Emploi et Développement social Canada

s.19(1)

s.24(1)

Labour Program Federal Contractors Program

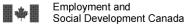
OFFICIAL USE ONLY Agreement N°:

Agreement to Implement Employment Equity

New Agreement Revised Agreement				
Trevised Agreement				
(ORGANIZATION			
Legal Name of Organization		Parent company	y is located outsic	le Canada
AXA ASSISTANCE CANADA INC.				
			✓ Yes	∐ No
Operating Name (if different from Legal Name of Organization)		Procurement E	Business Numbe	r
		T	_	
			employees in Ca Time/Temporary)	
Organization's North American Industry Classification System (NAICS 561420	S) Code №	visit: http://www		S Code Number please ubjects-sujets/standard- iian02l-eng.htm
Official use only (if information above is incorrect) Procurement Business Number Total num	nber of employees in Cana	ada	Organization'	s NAICS Code No
			J	
	HEAD OFFICE			
Address (building number, street, suite, etc.)	City		Province	Postal Code
2001 BOULEVARD ROBERT BOURASSA SUITE 1850	MONTREAL		QC	H3A 2L8
	Telephone Numb	er	Fax Number	r
	514-285-95	56	1866492	7652
EMPLOYM	MENT EQUITY CON	TACT		
Name (print)	Title			
MOLINA CELINE	HR MANAGER			
Telephone Number 514-285-8175	E-mail Address	INA@AXA-ASSI	GTANCE CA	
314 203 0173	CHRINE: NOL	INNGNAM ADDI	DIANCE CA	
	CERTIFICATION			
 The above-named organization: having a combined workforce of 100 or more permanent for 12 weeks or more in Canada, AND 	ull-time, permanent pa	rt-time and tempo	rary employees	s having worked
 intending to bid on, or being in receipt of, a federal govern Supply Arrangement, valued at \$1,000,000 or more (included) 	-	s contract, standi	ng offer or cont	ract issued under a
Hereby certifies its commitment to implement or maintain emp instrument, in keeping with the Federal Contractors Program please refer to: http://www.esdc.gc.ca/eng/labour/equality/fcp/i	requirements. For mor			
Important note: If an audit of the Agreement to Implement Enthe procurement instrument(s) with the Government of Canada		vers misrepresen	tation on the pa	art of the organization,
	SIGNATORY			
NOTE: The signatory must be the Chief Executive Officer OR contract on behalf of the organization.	an authorized person	in an executive p	osition with leg	al authority to sign a
Name (print) ISABELLE CERF	Title CEO AXA ASS	SISTANCE CAN	IADA	
Telephone Number	E-mail Address			
514-817-5162	isabelle.c	erf@axa-assi	stance.us	
Sign	Date 2016/06/07			
RETU	JRN INSTRUCTION	S		
IMPORTANT		<u>-</u>		
INIC ON LANT				

• 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 selfidentification 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 underrepresentation 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 underrepresentation 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 emloyed 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 layoff 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. Emploi et Développement social Canada

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



Emploi et

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 eeeme@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 tre 2010 to 100 to

		Province			Census Metropolitan Area	l	
	Permanent full time	Permanent part- time	Temporary	Total number of employees			
Quebec81		43	0	124	Montreal8143	0	124
Total number of emplo in Canada	oyees >			124	Total number of employees in Canada		124

Geographic regions

(INDICATE THE NUMBER OF EMPLOYEES IN EACH REGION).

Canada

FEDERAL CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES Full time / National

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

Occupational Category		All	employees			Aboriginal		Perso	ons with disal	oilities	Members	s of Visible M	inorities
Salary Range Col. 1	Quarte r	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	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	5	2	3				1	1				
	Total	5	2	3				1	1				
Professionals	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	25	9	16							8	4	
	Total	25	9	16							8	4	
Semi-professional and technical staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	3	2	1							1		,
	Total	3	2	1							1		
Supervisors	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	6	3	3				1	1		5	3	. :
	Total	6	3	3				1	1		5	3	

Page 1 of 4 Canada

FEDERAL CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES Full time / National

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

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

Page 2 of 4 Canada

FEDERAL CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Full time / National

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

Occupational Category		All	employees			Aboriginal		Perso	ns with disat	oilities	Members	of Visible M	inorities
Salary Range	Quarte	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Total number of employees	•	81	31	50				3	2	1	25	10	15

Canada Page 3 of 4

Form 2 A

000705

Form 2B

FEDERAL CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES Part-time / National

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

Occupational Category		All	employees			Aboriginal		Perso	ons with disat	oilities	Members	of Visible M	inorities
Salary Range	Quarte	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Intermediate sales and service personnel	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	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

Canada Page 4 of 4

FEDERAL CONTRACT PROGRAMS: EMPLOYEE PROFILE

Full time / National

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

	Al	l employees			Aboriginal		Pers	ons with disabi	lities	Members	s of Visible Min	orities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
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

Canada Page 1 of 2

FEDERAL CONTRACT PROGRAMS: EMPLOYEE PROFILE

Part-time / National

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

	Al	l employees			Aboriginal		Pers	ons with disab	ilities	Members	s of Visible Min	orities
Salary Range	Total	Men Col. 2	Women	Total	Men	Women	Total	Men Col. 8	Women	Total Col. 10	Men	Women Col. 12
	Col. 1	COI. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	C01. 8	Col. 9	C01. 10	Col. 11	COI. 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

Canada Page 2 of 2

Form 3 B

000708

FEDERAL CONTRACT PROGRAMS: RECRUITMENTS Full time / National

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

				- p								
	A	II employees			Aboriginal		Pers	ons with disab	ilities	Member	s of Visible Mir	norities
Occupational Category	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	,
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	•
Total number of employees hired	18	6	12							4	2	

Page 1 of 2 Canada

Form 4 B

FEDERAL CONTRACT PROGRAMS: RECRUITMENTS

Part-time / National

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

	Al	l employees			Aboriginal		Pers	ons with disab	ilities	Member	s of Visible Mir	norities
Occupational Category	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Intermediate sales and service personnel	14	6	8							7	4	3
Total number of employees hired	14	6	8							7	4	. 3

Canada Page 2 of 2

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS Full time / National

	Promoted 6	employees (em	ployees promo	ted during peri	od 2016-10-19 year should be	to 2018-07-31 reported only i	n the occupation	nal groups in v	which or to whi	ch they were la	st promoted.	
Occupational Category	Al	l employees			Aboriginal		Pers	ons with disab	ilities	Member	s of Visible Min	orities
	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

Page 1 of 2 Canada

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS Part-time / National

	Promoted 6	employees (em	ployees promo	ted during peri	od 2016-10-19 year should be	to 2018-07-31 reported only	in the occupati	onal groups in v	which or to whi	ch they were la	st promoted.	
Occupational Catagony	Al	l employees			Aboriginal		ı Pers	ons with disab	ilities	ı Member	s of Visible Mir	orities
Occupational Category	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

Page 2 of 2 Canada

FEDERAL CONTRACT PROGRAMS: CEASES OF EMPLOYMENT Full time / National

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

	Al	l employees			Aboriginal		Pers	ons with disab	ilities	Member	s of Visible Mir	orities
Occupational Category	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
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

Page 1 of 2 Canada

Form 6 B

Axa Assistance Canada Inc. (Certificate # 10000465)

FEDERAL CONTRACT PROGRAMS: CEASES OF EMPLOYMENT

Part-time / National

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

	Al	I employees			Aboriginal		Pers	ons with disab	ilities	Member	s of Visible Mir	orities
Occupational Category	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
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

Canada Page 2 of 2

Default Workforce Analysis System - Detailed Report

Date: 2018-07-31

Women

Employment Equity Occupational Group	Internal location	All employees #	Repres	entation %	Availabi %	ility #	Differ ence _#	Place of recruitmen
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
1112: 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
211 : Paralegals and related occupations	Quebec	1	1	100.0 %	85.5 %	1	0	Quebec
5: 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	
8235: 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

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2018-11-23

Default Workforce Analysis System - Detailed Report

Date: 2018-07-31

Women

			1				
Employment Equity Occupational Group	Internal	All employees	Representation	Availab	ility	Differ	Place of recruitment
	location	#	#%.	%	#	ence	
						#	
Total		124	81 65.3 %	61.0 %	76	5	

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

Sources: 2011 National Household Survey and internal employer data



2018-11-23

Workplace Equity Information Management System - Axa Assistance Canada Inc.

Default Workforce Analysis System - Detailed Report

Date: 2018-07-31

Aboriginal

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

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Default Workforce Analysis System - Detailed Report

Date: 2018-07-31

Aboriginal

			Abo	riginal		
Employment Equity Occupational Group	Internal location	All employees #	Representation #	Availability #	Differ ence #	Place of recruitment
Total		124	0 0.0 %	1.1 % 1	-1	

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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

					Visible Mino	rities			
Employment Equity Occupational Group	Internal location	All employees #	Repres #	sentationAva %	allability %	#	Differ ence _#	Place of recruitment	
OO Widdle was a second and allowed the second	Matinopol							National	
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	

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Default Workforce Analysis System - Detailed Report

Date: 2018-07-31

Members of Visible Minorities

				Members	of Visible Mi	norities		
Employment Equity Occupational Group	Internal	All employees		RepresentationAvailability			Differ	Place of recruitment
	location	#	#	%	%	#	ence	
							#	
Total		124	48	38.7 %	19.5 %	24	24	

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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

				Persons	with disabilit	ies		
Employment Equity Occupational Group	Internal	All employees	Repres	entationAva	ailability		Differ	Place of recruitment
	location	#	#	%	%	#	ence#	
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	

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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	СМА

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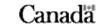
2018-11-23

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	СРЕМЕ	National
4.: Semi-professional and technical staff 05 :	СРЕМЕ	National
Supervisors	СРЕМЕ	National
07: Administrative and main office staff 08:	CPEME	National
Specialized sales and service staff 10: Clerical staff	СРЕМЕ	National
11: Intermediate sales and service personnel	СРЕМЕ	National
·	СРЕМЕ	National
	СРЕМЕ	
	СРЕМЕ	



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Default Workforce Analysis System - Summary Report

Date: 2018-07-31

Women

			1	Nomen			
Employment Equity Occupational Group	All employees	Repres	entation	Availal	bility	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	

Page 1 of 6

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

		Aboriginal					
Employment Equity Occupational Group	All employees	Repres	entation	Availab	ility	Differ	
	#	#	%	%	#	ence _#	
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	
	124	0	0.0 %	1.1 %	1	-1	

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



2018-11-23

Default Workforce Analysis System - Summary Report

Date: 2018-07-31

Members of Visible Minorities

Employment Equity Occupational Group	All employees	Members of Visible Min All employees 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		

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

Canada

Default Workforce Analysis System - Summary Report

Date: 2018-07-31

Persons with disabilities

Persons with disabilities								
Employment Equity Occupational Group	All employees		Represe	entationAva	ilability		Differ	
		#	#	%	%	#	ence _#	
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	1	24	4	3.2 %	5.3 %	7	-3	

Page 4 of 6

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



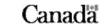
Default Workforce Analysis System - Summary Report

Date: 2018-07-31

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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	СМА
07: Administrative and Senior Clerical Staff	EEOG	CMA
08: Specialized sales and service personnel	CNP	Provincial
10 : Office staff	EEOG	СМА
11: Intermediate sales and service personnel	EEOG	CMA



2018-11-23

Default Workforce Analysis System - Summary Report

Date: 2018-07-31

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Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	СРЕМЕ	National
3. : Professionals	СРЕМЕ	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	СРЕМЕ	National
·	СРЕМЕ	National
	СРЕМЕ	
	СРЕМЕ	



Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Axa Assistance Canada Inc.

2018-07-31

Data from Fir	st/Previous Worl	kforce Analysis
	L	

Data from Sul	osequent/Curr Analysis	ent Workforce
\downarrow	\downarrow	\downarrow

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2016	10	19

Data from Subse	equent/Current Wo	orkforce Analysis
YYYY	MM	DD
2018	07	31

		Table 1: Women				
		First/Pr	evious Workforce	Analysis		
Emplo	yment Equity Occupational Croup (EEOC)	All Employees	Women			
Employment Equity Occupational Group (EEOG)			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		

Table 5: Women Subsequent/Current Workforce Analysis						
All Employees Women						
1 .	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 Nati	onal Housel	old Survey	/	

* Source	::			
2011 Nat	tional House	hold Surve	У	

Part 1: Workforce Analysis

Axa Assistance Canada Inc.

2018-07-31

Data from First/Previous Workforce Analysis

2016	10	19
VVVV	MM	DD
Data from Fi	rst/Previous Workt	force Analysis

Data from S	Subsequent/Curro Analysis	ent Workforce
ı	ı	ı

2018	07	31
YYYY	MM	DD
Data from Subse	equent/Current Wo	orkforce Analysis

***************************************		Table 2: Aboriginal Peoples			
		First/Previous Workforce Analysis			
Emple	oyment Equity Occupational Group (EEOG)	All Employees	Aboriginal Peoples		
Empre	by ment Equity Occupational Group (EEOG)		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	

Table	6: Aboriginal Pe	eoples		
Subsequent	/Current Workford	e Analysis		
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		
124	0	1.1		

2011 N	ational Ho	useholo	Surv	ev		
2011 N:	ational Ho	usehold	Surv	ev		

* So	ource:				
201	1 Nati	onal Ho	usehold	l Survey	

Part 1: Workforce Analysis

Axa Assistance Canada Inc.

2018-07-31

Data from Firs	t/Previous Worl	kforce Analysis
1	ı	1

YYYY	MM	DD
Data from Fi	rst/Previous Work!	force Analysis

1	Analysis	1
Data from S	Subsequent/Curr	ent Workforce

2018	07	31
YYYY	MM	DD
Data from Subs	equent/Current Wo	orkforce Analysis

		Table 3: Members of Visible Minorities				
		First/Previous Workforce Analysis				
Emal	sument Equity Occupational Chann (EEOC)	All Employees	Members of Visible Minorities			
շարտ	oyment Equity Occupational Group (EEOG)		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		

Table 7: Me	mbers of Visible	Minorities		
Subsequent	Subsequent/Current Workforce Analysis			
All Employees	Members of Vis	ible 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		
124	48	19.5		

	* Source:	
ľ	2011 National Household Survey	

* Source:	
2011 National Household Survey	

Part 1: Workforce Analysis

Axa Assistance Canada Inc.

2018-07-31

	Data from First/	Previous Work	force Analysis
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2016	10	19
YYYY	MM	DD
Data from Fi	rst/Previous Work	force Analysis

Data from S	ubsequent/Curre Analysis	ent Workforce
7	Ţ	1

2018		07		31
YYYY		MM		DD
Data from Su	bsequen	t/Current	Workfor	ce Analysis

		Table 4: Persons with Disabilities				
		First/Previous Workforce Analysis				
Emplo	yment Equity Occupational Group (EEOG)	All Employees	Persons with	Disabilities		
rmbio	yment Equity Occupational Group (EEOG)		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 Dis	abilities		
Subsequent/Current Workforce Analysis				
All Employees	Persons with	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		
124	4	5.3		

* Source:		
2012 Canadian	Survey on Disabilit	У

* Source:				
2012 Canad	dian Survey o	n Disabilit	У	

Part 2: Flow Data Analysis

Axa Assistance Canada Inc.

2018-07-31

Start	Date of Flov	v Data
YYYY	MM	DD
2016	10	19

End I	Date of Flow	Data
YYYY	MM	DD
2018	07	31

Data from Form 4 - Employees Hired

$\overline{\downarrow}$ $\overline{\downarrow}$

Data from Form 5 - Employees Promoted

																										å														

		Table 1:	Women	
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	1	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

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
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
0	0	0	0
25	15	22	18

Part 2: Flow Data Analysis

Axa Assistance Canada Inc.

2018-07-31

Start	Date of Flow	/ Data
YYYY	MM	DD
2016	10	19

End I	Date of Flow	Data
YYYY	MM	DD
2018	07	31

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

																																S	

	Tab	ole 2: Abor	riginal Peo	ples
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	1	0	0	0
03 Professionals	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

Full-time	/ National	Part-time	/ National
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
0	0	0	0
1	0	0	0
1	0	0	0
0	0	0	0
3	0	0	0
0	0	0	0
5	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	5	0
0	0	0	0
0	0	0	0
0	0	0	0
10	0	5	0

Tabl	e 10: Abo	riginal Ped	ples
Full-time	/ National	Part-time	/ National
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
0	0	0	0
3	0	0	0
6	0	0	0
2	0	0	0
2	0	0	0
0	0	0	0
3	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
9	0	22	0
0	0	0	0
0	0	0	0
0	0	0	0
25	0	22	0

Part 2: Flow Data Analysis

Axa Assistance Canada Inc.

2018-07-31

2016	10	19
YYYY	MM	DD
Start	Date of Flow	v Data

2018	07	31
VVVV	MM	aa
End I	Date of Flow	Data

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

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	Table 3: Persons with Disabilities								
	Full-time	/ National	Part-time / National						
ecupational Group	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired					
	#	#	#	#					
nagers	0	0 0	0	0					

Full-time	/ National	Part-time / National			
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted		
#	#	#	#		
0	0	0	0		
1	0	0	0		
1	0	0	0		
0	0	0	0		
3	1	0	0		
0	0	0	0		
5	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	5	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
10	1	5	0		

Table 11: Persons with Disabilities									
Full-time	/ National	Part-time / National							
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated						
#	#	#	#						
0	0	0	0						
3	0	0	0						
6	0	0	0						
2	0	0	0						
2	0	0	0						
0	0	0	0						
3	0	0	0						
0	0	0	0						
0	0	0	0						
0	0	0	0						
9	0	22	3						
0	0	0	0						
0	0	0	0						
0	0	0	0						
25	0	22	3						

Part 2: Flow Data Analysis

Axa Assistance Canada Inc.

2018-07-31

2016	10	19
YYYY	MM	DD
Start	Date of Flov	V Data

14

2018	07	31
YYYY	MM	DD
End I	Date of Flow	Data

Data from Form 4 - Employees Hired

 \downarrow $\overline{\downarrow}$ **Data from Form 5 - Employees** Promoted $\overline{\downarrow}$

Data from Form 6 - Employees Terminated

		Table 4: Member						
		Full-time	/ National	Part-time / National				
	ployment Equity Occupational Group EOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired			
		#	#	#	#			
01	Senior Managers	0	0	0	0			
02	Middle & Other Managers	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	o			

Total

18

Full-time	/ National	Part-time / National				
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted			
#	#	#	#			
0	0	0	0			
1	0	0	0			
1	1	0	0			
0	0	0	0			
3	2	0	0			
0	0	0	0			
5	1	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	5	3			
0	0	0	0			
0	0	0	0			
0	0	0	0			
10	4	5	3			

Table 12: Members of Visible Minoritie								
Full-time	/ National	Part-time / National						
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated					
#	#	#	#					
0	0	0	0					
3	0	0	0					
6	2	0	0					
2	1	0	0					
2	1	0	0					
0	0	0	0					
3	0	0	0					
0	0	0	0					
0	0	0	0					
0	0	0	0					
9	5	22	16					
0	0	0	0					
0	0	0	0					
0	0	0	0					
25	9	22	16					

Federal Contractors Program Achievement Report Part 3: Goals Axa Assistance Canada Inc.

									Data	for First/I	Previous (Goals							
A B	С	D	Е	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	. / \\	K÷C	(K - M + O) ÷ (C + F)
	↓	↓	1	↓	↓	↓	↓	↓	J	1	1	↓	1	1	1	1	1	1	1
	Table 1: Women																		
		First/Previous Short-term Goals																	
				All En	nployees									W	omen				
	Number	Gros	vth (New Posi	tions)			fTerminated		Number Turnover (Replacement of				3 Year Goals						
Employment Equity	. rumoca	0.01		Cons		Employees)		Anticipated	- Name C		epiacement of l Employees)	Hires Required	From - To		p		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Pro	jected	Actual	Pro	jected	Hires Over 3	YYYY-MM-DD			Over 3	YYYY	- YYYY	Present Availability	Present Gap	Gap	Representation	Representation in 3
occupanional oroup (EEOO)	2016-10-19	Annually	Annually	Over 3	Annually	Annually	Over 3	Years	2016-10-19	Annually	Over 3	Years	2016	2019] .				Years
	#	%	%	Years #	%	%	Years #	#	¥	%	Years #	#	#	%	%	#	#	%	%
01 Senior Managers	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%			60.0%		0	0	3	0.0%	0	-1	l c)	38.9%	1	1	60.0%	60.0%
03 Professionals	20	7.7%		C	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%		C	50.0%		0	0	2	0.0%	0	1	0		59.1%	-1	-1	40.0%	40.0%
05 Supervisors	8	-9.1%		C	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	C	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	13	7.2%		C	20.7%		0	0	7	0.0%	0	4	0	1	80.8%	-4	-4	53.8%	53.8%
08 Skilled Sales & Service	0	0.0%		(0.0%		0	0	C	0.0%	0	0	C)	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		(0.0%		0	0	C	0.0%	0	0	0)	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	3	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			0	46.3%		0	0	52		0	-9	0		61.8%	9	9	75.4%	75.4%
12 Semi-Skilled Manual	0	0.0%		1 0	0.0%		0	0	1 0	0.0%	0	0	[C		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		(0.0%		0	0	1 0	0.0%	0	0	[C		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%] (0.0%		0	0	0	0.0%	o 0	0	[0		0.0%	. 0	0	#DIV/0!	#DIV/0!

2018-07-31

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

38.1%

0.3%

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

	Workforce rinarysis) · 2) x ro	·.			Table 2: Women
Employment Equity Occupational Group (EEOG)		Women			
		Short-term Goals		Long-term Goals	Comments
		%		%	
	Senior Managers	0	0,0	0.0	
02	Middle & Other Managers	0	0.0	0.0	
03	Professionals	0	0.0	0.0	
04	Semi-Professionals & Tech	2	0.0	0.0	
05	Supervisors	0	0.0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0.0	
07	Administrative & Sr Clerical	0	0.0	0.0	
08	Skilled Sales & Service	0	0.0	0.0	
09	Skilled Crafts & Trades	0	0.0	0.0	
10	Clerical Personnel	0	0.0	0 0.0	
11	Intermediate Sales & Service	0	0.0	0.0	
12	Semi-Skilled Manual	0	0.0	0.0	
13	Other Sales & Service	0	0.0	0.0	900738

66.7%

66.7%

		Federal Contractors Program Achie	evement Report		
		Part 3: Goals			
		Axa Assistance Canada	Inc.		
		2018-07-31			
0 0.0 0	0.0				
The second secon	0 0.0 0	0 0.0 0 0.0	Part 3: Goals Axa Assistance Canada 2018-07-31	Axa Assistance Canada Inc. 2018-07-31	Part 3: Goals Axa Assistance Canada Inc. 2018-07-31

Federal Contractors Program Achievement Report Part 3: Goals Axa Assistance Canada Inc. 2018-07-31

									Data	for First/I	Previous (Goals							
A B	С	D	Е	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	1	↓	↓	↓	↓	1	↓	1	↓	↓	↓	↓	\	V
											iginal Pec								
									First/	Previous SI	nort-term (Foals							
				All Er	aployees									9	nal Peoples				
	Number	Grev	vth (New Posit	tions)	Turnover (Re				Number	Turnover (P	eplacement of			r Goals					
Employment Equity	<u></u>					Employees)		Anticipated		Terminated	l Employees)	Hires Required		m - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD			Actual Projected			Hires Over 3 Years	YYYY-MM-DD		·	Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years	
	2016-10-19	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Lars	2016-10-19	Annually	Over 3 Years	Years	2016	2019					i cars
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	0.0%		(0.0%		0	0	C	0.0%	0	0	()	0.0%	1	0	#DIV/0!	
02 Middle & Other Managers	5	0.0%		(60.0%		0	0	C	0.0%	0	0	()	2.2%	1	0	0.0%	0.0%
03 Professionals	20			(26.7%		0	0	C	0.0%	0	0	0)	1.6%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	5	-15.7%		(50.0%		0	0	C	0.0%		0	()	1.1%	0	0	0.0%	0.0%
05 Supervisors	8	-9.1%		(28.6%		0	0	C	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	#DIV/0!	
07 Administrative & Sr Clerical	13	7.2%		(20.7%		0	0	· C	0.0%		0	0)	0.7%	0	0	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%		(0.0%		0	0	C	0.0%	0	0)	0.0%	0	0	#DIV/0!	
09 Skilled Crafts & Trades	0	0.0%		(0.0%		0	0	'l C	0.0%	0	0	()	0.0%	0	0	#DIV/0!	
10 Clerical Personnel	3	0.0%		(0.0%		0	0		0.0%		0	()	0.8%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	69	,		(46.3%		0	0	0	0.0%	0	1)	0.9%	-1	-1	0.0%	0.0%
12 Semi-Skilled Manual	0	0.0%		(0.0%		0	0	'l	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		(0.0%		0	0	'l	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers] 0	0.0%		[0.0%] 0	0	ol c	0.0%	o 0	0)	0.0%	0	0	#DIV/0!	#DIV/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.

38.1%

0.3%

Total

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

0.0%

			Table 4: Aboriginal Peoples
	Aborigin	al Peoples	
Employment Equity Occupational Group (EEOG)	Short-term Goals %	Long-term Goals	Comments
01 Senior Managers	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.	ol ol o.oF	
07 Administrative & Sr Clerical	0 0.	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 0.0	
11 Intermediate Sales & Service	1 0.	0.0	
12 Semi-Skilled Manual	0 0.	0.0	
13 Other Sales & Service	0 0.	ol ol o.oF	000740

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	

Federal Contractors Program Achievement Report Part 3: Goals Axa Assistance Canada Inc. 2018-07-31

									Data	or First/F	Previous (Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	О	Р	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓			↓	1	↓	↓	1	↓	1		1	<u>↓</u>	<u>↓</u>
										Persons									
									First/	Previous Sh	iort-term G	oals							
				All En	aployees										th Disabilitie	8			
	Number	Grow	th (New Posit	tions)		Turnover (Replacement of Terminated Employees)			Number	Turnover (R	eplacement of			3 Year Goals From - To					
Employment Equity										Terminated		Hires Required			Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	i i		Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years	
	2016-10-19	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-10-19	Annually	Over 3 Years	Years	2016	2019					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	5	0.0%		C	30.0%		0	0	1	0.0%	0	-1	0		4.3%	1	1	20.0%	20.0%
03 Professionals	20			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%		C	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	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical 08 Skilled Sales & Service	13	7.2% 0.0%			20.7%		"	0	١	0.0% 0.0%	"	0	0		3.4% 0.0%	"	"	0.0% #DIV/0!	0.0% #DIV/0!
09 Skilled Crafts & Trades		0.0%			0.0%		"	0	١	0.0%	"	0	"		0.0%	1 %	"	#DIV/0!	#DIV/0!
10 Clerical Personnel	3	1			0.0%		۱ °	0	١	0.0%	١	٥	١		7.0%	1 0	0	0.0%	#DIV/0!
11 Intermediate Sales & Service	_				46.3%		١ ،	ا ،	3	0.0%	هٔ ا	1	١ ٥		5.6%] ₋₁	-1		4.3%
12 Semi-Skilled Manual		0.0%		1 6	0.0%		٠ ا			0.0%	ا ،	0	ا ٥		0.0%] 0	0		#DIV/0!
13 Other Sales & Service	0	0.0%			0.0%		٥	0		0.0%	ا ٥	0	ا آ		0.0%	ن ا	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	#DIV/0!	#DIV/0!
Total	123	0.3%		(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) ÷ ((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)	P Short-ter	ersons with Disa rm Goals Lo	bilities ong-term Goals	Comments
Occupational Group (EEOG)		%	%	
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	
05 Supervisors	1	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	
Total	4		0	000742

Federal Contractors Program Achievement Report
Part 3: Goals
Axa Assistance Canada Inc.
2018-07-31

Federal Contractors Program Achievement Report Part 3: Goals Axa Assistance Canada Inc. 2018-07-31

									Data f	or First/I	Previous (Goals							
A B	С С	D	E	F	G	H	I	J	K	L	M	N	0	P	0	R	S	Т	U
	.i	i	i	i	.i		.i	· · · · · · · · · · · · · · · · · · ·	i	i	<u></u>	! !	i Y	.i	iX		i		ii
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		↓	1	↓	↓	↓	1	↓		1	1	↓	↓	↓	1	1	↓		
								,	Гable 7: М				S						
									First/	Previous Sh	iort-term G	ioals							
				All En	ployees										isible Minor	ities			
	Number	Grev	vth (New Posit	tions)	Turnover (Re		f Terminated		Number	Turnover (R	eplacement of	***		r Goals					
Employment Equity		- 						Anticipated		Terminated		Hires Required		n - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Actual Projected		Vears			Hires Over 3 Years	YYYY-MM-DD	 		Over 3	1111	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2016-10-19	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-10-19	Annually	Over 3 Years	Years	2016	2019					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	⁶ / ₆
01 Senior Managers	0	0.0%		C	0.0%		0	0	0	0.0%	0	0	(0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	5	0.0%		(60.0%		0	0	0	0.0%	0	1	()	15.0%	-1	-1	0.0%	0.0%
03 Professionals	20	7.7%		0	26.7%		0	0	6	0.0%	0	-2			18.9%	2	2	30.0%	30.0%
04 Semi-Professionals & Tech	5	-15.7%			50.0%		0	0	2	0.0%	0	-1			12.2%	1 1	1	40.0%	40.0%
05 Supervisors 06 Supervisors: Crafts & Trades	8	-9.1% 0.0%			28.6%		1 0	0	3	0.0% 0.0%	"	-4			16.7% 0.0%	1 4	4	62.5% #DIV/0!	62.5% #DIV/0!
07 Administrative & Sr Clerical	13	7.2%			20.7%		"	0	1	0.0%	1 0	"			12.2%	'	-1	#D1V/0:	7.7%
08 Skilled Sales & Service	1 0	0.0%			0.0%			0	1	0.0%	"	1 6			0.0%	1 7	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades		0.0%			0.0%		0	0	١	0.0%	<u> </u>	ا ،	``		0.0%] ,	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	3	0.0%			0.0%		ا ا	0	ا ٥	0.0%	0	ľ	[17.4%	-1	-1	0.0%	0.0%
11 Intermediate Sales & Service	69	-2.0%		0	46.3%			0	42	0.0%	0	-27			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	#DIV/0!	#DIV/0!
13 Other Sales & Service	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	#DIV/0!	#DIV/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.

38.1%

0.3%

Total

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

0.0%

-32

19.4%

32

					Table 8: Members of Visible Minorities
F 1 (F)	Men	ibers of Visi	ble Minoriti	es	
Employment Equity Occupational Group (EEOG)	Short-ter	m Goals	Long-tern	m Goals	Comments
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	s 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	ol	0.0	000744

45.5%

45.5%

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	Axa Assistance Canada Inc.
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14 Other Manual Workers	0 0.0 0 0.0
Total	

Part 3: Goals

Axa Assistance Canada Inc.

2018-07-31

									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
<u></u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	\	<u> </u>	↓	<u> </u>	<u> </u>	<u> </u>	<u> </u>	1	<u> </u>	<u> </u>	1		<u> </u>	<u> </u>
										Table 9:		_							
									Subsequ	ent/Curren	t Short-teri	n Goals		***					
				All En	ployees										omen				
	Number	Grov	vth (New Posit	tions)	Turnover (Re		Terminated		Number	Turnover (Replacement of		Hires	3 Year Goals From - To						
Employment Equity						Employees)		Anticipated		Terminated	Employees)	Required			Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected I	Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2018-07-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2018-07-31	Annually	Over 3 Years	Years	2018	2021					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	0.0%		0	0.0%		0	0	C	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	C	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	C	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	C	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	C	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	C	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)	Short-ter	Women m Goals Long-	term Goals	Comments
Occupational Group (EEOG)		%	%	
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	000746
14 Other Manual Workers		0.0	0.0	

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Total	0.0

Federal Contractors Program Achievement Report Part 3: Goals Axa Assistance Canada Inc.

0.0%

0.0%

0.0%

									Data for	Subseque	nt/Curre	nt Goals							
A B	C	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
		1	<u></u>	<u></u>	↓				<u> </u>	<u> </u>	1	↓		↓	↓		↓	<u>↓</u>	
											iginal Pe								
									Subsequ	ent/Curren	t Short-teri	m Goals							
				All En	aployees									Aborigi	nal Peoples				
	Number	Gros	vth (New Posit	ione)	Turnover (R	eplacement of	Terminated		Number	T	eplacement of		3 Yea	r Goals					
Employment Equity	. rumper	0.0	· cor to con a con			Employees)		Anticipated	- Name Ci		epiacement or l Employees)	Hires Required	Froi	n - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3
occupation of our (EECO)	2018-07-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2018-07-31	Annually	Over 3 Years	Years	2018	2021			•		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%	0.0%	C	60.0%	30.0%	5	5	0	30.0%	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		1.7%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	3	-15.7%	3.0%	C	50.0%	30.0%	3	3	0	30.0%	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		0.8%	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	#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		0.7%	0	0	0.0%	0.0%
08 Skilled Sales & Service	1	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.7%	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	#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		0.8%	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%

2018-07-31

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

0.0%

0.0%

0.0%

38.1%

0.0%

0.0%

0.0%

0.3%

124

12

13

Total

Semi-Skilled Manual

Other Sales & Service

14 Other Manual Workers

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

0.0%

0.0%

0.0%

0.0%

				Table 12: Aboriginal Peoples
Employment Equity Occupational Group (EEOG)	Short-ter	Aboriginal People m Goals Long	s -term Goals	Comments
Occupational Group (EEGG)		%	%	
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	6.2	
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		000748
14 Other Manual Workers		0.0		

#DIV/0!

#DIV/0!

#DIV/0!

0.0%

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0.0%

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Total	0.0

Federal Contractors Program Achievement Report Part 3: Goals Axa Assistance Canada Inc.

5.3%

									Data for	Subseque	nt/Curre	nt Goals							
A B	C	D	Е	F	G	Н	I	J	K	L	М	N	О	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
		↓				↓		<u> </u>	<u> </u>	↓	↓	<u>↓</u>	↓		↓		↓	1	↓
										: Persons									
									Subseque	ent/Curren	t Short-teri	n Goals			. 61 . 191.1				
				All En	nployees										th Disabilitie	S			
	Number	Grov	vth (New Posi	tions)	Turnover (Re	eplacement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires		r Goals					
Employment Equity								Anticipated Hires Over 3		Terminated	Employees)	Required		n - To - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	VYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Years	YYYY-MM-DD			Over 3	1111	- 1111	Availability	rresent Gap	Gap	Representation	Years
	2018-07-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2018-07-31	Annually	Over 3 Years	Years	2018	2021					
	Ħ	%	%	#	%	%	#	#	Ħ	%	#	#	н	%	%	#	#	%	%
01/02 Managers	5	0.0%	0.0%	(30.0%		0	0	1	0.0%	0	-1	0	7.5	4.3%	1	1	20.0%	20.0%
03 Professionals	25	7.7%	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%	C	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%	C	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%		C	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%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	3	0.0%		C	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		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%	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!

2018-07-31

† 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.

38.1%

124

0.3%

Total

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

0.0%

				Table 14: Persons with Disabilities
P	Pe	rsons with Disabilit	ties	
Employment Equity Occupational Group (EEOG)	Short-teri	n Goals Long-	-term Goals	Comments
Occupational Group (EEOG)		%	%	
01/02 Managers		0.0		
03 Professionals		3.8	3.8	
04 Semi-Professionals & Tech		0.0		
05 Supervisors		0.0		
06 Supervisors: Crafts & Trades		0.0		
07 Administrative & Sr Clerical		3.4	3.4	
08 Skilled Sales & Service		0.0	Г	
09 Skilled Crafts & Trades		0.0		
10 Clerical Personnel		0.0		
11 Intermediate Sales & Service		5.6	5.6	
12 Semi-Skilled Manual		0.0		
13 Other Sales & Service		0.0		
14 Other Manual Workers		0.0		
Total		0.0	0.0	000750

3.2%

3.2%

Part 3: Goals

Axa Assistance Canada Inc.

2018-07-31

									Data for	Subseque	nt/Curre	nt Goals							
A B	C	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	s	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	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)
	<u> </u>	↓	1	. ↓	↓	1	↓	↓	↓	↓	\	J	1	V	1	\	1	↓	1
									<u> [able 15: N</u>				S						
				40.6					Subsequ	ent/Current	Short-teri	n Goals			// /3.3 A.4/				
				All En	ployees								3 Year		isible Minor	ities	1		
	Number	Gros	vth (New Posi	tions)	Turnover (Re	eplacement of Employees)	Terminated		Number		eplacement of	Hires		Goais 1 - To					
Employment Equity	YYYY-MM-DD	Actual	Proi	ected	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)				Over 3		·	Over 3	Years			Over 3	Over 3 Years			Availability	•	Gap	Representation	Years
	2018-07-31	Annually	Annually	Years	Annually	Annually	Years		2018-07-31	Annually	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	#DIV/0!	#DIV/0!
02 Middle & Other Managers	5	0.0%	0.0%	0	60.0%	30.0%	5	5	C	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	C	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		40.0%	78	117	32		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.

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

				Table 16: Members of Visible Minorities
Employment Equity Occupational Group (EEOG)	Mem Short-ter	bers of Visible Min m Goals Long-	orities -term Goals	Comments
Occupational Group (EEOG)		%	%	
01 Senior Managers		0.0	(i)	
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	52	
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		000751
14 Other Manual Workers		0.0		

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Axa Assistance Canada Inc.
	2018-07-31
Total	0.0

								Feder	al Contr	actors	Progra	m Achie	vement	Report									
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									Ax	a Assis	tance (Canada I	nc.										
										20	018-07-	-31											
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A B	С	D	Е	F	G	Н	I	J	K	<u> L</u>	M	N	O	P	Q	R	S	Т	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	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
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Employment Equity Occupational Group	Year			V	Vorkforce	men				ı	Hires	omen			P	romotio 	omen			Te	rminatio	omen	
(EEOG)		All Employees	Represe	entation	.,	ability	Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	Act		Expected	Difference	All Employees	Act		Expected	Difference
	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
01 Senior Managers	2016 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
02 Middle & Other Managers	2016 2018	5	3		38.9		1	154.2 154.2	1	1	100.0	0	1	1	1	100.0	1	0	2	2	66.7	2	
	2016	20	12		45.8	<u>. </u>	3	134.2	1	1	100.0	0	1	1	1	100.0	1	0	3		00.7		0
03 Professionals	2018	25	16		55.1		2	116.2	9	7	77.8	5	2	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														0.0	0			1	50.0	1	0
	2018 2016	8	1 4		_		0	80.1 98.4	0	0	0.0	0	0) 0	0	0.0	0	0	2	1	50.0	1	0
05 Supervisors	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 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
	2010		l °	0.0	1 0.0	<u> </u>		0.0	<u>`</u>		0.0	Ů		<u>′1 </u>	1	0.0		<u> </u>	V	· · · · · ·	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÷Ix 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100											
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Employment Equity	Year	F	low Data	men			rm Goals	S		Long-ter Won							,	4	4				
Occupational Group (EEOG)		All Employees	Act		Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of					Ĺ	ommen	LS .				
	#	#	4	%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met											
01 6 1	2018	0	# 0			0.0	0.0	0.0			0.0												
01 Senior Managers	2021	0	0)		0.0	0.0	11000011000011000011000011000		0.0												
02 Middle & Other Managers	2018	-1	2		0	0.0	0.0		UNIOX TUDOX TUDOX TUDOX TUDOX TUDO	0.0	0.0												
	2021	-1 4	2 8		0	0.0		0.0		0.0	0.0												
03 Professionals	2021	4	8				0.0	0.0	***************************************		0.0												
04 Semi-Professionals & Technicians	2018	-2	0		2	0.0	0.0	0.0		0.0	0.0												
	2021	-2 1	0		0	0.0	0.0	0.0		0.0	0.0												
05 Supervisors	2021	1	0	0.0			0.0	0.0			0.0	0.0											
06 Supervisors: Crafts & Trades	2018	0	0			0.0	0.0	0.0		0.0	0.0												
	2021	<u> </u>	L 0	U.U	1		U.0	L 0.0			0.0	0.0											

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Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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Occupational Group (EEOG)		All Employees	Repres	entation		omen lability	Gap	EE Result	All Employees	Ac	tual	Omen Expected	Difference	All Employees	Ac	tual	omen Expected	Difference	All Employees	Act		omen Expected	Difference
,	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	##	#	#	#	%	Expected #	#
07 Administrative & Senior Clerical	2016 2018	13 16	7 8		1	•	-4 -5	66.6 61.9	3	3 2	66.7	2	0) 5	3	60.0	3	0	3	2	66.7	2	0
08 Skilled Sales & Service Personnel	2016 2018	0	0	0.0	+	0		0.0 145.6	1	1		1	0) 0	0		0	0	0	0		0	
09 Skilled Crafts &	2016	0	0		_	<u>:</u>	0	0.0										_					
Trades Workers	2018	0	0	. 	+	i 	0	0.0	С	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	3	2		6.3		0	1066.7 106.7	1	. 0	0.0	1	-1		0	0.0	0	0	0	0	0.0	0	
Intermediate Sales & Service Personnel	2016 2018	69	52 47	75.4	61.8	43	9	121.9 117.0	17			11	-2	5	2		4	-2	31	25		23	2
12 Semi-Skilled Manual Workers	2016 2018	0		0.0		0	0	0.0					0		0		0	0	0	0		20	
	2010		V	. 0.0	7 0.0	<u>: </u>		0.0	<u> </u>	<u>'I</u>	1 0.0			1	· ·			<u> </u>	V		0.0	<u> </u>	<u>`</u>
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷Ix 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100											
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Occupational Group (EEOG)		All Employees		tual	Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of					•	ommen	LS				
,	#	#	#	%	Goai #	Goal Met	- "%	Goal Met	Goai #	Goal Met	Goai %	Goal Met											
Administrative &	2018	5	# 5		0	0.0	0.0	0.0			0.0												
07 Senior Clerical	2021	5	5)		0.0	0.0			0.0												
08 Skilled Sales &	2018	1	1		0	0.0			UNIX CURRENCE DE X CURRENCE DE	0.0													
Service Personnel Skilled Crafts &	2021	0	1 0	:) 0	0.0	0.0	0.0	330 1330 1330 1330 1330	0.0	0.0												
09 Trades Workers	2021	0	0		2×0102×0102×0102×01	1 0.0	0.0	0.0	11000011000011000011000011000	0.0	0.0												
10 Clerical Personnel	2018 2021	1	0	:	ec	0.0	0.0	0.0		0.0	0.0	-											
11 Intermediate Sales & Service Personnel	2018 2021	-9 -9	11 11			0.0	0.0	0.0		0.0	0.0	0.0											
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	C	0.0	9	0.0											

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	Other Sales & Service 2016 0 0.0 0.0 0 0.0 0 <th< td=""><td>0</td></th<>															0								
1 1/1 1	ther Manual	2016	0	0				0	0.0	_	_		_					_	_					
<u> </u>	/orkers	2018 2016	123	0 82	0.0 66.7			0	0.0 112.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Total		2018	123	81	65.3	61.0			107.1	32	20	62.5	20	0	15	7	46.7	10	-3	47	33	70.2	31	2
······						······		: :	:		:													
Data sou	rces:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$\begin{array}{c} \text{E} \div \text{D x} \\ 100 \end{array}$	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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Empl	oyment Equity	• 7	Fl	ow Data			Short-te	rm Goals	S		Long-ter	m Goals												
Occup	pational Group	Year	All	Won	ien			men			Won	ien						C	ommen	ts				
(EEO	G)		Employees	Acti	ial	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	#	%	#	%	%	%	#	%	%	%											
		2018	0	0		C	0.0	0.0	0.0	0	0.0	0.0												
\vdash	ersonnel	2021	0	0	0.0	C1000 C1000 C1000 C1000	0.0	0.0	0.0	^	0.0	0.0	0.0											
1 14 1	ther Manual Forkers	2018	0	0	0.0	10000110000110000110000	0.0	0.0	0.0	U	0.0	0.0	0.0											
Total		2018	0	27	0.0		1350.0	0.0		0	0.0	0.0												
Total		2021	0	27	0.0			0.0	0.0			0.0	0.0											

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Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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Employment Equity					orce An	•					***			T			nalysis		1				
Occupational Group	Year	All		V	orkforce Aborigina				All		Hires	inal Peoples		All	P	romotio Abarisi	nsl Peoples		All	Lei	rminatio	ns nal Peoples	
(EEOG)		Employees	Represe	ntation	Avails		Gap	EE Result	Employees	Ac	tual	Expected	Difference	Employees	Act		Expected	Difference	Employees	Act	_	Expected	Difference
	Ħ	ij	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	¥	Ħ
01 Senior Managers	2016 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	
Middle & Other	e & Other 2016 5 0 0.0 2.2 0 0 0.0															0.0	· ·	0	0	0	0.0	- 0	
02 Managers	ngers 2018 5 0 0.0 2.2 0 0 0.0 1 0 0.0 0															0.0	0	0	3	0	0.0	0	0
03 Professionals	als 2016 20 0 0.0 1.6 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0															0.0	0	0	6	0	0.0	0	
04 Semi-Professionals &	2016	5 0 0.0 1.1 0 0 0.0															0	0	0.0	0			
Technicians Technicians	2018	3	5 0 0.0 1.1 0 0 0.0 0 </td <td>0</td>															0					
05 Supervisors	2016 2018	8	0	0.0	0.8		0	0.0	0	0	0.0	0	0	3	0	0.0	0	0	2	0	0.0	0	0
06 Supervisors: Crafts &	2016	0	0	0.0	0.0		0	0.0			0.0	·			Ů	0.0	V			Ĭ	0.0		Ů
Trades	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
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	# 2018	# 0	# 0	0.0	#	0.0	0.0	0.0	#	0.0	0.0	0.0											
01 Senior Managers	2018	0	0		1	0.0	0.0	0.0	U	0.0	0.0												
02 Middle & Other	2018	-1	0		CHEUROMERRORENDE	0.0		0.0	0	0.0													
Managers	2021 2018	-1 4	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	V	0.0	0.0												
04 Semi-Professionals &	2018	-2	0		0	0.0		0.0	0	0.0													
Technicians	2021 2018	-2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	 											
05 Supervisors	2018	1	0		U	0.0	0.0	0.0	U	0.0	0.0												
06 Supervisors: Crafts &	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
Trades	2021	0	0	0.0			0.0	0.0			0.0	0.0											

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	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
07 Administrative &	2016	13			0.7		0	0.0															
Senior Clerical	2018	16			0.7	•	0	0.0	3	0	0.0	0	0	5	0	0.0	0	0	3	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	0	0		0.0	<u>. </u>	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
09 Skilled Crafts &	2016	0	0		0.0		0	0.0															
Trades Workers	2018	0	0		0.0	<u> </u>	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	3	0		0.8		0	0.0	1	0	0.0	0			0	0.0	0	0		0	0.0	0	
11 Intermediate Sales &	2016	69			0.8		-1		1	0	0.0	0	0	1 0	0	0.0	0	0	0	0	0.0	0	0
Service Personnel	2018	65			0.9	1	-1	0.0	17	0	0.0	0	0	5	0	0.0	0	0	31	0	0.0	0	0
12 Semi-Skilled Manual Workers	2016	0	0		0.0		0	0.0	0		0.0		0			0.0	0	0	0		0.0	0	
Workers	2018	1 0	U	0.0	0.0	. 0		0.0	0	0	0.0	0		<u>'I</u>	0	0.0	U	0	0	0	0.0	0	
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(EEOG)		All Employees	Act		Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of						ommen	LS				
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Administrative &	2018	5	# 0		0	0.0	0.0	0.0	0	0.0	0.0												
07 Senior Clerical	2021	5	0				0.0	0.0			0.0												
08 Skilled Sales &	2018	1	0		0	0.0		0.0	0	0.0													
Service Personnel Skilled Crafts &	2021	1 0	0		0	0.0	0.0	0.0	0	0.0	0.0												
09 Trades Workers	2021	0	0			1	0.0	0.0	V	0.0	0.0												
10 Clerical Personnel	2018 2021	1	0		0	0.0	0.0	0.0	0	0.0	0.0												
Intermediate Sales &	2018	-9			1	0.0	4	0.0	0	0.0	0.0												
Service Personnel	2021	-9 0	0		0	0.0	1.0	0.0	0	0.0	1.0												
12 Semi-Skilled Manual Workers	2018	0	0		0	0.0	0.0	0.0	0	U.0	0.0												
	1 2021			0.0			L 0.0	L 0.0			0.0	1 0.0	L										

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(EEGG)	#	##	Represe	entation %	Avail %	ability #	Gap #	EE Result	#	Ac	tual %	Expected #	Difference #	£mpioyees #	Act	ual %	Expected #	Difference #	Emproyees #	Actua #	l %	Expected #	Difference #
Other Sales & Service	2016	0	0		0.0		0	0.0	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			-	,			79		,,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,				"
13 Personnel	2018	0	0				0	0.0	0	0	0.0	0	0	0	0	0.0	0	C	0	0	0.0	0	0
Other Manual	2016	0	0				0	0.0		ļ													
Workers	2018 2016	123	0				-1	0.0	0	0	0.0	0	0	0	0	0.0	0	C	0	0	0.0	0	0
Total	2018	124	0			1	-1	0.0	32	. 0	0.0	0	0	15	0	0.0	0	C	47	0	0.0	0	0
f					 !				 !	Ĭ		 İ	•										
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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Occupational Group	. ca.	All	Aborigina	d Peoples		Aborigina	d Peoples	S		Aborigina	d Peoples	Ι					C	Commen	ts				
(EEOG)		Employees	Act	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
T	#	#	#	%	#	%	%	9/6	#	%	0/6	%											
13 Other Sales & Service Personnel	2018 2021	0	0		X.1.0000X.1.000X.1.000X.1.000	0.0	0.0	0.0	0	0.0	0.0	0.0											
Other Manual	2018	0	0		CHRES CHRES CHRES CHRES	0.0	0.0	0.0	0	0.0	4	0.0											
14 Workers	2021	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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01& Managers	2016 2018	5	1	20.0	4.3	0		465.1 465.1	1	0				1	0				2	0	0.0	1	1
03 Professionals	2016	20	0	0.0	3.8	1	-1	0.0	1			0	·	, 1			0	0	3	Ť		1	-1
G : D C : 1 6	2018	25 5					-1	0.0	9	0	0.0	0	0	1	0	0.0	0	0	6	0	0.0	0	0
04 Semi-Professionals & Technicians	2018	3	0		4.6		0	0.0	0	0	0.0	0	0		0	0.0	0	0	2	0	0.0	0	0
	2016	8	0		13.9	<u> </u>	-1	0.0		Ť	0.0	0		1		0.0			-	Š	0.0		
05 Supervisors	2018	6	1	16.7	13.9		0	119.9	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		ļ													
Trades	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÷Dx 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F÷1x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100											
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(EEOG)		Employees	Act	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
	#	#	#	%	#	%	%	%	#	%	%	%											
01& Managers	2018	-1 -1	0		0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	2021	4	0		1	0.0	0.0	0.0	0	0.0	0.0	0.0											
03 Professionals	2021	4	0			- 10	3.8	0.0			3.8	0.0											
04 Semi-Professionals &	2018	-2			0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Technicians	2021	-2	0		1	100.0	0.0	0.0	0	0.0	0.0	0.0											
05 Supervisors	2018	1	1			100.0	0.0	0.0	U	0.0	0.0	0.0											
06 Supervisors: Crafts &	2018	0	-		0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Trades	2021	0	0	0.0)		0.0	0.0			0.0	0.0											

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	oloyment Equity upational Group	Year	All			orkforce Persons with				All		Hires Persons w	ith Disabilitie		All	P	romotio	ns ith Disabilitie		All	T	Persons w	ONS ith Disabilitie	PS
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	Administrative & Senior Clerical	2016 2018	13 16	0 0		3.4 3.4	0 1	-1	0.0	3	0	0.0	0	O	5	0	0.0	0	0	3	0	0.0	0	0
	Skilled Sales &	2016	0	0		0.0		0	0.0															
\vdash	Service Personnel Skilled Crafts &	2018 2016	1	0		3.5 0.0		0	0.0	1	0	0.0	0	0		0	0.0	0	0	0	0	0.0	0	0
	Trades Workers	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0) (0	0.0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2016 2018	3	0	0.0	7.0 7.0		0	0.0	1	0	0.0		0		0	0.0			0	0	0.0		
11	Intermediate Sales &	2016	69	3		5.6		-1	77.6	1	0	0.0	0	U			0.0	0	0	, 0	0	0.0		
\vdash	Service Personnel	2018	65	2		5.6		-2	54.9	17	0	0.0	1	-1	. 5	0	0.0	0	0	31	3	9.7	1	2
1 1/1	Semi-Skilled Manual Workers	2016 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
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	oloyment Equity	Year	Fl	ow Data Person				rm Goals	•		Long-ter													
Occi (EE	upational Group OG)		All Employees	Disab	ilities			h Disabilities	Percent of		Persons with Percent of	Disabilities	Percent of					(Commen	its				
	,	#		Act	ual %	Goal #	Percent of Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
	Administrative &	%	# 0	0.0	% 0.0	0.0																		
	Senior Clerical	2018 2021	5	0		,	0.0	0.0 3.4	0.0		0.0	3.4												
	Skilled Sales & Service Personnel	2018 2021	1	0		0	0.0	0.0	0.0	0	0.0	0.0												
00	Skilled Crafts &	2021	0	0		48 (48 (48 (48 (48 (48 (48 (48 (48 (48 (0.0	0.0	0.0	0	0.0	0.0	+											
109	Trades Workers	2021	0	0		200,000,000,000,000	^ ~	0.0	0.0	_		0.0												
10	Clerical Personnel	2018 2021	1 1	0		0	0.0	0.0	0.0	0	0.0	0.0												
	Intermediate Sales & Service Personnel	2018	-9	0		000000000000000000000000000000000000000	0.0	0.0	0.0	0	0.0	0.0												
\vdash	Service Personnei Semi-Skilled Manual	2021 2018	-9 0	0		2×0102×0102×0102×010	0.0	5.6 0.0	0.0	0	0.0	5.6 0.0	+											
	Workers	2021	0	0		OKTOROW TOROW TOROW TOROW		0.0	0.0			0.0												

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		ij	#	#	%	% #	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
	Other Sales & Service Personnel	2016 2018	0	0	0.0	0.0	0	0.0	0	0	0.0		0		l ,	0.0				0	0.0		
	Other Manual	2016	0	0	0.0	0.0	0	0.0	0		0.0	0	0		<u>'</u>	0.0	0	0	1	0	0.0		1
14 1	Vorkers	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	C) 0
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13	Other Sales & Service	2018	0	0	0.0	0 0.0			0		0.0												
P	Personnel	2021	0	0	0.0		0.0	0.0			0.0												
	Other Manual Workers	2018	0	0	0.0	0 0.0	0.0	0.0	0	0.0	0.0												
		2021	0	1	0.0	4 25.0	339		0	0.0	0.0												
Total		2021	0	1	0.0		0.0	0.0			0.0												

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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
02 Middle & Other Managers	2016	5	0			:	-1 -1	0.0	1	0	0.0	0	0	1	0	0.0	0	0	3	0	0.0	0	0
03 Professionals	2016	20					2	158.7															
	2018	25					3	163.3	9	2	22.2	2	0	1	1	100.0	0	1	6	2	33.3	2	0
04 Semi-Professionals & Technicians	2016	5	2				1	327.9 223.7	0	0	0.0				0	0.0			, ,	1	50.0	1	
	2018	8	5		+		4	374.3	0	0	0.0	0	0	0	0	0.0	0	0	2	1	30.0	1	0
05 Supervisors	2018	6	5				4	499.0	0	0	0.0	0	0	3	2	66.7	2	0	2	1	50.0	1	0
06 Supervisors: Crafts &	2016	0	0				0	0.0															
Trades	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÷Kx 100	Part 3: Goals	F ÷ M x 100											
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01 Senior Managers	2018	0	0	0.0		0.0	0.0	0.0	0	0.0	0.0	0.0											
02 Middle & Other	2018	-1			1	0.0		0.0	0	0.0													
Managers Managers	2021	-1			0.10000.1000.1000.100		15.0	0.0			15.0												
03 Professionals	2018	4	3		000000000000000000000000000000000000000	0.0	0.0	0.0	0	0.0	0.0	-											
04 Semi-Professionals &	2018	-2			0.100000.10000.10000.1000	0.0		0.0	0	0.0	0.0	 											
Technicians Technicians	2021	-2			0.00000.00000.00000.000		0.0	0.0			0.0												
05 Supervisors	2018	1	2			0.0	0.0	0.0	0	0.0	0.0	-											
Supervisors: Crafts &	2021	0	0		******************************	0.0	0.0	0.0	0	0.0	0.0												
06 Trades	2021	0	0				0.0	0.0			0.0												

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07 Administrative & Senior Clerical	2016 2018	13 16		7.7 12.5	12.2 12.2	•	-1 0	63.1 102.5	3	0	0.0	0	C) 5	1	20.0	0	1	3	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016 2018	0	0	0.0	0.0	0	0	0.0	1	0	0.0	0	0) 0	0	0.0	0	0	0	0	0.0	0	0
09 Skilled Crafts &	2016	0	0	0.0			0	0.0			0.0					0.0					0.0		
Trades Workers	2018	0	0	0.0			0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	3	0	0.0	17.4 17.4		-1 -1	0.0	1	0	0.0	0	0		0	0.0	0	0	0	0	0.0	0	
Intermediate Sales & Service Personnel	2016	69	42	60.9	22.2	15	27	274.2	17			4	-				2		31			10	3
12 Semi-Skilled Manual	2016	0	0	0.0	0.0	0		0.0				4		3	3		3	0	31	21		19	2
Workers	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	<u>) </u>	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÷Ix 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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07 Administrative &	2018	5	1	20.0	1	100.0	0.0	0.0			0.0												
Senior Clerical	2021	5	1	20.0			0.0	0.0	11000011000011000011000011000		0.0												
08 Skilled Sales & Service Personnel	2018	1	0	0.0	CHURCHURGHURGHURGHUR	0.0	0.0	0.0	UNIOX TUDOX TUDOX TUDOX TUDOX TUDO	0.0	0.0												
Shillad Crofts &	2021	0	0	0.0		0.0		0.0	335 1336 1336 1336 1336	0.0	0.0												
09 Trades Workers	2021	0	0	0.0	2X3192X3192X3192X319		0.0	0.0	11000011000011000011000011000		0.0												
10 Clerical Personnel	2018 2021	1	0	0.0	1	0.0	0.0 17.4	0.0		0.0	0.0 17.4	-											
11 Intermediate Sales & Service Personnel	2018 2021	-9 -9				0.0	0.0	0.0		0.0	0.0	0.0											
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0		0.0	0	0.0	0.0	0.0											

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	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
13 Other Sales & Service Personnel	2016 2018	0	0	0.0 0.0	0.0 0.0	: 1	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Other Manual	2016	0	0	0.0	0.0	0	0	0.0															
Workers	2018 2016	123	0 56	0.0 45.5	0.0 19.4	0 24	32	0.0 234.7	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Total	2018	123	48	38.7	19.4		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÷Gx 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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Occupational Group (EEOG)		All Employees	Visible M Acti		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					(ommen	ts				
	#	#	#	%	#	%	%	%	#	%	%	%											
13 Other Sales & Service Personnel		0	0		0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Other Manual	2021 2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
14 Workers	2021	0	0	0.0			0.0	0.0			0.0	0.0											
Total	2018 2021	0	18 18	0.0		600.0	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.

Ren	mired	measures:
1704	uncu	micasui es.

Requi	red measures:
J	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.
\checkmark	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):
Oper	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ration's activities during the period between the first/previous and subsequent/current compliance ment.
✓	Impact of economic and industrial conditions on the organization.
	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.
Addit	tional Details
Please 1	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 – Subsequent Assessment

Workforce Analysis: 2016-10-19

Key Dates – First Year Assessment

2016-08-22

2016-10-19

2016-11-08

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:

Initiated:

Received:

Closed:

Comments: None

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

\boxtimes	Yes		No
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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)
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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			
			Short-	Long-	Representation	LMA
Franks was not Family Ossamsking J Craws (FFOC)	Gap	term	term	Representation		
Embio	Employment Equity Occupational Group (EEOG)		(1 to 3	(+3		
			years)	years)		
#	Description	#	%	%	%	%
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				
			Short-	Long-	 Representation	LMA
Empley	Franklaumaant Fausitus Oaas matianal Crasse (FFOC)	Gap	term	term	Representation	LIVIA
Emblo	Employment Equity Occupational Group (EEOG)		(1 to 3	(+3		
			years)	years)		
#	Description	#	%	%	%	%
11	Intermediate Sales & Service Personnel	-1	1.0	1.0	0.0	0.9

Observations: None

Persons with Disabilities

Workforce Analysis Results			Goals			
			Short- term	Long- term	Representation	LMA
Emplo	Employment Equity Occupational Group (EEOG)	Gap	(1 to 3	(+3		
			years)	years)		
#	Description	#	%	%	%	%
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				
		6	Short- term	Long- term	Representation	LMA
Employ	Employment Equity Occupational Group (EEOG)	Gap	(1 to 3	(+3		
			years)	years)		
#	Description	#	%	%	%	%
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:

 \boxtimes in compliance \square in non-compliance

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

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

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