · · · · · · · · · · ·	· ·	
Table 5: Women			Table 9: Women				
National Part-time / National		/ National	Full-time / National		Part-time / National		
Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated	
#	#	#	#	#	#	#	
0	0	0	0	0	0	0	
0	0	0	0	0	0	0	
0	o	0	0	0	0	0	
0	0	0	0	0	0	0	
0	0	0	0	0	0	0	
0	0	0	1	0	0	0	
0	0	0	1	1	0	0	
0	0	0	26	1	0	0	
0	0	0	0	0	0	0	
1	o	0	0	0	0	0	
0	0	0	2	2	0	0	
0	0	0	0	0	0	0	
0	0	0	0	0	0	0	
0	0	0	3	0	0	0	
1	0	0	33	4	0	0	

Part 2: Flow Data Analysis

**Acuity Holdings Inc.** 

[Date: 2018-10-23]

Start Date of Flow Data				
YYYY	MM	DD		
2015	06	17		

2018	10	23
YYYY	MM	DD
End I	Date of Flow	Data

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

L T T T

# Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

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

14 Other Manual Workers

Total

Table 6: Aboriginal Peoples				
Full-time / National		Part-time / Nationa		
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	
#	#	#	#	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
1	0	0	0	
0	0	0	0	
1	0	0	0	
1	0	0	0	
1	0	0	0	
0	0	0	0	
0	0	0	0	
4	0	0	0	

<u> </u>	<u> </u>	Ψ	<u> </u>
Tab	le 10: Abo	rig <mark>inal Pe</mark> c	ples
Full-time	/ National	Part-time	/ National
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
1	0	0	
1	0	0	
26	0	0	
0	0	0	1
0	0	0	
2	0	0	
0	0	0	
0	0	0	(
3	0	0	(
33	0	0	

Part 2: Flow Data Analysis

**Acuity Holdings Inc.** 

[Date: 2018-10-23]

Start Date of Flow Data			
YYYY	MM	DD	
2015	06	17	

End I	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

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

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

Table 1	1: Persons	with Disa	bilities
	/ National		/ National
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
1	0	0	0
1	0	0	0
26	0	0	0
0	0	0	0
0	0	0	0
2	0	0	0
0	0	0	0
0	0	0	0
3	0	0	0
33	0	0	0

Part 2: Flow Data Analysis

**Acuity Holdings Inc.** 

[Date: 2018-10-23]

Start	Date of Flow	V Data
YYYY	MM	DD
2015	06	17

End I	Date of Flow	Data
YYYY	MM	DD
2018	10	23

## Data from Form 4 - Employees Hired

Hired

# Data from Form 5 - Employees Promoted

Promoted ↓ ↓ ↓ ↓

		•	•	•	•	
		Table 4:	Members o	of Visible N	<b>Ainorities</b>	
		Full-time	/ National	Part-time	/ National	
	nployment Equity Occupational Group EOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	
		#	#	#	#	
01	Senior Managers	0	0	0	0	
02	Middle & Other Managers	0	0	0	0	
03	Professionals	0	0	0	0	
04	Semi-Professionals & Technicians	0	0	0	0	
05	Supervisors	0	0	0	0	
06	Supervisors: Crafts & Trades	0	0	0	0	
07	Administrative & Senior Clerical Personnel	0	0	0	0	
08	Skilled Sales & Service Personnel	3	0	0	0	
09	Skilled Crafts & Trades Workers	0	0	0	0	
10	Clerical Personnel	0	0	0	0	
11	Intermediate Sales & Service Personnel	2	0	0	0	
12	Semi-Skilled Manual Workers	6	ol	0	l o	

Other Sales & Service PersonnelOther Manual Workers

Total

Full-time	/ National	Part-time / National							
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted						
#	#	#	#						
0	0	0	C						
0	0	0	C						
0	0	0	C						
0	0	0	C						
0	0	0	C						
0	0	0	C						
0	0	0	C						
1	0	0	C						
0	0	0	C						
1	0	0	C						
1	0	0	C						
1	0	0	C						
0	0	0	C						
0	0	0	C						

Full-time	/ National	Part-time	/ National
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
1	0	0	0
1	0	0	0
26	0	0	0
0	0	0	0
0	0	0	0
2	0	0	0
0	0	0	0
0	0	0	0
3	0	0	0
33	0	0	0

Data from Form 6 - Employees

Terminated

[Date: 2018-10-23]

										Data f	or First/P	revious (	Goals							
A	В	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data so	ources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		<b>_</b>	<b>\</b>	1	↓	Ţ	<b>↓</b>	1	<b>↓</b>	1	<b>↓</b>	Ţ	Ţ	<b>1</b>	Ţ	<b>\</b>	Ţ	1	↓	<b>↓</b>
											Table 1: '									
										First/	Previous Sh	ort-term G	loals							
					All Er	nployees				<u> </u>	·		1			omen		1		1
		Number	Grov	th (New Posit	ions)	Turnover (Re	eplacement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires	ļ	or Goals					
Emplo	yment Equity Occupational								Anticipated Hires Over 3			Employees)	Required		m - To	Present	h	Projected	Present	Projected Representation in 3
Group	(EEOG)	YYYY-MM-DD	Actual	Proj		Actual	Proj		Years	YYYY-MM-DD		1	Over 3	****	- YYYY	Availability	Present Gap	Gap	Representation	Years
		2016-11-28	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-11-28	Annually	Over 3 Years	Vears	2016	2019					
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 5	Senior Managers	0	0.0%		(	0.0%		0	0	(	0.0%	0	0	0	)	27.4%	0	0	#DIV/0!	#DIV/0!
	Middle & Other Managers	13	0.0%		(	0.0%		0	0	(	0.0%	0	5	0	)	38.9%	-5	-5	3.0%	3.0%
	Professionals	1	0.0%		(	0.0%		0	0		0.0%	0	0	0	)	47.3%	0	0	28.3%	28.3%
	Semi-Professionals & Tech	2	0.0%		(	0.0%		0	0		0.0%	0	0	0	)	0.0%	0	0	23.0%	23.0%
	Supervisors	3	0.0%		(	0.0%		0	0	1	0.0%	0			)	55.6%	-1	-1	17.5%	17.5%
	Supervisors: Crafts & Trades	2	-20.6%		(	66.7%		0	0	(	0.0%	0		1 9	)	0.0%	0	0	3.4%	3.4%
	Administrative & Sr Clerical	2	-20.6%		(	66.7%		0	0	1	0.0%	0			)	84.9%	-1	-1	41.4%	41.4%
	Skilled Sales & Service	83	-6.4%		(	34.4%		0	0		0.0%	1 0	23		)	27.6%	-23	-23	0.3%	0.3%
1 1.	Skilled Crafts & Trades Clerical Personnel	0	0.0% 0.0%			0.0%		0		] (	0.0%	1 0	]	] [	(	0.0%	1 2	-3	#DIV/0! 13.3%	#DIV/0!
	Intermediate Sales & Service	11				18.2%		0		,	0.0%	1 %	] 3		()	65.2% 68.6%	-3	-3	13.3%	13.3% 5.7%
	Semi-Skilled Manual	",	17.6%		'	0.0%		"	"	] ;	0.0%	1 %	j ′	1 6	(	0.0%	] -/	I -/	2.0%	2.0%
	Other Sales & Service	0	0.0%			0.0%		0	١		0.0%		] -1	1 6	()	0.0%		"	59.2%	59.2%
1 13	Juici Sales & Service	l '	1 0.070		۱ ،	1 0.070		1 "	ı "	Ί ,	1 0.070	1 "	'l -1	Ι	1	0.070	η 1	1	39.270	] 37.470

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

60.0%

25.4%

0.0%

-3.0%

14 Other Manual Workers

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

0.0%

0.0%

43.7%

	workforce Analysis) = 2) x 10	U.				
						Table 2: Women
E1	oyment Equity Occupational		Wome	en		
	(EEOG)	Short-ter	rm Goals	Long-ter	rm Goals	Comments
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	1	0.0	1	0.0	
	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
	Supervisors	1	0.0	0	0.0	
	Supervisors: Crafts & Trades	0	0.0	0	0,0	
	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	9	0.0	8	0.0	
	Skilled Crafts & Trades	0	0.0	0	0,0	
	Clerical Personnel	1	0.0	0	0.0	
	Intermediate Sales & Service	0	0.0	0	0.0	
	Semi-Skilled Manual	1	0.0	0	0.0	
	Other Sales & Service	1	0.0	0	0.0	
	Other Manual Workers	0	0.0	0	0.0	
Total		14		9		

3.2%

3.2%

3.7%

									Data f	or First/P	revious (	Goals							
A B	C	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis		K÷C	(K - M + O) ÷ (C + F)
	<u>\</u>	<b>1</b>	<b>V</b>	<b>\</b>	<b>\</b>	<b>.</b>	1	Ţ	<b>1</b>	Ţ	<b>J</b>	Ţ	<b>1</b>	Ţ	<b>.</b>	<b>1</b>	Ţ	Ţ	<u> </u>
										3: Abori									
									First/	Previous Sh	ort-term G	oals							
		·		All E	mployees				<del> </del>	T		·		<del></del>	inal Peoples	<del></del>	T	ı	
	l				Turnover (R	enlacement o	f Terminated		1				1 3 Yea	r Goals	1	1	ı	l	1
	Number	Grov	rth (New Posit	ions)				l	Number		eplacement of	Hires	Fra	m - To					
Employment Equity Occupational	l	Grov Actual		ected	Actual	Employees)	jected	Anticipated Hires Over 3	Number YYYY-MM-DD		eplacement of I Employees)	Required		n - To - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Employment Equity Occupational Group (EEOG)						Employees)						444443			Present Availability	Present Gap	Projected Gap	Present Representation	
	YYYY-MM-DD	Actual	Proj	ected Over 3	Actual	Employees) Pro	jected Over 3	Hires Over 3	YYYY-MM-DD	Terminated	Over 3	Required Over 3	YYYY	- YYYY		Present Gap			Representation in 3
	YYYY-MM-DD	Actual Annually	Proj Annually	ected Over 3	Actual Annually	Employees) Pro Annually	jected Over 3	Hires Over 3	YYYY-MM-DD	- Terminated Annually	Over 3	Required Over 3	YYYY	- YYYY 2019	Availability	Present Gap #		Representation	Representation in 3 Years
Group (EEOG)	YYYY-MM-DD	Actual Annually	Proj Annually	ected Over 3	Actual Annually	Employees) Pro Annually	jected Over 3	Hires Over 3	YYYY-MM-DD	Annually	Over 3	Required Over 3	YYYY	- YYYY 2019	Availability %	Present Gap #		Representation %	Representation in 3 Years %
Group (EEOG)  01   Senior Managers	YYYY-MM-DD	Actual Annually % 0.0%	Proj Annually	ected Over 3	Actual Annually % 0 0.0%	Employees) Pro Annually %	jected Over 3	Hires Over 3	YYYY-MM-DD	Annually % 0.0%	Over 3	Required Over 3	YYYY	- YYYY 2019	Availability % 0.0%	# 0		Representation % #DIV/0!	Representation in 3 Years % #DIV/0!
Group (EEOG)  O1 Senior Managers O2 Middle & Other Managers O3 Professionals O4 Semi-Professionals & Tech	YYYY-MM-DD	Actual Annually % 0.0% 0.0% 0.0% 0.0% 0.0%	Proj Annually	ected Over 3	Actual Annually % 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Employees) Pro Annually %	jected Over 3	Hires Over 3	YYYY-MM-DD	Annually % 0.0% 0.0% 0.0% 0.0% 0.0%	Over 3	Required Over 3	YYYY	- YYYY 2019	% 0.0% 2.2% 1.1% 2.8%	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		% #DIV/0! 0.0% 0.0% 50.0%	#DIV/0! 0.0% 0.0% 50.0%
Group (EEOG)  O1 Senior Managers O2 Middle & Other Managers O3 Professionals O4 Semi-Professionals & Tech O5 Supervisors	YYYY-MM-DD	Actual Annually % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Proj Annually	ected Over 3	Actual Annually % 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Employees) Pro Annually %	jected Over 3	Hires Over 3	YYYY-MM-DD	Annually % 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Over 3	Required Over 3	YYYY	- YYYY 2019	. Availability % 0.0% 2.2% 1.1% 2.8% 2.0%	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		#DIV/0! 0.0% 0.0% 50.0% 33.3%	#DIV/0! 0.0% 50.0% 33.3%
Group (EEOG)  01 Senior Managers 02 Middle & Other Managers 03 Professionals 04 Semi-Professionals & Tech 05 Supervisors 06 Supervisors: Crafts & Trades	YYYY-MM-DD	Actual Annually % 0.0% 0.0% 0.0% 0.0% 0.0% -20.6%	Proj Annually	ected Over 3	Actual Annually  % 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Employees) Pro Annually %	jected Over 3	Hires Over 3	YYYY-MM-DD	Annually % 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Over 3	Required Over 3	YYYY	- YYYY 2019	% 0.0% 2.2% 1.1% 2.8% 2.0% 1.3%	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		#DIV/0! 0.0% 0.0% 50.0% 33.3% 50.0%	#DIV/0! 0.0% 0.0% 50.0% 33.3% 50.0%
Group (EEOG)  O1 Senior Managers O2 Middle & Other Managers O3 Professionals O4 Semi-Professionals & Tech O5 Supervisors	YYYY-MM-DD	Actual Annually % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Proj Annually	ected Over 3	Actual Annually % 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Employees) Pro Annually %	jected Over 3	Hires Over 3	YYYY-MM-DD	Annually % 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Over 3	Required Over 3	YYYY	- YYYY 2019	. Availability % 0.0% 2.2% 1.1% 2.8% 2.0%	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		#DIV/0! 0.0% 0.0% 50.0% 33.3%	#DIV/0! 0.0% 50.0% 33.3%

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

0.0%

0.0%

18.2%

0.0%

0.0%

60.0%

25.4%

0.0%

0.0%

0.0%

17.6%

0.0%

0.0%

-3.0%

Skilled Crafts & Trades

Intermediate Sales & Service

Clerical Personnel

Semi-Skilled Manual

Other Sales & Service

14 Other Manual Workers

12

13

Total

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

0.0%

0.0%

0.0%

0.0%

0.0%

0.0%

0.0%

4.3%

1.5%

5.5%

6.7%

8.2%

WOIKIOICE Allalysis) · 2) x 10	70.												
					Table 4: Aboriginal Peoples								
Earline A Facility Occurred and		Aboriginal	Peoples										
Employment Equity Occupational	Short-term Goals Long-term Goal			rm Goals	Comments								
Group (EEOG)	#	%	#	%									
01 Senior Managers	0	0.0	0	0.0									
02 Middle & Other Managers	0	0.0	0	0.0									
03 Professionals	0	0,0	0	0,0									
04 Semi-Professionals & Tech	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	C	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	C	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										

#DIV/0!

0.0%

0.0%

12.5%

0.0%

0.0%

#DIV/0!

0.0%

0.0%

12.5%

0.0%

0.0%

9.6%

		Data for First/Previous Goals																		
A	В	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:		From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)

	Table 5: Persons with Disabilities																		
									First/l	Previous Sh	ort-term G	oals							
	All Employees								Persons with Disabilities										
	Number	Growth (New Positions)		Turnover (Replacement of Terminated Employees)			N	Number			Hires	3 Year Goals							
Employment Equity Occupational		Gibwin (new 1 billions)					Anticipated			Turnover (Replacement of Terminated Employees)		From - To		P		D		Projected	
Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual Projected		Hires Over 3	YYYY-MM-DD			Required Over 3	I VVVV VVVV		Present Availability Present Gap		Projected Gap	Present Representation	Representation in 3	
oral (Sauce)	2016-11-28	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2016-11-28	Annually	Over 3 Years	Years	2016	2019	•		•		Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	13	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		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		4.6%	0	0	0.0%	0.0%
05 Supervisors	3	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		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		3.4%	0	0	0.0%	0.0%
08 Skilled Sales & Service	83	-6.4%		0	34.4%		(	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	#DIV/0!	#DIV/0!
10 Clerical Personnel	5	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	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	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		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		5.3%	0	0	0.0%	0.0%
Total	136	-3.0%		0	25.4%		(	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)<sup>13</sup> 1) x 100.
- Laculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

					Table 6: Persons with Disabilities								
Employment Equity Occupational	P	ersons with D	isabilities										
Group (EEOG)	Short-ter	m Goals	Long-te	rm Goals	Comments								
-	#	%	#	%									
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										

[Date: 2018-10-23]

									Data f	or First/P	revious (	Foals							
A B	С	D	Е	F	G	Н	I	J	K	L	M	N	O	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	<b>\</b>	<b>↓</b>	1	<b>↓</b>	<b>↓</b>	Ţ	1	↓	1	<b>\</b>	<b>\</b>	<b>↓</b>	1	<b>↓</b>	<b>\</b>	1	↓	<b>J</b>	<b>1</b>
									Table 7: M				\$						
				AHE	nployees				First/	Previous Sh	ort-term G	oais		(and base of )	Visible Minor	lates.			
		I		AHEA	1			1		1				r Goals	Visible Millor	lues	Ι	ı	
	Number	Grow	rth (New Posi	itions)	Turnover (R	placement of Employees)	Terminated		Number	Turnover (Re		Hires		n - To					
Employment Equity Occupational	YYYY-MM-DD	Actual	Pro	jected	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	2016-11-28	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2016-11-28	Annually	Over 3 Years	Over 3 Years	2016	2019	Availability		Gap	Representation	Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	0.0%		C	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%		C	0.0%		0	0	1	0.0%	0	1	0	)	15.0%	-1	-1	7.7%	7.7%
03 Professionals	1	0.0%		C	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%		C	0.0%		0	0	2	0.0%	0	-1	0	)	27.2%	1	1	100.0%	100.0%
05 Supervisors	3	0.0%		C	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	9	0.0%	0	0	0	)	14.9%	0	0	0.0%	0.0%
07 Administrative & Sr Clerical	2	-20.6%			66.7%		0	0	1 0	0.0%	0	0	0	)	12.3%	0	0	0.0%	0.0%
08 Skilled Sales & Service	83				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	(	11.8%		0	#DIV/0!	#DIV/0!
10 Clerical Personnel 11 Intermediate Sales & Service	3	0.0% 0.0%			0.0%		"	"		0.0%	0	0	0	(	17.4% 25.1%		0	20.0% 0.0%	20.0% 0.0%
12 Semi-Skilled Manual	11	17.6%			0.0%		"	"	]	0.0%	١	3	0	(	24.6%	-3	-3	25.0%	25.0%
13 Other Sales & Service	0	0.0%			0.0%		"		1 6	0.0%		ا ا	"	(	34.1%			0.0%	0.0%
14 Other Manual Workers	5	0.0%		'	60.0%		"	"	]	0.0%	ا ا	"	"		19.8%	] _1	_1	0.0%	0.0%
Total	136			1 0	25.4%			1 0	13	0.0%	0	8		)	15.2%	-8	-8		9.6%

Total 136 -3.0% 0 25.4% 0 0 13 0.0% 0 8

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

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

+	Workforce Analysis) ÷ 2) x 10	0.				
						Table 8: Members of Visible Minorities
Emal	oyment Equity Occupational	Men	nbers of Visil	ble Minori	ties	
	(EEOG)	Short-ter	m Goals	Long-te	rm Goals	Comments
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	4
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		

[Date: 2018-10-23]

									Data for	Subseque	nt/Curre	nt Goals							
A B	C	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	<u> </u>	<b>V</b>	<b>V</b>	<b>\</b>	<u> </u>	↓	↓	<b>\</b>	Ţ	J	<b>J</b>	<b>V</b>	Ţ	Ţ	<b>J</b>	Ţ	Ţ	Ţ	Į .
										Table 9:									
									Subseque	ent/Current	Short-tern	n Goals							
				All Er	nployees			1		1					omen				
	Number	Grov	vth (New Posit	ions)		eplacement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires		r Goals					
<b>Employment Equity Occupational</b>								Anticipated Hires Over 3			l Employees)	Required		n - To	Present		Projected	Present	Projected Representation in 3
Group (EEOG)	YYYY-MM-DD	Actual	Proje		Actual	Proj		Years	YYYY-MM-DD		1	Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Years
	2018-10-23	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2018-10-23	Annually	Over 3 Years	Years	2018	2021					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	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%	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%	17.9%	1	1	0	17.9%	0	0	C	0.0%	28.3%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	2	0.0%	0.0%	(	0.0%	17.9%	1	1	2	17.9%	1	. 0	C	0.0%	45.9%	1	0	100.0%	50.0%
05 Supervisors	3	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%	(	66.7%	17.9%	1	1	1	17.9%	1	. 0	(	0.0%	7.6%	1	0	100.0%	0.0%
07 Administrative & Sr Clerical	1	-20.6%	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%	(	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%	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%	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%	(	18.2%	17.9%	6	6	8	17.9%	4	3	(	0.0%	62.5%	1	-3	72.7%	36.4%
12 Semi-Skilled Manual	13	17.6%	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%	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%	(	60.0%	17.9%	3	3	1	17.9%	1	1	(	0.0%	16.1%	0	-1	20.0%	0.0%

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

25.4%

-3.0%

124

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

0.0%

0.0%

	workforce Analysis) = 2) x 100	υ.			
					Table 10: Women
Emnl	nyment Equity Occupational		Wome	en	
	(EEOG)	Short-ter	m Goals	Long-term Goals	Comments
			%	%	
01	Senior Managers		0.0%		
02	Middle & Other Managers		38.9%	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%	
	Other Sales & Service		50.0%		The gap will be closed in the short term
14	Other Manual Workers		0.0%		
Total			0.0%		

17.7%

8.1%

									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	: / '' :	K ÷ C	(K - M + O) ÷ (C + F)
	<b>↓</b>	1	1	↓	Ţ	Ţ	Ţ	Ţ	Ţ	1	Ţ	Ţ	Ţ	Ţ	↓	Ţ	Ţ	1	1
										11: Abor									
									Subseque	ent/Current	Short-tern	n Goals							
		,		All Er	nployees			,		·		<del>,</del>			nal Peoples	,	·		
	Number	Grov	vth (New Posit	ions)	Turnover (R		Terminated		Number	Turnover (R	autocomont of		3 Yei	ır Goals					
<b>Employment Equity Occupational</b>						Employees)		Anticipated			Employees)	Hires Required		m - To	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Pro	ected	Hires Over 3	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3
	2018-10-23	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2018-10-23	Annually	Over 3 Years	Years	2018	2021					Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	0.0%	0.0%	(	0.0%	17.9%	0	C	) (	17.9%	0	0	(	)	0.0%	6 0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	13	0.0%	0.0%	(	0.0%	17.9%	7	7	' C	17.9%	0	0	(	)	2.2%	6 0	0	0.0%	0.0%
03 Professionals	1	0.0%	0.0%	(	0.0%	17.9%	1	1		17.9%	0	0	(	)	1.1%	6 0	0	0.0%	0.0%
04   Semi-Professionals & Tech	2	0.0%	0.0%	(	0.0%	17.9%	1	1	.  1	17.9%	1	. 0	(	)	2.8%	<u>6</u> 1	. 0	50.0%	0.0%
05 Supervisors	3	0.0%	0.0%	(	0.0%		2	2	2 1	17.9%	1	0	(	)	2.0%	6 1	0	33.3%	0.0%
06 Supervisors: Crafts & Trades	1	-20.6%	0.0%	(	66.7%		1	1	. 1	17.9%	1	0	(	)	0.0%	[o] 1	0	100.0%	0.0%
07 Administrative & Sr Clerical	1	-20.6%	0.0%	(	66.7%		1	1		17.9%	0	0	(	)	8.5%	6 0	미	0.0%	0.0%
08 Skilled Sales & Service	68		0.0%	(	34.4%		37	37	'l 4	17.9%	2	2 0	(	)	2.4%	2	0	5.9%	2.9%
09 Skilled Crafts & Trades	0	0.0%	0.0%	(	0.0%	17.9%	0			17.9%	0	0	(	)	0.0%		1 0	#DIV/0!	#DIV/0!
10 Clerical Personnel	5	0.0%	0.0%	(	0.0%	17.9%	$\frac{1}{2}$	]		17.9%		] 0	] (	7	4.3%			0.0%	0.0%
11 Intermediate Sales & Service	11	0.0%	0.0%	'	18.2%		4 5	6	]	17.9%	"	'l °	] :		1.2% 4.0%		'l 🧐	0.0%	0.0%
12 Semi-Skilled Manual	13	171070	0.0%	'	0.0%	17.9% 17.9%	1 .	]		17.9%			] ;		4.0% 6.7%		]	15.4% 0.0%	7.7%
13 Other Sales & Service 14 Other Manual Workers	I	0.0%	0.0%	'	0.0%	17.9%	1			17.9% 17.9%		<u>'</u>	'		8.2%		] \	0.0%	0.0% 0.0%
Total	124			'	25.4%		67	67	,	17.9%		,	<del>  '</del>	,	0.0%	s 0	1 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)<sup>1/3</sup> - 1) x 100.

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

workforce Analysis) ÷ 2) x 100	J.			
				Table 12: Aboriginal Peoples
Employment Equity Occupational		Aboriginal		
Group (EEOG)	Short-tern	a Goals	Long-term Goals	Comments
-		%	%	
01 Senior Managers		0.0%		
02 Middle & Other Managers		0.0%		
03 Professionals		0.0%		
04 Semi-Professionals & Tech		0.0%		
05 Supervisors		0.0%		
06 Supervisors: Crafts & Trades		0.0%		
07 Administrative & Sr Clerical		0.0%		
08 Skilled Sales & Service		0.0%		
09 Skilled Crafts & Trades		0.0%		
10 Clerical Personnel		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%		

										Data for	Subseque	nt/Curre	nt Goals							
A B		С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
<u> </u>		<b></b>	<u> </u>	<u> </u>	,	<del>\</del>	<del>.</del>	<u> </u>	<u> </u>	J	J	<u> </u>	<b>V</b>	<b></b>	1	<b>J</b>	<u> </u>		<b>\</b>	<u> </u>
										Table 13	: Persons	with Disa	abilities							
										Subseque	ent/Current	Short-tern	n Goals							
					All Er	nployees									Persons wi	th Disabilities	S			
		Number	Cross	vth (New Posit	ionel	Turnover (R	eplacement of	Terminated		Number	_			3 Yei	r Goals					
Employment Equity Occu	inational	. vanioei	0.00	1111 (11011 1 1031)	10113)		Employees)		Anticipated	Number		eplacement of l Employees)	Hires Required	Fro	m - To	Present		Projected	Present	Projected
Group (EEOG)	·paciona.	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3	YYYY-MM-DD		• •	Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3
		2018-10-23	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2018-10-23	Annually	Over 3 Years	Years	2018	2021			-		Years
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers		13	0.0%	0.0%	(	0.0%	17.9%	7	7	' (	17.9%	0	1	(	4.3%	4.3%	-1	-1	0.0%	0.0%
03 Professionals		1	0.0%	0.0%	(	0.0%	17.9%	1	1		17.9%	0	0	(	)	3.8%	0	0	0.0%	0.0%
04   Semi-Professionals &	& Tech	2	0.0%	0.0%	(	0.0%		1	1	. (	17.9%	0	0	(	)	4.6%	0	0	0.0%	0.0%
05 Supervisors		3	0.0%	0.0%	(	0.0%		2	2	1	17.9%	1	0	(	)	13.9%	1	0	33.3%	0.0%
06 Supervisors: Crafts &		1	-20.6%	0.0%	(	66.7%		1	1		17.9%	0	0	(	)	7.8%	0	0	0.0%	0.0%
07 Administrative & Sr		1	-20.6%	0.0%	(	66.7%		1	1		17.9%	0	0	(	)	3.4%	0	0	0.0%	0.0%
08 Skilled Sales & Serv		68	-6.4%	0.0%	(	34.4%		37	37	' 1	17.9%	1	2		3.5%	3.5%	-1	-1	1.5%	1.5%
09 Skilled Crafts & Tra	ides	0	0.0%	0.0%	(	0.0%		0	0		17.9%	0	0	(	)	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel		5	0.0%	0.0%	(	0.0%	17.9%	3	3		17.9%	0	0	(	)	7.0%	0	0	0.0%	0.0%
11 Intermediate Sales &		11	0.0%	0.0%	(	18.2%		6	6		17.9%	0	1	(	5.6%	5.6%	-1	-1	0.0%	0.0%
12 Semi-Skilled Manua		13	17.6%	0.0%	(	0.0%	17.9%	7	7	' 1	17.9%	1	1	(	)	4.8%	0	-1	7.7%	0.0%
13 Other Sales & Service	ce	1	0.0%	0.0%	(	0.0%	17.9%	1	1	.	17.9%	0	0	(	)	6.3%	0	0	0.0%	0.0%

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

60.0%

25.4%

17.9%

17.9%

67

0.0%

-3.0%

124

0.0%

0.0%

14 Other Manual Workers

Total

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.

17.9%

5.3%

0.0%

Weinteree (111111) 27 is 10				Table 14: Persons with Disabilities
Employment Equity Occupational	Persons v	with Disabilities		
Group (EEOG)	Short-term Goal	s Long-ter	m Goals	Comments
	%		%	
01/02 Managers	4	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	3.5%	3.5%	
09 Skilled Crafts & Trades	(	0.0%		
10 Clerical Personnel	(	0.0%		
11 Intermediate Sales & Service	5	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%		

0.0%

2.4%

0.0%

0.8%

									Data for S	Subseque	nt/Currer	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
-	Ţ	<b>.</b>	1	<b>V</b>	<u> </u>	<b>V</b>	Ţ	<b>J</b>	<b>1</b>	<b>1</b>	<b>V</b>	Ţ	1	<b>.</b>	<b>V</b>	Ţ	<b>1</b>	Į.	<u> </u>
								T	able 15: M				S						
									Subseque	nt/Current	Short-term	Goals							
		,		All En	nployees					,		,			isible Minori	ities			
	Number	Grov	vth (New Posit	ions)		eplacement of	Terminated		Number	Turnover (Re	enlacement of	Hires		Goals					
Employment Equity Occupational						Employees)		Anticipated		Terminated		Required		n - To	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2018-10-23	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	1000	2018-10-23	Annually	Over 3 Years	Years	2018	2021					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	0.0%	0.0%	C	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%	C	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%	C	0.0%	17.9%	1	1	0	17.9%	0	0	0		31.4%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	2	0.0%	0.0%	C	0.0%	17.9%	1	1	2	17.9%	1	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		18.3%	1 0	-1	33.3%	0.0%
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	1	-20.6% -20.6%	0.0%		66.7%		1	1	"	17.9% 17.9%	0	0	0		25.8% 11.1%	1 0		0.0% 0.0%	0.0% 0.0%
08 Skilled Sales & Service	68	-20.6% -6.4%	0.0%		34.4%		37	27	5	17.9%	0	0	0	11.9%	11.1%	1 2		7.4%	8.8%
09 Skilled Crafts & Trades	00	0.0%	0.0%		0.0%	17.9%	37	3/	]	17.9%	]	ا ا		11.9/0	0.0%	] -3	-2	#DIV/0!	#DIV/0!
10 Clerical Personnel	5	0.0%	0.0%	o c	0.0%	17.9%	3	3		17.9%	1	1	0		17.4%	Ö	-1	20.0%	0.0%

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

18.2%

0.0%

0.0%

60.0%

25.4%

17.9%

17.9%

17.9%

17.9%

17.9%

67

Intermediate Sales & Service

Semi-Skilled Manual

13 Other Sales & Service

14 Other Manual Workers

Total

11

13

124

0.0%

17.6%

0.0%

0.0%

-3.0%

0.0%

0.0%

0.0%

0.0%

0.0%

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

17.9%

17.9%

17.9%

17.9%

24.8%

29.2%

19.8%

24.8%

29.2%

34.1%

19.8%

0.0%

	workforce Analysis) = 2) x 100	<b>,</b> .			
					Table 16: Members of Visible Minorities
Et	oyment Equity Occupational	Mem	bers of Visib	le Minorities	
	o (EEOG)	Short-terr	n Goals	Long-term Goals	Comments
			%	%	
01	Senior Managers		0.0%		
02	Middle & Other Managers		15.0%	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%		
	Clerical Personnel		0.0%		
11	Intermediate Sales & Service		24.8%	24.8%	
12	Semi-Skilled Manual		29.2%	29.2%	
	Other Sales & Service		0.0%		
14	Other Manual Workers		19.8%		The gap will be closed in the short term
Total			0.0%		

0.0%

15.4%

0.0%

0.0%

9.7%

9.1%

23.1%

0.0%

20.0%

4.8%

									Feder	ral Contr I	Part 4: ] Acuity	Results / Holdi	- Womengs Inc.		Report									000326
	D	С		F	F	G	H	т	т	K		e: 2018-	-10-23 <sub>]</sub>	0	P		Ъ	C	Т	Ī TT	V	W	X	Y
A Data s	B purces:		Part 1: Workforce	Part 1: Workforce	E÷D x 100	Part 1: Workforce	DxG ÷100	Е-Н	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2:	L÷K x 100	K x G ÷ 100	O L-N	Part 2: Flow Data Analysis	Part 2: Flow Data	Q ÷ P x 100	<b>S</b> P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data	V ÷ U x 100	UxF÷100	
<u></u>			Analysis	Analysis	<b>V</b>	Analysis	Ų.	1	Į.	<b>V</b>	Analysis	<b>.</b>	<b></b>	<b></b>	<u> </u>	Analysis	<u> </u>	<b>J</b>	<b></b>	<u> </u>	Analysis	Ţ	<b>↓</b>	<u> </u>
Em	loyment Equity					orce An						Hires			T		Data A	•		I	Ter	minatio	ns	
	upational Group	Year	All Employees			Wo	men			All Employees		V	omen		- All Employees	s	N	omen		All Employees		W	omen	
(LE	JG)	#	#	Represe #	entation %	Avail:	ability #	Gap #	EE Result	#	Ac	tual %	Expected #	Difference #	#	# #	tual %	Expected #	Difference #	#	Actu	al %	Expected #	Difference #
01	Senior Managers	2016 2018	0	0		27.4 0.0		0	0.0	n	0	0.0	0	0			0.0	0	n	0	0	0.0	0	0
02	Middle & Other	2016	13	0	3.0	38.9	5	-5	7.7 59.3	0			0	0				0	0	0			0	0
03	Managers Professionals	2018	13	0		38.9 47.3	0	0	59.8	0	0	0.0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0											0
04	Semi-Professionals &	2018 2016	2	0	23.0	28.3 0.0	0	0	0.0	0	0	0.0												
05	Technicians	2018 2016	3	2 1	100.0 17.5	45.9 55.6		-1	217.9 31.5	0	0	0.0	0	0	C	0 0	0.0	0	0	0	0	0.0	0	0
	Supervisors Supervisors: Crafts &	2018 2016	3 2	1 0	33.3 3.4	52.6 0.0		-1 0	63.4 0.0	0	0	0.0	0	0	C	C	0.0	0	0	0	0	0.0	0	0
06	Trades	2018	1	1	100.0	7.6		1	1315.8	0	0	0.0	0	0	C	0	0.0	0	0	1	0	0.0	0	0
Data s	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷Dx 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100											
			<b>↓</b>		. <b>J</b>	<b>,</b>	<b>1</b>	1	1	<b>\</b>	1	<b>1</b>	↓											
				Entra ow Data			Short-ter	em Cook		oals	Long-ter	m Cools												
Осс	oloyment Equity upational Group	Year	All Employees		men			men	Percent of		Won Percent of	nen	Percent of					c	Commen	ts				
(EE	DG)	#	#	Act	tual %	Goal #	Goal Met	Goal	Goal Met	Goal #	Goal Met	Goal	Goal Met											
01	Senior Managers	2018 2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
02	Middle & Other Managers	2018 2021	0	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0											
	Professionals	2018 2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0													
	Semi-Professionals & Technicians	2018	0	0	0.0		0.0	0.0	0.0	0	0.0	0.0												
	Supervisors	2021	0	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0											
06	Supervisors: Crafts & Trades	2021 2018	-1	0	0.0	0	0.0	0.5	0.0	0	0.0	0.5	0.0											
Ш	rrades	2021	-1	0	0.0			0.0	0.0			0.0	0.0											

									Fede	ral Contr F	Part 4: I	Results / Holdi	- Wome		Report									000327
A	В	С	D	E	F	G	Н	ī	J	K	Date	e: 2018 M	-10-23]	0	P	0	R	S	Т	U	V	W	X	Y
5	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:	O - P v	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	
L		I	J	<u> </u>	<u>↓</u>	<u> </u>	↓ 	J.	<u> </u>	<u>↓</u>	Ų.	<b>\</b>	<u> </u>	Ų	<u> </u>	<u> </u>	↓ ••••••••••••••••••••••••••••••••	<u> </u>	<b>V</b>	<u> </u>	<b>1</b>	Ţ	<u> </u>	<u> </u>
000000000000000000000000000000000000000	ployment Equity upational Group	Year				orce An orkforce						Hires					Data Ar	IS			Te	rminati		
	OG)	#	All Employees	Represe	entation %	Wor Availa		Gap	EE Result	All Employees	Act		Expected	Difference #	All Employees	Ac	tuai %	Expected	Difference	All Employees	Act		Expected	Difference
07	Administrative & Senior Clerical	2016 2018	2	1 0	41.4	84.9 81.1		-1 -1	48.8	0	0	0.0		0	0	) 0		0	0	1	1	100.0	0	1
08	Skilled Sales & Service Personnel	2016 2018	83			27.6 27.2	23 18	-23 -14		3	0	0.0		-1	1	. 0	0.0	0	0	26	1	3.8	0	1
09	Skilled Crafts & Trades Workers	2016 2018	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         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         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	2018	5 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 Semi-Skilled Manual	2016 2018 2016	11 11 8	8	5.7 72.7 2.0	68.6 62.5 0.0	7	-7 1 0	8.3 116.4 0.0	2	2	100.0	1	1	1	. 0	0.0	0	0	2	2	100.0	0	2
12	Workers	2018	13		0.0	17.5		-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 ÷ <b>D</b> x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷M x 100											
<u> </u>			<u> </u>	<u> </u>	<u> </u>	<u> </u>	1	<b>\</b>	<u> </u>	<u> </u>	<u> </u>	<b>\</b>	<u> </u>											
r				Entrai	us		Short-te	rm Coal		oals	Long-teri	m Coals												
	ployment Equity upational Group	Year		Wor	nien	,	Wo		-		Won							C	Commen	ts				
(EE	OG)	#	All Employees	Acti	ual %	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											
08	Skilled Sales & Service Personnel	2018 2021	-22 -22	-1	4.5 4.5		-11.1	0.0	1671.1	8	-12.5	0.0	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											
10	Clerical Personnel  Intermediate Sales &	2018 2021 2018	1	1 1 0	100.0 100.0 0.0	0	0.0	0.0 0.5 0.0	20000.0	0	0.0	0.0 0.0 0.0	0.0											
11	Service Personnel Semi-Skilled Manual	2018	1 7	0	0.0		0.0	0.0	0.0	0	0.0	0.0	0.0											
12	Workers	2021	7	0		1		0.2		Ů		0.2												

	Federal Contractors Program Achievement Report  Part 4: Results - Women  Acuity Holdings Inc.																							
											[Date	: 2018-	10-23]											8
A	В	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U	V	W	X	Y
Data sour	rces:		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
			1	J.	Ţ	Ţ	1	1	1	<b>\</b>	<b>↓</b>	Ţ	Ţ	J.	Ţ	1	Ţ	<b>J</b>	<b>1</b>	Ţ	Ţ	Ţ	<b>↓</b>	<b>— — —</b>
Emalo	ovment Equity					orce An									T			nalysis		1				
•	pational Group	Year			N N	orkforce Wor						Hires	omen			1	<u>Promotio</u> v	NS Vomen			1 ei	minatio w	omen	
(EEO	G)		All Employees	Repres	entation	Availa		Gap	EE Result	All Employees	Act		Expected	Difference	All Employees	Ac	tual	Expected	Difference	All Employees	Acti		Expected	Difference
		#	#	#	%	%	#	#	%	#	#	%	Ħ	#	#	#	%	#	#	#	#	%	#	#
1 13 1	ther Sales & Service	2016	1	1	59.2	0.0	0	1	0.0			0.0										0.0		
	rsonnel	2018 2016	1	0		59.2	0	-1	0.0	0	0	0.0	0	0	0	C	0.0	0	0	0	0	0.0	0	
14 Ot	her Manual Workers	2018	5	1	20.0	16.1	1	0	124.2	2	. 0	0.0	0	0	0	C	0.0	0	0	3	0	0.0	0	0
Total		2016	136	5			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 sour	rces:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷Dx 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷Ix 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷M x 100											
				Entra	<u> </u>	<u> </u>	Ψ	Ψ	<u> </u>	oals	Ψ	<u> </u>	<u> </u>											
Emple	oyment Equity			ow Data		,	Short-tei	·m Goals			Long-teri	m Goals												
	pational Group	Year			men	,	We				Won							C	ommen	ts				
(EEO			All Employees	Act	tual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	#	%	#	%	%	%	#	%	%	%											
	ther Sales & Service	2018 2021	0	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0											
	ther Manual Workers	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
		2021 2018	-1 -16	0 -1		14	-7.1	0.0	0.0	9	-11.1	0.0	0.0											
Total		2021	-16	-1		1.1	,.1	0.0	0.0	,	11.1	0.0	0.0											

									Fede	ral Conti	actors	Progra	m Achie	vement	Report											
										Part 5			original	Peoples												
											Acuity	y Holdi	ings Inc.													000329
											[Date	e: 2018	-10-23]													
A	В	C	D	Е	F	G	Н	I	J	K	L	M	N	O	P	Q	R		S	Т	U	V	V	V	X	Y
··············			Part 1:	Part 1:		Part 1:					Part 2:					Part 2:						Part 2				
Data s	sources:		Workforce Analysis	Workforce Analysis	E ÷ D x 100	Workforce Analysis	D x G ÷ 100	E-H	E ÷ H x 100	Part 2: Flow Data Analysis	Flow Data Analysis	L÷K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Flow Date	Q÷1		F ÷ 100	Q - S	Part 2: Flo Data Analy	W Flow De	ta V÷		x F ÷ 100	V - X
·····			<b>.</b>	J.	Ţ	Ų.	Ţ	Ţ	1	<b>.</b>	J	Ţ	<b>1</b>	Ţ	Ţ	Ţ	1		1	<b>1</b>	Ţ	↓ ↓	1	,	<b>\</b>	<b>1</b>
E	ployment Equity			1		orce An									т			Anal	ysis		T					
	upational Group	Year		T	<u> </u>	orkforce	e ial Peoples				1	Hires	inal Peoples				Promo	otions original P	Pennles				Termir	ations poriginal		
	OG)		All Employees	Represe	entation		lability	Gap	EE Result	All Employees	Act	tual	Expected	Difference	All Employee	s A	ctual		pected	Difference	All Employ	ees	Actual		Expected	Difference
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	,	#	#	#	#	9/	,	#	#
01	Senior Managers	2016	0	- 'I	0.0	0.0	·	0	0.0	_	_															
	Middle & Other	2018 2016	13	0		0.0	:	0	0.0	0	0	0.0	0	0	) (	0 (	)	0.0		0	)	0	0	0.0	0	0
	Managers	2018	13	1		2.2			0.0	0	0	0.0		0	,	0 (	)	0.0				0	0	0.0	0	0
	Professionals	2016	1	0		1.1	-	0	0.0																	
03	Professionals	2018	1	0	0.0	1.1		0	0.0	0	0	0.0	0	0	)	0 (	)	0.0	(	C	)	0	0	0.0	0	0
	Semi-Professionals & Technicians	2016	2		50.0	2.8	3	ļ .	1,785.7																	
$\vdash$	Technicians	2018 2016	2	1	50.0 33.3	2.8			1,785.7 1,666.7	0	0	0.0	0	0	'	0 (	)	0.0			<u>' </u>	0	0	0.0	0	0
05	Supervisors	2018	3	1	33.3	2.0			1,666.7	0	0	0.0	0	0	) (	0 (	)	0.0	(	) c		0	0	0.0	0	0
06	Supervisors: Crafts &	2016	2	1	50.0	1.3		1	3,846.2																	
00	Trades	2018	1	1	100.0	0.0	0	1	0.0	0	0	0.0	0	0	) (	0 (	)	0.0	(	C	)	1	0	0.0	1	-1
				Part 2:																						
Data s	sources:		Part 2: Flow Data Analysis	Flow Data Analysis	E÷Dx 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100													
			<b></b>	Ţ	Ţ	. ↓	1	Ţ	1	<b>1</b>	<b>↓</b>	1	↓													
				v Entrai						oals																
	ployment Equity	Year	F	low Data Aborigina			Short-te	rm Goal	S		Long-teri Aborigina									~						
	upational Group OG)		All Employees			Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of							Commen	IS					
		#	#	#	%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met													
0.1	Caniar Managara	2018	0	0	0.0	0				0	0.0	0.0														
	Senior Managers	2021	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														
		2021	0			0	0.0	4		0	0.0	0.0														
03	Professionals	2021	0	-			0.0	0.0			0.0	0.0														
()/1	Semi-Professionals &	2018	0	0	0.0		0.0			0	0.0	0.0														
	Technicians	2021	0	0				0.0			0.0	0.0														
05	Supervisors	2018	0	0	0.0		0.0	0.0		"	0.0	0.0														
06	Supervisors: Crafts &		-1	-	0.0		0.0		_	0	0.0	0.0														
	Trades	2021	-1	0				0.0				0.0	_													

	Federal Contractors Program Achievement Report  Part 5: Results - Aboriginal Peoples																							
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											[Date	e: 2018	-10-23]											
A	В	С	D	Е	F	G	Н	Ī	J	K	L	M	N	O	l P	0	R	S	T	U	V	W	X	Y
5	ources:		Part 1: Workforce	Part 1: Workforce	E ÷ D	Part 1: Workforce	DxG	Е-Н	E÷H	Part 2: Flow	Part 2: Flow Data	L÷K	K x G ÷ 100		Part 2: Flow	Part 2:	Q ÷ P x	P x F ÷ 100		Part 2: Flow	Part 2: Flow Data	V ÷ U x	UxF÷100	
			Analysis	Analysis	x 100	Analysis	÷ 100		x 100	Data Analysis	Analysis	x 100	<u>.</u>		Data Analysis	Analysis			<u> </u>	Data Analysis	Analysis	100		<u> </u>
				<u> </u>	V Work£	↓ orce An	↓ olvsis			<u> </u>		<u> </u>		<u> </u>		↓ Elow	↓ Data Aı	<u>↓</u>						
Em	oloyment Equity					orkforce	<u>-</u>					Hires			T		Promotion	•		T	Ta	rminati	one	
	upational Group	Year			**	Aborigina							inal Peoples					nal Peoples			10		nal Peoples	
(EE	OG)		All Employees	Represe	ntation	Availa		Gap	EE Result	All Employees	Act		Expected	Difference	All Employee	S Ac	tual	Expected	Difference	All Employees	Ac	ual	Expected	Difference
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	Ħ	%	#	#	#	#	%	#	Ħ
07	Administrative &	2016	2	0	0.0	6.0	0	0	0.0													0.0		
	Senior Clerical Skilled Sales &	2018 2016	83	0	0.0	8.5 2.2	2	7	0.0 492.9	0	0	0.0	0	0	) (	0 0	0.0	0	0	1	0	0.0	0	0
08	Service Personnel	2018	68	4	5.9	2.4	2	2	245.1	3	0	0.0		0	1	1 0	0.0	0	0	26	0	0.0	3	-3
00	Skilled Crafts &	2016	0	0	0.0	0.0	0	0	0.0															
09	Trades Workers	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	) (	0	0.0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2016	5	0	0.0	4.3	0	0	0.0			0.0				1						0.0		
	Intermediate Sales &	2018 2016	11	0	0.0	4.3 1.5	0	0	0.0	0	0	0.0	0	0	1	1 0	0.0	0	0	0	0	0.0	0	0
11	Service Personnel	2018	11	0	0.0	1.2	0	0	0.0	2	0	0.0	0	0	1	ı c	0.0	0	0	2	0	0.0	0	0
12	Semi-Skilled Manual	2016	8	1	12.5	5.5	0	1	227.3															
12	Workers	2018	13	2	15.4	4.0	1	1	384.6	6	1	16.7	0	1	. 1	1 0	0.0	0	0	0	0	0.0	0	0
Data s	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷Ix 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100											
L			Ţ	L L	L	J	J	L L	<u> </u>	L L	J	Ţ	ı J											
			•	Entrar	ıts	•	<b></b>	<b></b>	G	Coals		<b></b>	•											
Em	oloyment Equity			low Data			Short-te	rm Goal			Long-teri	m Goals												
	upational Group	Year		Aborigina	d Peoples			al Peoples			Aboriginal							(	Commen	its				
	OG)		All Employees	Acti	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	#	%	#	%	%	%	#	%	%	%											
07	Administrative &	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
J,	Senior Clerical	2021	-1	0	0.0			0.0	0.0			0.0	_											
08	Skilled Sales & Service Personnel	2018 2021	-22 -22		0.0	0	0.0	0.0	0.0	0	0.0	0.0												
	Skilled Crafts &	2021	-22		0.0	0	0.0			0	0.0	0.0	_											
09	Trades Workers	2021	0	0	0.0			0.0				0.0												
10	Clerical Personnel	2018	1	0	0.0	0	0.0	0.0		0	0.0	0.0												
	Intermediate Sales &	2021 2018	1	0	0.0	0	0.0	0.0			0.0	0.0												
	Service Personnel	2018	1	0	0.0	V	0.0	0.0		0	0.0	0.0												
12	Semi-Skilled Manual	2018	7	1	14.3	0	0.0			0	0.0	0.0												
12	Workers	2021	7	1	14.3			0.0	0.0			0.0	0.0											

	Federal Contractors Program Achievement Report  Part 5: Results - Aboriginal Peoples																							
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A	В	С	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U	V	W	X	Y
Data se	nurces:		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
3		<b>↓</b>	<b>V</b>	Ų.	1	Ų.	Ţ	Ţ	<b>V</b>	Ţ	Ţ	Ţ	Ţ	<b>\</b>	Ų.	\	Ţ	<b>\</b>	Ţ	Ţ	Ţ	1	<b></b>	
										Flow	Data A	nalysis												
	mployment Equity cupational Group  Workforce Analysis  Workforce  Aboriginal Peoples											Hires				P	'romotio				Te	rminati		
		EE Result	All Employees	Act		nal Peoples  Expected	Difference	All Employees		Aborig tual	Expected	Difference	All Employees	Act		Expected	Difference							
ľ	OG)  All Employees Representation Availability Gap El									#	#	%	##	#	#	#	%	#	#	#	#	%	#	#
13	Other Sales & Service	2016	1	0	0.0	6.7	0	0	0.0															
1.5	Personnel	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
14	Other Manual Workers	2016 2018	5	0	0.0	8.2 8.2	0	0	0.0	2	0	0.0	0			0	0.0				0	0.0		
		2018	136	۰	9.6	2.7	4	9	354.0		0	0.0	0	0	0	0	0.0	0	0	3	0	0.0	0	0
Total		2018	124	9	7.3	0.0	0	9	0.0	13	1	7.7	0	1	4	0	0.0	0	0	33	0	0.0	3	-3
······				······································				:	:	:														
Data s	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100											
š			Ψ	······································	<b>1</b>		1	<b></b>	<b></b>	<b></b>		Ţ												
			New	Entrar	nts				G	loals														
Emp	nployment Equity Voca Flow Data Short-term Goals									]	Long-teri	m Goals												
	ccupational Group  Year  Aboriginal Peoples  Aboriginal Peoples										Aboriginal	Peoples						(	Sommen	ts				
(EE	Actual Goal Goal Mc								Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
<b></b>	# # # % # 9 . Other Sales & Service   2018   0   0   0.0   0								%	#	%	%	%											
1 13 1	Other Sales & Service Personnel	0	0.0	0.0	0.0	0	0.0	0.0	0.0															
		2021 2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
14	Other Manual Workers	2021	-1	0	0.0			0.0	0.0			0.0	0.0											
Total		2018	-16		-6.3	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											

	Federal Contractors Program Achievement Report																							
									l	Part 6: R	esults -	Person	is with E	Disabiliti	ies									35
											Acuity	y Holdi	ngs Inc.											000332
											[Date	e: 2018	-10-23]											- 0
A	В	C	D	E	F	G	Н	T	.J	K	L	M	N	O	P	0	R	S	Т	U	V	W	X	Y
	В	<u> </u>		4	1'		11	1	<u> </u>	1	:	171	17				1		<u> </u>		# *******************************		<u> </u>	
Data	sources:		Part 1: Workforce	Part 1: Workforce	E ÷ D x 100	Part 1: Workforce	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data	Q ÷ P x 100	P x F ÷ 100	Q-S	Part 2: Flow Data Analysis	Part 2: Flow Data	V ÷ U x 100	U x F ÷ 100	V - X
<u> </u>			Analysis <b>J</b>	Analysis J		Analysis	J	J	J	J	Analysis <b>J</b>	L	J	J	<u> </u>	Analysis	J	J	<u> </u>		Analysis L	T	<u> </u>	<u> </u>
			<b>v</b>	•	Vorkfa	orce An	•	Ψ					<u></u>	Ψ		•	Data Aı	•	Ψ				Ψ	
	ployment Equity	Year				orkforce	7					Hires					romotio	<u>-</u>			Te	minati	ons	
	upational Group OG)		All Employees	-		Persons with				All Employees			ith Disabilitie		All Employee	s		th Disabilitie		All Employees	<u> </u>		ith Disabilitie	
(	.00)	Ħ	#	Represen	tation %	Availa %	ibility #	Gap #	EE Result	¥	Act #	tual %	Expected #	Difference #	#	Act	ual %	Expected #	Difference #	#	Acti	ial %	Expected #	Difference #
01		2016	13	0	0.0	4.3	1	-1	0.0															
02	Managers	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
03	Professionals	2016	1	0	0.0	3.8		0	0.0															
	Semi-Professionals &	2018 2016	1 2	0	0.0	3.8 4.6		0	0.0	0	0	0.0	0	0		0	0.0	0	(	0	0	0.0	0	0
04	Technicians	2018	2		0.0	4.6		0	0.0	0	0	0.0	0	0	) (	0	0.0	0	(	0 0	0	0.0	0	0
05	Supervisors	2016 2018	3	1	33.3 33.3	13.9 13.9	0	1	239.8 239.8	0	0	0.0		0		0	0.0	0			0	0.0	0	
06	Supervisors: Crafts &	2016	2	0	0.0	7.8	v	0	0.0	0	U	0.0	0		,	) 0	0.0	0		1	0	0.0	0	0
00	Trades	2018	1	0	0.0	7.8	0	0	0.0	0	0	0.0	0	0	) (	0	0.0	0	(	) 1	0	0.0	0	0
				Part 2:					<u></u>															
Data	sources:		Part 2: Flow Data Analysis	Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
<u></u>			Ų	<u> </u>	Ų.	<b>V</b>	Ţ	Ţ	Į	<b>V</b>	Į	Į	Ţ											
				Entran	ts				G	oals														
	ployment Equity	Vear	F	low Data	with		Short-tei				Long-teri													
	Occupational Group  1 ear Persons with Disabilities  Persons with Disabilities									I	Persons with	Disabilities	I					(	Commer	ıts				
(1	.00)			Actu		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
01		#	#	#	%	#	%	%	%	#	%	%	%											
&	Managers	2018	0	0	0.0	0	0.0	0.0		1	0.0	0.00												
02		2021	0	· ·	0.0	0	0.0	0.0		n	0.0	0.04 0.00												
03	Professionals	2018	0	0	0.0	J	0.0	0.0	0.0	U	0.0	0.00	0.0											
04	Semi-Professionals & Technicians	2018 2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00												
0.5		2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00												
05	Supervisors	2021	0	0	0.0	-		0.0	0.0	-		0.00												
06	Supervisors: Crafts & Trades	2018	-1 -1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00												
Ь.		2021			0.0			0.0	1 0.0			0.00	1 0.0											

Part 6: Results   Persuns with Disabilities   Persuns wi		nt Report	Achievement	Program	actors	al Contr	Feder										
Part		lities	with Disabilit	- Person	esults -	Part 6: R	I										
Part			s Inc.	ty Holdir	Acuity												
Part			-23]	te: 2018-	[Date												
Mary Number   Parish   Mary Number   Mary Number   Parish   Mary Number   Mary Number   Parish   Mary Number	Q   R   S   T   U   V	P	N O	M	L	K	J	I	Н	G	F	E	D			В	A
Californian   Care   Californian   Califor	OW Visis Flow Data Q + P x   P x F ÷ 100   Q - S   Part 2: Flow Data Applysis Flow Data	Part 2: Flow F	G÷100 L-N	1 v 100	Flow Data			E-H		Workforce		Workforce	Workforce			urces:	Data so
Composition	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	<b>V</b>	J J	1	<u> </u>	¥	<b>1</b>	J.	•			· · · · · · · · · · · · · · · · · · ·	Ţ				
Part									alysis			W					n,
Ref District   Ref					T				D: 122.5					ar			
Mainistrative   Mainistrativ	vees All Employees	All Employees			Aei	All Employees	EE Docult	Con				Penrosent	ll Employees	Al	noup		
Stated States				-		#			-	-		#	#	#	#		
State   Stat								0	0	3.4		0	2			Administrative &	07
Second Control   Seco	0 0 0.0 0 0 1	0 0	0	0.0	0	0		0	0		0.0	0	1			enior Clerical	٤ '٥
9												1					$0 \times 1$
Trades Workers   2018   0   0   0   0   0   0   0   0   0	1 0 0.0 0 0 26	0 1	0	0.0	0	3		-1				1		_			
10		0 0	0	0.0	0	0		0					0				
11   Intermediate Sales & 2016			- V	0.0	ľ			0	0				5	_	20		t
Service Personnel   2018   11   0   0.0   5.6   1   -1   0.0   0   2   0   0.0   0   0   0   0   2   0   0.0   0   0   1   0   0.0   0   0   2   0   0.0   0   0   0   0   0   0   0	1 0 0.0 0 0 0	0 1	0	0.0	0	0	0.0	0	0	7.0	0.0	0	5	18	onnel 20	Terical Personnel	10
12   Semi-Skilled Manual   2016   8   1   12.5   4.8   0   1   260.4								0	1								
Part 2: Flow   Part 2: Flow   Part 3:   For Data   Part 4:   For Data   Part 5:   For Data   Part 5:   For Data   Part 5:   For Data   Part 5:   Par	1 0 0.0 0 0 2	0 1	0	0.0	0	2		-1	1					_			$\rightarrow$
Part 2: Flow   Part 3:   Flow   Part	1 0 0.0 0 0 0	0 1	0	0.0	0	6		0	1			1					1/1
Part 2 Flow 2 Flow 3															1		
Flow Data   Short-term Goals   Flow Data   Persons with Disabilities   P			M x 100			Part 3: Goals	F÷I x 100					Flow Data				urces:	Data so
Part			Ţ	1	<u> </u>	Ţ	1	Ţ	Ţ	<b>1</b>	<b>V</b>	<b>1</b>	Ţ				
Octational Group (EEOG)         Veam (EEOG)         Veam (Dissipational Group)         Veam (Dissipatio						oals	G				ts	Entrant	New				
Person Head of Park   Person Head of Park				rm Goals	Long-teri		S	m Goals	Short-ter	S			Fl		anity	lovment Equity	Emr
Percent of Goal   Percent of	Comments			h Disabilities	Persons with	1	i	Disabilities	Persons with	F							
Main Strative Mark						Goal		Goal		Goal	ıl	Actual	ll Employees	Al		)G)	EE
Of Senior Clerical         2021         -1         0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0			%	%	%	H	%	%	%	Ħ	%	#	#	¥.	#		
8 Skilled Sales & 2018				777	0.0	0			0.0	0							
Service Personnel         2021         -22         0         0.0         0.0         0.0         0.0         0.0         0.0           9 Skilled Crafts & Trades Workers         2018         0         0         0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0				<b>"</b> "	0.0					- 1				-			$\rightarrow$
O9 Trades Workers         2018         0         0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0				222	0.0	I			0.0	1							$0 \times 1$
Trades Workers 2021 0 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0					0.0	0			0.0	0		-		-			٠,
				0.0			0.0	0.0				-	0	21	ers 20		
				200	0.0	0			0.0	0			1			Clerical Personnel	10
2021 1 0 0.0 0.0 0.0 0.0 0.0 0.0				323	0.0	^			0.0		- 6		1	_	20.		
Intermediate Sales & 2018				77	0.0	0			0.0	0		i	1				
1 Semi-Skilled Manual 2018 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			7	-			_
12 Workers 2021 7 0 0.0 0.0 0.0 0.0 0.0 0.0				·//									7				

	Federal Contractors Program Achievement Report  Part 6: Results - Persons with Disabilities  Acuity Holdings Inc.																						
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A B	C	D	E	F	G	Н	I	J	K	L	M	N	0	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	Е-Н	E÷H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q÷Px 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
	1	<u> </u>		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>								<u> </u>							
Employment Fauity	Workforce Analysis Flow Data Analysis  Workforce Workforce Hires Promotions													T	Т	rminatio							
Occupational Group	Year					ı Disabilities						ith Disabilitie	s		1		rith Disabilitie	S		16		th Disabilitie	ş.
(EEOG)		All Employees	Represe		Availa	•		EE Result	All Employees	Act		Expected	Difference	All Employees		tual	Expected	Difference	All Employees	Act		Expected	Difference
Other Sales & Service	2016	# 1	# ()	0.0	% 6.3	# ()	# ()	<b>%</b>	#	#	%	#	#	#	Ħ	%	#	#	#	#	%	#	#
Personnel	2018	1	0	0.0	6.3	0	0	0.0	0	0	0.0	0	0	0	C	0.0	0	(	0	0	0.0	0	0
14 Other Manual Worker	2016	5	0	0.0	5.3	0	0	0.0	_				_						_				_
	2018	136	0	2.9	5.3 4.3	6	-2	0.0 68.4	2	0	0.0	0	0	0	C	0.0	0	(	3	0	0.0	0	0
Total	2018	124	3	2.4	0.0	0	3	0.0	13	0	0.0	0	0	4	C	0.0	0	(	33	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÷Gx 100	Part 3: Goals	F÷I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷M x 100											
		<u> </u>								↓													
			Entrar	its		CL 44	C1		oals	· · · · ·	C1-												
Employment Equity Occupational Group	Voor Persons with										m Goals  Disabilities						(	Commen	its				
(EEOG)  All Employees  Actual Goal Percent of Goal Met Go														Johnnen	14.5								
	#	#	#	%	#	%	9/6	%	#	9/6	%	9/6											
Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
14 Other Manual Worker	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Total	2021	-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																							
									Par	t 7: Rest				ole Mino	rities									35
											Acuity	/ Holdi	ngs Inc.											000335
											[Date	: 2018-	-10-23]											•
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	D						11 	<u> </u>		N.		171	<u> </u>		<u> </u>		1	1 3	<u> </u>				<u> </u>	1
Data so	ources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E-H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q-S	Part 2: Flow Data Analysi		V ÷ U x 100	U x F ÷ 100	V - X
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Ema	loyment Equity					orce Ai									<del></del>			nalysis		<del></del>				
	ipational Group	Year			V	Vorkfore Visible 1	e Minorities				T	Hires Visible	Minorities			P	romotio Visible	Minorities			1 e	rminati Visibl	ONS Minorities	
(EEC			All Employees	Repres	entation		lability	Gap	EE Result	All Employees	Act		Expected	Difference	All Employee	s Act		Expected	Difference	All Employee	Act		Expected	Difference
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
01 S	Senior Managers	2016	0	0			·	0	0.0			0.0					0.0							
	Middle & Other	2018 2016	13	0	0.0 7.7			0 -1	0.0 51.3	0	0	0.0	0	(	) (	0	0.0	0	(	)	0 0	0.0	0	0
1 (17 1	Managers	2018	13	1	7.7		-	-1	51.3	0	0	0.0	0	C		0	0.0	0	(		0 0	0.0	0	0
03 F	Professionals	2016	1	0				0	0.0															
		2018	1	0	0.0			0	0.0	0	0	0.0	0	C	) (	0	0.0	0	(	0	0 0	0.0	0	0
	Semi-Professionals & Fechnicians	2016 2018	2	2	100.0 100.0	27.2	-1	1	367.6 367.6	0	0	0.0	l			0	0.0			1	0 0	0.0	0	
		2016	3	1	33.3	+		0	182.1			0.0	, ·		1	,	0.0	ľ				0.0		
	Supervisors	2018	3	1	33.3			0	182.1	0	0	0.0	0	C	) (	0	0.0	0	(	)	0 0	0.0	0	0
	Supervisors: Crafts &	2016	2	0				0	0.0			0.0					0.0					0.0		
	Trades	2018	1	0	0.0	25.8	S 0	<u> </u>	0.0	0	0	0.0	0			0	0.0	1 0	1 (	)	1 0	0.0	1 0	0
Data so	eurces:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷M x 100											
<u></u>			Ų	Ţ	<u> </u>	<b>1</b>	<b>1</b>	<u> </u>	Ţ	<b>\</b>	<u> </u>	Ţ	<b>.</b>	i										
			New	Entra	nts				G	oals														
	loyment Equity	Year	F	ow Data				rm Goals	š		Long-teri													
Occu (EEC	ipational Group		All Employees		Ainorities		Visible   Percent of	Minorities	Percent of		Visible M Percent of		Percent of					(	Commen	ıts				
LLL	A)			Ac		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
		2018	# 0	# 0	<b>%</b>	# 0	0.0	0.0	<b>%</b>	# 0	0.0	<b>%</b>	0.0											
01 S	Senior Managers	2021	0	0			. 0.0	0.0	0.0		0.0	0.0	0.0											
	Middle & Other	2018	0	0			0.0		0.0	1	0.0	0.0	0.0											
I N	Managers	2021	0	0		//////	0.0	0.2	0.0	0	0.0	0.2	0.0											
03 F	Professionals	2018 2021	0	0			0.0	0.0	0.0		0.0	0.0	0.0											
	Semi-Professionals &	2018	0	0			0.0	4	0.0		0.0	0.0												
04 T	Technicians	2021	0	0				0.0	0.0			0.2												
05 S	Supervisors	2018	0	0	i		0.0	0.0	0.0		0.0	0.0	0.0											
0.5 8	Supervisors: Crafts &	2021	-1	0			0.0	0.0	0.0		0.0	0.0	0.0											
	Trades	2021	-1	0				0.0	0.0		v.v	0.0												

	Federal Contractors Program Achievement Report  Part 7: Results - Members of Visible Minorities																							
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1		<u></u>	Part 1:	Part 1:		Part 1:					Part 2:					Part 2:			<u> </u>		Part 2:			
Data	sources:		Workforce Analysis	Workforce Analysis	E ÷ D x 100	Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Flow Date	Q ÷ P x 100	P x F ÷ 100	Q-S	Part 2: Flow Data Analysis	Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
3		I	<b>↓</b>	<u> </u>	<u> </u>		<u> </u>	Ţ	Ų	<b>V</b>	Ţ	1	1	Ţ	Ţ	<u> </u>	<b>V</b>	. ↓	Ů ↓	↓	Į.	Ţ	T .	<u> </u>
Em	ployment Equity			V		rce An									Т			nalysis		T		<del></del>		
	upational Group	Year			W	orkforce Visible M						Hires	Minorities			ľ	romotio	Minorities			1 e	rminatio	Minorities	
	oG)		All Employees	Represen	tation	Availa		Gap	EE Result	All Employees	Act		Expected	Difference	All Employee	S Ac	tual	Expected	Difference	All Employees	Act		Expected	Difference
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
07	Administrative &	2016	2	0	0.0	12.3	0	0	0.0															
0,	Senior Clerical	2018	1	0	0.0	11.1	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	,		0.0		0			0.0			26		0.0	2	
	Skilled Crafts &	2018 2016	68	5	7.4	11.8 11.8	0	-3	62.3	3	0	0.0	0	0	'	0	0.0	0	0	26	0	0.0		-2
09	Trades Workers	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	) (	0	0.0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2016	5	1	20.0	17.4	1	0	114.9															
10	Ciericai Fersonnei	2018	5	1	20.0	17.4	1	0	114.9	0	0	0.0	0	0	1	0	0.0	0	0	0	0	0.0	0	0
11	Intermediate Sales &	2016	11		0.0	25.1	3	-3	0.0			0.0								ļ		0.0		
	Service Personnel Semi-Skilled Manual	2018 2016	11	0	0.0 25.0	24.8 24.6	2	-3	0.0 101.6	2	0	0.0	0	0	'	0	0.0	0	0	2	0	0.0	0	0
12	Workers	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
						-																		
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÷Kx 100	Part 3: Goals	F ÷ M x 100											
L				J.		!	T	J	L L		J													
			New	Entran	ts		•	•	G	loals	•	•	•											
Em	ployment Equity			ow Data		•	Short-tei	m Goals		,	Long-teri	m Goals												
	upational Group	Year		Visible Mi	norities		Visible V				Visible Mi							(	Commen	ts				
(EF	OG)		All Employees	Actu	al	Goal	Percent of	Goal	Percent of Goal Met	Goal	Percent of	Goal	Percent of Goal Met											
		#	#	#	%	#	Goal Met %	%	Goal Met	#	Goal Met	%	%											
0.7	Administrative &	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
07	Senior Clerical	2021	-1	0	0.0			0.0	0.0			0.0	0.0											
08	Skilled Sales &	2018	-22		0.0	2	0.0	0.0		2	0.0	0.0												
$\vdash$	Service Personnel	2021 2018	-22 0	0	0.0	0	0.0	0.1	0.0	0	0.0	#REF! 0.0	0.0											
09	Skilled Crafts & Trades Workers	2018	0	0	0.0	U	0.0	0.0		U	0.0	0.0	-											
	Clerical Personnel	2018	1	0	0.0	0	0.0	0.0		0	0.0	0.0	<del>                                     </del>											
10	Ciericai Personnei	2021	1	0	0.0			0.0				0.0												
11	Intermediate Sales &	2018	1	0	0.0	2	0.0	0.0		1	0.0	0.0												
-	Service Personnel	2021	1	0	0.0	0	0.0	0.2		0	0.0	#REF!	<del> </del>											
12	Semi-Skilled Manual Workers	2018	7	0	0.0	0	0.0	0.0		- 0	0.0	0.0 #REF!												
<u> </u>	SINOIS	2021		V <sub>1</sub>	0.0			0.3	I 0.0			#KLT	0.0											

	Federal Contractors Program Achievement Report  Part 7: Results - Members of Visible Minorities																						
								Par	t 7: Resu	ılts - M	embers	of Visit	le Mino	rities									
										Acuity	y Holdi	ngs Inc.											
										[Date	e: 2018-	10-23]											
A B	С	D	E	F	G	Н	I	J	K	L	M	N	O	P	Q	R	S	Т	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E÷D x 100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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			V		rce An									_	Flow I								
Employment Equity Occupational Group	Year			W	orkforce	dinorities					Hires	Minorities			Pi	romotio	Minorities			Tei	minatio	Minorities	
(EEOG)		All Employees	Represen	tation		ability	Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	Acti		Expected	Difference	All Employees	Acti		Expected	Difference
	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
Other Sales & Service	2016	1	0	0.0	34.1		0	0.0															
Personnel	2018	1	0	0.0	34.1 19.8		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 2018	5	0	0.0	19.8	:	-1 -1	0.0	2	0	0.0	0	0		0	0.0	0	0	3	0	0.0	0	0
T-4-1	2016	136	13	9.6	15.2		-8	62.9		Ů	0.0			Ì		0.0	Ŭ	Ů			0.0		
Total	2018	124	12	9.7	0.0	0	12	0.0	13	0	0.0	0	0	4	0	0.0	0	0	33	0	0.0	3	-3
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷Dx 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷Ix 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100											
		Now	↓ Entran	te l	Ψ		Ψ	<u> </u>	oals	Ψ	↓												
Employment Equity			ow Data	LS		Short-tei	em Goals			Long-ter	m Goals												
Occupational Group	Year	- 11	Visible Mir	orities			linorities	,		Visible M							(	Sommen	ts				
(EEOG)		All Employees	Actus	al	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
	#	#	#	%	Ħ	%	%	%	#	%	%	%											
Other Sales & Service Personnel	2018 2021	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	1	0.0	0.0	0.0											
14 Other Manual Workers	2021	-1	0	0.0		- 10	0.2	0.0		- 10	#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.

Reau	ired	meas	ures:

Requi	red measures:
V	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
V	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.
V	Adjusted survey results to reflect hires, promotions and terminations.
<b>V</b>	Updated the workforce analysis to reflect new hires, promotions and terminations; any changes employees made to their self-identification questionnaires; and any revisions made to the availability estimates.
<b>√</b>	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).
V	Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
V	Ensured that any new gaps identified are addressed accordingly.
<b>V</b>	Maintained appropriate records in all required areas.
Other	measures:
V	Reviewed employment systems, policies and practices to ensure that they do not result in barriers to employment of designated group members, monitored their implementation and adjusted as appropriate.
<b>V</b>	Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
$\checkmark$	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.
<b>V</b>	Devoted adequate resources (financial and human) to ensure that the short-term goals would be met.
333	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.

V	Put in place a strategy to ensure a barrier-free workplace.
V	Undertook initiatives to increase representation where gaps in representation were found.
V	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
	Other (please describe):
Oper	rational Context
Please	check the appropriate boxes and provide a brief overview of the events that have influenced your zation's activities during the period between the first/previous and subsequent/current compliance
	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).

	employees).
	Other.
A 11 11 °.	
	tional Details
Please p	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 2016-12-23 Closed: 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 four	١d
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	No goal set
08	Skilled Sales & Service Personnel	Goal mot 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			
Franksynsont Fauity Ossunational Crays (FFOC)	Can	Short- term	Long- term	Representation	LMA
Employment Equity Occupational Group (EEOG)	Gap	(1 to 3	(+3		
		years)	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			Go	als		
			Short- term	Long- term	Representation	LMA
Employ	Employment Equity Occupational Group (EEOG)		(1 to 3	(+3		
			years)	years)		
#	Description	#	%	%	%	%
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 shortterm.

## **Persons with Disabilities**

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

recommend that the employer be found:						
⊠in compliance	$\square$ 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>;

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 <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of 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 (<u>Step 2-2</u> 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 underrepresented: and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish 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 Join the online workplace Square space for employers. Send us an email to join!