s.19(1)

s.24(1)

PROTECTED WHEN COMPLETED - B

OFFICIAL USE ONLY Agreement N°:

Labour Program Federal Contractors Program

Agreement to Implement Employm	ent	Equity
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Agreer	nent to impien			Equity		
New Agreement	(All sections r	must be comple	ted)			
Revised Agreement						
	ORG	ANIZATION				
Legal Name of Organization			Parent company	y is located outside	Canada	
Canadian Corps of Commissio	naires (North Sas)	(atchewan)		Yes	✓ No	
Operating Name (if different from Legal Name	of Organization)		Business Num	ber		***************************************
	· · · · · · · · · · · · · · · · · · ·					
				femployees in Car I-Time and/or Part-		626
Organization's North American Industry Class To find your organization's four-digit NAICS or http://www.statcan.gc.ca/subjects-sujets/stand 5616	ode please visit:		Federally Provincial	Regulated ly Regulated		
	HEA	D OFFICE				
Address (building number, street, suite, etc.)		City		Province	Postal	l Code
1219 Idylwyld Drive North		Saskatoon		SK	S7L	
		Telephone Number				
		306-244-6588				
	EMPLOYMENT	EQUITY CONT	ACT			
Name (print)		Title				**************************************
Danielle Cote	::::::::::::::::::::::::::::::::::::::	HR Manager				
Telephone Number	E-mail Address			Preferred Langua	ge of Con	respondence
306-667-2885	dcote@commissiona	iresnsask.ca		✓ English		French
	CERT	IFICATION				
having a combined workforce of 100 or more permanent full-time and permanent part-time employees in Canada, AND intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a Supply Arrangement, valued at \$1,000,000 or more (including applicable taxes) hereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procurement instrument, in keeping with the Federal Contractors Program requirements. For more information on how to implement employment equity please refer to: http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml : Important note: If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization,						
the procurement instrument(s) with the Go						
		NATORY				
NOTE: The signatory must be the Chief I contract on behalf of the organization	ation.		an executive po	osition with legal	authority	y to sign a
Name (print)		Title	7,00			
Danielle Cote Telephone Number	E-mail Address	HR Manager		Tm 2		
224 662 2224		uiresnsask.ca		Preferred Langua		
- - -					<u> </u>	French
		Date (YYYY-MM-DD)			
		2017-11-24				
F The information you provide on this form is collected under the authority of section 42 of the Employment Equity Act to determine your eligibility for the Federal						
Contractors Program (FCP). Completion of this form is mandatory. Refusal to provide personal information will result in the organization's name being placed on the FCP Limited Eligibility to Bid List, loss of the right to bid on federal government goods or services contracts of any value and may also result in the termination of the contract.						
The information you provide may be used and/or disclosed for policy analysis, research and/or evaluation purposes. However, these additional uses and/or disclosures of your personal information will never result in an administrative decision being made about you.						
Your personal information is administered in accordance with the <i>Privacy Act</i> and other applicable laws. You have the right to the protection of, and access to, your personal information, which is described in Personal Information Bank ESDC PPU 721. Instructions for obtaining this information are outlined in the government publication entitled <i>Info Source</i> , which is available at the following website address: http://www.infosource.gc.ca . <i>Info Source</i> may also be accessed online at any Service Canada Centre.						
	RETURN IN	ISTRUCTIONS				
IMPORTANT						

The signed Agreement to Implement Employment Equity form must be sent to the Labour Program by e-mail at: ee-eme@hrsdc-rhdcc.gc.ca.

Canadian Corps of Commissionaires (North Saskatchewan) Inc. (certificate # 10000648)

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

Reporting Period 2017-12-12 to 2019-11-05

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF **EMPLOYEES LOCATED IN** EACH AREA)

	Province			Census Metropolitan Areas						
Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	F	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees		
325	561	0	886	Regina	2	5	0	7		
nada 🕨			886	Saskatoon	210	234	0	444		
				Sask. less CMA	113	322	0	435		
				Total Employee	s in Canada	•		886		
	Full-time 325	Full-time Part-time 325 561	Full-time Part-time Temporary 325 561 0	Full-time Part-time lemporary of Employees 325 561 0 886	Full-time Part-time lemporary of Employees 325 561 0 886 Regina Saskatoon Sask. less CMA	Full-time Part-time Temporary of Employees Full-time 325 561 0 886 Regina 2 nada Saskatoon 210	Full-time Part-time Part-time Part-time Full-time Part-time 325 561 0 886 Regina 2 5	Full-time Part-time Part-time Part-time Part-time Full-time Part-time Temporary 325 561 0 886 Regina 2 5 0		



Workforce Analysis - Summary Report

Date: 2019-11-05

Women

Women							
Employment Equity Occupational Group	All Employees	Repres	sentation	Ava	ilability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	2	0	0.0 %	27.6 %	1	-1	
02 : Middle and Other Managers	4	2	50.0 %	39.4 %	2	0	
05 : Supervisors	26	2	7.7 %	61.6 %	16	-14	
07 : Administrative and Senior Clerical Personnel	1	1	100.0 %	84.4 %	1	0	
10 : Clerical Personnel	10	10	100.0 %	69.8 %	7	3	
11 : Intermediate Sales and Service Personnel	843	226	26.8 %	73.8 %	622	-396	
Total	886	241	27.2 %	73.1 %	649	-408	



Workforce Analysis - Summary Report

Date: 2019-11-05

Aboriginal Peoples

	Aboriginal Peoples						
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	ilability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	2	0	0.0 %	3.2 %	0	0	
02 : Middle and Other Managers	4	0	0.0 %	2.7 %	0	0	
05 : Supervisors	26	2	7.7 %	10.2 %	3	-1	
07 : Administrative and Senior Clerical Personnel	1	0	0.0 %	7.1 %	0	0	
10 : Clerical Personnel	10	0	0.0 %	9.1 %	1	-1	
11 : Intermediate Sales and Service Personnel	843	141	16.7 %	14.5 %	122	19	
Total	886	143	16.1 %	14.2 %	126	17	



Workforce Analysis - Summary Report

Date: 2019-11-05

Members of Visible Minorities

Members of Visible Minorities							
Employment Equity Occupational Group	All Employees	Repres	entation	Ava	ilability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	2	0	0.0 %	11.5 %	0	0	
02 : Middle and Other Managers	4	0	0.0 %	17.6 %	1	-1	
05 : Supervisors	26	3	11.5 %	21.4 %	6	-3	
07 : Administrative and Senior Clerical Personnel	1	0	0.0 %	8.2 %	0	0	
10 : Clerical Personnel	10	1	10.0 %	11.0 %	1	0	
11 : Intermediate Sales and Service Personnel	843	108	12.8 %	12.7 %	107	1	
Total	886	112	12.6 %	13.0 %	115	-3	



Workforce Analysis - Summary Report

Date: 2019-11-05

Persons with Disabilities

Persons with Disabilities							
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	ilability	Gap	
	#	#	%	%	#	#	
01/02 : Managers	6	0	0.0 %	5.0 %	0	0	
05 : Supervisors	26	1	3.8 %	27.5 %	7	-6	
07 : Administrative and Senior Clerical Personnel	1	0	0.0 %	10.0 %	0	0	
10 : Clerical Personnel	10	0	0.0 %	9.3 %	1	-1	
11 : Intermediate Sales and Service Personnel	843	39	4.6 %	10.8 %	91	-52	
Total	886	40	4.5 %	11.2 %	99	-59	



Workforce Analysis - Summary Report

Date: 2019-11-05

Reasons for selecting a different analysis scope, recruitment area or recruitment location:

Being a not for profit organization, we do not pay for relocation for any of our position. We only recruit locally for all of our positions, as there is a sufficient talent pool to pull from..

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
05 : Supervisors	EEOG	CMA
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA

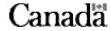


Workplace Equity Information Management System - Canadian Corps of Commissionaires (North Saskatchewan) Inc. **Workforce Analysis - Summary Report**

Date: 2019-11-05

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
05 : Supervisors	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National



Part 1: Workforce Analysis

Canadian Corps of Commissionaires (North Saskatchewan) Inc.

Data from Firs	st/Previous Work	cforce Analysis
	\	J

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2018	05	29

Data from Sul	osequent/Curre Analysis	ent Workforce
\	1	1

Data from Subs	equent/Current Wo	orkforce Analysis
YYYY	MM	DD
2019	11	05

		,	Гable 1: Women	l		
		First/Previous Workforce Analysis				
Emplo	yment Equity Occupational Group (EEOG)	All Employees	Wor	Women		
Embio	yment Equity Occupational Group (EEOG)		Representation	Availability*		
		#	#	%		
01	Senior Managers	2	0	33.2		
02	Middle & Other Managers	6	2	36.0		
03	Professionals	0	0	0.0		
04	Semi-Professionals & Technicians	0	0	0.0		
05	Supervisors	24	4	55.4		
06	Supervisors: Crafts & Trades	0	0	0.0		
07	Administrative & Senior Clerical Personnel	1	1	84.0		
08	Skilled Sales & Service Personnel	0	0	0.0		
09	Skilled Crafts & Trades Workers	0	0	0.0		
10	Clerical Personnel	8	8	71.0		
11	Intermediate Sales & Service Personnel	652	191	49.7		
12	Semi-Skilled Manual Workers	0	0	0.0		
13	Other Sales & Service Personnel	0	0	0.0		
14	Other Manual Workers	0	0	0.0		
Total		693	206	50.0		

Table 5: Women					
Subsequent/Current Workforce Analysis					
All Employees	Won	ien			
	Representation	Availability*			
#	#	%			
2	0	27.6			
4	2	39.4			
0	0	0.0			
0	0	0.0			
26	2	61.6			
0	0	0.0			
1	1	84.4			
0	0	0.0			
0	0	0.0			
10	10	69.8			
843	226	73.8			
0	o	0.0			
0	0	0.0			
o	0	0.0			
886	241	73.1			

* Source:			
2011 Nationa	al Household S	urvey	

* Source	e:			
2011 Na	itional H	ousehold	Survey	

Part 1: Workforce Analysis

Canadian Corps of Commissionaires (North Saskatchewan) Inc.

Data from Fir	st/Previous Worl	kforce Analysis
1	\	

2018	05	29
YYYY	MM	DD
Data from Fi	rst/Previous Work	force Analysis

Data from Subse	equent/Current Wo	orkforce Analysis
YYYY	MM	DD
2019	11	05

Employment Equity Occupational Group (EEOG)		Table 2: Aboriginal Peoples			
		First/Previous Workforce Analysis			
		All Employees	Aborigina	il Peoples	
բար	by ment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01	Senior Managers	2	0	4.3	
02	Middle & Other Managers	6	2	4.5	
03	Professionals	0	0	0.0	
04	Semi-Professionals & Technicians	0	0	0.0	
05	Supervisors	24	2	12.3	
06	Supervisors: Crafts & Trades	0	0	0.0	
07	Administrative & Senior Clerical Personnel	1	0	6.4	
08	Skilled Sales & Service Personnel	0	0	0.0	
09	Skilled Crafts & Trades Workers	0	0	0.0	
10	Clerical Personnel	8	0	8.9	
11	Intermediate Sales & Service Personnel	652	77	14.9	
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		693	81	14.6	

Table	6: Aboriginal Pe	eoples		
	/Current Workford	-		
All Employees	Aborigina	Aboriginal Peoples		
	Representation	Availability*		
#	#	%		
2	0	3.2		
4	0	2.7		
0	0	0.0		
0	0	0.0		
26	2	10.2		
0	0	0.0		
1	o	7.1		
0	0	0.0		
0	0	0.0		
10	0	9.1		
843	141	14.5		
0	0	0.0		
0	0	0.0		
0	0	0.0		
886	143	14.2		

* Source):		
2011 Na	tional Househo	old Survey	

* Source:	
2011 National Household Survey	

Part 1: Workforce Analysis

Canadian Corps of Commissionaires (North Saskatchewan) Inc.

Data from Fi	rst/Previous Wor	kforce Analysis
<u>_</u>	<u>T</u>	<u> </u>

Data from Fi	rst/Previous Workf	force Analysis
YYYY	MM	DD
2018	05	29

Data from S	ubsequent/Curre Analysis	nt Workforce
Ţ	T	J

2019	11	05
YYYY	MM	DD
Data from Subse	equent/Current Wo	rkforce Analysis

		Table 3: Me	mbers of Visible	e Minorities
		First/Pr	evious Workforce A	Analysis
Emple	oyment Equity Occupational Group (EEOG)	All Employees	Members of Vis	sible Minorities
բարռ	by ment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	2	0	6.1
02	Middle & Other Managers	6	0	6.3
03	Professionals	0	0	0.0
04	Semi-Professionals & Technicians	0	0	0.0
05	Supervisors	24	1	6.5
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	1	0	5.5
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	8	o	6.5
11	Intermediate Sales & Service Personnel	652	71	7.1
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	o	0.0
Total	•	693	72	7.1

Table 7: Members of Visible Minorities		
Subsequent/Current Workforce Analysis		
All Employees	All Employees Members of Visible Minorities	
	Representation	Availability*
#	#	%
2	0	11.5
4	0	17.6
0	0	0.0
0	0	0.0
26	3	21.4
0	0	0.0
1	0	8.2
0	0	0.0
0	0	0.0
10	1	11.0
843	108	12.7
0	0	0.0
0	0	0.0
0	0	0.0
886	112	13.0

* Source:		
2011 National Ho	ousehold Survey	

* Source:	
2011 National Household Survey	

Part 1: Workforce Analysis

Canadian Corps of Commissionaires (North Saskatchewan) Inc.

Data from Firs	st/Previous Wo	rkforce Analysis
1	ı	1

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2018	05	29

Data from S	ubsequent/Curre Analysis	nt Workforce
Ţ	T	J

2019	11	05
YYYY	MM	DD
Data from Subse	equent/Current Wo	rkforce Analysis

		Table 4:	Persons with Di	sabilities		
		First/Previous Workforce Analysis				
Employment Equity Occupational Group (EEOG)		All Employees	Persons with	Persons with Disabilities		
			Representation	Availability*		
		#	#	%		
01/02	Managers	8	0	4.3		
03	Professionals	0	0	0.0		
04	Semi-Professionals & Technicians	0	0	0.0		
05	Supervisors	24	0	13.9		
06	Supervisors: Crafts & Trades	0	0	0.0		
07	Administrative & Senior Clerical Personnel	1	0	3.4		
08	Skilled Sales & Service Personnel	0	0	0.0		
09	Skilled Crafts & Trades Workers	0	0	0.0		
10	Clerical Personnel	8	0	7.0		
11	Intermediate Sales & Service Personnel	652	24	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		693	24	5.9		

Table 8: Persons with Disabilities				
Subsequent/Current Workforce Analysis				
All Employees	Persons with	Disabilities		
	Representation	Availability*		
#	#	0/0		
6	0	5.0		
0	0	0.0		
0	0	0.0		
26	1	27.5		
0	0	0.0		
1	0	10.0		
0	0	0.0		
0	o	0.0		
10	o	9.3		
843	39	10.8		
0	0	0.0		
0	0	0.0		
0	0	0.0		
886	40	11.2		

* Source:			
2011 National	Household Sur	vey	

* Source:			
2011 Natio	nal Household Su	ırvey	

Part 2: Flow Data Analysis

Canadian Corps of Commissionaires (North Saskatchewan) Inc.

43774

Start	Date of Flow	Data
YYYY	MM	DD
2018	05	29

End I	Date of Flow Data
YYYY	MM DD
2019	11 05

Data from Form 4 - Employees Hired

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

Data from Form 6 - Employees Terminated

			Table 1:	Women	
Employment Equity Occupational Group (EEOG)		Full-time / National		Part-time / National	
		All Employees Hired	Women Hired	All Employees Hired	Women Hired
		#	#	#	#
01	Senior Managers	0	0	0	0
02	Middle & Other Managers	2	0	0	0
03	Professionals	0	0	0	0
04	Semi-Professionals & Technicians	0	0	0	0
05	Supervisors	5	0	0	0
06	Supervisors: Crafts & Trades	0	0	0	0
07	Administrative & Senior Clerical Personnel	0	0	0	0
08	Skilled Sales & Service Personnel	0	0	0	0
09	Skilled Crafts & Trades Workers	0	0	0	0
10	Clerical Personnel	1	1	2	2
11	Intermediate Sales & Service Personnel	44	13	190	153
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
Tota	1	52	14	192	155

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

Table 9: Women				
Full-time / National		Part-time / National		
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated	
#	#	#	#	
1	0	0	0	
3	0	0	0	
0	0	0	0	
0	0	0	0	
3	2	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
1	1	0	0	
13	2	30	13	
0	0	0	0	
0	0	0	0	
0	0	0	0	
21	5	30	13	

Part 2: Flow Data Analysis

Canadian Corps of Commissionaires (North Saskatchewan) Inc.

43774

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47

192

Start	Date of Flov	v Data
YYYY	MM	DD
2018	05	29

2019	11	05
VVVV	MM	ממ
End I	Date of Flow	Data

Data from Form 4 - Employees Hired

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

Data from Form 6 - Employees Terminated

	Tal	ole 2: Abor	iginal Peoples			
	Full-time	Full-time / National Part-time / N				
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	2	0	0	0		
03 Professionals	0	0	0	0		
04 Semi-Professionals & Technicians	0	0	0	0		
05 Supervisors	5	0	0	0		
06 Supervisors: Crafts & Trades	0	0	0	0		
07 Administrative & Senior Clerical Personnel	0	0	0	0		
08 Skilled Sales & Service Personnel	0	0	0	0		
09 Skilled Crafts & Trades Workers	0	0	0	0		
10 Clerical Personnel	1	0	2	0		
11 Intermediate Sales & Service Personnel	44	14	190	47		
12 Semi-Skilled Manual Workers	0	0	0	0		
13 Other Sales & Service Personnel	0	0	0	0		

52

14 Other Manual Workers

Total

Full-time / National		Part-time / National	
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
2	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	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
3	0	0	0

 $\overline{\downarrow}$

Table 10: Aboriginal Peoples				
Full-time	Full-time / National		/ National	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated	
#	#	#	#	
1	0	0	0	
3	2	0	0	
0	0	0	0	
0	0	0	0	
3	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
1	0	0	0	
13	0	30	2	
0	0	0	0	
0	0	0	0	
0	0	0	0	
21	2	30	2	

Part 2: Flow Data Analysis

Canadian Corps of Commissionaires (North Saskatchewan) Inc.

43774

Start	Date of Flow	Data
YYYY	MM	DD
2018	05	29

192

13

End I	Date of Flow	Data
YYYY	MM	DD
2019	11	05

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	rsons with Disabilities			
	Full-time	e / National Part-time / N		/ National		
Employment Equity Occupational Group (EEOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired		
	#	#	#	#		
01 Senior Managers	0	0	0	0		
02 Middle & Other Managers	2	0	0	0		
03 Professionals	0	0	0	0		
04 Semi-Professionals & Technicians	0	0	0	0		
05 Supervisors	5	1	0	0		
06 Supervisors: Crafts & Trades	0	0	0	0		
07 Administrative & Senior Clerical Personnel	0	0	0	0		
08 Skilled Sales & Service Personnel	0	0	0	0		
09 Skilled Crafts & Trades Workers	0	0	0	0		
10 Clerical Personnel	1	0	2	0		
11 Intermediate Sales & Service Personnel	44	4	190	13		
12 Semi-Skilled Manual Workers	0	0	0	0		

52

13 Other Sales & Service Personnel

14 Other Manual Workers

Total

Full-time / National		Part-time / Nationa	
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
#	#	#	#
2	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	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
3	0	0	0

Table 11: Persons with Disabilities			
Full-time / National		Part-time / Nation	
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
1	0	0	0
3	0	0	0
0	0	0	0
0	0	0	0
3	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
1	0	0	0
13	0	30	2
0	0	0	0
0	0	0	0
0	0	0	0
21	0	30	2

Part 2: Flow Data Analysis

Canadian Corps of Commissionaires (North Saskatchewan) Inc.

43774

38

192

Start	Date of Flow	Data
YYYY	MM	DD
2018	05	29

End I	Date of Flow	Data
YYYY	MM	DD
2019	11	05

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

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	Table 4:	Members o	of Visible N	Ainorities
	Full-time / National Part-time / Nation			/ National
Employment Equity Occupational Group (EEOG)	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	2	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	5	2	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	1	1	2	0
11 Intermediate Sales & Service Personnel	44	5	190	38
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

Full-time / National		Part-time / Nationa	
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
#	#	#	#
2	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	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
3	0	0	0

Table 12:	Members	of Visible I	Minorities
Full-time	/ National	Part-time	/ National
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
1	0	0	0
3	0	0	0
0	0	0	0
0	0	0	0
3	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
1	0	0	0
13	2	30	4
0	0	0	0
0	0	0	0
0	0	0	0
21	2	30	4

									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		From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	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	\	↓	↓	\	1	↓	1	1	\	\	\	1	1	1	↓	↓

									First/	Previous Sh	iort-term (ioals							
				All En	iployees									W	omen				
Fundament Fauite	Number	Grov	vth (New Posit	ions)		eplacement of Employees)	 Terminated	Anticipated	Number		eplacement of Employees)	1111 €3	3 Year From						Projected
Employment Equity Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proje	cted	Hires Over 3	YYYY-MM-DD		z.mp.o.; ec.,	Required Over 3	YYYY -	YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
o.tp	2018-05-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2018-05-29	Annually	Over 3 Years	Years	2018	2021	•		•		Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	2	0.0%	0.0%	0	50.0%	0.0%	0	0	0	0.0%	0	1	0	33.2%	33.2%	-1	-1	0.0%	0.0%
02 Middle & Other Managers	6	-12.6%	0.0%	0	60.0%	0.0%	0	0	2	0.0%	0	0	0		36.0%	0	0	33.3%	33.3%
03 Professionals	0	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	24	2.7%	0.0%	0	12.0%	0.0%	0	0	4	0.0%	0	9	0	55.4%	55.4%	-9	-9	16.7%	16.7%
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	1	0.0%	0.0%	0	0.0%	0.0%	0	0	1	0.0%	0	0	0		84.0%	0	0	100.0%	100.0%
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	8	7.7%	0.0%	0	11.1%	0.0%	0	0	8	0.0%	0	-2	0		71.0%	2	2	100.0%	100.0%
11 Intermediate Sales & Service	652	8.9%	0.0%	0	5.8%	14.7%	288	288	191	14.7%	84	217	143	49.7%	49.7%	-133	-74	29.3%	38.3%
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	693	8.5%	0.0%	0	6.5%	14.7%	306	306	206	14.7%	91	232	0	0.0%	50.0%	-141	-232	29.7%	16.6%

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

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

						Table 2: Women
F	loyment Equity		Wom	en		
	ipational Group (EEOG)	Short-ter	m Goals	Long-te	rm Goals	Comments
		#	%	#	%	
01	Senior Managers	0	33.2	C	33.2 I	know that one individual is looking to retire in the next 2 - 3 years
02	Middle & Other Managers	0	0.0	0	0.0	
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	0	0.0	C	0.0	
05	Supervisors	0	55.4	C	55.4 ti	urnover not expected
06	Supervisors: Crafts & Trades	0	0.0	C	0.0	
07	Administrative & Sr Clerical	0	0.0	O	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	C	0.0	
11	Intermediate Sales & Service	0	49.7	C	49.7	
12	Semi-Skilled Manual	0	0.0	C	0.0	
13	Other Sales & Service	0	0.0	C	0.0	

	Federal Contractors Program Achievement Report	138
	Part 3: Goals	00
	Canadian Corps of Commissionaires (North Saskatchewan) Inc.	
	43774	
14 Other Manual Workers	0 0.0 0 0.0	
Гotal	0 0.0 0 0.0	

									Data	for First/I	Previous (Foals							
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		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	Workforce	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	↓	1	↓	↓	↓	1	↓	↓	↓	1	↓	1	↓	↓		
									Table	e 3: Abori	iginal Peo	ples							

									First/	Previous Sh	ort-term G	ioals							
				All En	iployees									Aborigi	nal Peoples				
	Number	Grov	wth (New Posit	ions)	Turnover (Re		Terminated		Number	Turnover (Re	nlacoment of		3 Year	Goals					
Employment Equity			·			Employees)		Anticipated		Terminated		Hires Required	Fron		Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proje	cted	Hires Over 3 Years	YYYY-MM-DD	ļ		Over 3	YYYY	YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2018-05-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	icais	2018-05-29	Annually	Over 3 Years	Years	2018	2021					15415
	#	%	%	#	%	9/6	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	2	0.0%	0.0%	0	50.0%	0.0%	0	0	0	0.0%	0	0	0		4.3%	0	0	0.0%	0.0%
02 Middle & Other Managers	6	-12.6%	0.0%	0	60.0%	0.0%	0	0	2	0.0%	0	-2	0		4.5%	2	2	33.3%	33.3%
03 Professionals	0	0.0%	,	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	0.0%	,	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	24	2.7%	0.0%	0	12.0%	0.0%	0	0	2	0.0%	0	1	0	12.3%	12.3%	-1	-1	8.3%	8.3%
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	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		6.4%	0	0	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%	,	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	8	7.7%	0.0%	0	11.1%	0.0%	0	0	0	0.0%	0	1	0	8.9%	8.9%	-1	-1	0.0%	0.0%
11 Intermediate Sales & Service	652	8.9%	0.0%	0	5.8%	14.7%	288	288	77	14.7%	34	54	43	14.9%	14.9%	-20	-11	11.8%	13.2%
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	693	8.5%	0.0%	0	6.5%	14.7%	306	306	81	14.7%	36	56	0	0.0%	14.6%	-20	-56	11.7%	6.5%

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

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 4: Aboriginal Peoples
Employment Equity		Aboriginal			
Occupational Group (EEOG)	Short-tei	rm Goals	Long-te	rm Goals	Comments
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	12.3	0	12.3	Turnover not expected
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	8.9	0	8.9	Turnover not expected
11 Intermediate Sales & Service	0	14.9	0	14.9	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	

	Federal Contractors Program Achievement Report	
	Part 3: Goals	
	Canadian Corps of Commissionaires (North Saskatchewan) Inc.	
	43774	
14 Other Manual Workers	0 0.0 0 0.0	
otal	0 0.0 0 0.0	

									Data 1	for First/I	Previous (Foals							
A B	 С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	s	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	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	:	: ' ''	K ÷ C	(K - M + O) ÷ (C + F)
	 	↓	↓	\	↓	1	J	↓	↓	↓	↓	Ţ	1	Ţ	↓	↓	Ţ	\	↓
									Table 5	: Persons	with Disa	bilities							

									First/	Previous Sh	ort-term (ioals							
				All En	ployees									Persons wi	th Disabilitie	S			
	Number	Grow	vth (New Positi	ons)	Turnover (Re		Terminated		Number	Turnover (Re	interement of		3 Year	Goals					
Employment Equity			,			Employees)		Anticipated		Terminated		Hires Required	From		Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proje	cted	Actual	Proje	ected	Hires Over 3 Years	YYYY-MM-DD	,		Over 3	YYYY.	YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2018-05-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	1 Cars	2018-05-29	Annually	Over 3 Years	Years	2018	2021					.cars
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	8	-6.3%	0.0%	0	55.0%	0.0%	0	0	0	0.0%	0	0	0		4.3%	0	0	0.0%	0.0%
03 Professionals	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	24	2.7%	0.0%	0	12.0%	0.0%	0	0	0	0.0%	0	3	0	13.9%	13.9%	-3	-3	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		3.4%	0	0	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	8	7.7%	0.0%	0	11.1%	0.0%	0	0	0	0.0%	0	1	0	7.0%	7.0%	-1	-1	0.0%	0.0%
11 Intermediate Sales & Service	652	8.9%	0.0%	0	5.8%	14.7%	288	288	24	14.7%	11	24	16	5.6%	5.6%	-13	-8	3.7%	4.4%
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	693	8.5%	0.0%	0	6.5%	14.7%	306	306	24	14.7%	11	28	0	0.0%	5.9%	-17	-28	3.5%	1.9%

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

t 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.

Workforce Finalysis) - 2) x 10	<u>.</u>				Table 6: Persons with Disabilities
Employment Equity		Persons with			
Occupational Group (EEOG)	Short-te	rm Goals	Long-ter	m Goals	Comments
	#	%	#	%	
01/02 Managers	(0.0	0	0.0	
03 Professionals	(0.0	0	0.0	
04 Semi-Professionals & Tech	(0.0	0	0.0	
05 Supervisors	(0 13.9	0	13.9	Turnover not expected
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 7.0	0	7.0 Tu	urnover not expected
11 Intermediate Sales & Service	(0 5.6	0	5.6	
12 Semi-Skilled Manual	(0.0	0	0.0	
13 Other Sales & Service	(0.0	0	0.0	
14 Other Manual Workers	(0.0	0	0.0	
Total	(0.0	0	0.0	

Federal Contractors Program Achievement Report
Part 3: Goals
Canadian Corps of Commissionaires (North Saskatchewan) Inc.
43774

									Data	for First/I	Previous (Goals							
A B	C	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	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	•	(K - M + E O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		1	1	1	1	1	↓	1	1	↓	1	1	1	\	1	↓	1	1	1
									Table 7: N	lambare o	f Visible	Minaritie	o						

									First/	Previous Sho	rt-term G	oals							
				All En	iployees								Me	mbers of V	isible Minori	ities			
	Number	Cres	wth (New Posit	ione)	Turnover (Re		Terminated		Number	T (A			3 Year	Goals					
Employment Equity	1, unioci	Gio	etti (i ten 1 tisit	ions)		Employees)		Anticipated	Humber	Turnover (Rep Terminated E		Hires Required	Fron	- To	Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proje	ected	Actual	Proje	ected		YYYY-MM-DD			Over 3	YYYY	·YYYY	Availability	Present Gap	Gap	Representation	Representation in 3
	2018-05-29	Annually	Annually	Over 3	Annually	Annually	Over 3	Years	2018-05-29	Annually	Over 3	Years	2018	2021					Years
				Years			Years			<u> </u>	Years								0.4
o. Ia i	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	2	0.0%	0.0%	0	50.0%	0.0%	0	0	0	0.0%	0	0	0		6.1%	0	0	0.0%	0.0%
02 Middle & Other Managers	6	-12.6%	0.0%	0	60.0%	0.0%	0	0	0	0.0%	0	0	0		6.3%	0	0	0.0%	0.0%
03 Professionals	0	0.0%	,	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	0.0%	•	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	24	2.7%	0.0%	0	12.0%	0.0%	0	0	1	0.0%	0	1	0	6.5%	6.5%	-1	-1	4.2%	4.2%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		5.5%	0	0	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%	,	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%	,	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	8	7.7%	0.0%	0	11.1%	0.0%	0	0	0	0.0%	0	1	0		6.5%	-1	-1	0.0%	0.0%
11 Intermediate Sales & Service	652	8.9%	0.0%	0	5.8%	14.7%	288	288	71	14.7%	31	6	20	7.1%	7.1%	25	14	10.9%	9.2%
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	693	8.5%	0.0%	0	6.5%	14.7%	306	306	72	14.7%	32	9	0		7.1%	23	-9	10.4%	5.8%

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

table 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 8: Members of Visible Minorities
E	1	Men	nbers of Visi	ble Minor	ities	
	oloyment Equity upational Group (EEOG)	Short-ter	m Goals	Long-te	rm Goals	Comments
000	apanonal Group (EEGG)	#	%	#	%	
01	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	0	0.0	(0.0	
05	Supervisors	0	6.5	(6.5	turnover not expected
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	
11	Intermediate Sales & Service	0	7.1	(7.1	
12	Semi-Skilled Manual	0	0.0	(0.0	
13	Other Sales & Service	0	0.0	(0.0	

	Federal Contractors Program Achievement Report	367
	Part 3: Goals	-
	Canadian Corps of Commissionaires (North Saskatchewan) Inc.	
	43774	
14 Other Manual Workers	0 0.0 0 0.0	
otal	0 0.0 0 0.0	

Part 3: Goals

Canadian Corps of Commissionaires (North Saskatchewan) Inc.

		Data for Subsequent/Current Goals																		
Α	В	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	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	:	/ ''	K ÷ C	(K - M + O) ÷ (C + F)
·······		<u> </u>	<u> </u>	↓ ↓	<u> </u>	<u> </u>	1	<u> </u>	↓	<u> </u>	↓	. ↓	<u> </u>	. ↓		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
		Table 9: Women Subsequent/Current Short-term Goals																		

									Subseque	ent/Current	Short-teri	m Goals							
				All En	iployees									W	omen				
	Number	Grow	rth (New Posit	ions)	Turnover (Re	eplacement of Employees)	Terminated	Anticipated	Number	Turnover (Re		Hires	3 Year From						n :
Employment Equity Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proje	ected	Actual	Proje	ected	Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required Over 3	YYYY		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3
	2019-11-05	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2019-11-05	Annually	Over 3 Years	Years	2019	2022			•		Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	2	0.0%	0.0%	0	50.0%	0.0%	0	0	0	0.0%	0	1	0	27.6%	27.6%	-1	-1	0.0%	0.0%
02 Middle & Other Managers	4	-12.6%	0.0%	0	60.0%	0.0%	0	0	2	0.0%	0	0	0		39.4%	0	0	50.0%	50.0%
03 Professionals	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	26	2.7%	0.0%	0	12.0%	0.0%	0	0	2	0.0%	0	14	0	50.0%	61.6%	-14	-14	7.7%	7.7%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	1	0.0%	0.0%	0	0.0%	0.0%	0	0	1	0.0%	0	0	0		84.4%	0	0	100.0%	100.0%
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	10	7.7%	0.0%	0	11.1%	0.0%	0	0	10	0.0%	0	-3	0		69.8%	3	3	100.0%	100.0%
11 Intermediate Sales & Service	843	8.9%	0.0%	0	5.8%	12.4%	314	314	226	12.4%	84	480	157	50.0%	73.8%	-396	-323	26.8%	35.5%
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	886	8.5%	0.0%	0	6.5%		0	0	241	0.0%	0	407	0		73.1%	-407	-407	27.2%	27.2%

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

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

				Table 10: Women
Emi	loyment Equity	•••••	men	
	upational Group (EEOG)	Short-term Goals	Long-term Goals	Comments
		%	%	
	Senior Managers	27.0		
02	Middle & Other Managers	0.0	0.0	
03	Professionals	0.0	0.0	
04	Semi-Professionals & Tech	0.0	0.0	
05	Supervisors	50.0	50.0	
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	
	Clerical Personnel	0.0	0.0	
11	Intermediate Sales & Service	50.0	50.0	
12	Semi-Skilled Manual	0.0	0.0	
13	Other Sales & Service	0.0	0.0	
14	Other Manual Workers	0.0	0.0	

	Federal Contractors Program Achievement Report	1388
	Part 3: Goals	8
	Canadian Corps of Commissionaires (North Saskatchewan) Inc.	
	43774	
Total	0.0	

									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry		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)
	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	J	Ţ	J	Ţ	Ţ	J	Ţ	1	J	Ţ	Ţ	1	J

									Subseque	nt/Current	Short-terr	n Goals							
				All En	aployees									Aborigi	nal Peoples				
	Number	Grov	wth (New Posit	ions)	Turnover (Re		Terminated		Number	Turnover (Re	nlacoment of		3 Year						
Employment Equity			·			Employees)		Anticipated		Terminated		Hires Required	Fron		Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proje	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY	· YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2019-11-05	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	rears	2019-11-05	Annually	Over 3 Years	Years	2019	2022					teats
	#	%	%	#	9/0	%	#	#	#	%	#	#	#	%	9/6	#	#	%	%
01 Senior Managers	2	0.0%	0.0%	0	50.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	3.2%	0	0	0.0%	0.0%
02 Middle & Other Managers	4	-12.6%	0.0%	0	60.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	2.7%	0	0	0.0%	0.0%
03 Professionals	0	0.0%	,	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	0.0%	,	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	26	2.7%	0.0%	0	12.0%	0.0%	0	0	2	0.0%	0	1	0	10.2%	10.2%	-1	-1	7.7%	7.7%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	7.1%	0	0	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	10	7.7%	0.0%	0	11.1%	0.0%	0	0	0	0.0%	0	1	0	9.1%	9.1%	-1	-1	0.0%	0.0%
11 Intermediate Sales & Service	843	8.9%	0.0%	0	5.8%	12.4%	314	314	141	12.4%	52	33	0	0.0%	14.5%	19	-33	16.7%	10.6%
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%	1	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	886	8.5%		0	6.5%		0	0	143	0.0%	0	-17	0		14.2%	17	17	16.1%	16.1%

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

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

			Table 12: Aboriginal Peoples
Employment Equity Occupational Group (EEOG)	Aboriginal Short-term Goals	Peoples Long-term Goals	Comments
	%	%	
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	10.2	10.2	
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	9.1	9.1	
11 Intermediate Sales & Service	0.0	0.0	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	0.0	0.0	
14 Other Manual Workers	0.0	0.0	D. 10 C20

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Canadian Corps of Commissionaires (North Saskatchewan) Inc.
	43774
Total	0.0

									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry		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		: ' ' '	K ÷ C	(K - M + O) ÷ (C + F)
	 \	↓	↓	↓	↓	↓	\	\	\	1	↓	Ţ	1	1	1	1	↓		↓
									Table 13	: Persons	with Dis	abilities							

									Subsequ	ent/Current	t Short-tern	ı Goals							
				All En	ployees									Persons wi	th Disabilities				
	Number	C	th (New Posit	iana)	Turnover (Re	placement of	Terminated		Number				3 Year	Goals					
Employment Equity	Number	Grow	th thew rusit	ions)		Employees)		Anticipated	Number	Terminated	eplacement of Employees)	1111 €3	Fron	ı - To					Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3	YYYY-MM-DD	1		Required Over 3	YYYY	· YYYY	Present Availability	Present Gap	Projected Gan	Present Representation	Representation in 3
0.00p (2200)	2019-11-05	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2019-11-05	Annually	Over 3 Years	Years	2019	2022	•		•		Years
	#	9/6	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	6	-6.3%	0.0%	0	55.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	5.0%	0	0	0.0%	0.0%
03 Professionals	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	26	2.7%	0.0%	0	12.0%	0.0%	0	0	1	0.0%	0	6	0	27.5%	27.5%	-6	-6	3.8%	3.8%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	10.0%	0	0	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	10	7.7%	0.0%	0	11.1%	0.0%	0	0	0	0.0%	0	1	0	9.3%	9.3%	-1	-1	0.0%	0.0%
11 Intermediate Sales & Service	843	8.9%	0.0%	0	5.8%	12.4%	314	314	39	12.4%	15	67	34	10.8%	10.8%	-52	-33	4.6%	6.9%
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	886	8.5%		0	6.5%		0	0	40	0.0%	0	59	0		11.2%	-59	-59	4.5%	4.5%

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

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

Workforce Analysis) · 2) x 10	70.			
				Table 14: Persons with Disabilities
F 1 F 14.	Pe	rsons with Disal	bilities	
Employment Equity Occupational Group (EEOG)	Short-teri	m Goals Lo	ong-term Goals	Comments
Occupational Group (EEOG)		%	%	
01/02 Managers		0.0	0.0	
03 Professionals		0.0	0.0	
04 Semi-Professionals & Tech		0.0	0.0	
05 Supervisors		27.5	27.5	
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		9.3	9.3	
11 Intermediate Sales & Service		10.8	10.8	
12 Semi-Skilled Manual		0.0	0.0	
13 Other Sales & Service		0.0	0.0	
14 Other Manual Workers		0.0	0.0	
Total		0.0	0.0	

									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	Е	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry		From Flow Data Analysis & Workforce Analysis [‡]	Data	СхНхЗ	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		↓		<u> </u>	·	\	\	············	.	\	<u> </u>		<u> </u>	↓	↓	\	<u> </u>	\	
									Table 15: N	1embers o	of Visible	Minoritie	es						
									Subsequ	ent/Curren	t Short-teri	n Goals							
				All Em	ployees								M	lembers of \	isible Minor	ities			
					Turnover (Re	nlacement a	f Terminated						3 Yes	ar Goals					

				All Em	ployees								Me	embers of V	isible Minor	ities			
Employment Equity	Number	Grow	vth (New Posit	ons)	Turnover (Re	eplacement of Employees)	Terminated	Anticipated	Number	Turnover (Re Terminated		Hires Required	3 Year Fron	Goals 1 - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proje	cted	Actual	Proj	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3
,	2019-11-05	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	tears	2019-11-05	Annually	Over 3 Years	Years	2019	2022					Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	2	0.0%	0.0%	0	50.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	11.5%	0	0	0.0%	0.0%
02 Middle & Other Managers	4	-12.6%	0.0%	0	60.0%	0.0%	0	0	0	0.0%	0	1	0	17.6%	17.6%	-1	-1	0.0%	0.0%
03 Professionals	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	o	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	26	2.7%	0.0%	0	12.0%	0.0%	0	0	3	0.0%	0	3	0	21.4%	21.4%	-3	-3	11.5%	11.5%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		8.2%	0	0	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	10	7.7%	0.0%	0	11.1%	0.0%	0	0	1	0.0%	0	0	0	0.0%	11.0%	0	0	10.0%	10.0%
11 Intermediate Sales & Service	843	8.9%	0.0%	0	5.8%	12.4%	314	314	108	12.4%	40	39	0	0.0%	12.7%	1	-39	12.8%	8.1%
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	886	8.5%		0	6.5%		0	0	112	0.0%	0	3	0		13.0%	-3	-3	12.6%	12.6%

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

t 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 16: Members of Visible Minorities
Emr	loyment Equity	Members of Visi	ble Minorities	
	ipational Group (EEOG)	Short-term Goals	Long-term Goals	Comments
		%	%	
1	Senior Managers	0.0	0.0	
1	Middle & Other Managers	17.6	17.6	
03	Professionals	0.0	0.0	
04	Semi-Professionals & Tech	0.0	0.0	
05	Supervisors	21.4	21.4	
06	Supervisors: Crafts & Trades	0.0	0.0	
07	Administrative & Sr Clerical	0.0	0.0	
08	Skilled Sales & Service	0.0	0.0	
09	Skilled Crafts & Trades	0.0	0.0	
10	Clerical Personnel	0.0	0.0	
11	Intermediate Sales & Service	0.0	0.0	
12	Semi-Skilled Manual	0.0	0.0	
13	Other Sales & Service	0.0	0.0	
14	Other Manual Workers	0.0	0.0	D. 22.020

	Federal Contractors Program Achievement Report	1393
	Part 3: Goals	-8
	Canadian Corps of Commissionaires (North Saskatchewan) Inc.	
	43774	
Total	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 Grou (EEOG)	"		All Employees	Represe	entation	Wo Avail	men ability	Gap	EE Result	All Employees	Ac	tual	Expected Expected	Difference	All Employees	Act		Expected	Difference	All Employees	Δei	tual	omen Expected	Difference
		,	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	##	#
01 Senior Managers		18 19	2 2	0 0	0.0	33.2 27.6	1	-1 -1	0.0 0.0	0	0	0.0	0	0) 2	2 0	0.0	0	0	1	0	0.0	0	0
02 Middle & Other Managers		18 19	6	2 2				0	92.6 126.9	2	0	0.0	1	-1	. 1	0	0.0	0	0	3	0	0.0	1	-1
03 Professionals	20	18 19	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0		0		0	0	0	0	0.0	0	0
04 Semi-Professiona Technicians		18 19	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0) (0		0	0	0	0	0.0	0	0
05 Supervisors	20	18 19	24	4	16.7	55.4	13		30.1 12.5	5	0			-3		0			-	2	2		1	1
06 Supervisors: Crat	ts & 20	_	0	0	0.0	0.0	0	0	0.0	3	0			-5		0 0		0	0	0			0	2
Trades	20	19	0]	U	0.0	0.0	0		0.0		1 0	0.0	1 0		<u>' </u>	71 0	0.0	1 0	- 0	0	0	0.0		<u>' </u>
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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(EEOG)			Employees	Act		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
	20		#	#	%	#	%	% 22.2	%	#	%	% 22.2	%											
01 Senior Managers		19 22	1	0			0.0	33.2 27.6	0.0	0	0.0	33.2 27.6												
Middle & Other	20	19	0	0	0.0	0	0.0		0.0	1100201002010020100201002	0.0		0.0											
Managers		22	0	0		003030000303000030000000000000000000000		0.0	0.0			0.0	+											
03 Professionals		19 22	0	0		98000980009800098000	0.0	0.0	0.0	0	0.0	0.0	-											
04 Semi-Professiona Technicians	ls & 20	_	0	0	0.0	0	0.0	0.0	0.0	0	0.0		0.0											
05 Supervisors	20	19	2	-2	-100.0	0	0.0	55.4	-180.5	0	0.0	55.4	-180.5											
O6 Supervisors: Craf	ts & 20		0	-2 0	0.0	0	0.0	50.0	-200.0		0.0	50.0	0.0											
Trades	20	22	0	0	0.0			0.0	0.0			0.0	0.0											

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	COG)		All Employees	Represe	entation	T	ability	Gap	EE Result	All Employees	Act	tual	Expected	Difference	All Employees	Act		Expected	Difference	All Employees	Aci	ual	Expected	Difference
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07	Administrative & Senior Clerical	2018	1	1	100.0	84.0	•	0	119.0		0	0.0				0	0.0		0			0.0		
<u> </u>	Skilled Sales &	2019	0	0	100.0	84.4		0	118.5 0.0	0	0	0.0	0	0	'	1 0	0.0	0	0	0	0	0.0	0	
08	Service Personnel	2019	0	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
09	Skilled Crafts & Trades Workers	2018	0	0				0	0.0	0	0	0.0	0	0		0	0.0		0	0	0	0.0	0	
10	Clerical Personnel	2019	8	8		71.0		2	140.8	0		0.0	0	0	,	1	0.0			0	0	0.0	0	
10		2019	10	10		69.8			143.3	3	3	100.0	2	1	. (0	0.0	0	0	1	1	100.0	1	C
11	Intermediate Sales & Service Personnel	2018	652 843	191 226		49.7	324 622	-133 -396	58.9 36.3	234	166	70.9	173	-7	, (0	0.0	0	0	43	15	34.9	13	2
12	Semi-Skilled Manual	2018	0	0	0.0	0.0	0		0.0															
	Workers	2019	0	0	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
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	,			Act		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
	Administrative &	2019	# 0	# 0	% 0.0	# 0	%	0.0	%	# 0	0.0	%	0.0											
07	Senior Clerical	2022	0	0	0.0			0.0	0.0			0.0	0.0											
08	Skilled Sales & Service Personnel	2019	0	0			0.0	0.0	0.0	0	0.0	0.0	0.0											
09	Skilled Crafts &	2019	0	0	-	C103400C103400C103400C1034	0.0	1	0.0	0	0.0	0.0												
109	Trades Workers	2022	0	0	0.0			0.0	0.0			0.0	0.0											
10	Clerical Personnel	2019	2 2	2 2		0	0.0	0.0	0.0	0	0.0	0.0												
11	Intermediate Sales &	2019	191	151	79.1	0	0.0	49.7	159.1	0	0.0	49.7	159.1											
	Service Personnel Semi-Skilled Manual	2022	191 0	151 0		0	0.0	50.0	158.1 0.0	n	0.0	50.0 0.0	158.1 0.0											
12	Workers	2022	0	0			J	0.0	0.0			0.0												

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	cupational Group	1141	All			Wor	nen	-		All			omen		All			omen		All		·····,	omen	
(Er	COG)	.,	Employees	Represe		Availa	·		EE Result	Employees	Act		Expected	Difference	Employees	Act		Expected	Difference	Employees	Acti		Expected	Difference
	Other Sales & Service	# 2018	# 0	# ()	0.0	0.0	# 0	# 0	0.0	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
13	Personnel	2019	ő	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	
14	Other Manual	2018	0	0	0.0	0.0	0	0	0.0															
17	Workers	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	<u> </u>
Tota	al	2018 2019	693 886	206 241	29.7 27.2	50.0 73.1	347 648	-141 -407	59.5 37.2	244	169	69.3	178	-9	3	0	0.0	1	-1	51	18	35.3	15	
		2017	000	271	21.2	73.1	040	-407	31.2	244	107	07.5	170		,		0.0		-1	51	10;	33.3	13	
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	Other Sales & Service	# 2019	# 0	# 0	0.0	# 0	0.0	0.0	0.0	# 0	% 0,0	0.0	0.0											
13	Personnel	2022	0	0	0.0	V	0.0	0.0	0.0	V	0.0	0.0												
14	Other Manual	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
	Workers	2022	0	0	0.0		0.0	0.0	0.0	^	0.0	0.0	0.0											
Tota	al	2019	196	151	77.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											

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01	Senior Managers	2018 2019	2	0		4.3 3.2	0	0	0.0		0	0.0	0	0	,	0	0.0	ا ا	n	1	0	0.0	n	,
02	Middle & Other	2018	6	2	33.3	4.5		2	740.7	v											· ·			, and the second
	Managers	2019 2018	4	0		2.7 0.0		0	0.0	2	0	0.0	0	0	1	0	0.0	0	0	3	2	66.7	1	1
03	Professionals	2019	0	0		0.0		0	0.0	0	0	0.0	0	0	C	0	0.0	0	0	0	0	0.0	0	C
04	Semi-Professionals & Technicians	2018 2019	0	0		0.0	0	0	0.0	0	0	0.0	0	0		0	0.0	0	0	0	0	0.0	0	
05	Supervisors	2019	24	2	8.3	12.3		-1	67.8	V		0.0	U	U			0.0	U	0	0	Ü	0.0	0	
	Supervisors: Crafts &	2019 2018	26 0	0			3	-1	75.4 0.0	5	0	0.0	1	-1	C	0	0.0	0	0	3	0	0.0	0	C
06	Trades	2019	0	0	:	0.0		0	0.0	0	0	0.0	0	0	C	0	0.0	0	0	0	0	0.0	0	C
				Part 2:						Ĭ	Ĭ													
Data	sources:		Part 2: Flow Data Analysis	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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			New	Entra	nts				G	oals														
	ployment Equity	Year	F	ow Data			Short-te		S		Long-ter													
	cupational Group EOG)		All Employees		al Peoples		Apprign	al Peoples	Percent of		Aborigina Percent of		Percent of					C	omment	ts				
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	a : 16	# 2019	# 1	# 0	%	# 0	% 0.0	0.0	0.0	# 0	0.0	0.0	%											
01	Senior Managers	2022	1	0	0.0			0.0	0.0			0.0	0.0											
02	Middle & Other Managers	2019 2022	0	-2 -2	0.0		0.0	0.0	0.0	0	0.0	0.0												
03	Professionals	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
_	Semi-Professionals &	2022 2019	0	0			0.0	0.0	0.0	^	0.0	0.0	0.0											
	Technicians	2019	0	0			0.0	0.0	0.0	J 0	0.0	0.0												
04		2010		Λ	0.0	0	0.0	12.3	0.0	l 0	0.0	12.3	0.0											
<u> </u>	Supervisors	2019	2	0			0.0			0	0.0													
05	Supervisors: Crafts &	2019 2022 2019	2 2	0	0.0		0.0	10.2	0.0		0.0	10.2	0.0											

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Data s	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								Flow Data Analysis						T				
	pioyment Equity upational Group	Year	All			orkforce Aborigina				Hires			nal Peoples		Promotions All Aboriginal Per				Pennies		Terminations All Aboriginal Peoples			
	(EEOG)		All Employees	Represe	ntation	Avail		Gap	EE Result	All Employees	Act	tual	Expected	Difference	Employees	Act		Expected	Difference	Employees	Act	_	Expected	Difference
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	Ħ	#
07	Administrative & Senior Clerical	2018	1	0	0.0	6.4 7.1		0	0.0		0	0.0		^	,	0	0.0		0		0	0.0		
	Skilled Sales &	2019	0	0		0.0		0	0.0	0	- 0	0.0	0	0		1	0.0	0		0	0	0.0	0	0
08	Service Personnel	2019	0	0		0.0	0	0	0.0	0	0	0.0	0	0	() 0	0.0	0	0	0	0	0.0	0	0
	Skilled Crafts & Trades Workers	2018	0	0	0.0	0.0		0	0.0		0	0.0		^		0	0.0		0	0	0	0.0	0	
		2019	8	0		8.9		-1	0.0	0	0	0.0	0	0		1	0.0	0	0	0	0	0.0	0	0
	Clerical Personnel	2019	10	0		9.1		-1	0.0	3	0	0.0	0	0	(0	0.0	0	0	1	0	0.0	0	0
	Intermediate Sales & Service Personnel	2018	652 843	77 141		14.9 14.5		-20 19	79.3 115.4	234	61	26.1	34	27			0.0		0	43	2	4.7	5	-3
\vdash	Semi-Skilled Manual	2018	0	0		0.0		0	0.0	234	01	20.1	54	27		1	0.0	ď		+3		4.7		
12	Workers	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	(0	0.0	0	0	0	0	0.0	0	0
[Part 2:							Ĭ		<u> </u>											
Data sources:			Part 2: Flow Data Analysis Flow Data Analysis Flow Data Analysis 100		E ÷ D x 100	Part 3: E ÷ G x Goals 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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			New Entrants			G				oals														
	Employment Equity Occupational Group (EEOG)		Flow Data		10 1		Short-te		S	Long-term Goals Aboriginal Peoples				-										
			All Employees			Pourant		al Peoples	Percent of		Aborigina Percent of		Percent of	Comments										
				Act		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
	Administrative &	2019	# 0	# 0	0.0	# 0	%	0.0	0.0	# 0	0.0	%	0.0											
1 (1)	Senior Clerical	2022	0	0			V.U	0.0	0.0	V		0.0												
08	Skilled Sales &	2019	0	0		0	0.0	0.0	0.0	0	0.0	0.0												
\vdash	Service Personnel Skilled Crafts &	2022	0	0		0	0.0	0.0	0.0	0	0.0	0.0	0.0											
09	Trades Workers	2022	0	0			0.0	0.0	0.0	V	V.0	0.0												
10	Clerical Personnel	2019	2	0		0	0.0	8.9	0.0	0	0.0	8.9	-											
	Intermediate Sales &	2022	191	0 59		0	0.0	9.1 14.9	0.0 207.3	0	0.0	9.1 14.9	0.0 207.3											
	Service Personnel	2022	191	59			0.0	0.0	0.0		0.0	0.0	0.0											
	Semi-Skilled Manual	2019	0	0		0	0.0	0.0	0.0		0.0	0.0												
	Workers	2022	0	0	0.0			0.0	0.0			0.0	0.0											

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ata sources:		Part 1: Workforce	Part 1: Workforce	E ÷ D x 100	Part 1: Workforce	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data	V ÷ U x 100	U x F ÷ 100	V - 2
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Occupational Group	Year	All		**	Aborigina				All			nal Peoples		All	1		nal Peoples		All	10		nal Peoples	
EEOG)		Employees	Represe	ntation	Availa	bility	Gap	EE Result	Employees	Act	ual	Expected	Difference	Employees	Act	ual	Expected	Difference	Employees	Act	ual	Expected	Differe
	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	Ħ
Other Sales & Servic Personnel	e 2018 2019	0	0	0.0	0.0 0.0		0	0.0	0	0	0.0	0	0		0	0.0	0	0		0	0.0	0	i
Other Manual	2018	0	0		0.0		0	0.0	0	0	0.0	· ·		-	Ů	0.0	0		, ,	ľ	0.0	0	<u> </u>
Workers	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	
Total	2018	693 886	81 143	11.7 16.1	14.6 14.2	101 126	-20 17	80.1 113.7	244	61	25.0	35	26	3	0	0.0	0		51	4	7.8		
	2019	880	143	10.1	14.2	120	17	113.7	244	01	25.0	33	20] 3	<u> </u>	0.0	0) 31	4	7.8	0	
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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Employment Equity	Year	F	low Data				rm Goals	S]	Long-teri													
Occupational Group EEOG)		All	Aborigina	-		Aborigm Percent of	al Peoples	Percent of		Aboriginal Percent of	-	Percent of					C	ommen	ts				
LEOG)		Employees	Act		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
Other Sales & Servic	# e 2019	#	# 0	0.0	#	0.0	0.0	% 0.0	#	% 0.0	0.0	0.0											
Personnel	2022	0	0	0.0	V	0.0	0.0	0.0	·	0.0	0.0	0.0											
Other Manual	2019	0	0		0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Workers	2022	0	0	0.0		0.0	0.0	0.0		0.0	0.0	0.0											
otal	2019	196	57	29.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0											

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								Cana	dian C	orps of C	Commis	sionaire	es (Nort	h Saska	tchewan)	Inc.								
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Α	В	С	D	E	F	G	Н	I	J	K	L	M	N	0	Р	Q	R	S	Т	U	V	W	X	Y
Data s	ources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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•	loyment Equity upational Group	Year				orkforce Persons with						Hires	th Disabilitie			P	romotio	ns ith Disabilitie				minatio	ns th Disabilitie	
(EE			All Employees	Represen		Persons with Availa		Gap	EE Result	All Employees	Ac	Persons wi tual	Expected	Difference	All Employees	Ac	Persons w	Expected	s Difference	All Employees	Acti		Expected	Difference
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	9/6	#	#
01&	Managers	2018 2019	8	0	0.0	4.3 5.0	0	0	0.0	,	0	0.0	0	0	3	0	0.0	0	0	4	0	0.0	0	
03	Professionals	2018	0	0	0.0	0.0		0	0.0									Ů			Ť			V
\sqcup	Semi-Professionals &	2019 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
1 ()4 1	rechnicians	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	C	0	0	0.0	0	0
05	Supervisors	2018	24		0.0	13.9	3	-3	0.0	_		•												
0.5	Supervisors: Crafts &	2019 2018	26	0	3.8 0.0	27.5 0.0	7	-6 0	14.0	5	1	20.0	- 1	0	0	0	0.0	0	C	3	0	0.0	0	0
06	Trades	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	C	0	0	0.0	0	0
			Part 2: Flow	Part 2:	E÷Dx	Part 3:	E÷Gx	Part 3:			E÷Kx	Part 3:												
Data s	ources:		Data Analysis	Flow Data Analysis	100	Goals	100	Goals	F ÷ I x 100	Part 3: Goals	100	Goals	F ÷ M x 100											
i			V	↓	1	↓	↓	1	<u> </u>	V	<u> </u>	<u> </u>	V											
				Entran	ts					oals														
	loyment Equity	Year	F	low Data Persons	with		Short-ter				Long-ter Persons with							_						
(EE	ipational Group OG)		All Employees	Disabili Actur		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					C	Commen	its				
		#	#	#	%	#	%	%	%	#	%	%	%											
01&	Managers	2019 2022	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
\vdash	Professional-	2022	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
\sqcup	Professionals	2022	0	0	0.0		^ -	0.0	0.0	-		0.0	0.0											
1 ()/1 [Semi-Professionals & Fechnicians	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
05	Supervisors	2019	2	1	50.0	0	0.0	13.9	359.7	0	0.0	13.9	359.7											
	Supervisors: Crafts &	2022 2019	0	0	50.0	0	0.0	27.5 0.0	181.8	0	0.0	27.5 0.0	181.8											
	Trades	2022	0	0	0.0		0	0.0		, , ,	7,0	0.0	0.0											

Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities Canadian Corps of Commissionaires (North Saskatchewan) Inc. 43774 В \mathbf{C} E F G P Т U V W D Н K L M N О O R S X Y Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Ε÷D DxG $E \div H$ Part 2: Flow L ÷ K Part 2: Flow Part 2: Flow $V \div U x$ Workforce E - H Flow Data K x G ÷ 100 L-N Flow Data P x F ÷ 100 Q - S Flow Data U x F ÷ 100 V - X Data sources Workforce Workforce x 100 Data Analysis Data Analysis Data Analysis 100 x 100 ÷ 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Persons with Disabilities Persons with Disabilities Persons with Disabilities Persons with Disabilities All All All All (EEOG) Employees Representation Availability EE Result Employees Difference **Employees** Employees Gap Actual Expected Actual Expected Difference Actual Expected Difference % # % % % % # # # % # # # # # 2018 0 0.0 3.4 0.0 Administrative & Senior Clerical 2019 0 0.0 10.0 0.0 0 0.0 0 0.0 0 0.0 2018 0.0 Skilled Sales & 0 0.0 0 0.0 Service Personnel 2019 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 2018 0 0.0 0.0 0.0 Skilled Crafts & 0 Trades Workers 2019 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 2018 0 0.0 7.0 -1 0.0 10 Clerical Personnel 2019 10 0 0.0 9.3 0.0 0 0.0 0.0 0 0.0 0 : 652 24 3.7 5.6 37 -13 65.7 Intermediate Sales & 2018 Service Personnel 2019 843 39 4.6 10.8 91 -52 42.8 234 17 7.3 25 0 0.0 ٥ 43 2 4.7 2018 0 0.0 0.0 0.0 Semi-Skilled Manual Workers 2019 0 0.0 0.0 0.0 0.0 0 0.0 0.0 Part 2 Part 2: Flow $E \div Dx$ Part 3: $E \div G x$ Part 3: Part 3: F ÷ I x 100 Part 3: Goals F ÷ M x 100 Data sources Flow Data Data Analysis 100 100 100 Goals Goals Goals Analysis 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year Persons with Disabilities Persons with Disabilities Occupational Group Comments Disabilities (EEOG) Employees Percent of Percent of Percent of Percent of Actual Goal Goal Met Goal Met Goal Me Goal Met % % % % % % % 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Administrative & Senior Clerical 2022 0.0 0.0 0 0.0 0.0 0.0 2019 0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 0.0 0.0 Service Personnel 2022 0.0 0.0 0.0 0 0.0 0.0 2019 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 0.0 0.0 09 Trades Workers 2022 0 0.0 0.0 0.0 0.0 0.0 0.0 7.0 7.0 2019 0 0.0 0.0 0.0 0.0 10 Clerical Personnel 2022 0.0 9.3 0.0 9.3 0 0.0 191 7.9 5.6 140.2 0.0 5.6 140.2 2019 15 0.0 Intermediate Sales & Service Personnel 2022 191 7.9 10.8 72.7 72.7 15 10.8 Semi-Skilled Manual 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Workers 0.0 2022 0.0 0.0 0.0 0.0 0

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Manufactors	A B	C	D	E	F	G	Н	I	J	K	L	M	N	0	Р	Q	R	S	T	U	V	W	X	Y
Part	Data sources:		Workforce	Workforce		Workforce		E - H			Flow Data		K x G ÷ 100	L - N		Flow Data		P x F ÷ 100	Q - S		Flow Data		U x F ÷ 100	V - X
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CEU GE OF Flow Fl				1	Workfo	orce An	alysis									Flow	Data A	nalysis						
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Personnel 2019		#	#	#	%	%	#		%	Ħ	#	%	#	#	#	H	%	¥	#	#	#	%	H	#
Workers 2019 0 0 0 0 0 0 0 0 0		l	0					0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	
Total 2018 663 24 3.5 5.9 41 -17 58.7 2 1 2 1 2 1 2 2 3.9 2 2 2 1 2 2 1 2 2 2 2 2 2 2 2 2 2 2 2			0					0																
Part 2 Flow Part 2 Flow Part 2 Flow Part 2 Flow Part 3 100 Part 3 Part			U			:		-17		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	-
Part 2. Plow Part 2. Plow Part 3. Plow Part 3. Plow Part 3. Plow Part 3. Goals F = N x N y N y Part 3. Goals F = N x N y	Total									244	18	7.4	27	-9	3	0	0.0	0	0	51	2	3.9	2	(
Flow Data Short-term Goals	Data sources:			Flow Data					F ÷ I x 100	Part 3: Goals			F ÷ M x 100											
Flow Data Short-term Goals			↓ Naw	Entrar	↓	<u> </u>				↓ ests			<u>↓</u>											
Persons with Disabilities					us		Short-tei	m Goals			Long-teri	m Goals												
Column C	Occupational Group	Year		Person														C	ommen	its				
Other Sales & Service 2019 0 0 0.0 0	(EEOG)		Employees	Acti		Goal			Goal Met	Goal			Goal Met											
14 Other Manual 2019 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.	131	2019	# 0	# 0	0.0	# 0		0.0	0.0			0.0	0.0											
14 Workers 2022 0 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0			0			0	0.0			0	0.0													
	141					U	0.0			U	0.0													
2022 196 16 8.2 0.0 0.0 0.0 0.0 0.0	Total					0	0.0			0	0.0													

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Data sou	rces:		Workforce Analysis	Workforce Analysis	E ÷ D x 100	Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Flow Data	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Flow Data	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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						orce An												nalysis						
	oyment Equity pational Group	Year	All		· ·	orkforce Visible M				All		Hires Visible	Minorities		All	P	romotio Visible	Minorities		All	Tei	rminatio Visible	Minorities	
(EEO			Employees	Represe	ntation	Availa		Gap	EE Result	Employees	Act	ual	Expected	Difference	Employees	Act		Expected	Difference	Employees	Acti		Expected	Difference
$\overline{}$		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	0/0	#	#
01 Se	enior Managers	2018 2019	2 2	0	0.0	6.1 11.5	0	0	0.0	0	0	0.0	0	0) 2	2 0	0.0	0	0	1	0	0.0	0	0
	liddle & Other	2018	6	0	0.0	6.3	0	0	0.0															
M	lanagers	2019 2018	4	0	0.0		0	-1	0.0	2	. 0	0.0	0	0	1	. 0	0.0	0	0	3	0	0.0	0	0
03 Pr	rofessionals	2019	0	0	0.0			0	0.0	0	0	0.0	0	0	C	0	0.0	0	0	0	0	0.0	0	0
	emi-Professionals & echnicians	2018 2019	0	0	0.0	0.0		0	0.0		0	0.0				0	0.0		0	0	0	0.0	0	0
		2019	24	1	4.2		2	-1	64.1	- 0	0	0.0	0	0	, .)	0.0	0	0	0	0	0.0	0	1
	upervisors	2019	26	3	11.5	_	6	-3	53.9	5	2	40.0	1	1	. C	0	0.0	0	0	3	0	0.0	0	0
	upervisors: Crafts & rades	2018 2019	0	0	0.0			0	0.0	0	0	0.0	0	0	C	0	0.0	0	0	0	0	0.0	0	0
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Data sou	rces:		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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	oyment Equity pational Group	Year		ow Data Visible M	inorities	,		rm Goals Amorities	•		Long-ter Visible M							C	ommen	fs				
(EEO	•		All Employees	Acti	ial	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	#	%	#	%	%	%	#	%	%	%											
01 Sc	enior Managers	2019	1	0	0.0		0.0	0.0	0.0	0	0.0	0.0												
02 M	liddle & Other	2019	0	0	0.0	02010020100201002011	0.0		0.0		0.0	0.0												
	Ianagers	2022	0	0	0.0	0.300000.30000.30000.3000		17.6	0.0			17.6												
03 Pr	rofessionals	2019 2022	0	0	0.0	gxangxangxangxan	0.0	0.0	0.0	0	0.0	0.0												
	emi-Professionals &	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Те	echnicians	2022 2019	0	0	100.0	0	0.0	0.0 6.5	0.0 1538.5	0	0.0	0.0 6.5	0.0 1538.5											
05 St	upervisors	2022	2	2	100.0		0.0	21.4	467.3	V	0.0	21.4	467.3											
	upervisors: Crafts & rades	2019 2022	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0	<u> </u>											

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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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	opanonai Group (OG)		All Employees	Represe	entation	Visible V Avails		Gap	EE Result	All Employees	Act	Visible tual	Minorities Expected	Difference	All Employees	Act		Minorities Expected	Difference	All Employees	Act		Minorities Expected	Difference
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
07	Administrative & Senior Clerical	2018 2019	1 1	0 0	0.0	5.5 8.2	0	0	0.0 0.0	0	0	0.0	0	0) (0	0.0	0	0	0	0	0.0	0	0
08	Skilled Sales & Service Personnel	2018 2019	0	0				0	0.0	0	0	0.0	0	0		0	0.0	0	0	0	0	0.0	0	
09	Skilled Crafts & Trades Workers	2018 2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0		0		0	0	0	0	0.0	0	
10	Clerical Personnel	2018 2019	8	0	0.0	6.5	1	-1 0	0.0 90.9	3	1		0	1		0		0	0	1	0	0.0	0	0
11	Intermediate Sales &	2018	652	71	10.9	7.1	46	25	153.4				Ů							1				
12	Service Personnel Semi-Skilled Manual	2019 2018	843 0	108 0		_		0	100.9 0.0	234	43	18.4	30	13	(0	0.0	0	0	43	6	14.0	5	1
	Workers	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	(0	0.0	0	0	0	0	0.0	0	0
Data	sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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	OG)		All Employees	Aet	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met						ommen	C3				
		#	#	#	%	#	%	%	%	#	%	%	%											
07	Administrative & Senior Clerical	2019	0	0			0.0	0.0	0.0	0	0.0	0.0	0.0											
08	Skilled Sales &	2019	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0	0.0											
<u></u>	Service Personnel Skilled Crafts &	2022	0	0		0.309000.30900.30900.3090	0.0	0.0	0.0	0	0.0	0.0	0.0											
09	Trades Workers	2022	0	0	0.0			0.0	0.0			0.0	0.0											
10	Clerical Personnel	2019 2022	2 2	1 1	50.0		0.0	0.0	0.0	0	0.0	0.0	0.0											
11	Intermediate Sales & Service Personnel	2019 2022	191 191	37 37			0.0	7.1 0.0	272.8 0.0	0	0.0	7.1 0.0	272.8 0.0											
12	Semi-Skilled Manual Workers	2019 2022	0	0 0		0	0.0	0.0	0.0	0	0.0	0.0												

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Employment Equity Occupational Group	Year			V	orkforce						Hires				P	romotio				Teri	ninatio		
(EEOG)		All Employees	Represer	utation	Visible M Avail		Gap	EE Result	All Employees	Aci	Visible tual	Minorities Expected	Difference	All Employees	Ac		Minorities Expected	Difference	All Employees	Actua		dinorities Expected	Difference
	#	#	#	%	%	Ħ	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
13 Other Sales & Service Personnel	2018 2019	0	0	0.0	0.0	:	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Other Manual	2018	0	0	0.0	0.0	0	0	0.0			***	·				*.*	, and the second						
Workers	2019	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Total	2018 2019	693 886	72 112	10.4 12.6	7.1 13.0		-3	146.3 97.2	244	46	18.9	32	14	. 3	0	0.0	0	0	51	6	11.8	5	1
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
		↓	↓	1	<u> </u>	↓	1	1	1	\	<u> </u>												
		New	Entran	ts				G	oals														
Employment Equity	Year	FI	ow Data			Short-ter		S		Long-ter													
Occupational Group (EEOG)		All Employees	Visible Mi Actu		Goal	Visible M Percent of Goal Met	Goal	Percent of Goal Met	Goal	Visible M Percent of Goal Met	Goal	Percent of Goal Met					C	ommen	ts				
	#	#	#	%	#	%	%	%	#	%	%	%											
Other Sales & Service	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Personnel Other Manual	2022 2019	0	0	0.0	0	0.0	0.0	0.0	n	0.0	0.0	0.0											
14 Workers	2022	0	0	0.0		0.0	0.0	0.0		0.0	0.0	0.0											
Total	2019	196	40	20.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	2022	196	40	20.4			0.0	0.0			0.0	0.0											

Federal Contractors Program Achievement Report

Part 8: Reasonable Efforts

Canadian Corps of Commissionaires (North Saskatchewan) Inc.

43774

Efforts

equity.

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

Requi	red measures:
√	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
√	Provided a self-identification questionnaire to employees who wished to change information previously submitted and to those who requested it, and adjusted survey results accordingly.
√	Adjusted survey results to reflect hires, promotions and terminations.
✓	Updated the workforce analysis to reflect new hires, promotions and terminations; any changes employees made to their self-identification questionnaires; and any revisions made to the availability estimates.
	Adjusted the availability estimates to reflect major changes in the workforce (e.g., changes in geographic recruitment areas, addition of new occupational groups or changes in the composition of occupational groups).
	Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
	Ensured that any new gaps identified are addressed accordingly.
√	Maintained appropriate records in all required areas.
Other	measures:
√	Reviewed employment systems, policies and practices to ensure that they do not result in barriers to employment of designated group members, monitored their implementation and adjusted as appropriate.
√	Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
√	Ensured ongoing senior-level support for employment equity and its implementation.
J	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

\checkmark	equity, the steps taken to implement it and the progress made in its implementation.
V	Put in place a strategy to ensure a barrier-free workplace.
V	Undertook initiatives to increase representation where gaps in representation were found.
✓	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
	Other (please describe):
Opera	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ation's activities during the period between the first/previous and subsequent/current compliance nent.
	Impact of economic and industrial conditions on the organization.
	Any reorganization or other corporate structural changes.
	Acquisitions, mergers or transfers of employees.
	Significant layoffs (include the number of employees affected and the occupational groups of those employees).

	Strikes (include dates, the number of employees affected and the occupational groups of those employees).
	Other.
Addit	tional Details
Please p	provide any additional information (optional):

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Nam	e: Canadian Corps of Commissionaires (North Saskatchewan Division)
Primary Location	on: Saskatoon, SK
Number of Em	ployees: 886
Commissionaires security services headquarters in	vestigation and Security Services) s North Saskatchewan is a member division of Commissionaires, Canada's premier provider. Serving the central and northern half of the province from the Saskatoon, it provides security services to communities like North Battleford, Prince and more. They also partner with First Nation communities in the north to provide
Kov Datos — Eirs	t Year Assessment
Initiated: Received: Closed: Workforce Analysis:	2018-01-09 2018-01-08 2018-06-22 2018-05-29
Kev Dates – Sub	sequent Assessment
Initiated: Received: Workforce Analysis:	2019-11-10 2019-11-08 2019-11-05
DATA VERIFICAT	TION .
I have verified th	nat the data provided as part of the subsequent assessment package is that provided during the previous submission:
Comments:	
I have verified th in Forms 1 to 6: ⊠ Yes □ No	nat the data provided in the Achievement Report is consistent with that found
Comments:	



The period reported on the Achievement report is 2018-05-29 to 2019-05-11. First year assessment date was initially 2018-03-20 and then negotiated, as contract awarded list from RCMP was only received in Summer of 2017. The data from the current workforce analysis included in the Achievement report is consistent with that found in Forms 1 to 6 from WEIMS submitted by the employer.

ASSESSMENT OF REASONABLE PROGRESS

In the previous assessment, several gaps were found in different EEOG's in each designated group. For the purpose of this assessment, only percentage format is used for goals.

Women

01	Senior Managers	Goal not met (0% achieved)
05	Supervisors	Goal not met (0% achieved)
11	Intermediate Sales and Service Personnel	Goal met (175% achieved)

Assessment/Observations

- EEOG 01: With one new entrant in this category, the goal was unattainable.
- EEOG 05: With two new entrants in this EEOG, and an LMA rate of 55.4, one woman should have been hired.

Aboriginal Peoples

05	Supervisors	Goal not met (0% achieved)
10	Clerical Personnel	Goal not met (0% achieved)
11	Intermediate Sales and Service Personnel	Goal met (207% achieved)

Assessment/Observations

- EEOG 05: With two new entrants in this EEOG, and an LMA rate of 12.3%, this goal was unattainable.
- EEOG 10: With two new entrants in this EEOG, and an LMA rate of 8.9%, this goal was unattainable.

Persons with Disabilities

05	Supervisors	Goal met (360% achieved)
10	Clerical personnel	Goal not met (0% achieved)
11	Intermediate Sales and Service Personnel	Goal met (140% achieved)

Assessment/Observations

• EEOG 10: Out of two new entrants in this EEOG, none was a person with a disability.

Visible Minorities

05	Supervisors	Goal met (1,539% achieved)
10	Clerical personnel	No goal set

Assessment/Observations

• EEOG 10: No goal was set. However, out of two new entrants, one was a visible minority.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
 - During their initial assessment, the organization set 10 short-term goals for EEOG with
 - No goals were set for one EEOG with pre-existing gap and some goals were set for EEOG with no gaps (not analyzed).
 - Two goals were unattainable due to low numbers in hiring/no new entrants coupled with low availability rates; and five goals were met at 100% and above.

ASSESSMENT OF CURRENT GOALS AND GAPS

- All short and long-term goals are set in percentage format, and at labour market availability as required.
- The goals are reduced to 50% for women only.

Women

Workforce Analysis Results			Go	als		LMA
Employment Equity Occupational Group		Present	Short- term	Long- term	Representation	
	(EEOG)		(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
01	Senior Managers	-1	27.6	27.6	0.0	27.6
05	Supervisors	-14	50.0	50.0	7.7	61.6
11	Intermediate Sales and Service Personnel	-396	50.0	50.0	26.8	73.8

Observations:

- Goals (short and long-term) were set at the LMA rate or higher.
- For women, the goals did not exceed 50%

Aboriginal Peoples

Workforce Analysis Results			Go	als		
Employment Equity Occupational Group		Present	Short- term	Long- term	Representation	LMA
	(EEOG)		(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
05	Supervisors	-1	10.2	10.2	7.7	10.2
12	Clerical Personnel	-1	9.1	9.1	0.0	9.1

Observations:

• Goals have been set appropriately at LMA where there is a gap present.

Persons with Disabilities

Workforce Analysis Results			Go	als		
Employment Equity Occupational Group (EEOG)		Present	Short- term	Long- term	Representation	LMA
		Gap	(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
05	Supervisors	-6	27.5	27.5	3.8	27.5
10	Clerical Personnel	-1	9.3	9.3	0.0	9.3
11	Intermediate Sales and Service Personnel	-52	10.8	10.8	4.6	10.8

Observations:

• Goals have been set appropriately at LMA where there were gaps present.

Members of Visible Minorities

	Workforce Analysis Results		Goals Short- Long-			
			Short-	Long-	Representation-	LMA
Emple	oyment Equity Occupational Group	Present	term	term	Representation	LIVITY
	(EEOG)	Gap	(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%

02	Middle & Other Managers	-1	17.6	17.6	0.0	17.6
05	Supervisors	-3	21.4	21.4	11.5	21.4

Observations:

• Goals have been set appropriately at LMA where there is a gap present.

RECOMMENDATION

I recommend that the employer be found:						
⊠in compliance	\square in non-compliance					

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

- Through their second compliance assessment, the employer has demonstrated some progress towards achieving employment equity in the workplace.
- It is recommended that the employer continue to implement hiring practices that encourage recruitment in the four designated groups to avoid creating any new gaps in representation.
- It is recommended that an Employment Systems Review (ESR) be conducted to identify potential barriers to the recruitment and retention of individuals in the designated groups. Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): https://equity.esdc.gc.ca/sgiemtweims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aidehelp& ga=2.252268041.1845905918.1519931408-1912045188.1507820070.

Name of Analyst: Olga Arnaoudova	
Date: January 7, 2020	

Nyirasafari, Ange AN [NC]

From: Arnaoudova, Olga O [NC] on behalf of EE-EME

Sent: January 16, 2020 11:31 AM

To: 'dcote@commissionairesnsask.ca'

Cc: 'khenderson@commissionairesnsask.ca'

Subject: Government of Canada Agreement Number: 10000648 – Notification of Compliance

with the Federal Contractors Program

Expires: July 14, 2020 12:00 AM

Subject: Government of Canada Agreement Number: 10000648 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Danielle Cote:

I am writing to inform you that the subsequent compliance assessment initiated on November 17, 2019 has been completed. As a result of the assessment, Canadian Corps of Commissionaires (North Saskatchewan) Inc. has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of Canadian Corps of Commissionaires (North Saskatchewan) Inc.'s employment equity program.

- Through their second compliance assessment, the employer has demonstrated some progress towards achieving employment equity in the workplace.
- It is recommended that the employer continue to implement hiring practices that encourage recruitment in the four designated groups to avoid creating any new gaps in representation.
- It is recommended that an Employment Systems Review (ESR) be conducted to identify potential barriers to the recruitment and retention of individuals in the designated groups. Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intlnf.4%40-eng.jsp?&&cid=aidehelp&ga=2.252268041.1845905918.1519931408-1912045188.1507820070.

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 November 17, 2022. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

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

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If over the three year period reasonable progress has not been made, Canadian Corps of Commissionaires (North Saskatchewan) Inc. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish Canadian Corps of Commissionaires (North Saskatchewan) Inc. continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

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



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