



OFFICIAL USE ONLY
Agreement N°:

s.19(1)

Labour Program
Federal Contractors Program

s.24(1)

Agreement to Implement Employment Equity

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Adobe Systems, Incorporated	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° 511210 - Software Publishers	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 242 To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02i-eng.htm

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

HEAD OFFICE			
Address (building number, street, suite, etc.) 345 Park Avenue	City San Jose	Province CA	Postal Code 95110
	Telephone Number (408) 536-6628	Fax Number	

EMPLOYMENT EQUITY CONTACT	
Name (print) Cam McCluskey	Title ERC Compliance Consultant
Telephone Number (408) 536-6628	E-mail Address cmclusk@adobe.com

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

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) Cam McCluskey	Title ERC Compliance Consultant
Telephone Number 408.536.6628	E-mail Address cmclusk@adobe.com
[REDACTED]	Date /17/2015

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



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

Reporting Period 2016-02-29 to 2018-09-30

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	283	0	0	283	Calgary	2	0	0	2
Québec	5	0	0	5	Montréal	4	0	0	4
Nova Scotia	1	0	0	1	Toronto	58	0	0	58
British Columbia	21	0	0	21	Vancouver	16	0	0	16
Alberta	2	0	0	2	Québec	1	0	0	1
Total Employees in Canada				312	Ottawa - Gatineau	212	0	0	212
					Oshawa	1	0	0	1
					Hamilton	2	0	0	2
					Kitchener - Cambridge - Waterloo	1	0	0	1
					Greater Sudbury	1	0	0	1
					B.C. less CMAs	5	0	0	5
					N.S. less CMA	1	0	0	1
					Ont. less CMAs	8	0	0	8
					Total Employees in Canada				312



Adobe Systems , Incorporated (certificate # V060940)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / National
Reporting Period 2016-02-29 to 2018-09-30

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	2	2										
Middle and Other Managers	10	8	2									
Professionals	35	26	9									
Semi-Professionals and Technicians	31	23	8							4	3	1
Administrative and Senior Clerical Personnel	2		2									
Skilled Sales and Service Personnel	51	36	15							2	2	
Other Sales and Service Personnel	1		1									
Total Number of Employees Hired	132	95	37							6	5	1

Adobe Systems , Incorporated (certificate # V060940)

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Ontario
Reporting Period 2016-02-29 to 2018-09-30

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	8	6	2									
Professionals	32	23	9									
Semi-Professionals and Technicians	31	23	8							4	3	1
Administrative and Senior Clerical Personnel	2		2									
Skilled Sales and Service Personnel	45	32	13							2	2	
Other Sales and Service Personnel	1		1									
Total Number of Employees Hired	119	84	35							6	5	1

Adobe Systems , Incorporated (certificate # V060940)

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Québec
Reporting Period 2016-02-29 to 2018-09-30

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

Adobe Systems , Incorporated (certificate # V060940)

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / British Columbia
Reporting Period 2016-02-29 to 2018-09-30

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



Adobe Systems , Incorporated (certificate # V060940)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / National
Reporting Period 2016-02-29 to 2018-09-30

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	34	19	15				1		1	3	3	
Professionals	35	24	11							8	4	4
Semi-Professionals and Technicians	4	3	1							1	1	
Supervisors	1		1									
Administrative and Senior Clerical Personnel	1		1									
Skilled Sales and Service Personnel	9	7	2									
Total Number of Employees Promoted	84	53	31				1		1	12	8	4
Total Number of Promotions	92	57	35				2		2	12	8	4

Adobe Systems , Incorporated (certificate # V060940)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Ontario
Reporting Period 2016-02-29 to 2018-09-30

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	31	16	15				1		1	3	3	
Professionals	29	19	10							5	2	3
Semi-Professionals and Technicians	4	3	1							1	1	
Supervisors	1		1									
Administrative and Senior Clerical Personnel	1		1									
Skilled Sales and Service Personnel	8	6	2									
Total Number of Employees Promoted	74	44	30				1		1	9	6	3
Total Number of Promotions	81	47	34				2		2	9	6	3



Adobe Systems , Incorporated (certificate # V060940)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Québec
Reporting Period 2016-02-29 to 2018-09-30

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

Adobe Systems , Incorporated (certificate # V060940)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / British Columbia
Reporting Period 2016-02-29 to 2018-09-30

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



Adobe Systems , Incorporated (certificate # V060940)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Alberta
Reporting Period 2016-02-29 to 2018-09-30

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



Adobe Systems , Incorporated (certificate # V060940)

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

Reporting Period 2016-02-29 to 2018-09-30

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	9	6	3							2	2	
Professionals	27	18	9							3	3	
Semi-Professionals and Technicians	4	3	1									
Administrative and Senior Clerical Personnel	1		1									
Skilled Sales and Service Personnel	25	20	5							1	1	
Other Sales and Service Personnel	2		2									
Total Number of Employees Terminated	68	47	21							6	6	

Adobe Systems , Incorporated (certificate # V060940)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / Ontario
Reporting Period 2016-02-29 to 2018-09-30

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	8	5	3							2	2	
Professionals	25	18	7							3	3	
Semi-Professionals and Technicians	3	2	1									
Administrative and Senior Clerical Personnel	1		1									
Skilled Sales and Service Personnel	22	18	4							1	1	
Other Sales and Service Personnel	2		2									
Total Number of Employees Terminated	61	43	18							6	6	

Adobe Systems , Incorporated (certificate # V060940)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / British Columbia
Reporting Period 2016-02-29 to 2018-09-30

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

Adobe Systems , Incorporated (certificate # V060940)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / Alberta
Reporting Period 2016-02-29 to 2018-09-30

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



Workplace Equity Information Management System - Adobe Systems , Incorporated

Workforce Analysis - Detailed Report

Date: 2018-09-30

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	2	0	0.0 %	27.4 %	1	-1	National
02 : Middle and Other Managers	National	68	22	32.4 %	38.9 %	26	-4	National
03 : Professionals		142	35	24.6 %	29.3 %	42	-7	
1112 : Financial and investment analysts	National	13	6	46.2 %	50.1 %	7	-1	National
1114 : Other financial officers	National	2	2	100.0 %	44.1 %	1	1	National
1121 : Human resources professionals	National	1	1	100.0 %	71.1 %	1	0	National
1122 : Professional occupations in business management consulting	National	9	7	77.8 %	42.0 %	4	3	National
1123 : Professional occupations in advertising, marketing and public relations	National	4	2	50.0 %	66.4 %	3	-1	National
2171 : Information systems analysts and consultants	National	36	7	19.4 %	28.3 %	10	-3	National
2173 : Software engineers and designers	National	62	7	11.3 %	17.4 %	11	-4	National
2174 : Computer programmers and interactive media developers	National	5	0	0.0 %	17.9 %	1	-1	National
4163 : Business development officers and marketing researchers and consultants	National	8	2	25.0 %	50.7 %	4	-2	National
5121 : Authors and writers	National	2	1	50.0 %	54.9 %	1	0	National
04 : Semi-Professionals and Technicians		41	9	22.0 %	27.3 %	11	-2	
2281 : Computer network technicians	Ontario	2	0	0.0 %	20.8 %	0	0	Ontario
2282 : User support technicians	Ontario	34	7	20.6 %	24.2 %	8	-1	Ontario
2283 : Information systems testing technicians	Ontario	3	0	0.0 %	46.8 %	1	-1	Ontario
4216 : Other instructors	Ontario	2	2	100.0 %	57.3 %	1	1	Ontario
05 : Supervisors		2	2	100.0 %	50.7 %	1	1	
Employment Equity Occupational Group	Ottawa - Gatineau	2	2	100.0 %	50.7 %	1	1	Ottawa - Gatineau
07 : Administrative and Senior Clerical Personnel		2	2	100.0 %	78.6 %	2	0	
Employment Equity Occupational Group	Ottawa - Gatineau	1	1	100.0 %	77.2 %	1	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	1	1	100.0 %	80.1 %	1	0	Toronto
08 : Skilled Sales and Service Personnel		54	15	27.8 %	28.6 %	15	0	



Workforce Analysis - Detailed Report

Date: 2018-09-30

000364

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
6221 : Technical sales specialists - wholesale trade	British Columbia	4	1	25.0 %	26.3 %	1	0	British Columbia
6221 : Technical sales specialists - wholesale trade	Ontario	47	13	27.7 %	28.7 %	13	0	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	3	1	33.3 %	29.1 %	1	0	Québec
10 : Clerical Personnel		1	0	0.0 %	65.8 %	1	-1	
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	65.8 %	1	-1	Ottawa - Gatineau
Total		312	85	27.2 %	31.6 %	99	-14	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-09-30

000365

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	2	0	0.0 %	2.9 %	0	0	National
02 : Middle and Other Managers	National	68	0	0.0 %	2.2 %	1	-1	National
03 : Professionals		142	0	0.0 %	1.0 %	1	-1	
1112 : Financial and investment analysts	National	13	0	0.0 %	0.9 %	0	0	National
1114 : Other financial officers	National	2	0	0.0 %	1.3 %	0	0	National
1121 : Human resources professionals	National	1	0	0.0 %	2.7 %	0	0	National
1122 : Professional occupations in business management consulting	National	9	0	0.0 %	1.6 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	4	0	0.0 %	2.1 %	0	0	National
2171 : Information systems analysts and consultants	National	36	0	0.0 %	1.1 %	0	0	National
2173 : Software engineers and designers	National	62	0	0.0 %	0.6 %	0	0	National
2174 : Computer programmers and interactive media developers	National	5	0	0.0 %	1.0 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	8	0	0.0 %	2.0 %	0	0	National
5121 : Authors and writers	National	2	0	0.0 %	1.9 %	0	0	National
04 : Semi-Professionals and Technicians		41	0	0.0 %	1.6 %	1	-1	
2281 : Computer network technicians	Ontario	2	0	0.0 %	1.4 %	0	0	Ontario
2282 : User support technicians	Ontario	34	0	0.0 %	1.6 %	1	-1	Ontario
2283 : Information systems testing technicians	Ontario	3	0	0.0 %	1.0 %	0	0	Ontario
4216 : Other instructors	Ontario	2	0	0.0 %	1.4 %	0	0	Ontario
05 : Supervisors		2	0	0.0 %	2.7 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	2.7 %	0	0	Ottawa - Gatineau
07 : Administrative and Senior Clerical Personnel		2	0	0.0 %	2.0 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	3.2 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	1	0	0.0 %	0.8 %	0	0	Toronto
08 : Skilled Sales and Service Personnel		54	0	0.0 %	1.1 %	1	-1	



Workforce Analysis - Detailed Report

Date: 2018-09-30

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
6221 : Technical sales specialists - wholesale trade	British Columbia	4	0	0.0 %	2.5 %	0	0	British Columbia
6221 : Technical sales specialists - wholesale trade	Ontario	47	0	0.0 %	1.0 %	0	0	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	3	0	0.0 %	1.0 %	0	0	Québec
10 : Clerical Personnel		1	0	0.0 %	2.8 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	2.8 %	0	0	Ottawa - Gatineau
Total		312	0	0.0 %	1.4 %	4	-4	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - Adobe Systems , Incorporated

Workforce Analysis - Detailed Report

Date: 2018-09-30

000367

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
01 : Senior Managers	National	2	0	0.0 %	10.1 %	0	0	National
02 : Middle and Other Managers	National	68	3	4.4 %	15.0 %	10	-7	National
03 : Professionals		142	19	13.4 %	33.6 %	48	-29	
1112 : Financial and investment analysts	National	13	4	30.8 %	35.4 %	5	-1	National
1114 : Other financial officers	National	2	1	50.0 %	21.7 %	0	1	National
1121 : Human resources professionals	National	1	0	0.0 %	14.1 %	0	0	National
1122 : Professional occupations in business management consulting	National	9	0	0.0 %	21.6 %	2	-2	National
1123 : Professional occupations in advertising, marketing and public relations	National	4	1	25.0 %	16.9 %	1	0	National
2171 : Information systems analysts and consultants	National	36	8	22.2 %	31.4 %	11	-3	National
2173 : Software engineers and designers	National	62	4	6.5 %	40.5 %	25	-21	National
2174 : Computer programmers and interactive media developers	National	5	1	20.0 %	31.5 %	2	-1	National
4163 : Business development officers and marketing researchers and consultants	National	8	0	0.0 %	21.9 %	2	-2	National
5121 : Authors and writers	National	2	0	0.0 %	10.7 %	0	0	National
04 : Semi-Professionals and Technicians		41	7	17.1 %	36.6 %	15	-8	
2281 : Computer network technicians	Ontario	2	0	0.0 %	34.1 %	1	-1	Ontario
2282 : User support technicians	Ontario	34	5	14.7 %	35.9 %	12	-7	Ontario
2283 : Information systems testing technicians	Ontario	3	2	66.7 %	46.6 %	1	1	Ontario
4216 : Other instructors	Ontario	2	0	0.0 %	37.5 %	1	-1	Ontario
05 : Supervisors		2	0	0.0 %	14.7 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	14.7 %	0	0	Ottawa - Gatineau
07 : Administrative and Senior Clerical Personnel		2	0	0.0 %	24.7 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	12.2 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	1	0	0.0 %	37.3 %	0	0	Toronto
08 : Skilled Sales and Service Personnel		54	3	5.6 %	20.4 %	11	-8	



Workforce Analysis - Detailed Report

Date: 2018-09-30

000368

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
6221 : Technical sales specialists - wholesale trade	British Columbia	4	0	0.0 %	24.7 %	1	-1	British Columbia
6221 : Technical sales specialists - wholesale trade	Ontario	47	3	6.4 %	20.8 %	10	-7	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	3	0	0.0 %	8.5 %	0	0	Québec
10 : Clerical Personnel		1	1	100.0 %	14.7 %	0	1	
Employment Equity Occupational Group	Ottawa - Gatineau	1	1	100.0 %	14.7 %	0	1	Ottawa - Gatineau
Total		312	33	10.6 %	27.3 %	84	-51	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-09-30

000369

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		Gap #	Recruitment Area
			#	%	%	#		
01/02 : Managers	National	70	1	1.4 %	4.3 %	3	-2	National
03 : Professionals	National	142	1	0.7 %	3.8 %	5	-4	National
04 : Semi-Professionals and Technicians	National	41	0	0.0 %	4.6 %	2	-2	National
05 : Supervisors	National	2	0	0.0 %	13.9 %	0	0	National
07 : Administrative and Senior Clerical Personnel	National	2	0	0.0 %	3.4 %	0	0	National
08 : Skilled Sales and Service Personnel	National	54	0	0.0 %	3.5 %	2	-2	National
10 : Clerical Personnel	National	1	0	0.0 %	7.0 %	0	0	National
Total		312	2	0.6 %	4.0 %	12	-10	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-09-30

000370

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
05 : Supervisors	EEOG	CMA
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
13 : Other Sales and Service Personnel	EEOG	CMA



Workforce Analysis - Detailed Report

Date: 2018-09-30

000371

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
05 : Supervisors	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National
13 : Other Sales and Service Personnel	EEOG	National



Workplace Equity Information Management System - Adobe Systems , Incorporated

Workforce Analysis - Summary Report

Date: 2018-09-30

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	2	0	0.0 %	27.4 %	1	-1
02 : Middle and Other Managers	68	22	32.4 %	38.9 %	26	-4
03 : Professionals	142	35	24.6 %	29.3 %	42	-7
04 : Semi-Professionals and Technicians	41	9	22.0 %	27.3 %	11	-2
05 : Supervisors	2	2	100.0 %	50.7 %	1	1
07 : Administrative and Senior Clerical Personnel	2	2	100.0 %	78.6 %	2	0
08 : Skilled Sales and Service Personnel	54	15	27.8 %	28.6 %	15	0
10 : Clerical Personnel	1	0	0.0 %	65.8 %	1	-1
Total	312	85	27.2 %	31.6 %	99	-14

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-09-30

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
01 : Senior Managers	2	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	68	0	0.0 %	2.2 %	1	-1
03 : Professionals	142	0	0.0 %	1.0 %	1	-1
04 : Semi-Professionals and Technicians	41	0	0.0 %	1.6 %	1	-1
05 : Supervisors	2	0	0.0 %	2.7 %	0	0
07 : Administrative and Senior Clerical Personnel	2	0	0.0 %	2.0 %	0	0
08 : Skilled Sales and Service Personnel	54	0	0.0 %	1.1 %	1	-1
10 : Clerical Personnel	1	0	0.0 %	2.8 %	0	0
Total	312	0	0.0 %	1.4 %	4	-4

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-09-30

Members of Visible Minorities

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities				Gap #
		Representation		Availability		
		#	%	%	#	
01 : Senior Managers	2	0	0.0 %	10.1 %	0	0
02 : Middle and Other Managers	68	3	4.4 %	15.0 %	10	-7
03 : Professionals	142	19	13.4 %	33.6 %	48	-29
04 : Semi-Professionals and Technicians	41	7	17.1 %	36.6 %	15	-8
05 : Supervisors	2	0	0.0 %	14.7 %	0	0
07 : Administrative and Senior Clerical Personnel	2	0	0.0 %	24.7 %	0	0
08 : Skilled Sales and Service Personnel	54	3	5.6 %	20.4 %	11	-8
10 : Clerical Personnel	1	1	100.0 %	14.7 %	0	1
Total	312	33	10.6 %	27.3 %	84	-51

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-09-30

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	70	1	1.4 %	4.3 %	3	-2
03 : Professionals	142	1	0.7 %	3.8 %	5	-4
04 : Semi-Professionals and Technicians	41	0	0.0 %	4.6 %	2	-2
05 : Supervisors	2	0	0.0 %	13.9 %	0	0
07 : Administrative and Senior Clerical Personnel	2	0	0.0 %	3.4 %	0	0
08 : Skilled Sales and Service Personnel	54	0	0.0 %	3.5 %	2	-2
10 : Clerical Personnel	1	0	0.0 %	7.0 %	0	0
Total	312	2	0.6 %	4.0 %	12	-10

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-09-30

000376

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
05 : Supervisors	EEOG	CMA
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
13 : Other Sales and Service Personnel	EEOG	CMA



Workforce Analysis - Summary Report

Date: 2018-09-30

000377

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
05 : Supervisors	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National
13 : Other Sales and Service Personnel	EEOG	National

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Adobe Systems, Incorporated
30/9/2018

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	02	29

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	09	30

Employment Equity Occupational Group (EEOG)		Table 1: Women		
		First/Previous Workforce Analysis		
		All Employees	Women	
		#	Representation	Availability*
		#	#	%
01	Senior Managers	0	0	0.0
02	Middle & Other Managers	65	23	38.9
03	Professionals	110	29	29.8
04	Semi-Professionals & Technicians	44	8	33.0
05	Supervisors	2	1	62.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	1	1	77.2
08	Skilled Sales & Service Personnel	14	2	27.4
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	1	0	65.8
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	2	1	49.9
14	Other Manual Workers	0	0	0.0
Total		239	65	33.5

Employment Equity Occupational Group (EEOG)		Table 5: Women		
		Subsequent/Current Workforce Analysis		
		All Employees	Women	
		#	Representation	Availability*
		#	#	%
		2	0	27.4
		68	22	38.9
		142	35	29.3
		41	9	27.3
		2	2	50.7
		0	0	0.0
		2	2	78.6
		54	15	28.6
		0	0	0.0
		1	0	65.8
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		312	85	31.6

*** Source:**
2011 National Household Survey

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Adobe Systems, Incorporated

30/9/2018

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	02	29

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	09	30

Table 2: Aboriginal Peoples

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
01	Senior Managers	0	0	0.0
02	Middle & Other Managers	65	0	2.2
03	Professionals	110	0	1.1
04	Semi-Professionals & Technicians	44	0	1.3
05	Supervisors	2	0	3.7
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	1	0	3.2
08	Skilled Sales & Service Personnel	14	0	1.2
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	1	0	2.8
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	2	0	2.9
14	Other Manual Workers	0	0	0.0
Total		239	0	1.5

*** Source:**

2011 National Household Survey

Table 6: Aboriginal Peoples

Subsequent/Current Workforce Analysis

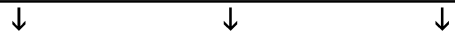
Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
		2	0	2.9
		68	0	2.2
		142	0	1.0
		41	0	1.6
		2	0	2.7
		0	0	0.0
		2	0	2.0
		54	0	1.1
		0	0	0.0
		1	0	2.8
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		312	0	1.4

*** Source:**

2011 National Household Survey

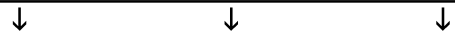
Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Adobe Systems, Incorporated
30/9/2018

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	02	29

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	09	30

Employment Equity Occupational Group (EEOG)		Table 3: Members of Visible Minorities		
		First/Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
		#	Representation	Availability*
		#	#	%
01	Senior Managers	0	0	0.0
02	Middle & Other Managers	65	4	15.0
03	Professionals	110	18	31.0
04	Semi-Professionals & Technicians	44	5	39.1
05	Supervisors	2	0	8.4
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	1	0	12.2
08	Skilled Sales & Service Personnel	14	1	18.8
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	1	1	14.7
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	2	0	25.3
14	Other Manual Workers	0	0	0.0
Total		239	29	27.0

*** Source:**
2011 National Household Survey

Employment Equity Occupational Group (EEOG)		Table 7: Members of Visible Minorities		
		Subsequent/Current Workforce Analysis		
		All Employees	Members of Visible Minorities	
		#	Representation	Availability*
		#	#	%
		2	0	10.1
		68	3	15.0
		142	19	33.6
		41	7	36.6
		2	0	14.7
		0	0	0.0
		2	0	24.7
		54	3	20.4
		0	0	0.0
		1	1	14.7
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		312	33	27.3

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Adobe Systems, Incorporated

30/9/2018

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	02	29

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	09	30

Table 4: Persons with Disabilities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
01/02	Managers	65	0	4.3
03	Professionals	110	1	3.8
04	Semi-Professionals & Technicians	44	1	4.6
05	Supervisors	2	0	13.9
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	1	0	3.4
08	Skilled Sales & Service Personnel	14	0	3.5
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	1	0	7.0
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	2	0	6.3
14	Other Manual Workers	0	0	0.0
Total		239	2	4.2

*** Source:**

2012 Canadian Survey on Disability

Table 8: Persons with Disabilities

Subsequent/Current Workforce Analysis

		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
		70	1	4.3
		142	1	3.8
		41	0	4.6
		2	0	13.9
		0	0	0.0
		2	0	3.4
		54	0	3.5
		0	0	0.0
		1	0	7.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		312	2	4.0

*** Source:**

2012 Canadian Survey on Disability

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Adobe Systems, Incorporated

30/9/2018

Start Date of Flow Data		
YYYY	MM	DD
2016	02	29

End Date of Flow Data		
YYYY	MM	DD
2018	09	30

Data from Form 4 - Employees Hired

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Table 2: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#

01 Senior Managers	2	0	0	0
02 Middle & Other Managers	10	0	0	0
03 Professionals	35	0	0	0
04 Semi-Professionals & Technicians	31	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	2	0	0	0
08 Skilled Sales & Service Personnel	51	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	1	0	0	0
14 Other Manual Workers	0	0	0	0
Total	132	0	0	0

Data from Form 5 - Employees Promoted

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Table 6: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	34	0	0	0
03 Professionals	35	0	0	0
04 Semi-Professionals & Technicians	4	0	0	0
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	1	0	0	0
08 Skilled Sales & Service Personnel	9	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	84	0	0	0

Data from Form 6 - Employees Terminated

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Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	9	0	0	0
03 Professionals	27	0	0	0
04 Semi-Professionals & Technicians	4	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	1	0	0	0
08 Skilled Sales & Service Personnel	25	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	2	0	0	0
14 Other Manual Workers	0	0	0	0
Total	68	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Adobe Systems, Incorporated

30/9/2018

Start Date of Flow Data		
YYYY	MM	DD
2016	02	29

End Date of Flow Data		
YYYY	MM	DD
2018	09	30

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

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Table 3: Persons with Disabilities

Table 7: Persons with Disabilities

Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
	01 Senior Managers	2	0	0
02 Middle & Other Managers	10	0	0	0
03 Professionals	35	0	0	0
04 Semi-Professionals & Technicians	31	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	2	0	0	0
08 Skilled Sales & Service Personnel	51	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	1	0	0	0
14 Other Manual Workers	0	0	0	0
Total	132	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
34	1	0	0
35	0	0	0
4	0	0	0
1	0	0	0
0	0	0	0
1	0	0	0
9	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
84	1	0	0

Full-time / National		Part-time / National	
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
0	0	0	0
9	0	0	0
27	0	0	0
4	0	0	0
0	0	0	0
0	0	0	0
1	0	0	0
25	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
2	0	0	0
0	0	0	0
68	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Adobe Systems, Incorporated

30/9/2018

Start Date of Flow Data		
YYYY	MM	DD
2016	02	29

End Date of Flow Data		
YYYY	MM	DD
2018	09	30

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 4: Members of Visible Minorities

Table 8: Members of Visible Minorities

Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
	01 Senior Managers	2	0	0
02 Middle & Other Managers	10	0	0	0
03 Professionals	35	0	0	0
04 Semi-Professionals & Technicians	31	4	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	2	0	0	0
08 Skilled Sales & Service Personnel	51	2	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	1	0	0	0
14 Other Manual Workers	0	0	0	0
Total	132	6	0	0

Full-time / National		Part-time / National	
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
#	#	#	#
0	0	0	0
34	3	0	0
35	8	0	0
4	1	0	0
1	0	0	0
0	0	0	0
1	0	0	0
9	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
84	12	0	0

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
9	2	0	0
27	3	0	0
4	0	0	0
0	0	0	0
0	0	0	0
1	0	0	0
25	1	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
2	0	0	0
0	0	0	0
68	6	0	0

Federal Contractors Program Achievement Report

000386

Part 3: Goals

Adobe Systems, Incorporated

30/9/2018

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EEOG)	First/Previous Short-term Goals																		
	All Employees								Women										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD			From - To						
	2016-02-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-02-29	Annually	Over 3 Years	Years	2016	2019						
#	%	%	#	%	%	#	#	%	%	#	#	%	%						
01 Senior Managers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	65	1.5%	0.0%	0	13.5%	5.0%	10	10	23	5.0%	3	5	4	38.9%	38.9%	-2	-1	35.4%	36.9%
03 Professionals	110	8.9%	0.0%	0	21.4%	5.0%	17	17	29	5.0%	4	8	5	29.8%	29.8%	-4	-3	26.4%	27.3%
04 Semi-Professionals & Tech	44	-2.3%	0.0%	0	9.4%	5.0%	7	7	8	5.0%	1	8	2	33.0%	33.0%	-7	-6	18.2%	20.5%
05 Supervisors	2	0.0%		0	0.0%		0	0	1	0.0%	0	0	0		62.0%	0	0	50.0%	50.0%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	1	26.0%		0	66.7%		0	0	1	0.0%	0	0	0		77.2%	0	0	100.0%	100.0%
08 Skilled Sales & Service	14	56.8%	0.0%	0	73.5%	5.0%	2	2	2	5.0%	0	2	1	27.4%	27.4%	-2	-1	14.3%	21.4%
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	1	0.0%	0.0%	0	0.0%	5.0%	0	0	0	5.0%	0	1	0	65.8%	65.8%	-1	-1	0.0%	0.0%
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	2	-100.0%		0	200.0%		0	0	1	0.0%	0	0	0		49.9%	0	0	50.0%	50.0%
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	239	9.3%		0	24.7%		0	0	65	0.0%	0	15	0		33.5%	-15	-15	27.2%	27.2%

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

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

Table 2: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	4	38.9	0	50.0	
03 Professionals	5	29.8	0	45.0	
04 Semi-Professionals & Tech	2	33.0	0	100.0	
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	27.4	0	75.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	65.8	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	

Federal Contractors Program Achievement Report

000387

Part 3: Goals

Adobe Systems, Incorporated

30/9/2018

14	Other Manual Workers	0	0.0	0	0.0
Total		0	0.0	0	0.0

Federal Contractors Program Achievement Report

000388

Part 3: Goals

Adobe Systems, Incorporated

30/9/2018

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2016-02-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-02-29	Annually	Over 3 Years	2016	2019							
	#	%	%	#	%	%	#	#	#	%	%	#	%	%	#	#	%	%	
01 Senior Managers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	65	1.5%	0.0%	0	13.5%	5.0%	10	10	0	5.0%	0	1	0	2.2%	2.2%	-1	-1	0.0%	0.0%
03 Professionals	110	8.9%	0.0%	0	21.4%	5.0%	17	17	0	5.0%	0	1	0	1.1%	1.1%	-1	-1	0.0%	0.0%
04 Semi-Professionals & Tech	44	-2.3%	0.0%	0	9.4%	5.0%	7	7	0	5.0%	0	1	0	1.3%	1.3%	-1	-1	0.0%	0.0%
05 Supervisors	2	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		3.7%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	1	26.0%		0	66.7%		0	0	0	0.0%	0	0	0		3.2%	0	0	0.0%	0.0%
08 Skilled Sales & Service	14	56.8%		0	73.5%		0	0	0	0.0%	0	0	0		1.2%	0	0	0.0%	0.0%
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		2.8%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	2	-100.0%		0	200.0%		0	0	0	0.0%	0	0	0		2.9%	0	0	0.0%	0.0%
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	239	9.3%		0	24.7%		0	0	0	0.0%	0	4	0		1.5%	-4	-4	0.0%	0.0%

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

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	2.2	0	5.0	
03 Professionals	0	1.1	0	3.0	
04 Semi-Professionals & Tech	0	1.3	0	8.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	

Federal Contractors Program Achievement Report

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Part 3: Goals

Adobe Systems, Incorporated

30/9/2018

14	Other Manual Workers	0	0.0	0	0.0
Total		0	0.0	0	0.0

Federal Contractors Program Achievement Report

000390

Part 3: Goals

Adobe Systems, Incorporated

30/9/2018

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)		First/Previous Short-term Goals																		
		All Employees								Persons with Disabilities										
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Over 3 Years	From - To		YYYY - YYYY						
		2016-02-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-02-29	Annually	Over 3 Years	2016	2019							
#	%	%	#	%	%	#	#	%	#	%	%	#	#	%	#	#	%	%		
01/02	Managers	65	0.8%	0.0%	0	6.8%	5.0%	10	10	0	5.0%	0	3	0	4.3%	4.3%	-3	-3	0.0%	0.0%
03	Professionals	110	8.9%	0.0%	0	21.4%	5.0%	17	17	1	5.0%	0	3	1	3.8%	3.8%	-3	-2	0.9%	1.8%
04	Semi-Professionals & Tech	44	-2.3%	0.0%	0	9.4%	5.0%	7	7	1	5.0%	0	1	0	4.6%	4.6%	-1	-1	2.3%	2.3%
05	Supervisors	2	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		13.9%	0	0	0.0%	0.0%
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07	Administrative & Sr Clerical	1	26.0%		0	66.7%		0	0	0	0.0%	0	0	0		3.4%	0	0	0.0%	0.0%
08	Skilled Sales & Service	14	56.8%		0	73.5%		0	0	0	0.0%	0	0	0		3.5%	0	0	0.0%	0.0%
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		7.0%	0	0	0.0%	0.0%
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13	Other Sales & Service	2	-100.0%		0	200.0%		0	0	0	0.0%	0	0	0		6.3%	0	0	0.0%	0.0%
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total		239	9.3%		0	24.7%		0	0	2	0.0%	0	8	0		4.2%	-8	-8	0.8%	0.8%

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)		Persons with Disabilities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01/02	Managers	0	4.3	0	25.0	
03	Professionals	1	3.8	0	15.0	
04	Semi-Professionals & Tech	0	4.6	0	8.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		0	0.0	0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Adobe Systems, Incorporated

30/9/2018

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Federal Contractors Program Achievement Report

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Part 3: Goals

Adobe Systems, Incorporated

30/9/2018

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	First/Previous Short-term Goals																			
	All Employees								Members of Visible Minorities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						2016
	2016-02-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	#	%	%	#	#	%	%		
#	%	%	#	%	%	#	#	%	%	#	#	%	%	#	#	%	%			
01 Senior Managers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0.0%	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	65	1.5%	0.0%	0	13.5%	5.0%	10	10	4	5.0%	1	7	2	15.0%	15.0%	-6	-5	6.2%	7.7%	
03 Professionals	110	8.9%	0.0%	0	21.4%	5.0%	17	17	18	5.0%	3	19	5	31.0%	31.0%	-16	-14	16.4%	18.2%	
04 Semi-Professionals & Tech	44	-2.3%	0.0%	0	9.4%	5.0%	7	7	5	5.0%	1	13	3	39.1%	39.1%	-12	-10	11.4%	15.9%	
05 Supervisors	2	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	8.4%	0	0	0.0%	0.0%		
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07 Administrative & Sr Clerical	1	26.0%		0	66.7%		0	0	0	0.0%	0	0	0	12.2%	0	0	0.0%	0.0%		
08 Skilled Sales & Service	14	56.8%	0.0%	0	73.5%	5.0%	2	2	1	5.0%	0	2	0	18.8%	18.8%	-2	-2	7.1%	7.1%	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	1	0.0%		0	0.0%		0	0	1	0.0%	0	-1	0	14.7%	1	1	100.0%	100.0%		
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
13 Other Sales & Service	2	-100.0%	0.0%	0	200.0%	5.0%	0	0	0	5.0%	0	1	0	25.3%	25.3%	-1	-1	0.0%	0.0%	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total	239	9.3%		0	24.7%		0	0	29	0.0%	0	36	0	27.0%	-36	-36	12.1%	12.1%		

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	2	15.0	0	65.0	
03 Professionals	5	31.0	0	100.0	
04 Semi-Professionals & Tech	3	39.1	0	100.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	18.8	0	75.0	
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	25.3	0	0.0	

Federal Contractors Program Achievement Report

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Part 3: Goals

Adobe Systems, Incorporated

30/9/2018

14	Other Manual Workers	0	0.0	0	0.0
Total		0	0.0	0	0.0

Federal Contractors Program Achievement Report

Part 3: Goals

Adobe Systems, Incorporated

30/9/2018

Data for Subsequent/Current Goals

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

Table 9: Women

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Women											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	From - To			2018	2021					
	2018-09-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-09-30	Annually	Over 3 Years	#	%	%	#	#	%	%			
	#	%	%	#	%	%	#	#	#	%	%	#	%	%	#	#	%	%		
01 Senior Managers	2	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	1	0	27.4%	27.4%	-1	-1	0.0%	0.0%	
02 Middle & Other Managers	68	1.5%	0.0%	0	13.5%	3.9%	8	8	22	3.9%	3	7	4	43.8%	38.9%	-4	-3	32.4%	33.8%	
03 Professionals	142	8.9%	0.0%	0	21.4%	6.8%	29	29	35	6.8%	7	14	8	29.3%	29.3%	-7	-6	24.6%	25.4%	
04 Semi-Professionals & Tech	41	-2.3%	0.0%	0	9.4%	9.8%	12	12	9	9.8%	3	5	4	29.2%	27.3%	-2	-1	22.0%	24.4%	
05 Supervisors	2	0.0%		0	0.0%	0.0%	0	0	2	0.0%	0	-1	0		50.7%	1	1	100.0%	100.0%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	2	26.0%	0.0%	0	66.7%	16.7%	1	1	2	16.7%	1	1	0		78.6%	0	-1	100.0%	50.0%	
08 Skilled Sales & Service	54	56.8%	0.0%	0	73.5%	20.3%	33	33	15	20.3%	9	9	0		28.6%	0	-9	27.8%	11.1%	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	1	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	1	0	50.0%	65.8%	-1	-1	0.0%	0.0%	
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	0	-100.0%		0	200.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
Total	312	9.3%	0.0%	0	24.7%	8.9%	83	83	85	8.9%	23	37	16	19.3%	31.6%	-14	-21	27.2%	25.0%	

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

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

Table 10: Women

Employment Equity Occupational Group (EEOG)	Women		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	27.4	27.4	
02 Middle & Other Managers	43.8	38.9	
03 Professionals	29.3	29.3	
04 Semi-Professionals & Tech	29.2	27.3	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	0.0	0.0	
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	50.0	50.0	
11 Intermediate Sales & Service	0.0	0.0	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	0.0	0.0	
14 Other Manual Workers	0.0	0.0	

Federal Contractors Program Achievement Report

000395

Part 3: Goals

Adobe Systems, Incorporated

30/9/2018

Total		19.3	0.0
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Federal Contractors Program Achievement Report

Part 3: Goals

Adobe Systems, Incorporated

30/9/2018

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees	Aboriginal Peoples																		
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			Actual	Projected		Actual	Projected				From - To	2018		2021						
		YYYY-MM-DD	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	YYYY-MM-DD	Annually	Over 3 Years	2018	2021	%	#	#	%	%		
		2018-09-30	%	%	#	%	%	#	#	%	%	#	%	%	%	#	#	%	%	
01	Senior Managers	2	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	2.9%	0	0	0.0%	0.0%
02	Middle & Other Managers	68	1.5%		0	13.5%	3.9%	8	8	0	3.9%	0	1	1	6.3%	2.2%	-1	0	0.0%	1.5%
03	Professionals	142	8.9%		0	21.4%	6.8%	29	29	0	6.8%	0	1	1	1.8%	1.0%	-1	0	0.0%	0.7%
04	Semi-Professionals & Tech	41	-2.3%		0	9.4%	9.8%	12	12	0	9.8%	0	1	1	4.2%	1.6%	-1	0	0.0%	2.4%
05	Supervisors	2	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	0	0		2.7%	0	0	0.0%	0.0%
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07	Administrative & Sr Clerical	2	26.0%		0	66.7%	16.7%	1	1	0	16.7%	0	0	0		2.0%	0	0	0.0%	0.0%
08	Skilled Sales & Service	54	56.8%		0	73.5%	20.3%	33	33	0	20.3%	0	1	1	1.6%	1.1%	-1	0	0.0%	1.9%
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		2.8%	0	0	0.0%	0.0%
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13	Other Sales & Service	0	-100.0%		0	200.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total		312	9.3%		0	24.7%	8.9%	83	83	0	8.9%	0	4	4	4.8%	1.4%	-4	0	0.0%	1.3%

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
	%	%	%	%	
01	Senior Managers	0.0		0.0	
02	Middle & Other Managers	6.3		0.0	
03	Professionals	1.8		0.0	
04	Semi-Professionals & Tech	4.2		0.0	
05	Supervisors	0.0		0.0	
06	Supervisors: Crafts & Trades	0.0		0.0	
07	Administrative & Sr Clerical	0.0		0.0	
08	Skilled Sales & Service	1.6		0.0	
09	Skilled Crafts & Trades	0.0		0.0	
10	Clerical Personnel	0.0		0.0	
11	Intermediate Sales & Service	0.0		0.0	
12	Semi-Skilled Manual	0.0		0.0	
13	Other Sales & Service	0.0		0.0	
14	Other Manual Workers	0.0		0.0	

Federal Contractors Program Achievement Report

000397

Part 3: Goals

Adobe Systems, Incorporated

30/9/2018

Total		4.8	0.0
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Federal Contractors Program Achievement Report

000398

Part 3: Goals

Adobe Systems, Incorporated

30/9/2018

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees	Persons with Disabilities																		
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			From - To	2018		2021						
		YYYY-MM-DD	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-09-30	Annually	Over 3 Years	2018	2021	%	%	%	#	#	%	%
		#	%	%	#	%	%	#	#	#	%	#	%	%	%	%	#	#	%	%
01/02	Managers	70	0.8%		0	6.8%	3.8%	8	8	1	3.8%	0	2	1	6.3%	4.3%	-2	-1	1.4%	2.9%
03	Professionals	142	8.9%		0	21.4%	6.8%	29	29	1	6.8%	0	4	1	3.8%	3.8%	-4	-3	0.7%	1.4%
04	Semi-Professionals & Tech	41	-2.3%		0	9.4%	9.8%	12	12	0	9.8%	0	2	1	4.6%	4.6%	-2	-1	0.0%	2.4%
05	Supervisors	2	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	0	0		13.9%	0	0	0.0%	0.0%
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07	Administrative & Sr Clerical	2	26.0%		0	66.7%	16.7%	1	1	0	16.7%	0	0	0		3.4%	0	0	0.0%	0.0%
08	Skilled Sales & Service	54	56.8%		0	73.5%	20.3%	33	33	0	20.3%	0	2	1	3.5%	3.5%	-2	-1	0.0%	1.9%
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	1	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	0	0		7.0%	0	0	0.0%	0.0%
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13	Other Sales & Service	0	-100.0%		0	200.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total		312	9.3%		0	24.7%	8.9%	83	83	2	8.9%	1	11	4	4.8%	4.0%	-10	-7	0.6%	1.6%

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02	Managers	6.3	4.3		
03	Professionals	3.8	3.8		
04	Semi-Professionals & Tech	4.6	4.6		
05	Supervisors	0.0	0.0		
06	Supervisors: Crafts & Trades	0.0	0.0		
07	Administrative & Sr Clerical	0.0	0.0		
08	Skilled Sales & Service	3.5	3.5		
09	Skilled Crafts & Trades	0.0	0.0		
10	Clerical Personnel	0.0	0.0		
11	Intermediate Sales & Service	0.0	0.0		
12	Semi-Skilled Manual	0.0	0.0		
13	Other Sales & Service	0.0	0.0		
14	Other Manual Workers	0.0	0.0		
Total		4.8	0.0		

Federal Contractors Program Achievement Report

000399

Part 3: Goals

Adobe Systems, Incorporated

30/9/2018

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees	Members of Visible Minorities																		
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			Actual	Projected		Actual	Projected				From - To	2018		2021						
		YYYY-MM-DD	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	YYYY-MM-DD	Annually	Over 3 Years	2018	2021	%	#	#	%	%		
		2018-09-30	%	%	#	%	%	#	#	%	%	#	%	%	%	#	#	%	%	
01	Senior Managers	2	0.0%		0	0.0%	0.0%	0	0	0.0%	0	0	0	0	10.1%	0	0	0.0%	0.0%	
02	Middle & Other Managers	68	1.5%		0	13.5%	3.9%	8	8	3.9%	0	7	1	15.0%	15.0%	-7	-6	4.4%	5.9%	
03	Professionals	142	8.9%		0	21.4%	6.8%	29	29	6.8%	4	33	10	33.6%	33.6%	-29	-23	13.4%	17.6%	
04	Semi-Professionals & Tech	41	-2.3%		0	9.4%	9.8%	12	12	9.8%	2	10	4	36.6%	36.6%	-8	-6	17.1%	22.0%	
05	Supervisors	2	0.0%		0	0.0%	0.0%	0	0	0.0%	0	0	0		14.7%	0	0	0.0%	0.0%	
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%	0.0%	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	2	26.0%		0	66.7%	16.7%	1	1	16.7%	0	0	0		24.7%	0	0	0.0%	0.0%	
08	Skilled Sales & Service	54	56.8%		0	73.5%	20.3%	33	33	20.3%	2	10	7	20.4%	20.4%	-8	-3	5.6%	14.8%	
09	Skilled Crafts & Trades	0	0.0%		0	0.0%	0.0%	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	1	0.0%		0	0.0%	0.0%	0	0	0.0%	0	-1	0		14.7%	1	1	100.0%	100.0%	
11	Intermediate Sales & Service	0	0.0%		0	0.0%	0.0%	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
12	Semi-Skilled Manual	0	0.0%		0	0.0%	0.0%	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
13	Other Sales & Service	0	-100.0%		0	200.0%	0.0%	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	0	0.0%		0	0.0%	0.0%	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
Total		312	9.3%		0	24.7%	8.9%	83	83	8.9%	9	61	22	26.5%	27.3%	-52	-39	10.6%	14.7%	

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	%	%	%	%	
01	Senior Managers	0.0		0.0	
02	Middle & Other Managers	15.0		15.0	
03	Professionals	33.6		33.6	
04	Semi-Professionals & Tech	36.6		36.6	
05	Supervisors	0.0		0.0	
06	Supervisors: Crafts & Trades	0.0		0.0	
07	Administrative & Sr Clerical	0.0		0.0	
08	Skilled Sales & Service	20.4		20.4	
09	Skilled Crafts & Trades	0.0		0.0	
10	Clerical Personnel	0.0		0.0	
11	Intermediate Sales & Service	0.0		0.0	
12	Semi-Skilled Manual	0.0		0.0	
13	Other Sales & Service	0.0		0.0	
14	Other Manual Workers	0.0		0.0	

Federal Contractors Program Achievement Report

000400

Part 3: Goals

Adobe Systems, Incorporated

30/9/2018

Total		26.5	0.0
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Federal Contractors Program Achievement Report

000401

Part 4: Results - Women

Adobe Systems, Incorporated

30/9/2018

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
01 Senior Managers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	2	0	0.0	27.4	1	-1	0.0	2	0	0.0	1	-1	0	0	0.0	0	0	0	0	0	0.0	0	0	0
02 Middle & Other Managers	2016	65	23	35.4	38.9	25	-2	91.0																	
	2018	68	22	32.4	38.9	26	-4	83.2	10	2	20.0	4	-2	34	15	44.1	12	3	9	3	33.3	3	0	0	0
03 Professionals	2016	110	29	26.4	29.8	33	-4	88.5																	
	2018	142	35	24.6	29.3	42	-7	84.1	35	9	25.7	10	-1	35	11	31.4	9	2	27	9	33.3	7	2	2	
04 Semi-Professionals & Technicians	2016	44	8	18.2	33.0	15	-7	55.1																	
	2018	41	9	22.0	27.3	11	-2	80.4	31	8	25.8	8	0	4	1	25.0	1	0	4	1	25.0	1	0	0	
05 Supervisors	2016	2	1	50.0	62.0	1	0	80.6																	
	2018	2	2	100.0	50.7	1	1	197.2	0	0	0.0	0	0	1	1	100.0	1	1	0	0	0.0	0	0	0	
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	0	0.0		27.4	0.0			27.4	0.0			
02 Middle & Other Managers	2018	44	17	38.6	4	425.0	38.9	99.3	0	0.0	50.0	77.3		
	2021	44	17	38.6		43.8	88.2			38.9	99.3			
03 Professionals	2018	70	20	28.6	5	400.0	29.8	95.9	0	0.0	45.0	63.5		
	2021	70	20	28.6		29.3	97.5			29.3	97.5			
04 Semi-Professionals & Technicians	2018	35	9	25.7	2	450.0	33.0	77.9	0	0.0	100.0	25.7		
	2021	35	9	25.7		29.2	88.1			27.3	94.2			
05 Supervisors	2018	1	1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	1	100.0		0.0	0.0			0.0	0.0			
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0		0.0	0.0			0.0	0.0			

Federal Contractors Program Achievement Report

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Part 4: Results - Women

Adobe Systems, Incorporated

30/9/2018

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis													
		Workforce								Hires				Promotions				Terminations					
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women						
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference				
#	#	%	%	#	#	%	#	%	#	#	#	%	#	#	#	#	%	#	#	#			
07 Administrative & Senior Clerical	2016	1	1	100.0	77.2	1	0	129.5															
	2018	2	2	100.0	78.6	2	0	127.2	2	2	100.0	2	0	1	1	100.0	1	0	1	1	100.0	1	0
08 Skilled Sales & Service Personnel	2016	14	2	14.3	27.4	4	-2	52.1															
	2018	54	15	27.8	28.6	15	0	97.1	51	15	29.4	15	0	9	2	22.2	1	1	25	5	20.0	4	1
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0															
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	1	0	0.0	65.8	1	-1	0.0															
	2018	1	0	0.0	65.8	1	-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0															
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0															
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	3	3	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	3	3	100.0										
08 Skilled Sales & Service Personnel	2018	60	17	28.3	1	1700.0	27.4	103.4	0	0.0	75.0	37.8		
	2021	60	17	28.3			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	0	0	0.0	0	0.0	65.8	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			50.0	0.0			50.0	0.0		
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

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Part 4: Results - Women

Adobe Systems, Incorporated

30/9/2018

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis													
		Workforce								Hires				Promotions				Terminations					
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women						
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference				
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	2	1	50.0	49.9	1	0	100.2															
	2018	0	0	0.0	0.0	0	0	0.0	1	1	100.0	0	1	0	0	0	0.0	0	0	2	2	100.0	1
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0															
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0
Total	2016	239	65	27.2	33.5	80	-15	81.2															
	2018	312	85	27.2	31.6	99	-14	86.2	132	37	28.0	42	-5	84	31	36.9	23	8	68	21	30.9	18	3

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	1	1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	1	100.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	216	68	31.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	216	68	31.5			19.3	163.1			0.0	0.0		

Federal Contractors Program Achievement Report

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Part 5: Results - Aboriginal Peoples

Adobe Systems, Incorporated

30/9/2018

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	%	%	#	#	%	#	%	#	%	#	#	#	%	#	#	#	#	%	#	#				
01 Senior Managers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	2	0	0.0	2.9	0	0	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2016	65	0	0.0	2.2	1	-1	0.0																	
	2018	68	0	0.0	2.2	1	-1	0.0	10	0	0.0	0	0	0	34	0	0.0	0	0	9	0	0.0	0	0	0
03 Professionals	2016	110	0	0.0	1.1	1	-1	0.0																	
	2018	142	0	0.0	1.0	1	-1	0.0	35	0	0.0	0	0	0	35	0	0.0	0	0	27	0	0.0	0	0	0
04 Semi-Professionals & Technicians	2016	44	0	0.0	1.3	1	-1	0.0																	
	2018	41	0	0.0	1.6	1	-1	0.0	31	0	0.0	0	0	0	4	0	0.0	0	0	4	0	0.0	0	0	0
05 Supervisors	2016	2	0	0.0	3.7	0	0	0.0																	
	2018	2	0	0.0	2.7	0	0	0.0	0	0	0.0	0	0	0	1	0	0.0	0	0	0	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
02 Middle & Other Managers	2018	44	0	0.0	0	0.0	2.2	0.0	0	0.0	5.0	0.0		
	2021	44	0	0.0	0	0.0	6.3	0.0	0	0.0	0.0	0.0		
03 Professionals	2018	70	0	0.0	0	0.0	1.1	0.0	0	0.0	3.0	0.0		
	2021	70	0	0.0	0	0.0	1.8	0.0	0	0.0	0.0	0.0		
04 Semi-Professionals & Technicians	2018	35	0	0.0	0	0.0	1.3	0.0	0	0.0	8.0	0.0		
	2021	35	0	0.0	0	0.0	4.2	0.0	0	0.0	0.0	0.0		
05 Supervisors	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

Federal Contractors Program Achievement Report

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Part 5: Results - Aboriginal Peoples

Adobe Systems, Incorporated

30/9/2018

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	1	0	0.0	3.2	0	0	0.0																
	2018	2	0	0.0	2.0	0	0	0.0	2	0	0.0	0	0	1	0	0.0	0	0	1	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2016	14	0	0.0	1.2	0	0	0.0																
	2018	54	0	0.0	1.1	1	-1	0.0	51	0	0.0	1	-1	9	0	0.0	0	0	25	0	0.0	0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
10 Clerical Personnel	2016	1	0	0.0	2.8	0	0	0.0																
	2018	1	0	0.0	2.8	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	3	0	0.0										
08 Skilled Sales & Service Personnel	2018	60	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	60	0	0.0			1.6	0.0						
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
10 Clerical Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										

Federal Contractors Program Achievement Report

000406

Part 5: Results - Aboriginal Peoples

Adobe Systems, Incorporated

30/9/2018

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#			
13 Other Sales & Service Personnel	2016	2	0	0.0	2.9	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	239	0	0.0	1.5	4	-4	0.0																
	2018	312	0	0.0	1.4	4	-4	0.0	132	0	0.0	2	-2	84	0	0.0	0	0	68	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	216	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	216	0	0.0			4.8	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

000407

Part 6: Results - Persons with Disabilities

Adobe Systems, Incorporated

30/9/2018

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Persons with Disabilities								All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities				
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference			
#	#	#	%	%	#	#	%	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#		
01&02 Managers	2016	65	0	0.0	4.3	3	-3	0.0																
	2018	70	1	1.4	4.3	3	-2	33.2	12	0	0.0	1	-1	34	1	2.9	0	1	9	0	0.0	0	0	0
03 Professionals	2016	110	1	0.9	3.8	4	-3	23.9																
	2018	142	1	0.7	3.8	5	-4	18.5	35	0	0.0	1	-1	35	0	0.0	0	0	27	0	0.0	0	0	0
04 Semi-Professionals & Technicians	2016	44	1	2.3	4.6	2	-1	49.4																
	2018	41	0	0.0	4.6	2	-2	0.0	31	0	0.0	1	-1	4	0	0.0	0	0	4	0	0.0	0	0	0
05 Supervisors	2016	2	0	0.0	13.9	0	0	0.0																
	2018	2	0	0.0	13.9	0	0	0.0	0	0	0.0	0	0	1	0	0.0	0	0	0	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
01&02 Managers	2018	46	1	2.2	0	0.0	4.3	50.6	0	0.0	25.0	8.7		
	2021	46	1	2.2			6.3	34.5			4.3	50.6		
03 Professionals	2018	70	0	0.0	1	0.0	3.8	0.0	0	0.0	15.0	0.0		
	2021	70	0	0.0			3.8	0.0			3.8	0.0		
04 Semi-Professionals & Technicians	2018	35	0	0.0	0	0.0	4.6	0.0	0	0.0	8.0	0.0		
	2021	35	0	0.0			4.6	0.0			4.6	0.0		
05 Supervisors	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

000408

Part 6: Results - Persons with Disabilities

Adobe Systems, Incorporated

30/9/2018

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	1	0	0.0	3.4	0	0	0.0																
	2018	2	0	0.0	3.4	0	0	0.0	2	0	0.0	0	0	1	0	0.0	0	0	1	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2016	14	0	0.0	3.5	0	0	0.0																
	2018	54	0	0.0	3.5	2	-2	0.0	51	0	0.0	2	-2	9	0	0.0	0	0	25	0	0.0	0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
10 Clerical Personnel	2016	1	0	0.0	7.0	0	0	0.0																
	2018	1	0	0.0	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
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	3	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2018	60	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	60	0	0.0			3.5	0.0			3.5	0.0		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

000409

Part 6: Results - Persons with Disabilities

Adobe Systems, Incorporated

30/9/2018

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	2	0	0.0	6.3	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	2	0	0.0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Total	2016	239	2	0.8	4.2	10	-8	19.9																
	2018	312	2	0.6	4.0	12	-10	16.0	132	0	0.0	5	-5	84	1	1.2	1	0	68	0	0.0	1	-1	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	216	1	0.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	216	1	0.5			4.8	9.6			0.0	0.0		

Federal Contractors Program Achievement Report

000410

Part 7: Results - Members of Visible Minorities

Adobe Systems, Incorporated

30/9/2018

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2016	0	0	0.0	0.0	0	0	0.0																
	2018	2	0	0.0	10.1	0	0	0.0	2	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2016	65	4	6.2	15.0	10	-6	41.0																
	2018	68	3	4.4	15.0	10	-7	29.4	10	0	0.0	2	-2	34	3	8.8	2	1	9	2	22.2	1	1	
03 Professionals	2016	110	18	16.4	31.0	34	-16	52.8																
	2018	142	19	13.4	33.6	48	-29	39.8	35	0	0.0	12	-12	35	8	22.9	6	2	27	3	11.1	4	-1	
04 Semi-Professionals & Technicians	2016	44	5	11.4	39.1	17	-12	29.1																
	2018	41	7	17.1	36.6	15	-8	46.6	31	4	12.9	11	-7	4	1	25.0	0	1	4	0	0.0	0	0	
05 Supervisors	2016	2	0	0.0	8.4	0	0	0.0																
	2018	2	0	0.0	14.7	0	0	0.0	0	0	0.0	0	0	1	0	0.0	0	0	0	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	0	0.0			0.0	0.0				0.0		
02 Middle & Other Managers	2018	44	3	6.8	2	150.0	15.0	45.5	0	0.0	65.0	10.5		
	2021	44	3	6.8			15.0	45.5			15.0	45.5		
03 Professionals	2018	70	8	11.4	5	160.0	31.0	36.9	0	0.0	100.0	11.4		
	2021	70	8	11.4			33.6	34.0			33.6	34.0		
04 Semi-Professionals & Technicians	2018	35	5	14.3	3	166.7	39.1	36.5	0	0.0	100.0	14.3		
	2021	35	5	14.3			36.6	39.0			36.6	39.0		
05 Supervisors	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

000411

Part 7: Results - Members of Visible Minorities

Adobe Systems, Incorporated

30/9/2018

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities									
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#				
07 Administrative & Senior Clerical	2016	1	0	0.0	12.2	0	0	0.0	2	0	0.0	0	0	0	1	0	0.0	0	0	0	1	0	0.0	0	0
	2018	2	0	0.0	24.7	0	0	0.0																	
08 Skilled Sales & Service Personnel	2016	14	1	7.1	18.8	3	-2	38.0																	
	2018	54	3	5.6	20.4	11	-8	27.2	51	2	3.9	10	-8	9	0	0.0	1	-1	25	1	4.0	2	-1		
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
10 Clerical Personnel	2016	1	1	100.0	14.7	0	1	680.3																	
	2018	1	1	100.0	14.7	0	1	680.3	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	3	0	0.0		0.0	0.0			0.0	0.0			
08 Skilled Sales & Service Personnel	2018	60	2	3.3	0	0.0	18.8	17.7	0	0.0	75.0	4.4		
	2021	60	2	3.3			20.4	16.3			20.4	16.3		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Adobe Systems, Incorporated

30/9/2018

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#			
13 Other Sales & Service Personnel	2016	2	0	0.0	25.3	1	-1	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	239	29	12.1	27.0	65	-36	44.9																	
	2018	312	33	10.6	27.3	85	-52	38.7	132	6	4.5	36	-30	84	12	14.3	10	2	68	6	8.8	8	-2		

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	2018	1	0	0.0	0	0.0	25.3	0.0	0	0.0	0.0	0.0	0.0	
	2021	1	0	0.0			0.0	0.0			0.0	0.0	0.0	
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
Total	2018	216	18	8.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	216	18	8.3			26.5	31.4			0.0	0.0	0.0	

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Adobe Systems, Incorporated
30/9/2018

Efforts

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

Required measures:

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

Other measures:

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

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

Operational Context

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

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

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

[Redacted]

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

[Redacted]

- Other.

We're proud that after a two-year effort, in October 2018 we achieved global pay parity between employees of both genders.

Additional Details

Please provide any additional information (optional):

To provide greater definition and clarity, we kicked off a job architecture initiative that involved:
Reviewing our job families to determine whether they accurately reflected the roles employees were performing
Where needed, establishing new job families and levels within job families
Realigning employees to the job families and levels that best reflected their work We reviewed and

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Adobe Systems Canada

Primary Location: Ottawa, Ontario

Number of Employees: 312

Ontario	283
British Columbia	21
Quebec	5
Alberta	2
Nova Scotia	1

Organization Overview:

NAICS # 5112 (Software Publishers)

Adobe Systems Incorporated is one of the largest software companies in the world. They offer a line of products and services used by creative professionals, marketers, knowledge workers, application developers, enterprises and consumers for creating, managing, delivering, measuring, optimizing and engaging with compelling content and experiences across personal computers, devices and media. They market and license their products and services directly to enterprise customers through their sales force and to end users through app stores and their own website at www.adobe.com. They offer many of their products via a Software-as-a-Service model or a managed services model as well as through term subscription and pay-per-use models. They also distribute certain products and services through a network of distributors, value-added resellers, systems integrators, independent software vendors, retailers, software developers and original equipment manufacturers.

Key Dates – First Year Assessment

Initiated: 2016-03-12
 Received: 2016-03-12
 Closed: 2016-03-17
 Workforce 2016-03-12
 Analysis:

Key Dates – Subsequent Assessment

Initiated: 2019-03-12
 Received: 2019-01-28
 Workforce 2018-09-30
 Analysis:

DATA VERIFICATION

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

Yes No

Comments:

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

Yes No

Comments:

The period reported on the Achievement report is 2016-02-29 to 2018-09-30. 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

- In the previous assessment, found many gaps in different EEOG's in each designated group. In the previous assessment, short-term goals were set in numbers and percentage format. For the purpose of this assessment, only percentage format is used. Long-terms goals were not set.

Women

02	Middle & Other Managers	Goal met (achieved 99.3%).
03	Professionals	Goal met (achieved 95.9%).
04	Semi-Professionals & Technicians	Goal met (achieved 77.9%).
08	Skilled Sales & Service Personnel	Goal met (achieved 103.4%)
10	Clerical Personnel	Goal not met (achieved 0.0%)

Assessment/Observations

- EEOG 02 - Out of 44 new entrants in this EEOG, seventeen were from this designated group. The market availability is 38.9%. The company had set a goal of hiring / promoting 38.9%. By hiring / promoting seventeen new entrants from this designated group, they achieved 99.3% of the goal set.
- EEOG 03 - Out of 70 new entrants in this EEOG, twenty were from this designated group. The market availability is 29.8%. The company had set a goal of hiring / promoting 29.8%. By hiring / promoting twenty new entrants from this designated group, they achieved 95.9% of the goal set.

- EEOG 04 - Out of 35 new entrants in this EEOG, nine were from this designated group. The market availability is 33.0%. The company had set a goal of hiring / promoting 33.0%. By hiring / promoting only nine new entrants from this designated group, they achieved 77.9% of the goal set.
- EEOG 08 - Out of 60 new entrants in this EEOG, seventeen were from this designated group. The market availability is 27.4%. The company had set a goal of hiring / promoting 27.4%. By hiring / promoting only seventeen new entrants from this designated group, they achieved 103.4% of the goal set.
- EEOG 10 – There was no new entrants in this EEOG. The market availability is 38.9%. The company had set a goal of hiring / promoting 65.8%. By hiring / promoting no new new entrants from this designated group, they achieved 0.0% of the goal set.

Aboriginal Peoples

02	Middle & Other Managers	Goal not met (achieved 0.0%)
03	Professionals	Goal not met (achieved 0.0%)
04	Semi-Professionals & Technicians	Goal not met (achieved 0.0%)

Assessment/Observations

- EEOG 02 - Out of 44 new entrants in this EEOG, none were from this designated group. The market availability is 2.2%. The company had set a goal of hiring / promoting 2.2%. By hiring / promoting none new entrants from this designated group, they achieved 0.0% of the goal set.
- EEOG 03 - Out of 70 new entrants in this EEOG, none were from this designated group. The market availability is 1.1%. The company had set a goal of hiring / promoting 1.1%. By hiring / promoting none new entrants from this designated group, they achieved 0.0% of the goal set.
- EEOG 04 - Out of 35 new entrants in this EEOG, none were from this designated group. The market availability is 1.3%. The company had set a goal of hiring / promoting 1.3%. By hiring / promoting none new entrants from this designated group, they achieved 0.0% of the goal set.

Person with Disabilities

01/02	Managers	Goal not met (achieved 50.6%)
03	Professionals	Goal not met (achieved 0.0%)
04	Semi-Professionals & Technicians	Goal not met (achieved 0.0%)

Assessment/Observations

- EEOG 01/02 - Out of 46 new entrants in this EEOG, one was from this designated group. The market availability is 4.3%. The company had set a goal of hiring / promoting 4.3%. By hiring / promoting one new entrant from this designated group, they achieved 50.6% of the goal set.

- EEOG 03 - Out of 70 new entrants in this EEOG, none were from this designated group. The market availability is 3.8%. The company had set a goal of hiring / promoting 3.8%. By hiring / promoting none new entrants from this designated group, they achieved 0.0% of the goal set.
- EEOG 04 - Out of 35 new entrants in this EEOG, none were from this designated group. The market availability is 4.6%. The company had set a goal of hiring / promoting 4.6%. By hiring / promoting none new entrants from this designated group, they achieved 0.0% of the goal set.

Members of Visible Minorities

02	Middle & Other Managers	Goal not met (achieved 45.5%)
03	Professionals	Goal not met (achieved 36.9%)
04	Semi-Professionals & Technicians	Goal not met (achieved 36.5%)
08	Skilled Sales & Service Personnel	Goal not met (achieved 17.7%)
13	Other Sales & Service Personnel	Goal not met (achieved 0.0%)

Assessment/Observations

- EEOG 02 - Out of 44 new entrants in this EEOG, three were from this designated group. The market availability is 15.0%. The company had set a goal of hiring / promoting 15.0%. By hiring / promoting three new entrants from this designated group, they achieved 45.5% of the goal set.
- EEOG 03 - Out of 70 new entrants in this EEOG, eight were from this designated group. The market availability is 31.0%. The company had set a goal of hiring / promoting 31.0%. By hiring / promoting eight new entrants from this designated group, they achieved 36.9% of the goal set.
- EEOG 04 - Out of 35 new entrants in this EEOG, five were from this designated group. The market availability is 39.1%. The company had set a goal of hiring / promoting 39.1%. By hiring / promoting five new entrants from this designated group, they achieved 36.5% of the goal set.
- EEOG 08 - Out of 60 new entrants in this EEOG, two were from this designated group. The market availability is 18.8%. The company had set a goal of hiring / promoting 18.8%. By hiring / promoting two new entrants from this designated group, they achieved 17.7% of the goal set.
- EEOG 13 – There was only 1 new entrant in this EEOG and was not from this designated group. The market availability is 25.3%. The company had set a goal of hiring / promoting 25.3%. By hiring / promoting none new entrants from this designated group, they achieved 0.0% of the goal set.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.

- This assessment covers the data from 2016-02-29 to 2018-09-30.
- During their initial assessment, the organization set 16 short-term goals. Out of the 16 short-term goals set, 4 goals were achieved above 80% while did not achieve 80.0% for the rest of the 12 goals.
- Based on the results it looks like the organization did not put much effort in closing the gaps in the Indigenous group and Persons with Disabilities.

ASSESSMENT OF GOALS

- All short and long-term goals are set in percentage format.
- All short and long-term goals are set at labour market availability.

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	# or %	# or %	%	%
01	Senior Managers	-1	27.4	27.4	0.0	27.4
02	Middle & Other Managers	-4	43.8	38.9	32.4	32.4
03	Professionals	-7	29.3	29.3	24.6	29.3
04	Semi-Professionals & Technicians	-2	29.2	27.3	22.0	24.4
10	Clerical Personnel	-1	50.0	50.0	0.0	65.8

Observations:

- Although availability is higher in EEOG 10, short and long term goals were appropriately set at 50% so as not to encourage the occupational clustering of women in this occupation, and to ensure that they are inclusive of all genders.
- All short-term goals are set a bit higher than the market availability.
- All long-term goals are set as per the market availability.

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years) # or %	(3+ years) # or %	%
02	Middle & Other Managers	-1	6.3	0.0	0.0	2.2
03	Professionals	-1	1.8	0.0	0.0	1.0
04	Semi-Professionals & Technicians	-1	4.2	0.0	0.0	1.6
08	Skilled Sales & Service Personnel	-1	1.6	0.0	0.0	1.1

Observations:

- All short-term goals are set much higher than the market availability and if achieved will eliminate all the gaps. Thus no long-term goals are set and that is acceptable since no gaps will exist that need to be addressed in the long-term.

Person with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years) # or %	(3+ years) # or %	%
01/ 02	Managers	-2	6.3	4.3	1.4	4.3
03	Professionals	-4	3.8	3.8	0.7	3.8
04	Semi-Professionals & Technicians	-2	4.6	4.6	0.0	4.6
08	Skilled Sales & Service Personnel	-2	3.5	3.5	0.0	3.5

Observations:

- All short-term and long-term goals are set as per the market availability except for EEOG01/02 in which the short-term goal is a bit higher than the market availability.

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
02	Middle & Other Managers	-7	15.0	15.0	4.4	15.0
03	Professionals	-29	33.6	33.6	13.4	33.6
04	Semi-Professionals & Technicians	-8	36.6	36.6	17.1	36.6
08	Skilled Sales & Service Personnel	-8	20.4	20.4	5.6	20.4

Observations:

- All short-term and long-term goals are set as per the market availability.

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

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

- Adobe Systems Canada has a number of gaps in all four designated groups. It may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of this designated group using permanent full-time and permanent part-time employment when vacancies arise.

Name of Analyst: Neena Sharan

Date: February 19, 2019

From: Sharan, Neena N [NC] **On Behalf Of** EE-EME

Sent: March 22, 2019 9:06 AM

To: 'Cam McCluskey' <cmclusk@adobe.com>; 'jducey@adobe.com' <jducey@adobe.com>; 'Keith Jeffers' <kjeffers@employmentmatters.ca>

Subject: Government of Canada Agreement Number: V060940 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Cam McCluskey:

I am writing to inform you that the subsequent compliance assessment initiated on March 12, 2019 has been completed. As a result of the assessment, Adobe Systems, Incorporated has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of Adobe Systems, Incorporated employment equity program.

- Adobe Systems Canada has a number of gaps in all four designated groups. It may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of this designated group using permanent full-time and permanent part-time employment when vacancies arise.

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 March 12, 2022. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

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

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If over the three year period reasonable progress has not been made, Adobe Systems, Incorporated will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

- the implementation of initiatives to foster a diverse and inclusive workplace;
- measures to remove employment barriers;

- tailored programs to attract and retain designated group members in areas where they are under-represented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

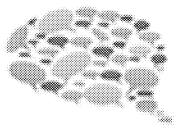
Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at ee-eme@hrsdc-rhdcc.gc.ca.

Your cooperation during the course of this compliance assessment was appreciated and we wish Adobe Systems, Incorporated continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

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



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