



Labour Program  
Federal Contractors Program

OFFICIAL USE ONLY
Agreement N°:

s.19(1)

s.24(1)

## Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement  
 Revised Agreement

ORGANIZATION	
Legal Name of Organization COFORCE Inc.	Parent company is located outside Canada  <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Business Number <span style="background-color: #cccccc; padding: 2px;">[REDACTED]</span> Total number of employees in Canada (Permanent Full-time and/or Part-time) <span style="float: right;">325</span>
Organization's North American Industry Classification System (NAICS) Canada 2012 Code Number. To find your organization's four-digit NAICS code please visit: <a href="http://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&amp;TVD=118464">http://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&amp;TVD=118464</a> 56172	<input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 11301 Mirabeau	City Anjou	Province QC	Postal Code J6A 2G3
Telephone Number 514-354-3430			

EMPLOYMENT EQUITY CONTACT		
Name (print) Marylène Gingras	Title Director Human Ressources	
Telephone Number 514-354-3430 p.235	E-mail Address m.gingras@coforce.ca	Preferred Language of Correspondence <input type="checkbox"/> English <input checked="" type="checkbox"/> French

CERTIFICATION
The above-named organization: <ul style="list-style-type: none"> <li>having a combined workforce of 100 or more permanent full-time and/or permanent part-time employees in Canada, AND</li> <li>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)</li> </ul> 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 contact the Labour Program at the email address provided at the bottom of this form.
<b>Important note:</b> If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization, the procurement instrument(s) with the Government of Canada may be terminated.

SIGNATORY		
<b>NOTE:</b> The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.		
Name (print) Serge Comtois	Title General Director	
Telephone Number 514-354-3430	E-mail Address s.comtois@coforce.ca	Preferred Language of Correspondence <input type="checkbox"/> English <input checked="" type="checkbox"/> French
Signature <span style="background-color: #cccccc; padding: 2px;">[REDACTED]</span>	Date (YYYY-MM-DD) 2015-06-23	

<b>Privacy Notice:</b> The information you provide on this form is collected under the authority of section 42 of the <i>Employment Equity Act</i> 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.
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RETURN INSTRUCTIONS
<b>IMPORTANT</b> <ul style="list-style-type: none"> <li>The signed Agreement to Implement Employment Equity form must be sent to the Labour Program by e-mail at: <a href="mailto:ee-eme@hrsdcc.gc.ca">ee-eme@hrsdcc.gc.ca</a></li> </ul>

From: Thibeault, Daniel [NC] On behalf of EE -EME  
Posted: June 25, 2015 10:27 AM  
To: Fortin, Sylvie G [NC]  
Subject: FW: The Federal Contractors Program (FCP) liEs a ('contract award - Transition Center the sextant-

Attachments:3127\_001.pdf  
Importance: High

For you

thank you

Daniel Thibeault

Program Officer, Labour Program  
Employment and Social Development Canada / Government of Canada  
daniel.thibeault@labour-travail. gc. ca / Tel: 819-654-4330

Program Officer, Labour Program  
Employment and Social Development Canada / Government of Canada  
daniel.thibeault@labour-travail.gc. ca / Tel: 819-654-4330

**From:** Marylene Gingras [mailto:m. gingras@coforce. ca]  
**Submitted:** June 23, 2015 4:06 PM  
**TO:** EE-EME  
**Subject:** FCP: The Federal Contractors Program (FCP) related to the Transition Centre Contract Award on sextant

**Importance:** High

Hello,  
Please find **enclosed** the signed and complete agreement.

Thank you!

Marylene Gingras, CRHA  
Director of Human Resources  
T 514 354-3430, ext. 235  
f 514 354-5887

**COFORCE** m. eingras(S)coforce. ca

www. coforce. ca  
A1<500 C 1.H fovrswf oomi\*

**From:** sylvie. a. fortin@labour-travail. ac. ca fmailto:sylvie. a. fortin@labour-travail. ac. ca1 **From ee-**  
**eme@hrsdcrhdcc. gc. ca**

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION

Exp. Date: 2018-04-30

Geographic regions

(INDICATE THE NUMBER OF EMPLOYEES IN EACH REGION).

	Province				Census Metropolitan Area	
	Permanent full time	Permanent part-time	Temporary	Total number of employees		
Quebec	224	61	0	285	Montreal	22461
						0
						285
<b>Total number of employees in Canada</b>				<b>285</b>	<b>Total number of employees in Canada</b>	
						<b>285</b>

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / National

Reporting period 2016-01-01 to 2018-04-30

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Senior Management</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	1	1										
	<b>Total</b>	1	1										
<b>Middle management and other directors</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	4	2	2							1		1
	<b>Total</b>	4	2	2							1		1
<b>Professionals</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	1		1							1		1
	<b>Total</b>	1		1							1		1
<b>Supervisors</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	6	5	1				1	1		1	1	
	<b>Total</b>	6	5	1				1	1		1	1	



FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / National

Reporting period 2016-01-01 to 2018-04-30

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Foremen</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	2	1	1									
	<b>Total</b>	2	1	1									
<b>Administrative and main office staff</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	1		1									
	<b>Total</b>	1		1									
<b>Skilled workers and artisans</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	1	1					1	1				
	<b>Total</b>	1	1					1	1				
<b>Clerical staff</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	4	1	3									
	<b>Total</b>	4	1	3									

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / National

Reporting period 2016-01-01 to 2018-04-30

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Intermediate sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	3	3										
	<b>Total</b>	3	3										
Skilled Manual Workers Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	72	45	27	8	7	1	67	44	23	21	10	11
	<b>Total</b>	72	45	27	8	7	1	67	44	23	21	10	11
Other sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	128	95	33	7	5	2	72	58	14	28	14	14
	<b>Total</b>	128	95	33	7	5	2	72	58	14	28	14	14
Other manual workers Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	1	1					1	1		1	1	
	<b>Total</b>	1	1					1	1		1	1	

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / National

Reporting period 2016-01-01 to 2018-04-30

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Total number of employees</b>		<b>224</b>	<b>155</b>	<b>69</b>	<b>15</b>	<b>12</b>	<b>3</b>	<b>142</b>	<b>105</b>	<b>37</b>	<b>53</b>	<b>26</b>	<b>27</b>

**FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES**  
**Part-time / National**

Reporting period 2016-01-01 to 2018-04-30

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Skilled Manual Workers</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	1	1					1	1				
	<b>Total</b>	1	1					1	1				
<b>Other sales and service personnel</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	60	45	15	3	2	1	37	29	8	20	15	5
	<b>Total</b>	60	45	15	3	2	1	37	29	8	20	15	5
<b>Total number of employees</b>		61	46	15	3	2	1	38	30	8	20	15	5

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES  
Full time / Quebec

Reporting period 2016-01-01 to 2018-04-30

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Senior Management</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	1	1										
	<b>Total</b>	1	1										
<b>Middle management and other directors</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	4	2	2							1		1
	<b>Total</b>	4	2	2							1		1
<b>Professionals</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	1		1							1		1
	<b>Total</b>	1		1							1		1
<b>Supervisors</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	6	5	1				1	1		1	1	
	<b>Total</b>	6	5	1				1	1		1	1	

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / Quebec

Reporting period 2016-01-01 to 2018-04-30

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Foremen</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	2	1	1									
	<b>Total</b>	2	1	1									
<b>Administrative and main office staff</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	1		1									
	<b>Total</b>	1		1									
<b>Skilled workers and artisans</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	1	1					1	1				
	<b>Total</b>	1	1					1	1				
<b>Clerical staff</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	4	1	3									
	<b>Total</b>	4	1	3									

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / Quebec

Reporting period 2016-01-01 to 2018-04-30

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Intermediate sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	3	3										
	<b>Total</b>	3	3										
Skilled Manual Workers Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	72	45	27	8	7	1	67	44	23	21	10	11
	<b>Total</b>	72	45	27	8	7	1	67	44	23	21	10	11
Other sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	128	95	33	7	5	2	72	58	14	28	14	14
	<b>Total</b>	128	95	33	7	5	2	72	58	14	28	14	14
Other manual workers Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	1	1					1	1		1	1	
	<b>Total</b>	1	1					1	1		1	1	

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / Quebec

Reporting period 2016-01-01 to 2018-04-30

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Total number of employees</b>		<b>224</b>	<b>155</b>	<b>69</b>	<b>15</b>	<b>12</b>	<b>3</b>	<b>142</b>	<b>105</b>	<b>37</b>	<b>53</b>	<b>26</b>	<b>27</b>



FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Part-time / Quebec

Reporting period 2016-01-01 to 2018-04-30

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Skilled Manual Workers</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	1	1					1	1				
	<b>Total</b>	1	1					1	1				
<b>Other sales and service personnel</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	60	45	15	3	2	1	37	29	8	20	15	5
	<b>Total</b>	60	45	15	3	2	1	37	29	8	20	15	5
<b>Total number of employees</b>		61	46	15	3	2	1	38	30	8	20	15	5

**CONTRACT PROGRAMS: EMPLOYEE PROFILE**

Full time / Quebec

Reporting period 2016-01-01 to 2018-04-30

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Less than \$15,000</b>	<b>224</b>	<b>155</b>	<b>69</b>	<b>15</b>	<b>12</b>	<b>3</b>	<b>142</b>	<b>105</b>	<b>37</b>	<b>53</b>	<b>26</b>	<b>27</b>
<b>Total number of employees</b>	<b>224</b>	<b>155</b>	<b>69</b>	<b>15</b>	<b>12</b>	<b>3</b>	<b>142</b>	<b>105</b>	<b>37</b>	<b>53</b>	<b>26</b>	<b>27</b>

**CONTRACT PROGRAMS: EMPLOYEE PROFILE**

**Part-time / Quebec**

**Reporting period 2016-01-01 to 2018-04-30**

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Less than \$5,000</b>	<b>61</b>	<b>46</b>	<b>15</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>38</b>	<b>30</b>	<b>8</b>	<b>20</b>	<b>15</b>	<b>5</b>
<b>Total number of employees</b>	<b>61</b>	<b>46</b>	<b>15</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>38</b>	<b>30</b>	<b>8</b>	<b>20</b>	<b>15</b>	<b>5</b>

**CONTRACT PROGRAMS: RECRUITMENTS**

**Full time / National**

**Reporting period 2016-01-01 to 2018-04-30**

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Senior Management</b>	1	1										
<b>Middle management and other directors</b>	1		1							1		1
<b>Professionals</b>	1		1							1		1
<b>Intermediate sales and service personnel</b>	2	2										
<b>Skilled Manual Workers</b>	10	9	1				10	9	1	2	1	1
<b>Other sales and service personnel</b>	36	24	12				4	3	1	19	11	8
<b>Total number of employees hired</b>	<b>51</b>	<b>36</b>	<b>15</b>				<b>14</b>	<b>12</b>	<b>2</b>	<b>23</b>	<b>12</b>	<b>11</b>

**CONTRACT PROGRAMS: RECRUITMENTS**

**Part-time / National**

**Reporting period 2016-01-01 to 2018-04-30**

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Other sales and service personnel</b>	<b>66</b>	<b>56</b>	<b>10</b>	<b>1</b>		<b>1</b>	<b>33</b>	<b>31</b>	<b>2</b>	<b>30</b>	<b>25</b>	<b>5</b>
<b>Total number of employees hired</b>	<b>66</b>	<b>56</b>	<b>10</b>	<b>1</b>		<b>1</b>	<b>33</b>	<b>31</b>	<b>2</b>	<b>30</b>	<b>25</b>	<b>5</b>

**CONTRACT PROGRAMS: RECRUITMENTS**

Full time / Quebec

Reporting period 2016-01-01 to 2018-04-30

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Management	1	1										
Middle management and other directors	1		1							1		1
Professionals	1		1							1		1
Intermediate sales and service personnel	2	2										
Skilled Manual Workers	10	9	1				10	9	1	2	1	1
Other sales and service personnel	36	24	12				4	3	1	19	11	8
<b>Total number of employees hired</b>	<b>51</b>	<b>36</b>	<b>15</b>				<b>14</b>	<b>12</b>	<b>2</b>	<b>23</b>	<b>12</b>	<b>11</b>

**CONTRACT PROGRAMS: RECRUITMENTS**

**Part-time / Quebec**

**Reporting period 2016-01-01 to 2018-04-30**

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Other sales and service personnel</b>	<b>66</b>	<b>56</b>	<b>10</b>	<b>1</b>		<b>1</b>	<b>33</b>	<b>31</b>	<b>2</b>	<b>30</b>	<b>25</b>	<b>5</b>
<b>Total number of employees hired</b>	<b>66</b>	<b>56</b>	<b>10</b>	<b>1</b>		<b>1</b>	<b>33</b>	<b>31</b>	<b>2</b>	<b>30</b>	<b>25</b>	<b>5</b>

FEDERAL CONTRACTING PROGRAMS: TERMINATIONS OF EMPLOYEES

Full time / National

Occupational Category	All employees			Reporting period 2016-01-01 to 2018-04-30 Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Management	1	1										
Middle management and other directors	1		1									
Supervisors	2	2										
Intermediate sales and service personnel	2	2										
Skilled Manual Workers	6	5	1	2	2		6	5	1	2	2	
Other sales and service personnel	22	16	6				8	6	2	9	7	2
<b>Total number of employees whose employment was terminated</b>	<b>34</b>	<b>26</b>	<b>8</b>	<b>2</b>	<b>2</b>		<b>14</b>	<b>11</b>	<b>3</b>	<b>11</b>	<b>9</b>	<b>2</b>



FEDERAL CONTRACTING PROGRAMS: TERMINATIONS OF EMPLOYEES

Part-time / National

Occupational Category	All employees			Reporting period 2016-01-01 to 2018-04-30			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Skilled Manual Workers	1	1										
Other sales and service personnel	53	46	7	1	1		32	29	3	16	13	3
Total number of employees whose employment was terminated	54	47	7	1	1		32	29	3	16	13	3

**FEDERAL CONTRACTING PROGRAMS: TERMINATIONS OF EMPLOYEES**  
**Full time / Quebec**

Occupational Category	All employees			Reporting period 2016-01-01 to 2018-04-30			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Management	1	1										
Middle management and other directors	1		1									
Supervisors	2	2										
Intermediate sales and service personnel	2	2										
Skilled Manual Workers	6	5	1	2	2		6	5	1	2	2	
Other sales and service personnel	22	16	6				8	6	2	9	7	2
<b>Total number of employees whose employment was terminated</b>	<b>34</b>	<b>26</b>	<b>8</b>	<b>2</b>	<b>2</b>		<b>14</b>	<b>11</b>	<b>3</b>	<b>11</b>	<b>9</b>	<b>2</b>

FEDERAL CONTRACTING PROGRAMS: TERMINATIONS OF EMPLOYEES

Part-time / Quebec

Occupational Category	All employees			Reporting period 2016-01-01 to 2018-04-30 Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Skilled Manual Workers</b>	1	1										
<b>Other sales and service personnel</b>	53	46	7	1	1		32	29	3	16	13	3
<b>Total number of employees whose employment was terminated</b>	54	47	7	1	1		32	29	3	16	13	3

Workplace Equity Information Management System - Coforce Inc.  
**Default Workforce Analysis System - Detailed Report**  
 Date: 2018-06-02

**Women**

Employment Equity Occupational Group	Internal location	All employees #	Representation		Availability		Difference #	Place of recruitment
			#	%	%	#		
01: Senior Management	National	1	0	0.0 %	27.4 %	0	0	National
02: Middle management and other directors	National	4	2	50.0 %	38.9 %	2	0	National
03: Professionals		1	1	100.0 %	71.1 %	1	0	
1121: Human Resources Professionals	National	1	1	100.0 %	71.1 %	1	0	National
05: Supervisors		6	1	16.7 %	50.8 %	3	-2	
Employment Equity Occupational Group	Montreal	6	1	16.7 %	50.8 %	3	-2	Montreal
06 : Foremen		2	1	50.0 %	22.0 %	0	1	
7303: Supervisors, printing and related occupations	Quebec	1	0	0.0 %	38.4 %	0	0	Quebec
9215: Supervisors in Forest Products Processing	Quebec	1	1	100.0 %	5.6 %	0	1	Quebec
07: Administrative and Senior Clerical Staff		1	1	100.0 %	80.8 %	1	0	
Employment Equity Occupational Group	Montreal	1	1	100.0 %	80.8 %	1	0	Montreal
09: Skilled workers and artisans		1	0	0.0 %	3.9 %	0	0	
7332: Equipment Repairers and Servicers	Quebec	1	0	0.0 %	3.9 %	0	0	Quebec
10 : Office staff		4	3	75.0 %	62.5 %	3	0	
Employment Equity Occupational Group	Montreal	4	3	75.0 %	62.5 %	3	0	Montreal
11: Intermediate sales and service personnel		3	0	0.0 %	61.8 %	2	-2	
Employment Equity Occupational Group	Montreal	3	0	0.0 %	61.8 %	2	-2	Montreal
12: Skilled Manual Workers		73	27	37.0 %	18.4 %	13	14	
Employment Equity Occupational Group	Montreal	73	27	37.0 %	18.4 %	13	14	Montreal
13: Other sales and service personnel		188	48	25.5 %	51.1 %	96	-48	
Employment Equity Occupational Group	Montreal	188	48	25.5 %	51.1 %	96	-48	Montreal
14: Other manual workers		1	0	0.0 %	23.8 %	0	0	
Employment Equity Occupational Group	Montreal	1	0	0.0 %	23.8 %	0	0	Montreal

Workplace Equity Information Management System - Coforce Inc.  
**Default Workforce Analysis System - Detailed Report**  
 Date: 2018-06-02

Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Women Availability		Difference #	Place of recruitment
			#%	%	%	#		
Total		285	84	29.5 %	42.4 %	121	-37	

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

Sources: 2011 National Household Survey and internal employer data

**Workplace Equity Information Management System - Coforce Inc.**  
**Default Workforce Analysis System - Detailed Report**  
 Date: 2018-06-02

**Aboriginal**

Employment Equity Occupational Group	Internal location	All employees #	Aboriginal Representation		Aboriginal Availability		Difference #	Place of recruitment
			#	%	%	#		
<b>01: Senior Management</b>	National	1	0	0.0 %	2.9 %	0	0	National
<b>02: Middle management and other directors</b>	National	4	0	0.0 %	2.2 %	0	0	National
<b>03: Professionals</b>		1	0	0.0 %	2.7 %	0	0	
1121: Human Resources Professionals	National	1	0	0.0 %	2.7 %	0	0	National
<b>05: Supervisors</b>		6	0	0.0 %	0.8 %	0	0	
<b>Employment Equity Occupational Group</b>	Montreal	6	0	0.0 %	0.8 %	0	0	Montreal
<b>06 : Foremen</b>		2	0	0.0 %	0.9 %	0	0	
7303: Supervisors, printing and related occupations	Quebec	1	0	0.0 %	0.0 %	0	0	Quebec
9215: Supervisors in Forest Products Processing	Quebec	1	0	0.0 %	1.8 %	0	0	Quebec
<b>07: Administrative and Senior Clerical Staff</b>		1	0	0.0 %	0.7 %	0	0	
<b>Employment Equity Occupational Group</b>	Montreal	1	0	0.0 %	0.7 %	0	0	Montreal
<b>09: Skilled workers and artisans</b>		1	0	0.0 %	1.1 %	0	0	
7332: Equipment Repairers and Servicers	Quebec	1	0	0.0 %	1.1 %	0	0	Quebec
<b>10 : Office staff</b>		4	0	0.0 %	0.8 %	0	0	
<b>Employment Equity Occupational Group</b>	Montreal	4	0	0.0 %	0.8 %	0	0	Montreal
<b>11: Intermediate sales and service personnel</b>		3	0	0.0 %	0.9 %	0	0	
<b>Employment Equity Occupational Group</b>	Montreal	3	0	0.0 %	0.9 %	0	0	Montreal
<b>12: Skilled Manual Workers</b>		73	8	11.0 %	0.9 %	1	7	
<b>Employment Equity Occupational Group</b>	Montreal	73	8	11.0 %	0.9 %	1	7	Montreal
<b>13: Other sales and service personnel</b>		188	10	5.3 %	0.8 %	2	8	
<b>Employment Equity Occupational Group</b>	Montreal	188	10	5.3 %	0.8 %	2	8	Montreal
<b>14: Other manual workers</b>		1	0	0.0 %	0.8 %	0	0	
<b>Employment Equity Occupational Group</b>	Montreal	1	0	0.0 %	0.8 %	0	0	Montreal

Workplace Equity Information Management System - Coforce Inc.  
**Default Workforce Analysis System - Detailed Report**  
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Aboriginal

Employment Equity Occupational Group	Internal location	All employees #	Aboriginal		Availability #	Difference #	Place of recruitment
			Representation #				
Total		285	18	6.3 %	0.9 %	3	15

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

Sources: 2011 National Household Survey and internal employer data

Workplace Equity Information Management System - Coforce Inc.  
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**Members of Visible Minorities**

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Difference #	Place of recruitment
			Representation #	Availability %	Availability %	Representation %		
<b>01: Senior Management</b>	National	1	0	0.0 %	10.1 %	0	0	National
<b>02: Middle management and other directors</b>	National	4	1	25.0 %	15.0 %	1	0	National
<b>03: Professionals</b>		1	1	100.0 %	14.1 %	0	1	
1121: Human Resources Professionals	National	1	1	100.0 %	14.1 %	0	1	National
<b>05: Supervisors</b>		6	1	16.7 %	16.7 %	1	0	
<b>Employment Equity Occupational Group</b>	Montreal	6	1	16.7 %	16.7 %	1	0	Montreal
<b>06 : Foremen</b>		2	0	0.0 %	6.3 %	0	0	
7303: Supervisors, printing and related occupations	Quebec	1	0	0.0 %	9.6 %	0	0	Quebec
9215: Supervisors in Forest Products Processing	Quebec	1	0	0.0 %	3.1 %	0	0	Quebec
<b>07: Administrative and Senior Clerical Staff</b>		1	0	0.0 %	12.2 %	0	0	
<b>Employment Equity Occupational Group</b>	Montreal	1	0	0.0 %	12.2 %	0	0	Montreal
<b>09: Skilled workers and artisans</b>		1	0	0.0 %	6.5 %	0	0	
7332: Equipment Repairers and Servicers	Quebec	1	0	0.0 %	6.5 %	0	0	Quebec
<b>10 : Office staff</b>		4	0	0.0 %	17.4 %	1	-1	
<b>Employment Equity Occupational Group</b>	Montreal	4	0	0.0 %	17.4 %	1	-1	Montreal
<b>11: Intermediate sales and service personnel</b>		3	0	0.0 %	22.2 %	1	-1	
<b>Employment Equity Occupational Group</b>	Montreal	3	0	0.0 %	22.2 %	1	-1	Montreal
<b>12: Skilled Manual Workers</b>		73	21	28.8 %	22.7 %	17	4	
<b>Employment Equity Occupational Group</b>	Montreal	73	21	28.8 %	22.7 %	17	4	Montreal
<b>13: Other sales and service personnel</b>		188	48	25.5 %	24.3 %	46	2	
<b>Employment Equity Occupational Group</b>	Montreal	188	48	25.5 %	24.3 %	46	2	Montreal
<b>14: Other manual workers</b>		1	1	100.0 %	22.1 %	0	1	
<b>Employment Equity Occupational Group</b>	Montreal	1	1	100.0 %	22.1 %	0	1	Montreal



Workplace Equity Information Management System - Coforce Inc.  
**Default Workforce Analysis System - Detailed Report**  
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**Members of Visible Minorities**

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Difference #	Place of recruitment
			Representation #	Availability %	Representation %	Availability #		
Total		285	73	25.6 %	23.2 %	67	6	

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

Sources: 2011 National Household Survey and internal employer data

Workplace Equity Information Management System - Coforce Inc.  
**Default Workforce Analysis System - Detailed Report**  
 Date: 2018-06-02

Persons with disabilities

Employment Equity Occupational Group	Internal location	All employees #	Persons with disabilities				Differ-ence #	Place of recruitment
			Representation #	Availability %	Availability %	#		
01/02 : Executives	National	5	0	0.0 %	4.3 %	0	0	National
03: Professionals	National	1	0	0.0 %	3.8 %	0	0	National
05: Supervisors	National	6	1	16.7 %	13.9 %	1	0	National
06 : Foremen	National	2	0	0.0 %	7.8 %	0	0	National
07: Administrative and Senior Clerical Staff	National	1	0	0.0 %	3.4 %	0	0	National
09: Skilled workers and artisans	National	1	1	100.0 %	3.8 %	0	1	National
10 : Office staff	National	4	0	0.0 %	7.0 %	0	0	National
11: Intermediate sales and service personnel	National	3	0	0.0 %	5.6 %	0	0	National
12: Skilled Manual Workers	National	73	68	93.2 %	4.8 %	4	64	National
13: Other sales and service personnel	National	188	109	58.0 %	6.3 %	12	97	National
14: Other manual workers	National	1	1	100.0 %	5.3 %	0	1	National
<b>Total</b>		<b>285</b>	<b>180</b>	<b>63.2 %</b>	<b>6.0 %</b>	<b>17</b>	<b>163</b>	

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

Sources: 2012 Canadian Disability Survey and internal employer data

Workplace Equity Information Management System - Coforce Inc.  
**Default Workforce Analysis System - Detailed Report**  
 Date: 2018-06-02

**Reasons why an occupational category or area of recruitment has been changed. We recruit our staff only in Montreal and its surroundings.**

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

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
1. Senior Management	CPEME	National
2.: Middle managers and other administrators 03 : Professionals	CPEME	National
05: Supervisors	CNP	CMA
06 : Foremen	EEOG	Provincial
07: Administrative and Senior Clerical Staff	CNP	CMA
09: Skilled workers and artisans	EEOG	Provincial
10 : Office staff	CNP	CMA
11: Intermediate sales and service personnel	EEOG	CMA
12: Skilled Manual Workers	EEOG	CMA
13: Other sales and service personnel	EEOG	CMA
14: Other manual workers	EEOG	CMA

Workplace Equity Information Management System - Coforce Inc.  
**Default Workforce Analysis System - Detailed Report**  
 Date: 2018-06-02

**Default Data for Workforce Analysis - Persons with Disabilities**

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	CPEME	National
03: Professionals	CPEME	National
5. Supervisors	CPEME	National
6. Foremen	CPEME	National
7.09: Skilled Workers and Craftspeople	CPEME	National
10 : Clerical staff	CPEME	National
1111: Intermediate sales and service personnel 12: Skilled manual workers	CPEME	National
13: Other sales and service personnel 14: Other manual workers	CPEME	National
	CPEME	National
	CPEME	National
	CPEME	National
	CPEME	National
	CPEME	National
	CPEME	National

Workplace Equity Information Management System - Coforce Inc.  
**Default Workforce Analysis System - Summary Report**  
 Date: 2018-06-02

**Women**

Employment Equity Occupational Group	All employees #	Representation		Women Availability		Differ ence #
		#	%	%	#	
01: Senior Management	1	0	0.0 %	27.4 %	0	0
02: Middle management and other directors	4	2	50.0 %	38.9 %	2	0
03: Professionals	1	1	100.0 %	71.1 %	1	0
05: Supervisors	6	1	16.7 %	50.8 %	3	-2
06 : Foremen	2	1	50.0 %	22.0 %	0	1
07: Administrative and Senior Clerical Staff	1	1	100.0 %	80.8 %	1	0
09: Skilled workers and artisans	1	0	0.0 %	3.9 %	0	0
10 : Office staff	4	3	75.0 %	62.5 %	3	0
11: Intermediate sales and service personnel	3	0	0.0 %	61.8 %	2	-2
12: Skilled Manual Workers	73	27	37.0 %	18.4 %	13	14
13: Other sales and service personnel	188	48	25.5 %	51.1 %	96	-48
14: Other manual workers	1	0	0.0 %	23.8 %	0	0
<b>Total</b>	<b>285</b>	<b>84</b>	<b>29.5 %</b>	<b>42.4 %</b>	<b>121</b>	<b>-37</b>

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

Workplace Equity Information Management System - Coforce Inc.  
**Default Workforce Analysis System - Summary Report**

Date: 2018-06-02

**Aboriginal**

Employment Equity Occupational Group	All employees #	Aboriginal Representation		Aboriginal Availability		Difference #
		#	%	%	#	
01: Senior Management	1	0	0.0 %	2.9 %	0	0
02: Middle management and other directors	4	0	0.0 %	2.2 %	0	0
03: Professionals	1	0	0.0 %	2.7 %	0	0
05: Supervisors	6	0	0.0 %	0.8 %	0	0
06 : Foremen	2	0	0.0 %	0.9 %	0	0
07: Administrative and Senior Clerical Staff	1	0	0.0 %	0.7 %	0	0
09: Skilled workers and artisans	1	0	0.0 %	1.1 %	0	0
10 : Office staff	4	0	0.0 %	0.8 %	0	0
11: Intermediate sales and service personnel	3	0	0.0 %	0.9 %	0	0
12: Skilled Manual Workers	73	8	11.0 %	0.9 %	1	7
13: Other sales and service personnel	188	10	5.3 %	0.8 %	2	8
14: Other manual workers	1	0	0.0 %	0.8 %	0	0
<b>Total</b>	<b>285</b>	<b>18</b>	<b>6.3 %</b>	<b>0.9 %</b>	<b>3</b>	<b>15</b>

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

Workplace Equity Information Management System - Coforce Inc.  
**Default Workforce Analysis System - Summary Report**  
 Date: 2018-06-02

**Members of Visible Minorities**

Employment Equity Occupational Group	All employees #	Members of Visible Minorities				Differ ence #
		Representation #	Availability %	Representation %	Availability %	
01: Senior Management	1	0	0.0 %	10.1 %	0	0
02: Middle management and other directors	4	1	25.0 %	15.0 %	1	0
03: Professionals	1	1	100.0 %	14.1 %	0	1
05: Supervisors	6	1	16.7 %	16.7 %	1	0
06 : Foremen	2	0	0.0 %	6.3 %	0	0
07: Administrative and Senior Clerical Staff	1	0	0.0 %	12.2 %	0	0
09: Skilled workers and artisans	1	0	0.0 %	6.5 %	0	0
10 : Office staff	4	0	0.0 %	17.4 %	1	-1
11: Intermediate sales and service personnel	3	0	0.0 %	22.2 %	1	-1
12: Skilled Manual Workers	73	21	28.8 %	22.7 %	17	4
13: Other sales and service personnel	188	48	25.5 %	24.3 %	46	2
14: Other manual workers	1	1	100.0 %	22.1 %	0	1
<b>Total</b>	<b>285</b>	<b>73</b>	<b>25.6 %</b>	<b>23.2 %</b>	<b>67</b>	<b>6</b>

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

Workplace Equity Information Management System - Coforce Inc.  
**Default Workforce Analysis System - Summary Report**  
 Date: 2018-06-02

**Persons with disabilities**

Employment Equity Occupational Group	All employees #	Persons with disabilities		Difference #		
		Representation #	Availability %			
01/02 : Executives	5	0	0.0 %	4.3 %	0	0
03: Professionals	1	0	0.0 %	3.8 %	0	0
05: Supervisors	6	1	16.7 %	13.9 %	1	0
06 : Foremen	2	0	0.0 %	7.8 %	0	0
07: Administrative and Senior Clerical Staff	1	0	0.0 %	3.4 %	0	0
09: Skilled workers and artisans	1	1	100.0 %	3.8 %	0	1
10 : Office staff	4	0	0.0 %	7.0 %	0	0
11: Intermediate sales and service personnel	3	0	0.0 %	5.6 %	0	0
12: Skilled Manual Workers	73	68	93.2 %	4.8 %	4	64
13: Other sales and service personnel	188	109	58.0 %	6.3 %	12	97
14: Other manual workers	1	1	100.0 %	5.3 %	0	1
<b>Total</b>	<b>285</b>	<b>180</b>	<b>63.2 %</b>	<b>6.0 %</b>	<b>17</b>	<b>163</b>

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



**Default Workforce Analysis System - Summary Report**

Date: 2018-06-02

Reasons why an occupational category or area of recruitment has been changed. We recruit our staff only in Montreal and its surroundings.

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

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
1. Senior Management	CPEME	National
2.: Middle managers and other administrators 03 : Professionals	CPEME	National
05: Supervisors	CNP	CMA
06 : Foremen	EEOG	Provincial
07: Administrative and Senior Clerical Staff	CNP	CMA
09: Skilled workers and artisans	EEOG	Provincial
10 : Office staff	CNP	CMA
11: Intermediate sales and service personnel	EEOG	CMA
12: Skilled Manual Workers	EEOG	CMA
13: Other sales and service personnel	EEOG	CMA
14: Other manual workers	EEOG	CMA

**Default Workforce Analysis System - Summary Report**

Date: 2018-06-02

**Default Data for Workforce Analysis - Persons with Disabilities**

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	CPEME	National
03: Professionals	CPEME	National
5. Supervisors	CPEME	National
6. : Foremen	CPEME	National
7.09: Skilled Workers and Craftspeople	CPEME	National
10 : Clerical staff	CPEME	National
1111: Intermediate sales and service personnel 12: Skilled manual workers	CPEME	National
13: Other sales and service personnel 14: Other manual workers	CPEME	National
	CPEME	National
	CPEME	National
	CPEME	National
	CPEME	National
	CPEME	National
	CPEME	National
	CPEME	National

<b>Federal Contractors Program Achievement Report</b>
<b>Part 1: Workforce Analysis</b>
<b>Coforce Inc.</b>
<b>2018-06-02</b>

**Data from First/Previous Workforce Analysis**

↓                      ↓                      ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	02	08

**Data from Subsequent/Current Workforce Analysis**

↓                      ↓                      ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	04	30

<b>Employment Equity Occupational Group (EEOG)</b>		<b>Table 1: Women</b>		
		<b>First/Previous Workforce Analysis</b>		
		<b>All Employees</b>	<b>Women</b>	
		<b>#</b>	<b>Representation</b>	<b>Availability*</b>
		<b>#</b>	<b>%</b>	
01	Senior Managers	1	0	21.3
02	Middle & Other Managers	4	2	48.1
03	Professionals	0	0	0.0
04	Semi-Professionals & Technicians	0	0	0.0
05	Supervisors	8	1	37.0
06	Supervisors: Crafts & Trades	2	1	21.1
07	Administrative & Senior Clerical Personnel	1	1	79.7
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	1	0	5.8
10	Clerical Personnel	4	3	75.0
11	Intermediate Sales & Service Personnel	2	0	38.3
12	Semi-Skilled Manual Workers	70	27	38.3
13	Other Sales & Service Personnel	154	37	24.0
14	Other Manual Workers	1	0	45.1
<b>Total</b>		<b>248</b>	<b>72</b>	<b>44.5</b>

<b>Employment Equity Occupational Group (EEOG)</b>		<b>Table 5: Women</b>		
		<b>Subsequent/Current Workforce Analysis</b>		
		<b>All Employees</b>	<b>Women</b>	
		<b>#</b>	<b>Representation</b>	<b>Availability*</b>
		<b>#</b>	<b>%</b>	
		1	0	27.4
		4	2	38.9
		1	1	71.1
		0	0	0.0
		6	1	50.8
		2	1	22.0
		1	1	80.8
		0	0	0.0
		1	0	0.0
		4	3	0.0
		3	0	61.8
		73	27	18.4
		188	48	51.1
		1	0	23.8
<b>Total</b>		<b>285</b>	<b>84</b>	<b>42.4</b>

**\* Source:**  
2011 National Household Survey

**\* Source:**  
2011 National Household Survey

<b>Federal Contractors Program Achievement Report</b>
<b>Part 1: Workforce Analysis</b>
<b>Coforce Inc.</b>
<b>2018-06-02</b>

**Data from First/Previous Workforce Analysis**

↓                      ↓                      ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	02	08

**Data from Subsequent/Current Workforce Analysis**

↓                      ↓                      ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	04	30

Employment Equity Occupational Group (EEOG)		<b>Table 2: Aboriginal Peoples</b>		
		First/Previous Workforce Analysis		
		All Employees	Aboriginal Peoples	
		#	Representation #	Availability* %
01	Senior Managers	1	0	1.0
02	Middle & Other Managers	4	0	0.5
03	Professionals	0	0	0.0
04	Semi-Professionals & Technicians	0	0	0.0
05	Supervisors	8	0	0.0
06	Supervisors: Crafts & Trades	2	0	0.0
07	Administrative & Senior Clerical Personnel	1	0	0.4
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	1	0	0.0
10	Clerical Personnel	4	0	0.9
11	Intermediate Sales & Service Personnel	2	0	0.8
12	Semi-Skilled Manual Workers	70	10	0.0
13	Other Sales & Service Personnel	154	9	0.6
14	Other Manual Workers	1	0	0.5
<b>Total</b>		<b>248</b>	<b>19</b>	<b>0.4</b>

**\* Source:**  
2011 National Household Survey

		<b>Table 6: Aboriginal Peoples</b>		
		Subsequent/Current Workforce Analysis		
		All Employees	Aboriginal Peoples	
		#	Representation #	Availability* %
		1	0	2.9
		4	0	2.2
		1	0	2.7
		0	0	0.0
		6	0	0.8
		2	0	0.9
		1	0	0.7
		0	0	0.0
		1	0	1.1
		4	0	0.8
		3	0	0.9
		73	8	0.9
		188	10	0.8
		1	0	0.8
		<b>285</b>	<b>18</b>	<b>0.9</b>

**\* Source:**  
2011 National Household Survey



## Federal Contractors Program Achievement Report

### Part 1: Workforce Analysis

**Coforce Inc.**

**2018-06-02**

#### Data from First/Previous Workforce Analysis

↓                      ↓                      ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	02	08

#### Data from Subsequent/Current Workforce Analysis

↓                      ↓                      ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	04	30

**Table 4: Persons with Disabilities**

#### First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
01/02	Managers	5	0	4.3
03	Professionals	0	0	0.0
04	Semi-Professionals & Technicians	0	0	0.0
05	Supervisors	8	1	13.9
06	Supervisors: Crafts & Trades	2	0	7.8
07	Administrative & Senior Clerical Personnel	1	0	3.4
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	1	1	3.8
10	Clerical Personnel	4	0	7.0
11	Intermediate Sales & Service Personnel	2	0	5.6
12	Semi-Skilled Manual Workers	70	64	4.8
13	Other Sales & Service Personnel	154	106	6.3
14	Other Manual Workers	1	1	5.3
<b>Total</b>		<b>248</b>	<b>173</b>	<b>6.1</b>

**\* Source:**

2012 Canadian Survey on Disability

**Table 8: Persons with Disabilities**

#### Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
		5	0	4.3
		1	0	3.8
		0	0	0.0
		6	1	13.9
		2	0	7.8
		1	0	3.4
		0	0	0.0
		1	1	3.8
		4	0	7.0
		3	0	5.6
		73	68	4.8
		188	109	6.3
		1	1	5.3
<b>Total</b>		<b>285</b>	<b>180</b>	<b>6.0</b>

**\* Source:**

2012 Canadian Survey on Disability

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Coforce Inc.**

**2018-06-02**

Start Date of Flow Data		
YYYY	MM	DD
2016	02	08

End Date of Flow Data		
YYYY	MM	DD
2018	04	30

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

**Table 1: Women**

**Table 5: Women**

**Table 9: 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	1	0	0
02 Middle & Other Managers	1	1	0	0
03 Professionals	1	1	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	2	0	0	0
12 Semi-Skilled Manual Workers	10	1	0	0
13 Other Sales & Service Personnel	36	12	66	0
14 Other Manual Workers	0	0	0	10
<b>Total</b>	<b>51</b>	<b>15</b>	<b>66</b>	<b>10</b>

Full-time / National		Part-time / National	
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

Full-time / National		Part-time / National	
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#
1	0	0	0
1	1	0	0
0	0	0	0
0	0	0	0
2	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
2	0	0	0
6	1	1	0
22	6	53	7
0	0	0	0
<b>34</b>	<b>8</b>	<b>54</b>	<b>7</b>

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Coforce Inc.**

**2018-06-02**

Start Date of Flow Data		
YYYY	MM	DD
2016	02	08

End Date of Flow Data		
YYYY	MM	DD
2018	04	30

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

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↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

**Table 2: Aboriginal Peoples**

**Table 6: Aboriginal Peoples**

**Table 10: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
	01 Senior Managers	1	0	0
02 Middle & Other Managers	1	0	0	0
03 Professionals	1	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	2	0	0	0
12 Semi-Skilled Manual Workers	10	0	0	0
13 Other Sales & Service Personnel	36	0	66	0
14 Other Manual Workers	0	0	0	1
<b>Total</b>	<b>51</b>	<b>0</b>	<b>66</b>	<b>1</b>

Full-time / National		Part-time / National	
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

Full-time / National		Part-time / National	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
1	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
2	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
2	0	0	0
6	2	1	0
22	0	53	1
0	0	0	0
<b>34</b>	<b>2</b>	<b>54</b>	<b>1</b>



**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Coforce Inc.**

**2018-06-02**

Start Date of Flow Data		
YYYY	MM	DD
2016	02	08

End Date of Flow Data		
YYYY	MM	DD
2018	04	30

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

**Table 3: Persons with Disabilities**

**Table 7: Persons with Disabilities**

**Table 11: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
	01 Senior Managers	1	0	0
02 Middle & Other Managers	1	0	0	0
03 Professionals	1	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	2	0	0	0
12 Semi-Skilled Manual Workers	10	10	0	0
13 Other Sales & Service Personnel	36	4	66	33
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>51</b>	<b>14</b>	<b>66</b>	<b>33</b>

Full-time / National		Part-time / National	
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

Full-time / National		Part-time / National	
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
1	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
2	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
2	0	0	0
6	6	1	0
22	8	53	32
0	0	0	0
<b>34</b>	<b>14</b>	<b>54</b>	<b>32</b>

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Coforce Inc.**

**2018-06-02**

Start Date of Flow Data		
YYYY	MM	DD
2016	02	08

End Date of Flow Data		
YYYY	MM	DD
2018	04	30

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

**Table 4: Members of Visible Minorities**

**Table 8: Members of Visible Minorities**

**Table 12: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
	01 Senior Managers	1	0	0
02 Middle & Other Managers	1	1	0	0
03 Professionals	1	1	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	2	0	0	0
12 Semi-Skilled Manual Workers	10	2	0	0
13 Other Sales & Service Personnel	36	19	66	30
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>51</b>	<b>23</b>	<b>66</b>	<b>30</b>

Full-time / National		Part-time / National	
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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
1	0	0	0
0	0	0	0
0	0	0	0
2	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
2	0	0	0
6	2	1	0
22	9	53	16
0	0	0	0
<b>34</b>	<b>11</b>	<b>54</b>	<b>16</b>

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Part 3: Goals

Coforce Inc.

2018-06-02

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EEOG)	All Employees										Women										
	Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
	YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Actual	Over 3 Years	Over 3 Years	From - To		2016	2019					
	2016-02-08	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	#	%	%	%	%	%							
	#	%	%	#	%	%	#	#	%	%	%	%	%	%							
01 Senior Managers	1	0.0%	0.0%	0	100.0%	33.0%	1	1	0	33.0%	0	0	0	0	0.0%	21.3%	0	0	0.0%	0.0%	
02 Middle & Other Managers	4	0.0%	0.0%	0	25.0%	0.0%	0	0	2	0.0%	0	0	0	0	0.0%	48.1%	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	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	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
05 Supervisors	8	-9.1%	-4.1%	-1	28.6%	0.0%	0	-1	1	0.0%	0	2	0	0	0.0%	37.0%	-2	-2	12.5%	14.3%	
06 Supervisors: Crafts & Trades	2	0.0%	0.0%	0	0.0%	0.0%	0	0	1	0.0%	0	-1	0	0	0.0%	21.1%	1	1	50.0%	50.0%	
07 Administrative & Sr Clerical	1	0.0%	0.0%	0	0.0%	0.0%	0	0	1	0.0%	0	0	0	0	0.0%	79.7%	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	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	5.8%	0	0	0.0%	0.0%	
10 Clerical Personnel	4	0.0%	0.0%	0	0.0%	0.0%	0	0	3	0.0%	0	0	0	0	0.0%	75.0%	0	0	75.0%	75.0%	
11 Intermediate Sales & Service	2	14.5%	11.0%	1	80.0%	0.0%	0	1	0	0.0%	0	1	1	100.0%	38.3%	-1	0	0.0%	33.3%		
12 Semi-Skilled Manual	70	1.4%	0.0%	0	9.8%	8.0%	17	17	27	8.0%	6	6	0	0	0.0%	38.3%	0	-6	38.6%	30.0%	
13 Other Sales & Service	154	6.9%	0.0%	0	43.9%	30.0%	139	139	37	30.0%	33	33	81	58.0%	24.0%	0	48	24.0%	55.2%		
14 Other Manual Workers	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	45.1%	0	0	0.0%	0.0%	
Total	248	4.7%		0	33.0%		0	0	72	0.0%	0	38	0		44.5%	-38	-38	29.0%	29.0%		

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

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

Table 2: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	1	100.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	81	60.0	0	0.0	

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Part 3: Goals

Coforce Inc.

2018-06-02

14	Other Manual Workers	0	0.0	0	0.0
Total		82	44.5	0	0.0

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Part 3: Goals

Coforce Inc.

2018-06-02

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	From - To			YYYY - YYYY						
	2016-02-08	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-02-08	Annually	Over 3 Years	Years	2016	2019							
	#	%	%	#	%	%	#	#	#	%	%	#	%	%	#	#	%	%		
01 Senior Managers	1	0.0%	0.0%	0	100.0%	33.0%	1	1	0	33.0%	0	0	0	0	0.0%	1.0%	0	0	0.0%	0.0%
02 Middle & Other Managers	4	0.0%	0.0%	0	25.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.5%	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	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%	0.0%	0	0	#DIV/0!	#DIV/0!	
05 Supervisors	8	-9.1%	-4.1%	-1	28.6%	0.0%	0	-1	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	2	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.4%	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	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	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%	
10 Clerical Personnel	4	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.9%	0	0	0.0%	0.0%	
11 Intermediate Sales & Service	2	14.5%	11.0%	1	80.0%	0.0%	0	1	0	0.0%	0	0	0	0.0%	0.8%	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	70	1.4%	0.0%	0	9.8%	8.0%	17	17	10	8.0%	2	-8	0	0.0%	0.0%	10	8	14.3%	11.4%	
13 Other Sales & Service	154	6.9%	0.0%	0	43.9%	30.0%	139	139	9	30.0%	8	0	0	0.0%	0.6%	8	0	5.8%	0.6%	
14 Other Manual Workers	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.5%	0	0	0.0%	0.0%	
Total	248	4.7%		0	33.0%		0	0	19	0.0%	0	-18	0		0.4%	18	18	7.7%	7.7%	

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

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

Table 4: Aboriginal Peoples

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

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14	Other Manual Workers	0	0.0	0	0.0
Total		0		0	

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Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)		First/Previous Short-term Goals																		
		All Employees								Persons with Disabilities										
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
		2016-02-08	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2016-02-08	Annually	Over 3 Years	#	#	%	%	#	#	%	%
#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%		
01/02	Managers	5	0.0%	0.0%	0	62.5%	33.0%	5	5	0	33.0%	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	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%	0.0%	0	0	#DIV/0!	#DIV/0!
05	Supervisors	8	-9.1%	0.0%	0	28.6%	0.0%	0	0	1	0.0%	0	0	0	0.0%	13.9%	0	0	12.5%	12.5%
06	Supervisors: Crafts & Trades	2	0.0%	-4.1%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	7.8%	0	0	0.0%	0.0%
07	Administrative & Sr Clerical	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	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	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
09	Skilled Crafts & Trades	1	0.0%	0.0%	0	0.0%	0.0%	0	0	1	0.0%	0	-1	0	0.0%	3.8%	1	1	100.0%	100.0%
10	Clerical Personnel	4	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	7.0%	0	0	0.0%	0.0%
11	Intermediate Sales & Service	2	14.5%	0.0%	0	80.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	5.6%	0	0	0.0%	0.0%
12	Semi-Skilled Manual	70	1.4%	11.0%	23	9.8%	0.0%	0	23	64	0.0%	0	-60	0	0.0%	4.8%	61	60	91.4%	68.8%
13	Other Sales & Service	154	6.9%	0.0%	0	43.9%	8.0%	37	37	106	8.0%	25	-71	0	0.0%	6.3%	96	71	68.8%	52.6%
14	Other Manual Workers	1	0.0%	0.0%	0	0.0%	30.0%	1	1	1	30.0%	1	0	0	0.0%	5.3%	1	0	100.0%	0.0%
Total		248	4.7%		0	33.0%		0	0	173	0.0%	0	-158	0	0.0%	6.1%	158	158	69.8%	69.8%

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

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

Table 6: Persons with Disabilities

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

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Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	All Employees										Members of Visible Minorities									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						2016
	2016-02-08	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	#	%	%	#	#	%	%		
	#	%	%	#	%	%	#	#	%	%	#	#	%	%	%	#	#	%	%	
01 Senior Managers	1	0.0%	0.0%	0	100.0%	33.0%	1	1	0	33.0%	0	0	0	0.0%	7.0%	0	0	0.0%	0.0%	
02 Middle & Other Managers	4	0.0%	0.0%	0	25.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	9.3%	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	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%	0.0%	0	0	#DIV/0!	#DIV/0!	
05 Supervisors	8	-9.1%	-4.1%	-1	28.6%	0.0%	0	-1	1	0.0%	0	1	0	0.0%	26.4%	-1	-1	12.5%	14.3%	
06 Supervisors: Crafts & Trades	2	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	13.9%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	16.5%	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	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	11.5%	0	0	0.0%	0.0%	
10 Clerical Personnel	4	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	1	0	0.0%	13.6%	-1	-1	0.0%	0.0%	
11 Intermediate Sales & Service	2	14.5%	11.0%	1	80.0%	0.0%	0	1	0	0.0%	0	0	0	0.0%	14.3%	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	70	1.4%	0.0%	0	9.8%	8.0%	17	17	21	8.0%	5	-7	0	0.0%	12.3%	12	7	30.0%	22.9%	
13 Other Sales & Service	154	6.9%	0.0%	0	43.9%	30.0%	139	139	22	30.0%	20	47	47	34.0%	31.6%	-27	0	14.3%	31.8%	
14 Other Manual Workers	1	0.0%	0.0%	0	0.0%	0.0%	0	0	1	0.0%	0	-1	0	0.0%	40.7%	1	1	100.0%	100.0%	
Total	248	4.7%		0	33.0%		0	0	45	0.0%	0	17	0	24.8%	-17	-17	18.1%	18.1%		

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	47	34.0	0	0.0	

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14	Other Manual Workers	0	0.0	0	0.0
Total		47	34.0	0	0.0

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**Data for Subsequent/Current Goals**

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

**Table 9: Women**

**Subsequent/Current Short-term Goals**

Employment Equity Occupational Group (EEOG)	All Employees								Women											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	From - To			2018	2021					
	2018-04-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-04-30	Annually	Over 3 Years	Years	2018	2021	%	#	#	%	%		
	#	%	%	#	%	%	#	#	%	#	%	#	%	%	%	#	#	%	%	
01 Senior Managers	1	0.0%	0.0%	0	100.0%	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	27.4%	0	0	0.0%	0.0%
02 Middle & Other Managers	4	0.0%	5.0%	1	25.0%	0.0%	0	1	2	0.0%	0	0	0	0	0.0%	38.9%	0	0	50.0%	40.0%
03 Professionals	1	0.0%	0.0%	0	0.0%	0.0%	0	0	1	0.0%	0	0	0	0	0.0%	71.1%	0	0	100.0%	100.0%
04 Semi-Professionals & Tech	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	6	-9.1%	0.0%	0	28.6%	0.0%	0	0	1	0.0%	0	2	0	0	0.0%	50.8%	-2	-2	16.7%	16.7%
06 Supervisors: Crafts & Trades	2	0.0%	0.0%	0	0.0%	0.0%	0	0	1	0.0%	0	-1	0	0	0.0%	22.0%	1	1	50.0%	50.0%
07 Administrative & Sr Clerical	1	0.0%	0.0%	0	0.0%	0.0%	0	0	1	0.0%	0	0	0	0	0.0%	80.8%	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	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	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%
10 Clerical Personnel	4	0.0%	0.0%	0	0.0%	0.0%	0	0	3	0.0%	0	-3	0	0	0.0%	0.0%	3	3	75.0%	75.0%
11 Intermediate Sales & Service	3	14.5%	0.0%	0	80.0%	0.0%	0	0	0	0.0%	0	2	0	0	0.0%	61.8%	-2	-2	0.0%	0.0%
12 Semi-Skilled Manual	73	1.4%	4.0%	9	9.8%	16.5%	36	45	27	16.5%	13	1	9	20.0%	18.4%	14	8	37.0%	28.0%	
13 Other Sales & Service	188	6.9%	2.6%	15	43.9%	28.8%	162	177	48	28.8%	41	97	90	51.1%	51.1%	-48	-7	25.5%	47.8%	
14 Other Manual Workers	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	23.8%	0	0	0.0%	0.0%
<b>Total</b>	<b>285</b>	<b>4.7%</b>		<b>0</b>	<b>33.0%</b>		<b>0</b>	<b>0</b>	<b>84</b>	<b>0.0%</b>	<b>0</b>	<b>37</b>	<b>0</b>		<b>42.4%</b>	<b>-37</b>	<b>-37</b>	<b>29.5%</b>	<b>29.5%</b>	

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

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

**Table 10: Women**

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
		%	%		
01 Senior Managers		0.0	0.0		
02 Middle & Other Managers		0.0	0.0		
03 Professionals		0.0	0.0		
04 Semi-Professionals & Tech		0.0	0.0		
05 Supervisors		0.0	0.0	No supervisory positions are currently vacant. Hiring a woman will be a priority in the event of a departure.	
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	There currently are no vacant positions in intermediate sales and service personnel. In the event of a departure, we will make it a priority to hire a woman.	
12 Semi-Skilled Manual		0.2	20.0	In order to maintain the ratio of women in this category, a maximum number of women will be hired.	
13 Other Sales & Service		0.5	51.1	Given that this employment category is strongly male dominated (heavy industrial maintenance), we will make it a priority to hire women.	
14 Other Manual Workers		0.0	0.0		

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**Part 3: Goals**

**Coforce Inc.**

**2018-06-02**

<b>Total</b>		0.0	0.0
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**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Coforce Inc.**

**2018-06-02**

**Data for Subsequent/Current Goals**

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

**Table 11: Aboriginal Peoples**

**Subsequent/Current Short-term Goals**

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	From - To			YYYY - YYYY						
	2018-04-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-04-30	Annually	Over 3 Years	Years	2018	2021							
	#	%	%	#	%	%	#	#	%	%	#	#	%	%						
01 Senior Managers	1	0.0%	0.0%	0	100.0%		0	0	0	0.0%	0	0	0	0	0.0%	2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	4	0.0%	5.0%	1	25.0%		0	1	0	0.0%	0	0	0	0	0.0%	2.2%	0	0	0.0%	0.0%
03 Professionals	1	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	2.7%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	0	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	6	-9.1%	0.0%	0	28.6%		0	0	0	0.0%	0	0	0	0	0.0%	0.8%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	2	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0.9%	0	0	0.0%	0.0%
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%	0	0	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	1	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	1.1%	0	0	0.0%	0.0%
10 Clerical Personnel	4	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0.8%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	3	14.5%	0.0%	0	80.0%		0	0	0	0.0%	0	0	0	0	0.0%	0.9%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	73	1.4%	4.0%	9	9.8%	16.5%	36	45	8	16.5%	4	-3	0	0.0%	0.9%	7	3	11.0%	4.9%	
13 Other Sales & Service	188	6.9%	2.6%	15	43.9%	28.8%	162	177	10	28.8%	9	1	0	0.0%	0.8%	8	-1	5.3%	0.5%	
14 Other Manual Workers	1	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0.8%	0	0	0.0%	0.0%
<b>Total</b>	<b>285</b>	<b>4.7%</b>	<b>0.0%</b>	<b>0</b>	<b>33.0%</b>	<b>0.0%</b>	<b>0</b>	<b>0</b>	<b>18</b>	<b>0.0%</b>	<b>0</b>	<b>-15</b>	<b>0</b>	<b>0.0%</b>	<b>0.9%</b>	<b>15</b>	<b>15</b>	<b>6.3%</b>	<b>6.3%</b>	

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

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

**Table 12: Aboriginal Peoples**

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

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Coforce Inc.**

**2018-06-02**

Total		0.0	0.0
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Federal Contractors Program Achievement Report

Part 3: Goals

Coforce Inc.

2018-06-02

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees	Persons with Disabilities																								
		Growth (New Positions)							Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years			Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years		3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Number		Actual		Projected			Actual		Projected	Number		Turnover	Hires	From - To										
		YYYY-MM-DD	Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years	Number	Turnover	Hires	2018	2021										
		2018-04-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	#	%	%	%	%	%	%										
#	%	%	#	%	%	%	#	#	%	%	%	#	%	%												
01/02 Managers	5	0.0%	5.0%	1	62.5%		0	1	0	0.0%	0	0	0	0.0%	4.3%	0	0	0.0%	0.0%							
03 Professionals	1	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0	0.0%	3.8%	0	0	0.0%	0.0%							
04 Semi-Professionals & Tech	0	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!							
05 Supervisors	6	-9.1%	0.0%	0	28.6%		0	0	1	0.0%	0	0	0	0.0%	13.9%	0	0	16.7%	16.7%							
06 Supervisors: Crafts & Trades	2	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0	0.0%	7.8%	0	0	0.0%	0.0%							
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%	0.0%	0	0	#DIV/0!	#DIV/0!							
09 Skilled Crafts & Trades	1	0.0%	0.0%	0	0.0%		0	0	1	0.0%	0	-1	0	0.0%	3.8%	1	1	100.0%	100.0%							
10 Clerical Personnel	4	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0	0.0%	7.0%	0	0	0.0%	0.0%							
11 Intermediate Sales & Service	3	14.5%	0.0%	0	80.0%		0	0	0	0.0%	0	0	0	0.0%	5.6%	0	0	0.0%	0.0%							
12 Semi-Skilled Manual	73	1.4%	4.0%	9	9.8%	16.5%	36	45	68	16.5%	34	-30	27	60.0%	4.8%	64	57	93.2%	74.4%							
13 Other Sales & Service	188	6.9%	2.6%	15	43.9%	28.8%	162	177	109	28.8%	94	-2	106	60.0%	6.3%	97	108	58.0%	59.6%							
14 Other Manual Workers	1	0.0%	0.0%	0	0.0%		0	0	1	0.0%	0	-1	0	0.0%	5.3%	1	1	100.0%	100.0%							
Total	285	4.7%		0	33.0%		0	0	180	0.0%	0	-163	0		6.0%	163	163	63.2%	63.2%							

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities			Comments
	Short-term Goals	Long-term Goals		
	%	%	%	
01/02 Managers	0.0	0.0	0.0	
03 Professionals	0.0	0.0	0.0	
04 Semi-Professionals & Tech	0.0	0.0	0.0	
05 Supervisors	0.0	0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	0.0	
07 Administrative & Sr Clerical	0.0	0.0	0.0	
08 Skilled Sales & Service	0.0	0.0	0.0	
09 Skilled Crafts & Trades	0.0	0.0	0.0	
10 Clerical Personnel	0.0	0.0	0.0	
11 Intermediate Sales & Service	0.0	0.0	0.0	
12 Semi-Skilled Manual	60.0	60.0	60.0	As an adapted business recognized by Emploi-Québec, at least 60% of company workers must be persons with disabilities.
13 Other Sales & Service	60.0	60.0	60.0	As an adapted business recognized by Emploi-Québec, at least 60% of company workers must be persons with disabilities.
14 Other Manual Workers	0.0	0.0	0.0	
Total	0.0	0.0	0.0	

Federal Contractors Program Achievement Report

002072

Part 3: Goals

Coforce Inc.

2018-06-02

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Subsequent/Current Short-term Goals																		
	All Employees								Members of Visible Minorities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2018-04-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2018-04-30	Annually	Over 3 Years	#	2018	2021	%	#	#	%	%
#	%	%	#	%	%	%	#	#	%	%	#	#	%	%	#	#	%	%	
01 Senior Managers	1	0.0%	0.0%	0	100.0%		0	0	0	0.0%	0	0	0	0	10.1%	0	0	0.0%	0.0%
02 Middle & Other Managers	4	0.0%	5.0%	1	25.0%		0	1	1	0.0%	0	0	0	15.0%	0	0	25.0%	20.0%	
03 Professionals	1	0.0%	0.0%	0	0.0%		0	0	1	0.0%	0	-1	0	14.1%	1	1	100.0%	100.0%	
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	6	-9.1%	0.0%	0	28.6%		0	0	1	0.0%	0	0	0	16.7%	0	0	16.7%	16.7%	
06 Supervisors: Crafts & Trades	2	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0	6.3%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	1	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0	12.2%	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%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	1	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0	6.5%	0	0	0.0%	0.0%	
10 Clerical Personnel	4	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	1	0	17.4%	-1	-1	0.0%	0.0%	
11 Intermediate Sales & Service	3	14.5%	0.0%	0	80.0%		0	0	0	0.0%	0	1	0	22.2%	-1	-1	0.0%	0.0%	
12 Semi-Skilled Manual	73	1.4%	4.0%	9	9.8%	16.5%	36	45	21	16.5%	10	8	9	22.7%	4	1	28.8%	24.4%	
13 Other Sales & Service	188	6.9%	2.6%	15	43.9%	28.8%	162	177	48	28.8%	41	42	44	24.3%	2	2	25.5%	25.1%	
14 Other Manual Workers	1	0.0%	0.0%	0	0.0%		0	0	1	0.0%	0	-1	0	22.1%	1	1	100.0%	100.0%	
Total	285	4.7%		0	33.0%		0	0	73	0.0%	0	-7	0	23.2%	7	7	25.6%	25.6%	

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0			
02 Middle & Other Managers		0.0			
03 Professionals		0.0		0.0	
04 Semi-Professionals & Tech		0.0			
05 Supervisors		0.0			
06 Supervisors: Crafts & Trades		0.0			
07 Administrative & Sr Clerical		0.0			
08 Skilled Sales & Service		0.0			
09 Skilled Crafts & Trades		0.0			
10 Clerical Personnel		0.0	0.0		There currently are no vacant positions for office workers, and none are expected over the next three years.
11 Intermediate Sales & Service		0.0	0.0		There currently are no vacant positions in intermediate sales and service, and none are expected over the next three years.
12 Semi-Skilled Manual	20.0		20.0		It is reasonable to believe that roughly 20% of workers hired in this employment equity occupational group will be members of visible minority groups.
13 Other Sales & Service	25.0		25.0		It is reasonable to believe that at least 25% of workers hired in this employment equity occupational group will be members of visible minority groups.
14 Other Manual Workers	0.0				



Federal Contractors Program Achievement Report

002073

Part 3: Goals

Coforce Inc.

2018-06-02

Total		0.0	0.0
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Federal Contractors Program Achievement Report

002074

Part 4: Results - Women

Coforce Inc.

2018-06-02

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women							
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
#	#	%	%	#	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#				
01 Senior Managers	2016	1	0	0.0	21.3	0	0	0.0																
	2018	1	0	0.0	27.4	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
02 Middle & Other Managers	2016	4	2	50.0	48.1	2	0	104.0																
	2018	4	2	50.0	38.9	2	0	128.5	1	1	100.0	0	1	0	0	0.0	0	0	0	1	1	100.0	1	1
03 Professionals	2016	0	0	0.0	0.0	0	0	0.0																
	2018	1	1	100.0	71.1	1	0	140.6	1	1	100.0	1	0	0	0	0.0	0	0	0	0	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2016	8	1	12.5	37.0	3	-2	33.8																
	2018	6	1	16.7	50.8	3	-2	32.8	0	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	2	1	50.0	21.1	0	1	237.0																
	2018	2	1	50.0	22.0	0	1	227.3	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0		0.0	0.0			0.0	0.0	0.0		
02 Middle & Other Managers	2018	0	1	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	1	0.0		0.0	0.0			0.0	0.0	0.0		
03 Professionals	2018	1	1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	1	100.0		0.0	0.0			0.0	0.0	0.0		
04 Semi-Professionals & Technicians	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0		0.0	0.0			0.0	0.0	0.0		
05 Supervisors	2018	-2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	There currently are no vacancies to be filled, and none are expected in the short or long term.	
	2021	-2	0	0.0		0.0	0.0			0.0	0.0	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0		0.0	0.0			0.0	0.0	0.0		

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Part 4: Results - Women

Coforce Inc.

2018-06-02

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women									
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#					
07 Administrative & Senior Clerical	2016	1	1	100.0	79.7	1	0	125.5																	
	2018	1	1	100.0	80.8	1	0	123.8	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	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	1	0	0.0	5.8	0	0	0.0																	
	2018	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
10 Clerical Personnel	2016	4	3	75.0	75.0	3	0	100.0																	
	2018	4	3	75.0	0.0	0	3	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2016	2	0	0.0	38.3	1	-1	0.0																	
	2018	3	0	0.0	61.8	2	-2	0.0	2	0	0.0	1	-1	0	0	0	0.0	0	0	0	2	0	0.0	0	0
12 Semi-Skilled Manual Workers	2016	70	27	38.6	38.3	27	0	100.7																	
	2018	73	27	37.0	18.4	13	14	201.0	10	1	10.0	2	-1	0	0	0	0.0	0	0	0	7	1	14.3	3	-2

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
10 Clerical Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	1	0.0	100.0	0.0	0	0.0	0.0	0.0	There currently are no vacant positions in intermediate sales and service, and none are expected over the next three years.	
	2021	0	0	0.0										
12 Semi-Skilled Manual Workers	2018	3	1	33.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	3	1	33.3			0.2	16666.7			20.0	166.7		

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Part 4: Results - Women

Coforce Inc.

2018-06-02

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
13 Other Sales & Service Personnel	2016	154	37	24.0	24.0	37	0	100.1																	
	2018	188	48	25.5	51.1	96	-48	50.0	102	12	11.8	52	-40	0	0	0.0	0	0	0	75	13	17.3	18	-5	
14 Other Manual Workers	2016	1	0	0.0	45.1	0	0	0.0																	
	2018	1	0	0.0	23.8	0	0	0.0	0	10	0.0	0	10	0	0	0.0	0	0	0	0	0	0.0	0	0	
Total	2016	248	72	29.0	44.5	110	-38	65.2																	
	2018	285	84	29.5	42.4	121	-37	69.5	117	25	21.4	50	-25	0	0	0.0	0	0	0	88	15	17.0	26	-11	

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

Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Women		Women		Women		Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	#	%	#	%	#	%			
13 Other Sales & Service Personnel	2018	27	12	44.4	81	14.8	60.0	74.1	0	0.0	0.0	0.0	Efforts are made to hire more women in this employment category. However, this is a strongly male dominated employee
	2021	27	12	44.4	0.5	8697.5				51.1	87.0		
14 Other Manual Workers	2018	0	10	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	10	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
Total	2018	29	25	86.2	82	30.5	44.5	193.7	0	0.0	0.0	0.0	
	2021	29	25	86.2	0.0	0.0				0.0	0.0	0.0	

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Part 5: Results - Aboriginal Peoples

Coforce Inc.

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#			
01 Senior Managers	2016	1	0	0.0	1.0	0	0	0.0																	
	2018	1	0	0.0	2.9	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
02 Middle & Other Managers	2016	4	0	0.0	0.5	0	0	0.0																	
	2018	4	0	0.0	2.2	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
03 Professionals	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	1	0	0.0	2.7	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2016	8	0	0.0	0.0	0	0	0.0																	
	2018	6	0	0.0	0.8	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	2	0	0.0	0.0	0	0	0.0																	
	2018	2	0	0.0	0.9	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

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

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Part 5: Results - Aboriginal Peoples

Coforce Inc.

2018-06-02

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	1	0	0.0	0.4	0	0	0.0																
	2018	1	0	0.0	0.7	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
09 Skilled Crafts & Trades Workers	2016	1	0	0.0	0.0	0	0	0.0																
	2018	1	0	0.0	1.1	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
10 Clerical Personnel	2016	4	0	0.0	0.9	0	0	0.0																
	2018	4	0	0.0	0.8	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
11 Intermediate Sales & Service Personnel	2016	2	0	0.0	0.8	0	0	0.0																
	2018	3	0	0.0	0.9	0	0	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	2	0	0.0	0	0
12 Semi-Skilled Manual Workers	2016	70	10	14.3	0.0	0	10	0.0																
	2018	73	8	11.0	0.9	1	7	1,217.7	10	0	0.0	0	0	0	0	0	0.0	0	0	7	2	28.6	1	1

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

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

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Part 5: Results - Aboriginal Peoples

Coforce Inc.

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#		
13 Other Sales & Service Personnel	2016	154	9	5.8	0.6	1	8	974.0																
	2018	188	10	5.3	0.8	2	8	664.9	102	0	0.0	1	-1	0	0	0.0	0	0	0	75	1	1.3	4	-3
14 Other Manual Workers	2016	1	0	0.0	0.5	0	0	0.0																
	2018	1	0	0.0	0.8	0	0	0.0	0	1	0.0	0	1	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	248	19	7.7	0.4	1	18	1,915.3																
	2018	285	18	6.3	0.9	3	15	701.8	117	1	0.9	1	0	0	0	0.0	0	0	0	88	3	3.4	7	-4

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	2018	27	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	27	0	0.0			0.0	0.0			0.0	0.0	0.0	
14 Other Manual Workers	2018	0	1	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	1	0.0			0.0	0.0			0.0	0.0	0.0	
Total	2018	29	1	3.4	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	29	1	3.4			0.0	0.0			0.0	0.0	0.0	

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**Part 6: Results - Persons with Disabilities**

**Coforce Inc.**

**2018-06-02**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference			
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#		
01&02 Managers	2016	5	0	0.0	4.3	0	0	0.0																
	2018	5	0	0.0	4.3	0	0	0.0	2	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
03 Professionals	2016	0	0	0.0	0.0	0	0	0.0																
	2018	1	0	0.0	3.8	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2016	8	1	12.5	13.9	1	0	89.9																
	2018	6	1	16.7	13.9	1	0	119.9	0	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	2	0	0.0	7.8	0	0	0.0																
	2018	2	0	0.0	7.8	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Persons with Disabilities	Persons with Disabilities									
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met
#	#	%	#	%	%	#	%	%	#	%	%		
01&02 Managers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0				0.0	0.0
03 Professionals	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	1	0	0.0			0.0	0.0				0.0	0.0
04 Semi-Professionals & Technicians	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0				0.0	0.0
05 Supervisors	2018	-2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	-2	0	0.0			0.0	0.0				0.0	0.0
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0				0.0	0.0



Federal Contractors Program Achievement Report

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Part 6: Results - Persons with Disabilities

Coforce Inc.

2018-06-02

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	1	0	0.0	3.4	0	0	0.0																
	2018	1	0	0.0	3.4	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	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	1	1	100.0	3.8	0	1	2,631.6																
	2018	1	1	100.0	3.8	0	1	2,631.6	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	4	0	0.0	7.0	0	0	0.0																
	2018	4	0	0.0	7.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2016	2	0	0.0	5.6	0	0	0.0																
	2018	3	0	0.0	5.6	0	0	0.0	2	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
12 Semi-Skilled Manual Workers	2016	70	64	91.4	4.8	3	61	1,904.8																
	2018	73	68	93.2	4.8	4	64	1,940.6	10	10	100.0	0	10	0	0	0.0	0	0	0	7	6	85.7	6	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	3	10	333.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	3	10	333.3			60.0	555.6			60.0	555.6		

Federal Contractors Program Achievement Report

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Part 6: Results - Persons with Disabilities

Coforce Inc.

2018-06-02

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities				All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	154	106	68.8	6.3	10	96	1,092.6																
	2018	188	109	58.0	6.3	12	97	920.3	102	37	36.3	6	31	0	0	0.0	0	0	0	75	40	53.3	52	-12
14 Other Manual Workers	2016	1	1	100.0	5.3	0	1	1,886.8																
	2018	1	1	100.0	5.3	0	1	1,886.8	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	248	173	69.8	6.1	15	158	1,143.6																
	2018	285	180	63.2	6.0	17	163	1,052.6	117	47	40.2	7	40	0	0	0.0	0	0	0	88	46	52.3	61	-15

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	27	37	137.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	27	37	137.0			60.0	228.4			60.0	228.4		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	29	47	162.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	29	47	162.1			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

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Part 7: Results - Members of Visible Minorities

Coforce Inc.

2018-06-02

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities			Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	%	#	#	#	%	#	#	#	%	#	#	#	%	#	#			
01 Senior Managers	2016	1	0	0.0	7.0	0	0	0.0																	
	2018	1	0	0.0	10.1	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
02 Middle & Other Managers	2016	4	0	0.0	9.3	0	0	0.0																	
	2018	4	1	25.0	15.0	1	0	166.7	1	1	100.0	0	1	0	0	0.0	0	0	0	1	0	0.0	0	0	0
03 Professionals	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	1	1	100.0	14.1	0	1	709.2	1	1	100.0	0	1	0	0	0.0	0	0	0	0	0	0.0	0	0	0
04 Semi-Professionals & Technicians	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
05 Supervisors	2016	8	1	12.5	26.4	2	-1	47.3																	
	2018	6	1	16.7	16.7	1	0	99.8	0	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	2016	2	0	0.0	13.9	0	0	0.0																	
	2018	2	0	0.0	6.3	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
02 Middle & Other Managers	2018	0	1	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	1	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
03 Professionals	2018	1	1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
04 Semi-Professionals & Technicians	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
05 Supervisors	2018	-2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

Federal Contractors Program Achievement Report

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Part 7: Results - Members of Visible Minorities

Coforce Inc.

2018-06-02

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities									
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	#				
07 Administrative & Senior Clerical	2016	1	0	0.0	16.5	0	0	0.0																	
	2018	1	0	0.0	12.2	0	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	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	1	0	0.0	11.5	0	0	0.0																	
	2018	1	0	0.0	6.5	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	4	0	0.0	13.6	1	-1	0.0																	
	2018	4	0	0.0	17.4	1	-1	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2016	2	0	0.0	14.3	0	0	0.0																	
	2018	3	0	0.0	22.2	1	-1	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
12 Semi-Skilled Manual Workers	2016	70	21	30.0	12.3	9	12	243.9																	
	2018	73	21	28.8	22.7	17	4	126.7	10	2	20.0	2	0	0	0	0	0.0	0	0	7	2	28.6	2	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
10 Clerical Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
12 Semi-Skilled Manual Workers	2018	3	2	66.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	3	2	66.7										

**Federal Contractors Program Achievement Report**

**Part 7: Results - Members of Visible Minorities**

**Coforce Inc.**

**2018-06-02**

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	154	22	14.3	31.6	49	-27	45.2																
	2018	188	48	25.5	24.3	46	2	105.1	102	49	48.0	25	24	0	0	0.0	0	0	0	75	25	33.3	11	14
14 Other Manual Workers	2016	1	1	100.0	40.7	0	1	245.7																
	2018	1	1	100.0	22.1	0	1	452.5	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	248	45	18.1	24.8	62	-17	73.2																
	2018	285	73	25.6	23.2	66	7	110.4	117	53	45.3	27	26	0	0	0.0	0	0	0	88	27	30.7	16	11

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

Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	27	49	181.5	47	104.3	34.0	533.8	0	0.0	0.0	0.0	
	2021	27	49	181.5			25.0	725.9			25.0	725.9	
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	
Total	2018	29	53	182.8	47	112.8	34.0	537.5	0	0.0	0.0	0.0	
	2021	29	53	182.8			0.0	0.0			0.0	0.0	

<b>Federal Contractors Program Achievement Report</b>
<b>Part 8: Reasonable Efforts</b>
<b>Coforce Inc.</b>
<b>2018-06-02</b>

## Efforts

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

### Required measures:

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

### Other measures:

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

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

Ours is a non-profit organization with a mission to hire persons with physical disabilities or mental-health issues. We are a party to the Emploi Québec agreement regarding the Programme de Subvention des Entreprises Adaptées (PSEA). We are required to maintain a minimum ratio of 60% of persons with disabilities employed by the organization.

## Operational Context

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

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

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

[Redacted]

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

[Redacted]

- Other.

Most of our staff must be hired in partnership with specialized external employment services (SEMO) organizations that deal with persons with disabilities. These organizations must be recognized by Emploi-Québec and meet the disability criteria set out in the Emploi-Québec program guide. We are therefore limited by the pool of candidates referred to us by these recognized organizations. This mandatory procedure therefore ensures that we can maintain our status as an

### **Additional Details**

Please provide any additional information (optional):

A dashboard will be created to track data on how many women the organization has hired every month in order to close the gap or maintain the organization's ratio.



## Federal Contractors Program Report of the Subsequent Compliance Assessment

**Employer Name:** Coforce Inc.

**Primary Location:** Montréal (Québec)

**Number of Employees:** 285

**Organization Overview:**

NAICS 5617 – Services to Buildings and Dwellings

Coforce Inc. offers services in commercial and industrial cleaning, filing systems products and Logistics. The organization is accredited by Emploi-Québec as an adapted business to leverage the strengths and capabilities of those living with limitations.

**Key Dates – First Year Assessment**

Initiated: 2016-02-01

Received: 2016-02-23

Closed: 2016-02-26

Workforce Analysis: 2016-02-08

**Key Dates – Subsequent Assessment**

Initiated: 2018-05-23

Received: 2018-06-04

Workforce Analysis: 2018-06-02

**DATA VERIFICATION**

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

Yes  No

**Comments:**

- Discrepancies were noted in the Achievement Report for the current and the previous assessment. Corrections were made in the achievement report based on the documentation received. The data from the current workforce analysis included in the Achievement Report is now consistent with that found in workforce analysis.

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

Yes  No

## Comments:

- Forms 1 to 6 submitted had the wrong reporting period. New forms with the correct dates were requested and corrections were made in the flow data analysis based on the updated forms 1 to 6.

**ASSESSMENT OF REASONABLE PROGRESS**

- The organization established goals both in numbers and percentages. For consistency purposes, the percentage of goals met reflected in the analysis below is taken from the percentages goal.

**Women**

05	Supervisors	No goal set
11	Intermediate Sales & Service Personnel	Goal not met (0% achieved)
13	Other Sales & Service Personnel	Goal not met (35% achieved)

## Assessment/Observations

- EEOG 11: There were two new entrants and none were women. This is to be expected given the labour market availability (LMA) of 38.3%.
- EEOG 13: There were 107 new entrants including 22 women. At LMA rate of 55.0%, at least 58 women would have been expected.

**Aboriginal Peoples**

## Assessment/Observations

- There were no gaps for Aboriginal peoples.

**Persons with Disabilities**

## Assessment/Observations

- There were no gaps for persons with disabilities.

**Members of Visible Minorities**

05	Supervisors	No goal set
10	Clerical Personnel	No goal set
13	Other Sales & Service Personnel	Goal met at 143%

## Assessment/Observations

- EEOG 05: Despite the fact that no goal was set, the organisation managed to close the gap in this group.

**ASSESSMENT OF REASONABLE EFFORTS**

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- The previous compliance assessment revealed a total of six gaps. However, only three short-term goals were set and the company was found in compliance without setting goals for all the area of under-representation.
  - Out of three goals set, one was met at 143%. In one instance, there were insufficient hires to expect reasonable progress would be made. In one instance, the organization had sufficient hires to expect reasonable progress. Coforce is a non-profit organisation dedicated to hiring people with physical disabilities or mental health issues. The organisation is required to maintain a minimum ratio of 60% of persons with disabilities. Persons with disabilities represent currently 63% of the workforce. In these circumstances, it is understandable that the organisation couldn't meet some of its goals.
  - The organisation made all the required efforts to implement the Federal Contractors Program.

**ASSESSMENT OF GOALS**

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

**Women**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (+3 years)		
#	Description	#	%	%	%	%
05	Supervisors	-2	50.0	50.0	16.7	50.8
11	Intermediate Sales & Service Personnel	-2	50.0	50.0	0.0	61.8
13	Other Sales & Service Personnel	-48	50.0	50.0	25.5	51.1

Observations: None

**Aboriginal Peoples**

Observations: There are no gaps for Aboriginal peoples.

**Persons with Disabilities**

Observations: There are no gaps for persons with disabilities.

**Members of Visible Minorities**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (+3 years)		
#	Description	#	%	%	%	%
10	Clerical Personnel	-1	17.4	17.4	0.0	17.4
11	Intermediate Sales & Service Personnel	-1	22.2	22.2	0.0	22.2

Observations:

- Despite the fact that no gaps were revealed in EEOG 12 and 13, long-term goals were set by the employer to avoid the appearance of new gaps.

**RECOMMENDATION**

I recommend that the employer be found:

in compliance    in non-compliance

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

- We encourage Coforce Inc. to continue its efforts to hire women and visible minorities. We also recommend that the organization focus its efforts on retaining its current staff in order to avoid creating new representation gaps.

**Name of Analyst: Maurice N. Yakibonge**

**Date: 2018-11-19**

**From:** Yakibonge, Ntambwe N [NC] **On Behalf Of** EE-EME  
**Sent:** January 9, 2019 3:20 PM  
**To:** 's.richer@coforce.ca' <s.richer@coforce.ca>  
**Cc:** 'f.rainville@coforce.ca' <f.rainville@coforce.ca>  
**Subject:** Government of Canada Agreement Number 10000024 - Notice of Compliance with the Federal Contractors Program

*This information is also available in English, upon request*

Mr. Richer,

Please be advised that the subsequent conformity assessment undertaken on May 23, 2018 is now complete. The assessment concluded that Coforce Inc. is in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

The purpose of this subsequent compliance assessment was to verify whether your company has maintained compliance with FCP requirements and has made reasonable progress and/or made reasonable efforts to achieve employment equity.

After reviewing the information submitted by Coforce Inc. we have made a recommendation that will ensure the success of its employment equity program:

- We encourage Coforce Inc. to continue its efforts to hire women and visible minorities. We also recommend that the organization focus its efforts on retaining its current staff in order to avoid creating new representation gaps.

Under the FCP, your company will undergo subsequent conformity assessments every three years. The next assessment will be initiated on May 23, 2021. Future conformity assessments will focus on making reasonable progress towards achieving the objectives set by your company.

When Coforce Inc. receives notification of the next valuation, you will be required to provide the following information prior to the due date :

- Forms 1 to 6 for national workforce data;
- an updated workforce analysis;
- A completed Achievement Report that includes your revised short- and long-term numerical goals based on identified gaps in representation.

These documents will allow the Labour Program to assess whether your company has made reasonable progress since the previous assessment. If this is not the case, Coforce Inc. will need to demonstrate that it has made reasonable efforts to achieve its objectives. We invite your company to develop an action plan that will help it achieve its objectives.

The FCP does not set out the measures to be adopted. Each federal contractor is encouraged to adopt employment equity measures which are useful and relevant to their business. The following are examples of evidence that a company has made reasonable efforts:

- Implementation of initiatives that promote a diverse and inclusive workplace;
- taking steps to remove barriers to employment;
- Developing tailored programs to attract and retain designated group members in areas where they are under-represented;

- Establishment of accountability mechanisms approved by senior management to ensure objectives are met.

Labour Program officers are available to answer your questions and guide you. You can also visit our website to access various tools and a series of training modules. In particular, we invite you to continue using the Workplace Equity Information Management System (WEIMS). This system will assist you in producing your workforce analysis and contains other data analysis tools such as the Achievement Report and a series of training modules.

For more information about your obligations under the FCP, please contact us by e-mail at [ee-eme@hrsdc-rhdcc.gc.ca](mailto:ee-eme@hrsdc-rhdcc.gc.ca).

We are grateful for your cooperation in conformity assessment and wish you continued success in creating a diverse and inclusive workplace.

Employment Equity Team

Workplace Equity Directorate, Labour Program Employment and Social Development Canada / Government of Canada [ee-eme@hrsdc-rhdcc.gc.ca](mailto:ee-eme@hrsdc-rhdcc.gc.ca)



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