



s.19(1)

s.24(1)

Labour Program
Federal Contractors Program

Agreement to Implement Employment Equity

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization AXA ASSISTANCE CANADA INC.	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 <div style="background-color: #cccccc; height: 15px; width: 100%;"></div>
Organization's North American Industry Classification System (NAICS) Code N° 561420	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 180 To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02-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.) 2001 BOULEVARD ROBERT BOURASSA SUITE 1850	City MONTREAL	Province QC	Postal Code H3A 2L8
	Telephone Number 514-285-9556	Fax Number 18664927652	

EMPLOYMENT EQUITY CONTACT	
Name (print) MOLINA CELINE	Title HR MANAGER
Telephone Number 514-285-8175	E-mail Address CELINE.MOLINA@AXA-ASSISTANCE.CA

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

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) ISABELLE CERF	Title CEO AXA ASSISTANCE CANADA
Telephone Number 514-817-5162	E-mail Address isabelle.cerf@axa-assistance.us
Sign <div style="background-color: #cccccc; height: 20px; width: 100%;"></div>	Date 2016/06/07

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



Federal Contractors Program (FCP)

Contractors who are awarded an initial goods and services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes) are required to implement employment equity, and if representation gaps exist, to make all reasonable efforts within the context of their specific organizational environment and structural needs to close the gaps. This obligation is on-going and not only subject to the period of a specific contract.

Contractors are required to conduct, develop and maintain:

- a. A survey of their workforce on the representation of the four designated groups using a self-identification questionnaire;
- b. A workforce analysis (WFA) that compares representation with requisite labour market availability by occupational groups; and
- c. Short-term and long-term numeric goals on closing gaps that have been identified where under-representation exists.

Contractors are required to submit to ESDC-Labour:

- a. One year after the award of an initial goods and services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes):
 - Self-identification questionnaire used to collect workforce information;
 - Initial WFA; and
 - Annual short-term numeric goals for a period of three years and long-term numeric goals where under-representation exists on closing gaps that have been identified.
- b. Four years after the award of an initial goods and services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes) and every three years thereafter:
 - Updated WFA;
 - Updated annual short-term numeric goals for a period of three years and long term numeric goals where under-representation exists on closing gaps that have been identified; and
 - Completed Achievement Table.

ESDC-Labour will assess contractors on a risk-based basis, one year and four years after the award of an initial goods and services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes) and every three years thereafter. Assessments are based on the achievement of representation results and measured against the requirements set out for the FCP.

Contractors found to be in non-compliance will be ineligible for future goods and services contracts, standing offer agreements, or supply agreements of any value with the federal government. In addition, contractors will be placed on a public list of non-compliant contractors. A finding of non-compliance may result in the termination of the contract.

For information on the detailed requirements as well as the framework and standards for assessment of results, please refer to the website: <http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml>

Questions and Answers

Subsidiary vs. Division/Branch

Q1 Does the Agreement to Implement Employment Equity (Agreement) apply to the whole organization or only to the part carrying out the contract?

A1 The signed Agreement applies to the whole organization named in the Agreement and its entire Canadian workforce including all of its components (divisions, branches, etc.), with the exception of subsidiary corporations.

Division: A division is part of the primary business, not separate, and the primary business is legally responsible for the obligations and debts of the division.

Branch: A branch is an office that is not located at/with the company's corporate headquarters but is part of the organization.

Subsidiary: A subsidiary is owned or controlled by another entity (a parent company), but it is a separate legal entity.

Q2 If an organization that is not subject to the Federal Contractor Program (FCP) is taken over by (or merged with) an organization that is subject to the Program, does it become subject to the FCP as well?

A2 An organization is subject to the FCP if it becomes part of the acquiring company. However, if the organization remains a subsidiary and still operates as a separate legal entity from the acquiring company, it does not become subject to the FCP.

For the purpose of the FCP, subsidiaries require a separate Agreement (and Agreement number) because they are separate legal entities. Divisions are part of an organization and are included as part of the whole organization.

Q3 When should a new Agreement be completed and signed?

A3 A new Agreement should be completed if the organization has undergone a change in its legal name.

Employment Status

Q1 Who is considered to be a permanent full-time employee under the FCP?

A1 A permanent full-time employee is employed for an indeterminate period of time to work the standard number of hours on a regular basis as determined by the employer, depending on the occupational group to which the person belongs. The standard number of hours cannot be less than the usual number of hours worked by full-time employees in the same occupational group.

Q2 Who is considered to be a permanent part-time employee under the FCP?

A2 A permanent part-time employee is employed for an indeterminate period of time to work fewer than the standard number of hours on a regular basis as determined by the employer, depending on the occupational group to which the person belongs.

Generally, what is standard or usual for a group of employees is considered full-time; anything less is considered part-time. For example, in a case where the standard, usual way of working for the company is to work eight (8) hours per day for three (3) days per week, employees who fit this work pattern would be considered full-time, and employees who do not would be considered part-time.

Q3 Who is considered to be a temporary employee under the FCP?

A3 A temporary employee is employed on a temporary basis for any number of hours within a fixed period or periods (start and end date) totalling 12 weeks or more during a calendar year. This does not include a person in full-time attendance at a secondary or post-secondary educational institution who is employed during a school break. Whether the hours are regular or irregular is not a factor to consider in determining temporary employment status.

The total number of weeks worked by temporary employees is calculated according to the cumulative number of weeks worked, not by the cumulative number of days. For example, an employee may be called to work two days one week, three days the following week and one day per week for ten other weeks during the calendar year. This employee would be considered a temporary employee for employment equity purposes.

The most significant distinction between temporary staff and permanent staff is job security, where permanence usually means employment for an indefinite duration. The duration of employment or the benefits received do not indicate employment status. Even if an employee is hired for a length of employment that is long term, the employee does not have permanent status if the duration of employment can be defined.

Q4 How are students counted under the FCP?

A4 Students employed during a school break, even if this period exceeds 12 weeks, and who are returning to school, are not counted as employees for employment equity purposes.

Co-operative education (Co-op) students working during the summer period are not considered to be on a school break since this work experience forms part of their education. Co-op students who work more than 12 weeks during their work placements should be reported as temporary employees. In addition, students working on a permanent part-time basis throughout the year are counted provided they worked 12 weeks or more.

Q5 How are casual or other employees counted under the FCP?

A5 Casual employees are employed to work less than 12 weeks during a calendar year and whose contracts have designated start and end dates.

Other employees are those who are on unpaid leave (often temporary lay-off or long-term leave) but who otherwise fulfil the definitions of permanent full-time, permanent part-time or temporary employees and maintain the right to return to work.



APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT INFORMATION

Federal Contractors Program

As per Appendix D – The Federal Contractors Program for Employment Equity of Treasury Board’s *Contracting Policy*, contractors with a resident workforce of 100 or more employees who are awarded goods and services contracts of \$1 million or more are required to implement employment equity, submit information on their workforce and undergo a compliance assessment. If an unforeseen situation arises that prevents the contractor from meeting the submission of information deadline, the organization may submit an application for an extension. The application must be completed as outlined below and signed by a senior official of the corporation (e.g., chief executive officer, president or vice-president, authorized manager). Once completed, the form must be sent by email to: ee-eme@hrsdc-rhdcc.gc.ca.

I, the undersigned, on behalf of (legal name of organization) **Axa Assistance Canada** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) **10000465**, agree to the following statements:

1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
3. I am therefore requesting an extension until (date) April 30, 2018, for the following reason(s):
 (Please describe) **No job opportunities. No resources available due to internal re-organization.**
4. As a senior official of the organization, I hereby declare that all of these statements are correct to the best of my knowledge, and I am requesting an extension.

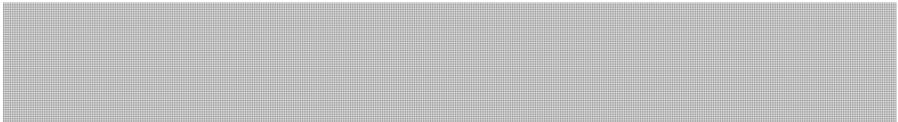
Name: **C. Molina**

Position Title: **HR Director**

Email address: **Celine.molina@axa-assistance.ca**

Telephone number: **514-285-8175**

Business address: **1850-2001 Robert Bourassa Blvd. MONTREAL, QC.**

Signature: 

Date: **January 22, 2018**



APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT INFORMATION

Federal Contractors Program

As per Appendix D – The Federal Contractors Program for Employment Equity of Treasury Board’s *Contracting Policy*, contractors with a resident workforce of 100 or more employees who are awarded goods and services contracts of \$1 million or more are required to implement employment equity, submit information on their workforce and undergo a compliance assessment. If an unforeseen situation arises that prevents the contractor from meeting the submission of information deadline, the organization may submit an application for an extension. The application must be completed as outlined below and signed by a senior official of the corporation (e.g., chief executive officer, president or vice-president, authorized manager). Once completed, the form must be sent by email to: ee-eme@hrsdc-rhdcc.gc.ca.

I, the undersigned, on behalf of (legal name of organization) **Axa Assistance Canada** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) _____, agree to the following statements:

1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
3. I am therefore requesting an extension until (date) May 18, 2018, for the following reason(s):
 (Please describe) **The person in charge of the file has left. Technical problems with the site delayed the process.**
4. As a senior official of the organization, I hereby declare that all of these statements are correct to the best of my knowledge, and I am requesting an extension.

Name: **Molina Céline** Position Title: **HR Director**

Email address: **Celine.molina@axa-assistance.ca**

Telephone number: **514-285-8175**

Business address: **1850-2001 Robert Bourassa Blvd.**

Signature: _____

Date: **2018.04.26**

From: Yakibonge, Mauritius [NC] **On Behalf Of** EE-EME
Sent: May 2, 2018 10:57 AM
To: 'MOLINA Céline' <Celine.Molina@axa-assistance.ca>
Subject: Extension of time to submit documentation to complete the conformity assessment under the Federal Contractors Program

Hello,

You have requested an extension of time to submit documentation to complete your organization's conformity assessment beyond the original deadline set by the Labour Program under the Federal Contractors Program.

As requested, we grant you an extension until May 18, 2018.

If you have any questions regarding your employment equity report, please contact us at ee-eme@hrsdc-rhdsc.gc.ca.

Maurice Yakibonge

A/Manager of Operations, Workplace Equity Directorate, Labour Program Employment and Social Development Canada / Government of Canada Maurice.Yakibonge@labour-travail.gc.ca /
Tel: 819-654-6099



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

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION

Period covered by the report: 2018-07-01 to 2018-07-31

Geographic regions

(INDICATE THE NUMBER OF EMPLOYEES IN EACH REGION).

	Province				Census Metropolitan Area	
	Permanent full time	Permanent part-time	Temporary	Total number of employees		
Quebec	81	43	0	124	Montreal	143
						0
						124
Total number of employees in Canada				124	Total number of employees in Canada	124

FEDERAL CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Full time / National

Reporting period 2016-10-19 to 2018-07-31

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle management and other directors Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	5	2	3				1	1				
	Total	5	2	3				1	1				
Professionals Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	25	9	16							8	4	4
	Total	25	9	16							8	4	4
Semi-professional and technical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	3	2	1							1		1
	Total	3	2	1							1		1
Supervisors Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	6	3	3				1	1		5	3	2
	Total	6	3	3				1	1		5	3	2

Axa Assistance Canada Inc. (Certificate # 10000465)
FEDERAL CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES
Full time / National
Reporting period 2016-10-19 to 2018-07-31

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Administrative and main office staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	16	8	8							2	2	
	Total	16	8	8							2	2	
Specialized sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Clerical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	3	1	2									
	Total	3	1	2									
Intermediate sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	22	6	16				1		1	9	1	8
	Total	22	6	16				1		1	9	1	8

FEDERAL CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Full time / National

Reporting period 2016-10-19 to 2018-07-31

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total number of employees		81	31	50				3	2	1	25	10	15

Axa Assistance Canada Inc. (Certificate # 10000465)
FEDERAL CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES
Part-time / National
Reporting period 2016-10-19 to 2018-07-31

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Intermediate sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	43	12	31				1		1	23	6	17
	Total	43	12	31				1		1	23	6	17
Total number of employees		43	12	31				1		1	23	6	17

Axa Assistance Canada Inc. (Certificate # 10000465)
FEDERAL CONTRACT PROGRAMS: EMPLOYEE PROFILE
Full time / National
Reporting period 2016-10-19 to 2018-07-31

Salary Range	All employees			Aboriginal			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
Less than \$15,000	81	31	50				3	2	1	25	10	15
Total number of employees	81	31	50				3	2	1	25	10	15

FEDERAL CONTRACT PROGRAMS: EMPLOYEE PROFILE

Part-time / National

Reporting period 2016-10-19 to 2018-07-31

Salary Range	All employees			Aboriginal			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
Less than \$5,000	43	12	31				1		1	23	6	17
Total number of employees	43	12	31				1		1	23	6	17

FEDERAL CONTRACT PROGRAMS: RECRUITMENTS

Full time / National

Reporting period 2016-10-19 to 2018-07-31

Occupational Category	All employees			Aboriginal			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 management and other directors	1		1									
Professionals	9	2	7							2	1	1
Administrative and main office staff	3	1	2									
Specialized sales and service personnel	1		1									
Clerical staff	1	1										
Intermediate sales and service personnel	3	2	1							2	1	1
Total number of employees hired	18	6	12							4	2	2

FEDERAL CONTRACT PROGRAMS: RECRUITMENTS

Part-time / National

Reporting period 2016-10-19 to 2018-07-31

Occupational Category	All employees			Aboriginal			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
Intermediate sales and service personnel	14	6	8							7	4	3
Total number of employees hired	14	6	8							7	4	3

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS

Full time / National

Reporting period 2016-10-19 to 2018-07-31

Occupational Category	Promoted employees (employees promoted during the year should be reported only in the occupational groups in which or to which they were last promoted.)											
	All employees			Aboriginal			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 management and other directors	1		1									
Professionals	1		1							1		1
Supervisors	3	3					1	1		2	2	
Administrative and main office staff	5	2	3							1	1	
Total number of employees promoted	10	5	5				1	1		4	3	1
Total number of promotions	10	5	5				1	1		4	3	1

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS

Part-time / National

Reporting period 2016-10-19 to 2016-07-31

Occupational Category	Promoted employees (employees promoted during the year should be reported only in the occupational groups in which or to which they were last promoted.)											
	All employees			Aboriginal			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
Intermediate sales and service personnel	5	2	3							3	1	2
Total number of employees promoted	5	2	3							3	1	2
Total number of promotions	5	2	3							3	1	2

Full time / National
Reporting period 2016-10-19 to 2018-07-31

Occupational Category	All employees			Aboriginal			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 management and other directors	3	1	2									
Professionals	6	3	3							2	1	1
Semi-professional and technical staff	2	1	1							1	1	
Supervisors	2	2								1	1	
Administrative and main office staff	3	1	2									
Intermediate sales and service personnel	9	2	7							5	1	4
Total number of employees whose employment was terminated	25	10	15							9	4	5

Axa Assistance Canada Inc. (Certificate # 10000465)
FEDERAL CONTRACT PROGRAMS: CEASES OF EMPLOYMENT
Part-time / National

Reporting period 2016-10-19 to 2018-07-31

Occupational Category	All employees			Aboriginal			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
Intermediate sales and service personnel	22	4	18				3		3	16	2	14
Total number of employees whose employment was terminated	22	4	18				3		3	16	2	14

Default Workforce Analysis System - Detailed Report

Date: 2018-07-31

Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Availability		Difference #	Place of recruitment
			#	%	%	#		
02: Middle management and other directors	National	5	3	60.0 %	38.9 %	2	1	National
03: Professionals		25	16	64.0 %	55.1 %	14	2	
1111: Auditors and Accountants	National	2	1	50.0 %	55.1 %	1	0	National
1114: Other financial agents	National	1	1	100.0 %	44.1 %	0	1	National
1121: Human Resources Professionals	National	2	2	100.0 %	71.1 %	1	1	National
1123: Advertising, marketing and public relations professionals	National	1	0	0.0 %	66.4 %	1	-1	National
2171 : IT Analysts and Consultants	National	1	0	0.0 %	28.3 %	0	0	National
2172 : Database Analysts and Data Administrators	National	1	0	0.0 %	35.2 %	0	0	National
2174: Programmers and Interactive Media Developers	National	3	0	0.0 %	17.9 %	1	-1	National
3012: Registered Nurses and Registered Psychiatric Nurses	National	6	5	83.3 %	92.9 %	6	-1	National
4112: Lawyers (across Canada) and notaries (in Quebec)	National	8	7	87.5 %	42.5 %	3	4	National
04: Semi-professional and technical staff		3	1	33.3 %	41.6 %	1	0	
2282: User Support Agents	Quebec	2	0	0.0 %	19.6 %	0	0	Quebec
4211 : Paralegals and related occupations	Quebec	1	1	100.0 %	85.5 %	1	0	Quebec
05: Supervisors		6	3	50.0 %	50.8 %	3	0	
Employment Equity Occupational Group	Montreal	6	3	50.0 %	50.8 %	3	0	Montreal
07: Administrative and Senior Clerical Staff		16	8	50.0 %	80.8 %	13	-5	
Employment Equity Occupational Group	Montreal	16	8	50.0 %	80.8 %	13	-5	Montreal
08: Specialized sales and service personnel		1	1	100.0 %	68.7 %	1	0	
6235: Financial Sales Representatives	Quebec	1	1	100.0 %	68.7 %	1	0	Quebec
10 : Office staff		3	2	66.7 %	62.5 %	2	0	
Employment Equity Occupational Group	Montreal	3	2	66.7 %	62.5 %	2	0	Montreal
11: Intermediate sales and service personnel		65	47	72.3 %	61.8 %	40	7	
Employment Equity Occupational Group	Montreal	65	47	72.3 %	61.8 %	40	7	Montreal

Default Workforce Analysis System - Detailed Report

Date: 2018-07-31

Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Women Availability		Difference #	Place of recruitment
			#%	%	%	#		
Total		124	81	65.3 %	61.0 %	76	5	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2011 National Household Survey and internal employer data

Default Workforce Analysis System - Detailed Report

Date: 2018-07-31

Aboriginal

Employment Equity Occupational Group	Internal location	All employees #	Aboriginal		Availability %	Difference #	Place of recruitment
			Representation #	%			
02: Middle management and other directors	National	5	0	0.0 %	2.2 %	0	National
03: Professionals		25	0	0.0 %	1.7 %	0	
1111: Auditors and Accountants	National	2	0	0.0 %	1.3 %	0	National
1114: Other financial agents	National	1	0	0.0 %	1.3 %	0	National
1121: Human Resources Professionals	National	2	0	0.0 %	2.7 %	0	National
1123: Advertising, marketing and public relations professionals	National	1	0	0.0 %	2.1 %	0	National
2171 : IT Analysts and Consultants	National	1	0	0.0 %	1.1 %	0	National
2172 : Database Analysts and Data Administrators	National	1	0	0.0 %	1.3 %	0	National
2174: Programmers and Interactive Media Developers	National	3	0	0.0 %	1.0 %	0	National
3012: Registered Nurses and Registered Psychiatric Nurses	National	6	0	0.0 %	2.3 %	0	National
4112: Lawyers (across Canada) and notaries (in Quebec)	National	8	0	0.0 %	1.6 %	0	National
04: Semi-professional and technical staff		3	0	0.0 %	1.2 %	0	
2282: User Support Agents	Quebec	2	0	0.0 %	1.3 %	0	Quebec
4211 : Paralegals and related occupations	Quebec	1	0	0.0 %	0.9 %	0	Quebec
05: Supervisors		6	0	0.0 %	0.8 %	0	
Employment Equity Occupational Group	Montreal	6	0	0.0 %	0.8 %	0	Montreal
07: Administrative and Senior Clerical Staff		16	0	0.0 %	0.7 %	0	
Employment Equity Occupational Group	Montreal	16	0	0.0 %	0.7 %	0	Montreal
08: Specialized sales and service personnel		1	0	0.0 %	0.7 %	0	
6235: Financial Sales Representatives	Quebec	1	0	0.0 %	0.7 %	0	Quebec
10 : Office staff		3	0	0.0 %	0.8 %	0	
Employment Equity Occupational Group	Montreal	3	0	0.0 %	0.8 %	0	Montreal
11: Intermediate sales and service personnel		65	0	0.0 %	0.9 %	1	
Employment Equity Occupational Group	Montreal	65	0	0.0 %	0.9 %	1	Montreal

Default Workforce Analysis System - Detailed Report

Date: 2018-07-31

Aboriginal

Employment Equity Occupational Group	Internal location	All employees #	Aboriginal			Difference #	Place of recruitment
			Representation #	Availability %	Availability #		
Total		124	0	0.0 %	1	-1	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2011 National Household Survey and internal employer data

Default Workforce Analysis System - Detailed Report

Date: 2018-07-31

Members of Visible Minorities

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Difference #	Place of recruitment
			Representation #	Availability %	Availability %	Availability %		
02: Middle management and other directors	National	5	0	0.0 %	15.0 %	1	-1	National
03: Professionals		25	8	32.0 %	19.6 %	5	3	
1111: Auditors and Accountants	National	2	2	100.0 %	27.5 %	1	1	National
1114: Other financial agents	National	1	1	100.0 %	21.7 %	0	1	National
1121: Human Resources Professionals	National	2	0	0.0 %	14.1 %	0	0	National
1123: Advertising, marketing and public relations professionals	National	1	1	100.0 %	16.9 %	0	1	National
2171 : IT Analysts and Consultants	National	1	0	0.0 %	31.4 %	0	0	National
2172 : Database Analysts and Data Administrators	National	1	0	0.0 %	32.3 %	0	0	National
2174: Programmers and Interactive Media Developers	National	3	2	66.7 %	31.5 %	1	1	National
3012: Registered Nurses and Registered Psychiatric Nurses	National	6	1	16.7 %	18.3 %	1	0	National
4112: Lawyers (across Canada) and notaries (in Quebec)	National	8	1	12.5 %	12.5 %	1	0	National
04: Semi-professional and technical staff		3	1	33.3 %	14.9 %	0	1	
2282: User Support Agents	Quebec	2	0	0.0 %	18.2 %	0	0	Quebec
4211 : Paralegals and related occupations	Quebec	1	1	100.0 %	8.3 %	0	1	Quebec
05: Supervisors		6	5	83.3 %	16.7 %	1	4	
Employment Equity Occupational Group	Montreal	6	5	83.3 %	16.7 %	1	4	Montreal
07: Administrative and Senior Clerical Staff		16	2	12.5 %	12.2 %	2	0	
Employment Equity Occupational Group	Montreal	16	2	12.5 %	12.2 %	2	0	Montreal
08: Specialized sales and service personnel		1	0	0.0 %	12.3 %	0	0	
6235: Financial Sales Representatives	Quebec	1	0	0.0 %	12.3 %	0	0	Quebec
10 : Office staff		3	0	0.0 %	17.4 %	1	-1	
Employment Equity Occupational Group	Montreal	3	0	0.0 %	17.4 %	1	-1	Montreal
11: Intermediate sales and service personnel		65	32	49.2 %	22.2 %	14	18	
Employment Equity Occupational Group	Montreal	65	32	49.2 %	22.2 %	14	18	Montreal

Default Workforce Analysis System - Detailed Report

Date: 2018-07-31

Members of Visible Minorities

Employment Equity Occupational Group	Internal location	Members of Visible Minorities					
		All employees #	#	Representation %	Availability %	Difference #	Place of recruitment
Total		124	48	38.7 %	19.5 %	24	24

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2011 National Household Survey and internal employer data

Default Workforce Analysis System - Detailed Report

Date: 2018-07-31

Persons with disabilities

Employment Equity Occupational Group	Internal location	All employees #	Persons with disabilities				Differ-ence #	Place of recruitment
			Representation #	Availability %	Availability %	#		
01/02 : Executives	National	5	1	20.0 %	4.3 %	0	1	National
03: Professionals	National	25	0	0.0 %	3.8 %	1	-1	National
04: Semi-professional and technical staff	National	3	0	0.0 %	4.6 %	0	0	National
05: Supervisors	National	6	1	16.7 %	13.9 %	1	0	National
07: Administrative and Senior Clerical Staff	National	16	0	0.0 %	3.4 %	1	-1	National
08: Specialized sales and service personnel	National	1	0	0.0 %	3.5 %	0	0	National
10 : Office staff	National	3	0	0.0 %	7.0 %	0	0	National
11: Intermediate sales and service personnel	National	65	2	3.1 %	5.6 %	4	-2	National
Total		124	4	3.2 %	5.3 %	7	-3	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2012 Canadian Disability Survey and internal employer data



Default Workforce Analysis System - Detailed Report

Date: 2018-07-31

Default Data for Workforce Analysis - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
02: Middle and Other Managers 03: Professionals	EEOG	National
04: Semi-professional and technical staff	NOC	National
	NOC	Provincial
05: Supervisors	EEOG	CMA
07: Administrative and Senior Clerical Staff	EEOG	CMA
08: Specialized sales and service personnel	CNP	Provincial
10 : Office staff	EEOG	CMA
11: Intermediate sales and service personnel	EEOG	CMA

Default Workforce Analysis System - Detailed Report

Date: 2018-07-31

Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	CPEME	National
3. : Professionals	CPEME	National
4.: Semi-professional and technical staff 05 : Supervisors	CPEME	National
07: Administrative and main office staff 08: Specialized sales and service staff 10: Clerical staff	CPEME	National
11: Intermediate sales and service personnel	CPEME	National
	CPEME	National
	CPEME	National
	CPEME	National

Default Workforce Analysis System - Summary Report

Date: 2018-07-31

Women

Employment Equity Occupational Group	All employees #	Representation		Women Availability		Differ ence #
		#	%	%	#	
02: Middle management and other directors	5	3	60.0 %	38.9 %	2	1
03: Professionals	25	16	64.0 %	55.1 %	14	2
04: Semi-professional and technical staff	3	1	33.3 %	41.6 %	1	0
05: Supervisors	6	3	50.0 %	50.8 %	3	0
07: Administrative and Senior Clerical Staff	16	8	50.0 %	80.8 %	13	-5
08: Specialized sales and service personnel	1	1	100.0 %	68.7 %	1	0
10 : Office staff	3	2	66.7 %	62.5 %	2	0
11: Intermediate sales and service personnel	65	47	72.3 %	61.8 %	40	7
Total	124	81	65.3 %	61.0 %	76	5

The total does not necessarily equal the sum of the components due to rounding.

Default Workforce Analysis System - Summary Report

Date: 2018-07-31

Aboriginal

Employment Equity Occupational Group	All employees #	Aboriginal Representation		Aboriginal Availability		Difference #
		#	%	%	#	
02: Middle management and other directors	5	0	0.0 %	2.2 %	0	0
03: Professionals	25	0	0.0 %	1.7 %	0	0
04: Semi-professional and technical staff	3	0	0.0 %	1.2 %	0	0
05: Supervisors	6	0	0.0 %	0.8 %	0	0
07: Administrative and Senior Clerical Staff	16	0	0.0 %	0.7 %	0	0
08: Specialized sales and service personnel	1	0	0.0 %	0.7 %	0	0
10 : Office staff	3	0	0.0 %	0.8 %	0	0
11: Intermediate sales and service personnel	65	0	0.0 %	0.9 %	1	-1
Total	124	0	0.0 %	1.1 %	1	-1

The total does not necessarily equal the sum of the components due to rounding.

Default Workforce Analysis System - Summary Report

Date: 2018-07-31

Members of Visible Minorities

Employment Equity Occupational Group	All employees #	Members of Visible Minorities RepresentationAvailability		Differ ence #		
		#	%		%	
02: Middle management and other directors	5	0	0.0 %	15.0 %	1	-1
03: Professionals	25	8	32.0 %	19.6 %	5	3
04: Semi-professional and technical staff	3	1	33.3 %	14.9 %	0	1
05: Supervisors	6	5	83.3 %	16.7 %	1	4
07: Administrative and Senior Clerical Staff	16	2	12.5 %	12.2 %	2	0
08: Specialized sales and service personnel	1	0	0.0 %	12.3 %	0	0
10 : Office staff	3	0	0.0 %	17.4 %	1	-1
11: Intermediate sales and service personnel	65	32	49.2 %	22.2 %	14	18
Total	124	48	38.7 %	19.5 %	24	24

The total does not necessarily equal the sum of the components due to rounding.

Default Workforce Analysis System - Summary Report

Date: 2018-07-31

Persons with disabilities

Employment Equity Occupational Group	All employees #	Persons with disabilities				Differ ence #
		Representation		Availability		
		#	%	%	#	
01/02 : Executives	5	1	20.0 %	4.3 %	0	1
03: Professionals	25	0	0.0 %	3.8 %	1	-1
04: Semi-professional and technical staff	3	0	0.0 %	4.6 %	0	0
05: Supervisors	6	1	16.7 %	13.9 %	1	0
07: Administrative and Senior Clerical Staff	16	0	0.0 %	3.4 %	1	-1
08: Specialized sales and service personnel	1	0	0.0 %	3.5 %	0	0
10 : Office staff	3	0	0.0 %	7.0 %	0	0
11: Intermediate sales and service personnel	65	2	3.1 %	5.6 %	4	-2
Total	124	4	3.2 %	5.3 %	7	-3

The total does not necessarily equal the sum of the components due to rounding.



Default Workforce Analysis System - Summary Report

Date: 2018-07-31

Default Data for Workforce Analysis - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
02: Middle and Other Managers 03: Professionals	EEOG	National
04: Semi-professional and technical staff	NOC	National
	NOC	Provincial
05: Supervisors	EEOG	CMA
07: Administrative and Senior Clerical Staff	EEOG	CMA
08: Specialized sales and service personnel	CNP	Provincial
10 : Office staff	EEOG	CMA
11: Intermediate sales and service personnel	EEOG	CMA

Default Workforce Analysis System - Summary Report

Date: 2018-07-31

Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	CPEME	National
3. : Professionals	CPEME	National
4.: Semi-professional and technical staff 05 :	CPEME	National
Supervisors	CPEME	National
07: Administrative and main office staff 08:	CPEME	National
Specialized sales and service staff 10: Clerical staff	CPEME	National
11: Intermediate sales and service personnel	CPEME	National
	CPEME	
	CPEME	
	CPEME	

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Axa Assistance Canada Inc.
2018-07-31

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	10	19

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	07	31

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	5	3	38.9
03	Professionals	20	12	45.8
04	Semi-Professionals & Technicians	5	2	59.1
05	Supervisors	8	4	50.8
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	13	7	80.8
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	3	2	6.3
11	Intermediate Sales & Service Personnel	69	52	61.8
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		123	82	59.5

*** Source:**
2011 National Household Survey

		Table 5: Women		
		Subsequent/Current Workforce Analysis		
		All Employees	Women	
			Representation	Availability*
#	#	%		
	0	0	0.0	
	5	3	38.9	
	25	16	55.1	
	3	1	41.6	
	6	3	50.8	
	0	0	0.0	
	16	8	80.8	
	1	1	68.7	
	0	0	0.0	
	3	2	62.5	
	65	47	61.8	
	0	0	0.0	
	0	0	0.0	
	0	0	0.0	
	124	81	61.0	

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Axa Assistance Canada Inc.

2018-07-31

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	10	19

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	07	31

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	5	0	2.2
03	Professionals	20	0	1.6
04	Semi-Professionals & Technicians	5	0	1.1
05	Supervisors	8	0	0.8
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	13	0	0.7
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	3	0	0.8
11	Intermediate Sales & Service Personnel	69	0	0.9
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		123	0	1.0

*** Source:**

2011 National Household Survey

Table 6: Aboriginal Peoples

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
		0	0	0.0
		5	0	2.2
		25	0	1.7
		3	0	1.2
		6	0	0.8
		0	0	0.0
		16	0	0.7
		1	0	0.7
		0	0	0.0
		3	0	0.8
		65	0	0.9
		0	0	0.0
		0	0	0.0
		0	0	0.0
Total		124	0	1.1

*** Source:**

2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Axa Assistance Canada Inc.

2018-07-31

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	10	19

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	07	31

Table 3: Members of Visible Minorities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Members of Visible Minorities	
			Representation	Availability*
		#	#	%
01	Senior Managers	0	0	0.0
02	Middle & Other Managers	5	0	15.0
03	Professionals	20	6	18.9
04	Semi-Professionals & Technicians	5	2	12.2
05	Supervisors	8	5	16.7
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	13	1	12.2
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	3	0	17.4
11	Intermediate Sales & Service Personnel	69	42	22.2
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		123	56	19.4

*** Source:**
2011 National Household Survey

Table 7: Members of Visible Minorities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Members of Visible Minorities	
			Representation	Availability*
		#	#	%
		0	0	0.0
		5	0	15.0
		25	8	19.6
		3	1	14.9
		6	5	16.7
		0	0	0.0
		16	2	12.2
		1	0	12.3
		0	0	0.0
		3	0	17.4
		65	32	22.2
		0	0	0.0
		0	0	0.0
		0	0	0.0
Total		124	48	19.5

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Axa Assistance Canada Inc.

2018-07-31

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	10	19

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	07	31

Table 4: Persons with Disabilities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
01/02	Managers	5	1	4.3
03	Professionals	20	0	3.8
04	Semi-Professionals & Technicians	5	0	4.6
05	Supervisors	8	0	13.9
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	13	0	3.4
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	3	0	7.0
11	Intermediate Sales & Service Personnel	69	3	5.6
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		123	4	5.6

Table 8: Persons with Disabilities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
		5	1	4.3
		25	0	3.8
		3	0	4.6
		6	1	13.9
		0	0	0.0
		16	0	3.4
		1	0	3.5
		0	0	0.0
		3	0	7.0
		65	2	5.6
		0	0	0.0
		0	0	0.0
		0	0	0.0
Total		124	4	5.3

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

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

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Axa Assistance Canada Inc.

2018-07-31

Start Date of Flow Data		
YYYY	MM	DD
2016	10	19

End Date of Flow Data		
YYYY	MM	DD
2018	07	31

Data from Form 4 - Employees Hired

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Data from Form 5 - Employees Promoted

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Data from Form 6 - Employees Terminated

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Employment Equity Occupational Group (EEOG)	Table 1: Women			
	Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	1	1	0	0
03 Professionals	9	7	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	3	2	0	0
08 Skilled Sales & Service Personnel	1	1	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	1	0	0	0
11 Intermediate Sales & Service Personnel	3	1	14	8
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	18	12	14	8

	Table 5: Women			
	Full-time / National		Part-time / National	
	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
	#	#	#	#
	0	0	0	0
	1	1	0	0
	1	1	0	0
	0	0	0	0
	3	0	0	0
	0	0	0	0
	5	3	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	5	2
	0	0	0	0
	0	0	0	0
	0	0	0	0
Total	10	5	5	2

	Table 9: Women			
	Full-time / National		Part-time / National	
	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#
	0	0	0	0
	3	2	0	0
	6	3	0	0
	2	1	0	0
	2	0	0	0
	0	0	0	0
	3	2	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	9	7	22	18
	0	0	0	0
	0	0	0	0
Total	25	15	22	18

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Axa Assistance Canada Inc.

2018-07-31

Start Date of Flow Data		
YYYY	MM	DD
2016	10	19

End Date of Flow Data		
YYYY	MM	DD
2018	07	31

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
	#	#	#	#

Data from Form 5 - Employees Promoted

↓ ↓ ↓ ↓

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
	#	#	#	#

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

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	1	0	0	0
03 Professionals	9	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	3	0	0	0
08 Skilled Sales & Service Personnel	1	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	1	0	0	0
11 Intermediate Sales & Service Personnel	3	0	14	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	18	0	14	0

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	1	0	0	0
03 Professionals	1	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	3	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	5	0	0	0
08 Skilled Sales & Service Personnel	0	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	5	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	10	0	5	0

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	3	0	0	0
03 Professionals	6	0	0	0
04 Semi-Professionals & Technicians	2	0	0	0
05 Supervisors	2	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	3	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	9	0	22	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	25	0	22	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Axa Assistance Canada Inc.

2018-07-31

Start Date of Flow Data		
YYYY	MM	DD
2016	10	19

End Date of Flow Data		
YYYY	MM	DD
2018	07	31

Data from Form 4 - Employees Hired

↓ ↓ ↓ ↓

Table 3: 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
	#	#	#	#

Data from Form 5 - Employees Promoted

↓ ↓ ↓ ↓

Table 7: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
	#	#	#	#

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	1	0	0	0
03 Professionals	9	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	3	0	0	0
08 Skilled Sales & Service Personnel	1	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	1	0	0	0
11 Intermediate Sales & Service Personnel	3	0	14	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	18	0	14	0

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	1	0	0	0
03 Professionals	1	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	3	1	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	5	0	0	0
08 Skilled Sales & Service Personnel	0	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	5	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	10	1	5	0

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	3	0	0	0
03 Professionals	6	0	0	0
04 Semi-Professionals & Technicians	2	0	0	0
05 Supervisors	2	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	3	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	9	0	22	3
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	25	0	22	3

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Axa Assistance Canada Inc.

2018-07-31

Start Date of Flow Data		
YYYY	MM	DD
2016	10	19

End Date of Flow Data		
YYYY	MM	DD
2018	07	31

Data from Form 4 - Employees Hired



Table 4: 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	0	0	0	0
02 Middle & Other Managers	1	0	0	0
03 Professionals	9	2	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	3	0	0	0
08 Skilled Sales & Service Personnel	1	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	1	0	0	0
11 Intermediate Sales & Service Personnel	3	2	14	7
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	18	4	14	7

Data from Form 5 - Employees Promoted



Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	1	0	0	0
03 Professionals	1	1	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	3	2	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	5	1	0	0
08 Skilled Sales & Service Personnel	0	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	5	3
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	10	4	5	3

Data from Form 6 - Employees Terminated



Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	3	0	0	0
03 Professionals	6	2	0	0
04 Semi-Professionals & Technicians	2	1	0	0
05 Supervisors	2	1	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	3	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	9	5	22	16
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	25	9	22	16

Federal Contractors Program Achievement Report

Part 3: Goals

Axa Assistance Canada Inc.

2018-07-31

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)	All Employees										Women									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						2016
	2016-10-19	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-10-19	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	5	0.0%		0	60.0%		0	0	3	0.0%	0	-1	0	38.9%	1	1	60.0%	60.0%		
03 Professionals	20	7.7%		0	26.7%		0	0	12	0.0%	0	-3	0	45.8%	3	3	60.0%	60.0%		
04 Semi-Professionals & Tech	5	-15.7%		0	50.0%		0	0	2	0.0%	0	1	0	59.1%	-1	-1	40.0%	40.0%		
05 Supervisors	8	-9.1%		0	28.6%		0	0	4	0.0%	0	0	0	50.8%	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	13	7.2%		0	20.7%		0	0	7	0.0%	0	4	0	80.8%	-4	-4	53.8%	53.8%		
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	3	0.0%		0	0.0%		0	0	2	0.0%	0	-2	0	6.3%	2	2	66.7%	66.7%		
11 Intermediate Sales & Service	69	-2.0%		0	46.3%		0	0	52	0.0%	0	-9	0	61.8%	9	9	75.4%	75.4%		
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	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total	123	0.3%		0	38.1%		0	0	82	0.0%	0	-9	0	59.5%	9	9	66.7%	66.7%		

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

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

Table 2: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	2	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Axa Assistance Canada Inc.

2018-07-31

14	Other Manual Workers	0	0.0	0	0.0
Total		2		0	

Federal Contractors Program Achievement Report

Part 3: Goals

Axa Assistance Canada Inc.

2018-07-31

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 (EEOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	From - To			YYYY - YYYY						
	2016-10-19	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-10-19	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	5	0.0%		0	60.0%		0	0	0	0.0%	0	0	0	0	2.2%	0	0	0.0%	0.0%	
03 Professionals	20	7.7%		0	26.7%		0	0	0	0.0%	0	0	0	0	1.6%	0	0	0.0%	0.0%	
04 Semi-Professionals & Tech	5	-15.7%		0	50.0%		0	0	0	0.0%	0	0	0	0	1.1%	0	0	0.0%	0.0%	
05 Supervisors	8	-9.1%		0	28.6%		0	0	0	0.0%	0	0	0	0	0.8%	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	13	7.2%		0	20.7%		0	0	0	0.0%	0	0	0	0	0.7%	0	0	0.0%	0.0%	
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	3	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.8%	0	0	0.0%	0.0%	
11 Intermediate Sales & Service	69	-2.0%		0	46.3%		0	0	0	0.0%	0	1	0	0	0.9%	-1	-1	0.0%	0.0%	
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	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	123	0.3%		0	38.1%		0	0	0	0.0%	0	1	0		1.0%	-1	-1	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 (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	1	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	

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Federal Contractors Program Achievement Report

Part 3: Goals

Axa Assistance Canada Inc.

2018-07-31

14	Other Manual Workers	0	0.0	0	0.0
Total		1		0	

Federal Contractors Program Achievement Report

Part 3: Goals

Axa Assistance Canada Inc.

2018-07-31

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)		All Employees										Persons with Disabilities										
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years		From - To	2016					
		2016-10-19	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-10-19	Annually	Over 3 Years	Annually	Over 3 Years	2016	2019	%	#	#	%	%		
		#	%	%	#	%	%	#	#	%	#	%	#	%	#	%	%	#	#	%	%	
01/02	Managers	5	0.0%		0	30.0%		0	0	1	0.0%	0	-1	0		4.3%	1	1	20.0%	20.0%		
03	Professionals	20	7.7%		0	26.7%		0	0	0	0.0%	0	1	0		3.8%	-1	-1	0.0%	0.0%		
04	Semi-Professionals & Tech	5	-15.7%		0	50.0%		0	0	0	0.0%	0	0	0		4.6%	0	0	0.0%	0.0%		
05	Supervisors	8	-9.1%		0	28.6%		0	0	0	0.0%	0	1	0		13.9%	-1	-1	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	13	7.2%		0	20.7%		0	0	0	0.0%	0	0	0		3.4%	0	0	0.0%	0.0%		
08	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
10	Clerical Personnel	3	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	69	-2.0%		0	46.3%		0	0	3	0.0%	0	1	0		5.6%	-1	-1	4.3%	4.3%		
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	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
Total		123	0.3%		0	38.1%		0	0	4	0.0%	0	3	0		5.6%	-3	-3	3.3%	3.3%		

† 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 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)		Persons with Disabilities				Comments
		Short-term Goals		Long-term Goals		
			%		%	
01/02	Managers	0	0.0	0	0.0	
03	Professionals	1	0.0	0	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	1	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	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	2	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		4		0		

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Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	All Employees																	Members of Visible Minorities				
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years			
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY		
	2016-10-19	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-10-19	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	5	0.0%		0	60.0%		0	0	0	0.0%	0	1	0	15.0%	-1	-1	0.0%	0.0%				
03 Professionals	20	7.7%		0	26.7%		0	0	6	0.0%	0	-2	0	18.9%	2	2	30.0%	30.0%				
04 Semi-Professionals & Tech	5	-15.7%		0	50.0%		0	0	2	0.0%	0	-1	0	12.2%	1	1	40.0%	40.0%				
05 Supervisors	8	-9.1%		0	28.6%		0	0	5	0.0%	0	-4	0	16.7%	4	4	62.5%	62.5%				
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	13	7.2%		0	20.7%		0	0	1	0.0%	0	1	0	12.2%	-1	-1	7.7%	7.7%				
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!				
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!				
10 Clerical Personnel	3	0.0%		0	0.0%		0	0	0	0.0%	0	1	0	17.4%	-1	-1	0.0%	0.0%				
11 Intermediate Sales & Service	69	-2.0%		0	46.3%		0	0	42	0.0%	0	-27	0	22.2%	27	27	60.9%	60.9%				
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	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!				
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!				
Total	123	0.3%		0	38.1%		0	0	56	0.0%	0	-32	0	19.4%	32	32	45.5%	45.5%				

† 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	1	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	1	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	1	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	

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14	Other Manual Workers	0	0.0	0	0.0
Total		3		0	

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Data for Subsequent/Current Goals

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

Table 9: Women

Employment Equity Occupational Group (EEOG)	Subsequent/Current Short-term Goals																		
	All Employees								Women										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2018-07-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2018-07-31	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	#DIV/0!	#DIV/0!
02 Middle & Other Managers	5	0.0%		0	60.0%		0	0	3	0.0%	0	-1	0	38.9%	1	1	60.0%	60.0%	
03 Professionals	25	7.7%		0	26.7%		0	0	16	0.0%	0	-2	0	55.1%	2	2	64.0%	64.0%	
04 Semi-Professionals & Tech	3	-15.7%		0	50.0%		0	0	1	0.0%	0	0	0	41.6%	0	0	33.3%	33.3%	
05 Supervisors	6	-9.1%		0	28.6%		0	0	3	0.0%	0	0	0	50.8%	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	16	7.2%		0	20.7%		0	0	8	0.0%	0	5	0	80.8%	-5	-5	50.0%	50.0%	
08 Skilled Sales & Service	1	0.0%		0	0.0%		0	0	1	0.0%	0	0	0	68.7%	0	0	100.0%	100.0%	
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	3	0.0%		0	0.0%		0	0	2	0.0%	0	0	0	62.5%	0	0	66.7%	66.7%	
11 Intermediate Sales & Service	65	-2.0%		0	46.3%		0	0	47	0.0%	0	-7	0	61.8%	7	7	72.3%	72.3%	
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	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	124	0.3%		0	38.1%		0	0	81	0.0%	0	-5	0	61.0%	5	5	65.3%	65.3%	

† 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 10: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0		0.0	
02 Middle & Other Managers		0.0		0.0	
03 Professionals		0.0		0.0	
04 Semi-Professionals & Tech		0.0		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		0.0		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	

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Total		0.0	0.0
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Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2018-07-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-07-31	Annually	Over 3 Years	Annually	Over 3 Years	2018	2021	%	#	#	%	%
	#	%	%	#	%	%	#	#	#	%	%	#	%	#	%	%	#	#	%
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	5	0.0%	0.0%	0	60.0%	30.0%	5	5	0	30.0%	0	0	0	0	2.2%	0	0	0.0%	0.0%
03 Professionals	25	7.7%	3.0%	2	26.7%	15.0%	11	13	0	15.0%	0	0	0	0	1.7%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	3	-15.7%	3.0%	0	50.0%	30.0%	3	3	0	30.0%	0	0	0	0	1.2%	0	0	0.0%	0.0%
05 Supervisors	6	-9.1%	3.0%	1	28.6%	25.0%	5	6	0	25.0%	0	0	0	0	0.8%	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	16	7.2%	5.0%	2	20.7%	15.0%	7	9	0	15.0%	0	0	0	0	0.7%	0	0	0.0%	0.0%
08 Skilled Sales & Service	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.7%	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	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	3	0.0%	10.0%	1	0.0%	10.0%	1	2	0	10.0%	0	0	0	0	0.8%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	65	-2.0%	20.0%	39	46.3%	40.0%	78	117	0	40.0%	0	1	1	1.0%	0.9%	-1	0	0.0%	1.0%
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	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
Total	124	0.3%		0	38.1%		0	0	0	0.0%	0	1	0		1.1%	-1	-1	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 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0			
02 Middle & Other Managers		0.0			
03 Professionals		0.0			
04 Semi-Professionals & Tech		0.0			
05 Supervisors		0.0			
06 Supervisors: Crafts & Trades		0.0			
07 Administrative & Sr Clerical		0.0			
08 Skilled Sales & Service		0.0			
09 Skilled Crafts & Trades		0.0			
10 Clerical Personnel		0.0			
11 Intermediate Sales & Service		1.0		1.0	
12 Semi-Skilled Manual		0.0			
13 Other Sales & Service		0.0			
14 Other Manual Workers		0.0			

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Total		0.0	0.0
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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		Actual	Projected				From - To	From - To									
		YYYY-MM-DD	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	YYYY-MM-DD	Annually	Over 3 Years	Annually	Over 3 Years	2018	2021						
		2018-07-31	%	%	#	%	%	#	#	%	%	#	%	%	#	#	%	%			
01/02	Managers	5	0.0%	0.0%	0	30.0%		0	0	1	0.0%	0	-1	0		4.3%	1	1	20.0%	20.0%	
03	Professionals	25	7.7%	0.0%	0	26.7%	30.0%	23	23	0	30.0%	0	1	1	3.8%	3.8%	-1	0	0.0%	4.0%	
04	Semi-Professionals & Tech	3	-15.7%	3.0%	0	50.0%	15.0%	1	1	0	15.0%	0	0	0		4.6%	0	0	0.0%	0.0%	
05	Supervisors	6	-9.1%	3.0%	1	28.6%	30.0%	5	6	1	30.0%	1	1	0		13.9%	0	-1	16.7%	0.0%	
06	Supervisors: Crafts & Trades	0	0.0%	3.0%	0	0.0%	25.0%	0	0	0	25.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	16	7.2%	5.0%	2	20.7%	15.0%	7	9	0	15.0%	0	1	0	3.4%	3.4%	-1	-1	0.0%	0.0%	
08	Skilled Sales & Service	1	0.0%		0	0.0%		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	3	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	65	-2.0%	10.0%	20	46.3%	10.0%	20	40	2	10.0%	1	4	2	5.6%	5.6%	-2	-2	3.1%	3.5%	
12	Semi-Skilled Manual	0	0.0%	20.0%	0	0.0%	40.0%	0	0	0	40.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
Total		124	0.3%		0	38.1%		0	0	4	0.0%	0	3	0		5.3%	-3	-3	3.2%	3.2%	

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities			Comments
	Short-term Goals	Long-term Goals		
		%	%	
01/02	Managers		0.0	
03	Professionals		3.8	
04	Semi-Professionals & Tech		0.0	
05	Supervisors		0.0	
06	Supervisors: Crafts & Trades		0.0	
07	Administrative & Sr Clerical		3.4	
08	Skilled Sales & Service		0.0	
09	Skilled Crafts & Trades		0.0	
10	Clerical Personnel		0.0	
11	Intermediate Sales & Service		5.6	
12	Semi-Skilled Manual		0.0	
13	Other Sales & Service		0.0	
14	Other Manual Workers		0.0	
Total		0.0	0.0	

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Part 3: Goals

Axa Assistance Canada Inc.

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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 (EEOG)	All Employees								Members of Visible Minorities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	From - To			YYYY - YYYY						
	2018-07-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-07-31	Annually	Over 3 Years	#	%	2018	2021	%	#	#	%	%	
	#	%	%	#	%	%	#	#	#	%	%	#	%	#	%	%	#	#	%	%
01 Senior Managers	0	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	5	0.0%	0.0%	0	60.0%	30.0%	5	5	0	30.0%	0	1	1	15.0%	15.0%	-1	0	0.0%	20.0%	
03 Professionals	25	7.7%	3.0%	2	26.7%	15.0%	11	13	8	15.0%	4	1	0	19.6%	3	-1	32.0%	14.8%		
04 Semi-Professionals & Tech	3	-15.7%	3.0%	0	50.0%	30.0%	3	3	1	30.0%	1	0	0	14.9%	1	0	33.3%	0.0%		
05 Supervisors	6	-9.1%	3.0%	1	28.6%	25.0%	5	6	5	25.0%	4	0	0	16.7%	4	0	83.3%	14.3%		
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	16	7.2%		0	20.7%		0	0	2	0.0%	0	0	0	12.2%	0	0	12.5%	12.5%		
08 Skilled Sales & Service	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	12.3%	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	3	0.0%	10.0%	1	0.0%	10.0%	1	2	0	10.0%	0	1	0	17.4%	17.4%	-1	-1	0.0%	0.0%	
11 Intermediate Sales & Service	65	-2.0%	20.0%	39	46.3%	40.0%	78	117	32	40.0%	38	29	0	22.2%	18	-29	49.2%	-5.8%		
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	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total	124	0.3%		0	38.1%		0	0	48	0.0%	0	-24	0	19.5%	24	24	38.7%	38.7%		

† 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 (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0			
02 Middle & Other Managers		15.0		15.0	
03 Professionals		0.0			
04 Semi-Professionals & Tech		0.0			
05 Supervisors		0.0			
06 Supervisors: Crafts & Trades		0.0			
07 Administrative & Sr Clerical		0.0			
08 Skilled Sales & Service		0.0			
09 Skilled Crafts & Trades		0.0			
10 Clerical Personnel		17.4		17.4	
11 Intermediate Sales & Service		0.0			
12 Semi-Skilled Manual		0.0			
13 Other Sales & Service		0.0			
14 Other Manual Workers		0.0			

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Part 3: Goals

Axa Assistance Canada Inc.

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Total		0.0	0.0
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Federal Contractors Program Achievement Report

Part 4: Results - Women

Axa Assistance Canada Inc.

2018-07-31

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women									
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#			
01 Senior Managers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2016	5	3	60.0	38.9	2	1	154.2																	
	2018	5	3	60.0	38.9	2	1	154.2	1	1	100.0	0	1	1	1	100.0	1	0	3	2	66.7	2	0	0	
03 Professionals	2016	20	12	60.0	45.8	9	3	131.0																	
	2018	25	16	64.0	55.1	14	2	116.2	9	7	77.8	5	2	1	1	100.0	1	0	6	3	50.0	4	-1		
04 Semi-Professionals & Technicians	2016	5	2	40.0	59.1	3	-1	67.7																	
	2018	3	1	33.3	41.6	1	0	80.1	0	0	0.0	0	0	0	0	0.0	0	0	2	1	50.0	1	0		
05 Supervisors	2016	8	4	50.0	50.8	4	0	98.4																	
	2018	6	3	50.0	50.8	3	0	98.4	0	0	0.0	0	0	3	0	0.0	2	-2	2	0	0.0	1	-1		
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	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		
02 Middle & Other Managers	2018	-1	2	-200.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	2	-200.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
03 Professionals	2018	4	8	200.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	4	8	200.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
04 Semi-Professionals & Technicians	2018	-2	0	0.0	2	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		
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		

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Part 4: Results - Women

Axa Assistance Canada Inc.

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	%	#	#	#	%	#	#	#	#	%	#	#	#	#		
07 Administrative & Senior Clerical	2016	13	7	53.8	80.8	11	-4	66.6																
	2018	16	8	50.0	80.8	13	-5	61.9	3	2	66.7	2	0	5	3	60.0	3	0	3	2	66.7	2	0	
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	1	1	100.0	68.7	1	0	145.6	1	1	100.0	1	0	0	0	0.0	0	0	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	
10 Clerical Personnel	2016	3	2	66.7	6.3	0	2	1066.7																
	2018	3	2	66.7	62.5	2	0	106.7	1	0	0.0	1	-1	0	0	0.0	0	0	0	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2016	69	52	75.4	61.8	43	9	121.9																
	2018	65	47	72.3	61.8	40	7	117.0	17	9	52.9	11	-2	5	2	40.0	4	-2	31	25	80.6	23	2	
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	5	5	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	5	5	100.0			0.0	0.0			0.0	0.0		
08 Skilled 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		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	-9	11	-122.2	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-9	11	-122.2			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		

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women									
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	#				
13 Other Sales & Service Personnel	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	
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	123	82	66.7	59.5	73	9	112.0																	
	2018	124	81	65.3	61.0	76	5	107.1	32	20	62.5	20	0	15	7	46.7	10	-3	47	33	70.2	31	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 (EEOG)	Year	New Entrants				Goals								Comments			
		Flow Data				Short-term Goals				Long-term Goals							
		All Employees	Women			All Employees	Women				All Employees	Women					
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal	Percent of Goal Met		Goal	Percent of Goal Met				
#	#	#	%	#	%	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	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	
	2021	0	0	0.0			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	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0				0.0	0.0			0.0	0.0
Total	2018	0	27	0.0	2	1350.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	
	2021	0	27	0.0			0.0	0.0				0.0	0.0			0.0	0.0

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Part 5: Results - Aboriginal Peoples

Axa Assistance Canada Inc.

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	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	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2016	5	0	0.0	2.2	0	0	0.0																	
	2018	5	0	0.0	2.2	0	0	0.0	1	0	0.0	0	0	0	1	0	0.0	0	0	3	0	0.0	0	0	0
03 Professionals	2016	20	0	0.0	1.6	0	0	0.0																	
	2018	25	0	0.0	1.7	0	0	0.0	9	0	0.0	0	0	0	1	0	0.0	0	0	6	0	0.0	0	0	0
04 Semi-Professionals & Technicians	2016	5	0	0.0	1.1	0	0	0.0																	
	2018	3	0	0.0	1.2	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	2	0	0.0	0	0	0
05 Supervisors	2016	8	0	0.0	0.8	0	0	0.0																	
	2018	6	0	0.0	0.8	0	0	0.0	0	0	0.0	0	0	3	0	0.0	0	0	0	2	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	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		
02 Middle & Other Managers	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		
03 Professionals	2018	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
04 Semi-Professionals & Technicians	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		
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		

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Part 5: Results - Aboriginal Peoples

Axa Assistance Canada Inc.

2018-07-31

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	13	0	0.0	0.7	0	0	0.0																
	2018	16	0	0.0	0.7	0	0	0.0	3	0	0.0	0	0	5	0	0.0	0	0	3	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	1	0	0.0	0.7	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	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	3	0	0.0	0.8	0	0	0.0																
	2018	3	0	0.0	0.8	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
11 Intermediate Sales & Service Personnel	2016	69	0	0.0	0.9	1	-1	0.0																
	2018	65	0	0.0	0.9	1	-1	0.0	17	0	0.0	0	0	5	0	0.0	0	0	31	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			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	5	0	0.0										
08 Skilled 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										
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	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0										
11 Intermediate Sales & Service Personnel	2018	-9	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-9	0	0.0			1.0	0.0			1.0	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		

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Part 5: Results - Aboriginal Peoples

Axa Assistance Canada Inc.

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

Employment Equity Occupational Group (EOG)	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								
#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	%	#	#									
13 Other 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	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	123	0	0.0	1.0	1	-1	0.0																		
	2018	124	0	0.0	1.1	1	-1	0.0	32	0	0.0	0	0	0	15	0	0.0	0	0	0	47	0	0.0	0	0	

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	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	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	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	0	0	0.0	1	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		

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Part 6: Results - Persons with Disabilities

Axa Assistance Canada Inc.

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees		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	5	1	20.0	4.3	0	1	465.1																	
	2018	5	1	20.0	4.3	0	1	465.1	1	0	0.0	0	0	0	1	0	0.0	0	0	0	3	0	0.0	1	-1
03 Professionals	2016	20	0	0.0	3.8	1	-1	0.0																	
	2018	25	0	0.0	3.8	1	-1	0.0	9	0	0.0	0	0	0	1	0	0.0	0	0	6	0	0.0	0	0	
04 Semi-Professionals & Technicians	2016	5	0	0.0	4.6	0	0	0.0																	
	2018	3	0	0.0	4.6	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	2	0	0.0	0	0	
05 Supervisors	2016	8	0	0.0	13.9	1	-1	0.0																	
	2018	6	1	16.7	13.9	1	0	119.9	0	0	0.0	0	0	0	3	1	33.3	0	1	2	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		Persons with Disabilities		
		#	#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	
01&02 Managers	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
03 Professionals	2018	4	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	4	0	0.0			3.8	0.0			3.8	0.0
04 Semi-Professionals & Technicians	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
05 Supervisors	2018	1	1	100.0	1	100.0	0.0	0.0	0	0.0	0.0	0.0
	2021	1	1	100.0			0.0	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

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Axa Assistance Canada Inc.

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires				Promotions				Terminations					
		All Employees	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	13	0	0.0	3.4	0	0	0.0																
	2018	16	0	0.0	3.4	1	-1	0.0	3	0	0.0	0	0	5	0	0.0	0	0	3	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	1	0	0.0	3.5	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	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	3	0	0.0	7.0	0	0	0.0																
	2018	3	0	0.0	7.0	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
11 Intermediate Sales & Service Personnel	2016	69	3	4.3	5.6	4	-1	77.6																
	2018	65	2	3.1	5.6	4	-2	54.9	17	0	0.0	1	-1	5	0	0.0	0	0	31	3	9.7	1	2	
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	5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	5	0	0.0				3.4	0.0			3.4	0.0	
08 Skilled 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	
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0				0.0	0.0			0.0	0.0	
10 Clerical Personnel	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0				0.0	0.0			0.0	0.0	
11 Intermediate Sales & Service Personnel	2018	-9	0	0.0	2	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-9	0	0.0				5.6	0.0			5.6	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	

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires			Promotions			Terminations							
		All Employees	Persons with Disabilities						All Employees	Persons with Disabilities		All Employees	Persons with Disabilities		All Employees	Persons with Disabilities								
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual		Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	#	#	%	#	#	#	#		
13 Other Sales & Service Personnel	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
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	123	4	3.3	5.6	7	-3	58.1																
	2018	124	4	3.2	5.3	7	-3	60.9	32	0	0.0	2	-2	15	1	6.7	0	1	47	3	6.4	2	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 (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	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	0	1	0.0	4	25.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	1	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Axa Assistance Canada Inc.

2018-07-31

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	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2016	5	0	0.0	15.0	1	-1	0.0																	
	2018	5	0	0.0	15.0	1	-1	0.0	1	0	0.0	0	0	0	1	0	0.0	0	0	3	0	0.0	0	0	0
03 Professionals	2016	20	6	30.0	18.9	4	2	158.7																	
	2018	25	8	32.0	19.6	5	3	163.3	9	2	22.2	2	0	1	1	100.0	0	1	6	2	33.3	2	0	0	
04 Semi-Professionals & Technicians	2016	5	2	40.0	12.2	1	1	327.9																	
	2018	3	1	33.3	14.9	0	1	223.7	0	0	0.0	0	0	0	0	0.0	0	0	2	1	50.0	1	0	0	
05 Supervisors	2016	8	5	62.5	16.7	1	4	374.3																	
	2018	6	5	83.3	16.7	1	4	499.0	0	0	0.0	0	0	3	2	66.7	2	0	2	1	50.0	1	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	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	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
02 Middle & Other Managers	2018	-1	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	0	0.0			15.0	0.0			15.0	0.0		
03 Professionals	2018	4	3	75.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	4	3	75.0										
04 Semi-Professionals & Technicians	2018	-2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-2	0	0.0										
05 Supervisors	2018	1	2	200.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	2	200.0										
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										

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Axa Assistance Canada Inc.

2018-07-31

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires			Promotions			Terminations							
		All Employees	Visible Minorities						All Employees	Visible Minorities		All Employees	Visible Minorities		All Employees	Visible Minorities								
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual		Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	13	1	7.7	12.2	2	-1	63.1																
	2018	16	2	12.5	12.2	2	0	102.5	3	0	0.0	0	0	5	1	20.0	0	1	3	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	1	0	0.0	12.3	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	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	3	0	0.0	17.4	1	-1	0.0																
	2018	3	0	0.0	17.4	1	-1	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
11 Intermediate Sales & Service Personnel	2016	69	42	60.9	22.2	15	27	274.2																
	2018	65	32	49.2	22.2	14	18	221.8	17	9	52.9	4	5	5	3	60.0	3	0	31	21	67.7	19	2	
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	5	1	20.0	1	100.0	0.0	0.0			0.0	0.0		
	2021	5	1	20.0			0.0	0.0			0.0	0.0		
08 Skilled 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		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	1	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			17.4	0.0			17.4	0.0		
11 Intermediate Sales & Service Personnel	2018	-9	12	-133.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-9	12	-133.3			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

Axa Assistance Canada Inc.

2018-07-31

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	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
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	123	56	45.5	19.4	24	32	234.7																
	2018	124	48	38.7	19.5	24	24	198.5	32	11	34.4	6	5	15	7	46.7	7	0	47	25	53.2	21	4	

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	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
14 Other Manual Workers	2018	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	0	18	0.0	3	600.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	18	0.0			0.0	0.0			0.0	0.0	0.0	

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Axa Assistance Canada Inc.
2018-07-31

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.

Labour shortage – 5% unemployment.

- 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).

Closure of two departments (50 people) in 2017 – Category: Intermediate Sales Personnel.

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

- Other.

Additional Details

Please provide any additional information (optional):

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Axa Assistance Canada Inc.

Primary Location: Montréal (Québec)

Number of Employees: 124

Organization Overview:

NAICS 5614 – Business Support Services

Axa Assistance Canada offers travel assistance, legal assistance and concierge services. The organisation offers also emergency towing and roadside assistance services.

Key Dates – First Year Assessment

Initiated: 2016-08-22

Received: 2016-10-19

Closed: 2016-11-08

Workforce Analysis: 2016-10-19

Key Dates – Subsequent Assessment

Initiated: 2018-01-02

Received: 2018-11-23

Workforce Analysis: 2018-07-31

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: None

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

Yes No

Comments: None

ASSESSMENT OF REASONABLE PROGRESS

- The organization established goals in number and not in percentages for the previous assessment.

Women

04	Semi-Professionals & Technicians	Goal met at (0% achieved)
07	Administrative & Senior Clerical Personnel	Goal not required

Assessment/Observations

- EEOG 04: There were no new entrants. Number of employees decreased from five to three between the two assessments. There is no longer a gap.
- EEOG 07: A goal was not required given that the representation of women was above 50%.

Aboriginal Peoples

11	Intermediate Sales & Service Personnel	Goal not met (0% achieved)
----	--	----------------------------

Assessment/Observations

- EEOG 11: There were 22 new entrants and none were Aboriginal persons. This is to be expected given the labour market availability (LMA) of 0.9%.

Persons with Disabilities

03	Professionals	Goal not met (0% achieved)
05	Supervisors	Goal met at 100%
11	Intermediate Sales & Service Personnel	Goal not met (0% achieved)

Assessment/Observations

- EEOG 03: There were ten new entrants and none were persons with Disabilities. This is to be expected given the LMA of 3.8%.
- EEOG 11: There were 22 new entrants and none were persons with Disabilities. At LMA rate of 5.6%, at least one would have been expected.

Members of Visible Minorities

02	Middle & Other Managers	Goal not met (0% achieved)
07	Administrative & Senior Clerical Personnel	Goal met at 100%
10	Clerical Personnel	Goal not met (0% achieved)

Assessment/Observations

- EEOG 02: There were two new entrants and none were members of visible minorities. This is to be expected given the LMA of 15.0%.
- EEOG 10: There were one new entrant and he was not a visible minorities. This is to be expected given the LMA of 17.4%.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- Out of eight goals set, two were met at levels beyond 80%.
 - There were insufficient hiring and promotion opportunities in five instances to expect reasonable progress would be made. In one instance, the organisation could have hired one employee to meet its goal.
 - Given that the organization has only had 22 months between the two compliance assessments; an assessment of reasonable efforts is not required.

ASSESSMENT OF GOALS

- All goals have been set in percentage format as recommended by the Labour Program. A short-term and long-term goal was established for every area of under-representation uncovered and all goals are at least equal to the respective labour market availability.

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
07	Admin & Senior Clerical Personnel	-5	-	-	50.0	80.8

Observations:

- EEOG 07: A goal is not required given that the current representation is 50%.

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
11	Intermediate Sales & Service Personnel	-1	1.0	1.0	0.0	0.9

Observations: None

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
03	Professionals	-1	3.8	3.8	0.0	3.8
07	Admin & Senior Clerical Personnel	-1	3.4	3.4	0.0	3.4
11	Intermediate Sales & Service Personnel	-2	5.6	5.6	3.1	5.6

Observations: None

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
02	Middle & Other Managers	-1	15.0	15.0	0.0	15.0
10	Clerical Personnel	-1	17.4	17.4	0.0	17.4

Observations: None

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

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

- Axa Assistance Canada_Inc. Has achieved two of the eight objectives set in the previous evaluation. We encourage you to continue your efforts to implement measures that will

ensure that your objectives are met and increase the representation of members of the four designated groups.

If you have not already done so, you may wish to consider contacting designated group employment access organizations in your area to identify qualified candidates who could be considered the next time you begin a process to fill a vacancy.

Name of Analyst: Maurice N. Yakibonge

Date: 2018-11-23



From: Yakibonge, Ntambwe N [NC] for EE-EME
Sent: January 11, 2019 11:53
To: 'isabelle.cerf@axa-assistance.us'
Cc: 'celine.molina@axa-assistance.ca'; 'rh@axa-assistance.ca'
Subject: Government of Canada Agreement Number: 10000465, AIEE –
Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Ms. Cerf,

I am writing to inform you that the subsequent compliance assessment initiated on January 2, 2018, has been completed. As a result of the assessment, Axa Assistance Canada Inc. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

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

- Axa Assistance Canada Inc. met two of the eight goals set during the previous assessment. We encourage you to continue your efforts to implement measures to ensure that your goals are met and increase the representation of members from the four designated groups.
- If you have not already done so, you might consider contacting organizations that work in access to employment for designated group members in your area to identify qualified candidates who could be considered the next time you initiate a process to fill a vacant position.

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 January 2, 2012. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

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

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

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

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 Axa Assistance Canada Inc. continued success in achieving a diverse and inclusive workplace.

Sincerely,

Équipe de l'équité en emploi

Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
ee-eme@hrsdc-rhdcc.gc.ca



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