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s.24(1)



Employment and Social Development Canada / Emploi et Développement social Canada  
Labour Program / Programme des entrepreneurs fédéraux  
Federal Contractors Program

PROTECTED WHEN COMPLETED - B

OFFICIAL USE ONLY  
Agreement N°:

### Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement
- Revised Agreement

ORGANIZATION	
Legal Name of Organization Compass Group Canada	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Business Number [Redacted]
Organization's North American Industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visit <a href="http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm">http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm</a> 722310	Total number of employees in Canada (Permanent Full-Time and Part-Time) 19,040 <input type="checkbox"/> Federally Regulated <input type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 5560 Explorer Drive	City Mississauga	Province ON	Postal Code L4W 5M3
Telephone Number 905-568-4636			

EMPLOYMENT EQUITY CONTACT			
Name (print) Gaynor Feltmate	Title Diversity and Inclusion Specialist		
Telephone Number 905-568-4636 ex 582	E-mail Address gaynor.feltmate@compass-canada.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input 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 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 refer to <a href="http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml">http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml</a>
<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) Arenda Brown	Title Senior Vice President, Human Resources		
Telephone Number 905-568-4636	E-mail Address [Redacted]@compass-canada.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	
Signature [Redacted]	Date (YYYY-MM-DD) 2015-07-23		

Privacy Notice
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.
Your personal information is administered in accordance with the <i>Privacy Act</i> and other applicable laws. You have the right to the protection of, and access to, your personal information, which is described in Personal Information Bank ESDC PPU 721. Instructions for obtaining this information are outlined in the government publication entitled <i>Info Source</i> , which is available at the following website address: <a href="http://www.infosource.gc.ca">http://www.infosource.gc.ca</a> . <i>Info Source</i> may also be accessed online at any Service Canada Centre.

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>



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

Reporting Period 2016-04-12 to 2018-04-11

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)



	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	8337	4129	0	12466	Calgary	839	215	0	1054
Québec	1405	870	0	2275	Edmonton	642	204	0	846
Nova Scotia	531	223	0	754	Halifax	356	155	0	511
New Brunswick	14	10	0	24	Montréal	940	284	0	1224
Manitoba	277	166	0	443	Regina	122	35	0	157
British Columbia	4445	2127	0	6572	Toronto	5209	2503	0	7712
Prince Edward Island	51	17	0	68	Vancouver	2856	1289	0	4145
Saskatchewan	352	123	0	475	Winnipeg	198	114	0	312
Alberta	2588	572	0	3160	St. John's	249	47	0	296
Newfoundland and Labrador	289	47	0	336	Moncton	2	9	0	11
Northwest Territories	76	0	0	76	Saint John	12	1	0	13
Total Employees in Canada				26649	Saguenay	26	5	0	31
					Québec	98	364	0	462
					Sherbrooke	9	2	0	11
					Trois-Rivières	15	10	0	25
					Kingston	76	25	0	101
					Ottawa - Gatineau	649	519	0	1168



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

Reporting Period 2016-04-12 to 2018-04-11

Census Metropolitan Areas

	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Oshawa	148	72	0	220
Peterborough	134	134	0	268
Hamilton	417	260	0	677
St. Catharines - Niagara	81	29	0	110
Kitchener - Cambridge - Waterloo	400	140	0	540
London	511	122	0	633
Windsor	82	16	0	98
Greater Sudbury	177	19	0	196
Brantford	12	25	0	37
Guelph	22	1	0	23
Saskatoon	170	48	0	218
Barrie	75	58	0	133
Abbotsford - Mission	47	63	0	110
Kelowna	473	266	0	739
Victoria	764	353	0	1117
Alta. less CMAs	1107	153	0	1260



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

Reporting Period 2016-04-12 to 2018-04-11

Census Metropolitan Areas

	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
B.C. less CMAs	305	156	0	461
Man. less CMA	79	52	0	131
N.S. less CMA	175	68	0	243
N.W.T.	76	0	0	76
Nfld.Lab. less CMA	40	0	0	40
Ont. less CMAs	548	361	0	909
P.E.I.	51	17	0	68
Que. less CMAs	113	50	0	163
Sask. less CMA	60	40	0	100
<b>Total Employees in Canada</b>				<b>26649</b>



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-04-12 to 2018-04-11

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			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 Managers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	79	59	20	2	2		3	3		8	8	
	<b>Total</b>	79	59	20	2	2		3	3		8	8	
<b>Middle and Other Managers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1686	857	829	63	32	31	44	31	13	370	197	173
	<b>Total</b>	1686	857	829	63	32	31	44	31	13	370	197	173
<b>Professionals</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	155	67	88	3	2	1	3	1	2	41	18	23
	<b>Total</b>	155	67	88	3	2	1	3	1	2	41	18	23
<b>Semi-Professionals and Technicians</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	35	25	10	3	2	1	2	2		6	4	2
	<b>Total</b>	35	25	10	3	2	1	2	2		6	4	2



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-04-12 to 2018-04-11

002171

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			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>Supervisors</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2477	757	1720	128	44	84	125	40	85	870	276	594
	<b>Total</b>	2477	757	1720	128	44	84	125	40	85	870	276	594
<b>Administrative and Senior Clerical Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	155	44	111	5	1	4	3	1	2	42	21	21
	<b>Total</b>	155	44	111	5	1	4	3	1	2	42	21	21
<b>Skilled Sales and Service Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1711	967	744	99	47	52	63	45	18	433	238	195
	<b>Total</b>	1711	967	744	99	47	52	63	45	18	433	238	195
<b>Skilled Crafts and Trades Workers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2		2									
	<b>Total</b>	2		2									



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-04-12 to 2018-04-11

002172

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			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>Clerical Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	450	143	307	21	9	12	27	11	16	130	62	68
	<b>Total</b>	450	143	307	21	9	12	27	11	16	130	62	68
<b>Intermediate Sales and Service Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2827	732	2095	214	42	172	148	43	105	840	202	638
	<b>Total</b>	2827	732	2095	214	42	172	148	43	105	840	202	638
<b>Semi-Skilled Manual Workers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	266	256	10	25	24	1	20	20		82	79	3
	<b>Total</b>	266	256	10	25	24	1	20	20		82	79	3
<b>Other Sales and Service Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	8501	3397	5104	627	228	399	479	229	250	2590	1147	1443
	<b>Total</b>	8501	3397	5104	627	228	399	479	229	250	2590	1147	1443



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-04-12 to 2018-04-11

002173

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			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>Other Manual Workers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	21	18	3				1	1		4	3	1
	<b>Total</b>	21	18	3				1	1		4	3	1
<b>Total Number of Employees</b>		<b>18365</b>	<b>7322</b>	<b>11043</b>	<b>1190</b>	<b>433</b>	<b>757</b>	<b>918</b>	<b>427</b>	<b>491</b>	<b>5416</b>	<b>2255</b>	<b>3161</b>



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / National

Reporting Period 2016-04-12 to 2018-04-11

002174

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			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>Middle and Other Managers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	14	6	8							4	1	3
	<b>Total</b>	14	6	8							4	1	3
<b>Professionals</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	8		8							2		2
	<b>Total</b>	8		8							2		2
<b>Semi-Professionals and Technicians</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2		2									
	<b>Total</b>	2		2									
<b>Supervisors</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	459	120	339	26	7	19	23	5	18	145	39	106
	<b>Total</b>	459	120	339	26	7	19	23	5	18	145	39	106



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / National

Reporting Period 2016-04-12 to 2018-04-11

002175

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			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 Sales and Service Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	400	222	178	31	17	14	15	11	4	109	67	42
	<b>Total</b>	400	222	178	31	17	14	15	11	4	109	67	42
<b>Clerical Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	98	34	64	9	3	6	3	2	1	23	13	10
	<b>Total</b>	98	34	64	9	3	6	3	2	1	23	13	10
<b>Intermediate Sales and Service Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2436	616	1820	146	29	117	92	25	67	708	157	551
	<b>Total</b>	2436	616	1820	146	29	117	92	25	67	708	157	551
<b>Semi-Skilled Manual Workers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	86	80	6	5	4	1	5	5		27	24	3
	<b>Total</b>	86	80	6	5	4	1	5	5		27	24	3



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / National

Reporting Period 2016-04-12 to 2018-04-11

002176

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			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>Other Sales and Service Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	4770	1793	2977	325	114	211	334	152	182	1312	499	813
	<b>Total</b>	4770	1793	2977	325	114	211	334	152	182	1312	499	813
<b>Other Manual Workers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	11	11					2	2		2	2	
	<b>Total</b>	11	11					2	2		2	2	
<b>Total Number of Employees</b>		8284	2882	5402	542	174	368	474	202	272	2332	802	1530



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / National

Reporting Period 2016-04-12 to 2018-04-11

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Under \$15,000</b>	<b>18365</b>	<b>7322</b>	<b>11043</b>	<b>1190</b>	<b>433</b>	<b>757</b>	<b>918</b>	<b>427</b>	<b>491</b>	<b>5416</b>	<b>2255</b>	<b>3161</b>
<b>Total Number of Employees</b>	<b>18365</b>	<b>7322</b>	<b>11043</b>	<b>1190</b>	<b>433</b>	<b>757</b>	<b>918</b>	<b>427</b>	<b>491</b>	<b>5416</b>	<b>2255</b>	<b>3161</b>



**Compass Group Canada Ltd. (certificate # 061109)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
**Part-Time / National**  
**Reporting Period 2016-04-12 to 2018-04-11**

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Under \$5,000</b>	<b>8284</b>	<b>2882</b>	<b>5402</b>	<b>542</b>	<b>174</b>	<b>368</b>	<b>474</b>	<b>202</b>	<b>272</b>	<b>2332</b>	<b>802</b>	<b>1530</b>
<b>Total Number of Employees</b>	<b>8284</b>	<b>2882</b>	<b>5402</b>	<b>542</b>	<b>174</b>	<b>368</b>	<b>474</b>	<b>202</b>	<b>272</b>	<b>2332</b>	<b>802</b>	<b>1530</b>



**Compass Group Canada Ltd. (certificate # 061109)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
**Full-Time / National**  
**Reporting Period 2016-04-12 to 2018-04-11**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	17	13	4							2	2	
Middle and Other Managers	590	334	256	36	25	11	31	22	9	117	72	45
Professionals	57	28	29	1		1	2	1	1	13	6	7
Semi-Professionals and Technicians	11	8	3	3	1	2	2	2		1	1	
Supervisors	671	267	404	29	12	17	36	14	22	127	54	73
Administrative and Senior Clerical Personnel	58	25	33	1		1	1	1		24	13	11
Skilled Sales and Service Personnel	978	646	332	52	33	19	32	28	4	157	113	44
Clerical Personnel	216	87	129	14	7	7	16	9	7	42	23	19
Intermediate Sales and Service Personnel	1597	535	1062	103	33	70	62	21	41	307	115	192
Semi-Skilled Manual Workers	103	98	5	14	14		12	12		21	21	
Other Sales and Service Personnel	4953	2130	2823	326	125	201	166	73	93	881	424	457
Other Manual Workers	13	11	2	4	4		1	1		1	1	
<b>Total Number of Employees Hired</b>	<b>9264</b>	<b>4182</b>	<b>5082</b>	<b>583</b>	<b>254</b>	<b>329</b>	<b>361</b>	<b>184</b>	<b>177</b>	<b>1693</b>	<b>845</b>	<b>848</b>



**Compass Group Canada Ltd. (certificate # 061109)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
**Part-Time / National**

**Reporting Period 2016-04-12 to 2018-04-11**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Middle and Other Managers</b>	10	5	5	1		1				4	2	2
<b>Professionals</b>	5	1	4									
<b>Semi-Professionals and Technicians</b>	1		1									
<b>Supervisors</b>	238	50	188	14	1	13	10	1	9	51	9	42
<b>Skilled Sales and Service Personnel</b>	281	183	98	20	12	8	13	8	5	61	42	19
<b>Clerical Personnel</b>	89	28	61	7	1	6	4	2	2	19	9	10
<b>Intermediate Sales and Service Personnel</b>	1877	518	1359	103	27	76	52	15	37	343	92	251
<b>Semi-Skilled Manual Workers</b>	105	92	13	6	5	1	5	4	1	19	17	2
<b>Other Sales and Service Personnel</b>	3204	1260	1944	189	77	112	122	55	67	544	237	307
<b>Other Manual Workers</b>	7	6	1				2	2		2	2	
<b>Total Number of Employees Hired</b>	5817	2143	3674	340	123	217	208	87	121	1043	410	633



**Compass Group Canada Ltd. (certificate # 061109)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED**  
**Full-Time / National**  
**Reporting Period 2016-04-12 to 2018-04-11**

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Middle and Other Managers</b>	47	21	26	6	3	3	6	4	2	16	8	8
<b>Professionals</b>	2		2							2		2
<b>Semi-Professionals and Technicians</b>	1	1										
<b>Supervisors</b>	76	32	44	3	2	1	3	2	1	18	9	9
<b>Administrative and Senior Clerical Personnel</b>	4	2	2							2	1	1
<b>Skilled Sales and Service Personnel</b>	73	48	25	7	5	2	5	4	1	16	14	2
<b>Clerical Personnel</b>	6	2	4	2	2					1	1	
<b>Intermediate Sales and Service Personnel</b>	37	11	26	4	1	3				13	4	9
<b>Semi-Skilled Manual Workers</b>	2	2										
<b>Other Sales and Service Personnel</b>	122	62	60	16	3	13	5	2	3	30	16	14
<b>Other Manual Workers</b>	1	1										
<b>Total Number of Employees Promoted</b>	371	182	189	38	16	22	19	12	7	98	53	45
<b>Total Number of Promotions</b>	371	182	189	38	16	22	19	12	7	98	53	45



**Compass Group Canada Ltd. (certificate # 061109)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED**  
**Part-Time / National**  
**Reporting Period 2016-04-12 to 2018-04-11**

002182

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Semi-Professionals and Technicians</b>	<b>1</b>		<b>1</b>									
<b>Supervisors</b>	<b>18</b>	<b>7</b>	<b>11</b>	<b>2</b>	<b>1</b>	<b>1</b>				<b>3</b>		<b>3</b>
<b>Skilled Sales and Service Personnel</b>	<b>19</b>	<b>17</b>	<b>2</b>				<b>2</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>5</b>	
<b>Clerical Personnel</b>	<b>6</b>	<b>4</b>	<b>2</b>				<b>1</b>		<b>1</b>			
<b>Intermediate Sales and Service Personnel</b>	<b>15</b>	<b>5</b>	<b>10</b>				<b>1</b>	<b>1</b>		<b>2</b>		<b>2</b>
<b>Semi-Skilled Manual Workers</b>	<b>3</b>	<b>3</b>								<b>1</b>	<b>1</b>	
<b>Other Sales and Service Personnel</b>	<b>45</b>	<b>16</b>	<b>29</b>	<b>5</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>13</b>	<b>4</b>	<b>9</b>
<b>Total Number of Employees Promoted</b>	<b>107</b>	<b>52</b>	<b>55</b>	<b>7</b>	<b>3</b>	<b>4</b>	<b>6</b>	<b>3</b>	<b>3</b>	<b>24</b>	<b>10</b>	<b>14</b>
<b>Total Number of Promotions</b>	<b>107</b>	<b>52</b>	<b>55</b>	<b>7</b>	<b>3</b>	<b>4</b>	<b>6</b>	<b>3</b>	<b>3</b>	<b>24</b>	<b>10</b>	<b>14</b>



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / National

Reporting Period 2016-04-12 to 2018-04-11

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	5	3	2									
Middle and Other Managers	180	115	65	17	12	5	10	8	2	38	25	13
Professionals	11	6	5	1		1				2		2
Semi-Professionals and Technicians	4	2	2	1		1	1	1				
Supervisors	221	109	112	9	4	5	9	6	3	32	16	16
Administrative and Senior Clerical Personnel	11	5	6							4	1	3
Skilled Sales and Service Personnel	535	361	174	39	26	13	17	14	3	84	62	22
Clerical Personnel	89	41	48	6	2	4	5	3	2	15	10	5
Intermediate Sales and Service Personnel	815	295	520	60	24	36	32	12	20	155	66	89
Semi-Skilled Manual Workers	51	47	4	8	8		6	6		11	11	
Other Sales and Service Personnel	2745	1226	1519	206	84	122	94	42	52	530	277	253
Other Manual Workers	8	7	1	4	4					1	1	
<b>Total Number of Employees Terminated</b>	<b>4675</b>	<b>2217</b>	<b>2458</b>	<b>351</b>	<b>164</b>	<b>187</b>	<b>174</b>	<b>92</b>	<b>82</b>	<b>872</b>	<b>469</b>	<b>403</b>



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Part-Time / National

Reporting Period 2016-04-12 to 2018-04-11

002184

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Middle and Other Managers</b>	4	2	2	1		1				3	2	1
<b>Professionals</b>	2	1	1									
<b>Supervisors</b>	97	11	86	7	1	6	7	1	6	19	2	17
<b>Skilled Sales and Service Personnel</b>	144	99	45	10	6	4	6	4	2	31	22	9
<b>Clerical Personnel</b>	37	10	27	3		3	2	1	1	10	4	6
<b>Intermediate Sales and Service Personnel</b>	922	265	657	66	21	45	29	11	18	166	49	117
<b>Semi-Skilled Manual Workers</b>	66	57	9	3	3		4	3	1	13	12	1
<b>Other Sales and Service Personnel</b>	1662	636	1026	116	51	65	62	33	29	316	141	175
<b>Other Manual Workers</b>	4	3	1				1	1		1	1	
<b>Total Number of Employees Terminated</b>	<b>2938</b>	<b>1084</b>	<b>1854</b>	<b>206</b>	<b>82</b>	<b>124</b>	<b>111</b>	<b>54</b>	<b>57</b>	<b>559</b>	<b>233</b>	<b>326</b>



Workplace Equity Information Management System - Compass Group Canada Ltd.

Workforce Analysis - Detailed Report

Date: 2018-04-11

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>01 : Senior Managers</b>	National	79	20	25.3 %	27.4 %	22	-2	National
<b>02 : Middle and Other Managers</b>	National	1700	837	49.2 %	38.9 %	661	176	National
<b>03 : Professionals</b>		163	96	58.9 %	55.7 %	91	5	
1111 : Financial auditors and accountants	National	43	24	55.8 %	55.1 %	24	0	National
1112 : Financial and investment analysts	National	13	9	69.2 %	50.1 %	7	2	National
1121 : Human resources professionals	National	27	22	81.5 %	71.1 %	19	3	National
1122 : Professional occupations in business management consulting	National	5	3	60.0 %	42.0 %	2	1	National
2133 : Electrical and electronics engineers	National	1	0	0.0 %	11.3 %	0	0	National
2171 : Information systems analysts and consultants	National	33	12	36.4 %	28.3 %	9	3	National
2172 : Database analysts and data administrators	National	4	0	0.0 %	35.2 %	1	-1	National
2174 : Computer programmers and interactive media developers	National	4	0	0.0 %	17.9 %	1	-1	National
2175 : Web designers and developers	National	2	0	0.0 %	32.9 %	1	-1	National
3132 : Dietitians and nutritionists	National	27	24	88.9 %	93.8 %	25	-1	National
4112 : Lawyers and Quebec notaries	National	4	2	50.0 %	42.5 %	2	0	National
<b>04 : Semi-Professionals and Technicians</b>		37	12	32.4 %	44.5 %	16	-4	
2282 : User support technicians	British Columbia	3	0	0.0 %	25.1 %	1	-1	British Columbia
2282 : User support technicians	Nova Scotia	1	1	100.0 %	32.1 %	0	1	Nova Scotia
2282 : User support technicians	Ontario	14	1	7.1 %	24.2 %	3	-2	Ontario
3237 : Other technical occupations in therapy and assessment	British Columbia	2	1	50.0 %	82.1 %	2	-1	British Columbia
3237 : Other technical occupations in therapy and assessment	Ontario	3	1	33.3 %	81.7 %	2	-1	Ontario
4211 : Paralegal and related occupations	Ontario	1	1	100.0 %	82.0 %	1	0	Ontario
4216 : Other instructors	Alberta	9	6	66.7 %	57.4 %	5	1	Alberta
4216 : Other instructors	British Columbia	1	1	100.0 %	59.7 %	1	0	British Columbia
5223 : Graphic arts technicians	Québec	1	0	0.0 %	43.5 %	0	0	Québec



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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
5241 : Graphic designers and illustrators	Ontario	2	0	0.0 %	44.9 %	1	-1	Ontario
<b>05 : Supervisors</b>		2936	2059	70.1 %	55.5 %	1629	430	
Employment Equity Occupational Group	Abbotsford - Mission	9	4	44.4 %	63.4 %	6	-2	Abbotsford - Mission
Employment Equity Occupational Group	Alta. less CMAs	58	33	56.9 %	64.7 %	38	-5	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	23	20	87.0 %	64.7 %	15	5	B.C. less CMAs
Employment Equity Occupational Group	Barrie	10	7	70.0 %	60.6 %	6	1	Barrie
Employment Equity Occupational Group	Brantford	5	4	80.0 %	57.1 %	3	1	Brantford
Employment Equity Occupational Group	Calgary	93	65	69.9 %	55.0 %	51	14	Calgary
Employment Equity Occupational Group	Edmonton	68	38	55.9 %	56.2 %	38	0	Edmonton
Employment Equity Occupational Group	Greater Sudbury	27	22	81.5 %	64.4 %	17	5	Greater Sudbury
Employment Equity Occupational Group	Halifax	37	27	73.0 %	55.9 %	21	6	Halifax
Employment Equity Occupational Group	Hamilton	160	126	78.8 %	56.5 %	90	36	Hamilton
Employment Equity Occupational Group	Kelowna	180	137	76.1 %	71.0 %	128	9	Kelowna
Employment Equity Occupational Group	Kingston	3	2	66.7 %	52.9 %	2	0	Kingston
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	36	26	72.2 %	54.2 %	20	6	Kitchener - Cambridge
Employment Equity Occupational Group	London	31	20	64.5 %	55.5 %	17	3	London
Employment Equity Occupational Group	Man. less CMA	5	4	80.0 %	62.5 %	3	1	Man. less CMA
Employment Equity Occupational Group	Moncton	2	1	50.0 %	58.4 %	1	0	Moncton
Employment Equity Occupational Group	Montréal	140	84	60.0 %	50.8 %	71	13	Montréal
Employment Equity Occupational Group	N.S. less CMA	15	10	66.7 %	73.2 %	11	-1	N.S. less CMA
Employment Equity Occupational Group	N.W.T.	3	3	100.0 %	54.8 %	2	1	N.W.T.
Employment Equity Occupational Group	Nfld.Lab. less CMA	6	2	33.3 %	77.5 %	5	-3	Nfld.Lab. less CMA
Employment Equity Occupational Group	Ont. less CMAs	75	57	76.0 %	62.9 %	47	10	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	16	13	81.3 %	56.6 %	9	4	Oshawa



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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Ottawa - Gatineau	102	56	54.9 %	50.7 %	52	4	Ottawa - Gatineau
Employment Equity Occupational Group	P.E.I.	7	6	85.7 %	59.1 %	4	2	P.E.I.
Employment Equity Occupational Group	Peterborough	12	6	50.0 %	56.8 %	7	-1	Peterborough
Employment Equity Occupational Group	Que. less CMAs	13	12	92.3 %	58.8 %	8	4	Que. less CMAs
Employment Equity Occupational Group	Québec	35	20	57.1 %	52.6 %	18	2	Québec
Employment Equity Occupational Group	Regina	12	6	50.0 %	52.5 %	6	0	Regina
Employment Equity Occupational Group	Saguenay	4	1	25.0 %	47.5 %	2	-1	Saguenay
Employment Equity Occupational Group	Saint John	4	3	75.0 %	60.3 %	2	1	Saint John
Employment Equity Occupational Group	Sask. less CMA	12	9	75.0 %	65.6 %	8	1	Sask. less CMA
Employment Equity Occupational Group	Saskatoon	35	24	68.6 %	53.4 %	19	5	Saskatoon
Employment Equity Occupational Group	Sherbrooke	3	2	66.7 %	55.6 %	2	0	Sherbrooke
Employment Equity Occupational Group	St. Catharines - Niagara	27	24	88.9 %	58.9 %	16	8	St. Catharines - Niagara
Employment Equity Occupational Group	St. John's	35	23	65.7 %	66.0 %	23	0	St. John's
Employment Equity Occupational Group	Toronto	566	380	67.1 %	53.0 %	300	80	Toronto
Employment Equity Occupational Group	Trois-Rivières	3	1	33.3 %	58.1 %	2	-1	Trois-Rivières
Employment Equity Occupational Group	Vancouver	878	660	75.2 %	51.4 %	451	209	Vancouver
Employment Equity Occupational Group	Victoria	149	99	66.4 %	61.1 %	91	8	Victoria
Employment Equity Occupational Group	Windsor	9	6	66.7 %	54.3 %	5	1	Windsor
Employment Equity Occupational Group	Winnipeg	28	16	57.1 %	54.2 %	15	1	Winnipeg
<b>07 : Administrative and Senior Clerical Personnel</b>		<b>155</b>	<b>111</b>	<b>71.6 %</b>	<b>80.7 %</b>	<b>125</b>	<b>-14</b>	
Employment Equity Occupational Group	Alta. less CMAs	1	1	100.0 %	89.0 %	1	0	Alta. less CMAs
Employment Equity Occupational Group	Calgary	5	2	40.0 %	80.5 %	4	-2	Calgary
Employment Equity Occupational Group	Edmonton	1	1	100.0 %	84.6 %	1	0	Edmonton
Employment Equity Occupational Group	Greater Sudbury	1	1	100.0 %	83.9 %	1	0	Greater Sudbury



Workplace Equity Information Management System - Compass Group Canada Ltd.

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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Halifax	4	4	100.0 %	81.4 %	3	1	Halifax
Employment Equity Occupational Group	Hamilton	1	0	0.0 %	83.5 %	1	-1	Hamilton
Employment Equity Occupational Group	Kelowna	1	1	100.0 %	85.7 %	1	0	Kelowna
Employment Equity Occupational Group	Kingston	1	1	100.0 %	83.5 %	1	0	Kingston
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	1	0	0.0 %	83.0 %	1	-1	Kitchener - Cambridge
Employment Equity Occupational Group	London	7	7	100.0 %	82.5 %	6	1	London
Employment Equity Occupational Group	Montréal	5	5	100.0 %	80.8 %	4	1	Montréal
Employment Equity Occupational Group	Ont. less CMAs	6	2	33.3 %	87.1 %	5	-3	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	5	3	60.0 %	77.2 %	4	-1	Ottawa - Gatineau
Employment Equity Occupational Group	Que. less CMAs	1	0	0.0 %	87.5 %	1	-1	Que. less CMAs
Employment Equity Occupational Group	Québec	1	0	0.0 %	80.9 %	1	-1	Québec
Employment Equity Occupational Group	St. Catharines - Niagara	1	1	100.0 %	81.8 %	1	0	St. Catharines -
Employment Equity Occupational Group	St. John's	1	1	100.0 %	82.5 %	1	0	St. John's
Employment Equity Occupational Group	Toronto	94	66	70.2 %	80.1 %	75	-9	Toronto
Employment Equity Occupational Group	Vancouver	15	13	86.7 %	79.0 %	12	1	Vancouver
Employment Equity Occupational Group	Victoria	3	2	66.7 %	81.2 %	2	0	Victoria
<b>08 : Skilled Sales and Service Personnel</b>		<b>2111</b>	<b>922</b>	<b>43.7 %</b>	<b>41.4 %</b>	<b>874</b>	<b>48</b>	
6241 : NOC 2006 - Chefs	Manitoba	2	1	50.0 %	54.2 %	1	0	Manitoba
6241 : NOC 2006 - Chefs	Nova Scotia	1	0	0.0 %	55.1 %	1	-1	Nova Scotia
6241 : NOC 2006 - Chefs	Ontario	1	1	100.0 %	47.7 %	0	1	Ontario
6241 : NOC 2006 - Chefs	Québec	11	5	45.5 %	49.5 %	5	0	Québec
6241 : NOC 2006 - Chefs	Saskatchewan	1	0	0.0 %	58.4 %	1	-1	Saskatchewan
6242 : NOC 2006 - Cooks	British Columbia	2	1	50.0 %	49.7 %	1	0	British Columbia
6242 : NOC 2006 - Cooks	Manitoba	1	0	0.0 %	54.2 %	1	-1	Manitoba



Workplace Equity Information Management System - Compass Group Canada Ltd.

Workforce Analysis - Detailed Report

Date: 2018-04-11

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
6242 : NOC 2006 - Cooks	Ontario	1	0	0.0 %	47.7 %	0	0	Ontario
6321 : Chefs	Alberta	36	5	13.9 %	23.5 %	8	-3	Alberta
6321 : Chefs	British Columbia	36	6	16.7 %	25.2 %	9	-3	British Columbia
6321 : Chefs	Manitoba	2	0	0.0 %	21.9 %	0	0	Manitoba
6321 : Chefs	Newfoundland and Labrador	4	0	0.0 %	22.4 %	1	-1	Newfoundland and Labrador
6321 : Chefs	Northwest Territories	1	0	0.0 %	0.0 %	0	0	Northwest Territories
6321 : Chefs	Nova Scotia	15	4	26.7 %	29.8 %	4	0	Nova Scotia
6321 : Chefs	Ontario	109	12	11.0 %	23.1 %	25	-13	Ontario
6321 : Chefs	Prince Edward Island	2	0	0.0 %	20.0 %	0	0	Prince Edward Island
6321 : Chefs	Québec	86	27	31.4 %	25.1 %	22	5	Québec
6321 : Chefs	Saskatchewan	2	0	0.0 %	30.1 %	1	-1	Saskatchewan
6322 : Cooks	Alberta	279	95	34.1 %	43.7 %	122	-27	Alberta
6322 : Cooks	British Columbia	379	172	45.4 %	42.0 %	159	13	British Columbia
6322 : Cooks	Manitoba	54	33	61.1 %	49.6 %	27	6	Manitoba
6322 : Cooks	New Brunswick	1	0	0.0 %	58.2 %	1	-1	New Brunswick
6322 : Cooks	Newfoundland and Labrador	20	4	20.0 %	62.6 %	13	-9	Newfoundland and Labrador
6322 : Cooks	Northwest Territories	17	5	29.4 %	53.2 %	9	-4	Northwest Territories
6322 : Cooks	Nova Scotia	16	11	68.8 %	52.8 %	8	3	Nova Scotia
6322 : Cooks	Ontario	583	308	52.8 %	38.4 %	224	84	Ontario
6322 : Cooks	Prince Edward Island	14	10	71.4 %	56.5 %	8	2	Prince Edward Island
6322 : Cooks	Québec	221	109	49.3 %	43.9 %	97	12	Québec
6322 : Cooks	Saskatchewan	89	45	50.6 %	55.1 %	49	-4	Saskatchewan
6332 : Bakers	Alberta	26	11	42.3 %	63.2 %	16	-5	Alberta
6332 : Bakers	British Columbia	15	8	53.3 %	58.7 %	9	-1	British Columbia



## Workforce Analysis - Detailed Report

Date: 2018-04-11

### Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
6332 : Bakers	Manitoba	6	4	66.7 %	54.9 %	3	1	Manitoba
6332 : Bakers	Newfoundland and Labrador	8	3	37.5 %	78.6 %	6	-3	Newfoundland and Labrador
6332 : Bakers	Northwest Territories	1	1	100.0 %	100.0 %	1	0	Northwest Territories
6332 : Bakers	Nova Scotia	3	2	66.7 %	65.4 %	2	0	Nova Scotia
6332 : Bakers	Ontario	49	31	63.3 %	57.9 %	28	3	Ontario
6332 : Bakers	Québec	7	4	57.1 %	52.9 %	4	0	Québec
6332 : Bakers	Saskatchewan	10	4	40.0 %	64.5 %	6	-2	Saskatchewan
<b>09 : Skilled Crafts and Trades Workers</b>		2	2	100.0 %	3.9 %	0	2	
7332 : Appliance servicers and repairers	Québec	2	2	100.0 %	3.9 %	0	2	Québec
<b>10 : Clerical Personnel</b>		548	371	67.7 %	69.4 %	380	-9	
Employment Equity Occupational Group	Abbotsford - Mission	1	0	0.0 %	77.5 %	1	-1	Abbotsford - Mission
Employment Equity Occupational Group	Alta. less CMAs	89	43	48.3 %	76.3 %	68	-25	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	4	3	75.0 %	77.5 %	3	0	B.C. less CMAs
Employment Equity Occupational Group	Calgary	29	20	69.0 %	70.2 %	20	0	Calgary
Employment Equity Occupational Group	Edmonton	2	2	100.0 %	70.3 %	1	1	Edmonton
Employment Equity Occupational Group	Greater Sudbury	3	1	33.3 %	70.9 %	2	-1	Greater Sudbury
Employment Equity Occupational Group	Halifax	5	4	80.0 %	67.7 %	3	1	Halifax
Employment Equity Occupational Group	Hamilton	3	2	66.7 %	68.5 %	2	0	Hamilton
Employment Equity Occupational Group	Kingston	2	2	100.0 %	69.8 %	1	1	Kingston
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	17	13	76.5 %	67.9 %	12	1	Kitchener - Cambridge
Employment Equity Occupational Group	London	75	63	84.0 %	71.4 %	54	9	London
Employment Equity Occupational Group	Man. less CMA	9	7	77.8 %	73.0 %	7	0	Man. less CMA
Employment Equity Occupational Group	Montréal	22	15	68.2 %	62.5 %	14	1	Montréal
Employment Equity Occupational Group	N.S. less CMA	1	0	0.0 %	71.4 %	1	-1	N.S. less CMA



Workplace Equity Information Management System - Compass Group Canada Ltd.

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002191

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	N.W.T.	1	1	100.0 %	75.7 %	1	0	N.W.T.
Employment Equity Occupational Group	Nfld.Lab. less CMA	3	3	100.0 %	74.8 %	2	1	Nfld.Lab. less CMA
Employment Equity Occupational Group	Ont. less CMAs	5	5	100.0 %	72.4 %	4	1	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	1	1	100.0 %	67.3 %	1	0	Oshawa
Employment Equity Occupational Group	Ottawa - Gatineau	12	6	50.0 %	65.8 %	8	-2	Ottawa - Gatineau
Employment Equity Occupational Group	P.E.I.	1	1	100.0 %	70.0 %	1	0	P.E.I.
Employment Equity Occupational Group	Peterborough	1	1	100.0 %	69.6 %	1	0	Peterborough
Employment Equity Occupational Group	Québec	10	5	50.0 %	61.6 %	6	-1	Québec
Employment Equity Occupational Group	Regina	2	2	100.0 %	70.2 %	1	1	Regina
Employment Equity Occupational Group	Sask. less CMA	1	1	100.0 %	76.6 %	1	0	Sask. less CMA
Employment Equity Occupational Group	Saskatoon	3	3	100.0 %	70.2 %	2	1	Saskatoon
Employment Equity Occupational Group	St. Catharines - Niagara	1	1	100.0 %	69.8 %	1	0	St. Catharines - Niagara
Employment Equity Occupational Group	St. John's	2	2	100.0 %	72.6 %	1	1	St. John's
Employment Equity Occupational Group	Toronto	174	113	64.9 %	65.2 %	113	0	Toronto
Employment Equity Occupational Group	Trois-Rivières	1	0	0.0 %	64.9 %	1	-1	Trois-Rivières
Employment Equity Occupational Group	Vancouver	39	31	79.5 %	70.0 %	27	4	Vancouver
Employment Equity Occupational Group	Victoria	25	17	68.0 %	74.1 %	19	-2	Victoria
Employment Equity Occupational Group	Winnipeg	4	3	75.0 %	67.9 %	3	0	Winnipeg
<b>11 : Intermediate Sales and Service Personnel</b>		<b>5263</b>	<b>3915</b>	<b>74.4 %</b>	<b>65.7 %</b>	<b>3458</b>	<b>457</b>	
Employment Equity Occupational Group	Abbotsford - Mission	17	17	100.0 %	68.0 %	12	5	Abbotsford - Mission
Employment Equity Occupational Group	Alta. less CMAs	144	65	45.1 %	74.2 %	107	-42	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	83	70	84.3 %	72.4 %	60	10	B.C. less CMAs
Employment Equity Occupational Group	Barrie	91	84	92.3 %	68.8 %	63	21	Barrie
Employment Equity Occupational Group	Calgary	130	75	57.7 %	66.1 %	86	-11	Calgary



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### Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Edmonton	219	135	61.6 %	67.0 %	147	-12	Edmonton
Employment Equity Occupational Group	Greater Sudbury	58	42	72.4 %	68.7 %	40	2	Greater Sudbury
Employment Equity Occupational Group	Halifax	76	65	85.5 %	65.5 %	50	15	Halifax
Employment Equity Occupational Group	Hamilton	167	122	73.1 %	67.1 %	112	10	Hamilton
Employment Equity Occupational Group	Kelowna	64	57	89.1 %	68.4 %	44	13	Kelowna
Employment Equity Occupational Group	Kingston	79	53	67.1 %	62.9 %	50	3	Kingston
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	54	44	81.5 %	69.4 %	37	7	Kitchener - Cambridge
Employment Equity Occupational Group	London	244	188	77.0 %	65.9 %	161	27	London
Employment Equity Occupational Group	Man. less CMA	32	26	81.3 %	72.9 %	23	3	Man. less CMA
Employment Equity Occupational Group	Montréal	237	175	73.8 %	61.8 %	146	29	Montréal
Employment Equity Occupational Group	N.S. less CMA	39	32	82.1 %	72.7 %	28	4	N.S. less CMA
Employment Equity Occupational Group	N.W.T.	2	0	0.0 %	70.7 %	1	-1	N.W.T.
Employment Equity Occupational Group	Ont. less CMAs	207	171	82.6 %	72.4 %	150	21	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	115	88	76.5 %	69.8 %	80	8	Oshawa
Employment Equity Occupational Group	Ottawa - Gatineau	290	195	67.2 %	61.8 %	179	16	Ottawa - Gatineau
Employment Equity Occupational Group	P.E.I.	23	9	39.1 %	71.3 %	16	-7	P.E.I.
Employment Equity Occupational Group	Peterborough	109	92	84.4 %	66.9 %	73	19	Peterborough
Employment Equity Occupational Group	Que. less CMAs	6	3	50.0 %	70.2 %	4	-1	Que. less CMAs
Employment Equity Occupational Group	Québec	57	26	45.6 %	60.8 %	35	-9	Québec
Employment Equity Occupational Group	Regina	28	20	71.4 %	65.7 %	18	2	Regina
Employment Equity Occupational Group	Sask. less CMA	20	12	60.0 %	75.2 %	15	-3	Sask. less CMA
Employment Equity Occupational Group	Saskatoon	47	24	51.1 %	67.9 %	32	-8	Saskatoon
Employment Equity Occupational Group	St. Catharines - Niagara	6	6	100.0 %	66.9 %	4	2	St. Catharines -
Employment Equity Occupational Group	St. John's	13	10	76.9 %	65.2 %	8	2	St. John's



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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Toronto	1451	1136	78.3 %	63.9 %	927	209	Toronto
Employment Equity Occupational Group	Trois-Rivières	17	16	94.1 %	68.7 %	12	4	Trois-Rivières
Employment Equity Occupational Group	Vancouver	772	596	77.2 %	64.2 %	496	100	Vancouver
Employment Equity Occupational Group	Victoria	317	217	68.5 %	66.7 %	211	6	Victoria
Employment Equity Occupational Group	Windsor	19	19	100.0 %	68.4 %	13	6	Windsor
Employment Equity Occupational Group	Winnipeg	30	25	83.3 %	65.5 %	20	5	Winnipeg
<b>12 : Semi-Skilled Manual Workers</b>		<b>352</b>	<b>16</b>	<b>4.5 %</b>	<b>19.1 %</b>	<b>67</b>	<b>-51</b>	
Employment Equity Occupational Group	Abbotsford - Mission	4	0	0.0 %	22.9 %	1	-1	Abbotsford - Mission
Employment Equity Occupational Group	Alta. less CMAs	11	0	0.0 %	16.3 %	2	-2	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	4	0	0.0 %	14.0 %	1	-1	B.C. less CMAs
Employment Equity Occupational Group	Barrie	1	0	0.0 %	17.8 %	0	0	Barrie
Employment Equity Occupational Group	Brantford	4	0	0.0 %	21.9 %	1	-1	Brantford
Employment Equity Occupational Group	Calgary	31	3	9.7 %	14.5 %	4	-1	Calgary
Employment Equity Occupational Group	Edmonton	11	0	0.0 %	16.0 %	2	-2	Edmonton
Employment Equity Occupational Group	Hamilton	3	0	0.0 %	18.6 %	1	-1	Hamilton
Employment Equity Occupational Group	Kelowna	6	0	0.0 %	15.1 %	1	-1	Kelowna
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	23	1	4.3 %	23.0 %	5	-4	Kitchener - Cambridge
Employment Equity Occupational Group	London	3	0	0.0 %	18.7 %	1	-1	London
Employment Equity Occupational Group	Montréal	17	0	0.0 %	18.4 %	3	-3	Montréal
Employment Equity Occupational Group	N.S. less CMA	6	0	0.0 %	15.9 %	1	-1	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	13	0	0.0 %	20.7 %	3	-3	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	1	0	0.0 %	17.0 %	0	0	Oshawa
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	14.6 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Sask. less CMA	1	0	0.0 %	17.4 %	0	0	Sask. less CMA



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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Women				Recruitment Area
			Representation # %	Availability %	Gap #		
Employment Equity Occupational Group	Toronto	123	11 8.9 %	22.0 %	27 -16	Toronto	
Employment Equity Occupational Group	Vancouver	73	1 1.4 %	17.1 %	12 -11	Vancouver	
Employment Equity Occupational Group	Victoria	8	0 0.0 %	13.2 %	1 -1	Victoria	
Employment Equity Occupational Group	Windsor	2	0 0.0 %	24.1 %	0 0	Windsor	
Employment Equity Occupational Group	Winnipeg	5	0 0.0 %	14.5 %	1 -1	Winnipeg	
<b>13 : Other Sales and Service Personnel</b>		<b>13271</b>	<b>8081 60.9 %</b>	<b>56.8 %</b>	<b>7538 543</b>		
Employment Equity Occupational Group	Abbotsford - Mission	77	53 68.8 %	65.1 %	50 3	Abbotsford - Mission	
Employment Equity Occupational Group	Alta. less CMAs	698	384 55.0 %	64.1 %	447 -63	Alta. less CMAs	
Employment Equity Occupational Group	B.C. less CMAs	281	225 80.1 %	63.2 %	178 47	B.C. less CMAs	
Employment Equity Occupational Group	Barrie	21	15 71.4 %	60.9 %	13 2	Barrie	
Employment Equity Occupational Group	Brantford	25	16 64.0 %	66.6 %	17 -1	Brantford	
Employment Equity Occupational Group	Calgary	567	308 54.3 %	56.3 %	319 -11	Calgary	
Employment Equity Occupational Group	Edmonton	410	218 53.2 %	59.2 %	243 -25	Edmonton	
Employment Equity Occupational Group	Greater Sudbury	84	64 76.2 %	60.5 %	51 13	Greater Sudbury	
Employment Equity Occupational Group	Guelph	20	16 80.0 %	56.9 %	11 5	Guelph	
Employment Equity Occupational Group	Halifax	346	205 59.2 %	57.4 %	199 6	Halifax	
Employment Equity Occupational Group	Hamilton	292	174 59.6 %	57.0 %	166 8	Hamilton	
Employment Equity Occupational Group	Kelowna	364	253 69.5 %	57.6 %	210 43	Kelowna	
Employment Equity Occupational Group	Kingston	1	1 100.0 %	56.3 %	1 0	Kingston	
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	341	239 70.1 %	58.0 %	198 41	Kitchener - Cambridge	
Employment Equity Occupational Group	London	132	68 51.5 %	57.5 %	76 -8	London	
Employment Equity Occupational Group	Man. less CMA	57	49 86.0 %	62.3 %	36 13	Man. less CMA	
Employment Equity Occupational Group	Moncton	7	7 100.0 %	55.5 %	4 3	Moncton	
Employment Equity Occupational Group	Montréal	526	352 66.9 %	51.1 %	269 83	Montréal	



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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	N.S. less CMA	142	92	64.8 %	66.4 %	94	-2	N.S. less CMA
Employment Equity Occupational Group	N.W.T.	50	32	64.0 %	54.5 %	27	5	N.W.T.
Employment Equity Occupational Group	Nfld.Lab. less CMA	20	14	70.0 %	64.5 %	13	1	Nfld.Lab. less CMA
Employment Equity Occupational Group	Ont. less CMAs	481	341	70.9 %	61.8 %	297	44	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	67	36	53.7 %	56.4 %	38	-2	Oshawa
Employment Equity Occupational Group	Ottawa - Gatineau	595	298	50.1 %	49.9 %	297	1	Ottawa - Gatineau
Employment Equity Occupational Group	P.E.I.	18	15	83.3 %	66.8 %	12	3	P.E.I.
Employment Equity Occupational Group	Peterborough	72	33	45.8 %	53.5 %	39	-6	Peterborough
Employment Equity Occupational Group	Que. less CMAs	111	90	81.1 %	58.8 %	65	25	Que. less CMAs
Employment Equity Occupational Group	Québec	285	179	62.8 %	51.9 %	148	31	Québec
Employment Equity Occupational Group	Regina	70	42	60.0 %	54.4 %	38	4	Regina
Employment Equity Occupational Group	Saguenay	26	7	26.9 %	53.3 %	14	-7	Saguenay
Employment Equity Occupational Group	Saint John	8	6	75.0 %	59.4 %	5	1	Saint John
Employment Equity Occupational Group	Sask. less CMA	22	20	90.9 %	61.4 %	14	6	Sask. less CMA
Employment Equity Occupational Group	Saskatoon	95	70	73.7 %	57.1 %	54	16	Saskatoon
Employment Equity Occupational Group	Sherbrooke	3	3	100.0 %	55.9 %	2	1	Sherbrooke
Employment Equity Occupational Group	St. Catharines - Niagara	62	40	64.5 %	58.8 %	36	4	St. Catharines - Niagara
Employment Equity Occupational Group	St. John's	192	109	56.8 %	55.8 %	107	2	St. John's
Employment Equity Occupational Group	Toronto	4086	2397	58.7 %	55.5 %	2268	129	Toronto
Employment Equity Occupational Group	Trois-Rivières	1	1	100.0 %	57.3 %	1	0	Trois-Rivières
Employment Equity Occupational Group	Vancouver	1912	1178	61.6 %	57.8 %	1105	73	Vancouver
Employment Equity Occupational Group	Victoria	454	274	60.4 %	54.8 %	249	25	Victoria
Employment Equity Occupational Group	Windsor	61	34	55.7 %	56.6 %	35	-1	Windsor
Employment Equity Occupational Group	Winnipeg	189	123	65.1 %	54.1 %	102	21	Winnipeg



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### Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>14 : Other Manual Workers</b>		32	3	9.4 %	25.4 %	8	-5	
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	1	0	0.0 %	30.2 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	Ont. less CMAs	15	0	0.0 %	19.7 %	3	-3	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	1	1	100.0 %	9.3 %	0	1	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	10	0	0.0 %	32.6 %	3	-3	Toronto
Employment Equity Occupational Group	Vancouver	5	2	40.0 %	30.1 %	2	0	Vancouver
<b>Total</b>		26649	16445	61.7 %	55.8 %	14869	1576	

Total may not equal sum of components due to rounding.

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



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### Aboriginal Peoples

002197

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>01 : Senior Managers</b>	National	79	2	2.5 %	2.9 %	2	0	National
<b>02 : Middle and Other Managers</b>	National	1700	63	3.7 %	2.2 %	37	26	National
<b>03 : Professionals</b>		163	3	1.8 %	1.6 %	3	0	
1111 : Financial auditors and accountants	National	43	0	0.0 %	1.3 %	1	-1	National
1112 : Financial and investment analysts	National	13	0	0.0 %	0.9 %	0	0	National
1121 : Human resources professionals	National	27	1	3.7 %	2.7 %	1	0	National
1122 : Professional occupations in business management consulting	National	5	0	0.0 %	1.6 %	0	0	National
2133 : Electrical and electronics engineers	National	1	1	100.0 %	0.7 %	0	1	National
2171 : Information systems analysts and consultants	National	33	1	3.0 %	1.1 %	0	1	National
2172 : Database analysts and data administrators	National	4	0	0.0 %	1.3 %	0	0	National
2174 : Computer programmers and interactive media developers	National	4	0	0.0 %	1.0 %	0	0	National
2175 : Web designers and developers	National	2	0	0.0 %	1.5 %	0	0	National
3132 : Dietitians and nutritionists	National	27	0	0.0 %	1.9 %	1	-1	National
4112 : Lawyers and Quebec notaries	National	4	0	0.0 %	1.6 %	0	0	National
<b>04 : Semi-Professionals and Technicians</b>		37	3	8.1 %	2.0 %	1	2	
2282 : User support technicians	British Columbia	3	2	66.7 %	1.8 %	0	2	British Columbia
2282 : User support technicians	Nova Scotia	1	0	0.0 %	3.2 %	0	0	Nova Scotia
2282 : User support technicians	Ontario	14	0	0.0 %	1.6 %	0	0	Ontario
3237 : Other technical occupations in therapy and assessment	British Columbia	2	0	0.0 %	4.6 %	0	0	British Columbia
3237 : Other technical occupations in therapy and assessment	Ontario	3	0	0.0 %	3.2 %	0	0	Ontario
4211 : Paralegal and related occupations	Ontario	1	0	0.0 %	1.5 %	0	0	Ontario
4216 : Other instructors	Alberta	9	1	11.1 %	1.7 %	0	1	Alberta
4216 : Other instructors	British Columbia	1	0	0.0 %	2.4 %	0	0	British Columbia
5223 : Graphic arts technicians	Québec	1	0	0.0 %	0.4 %	0	0	Québec



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### Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
5241 : Graphic designers and illustrators	Ontario	2	0	0.0 %	1.6 %	0	0	Ontario
<b>05 : Supervisors</b>		2936	154	5.2 %	3.1 %	91	63	
Employment Equity Occupational Group	Abbotsford - Mission	9	1	11.1 %	6.6 %	1	0	Abbotsford - Mission
Employment Equity Occupational Group	Alta. less CMAs	58	2	3.4 %	6.5 %	4	-2	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	23	1	4.3 %	8.4 %	2	-1	B.C. less CMAs
Employment Equity Occupational Group	Barrie	10	1	10.0 %	1.7 %	0	1	Barrie
Employment Equity Occupational Group	Brantford	5	0	0.0 %	5.0 %	0	0	Brantford
Employment Equity Occupational Group	Calgary	93	5	5.4 %	3.1 %	3	2	Calgary
Employment Equity Occupational Group	Edmonton	68	2	2.9 %	4.6 %	3	-1	Edmonton
Employment Equity Occupational Group	Greater Sudbury	27	8	29.6 %	8.8 %	2	6	Greater Sudbury
Employment Equity Occupational Group	Halifax	37	3	8.1 %	2.2 %	1	2	Halifax
Employment Equity Occupational Group	Hamilton	160	10	6.3 %	1.8 %	3	7	Hamilton
Employment Equity Occupational Group	Kelowna	180	8	4.4 %	6.3 %	11	-3	Kelowna
Employment Equity Occupational Group	Kingston	3	0	0.0 %	2.2 %	0	0	Kingston
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	36	0	0.0 %	1.0 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	London	31	1	3.2 %	1.7 %	1	0	London
Employment Equity Occupational Group	Man. less CMA	5	0	0.0 %	17.5 %	1	-1	Man. less CMA
Employment Equity Occupational Group	Moncton	2	0	0.0 %	4.1 %	0	0	Moncton
Employment Equity Occupational Group	Montréal	140	3	2.1 %	0.8 %	1	2	Montréal
Employment Equity Occupational Group	N.S. less CMA	15	1	6.7 %	4.6 %	1	0	N.S. less CMA
Employment Equity Occupational Group	N.W.T.	3	0	0.0 %	28.8 %	1	-1	N.W.T.
Employment Equity Occupational Group	Nfld.Lab. less CMA	6	0	0.0 %	10.8 %	1	-1	Nfld.Lab. less CMA
Employment Equity Occupational Group	Ont. less CMAs	75	4	5.3 %	4.9 %	4	0	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	16	2	12.5 %	2.9 %	0	2	Oshawa



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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Ottawa - Gatineau	102	7	6.9 %	2.7 %	3	4	Ottawa - Gatineau
Employment Equity Occupational Group	P.E.I.	7	0	0.0 %	0.0 %	0	0	P.E.I.
Employment Equity Occupational Group	Peterborough	12	0	0.0 %	3.0 %	0	0	Peterborough
Employment Equity Occupational Group	Que. less CMAs	13	0	0.0 %	2.8 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Québec	35	0	0.0 %	1.2 %	0	0	Québec
Employment Equity Occupational Group	Regina	12	1	8.3 %	5.9 %	1	0	Regina
Employment Equity Occupational Group	Saguenay	4	0	0.0 %	0.0 %	0	0	Saguenay
Employment Equity Occupational Group	Saint John	4	0	0.0 %	0.0 %	0	0	Saint John
Employment Equity Occupational Group	Sask. less CMA	12	4	33.3 %	19.7 %	2	2	Sask. less CMA
Employment Equity Occupational Group	Saskatoon	35	4	11.4 %	10.8 %	4	0	Saskatoon
Employment Equity Occupational Group	Sherbrooke	3	0	0.0 %	0.0 %	0	0	Sherbrooke
Employment Equity Occupational Group	St. Catharines - Niagara	27	1	3.7 %	1.4 %	0	1	St. Catharines - Niagara
Employment Equity Occupational Group	St. John's	35	2	5.7 %	1.9 %	1	1	St. John's
Employment Equity Occupational Group	Toronto	566	24	4.2 %	1.0 %	6	18	Toronto
Employment Equity Occupational Group	Trois-Rivières	3	0	0.0 %	0.0 %	0	0	Trois-Rivières
Employment Equity Occupational Group	Vancouver	878	52	5.9 %	2.6 %	23	29	Vancouver
Employment Equity Occupational Group	Victoria	149	6	4.0 %	4.9 %	7	-1	Victoria
Employment Equity Occupational Group	Windsor	9	0	0.0 %	3.6 %	0	0	Windsor
Employment Equity Occupational Group	Winnipeg	28	1	3.6 %	11.8 %	3	-2	Winnipeg
<b>07 : Administrative and Senior Clerical Personnel</b>		<b>155</b>	<b>5</b>	<b>3.2 %</b>	<b>1.4 %</b>	<b>2</b>	<b>3</b>	
Employment Equity Occupational Group	Alta. less CMAs	1	0	0.0 %	6.0 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	Calgary	5	0	0.0 %	2.6 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	3.6 %	0	0	Edmonton
Employment Equity Occupational Group	Greater Sudbury	1	1	100.0 %	8.6 %	0	1	Greater Sudbury



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### Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Halifax	4	0	0.0 %	2.2 %	0	0	Halifax
Employment Equity Occupational Group	Hamilton	1	0	0.0 %	1.5 %	0	0	Hamilton
Employment Equity Occupational Group	Kelowna	1	0	0.0 %	3.4 %	0	0	Kelowna
Employment Equity Occupational Group	Kingston	1	0	0.0 %	1.2 %	0	0	Kingston
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	1	0	0.0 %	1.6 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	London	7	0	0.0 %	0.8 %	0	0	London
Employment Equity Occupational Group	Montréal	5	0	0.0 %	0.7 %	0	0	Montréal
Employment Equity Occupational Group	Ont. less CMAs	6	0	0.0 %	4.1 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	5	0	0.0 %	3.2 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Que. less CMAs	1	0	0.0 %	2.9 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Québec	1	0	0.0 %	0.7 %	0	0	Québec
Employment Equity Occupational Group	St. Catharines - Niagara	1	0	0.0 %	1.5 %	0	0	St. Catharines -
Employment Equity Occupational Group	St. John's	1	0	0.0 %	2.5 %	0	0	St. John's
Employment Equity Occupational Group	Toronto	94	4	4.3 %	0.8 %	1	3	Toronto
Employment Equity Occupational Group	Vancouver	15	0	0.0 %	2.1 %	0	0	Vancouver
Employment Equity Occupational Group	Victoria	3	0	0.0 %	3.0 %	0	0	Victoria
<b>08 : Skilled Sales and Service Personnel</b>		<b>2111</b>	<b>130</b>	<b>6.2 %</b>	<b>6.1 %</b>	<b>129</b>	<b>1</b>	
6241 : NOC 2006 - Chefs	Manitoba	2	0	0.0 %	10.8 %	0	0	Manitoba
6241 : NOC 2006 - Chefs	Nova Scotia	1	0	0.0 %	2.9 %	0	0	Nova Scotia
6241 : NOC 2006 - Chefs	Ontario	1	0	0.0 %	1.9 %	0	0	Ontario
6241 : NOC 2006 - Chefs	Québec	11	0	0.0 %	1.4 %	0	0	Québec
6241 : NOC 2006 - Chefs	Saskatchewan	1	0	0.0 %	11.4 %	0	0	Saskatchewan
6242 : NOC 2006 - Cooks	British Columbia	2	0	0.0 %	4.8 %	0	0	British Columbia
6242 : NOC 2006 - Cooks	Manitoba	1	0	0.0 %	10.8 %	0	0	Manitoba



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			#	%	%	#		
6242 : NOC 2006 - Cooks	Ontario	1	0	0.0 %	1.9 %	0	0	Ontario
6321 : Chefs	Alberta	36	1	2.8 %	4.5 %	2	-1	Alberta
6321 : Chefs	British Columbia	36	1	2.8 %	3.6 %	1	0	British Columbia
6321 : Chefs	Manitoba	2	0	0.0 %	8.4 %	0	0	Manitoba
6321 : Chefs	Newfoundland and Labrador	4	0	0.0 %	0.0 %	0	0	Newfoundland and Labrador
6321 : Chefs	Northwest Territories	1	0	0.0 %	0.0 %	0	0	Northwest Territories
6321 : Chefs	Nova Scotia	15	1	6.7 %	0.0 %	0	1	Nova Scotia
6321 : Chefs	Ontario	109	2	1.8 %	1.8 %	2	0	Ontario
6321 : Chefs	Prince Edward Island	2	1	50.0 %	0.0 %	0	1	Prince Edward Island
6321 : Chefs	Québec	86	2	2.3 %	1.0 %	1	1	Québec
6321 : Chefs	Saskatchewan	2	1	50.0 %	23.8 %	0	1	Saskatchewan
6322 : Cooks	Alberta	279	15	5.4 %	7.1 %	20	-5	Alberta
6322 : Cooks	British Columbia	379	23	6.1 %	8.0 %	30	-7	British Columbia
6322 : Cooks	Manitoba	54	7	13.0 %	17.5 %	9	-2	Manitoba
6322 : Cooks	New Brunswick	1	0	0.0 %	3.3 %	0	0	New Brunswick
6322 : Cooks	Newfoundland and Labrador	20	0	0.0 %	7.9 %	2	-2	Newfoundland and Labrador
6322 : Cooks	Northwest Territories	17	5	29.4 %	64.5 %	11	-6	Northwest Territories
6322 : Cooks	Nova Scotia	16	1	6.3 %	3.8 %	1	0	Nova Scotia
6322 : Cooks	Ontario	583	40	6.9 %	3.8 %	22	18	Ontario
6322 : Cooks	Prince Edward Island	14	0	0.0 %	2.4 %	0	0	Prince Edward Island
6322 : Cooks	Québec	221	7	3.2 %	2.1 %	5	2	Québec
6322 : Cooks	Saskatchewan	89	11	12.4 %	16.2 %	14	-3	Saskatchewan
6332 : Bakers	Alberta	26	4	15.4 %	6.8 %	2	2	Alberta
6332 : Bakers	British Columbia	15	0	0.0 %	4.6 %	1	-1	British Columbia



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Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
6332 : Bakers	Manitoba	6	2	33.3 %	8.4 %	1	1	Manitoba
6332 : Bakers	Newfoundland and Labrador	8	0	0.0 %	9.4 %	1	-1	Newfoundland and Labrador
6332 : Bakers	Northwest Territories	1	0	0.0 %	40.0 %	0	0	Northwest Territories
6332 : Bakers	Nova Scotia	3	0	0.0 %	2.4 %	0	0	Nova Scotia
6332 : Bakers	Ontario	49	4	8.2 %	2.4 %	1	3	Ontario
6332 : Bakers	Québec	7	0	0.0 %	1.6 %	0	0	Québec
6332 : Bakers	Saskatchewan	10	2	20.0 %	11.8 %	1	1	Saskatchewan
<b>09 : Skilled Crafts and Trades Workers</b>		2	0	0.0 %	1.1 %	0	0	
7332 : Appliance servicers and repairers	Québec	2	0	0.0 %	1.1 %	0	0	Québec
<b>10 : Clerical Personnel</b>		548	30	5.5 %	3.2 %	18	12	
<b>Employment Equity Occupational Group</b>	Abbotsford - Mission	1	0	0.0 %	3.8 %	0	0	Abbotsford - Mission
<b>Employment Equity Occupational Group</b>	Alta. less CMAs	89	4	4.5 %	8.1 %	7	-3	Alta. less CMAs
<b>Employment Equity Occupational Group</b>	B.C. less CMAs	4	0	0.0 %	9.1 %	0	0	B.C. less CMAs
<b>Employment Equity Occupational Group</b>	Calgary	29	3	10.3 %	3.0 %	1	2	Calgary
<b>Employment Equity Occupational Group</b>	Edmonton	2	0	0.0 %	5.1 %	0	0	Edmonton
<b>Employment Equity Occupational Group</b>	Greater Sudbury	3	0	0.0 %	7.4 %	0	0	Greater Sudbury
<b>Employment Equity Occupational Group</b>	Halifax	5	0	0.0 %	2.7 %	0	0	Halifax
<b>Employment Equity Occupational Group</b>	Hamilton	3	1	33.3 %	1.6 %	0	1	Hamilton
<b>Employment Equity Occupational Group</b>	Kingston	2	0	0.0 %	3.4 %	0	0	Kingston
<b>Employment Equity Occupational Group</b>	Kitchener - Cambridge - Waterloo	17	0	0.0 %	0.9 %	0	0	Kitchener - Cambridge
<b>Employment Equity Occupational Group</b>	London	75	2	2.7 %	1.6 %	1	1	London
<b>Employment Equity Occupational Group</b>	Man. less CMA	9	4	44.4 %	16.1 %	1	3	Man. less CMA
<b>Employment Equity Occupational Group</b>	Montréal	22	2	9.1 %	0.8 %	0	2	Montréal
<b>Employment Equity Occupational Group</b>	N.S. less CMA	1	0	0.0 %	3.5 %	0	0	N.S. less CMA



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			#	%	%	#		
Employment Equity Occupational Group	N.W.T.	1	0	0.0 %	43.7 %	0	0	N.W.T.
Employment Equity Occupational Group	Nfld.Lab. less CMA	3	0	0.0 %	12.9 %	0	0	Nfld.Lab. less CMA
Employment Equity Occupational Group	Ont. less CMAs	5	0	0.0 %	4.7 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	1	0	0.0 %	1.0 %	0	0	Oshawa
Employment Equity Occupational Group	Ottawa - Gatineau	12	3	25.0 %	2.8 %	0	3	Ottawa - Gatineau
Employment Equity Occupational Group	P.E.I.	1	0	0.0 %	1.7 %	0	0	P.E.I.
Employment Equity Occupational Group	Peterborough	1	0	0.0 %	3.0 %	0	0	Peterborough
Employment Equity Occupational Group	Québec	10	0	0.0 %	0.6 %	0	0	Québec
Employment Equity Occupational Group	Regina	2	1	50.0 %	7.1 %	0	1	Regina
Employment Equity Occupational Group	Sask. less CMA	1	0	0.0 %	12.4 %	0	0	Sask. less CMA
Employment Equity Occupational Group	Saskatoon	3	0	0.0 %	8.4 %	0	0	Saskatoon
Employment Equity Occupational Group	St. Catharines - Niagara	1	0	0.0 %	1.6 %	0	0	St. Catharines - Niagara
Employment Equity Occupational Group	St. John's	2	0	0.0 %	1.4 %	0	0	St. John's
Employment Equity Occupational Group	Toronto	174	7	4.0 %	0.7 %	1	6	Toronto
Employment Equity Occupational Group	Trois-Rivières	1	0	0.0 %	1.0 %	0	0	Trois-Rivières
Employment Equity Occupational Group	Vancouver	39	2	5.1 %	2.4 %	1	1	Vancouver
Employment Equity Occupational Group	Victoria	25	1	4.0 %	4.3 %	1	0	Victoria
Employment Equity Occupational Group	Winnipeg	4	0	0.0 %	9.8 %	0	0	Winnipeg
<b>11 : Intermediate Sales and Service Personnel</b>		<b>5263</b>	<b>360</b>	<b>6.8 %</b>	<b>2.8 %</b>	<b>147</b>	<b>213</b>	
Employment Equity Occupational Group	Abbotsford - Mission	17	0	0.0 %	4.2 %	1	-1	Abbotsford - Mission
Employment Equity Occupational Group	Alta. less CMAs	144	11	7.6 %	7.7 %	11	0	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	83	7	8.4 %	9.6 %	8	-1	B.C. less CMAs
Employment Equity Occupational Group	Barrie	91	1	1.1 %	2.2 %	2	-1	Barrie
Employment Equity Occupational Group	Calgary	130	4	3.1 %	2.5 %	3	1	Calgary



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Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Edmonton	219	16	7.3 %	4.8 %	11	5	Edmonton
Employment Equity Occupational Group	Greater Sudbury	58	17	29.3 %	8.3 %	5	12	Greater Sudbury
Employment Equity Occupational Group	Halifax	76	7	9.2 %	3.2 %	2	5	Halifax
Employment Equity Occupational Group	Hamilton	167	6	3.6 %	1.6 %	3	3	Hamilton
Employment Equity Occupational Group	Kelowna	64	10	15.6 %	4.5 %	3	7	Kelowna
Employment Equity Occupational Group	Kingston	79	6	7.6 %	3.1 %	2	4	Kingston
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	54	3	5.6 %	1.5 %	1	2	Kitchener - Cambridge
Employment Equity Occupational Group	London	244	14	5.7 %	1.4 %	3	11	London
Employment Equity Occupational Group	Man. less CMA	32	9	28.1 %	21.9 %	7	2	Man. less CMA
Employment Equity Occupational Group	Montréal	237	8	3.4 %	0.9 %	2	6	Montréal
Employment Equity Occupational Group	N.S. less CMA	39	3	7.7 %	4.0 %	2	1	N.S. less CMA
Employment Equity Occupational Group	N.W.T.	2	0	0.0 %	39.6 %	1	-1	N.W.T.
Employment Equity Occupational Group	Ont. less CMAs	207	24	11.6 %	4.9 %	10	14	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	115	3	2.6 %	1.8 %	2	1	Oshawa
Employment Equity Occupational Group	Ottawa - Gatineau	290	18	6.2 %	3.0 %	9	9	Ottawa - Gatineau
Employment Equity Occupational Group	P.E.I.	23	0	0.0 %	1.5 %	0	0	P.E.I.
Employment Equity Occupational Group	Peterborough	109	7	6.4 %	4.3 %	5	2	Peterborough
Employment Equity Occupational Group	Que. less CMAs	6	0	0.0 %	3.1 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Québec	57	3	5.3 %	1.2 %	1	2	Québec
Employment Equity Occupational Group	Regina	28	5	17.9 %	9.2 %	3	2	Regina
Employment Equity Occupational Group	Sask. less CMA	20	7	35.0 %	17.5 %	4	3	Sask. less CMA
Employment Equity Occupational Group	Saskatoon	47	2	4.3 %	8.2 %	4	-2	Saskatoon
Employment Equity Occupational Group	St. Catharines - Niagara	6	0	0.0 %	2.2 %	0	0	St. Catharines -
Employment Equity Occupational Group	St. John's	13	0	0.0 %	2.1 %	0	0	St. John's



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Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Toronto	1451	94	6.5 %	0.6 %	9	85	Toronto
Employment Equity Occupational Group	Trois-Rivières	17	1	5.9 %	1.1 %	0	1	Trois-Rivières
Employment Equity Occupational Group	Vancouver	772	38	4.9 %	2.3 %	18	20	Vancouver
Employment Equity Occupational Group	Victoria	317	23	7.3 %	4.2 %	13	10	Victoria
Employment Equity Occupational Group	Windsor	19	11	57.9 %	2.4 %	0	11	Windsor
Employment Equity Occupational Group	Winnipeg	30	2	6.7 %	9.8 %	3	-1	Winnipeg
<b>12 : Semi-Skilled Manual Workers</b>		<b>352</b>	<b>30</b>	<b>8.5 %</b>	<b>2.5 %</b>	<b>9</b>	<b>21</b>	
Employment Equity Occupational Group	Abbotsford - Mission	4	0	0.0 %	3.4 %	0	0	Abbotsford - Mission
Employment Equity Occupational Group	Alta. less CMAs	11	1	9.1 %	8.5 %	1	0	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	4	0	0.0 %	11.0 %	0	0	B.C. less CMAs
Employment Equity Occupational Group	Barrie	1	0	0.0 %	1.8 %	0	0	Barrie
Employment Equity Occupational Group	Brantford	4	0	0.0 %	8.0 %	0	0	Brantford
Employment Equity Occupational Group	Calgary	31	1	3.2 %	3.5 %	1	0	Calgary
Employment Equity Occupational Group	Edmonton	11	2	18.2 %	5.6 %	1	1	Edmonton
Employment Equity Occupational Group	Hamilton	3	0	0.0 %	1.9 %	0	0	Hamilton
Employment Equity Occupational Group	Kelowna	6	1	16.7 %	5.8 %	0	1	Kelowna
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	23	0	0.0 %	1.2 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	London	3	0	0.0 %	1.9 %	0	0	London
Employment Equity Occupational Group	Montréal	17	0	0.0 %	0.9 %	0	0	Montréal
Employment Equity Occupational Group	N.S. less CMA	6	0	0.0 %	3.7 %	0	0	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	13	1	7.7 %	4.4 %	1	0	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	1	0	0.0 %	2.9 %	0	0	Oshawa
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	3.3 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Sask. less CMA	1	0	0.0 %	11.4 %	0	0	Sask. less CMA



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			#	%	%	#		
Employment Equity Occupational Group	Toronto	123	14	11.4 %	0.7 %	1	13	Toronto
Employment Equity Occupational Group	Vancouver	73	8	11.0 %	2.2 %	2	6	Vancouver
Employment Equity Occupational Group	Victoria	8	1	12.5 %	5.2 %	0	1	Victoria
Employment Equity Occupational Group	Windsor	2	0	0.0 %	2.0 %	0	0	Windsor
Employment Equity Occupational Group	Winnipeg	5	1	20.0 %	10.0 %	1	0	Winnipeg
<b>13 : Other Sales and Service Personnel</b>		<b>13271</b>	<b>952</b>	<b>7.2 %</b>	<b>3.9 %</b>	<b>518</b>	<b>434</b>	
Employment Equity Occupational Group	Abbotsford - Mission	77	10	13.0 %	3.7 %	3	7	Abbotsford - Mission
Employment Equity Occupational Group	Alta. less CMAs	698	57	8.2 %	10.9 %	76	-19	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	281	24	8.5 %	12.7 %	36	-12	B.C. less CMAs
Employment Equity Occupational Group	Barrie	21	2	9.5 %	2.8 %	1	1	Barrie
Employment Equity Occupational Group	Brantford	25	3	12.0 %	7.2 %	2	1	Brantford
Employment Equity Occupational Group	Calgary	567	35	6.2 %	3.1 %	18	17	Calgary
Employment Equity Occupational Group	Edmonton	410	21	5.1 %	6.7 %	27	-6	Edmonton
Employment Equity Occupational Group	Greater Sudbury	84	17	20.2 %	10.8 %	9	8	Greater Sudbury
Employment Equity Occupational Group	Guelph	20	0	0.0 %	1.5 %	0	0	Guelph
Employment Equity Occupational Group	Halifax	346	22	6.4 %	4.4 %	15	7	Halifax
Employment Equity Occupational Group	Hamilton	292	18	6.2 %	2.5 %	7	11	Hamilton
Employment Equity Occupational Group	Kelowna	364	45	12.4 %	8.3 %	30	15	Kelowna
Employment Equity Occupational Group	Kingston	1	0	0.0 %	4.6 %	0	0	Kingston
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	341	21	6.2 %	2.3 %	8	13	Kitchener - Cambridge
Employment Equity Occupational Group	London	132	13	9.8 %	2.2 %	3	10	London
Employment Equity Occupational Group	Man. less CMA	57	10	17.5 %	26.1 %	15	-5	Man. less CMA
Employment Equity Occupational Group	Moncton	7	0	0.0 %	2.8 %	0	0	Moncton
Employment Equity Occupational Group	Montréal	526	19	3.6 %	0.8 %	4	15	Montréal



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			#	%	%	#		
Employment Equity Occupational Group	N.S. less CMA	142	14	9.9 %	4.8 %	7	7	N.S. less CMA
Employment Equity Occupational Group	N.W.T.	50	22	44.0 %	56.4 %	28	-6	N.W.T.
Employment Equity Occupational Group	Nfld.Lab. less CMA	20	2	10.0 %	10.8 %	2	0	Nfld.Lab. less CMA
Employment Equity Occupational Group	Ont. less CMAs	481	33	6.9 %	6.8 %	33	0	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	67	4	6.0 %	1.8 %	1	3	Oshawa
Employment Equity Occupational Group	Ottawa - Gatineau	595	34	5.7 %	2.9 %	17	17	Ottawa - Gatineau
Employment Equity Occupational Group	P.E.I.	18	0	0.0 %	1.6 %	0	0	P.E.I.
Employment Equity Occupational Group	Peterborough	72	4	5.6 %	4.3 %	3	1	Peterborough
Employment Equity Occupational Group	Que. less CMAs	111	4	3.6 %	4.5 %	5	-1	Que. less CMAs
Employment Equity Occupational Group	Québec	285	7	2.5 %	0.9 %	3	4	Québec
Employment Equity Occupational Group	Regina	70	5	7.1 %	10.4 %	7	-2	Regina
Employment Equity Occupational Group	Saguenay	26	1	3.8 %	3.0 %	1	0	Saguenay
Employment Equity Occupational Group	Saint John	8	0	0.0 %	2.8 %	0	0	Saint John
Employment Equity Occupational Group	Sask. less CMA	22	6	27.3 %	21.4 %	5	1	Sask. less CMA
Employment Equity Occupational Group	Saskatoon	95	7	7.4 %	11.1 %	11	-4	Saskatoon
Employment Equity Occupational Group	Sherbrooke	3	0	0.0 %	1.1 %	0	0	Sherbrooke
Employment Equity Occupational Group	St. Catharines - Niagara	62	4	6.5 %	2.3 %	1	3	St. Catharines - Niagara
Employment Equity Occupational Group	St. John's	192	16	8.3 %	2.4 %	5	11	St. John's
Employment Equity Occupational Group	Toronto	4086	270	6.6 %	0.8 %	33	237	Toronto
Employment Equity Occupational Group	Trois-Rivières	1	0	0.0 %	1.3 %	0	0	Trois-Rivières
Employment Equity Occupational Group	Vancouver	1912	134	7.0 %	2.7 %	52	82	Vancouver
Employment Equity Occupational Group	Victoria	454	47	10.4 %	5.4 %	25	22	Victoria
Employment Equity Occupational Group	Windsor	61	2	3.3 %	2.4 %	1	1	Windsor
Employment Equity Occupational Group	Winnipeg	189	19	10.1 %	11.8 %	22	-3	Winnipeg



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			#	%	%	#		
<b>14 : Other Manual Workers</b>		32	0	0.0 %	4.1 %	1	-1	
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	1	0	0.0 %	1.8 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	Ont. less CMAs	15	0	0.0 %	6.8 %	1	-1	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	3.0 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	10	0	0.0 %	0.8 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	5	0	0.0 %	3.2 %	0	0	Vancouver
<b>Total</b>		26649	1732	6.5 %	3.6 %	958	774	

Total may not equal sum of components due to rounding.

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



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### Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>01 : Senior Managers</b>	National	79	8	10.1 %	10.1 %	8	0	National
<b>02 : Middle and Other Managers</b>	National	1700	374	22.0 %	15.0 %	255	119	National
<b>03 : Professionals</b>		163	43	26.4 %	24.5 %	40	3	
1111 : Financial auditors and accountants	National	43	6	14.0 %	27.5 %	12	-6	National
1112 : Financial and investment analysts	National	13	3	23.1 %	35.4 %	5	-2	National
1121 : Human resources professionals	National	27	10	37.0 %	14.1 %	4	6	National
1122 : Professional occupations in business management consulting	National	5	1	20.0 %	21.6 %	1	0	National
2133 : Electrical and electronics engineers	National	1	1	100.0 %	34.9 %	0	1	National
2171 : Information systems analysts and consultants	National	33	9	27.3 %	31.4 %	10	-1	National
2172 : Database analysts and data administrators	National	4	0	0.0 %	32.3 %	1	-1	National
2174 : Computer programmers and interactive media developers	National	4	1	25.0 %	31.5 %	1	0	National
2175 : Web designers and developers	National	2	1	50.0 %	22.8 %	0	1	National
3132 : Dietitians and nutritionists	National	27	9	33.3 %	16.3 %	4	5	National
4112 : Lawyers and Quebec notaries	National	4	2	50.0 %	12.5 %	1	1	National
<b>04 : Semi-Professionals and Technicians</b>		37	6	16.2 %	27.6 %	10	-4	
2282 : User support technicians	British Columbia	3	2	66.7 %	32.5 %	1	1	British Columbia
2282 : User support technicians	Nova Scotia	1	0	0.0 %	11.3 %	0	0	Nova Scotia
2282 : User support technicians	Ontario	14	2	14.3 %	35.9 %	5	-3	Ontario
3237 : Other technical occupations in therapy and assessment	British Columbia	2	0	0.0 %	13.9 %	0	0	British Columbia
3237 : Other technical occupations in therapy and assessment	Ontario	3	0	0.0 %	20.7 %	1	-1	Ontario
4211 : Paralegal and related occupations	Ontario	1	0	0.0 %	22.3 %	0	0	Ontario
4216 : Other instructors	Alberta	9	2	22.2 %	22.2 %	2	0	Alberta
4216 : Other instructors	British Columbia	1	0	0.0 %	41.8 %	0	0	British Columbia
5223 : Graphic arts technicians	Québec	1	0	0.0 %	7.3 %	0	0	Québec



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Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
5241 : Graphic designers and illustrators	Ontario	2	0	0.0 %	24.0 %	0	0	Ontario
<b>05 : Supervisors</b>		2936	1015	34.6 %	27.5 %	807	208	
Employment Equity Occupational Group	Abbotsford - Mission	9	2	22.2 %	26.8 %	2	0	Abbotsford - Mission
Employment Equity Occupational Group	Alta. less CMAs	58	5	8.6 %	11.9 %	7	-2	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	23	1	4.3 %	5.2 %	1	0	B.C. less CMAs
Employment Equity Occupational Group	Barrie	10	2	20.0 %	8.9 %	1	1	Barrie
Employment Equity Occupational Group	Brantford	5	1	20.0 %	3.1 %	0	1	Brantford
Employment Equity Occupational Group	Calgary	93	43	46.2 %	27.4 %	25	18	Calgary
Employment Equity Occupational Group	Edmonton	68	34	50.0 %	21.6 %	15	19	Edmonton
Employment Equity Occupational Group	Greater Sudbury	27	9	33.3 %	0.0 %	0	9	Greater Sudbury
Employment Equity Occupational Group	Halifax	37	5	13.5 %	4.6 %	2	3	Halifax
Employment Equity Occupational Group	Hamilton	160	15	9.4 %	13.0 %	21	-6	Hamilton
Employment Equity Occupational Group	Kelowna	180	32	17.8 %	5.6 %	10	22	Kelowna
Employment Equity Occupational Group	Kingston	3	1	33.3 %	3.3 %	0	1	Kingston
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	36	3	8.3 %	12.0 %	4	-1	Kitchener - Cambridge
Employment Equity Occupational Group	London	31	2	6.5 %	6.8 %	2	0	London
Employment Equity Occupational Group	Man. less CMA	5	1	20.0 %	3.8 %	0	1	Man. less CMA
Employment Equity Occupational Group	Moncton	2	0	0.0 %	5.2 %	0	0	Moncton
Employment Equity Occupational Group	Montréal	140	19	13.6 %	16.7 %	23	-4	Montréal
Employment Equity Occupational Group	N.S. less CMA	15	1	6.7 %	2.2 %	0	1	N.S. less CMA
Employment Equity Occupational Group	N.W.T.	3	0	0.0 %	15.1 %	0	0	N.W.T.
Employment Equity Occupational Group	Nfld.Lab. less CMA	6	0	0.0 %	0.0 %	0	0	Nfld.Lab. less CMA
Employment Equity Occupational Group	Ont. less CMAs	75	9	12.0 %	1.9 %	1	8	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	16	2	12.5 %	10.5 %	2	0	Oshawa



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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Ottawa - Gatineau	102	19	18.6 %	14.7 %	15	4	Ottawa - Gatineau
Employment Equity Occupational Group	P.E.I.	7	1	14.3 %	3.0 %	0	1	P.E.I.
Employment Equity Occupational Group	Peterborough	12	0	0.0 %	3.0 %	0	0	Peterborough
Employment Equity Occupational Group	Que. less CMAs	13	0	0.0 %	0.7 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Québec	35	0	0.0 %	2.3 %	1	-1	Québec
Employment Equity Occupational Group	Regina	12	2	16.7 %	9.8 %	1	1	Regina
Employment Equity Occupational Group	Saguenay	4	1	25.0 %	0.0 %	0	1	Saguenay
Employment Equity Occupational Group	Saint John	4	0	0.0 %	6.4 %	0	0	Saint John
Employment Equity Occupational Group	Sask. less CMA	12	2	16.7 %	3.1 %	0	2	Sask. less CMA
Employment Equity Occupational Group	Saskatoon	35	7	20.0 %	7.2 %	3	4	Saskatoon
Employment Equity Occupational Group	Sherbrooke	3	0	0.0 %	2.0 %	0	0	Sherbrooke
Employment Equity Occupational Group	St. Catharines - Niagara	27	1	3.7 %	7.0 %	2	-1	St. Catharines - Niagara
Employment Equity Occupational Group	St. John's	35	1	2.9 %	0.0 %	0	1	St. John's
Employment Equity Occupational Group	Toronto	566	199	35.2 %	45.8 %	259	-60	Toronto
Employment Equity Occupational Group	Trois-Rivières	3	0	0.0 %	2.9 %	0	0	Trois-Rivières
Employment Equity Occupational Group	Vancouver	878	525	59.8 %	43.4 %	381	144	Vancouver
Employment Equity Occupational Group	Victoria	149	54	36.2 %	13.2 %	20	34	Victoria
Employment Equity Occupational Group	Windsor	9	2	22.2 %	10.1 %	1	1	Windsor
Employment Equity Occupational Group	Winnipeg	28	14	50.0 %	15.9 %	4	10	Winnipeg
<b>07 : Administrative and Senior Clerical Personnel</b>		155	42	27.1 %	28.4 %	44	-2	
Employment Equity Occupational Group	Alta. less CMAs	1	0	0.0 %	3.4 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	Calgary	5	2	40.0 %	16.5 %	1	1	Calgary
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	13.4 %	0	0	Edmonton
Employment Equity Occupational Group	Greater Sudbury	1	0	0.0 %	1.5 %	0	0	Greater Sudbury



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Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Halifax	4	0	0.0 %	5.8 %	0	0	Halifax
Employment Equity Occupational Group	Hamilton	1	1	100.0 %	8.2 %	0	1	Hamilton
Employment Equity Occupational Group	Kelowna	1	0	0.0 %	3.9 %	0	0	Kelowna
Employment Equity Occupational Group	Kingston	1	0	0.0 %	3.4 %	0	0	Kingston
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	1	0	0.0 %	9.5 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	London	7	0	0.0 %	7.3 %	1	-1	London
Employment Equity Occupational Group	Montréal	5	0	0.0 %	12.2 %	1	-1	Montréal
Employment Equity Occupational Group	Ont. less CMAs	6	0	0.0 %	1.6 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	5	1	20.0 %	12.2 %	1	0	Ottawa - Gatineau
Employment Equity Occupational Group	Que. less CMAs	1	0	0.0 %	0.6 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Québec	1	0	0.0 %	1.5 %	0	0	Québec
Employment Equity Occupational Group	St. Catharines - Niagara	1	0	0.0 %	4.2 %	0	0	St. Catharines -
Employment Equity Occupational Group	St. John's	1	0	0.0 %	0.7 %	0	0	St. John's
Employment Equity Occupational Group	Toronto	94	35	37.2 %	37.3 %	35	0	Toronto
Employment Equity Occupational Group	Vancouver	15	3	20.0 %	35.3 %	5	-2	Vancouver
Employment Equity Occupational Group	Victoria	3	0	0.0 %	8.2 %	0	0	Victoria
<b>08 : Skilled Sales and Service Personnel</b>		<b>2111</b>	<b>542</b>	<b>25.7 %</b>	<b>29.5 %</b>	<b>623</b>	<b>-81</b>	
6241 : NOC 2006 - Chefs	Manitoba	2	0	0.0 %	17.8 %	0	0	Manitoba
6241 : NOC 2006 - Chefs	Nova Scotia	1	0	0.0 %	5.6 %	0	0	Nova Scotia
6241 : NOC 2006 - Chefs	Ontario	1	0	0.0 %	28.7 %	0	0	Ontario
6241 : NOC 2006 - Chefs	Québec	11	1	9.1 %	13.0 %	1	0	Québec
6241 : NOC 2006 - Chefs	Saskatchewan	1	1	100.0 %	10.5 %	0	1	Saskatchewan
6242 : NOC 2006 - Cooks	British Columbia	2	0	0.0 %	35.2 %	1	-1	British Columbia
6242 : NOC 2006 - Cooks	Manitoba	1	1	100.0 %	17.8 %	0	1	Manitoba



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Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
6242 : NOC 2006 - Cooks	Ontario	1	0	0.0 %	28.7 %	0	0	Ontario
6321 : Chefs	Alberta	36	7	19.4 %	37.4 %	13	-6	Alberta
6321 : Chefs	British Columbia	36	7	19.4 %	47.6 %	17	-10	British Columbia
6321 : Chefs	Manitoba	2	0	0.0 %	35.0 %	1	-1	Manitoba
6321 : Chefs	Newfoundland and Labrador	4	0	0.0 %	0.0 %	0	0	Newfoundland and Labrador
6321 : Chefs	Northwest Territories	1	0	0.0 %	22.2 %	0	0	Northwest Territories
6321 : Chefs	Nova Scotia	15	2	13.3 %	13.0 %	2	0	Nova Scotia
6321 : Chefs	Ontario	109	29	26.6 %	45.9 %	50	-21	Ontario
6321 : Chefs	Prince Edward Island	2	0	0.0 %	9.1 %	0	0	Prince Edward Island
6321 : Chefs	Québec	86	11	12.8 %	24.5 %	21	-10	Québec
6321 : Chefs	Saskatchewan	2	0	0.0 %	24.4 %	0	0	Saskatchewan
6322 : Cooks	Alberta	279	79	28.3 %	33.7 %	94	-15	Alberta
6322 : Cooks	British Columbia	379	97	25.6 %	37.4 %	142	-45	British Columbia
6322 : Cooks	Manitoba	54	23	42.6 %	20.1 %	11	12	Manitoba
6322 : Cooks	New Brunswick	1	0	0.0 %	4.5 %	0	0	New Brunswick
6322 : Cooks	Newfoundland and Labrador	20	0	0.0 %	2.2 %	0	0	Newfoundland and Labrador
6322 : Cooks	Northwest Territories	17	1	5.9 %	11.3 %	2	-1	Northwest Territories
6322 : Cooks	Nova Scotia	16	1	6.3 %	6.3 %	1	0	Nova Scotia
6322 : Cooks	Ontario	583	193	33.1 %	30.6 %	178	15	Ontario
6322 : Cooks	Prince Edward Island	14	0	0.0 %	4.3 %	1	-1	Prince Edward Island
6322 : Cooks	Québec	221	36	16.3 %	16.4 %	36	0	Québec
6322 : Cooks	Saskatchewan	89	21	23.6 %	16.4 %	15	6	Saskatchewan
6332 : Bakers	Alberta	26	11	42.3 %	34.4 %	9	2	Alberta
6332 : Bakers	British Columbia	15	4	26.7 %	38.4 %	6	-2	British Columbia



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Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
6332 : Bakers	Manitoba	6	4	66.7 %	26.3 %	2	2	Manitoba
6332 : Bakers	Newfoundland and Labrador	8	0	0.0 %	0.0 %	0	0	Newfoundland and Labrador
6332 : Bakers	Northwest Territories	1	0	0.0 %	40.0 %	0	0	Northwest Territories
6332 : Bakers	Nova Scotia	3	0	0.0 %	3.1 %	0	0	Nova Scotia
6332 : Bakers	Ontario	49	10	20.4 %	29.6 %	15	-5	Ontario
6332 : Bakers	Québec	7	0	0.0 %	18.0 %	1	-1	Québec
6332 : Bakers	Saskatchewan	10	3	30.0 %	11.4 %	1	2	Saskatchewan
<b>09 : Skilled Crafts and Trades Workers</b>		2	0	0.0 %	6.5 %	0	0	
7332 : Appliance servicers and repairers	Québec	2	0	0.0 %	6.5 %	0	0	Québec
<b>10 : Clerical Personnel</b>		548	153	27.9 %	23.9 %	131	22	
Employment Equity Occupational Group	Abbotsford - Mission	1	0	0.0 %	15.8 %	0	0	Abbotsford - Mission
Employment Equity Occupational Group	Alta. less CMAs	89	41	46.1 %	4.2 %	4	37	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	4	0	0.0 %	2.9 %	0	0	B.C. less CMAs
Employment Equity Occupational Group	Calgary	29	6	20.7 %	24.3 %	7	-1	Calgary
Employment Equity Occupational Group	Edmonton	2	0	0.0 %	17.5 %	0	0	Edmonton
Employment Equity Occupational Group	Greater Sudbury	3	0	0.0 %	1.8 %	0	0	Greater Sudbury
Employment Equity Occupational Group	Halifax	5	3	60.0 %	7.3 %	0	3	Halifax
Employment Equity Occupational Group	Hamilton	3	2	66.7 %	10.1 %	0	2	Hamilton
Employment Equity Occupational Group	Kingston	2	0	0.0 %	3.0 %	0	0	Kingston
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	17	3	17.6 %	11.5 %	2	1	Kitchener - Cambridge
Employment Equity Occupational Group	London	75	16	21.3 %	9.1 %	7	9	London
Employment Equity Occupational Group	Man. less CMA	9	0	0.0 %	1.7 %	0	0	Man. less CMA
Employment Equity Occupational Group	Montréal	22	4	18.2 %	17.4 %	4	0	Montréal
Employment Equity Occupational Group	N.S. less CMA	1	0	0.0 %	1.9 %	0	0	N.S. less CMA



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Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	N.W.T.	1	0	0.0 %	5.3 %	0	0	N.W.T.
Employment Equity Occupational Group	Nfld.Lab. less CMA	3	0	0.0 %	0.0 %	0	0	Nfld.Lab. less CMA
Employment Equity Occupational Group	Ont. less CMAs	5	0	0.0 %	1.7 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	1	0	0.0 %	9.8 %	0	0	Oshawa
Employment Equity Occupational Group	Ottawa - Gatineau	12	6	50.0 %	14.7 %	2	4	Ottawa - Gatineau
Employment Equity Occupational Group	P.E.I.	1	0	0.0 %	2.6 %	0	0	P.E.I.
Employment Equity Occupational Group	Peterborough	1	0	0.0 %	2.2 %	0	0	Peterborough
Employment Equity Occupational Group	Québec	10	0	0.0 %	2.0 %	0	0	Québec
Employment Equity Occupational Group	Regina	2	1	50.0 %	6.7 %	0	1	Regina
Employment Equity Occupational Group	Sask. less CMA	1	1	100.0 %	2.0 %	0	1	Sask. less CMA
Employment Equity Occupational Group	Saskatoon	3	1	33.3 %	7.1 %	0	1	Saskatoon
Employment Equity Occupational Group	St. Catharines - Niagara	1	1	100.0 %	5.7 %	0	1	St. Catharines - Niagara
Employment Equity Occupational Group	St. John's	2	0	0.0 %	0.8 %	0	0	St. John's
Employment Equity Occupational Group	Toronto	174	51	29.3 %	48.1 %	84	-33	Toronto
Employment Equity Occupational Group	Trois-Rivières	1	0	0.0 %	2.4 %	0	0	Trois-Rivières
Employment Equity Occupational Group	Vancouver	39	7	17.9 %	42.3 %	16	-9	Vancouver
Employment Equity Occupational Group	Victoria	25	7	28.0 %	8.6 %	2	5	Victoria
Employment Equity Occupational Group	Winnipeg	4	3	75.0 %	17.0 %	1	2	Winnipeg
<b>11 : Intermediate Sales and Service Personnel</b>		<b>5263</b>	<b>1548</b>	<b>29.4 %</b>	<b>28.2 %</b>	<b>1484</b>	<b>64</b>	
Employment Equity Occupational Group	Abbotsford - Mission	17	1	5.9 %	23.4 %	4	-3	Abbotsford - Mission
Employment Equity Occupational Group	Alta. less CMAs	144	42	29.2 %	6.7 %	10	32	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	83	7	8.4 %	5.3 %	4	3	B.C. less CMAs
Employment Equity Occupational Group	Barrie	91	4	4.4 %	6.4 %	6	-2	Barrie
Employment Equity Occupational Group	Calgary	130	53	40.8 %	29.7 %	39	14	Calgary



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Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Edmonton	219	88	40.2 %	24.8 %	54	34	Edmonton
Employment Equity Occupational Group	Greater Sudbury	58	11	19.0 %	3.1 %	2	9	Greater Sudbury
Employment Equity Occupational Group	Halifax	76	8	10.5 %	8.5 %	6	2	Halifax
Employment Equity Occupational Group	Hamilton	167	37	22.2 %	15.8 %	26	11	Hamilton
Employment Equity Occupational Group	Kelowna	64	14	21.9 %	7.1 %	5	9	Kelowna
Employment Equity Occupational Group	Kingston	79	8	10.1 %	6.3 %	5	3	Kingston
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	54	14	25.9 %	13.8 %	7	7	Kitchener - Cambridge
Employment Equity Occupational Group	London	244	30	12.3 %	12.5 %	31	-1	London
Employment Equity Occupational Group	Man. less CMA	32	4	12.5 %	2.7 %	1	3	Man. less CMA
Employment Equity Occupational Group	Montréal	237	50	21.1 %	22.2 %	53	-3	Montréal
Employment Equity Occupational Group	N.S. less CMA	39	8	20.5 %	2.4 %	1	7	N.S. less CMA
Employment Equity Occupational Group	N.W.T.	2	1	50.0 %	14.1 %	0	1	N.W.T.
Employment Equity Occupational Group	Ont. less CMAs	207	19	9.2 %	2.3 %	5	14	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	115	11	9.6 %	13.0 %	15	-4	Oshawa
Employment Equity Occupational Group	Ottawa - Gatineau	290	92	31.7 %	22.0 %	64	28	Ottawa - Gatineau
Employment Equity Occupational Group	P.E.I.	23	6	26.1 %	2.9 %	1	5	P.E.I.
Employment Equity Occupational Group	Peterborough	109	14	12.8 %	3.4 %	4	10	Peterborough
Employment Equity Occupational Group	Que. less CMAs	6	0	0.0 %	0.9 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Québec	57	1	1.8 %	3.0 %	2	-1	Québec
Employment Equity Occupational Group	Regina	28	12	42.9 %	11.9 %	3	9	Regina
Employment Equity Occupational Group	Sask. less CMA	20	8	40.0 %	2.7 %	1	7	Sask. less CMA
Employment Equity Occupational Group	Saskatoon	47	12	25.5 %	11.6 %	5	7	Saskatoon
Employment Equity Occupational Group	St. Catharines - Niagara	6	0	0.0 %	7.6 %	0	0	St. Catharines -
Employment Equity Occupational Group	St. John's	13	0	0.0 %	2.3 %	0	0	St. John's



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			#	%	%	#		
Employment Equity Occupational Group	Toronto	1451	556	38.3 %	48.9 %	710	-154	Toronto
Employment Equity Occupational Group	Trois-Rivières	17	1	5.9 %	2.1 %	0	1	Trois-Rivières
Employment Equity Occupational Group	Vancouver	772	337	43.7 %	47.5 %	367	-30	Vancouver
Employment Equity Occupational Group	Victoria	317	74	23.3 %	12.9 %	41	33	Victoria
Employment Equity Occupational Group	Windsor	19	11	57.9 %	15.8 %	3	8	Windsor
Employment Equity Occupational Group	Winnipeg	30	14	46.7 %	23.2 %	7	7	Winnipeg
<b>12 : Semi-Skilled Manual Workers</b>		<b>352</b>	<b>109</b>	<b>31.0 %</b>	<b>38.2 %</b>	<b>134</b>	<b>-25</b>	
Employment Equity Occupational Group	Abbotsford - Mission	4	1	25.0 %	42.3 %	2	-1	Abbotsford - Mission
Employment Equity Occupational Group	Alta. less CMAs	11	3	27.3 %	4.3 %	0	3	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	4	0	0.0 %	3.5 %	0	0	B.C. less CMAs
Employment Equity Occupational Group	Barrie	1	0	0.0 %	8.3 %	0	0	Barrie
Employment Equity Occupational Group	Brantford	4	0	0.0 %	7.4 %	0	0	Brantford
Employment Equity Occupational Group	Calgary	31	13	41.9 %	33.1 %	10	3	Calgary
Employment Equity Occupational Group	Edmonton	11	8	72.7 %	22.3 %	2	6	Edmonton
Employment Equity Occupational Group	Hamilton	3	0	0.0 %	16.4 %	0	0	Hamilton
Employment Equity Occupational Group	Kelowna	6	1	16.7 %	5.8 %	0	1	Kelowna
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	23	1	4.3 %	18.5 %	4	-3	Kitchener - Cambridge
Employment Equity Occupational Group	London	3	0	0.0 %	12.9 %	0	0	London
Employment Equity Occupational Group	Montréal	17	9	52.9 %	22.7 %	4	5	Montréal
Employment Equity Occupational Group	N.S. less CMA	6	1	16.7 %	1.4 %	0	1	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	13	2	15.4 %	1.6 %	0	2	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	1	1	100.0 %	8.5 %	0	1	Oshawa
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	19.9 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Sask. less CMA	1	0	0.0 %	2.1 %	0	0	Sask. less CMA



Workplace Equity Information Management System - Compass Group Canada Ltd.

Workforce Analysis - Detailed Report

Date: 2018-04-11

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Toronto	123	38	30.9 %	57.5 %	71	-33	Toronto
Employment Equity Occupational Group	Vancouver	73	29	39.7 %	48.9 %	36	-7	Vancouver
Employment Equity Occupational Group	Victoria	8	2	25.0 %	9.1 %	1	1	Victoria
Employment Equity Occupational Group	Windsor	2	0	0.0 %	14.2 %	0	0	Windsor
Employment Equity Occupational Group	Winnipeg	5	0	0.0 %	27.9 %	1	-1	Winnipeg
<b>13 : Other Sales and Service Personnel</b>		<b>13271</b>	<b>3902</b>	<b>29.4 %</b>	<b>33.4 %</b>	<b>4433</b>	<b>-531</b>	
Employment Equity Occupational Group	Abbotsford - Mission	77	18	23.4 %	28.6 %	22	-4	Abbotsford - Mission
Employment Equity Occupational Group	Alta. less CMAs	698	192	27.5 %	10.0 %	70	122	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	281	35	12.5 %	6.9 %	19	16	B.C. less CMAs
Employment Equity Occupational Group	Barrie	21	1	4.8 %	7.9 %	2	-1	Barrie
Employment Equity Occupational Group	Brantford	25	1	4.0 %	6.3 %	2	-1	Brantford
Employment Equity Occupational Group	Calgary	567	229	40.4 %	43.4 %	246	-17	Calgary
Employment Equity Occupational Group	Edmonton	410	185	45.1 %	34.1 %	140	45	Edmonton
Employment Equity Occupational Group	Greater Sudbury	84	12	14.3 %	3.6 %	3	9	Greater Sudbury
Employment Equity Occupational Group	Guelph	20	1	5.0 %	13.7 %	3	-2	Guelph
Employment Equity Occupational Group	Halifax	346	76	22.0 %	10.6 %	37	39	Halifax
Employment Equity Occupational Group	Hamilton	292	29	9.9 %	15.1 %	44	-15	Hamilton
Employment Equity Occupational Group	Kelowna	364	50	13.7 %	9.1 %	33	17	Kelowna
Employment Equity Occupational Group	Kingston	1	0	0.0 %	6.8 %	0	0	Kingston
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	341	53	15.5 %	16.9 %	58	-5	Kitchener - Cambridge
Employment Equity Occupational Group	London	132	20	15.2 %	14.6 %	19	1	London
Employment Equity Occupational Group	Man. less CMA	57	3	5.3 %	4.0 %	2	1	Man. less CMA
Employment Equity Occupational Group	Moncton	7	0	0.0 %	4.2 %	0	0	Moncton
Employment Equity Occupational Group	Montréal	526	83	15.8 %	24.3 %	128	-45	Montréal



Workplace Equity Information Management System - Compass Group Canada Ltd.

Workforce Analysis - Detailed Report

Date: 2018-04-11

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	N.S. less CMA	142	15	10.6 %	2.7 %	4	11	N.S. less CMA
Employment Equity Occupational Group	N.W.T.	50	17	34.0 %	15.6 %	8	9	N.W.T.
Employment Equity Occupational Group	Nfld.Lab. less CMA	20	0	0.0 %	0.7 %	0	0	Nfld.Lab. less CMA
Employment Equity Occupational Group	Ont. less CMAs	481	35	7.3 %	2.7 %	13	22	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	67	14	20.9 %	11.3 %	8	6	Oshawa
Employment Equity Occupational Group	Ottawa - Gatineau	595	151	25.4 %	25.3 %	151	0	Ottawa - Gatineau
Employment Equity Occupational Group	P.E.I.	18	1	5.6 %	2.1 %	0	1	P.E.I.
Employment Equity Occupational Group	Peterborough	72	1	1.4 %	3.7 %	3	-2	Peterborough
Employment Equity Occupational Group	Que. less CMAs	111	5	4.5 %	1.1 %	1	4	Que. less CMAs
Employment Equity Occupational Group	Québec	285	15	5.3 %	4.6 %	13	2	Québec
Employment Equity Occupational Group	Regina	70	12	17.1 %	19.3 %	14	-2	Regina
Employment Equity Occupational Group	Saguenay	26	10	38.5 %	0.9 %	0	10	Saguenay
Employment Equity Occupational Group	Saint John	8	0	0.0 %	2.6 %	0	0	Saint John
Employment Equity Occupational Group	Sask. less CMA	22	1	4.5 %	4.9 %	1	0	Sask. less CMA
Employment Equity Occupational Group	Saskatoon	95	39	41.1 %	19.1 %	18	21	Saskatoon
Employment Equity Occupational Group	Sherbrooke	3	0	0.0 %	4.9 %	0	0	Sherbrooke
Employment Equity Occupational Group	St. Catharines - Niagara	62	7	11.3 %	9.0 %	6	1	St. Catharines - Niagara
Employment Equity Occupational Group	St. John's	192	27	14.1 %	1.9 %	4	23	St. John's
Employment Equity Occupational Group	Toronto	4086	1381	33.8 %	52.7 %	2153	-772	Toronto
Employment Equity Occupational Group	Trois-Rivières	1	0	0.0 %	2.2 %	0	0	Trois-Rivières
Employment Equity Occupational Group	Vancouver	1912	934	48.8 %	55.9 %	1069	-135	Vancouver
Employment Equity Occupational Group	Victoria	454	124	27.3 %	16.1 %	73	51	Victoria
Employment Equity Occupational Group	Windsor	61	14	23.0 %	15.9 %	10	4	Windsor
Employment Equity Occupational Group	Winnipeg	189	111	58.7 %	29.0 %	55	56	Winnipeg



Workplace Equity Information Management System - Compass Group Canada Ltd.

**Workforce Analysis - Detailed Report**

Date: 2018-04-11

**Members of Visible Minorities**

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>14 : Other Manual Workers</b>		32	6	18.8 %	25.5 %	8	-2	
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	1	0	0.0 %	17.4 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	Ont. less CMAs	15	3	20.0 %	2.1 %	0	3	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	10.4 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	10	1	10.0 %	51.8 %	5	-4	Toronto
Employment Equity Occupational Group	Vancouver	5	2	40.0 %	47.6 %	2	0	Vancouver
<b>Total</b>		26649	7748	29.1 %	29.9 %	7977	-229	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - Compass Group Canada Ltd.

**Workforce Analysis - Detailed Report**

Date: 2018-04-11

**Persons with Disabilities**

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities				Recruitment Area	
			Representation #	%	Availability %	Gap #		
01/02 : Managers	National	1779	47	2.6 %	4.3 %	76	-29	National
03 : Professionals	National	163	3	1.8 %	3.8 %	6	-3	National
04 : Semi-Professionals and Technicians	National	37	2	5.4 %	4.6 %	2	0	National
05 : Supervisors	National	2936	148	5.0 %	13.9 %	408	-260	National
07 : Administrative and Senior Clerical Personnel	National	155	3	1.9 %	3.4 %	5	-2	National
08 : Skilled Sales and Service Personnel	National	2111	78	3.7 %	3.5 %	74	4	National
09 : Skilled Crafts and Trades Workers	National	2	0	0.0 %	3.8 %	0	0	National
10 : Clerical Personnel	National	548	30	5.5 %	7.0 %	38	-8	National
11 : Intermediate Sales and Service Personnel	National	5263	240	4.6 %	5.6 %	295	-55	National
12 : Semi-Skilled Manual Workers	National	352	25	7.1 %	4.8 %	17	8	National
13 : Other Sales and Service Personnel	National	13271	813	6.1 %	6.3 %	836	-23	National
14 : Other Manual Workers	National	32	3	9.4 %	5.3 %	2	1	National
<b>Total</b>		<b>26649</b>	<b>1392</b>	<b>5.2 %</b>	<b>6.6 %</b>	<b>1759</b>	<b>-367</b>	

Total may not equal sum of components due to rounding.

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



## Workforce Analysis - Detailed Report

Date: 2018-04-11

### WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



## Workforce Analysis - Detailed Report

Date: 2018-04-11

### WFA Defaults - Persons with Disabilities

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



Workplace Equity Information Management System - Compass Group Canada Ltd.

**Workforce Analysis - Summary Report**

Date: 2018-04-11

**Women**

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	79	20	25.3 %	27.4 %	22	-2
02 : Middle and Other Managers	1700	837	49.2 %	38.9 %	661	176
03 : Professionals	163	96	58.9 %	55.7 %	91	5
04 : Semi-Professionals and Technicians	37	12	32.4 %	44.5 %	16	-4
05 : Supervisors	2936	2059	70.1 %	55.5 %	1629	430
07 : Administrative and Senior Clerical Personnel	155	111	71.6 %	80.7 %	125	-14
08 : Skilled Sales and Service Personnel	2111	922	43.7 %	41.4 %	874	48
09 : Skilled Crafts and Trades Workers	2	2	100.0 %	3.9 %	0	2
10 : Clerical Personnel	548	371	67.7 %	69.4 %	380	-9
11 : Intermediate Sales and Service Personnel	5263	3915	74.4 %	65.7 %	3458	457
12 : Semi-Skilled Manual Workers	352	16	4.5 %	19.1 %	67	-51
13 : Other Sales and Service Personnel	13271	8081	60.9 %	56.8 %	7538	543
14 : Other Manual Workers	32	3	9.4 %	25.4 %	8	-5
<b>Total</b>	<b>26649</b>	<b>16445</b>	<b>61.7 %</b>	<b>55.8 %</b>	<b>14869</b>	<b>1576</b>

Total may not equal sum of components due to rounding.



## Workforce Analysis - Summary Report

Date: 2018-04-11

### Aboriginal Peoples

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #
		#	%	%	#	
01 : Senior Managers	79	2	2.5 %	2.9 %	2	0
02 : Middle and Other Managers	1700	63	3.7 %	2.2 %	37	26
03 : Professionals	163	3	1.8 %	1.6 %	3	0
04 : Semi-Professionals and Technicians	37	3	8.1 %	2.0 %	1	2
05 : Supervisors	2936	154	5.2 %	3.1 %	91	63
07 : Administrative and Senior Clerical Personnel	155	5	3.2 %	1.4 %	2	3
08 : Skilled Sales and Service Personnel	2111	130	6.2 %	6.1 %	129	1
09 : Skilled Crafts and Trades Workers	2	0	0.0 %	1.1 %	0	0
10 : Clerical Personnel	548	30	5.5 %	3.2 %	18	12
11 : Intermediate Sales and Service Personnel	5263	360	6.8 %	2.8 %	147	213
12 : Semi-Skilled Manual Workers	352	30	8.5 %	2.5 %	9	21
13 : Other Sales and Service Personnel	13271	952	7.2 %	3.9 %	518	434
14 : Other Manual Workers	32	0	0.0 %	4.1 %	1	-1
<b>Total</b>	<b>26649</b>	<b>1732</b>	<b>6.5 %</b>	<b>3.6 %</b>	<b>958</b>	<b>774</b>

Total may not equal sum of components due to rounding.



**Workforce Analysis - Summary Report**

Date: 2018-04-11

**Members of Visible Minorities**

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	79	8	10.1 %	10.1 %	8	0
02 : Middle and Other Managers	1700	374	22.0 %	15.0 %	255	119
03 : Professionals	163	43	26.4 %	24.5 %	40	3
04 : Semi-Professionals and Technicians	37	6	16.2 %	27.6 %	10	-4
05 : Supervisors	2936	1015	34.6 %	27.5 %	807	208
07 : Administrative and Senior Clerical Personnel	155	42	27.1 %	28.4 %	44	-2
08 : Skilled Sales and Service Personnel	2111	542	25.7 %	29.5 %	623	-81
09 : Skilled Crafts and Trades Workers	2	0	0.0 %	6.5 %	0	0
10 : Clerical Personnel	548	153	27.9 %	23.9 %	131	22
11 : Intermediate Sales and Service Personnel	5263	1548	29.4 %	28.2 %	1484	64
12 : Semi-Skilled Manual Workers	352	109	31.0 %	38.2 %	134	-25
13 : Other Sales and Service Personnel	13271	3902	29.4 %	33.4 %	4433	-531
14 : Other Manual Workers	32	6	18.8 %	25.5 %	8	-2
<b>Total</b>	<b>26649</b>	<b>7748</b>	<b>29.1 %</b>	<b>29.9 %</b>	<b>7977</b>	<b>-229</b>

Total may not equal sum of components due to rounding.



## Workforce Analysis - Summary Report

Date: 2018-04-11

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### Persons with Disabilities

Employment Equity Occupational Group	Persons with Disabilities					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
01/02 : Managers	1779	47	2.6 %	4.3 %	76	-29
03 : Professionals	163	3	1.8 %	3.8 %	6	-3
04 : Semi-Professionals and Technicians	37	2	5.4 %	4.6 %	2	0
05 : Supervisors	2936	148	5.0 %	13.9 %	408	-260
07 : Administrative and Senior Clerical Personnel	155	3	1.9 %	3.4 %	5	-2
08 : Skilled Sales and Service Personnel	2111	78	3.7 %	3.5 %	74	4
09 : Skilled Crafts and Trades Workers	2	0	0.0 %	3.8 %	0	0
10 : Clerical Personnel	548	30	5.5 %	7.0 %	38	-8
11 : Intermediate Sales and Service Personnel	5263	240	4.6 %	5.6 %	295	-55
12 : Semi-Skilled Manual Workers	352	25	7.1 %	4.8 %	17	8
13 : Other Sales and Service Personnel	13271	813	6.1 %	6.3 %	836	-23
14 : Other Manual Workers	32	3	9.4 %	5.3 %	2	1
<b>Total</b>	<b>26649</b>	<b>1392</b>	<b>5.2 %</b>	<b>6.6 %</b>	<b>1759</b>	<b>-367</b>

Total may not equal sum of components due to rounding.



### Workforce Analysis - Summary Report

Date: 2018-04-11

#### WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



## Workforce Analysis - Summary Report

Date: 2018-04-11

### WFA Defaults - Persons with Disabilities

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

**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

**Compass Group Canada Ltd.**

[Date: 2018-04-11]

**Data from First/Previous Workforce Analysis**

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	04	12

**Data from Subsequent/Current Workforce Analysis**

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	04	11

**Table 1: Women**

**First/Previous Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
01	Senior Managers	64	18	27.40
02	Middle & Other Managers	1,207	596	38.90
03	Professionals	112	67	56.30
04	Semi-Professionals & Technicians	23	7	46.90
05	Supervisors	2,182	1,533	55.40
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	101	77	80.70
08	Skilled Sales & Service Personnel	1,439	660	41.60
09	Skilled Crafts & Trades Workers	1	1	3.90
10	Clerical Personnel	335	232	70.00
11	Intermediate Sales & Service Personnel	3,125	2,354	65.70
12	Semi-Skilled Manual Workers	214	8	18.40
13	Other Sales & Service Personnel	8,714	5,330	56.80
14	Other Manual Workers	21	2	22.60
<b>Total</b>		<b>17,538</b>	<b>10,885</b>	<b>55.5</b>

**Table 5: Women**

**Subsequent/Current Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
		79	20	27.40
		1,700	837	38.90
		163	96	55.70
		37	12	44.50
		2,936	2,059	55.50
		0	0	0.00
		155	111	80.70
		2,111	922	41.40
		2	2	3.90
		548	371	69.40
		5,263	3,915	65.70
		352	16	19.10
		13,271	8,081	56.80
		32	3	25.40
<b>Total</b>		<b>26,649</b>	<b>16,445</b>	<b>0.0</b>

\* Source:

\* Source:

## Federal Contractors Program Achievement Report

### Part 1: Workforce Analysis

**Compass Group Canada Ltd.**

[Date: 2018-04-11]

#### Data from First/Previous Workforce Analysis

↓                      ↓                      ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	04	12

#### Data from Subsequent/Current Workforce Analysis

↓                      ↓                      ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	04	11

#### Table 2: Aboriginal Peoples

##### First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
01	Senior Managers	64	0	2.90
02	Middle & Other Managers	1,207	18	2.20
03	Professionals	112	1	1.50
04	Semi-Professionals & Technicians	23	0	2.20
05	Supervisors	2,182	79	3.10
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	101	2	1.40
08	Skilled Sales & Service Personnel	1,439	63	6.40
09	Skilled Crafts & Trades Workers	1	0	1.10
10	Clerical Personnel	335	9	3.50
11	Intermediate Sales & Service Personnel	3,125	125	2.70
12	Semi-Skilled Manual Workers	214	13	2.70
13	Other Sales & Service Personnel	8,714	458	3.90
14	Other Manual Workers	21	0	5.20
<b>Total</b>		<b>17,538</b>	<b>768</b>	<b>3.6</b>

\* Source:

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#### Table 6: Aboriginal Peoples

##### Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
		79	2	2.9
		1,700	63	2.2
		163	3	1.6
		37	3	2.0
		2,936	154	3.1
		0	0	0.0
		155	5	1.4
		2,111	130	6.1
		2	0	1.1
		548	30	3.2
		5,263	360	2.8
		352	30	2.5
		13,271	952	3.9
		32	0	4.1
<b>Total</b>		<b>26,649</b>	<b>1,732</b>	<b>0.0</b>

\* Source:

0

**Federal Contractors Program Achievement Report**  
**Part 1: Workforce Analysis**  
**Compass Group Canada Ltd.**  
**[Date: 2018-04-11]**

**Data from First/Previous Workforce Analysis**



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	04	12

**Data from Subsequent/Current Workforce Analysis**



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	04	11

<b>Employment Equity Occupational Group (EEOG)</b>		<b>Table 3: Members of Visible Minorities</b>		
		<b>First/Previous Workforce Analysis</b>		
		<b>All Employees</b>	<b>Members of Visible Minorities</b>	
		<b>#</b>	<b>Representation</b>	<b>Availability*</b>
		<b>#</b>	<b>#</b>	<b>%</b>
01	Senior Managers	64	5	10.10
02	Middle & Other Managers	1,207	264	15.00
03	Professionals	112	31	24.60
04	Semi-Professionals & Technicians	23	2	28.10
05	Supervisors	2,182	807	27.60
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	101	21	27.10
08	Skilled Sales & Service Personnel	1,439	394	29.40
09	Skilled Crafts & Trades Workers	1	0	6.50
10	Clerical Personnel	335	97	19.60
11	Intermediate Sales & Service Personnel	3,125	1,021	27.90
12	Semi-Skilled Manual Workers	214	87	37.40
13	Other Sales & Service Personnel	8,714	2,919	33.20
14	Other Manual Workers	21	5	16.30
<b>Total</b>		<b>17,538</b>	<b>5,653</b>	<b>29.6</b>

<b>* Source:</b>
0

<b>Employment Equity Occupational Group (EEOG)</b>		<b>Table 7: Members of Visible Minorities</b>		
		<b>Subsequent/Current Workforce Analysis</b>		
		<b>All Employees</b>	<b>Members of Visible Minorities</b>	
		<b>#</b>	<b>Representation</b>	<b>Availability*</b>
		<b>#</b>	<b>#</b>	<b>%</b>
		79	8	10.1
		1,700	374	15.0
		163	43	26.4
		37	6	27.6
		2,936	1,015	27.5
		0	0	0.0
		155	42	28.4
		2,111	542	29.5
		2	0	6.5
		548	153	23.9
		5,263	1,548	28.2
		352	109	38.2
		13,271	3,902	33.4
		32	6	25.5
<b>Total</b>		<b>26,649</b>	<b>7,748</b>	<b>0.0</b>

<b>* Source:</b>
0

**Federal Contractors Program Achievement Report**  
**Part 1: Workforce Analysis**  
**Compass Group Canada Ltd.**  
 [Date: 2018-04-11]

**Data from First/Previous Workforce Analysis**



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	04	12

**Data from Subsequent/Current Workforce Analysis**



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	04	11

Employment Equity Occupational Group (EEOG)		Table 4: Persons with Disabilities		
		First/Previous Workforce Analysis		
		All Employees	Persons with Disabilities	
			Representation	Availability*
#	#	%		
01/02	Managers	1,271	17	4.30
03	Professionals	112	1	3.80
04	Semi-Professionals & Technicians	23	1	4.60
05	Supervisors	2,182	80	13.90
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	101	2	3.40
08	Skilled Sales & Service Personnel	1,439	50	3.50
09	Skilled Crafts & Trades Workers	1	0	3.80
10	Clerical Personnel	335	12	7.00
11	Intermediate Sales & Service Personnel	3,125	155	5.60
12	Semi-Skilled Manual Workers	214	16	4.80
13	Other Sales & Service Personnel	8,714	534	6.30
14	Other Manual Workers	21	1	5.30
<b>Total</b>		<b>17,538</b>	<b>869</b>	<b>6.7</b>

\* Source:

		Table 8: Persons with Disabilities		
		Subsequent/Current Workforce Analysis		
		All Employees	Persons with Disabilities	
			Representation	Availability*
#	#	%		
		1,779	47	4.3
		163	3	3.8
		37	2	4.6
		2,936	148	13.9
		0	0	0.0
		155	3	3.4
		2,111	78	3.5
		2	0	3.8
		548	30	7.0
		5,263	240	5.6
		352	25	4.8
		13,271	813	6.3
		32	3	5.3
		<b>26,649</b>	<b>1,392</b>	<b>0.0</b>

\* Source:

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Compass Group Canada Ltd.**

**[Date: 2018-04-11]**

Start Date of Flow Data		
YYYY	MM	DD
2016	04	12

End Date of Flow Data		
YYYY	MM	DD
2018	04	11

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

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**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	17	4	0
02 Middle & Other Managers	590	256	10	5
03 Professionals	57	29	5	4
04 Semi-Professionals & Technicians	11	3	1	1
05 Supervisors	671	404	238	188
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	58	33	0	0
08 Skilled Sales & Service Personnel	978	332	281	98
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	216	129	89	61
11 Intermediate Sales & Service Personnel	1,597	1,062	1,877	1,359
12 Semi-Skilled Manual Workers	103	5	105	13
13 Other Sales & Service Personnel	4,953	2,823	3,204	1,944
14 Other Manual Workers	13	2	7	1
<b>Total</b>	<b>9,264</b>	<b>5,082</b>	<b>5,817</b>	<b>3,674</b>

Full-time / National		Part-time / National	
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
0	0	0	0
47	26	0	0
2	2	0	0
1	0	1	1
76	44	18	11
0	0	0	0
4	2	0	0
73	25	19	2
0	0	0	0
6	4	6	2
37	26	15	10
2	0	3	0
122	60	45	29
1	0	0	0
<b>371</b>	<b>189</b>	<b>107</b>	<b>55</b>

Full-time / National		Part-time / National	
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#
5	2	0	0
180	65	4	2
11	5	2	1
4	2	0	0
221	112	97	86
0	0	0	0
11	6	0	0
535	174	144	45
0	0	0	0
89	48	37	27
815	520	922	657
51	4	66	9
2,745	1,519	1,662	1,026
8	1	4	1
<b>4,675</b>	<b>2,458</b>	<b>2,938</b>	<b>1,854</b>

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Compass Group Canada Ltd.**

**[Date: 2018-04-11]**

Start Date of Flow Data		
YYYY	MM	DD
2016	04	12

End Date of Flow Data		
YYYY	MM	DD
2018	04	11

**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	17	0	0
02 Middle & Other Managers	590	36	10	1
03 Professionals	57	1	5	0
04 Semi-Professionals & Technicians	11	3	1	0
05 Supervisors	671	29	238	14
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	58	1	0	0
08 Skilled Sales & Service Personnel	978	52	281	20
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	216	14	89	7
11 Intermediate Sales & Service Personnel	1,597	103	1,877	103
12 Semi-Skilled Manual Workers	103	14	105	6
13 Other Sales & Service Personnel	4,953	326	3,204	189
14 Other Manual Workers	13	4	7	0
<b>Total</b>	<b>9,264</b>	<b>583</b>	<b>5,817</b>	<b>340</b>

Full-time / National		Part-time / National	
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
0	0	0	0
47	6	0	0
2	0	0	0
1	0	1	0
76	3	18	2
0	0	0	0
4	0	0	0
73	7	19	0
0	0	0	0
6	2	6	0
37	4	15	0
2	0	3	0
122	16	45	5
1	0	0	0
<b>371</b>	<b>38</b>	<b>107</b>	<b>7</b>

Full-time / National		Part-time / National	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
5	0	0	0
180	17	4	1
11	1	2	0
4	1	0	0
221	9	97	7
0	0	0	0
11	0	0	0
535	39	144	10
0	0	0	0
89	6	37	3
815	60	922	66
51	8	66	3
2,745	206	1,662	116
8	4	4	0
<b>4,675</b>	<b>351</b>	<b>2,938</b>	<b>206</b>

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Compass Group Canada Ltd.**

**[Date: 2018-04-11]**

Start Date of Flow Data		
YYYY	MM	DD
2016	04	12

End Date of Flow Data		
YYYY	MM	DD
2018	04	11

**Data from Form 4 - Employees Hired**

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**Table 3: Persons with Disabilities**

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

01 Senior Managers	17	0	0	0
02 Middle & Other Managers	590	31	10	0
03 Professionals	57	2	5	0
04 Semi-Professionals & Technicians	11	2	1	0
05 Supervisors	671	36	238	10
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	58	1	0	0
08 Skilled Sales & Service Personnel	978	32	281	13
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	216	16	89	4
11 Intermediate Sales & Service Personnel	1,597	62	1,877	52
12 Semi-Skilled Manual Workers	103	12	105	5
13 Other Sales & Service Personnel	4,953	166	3,204	122
14 Other Manual Workers	13	1	7	2
<b>Total</b>	<b>9,264</b>	<b>361</b>	<b>5,817</b>	<b>208</b>

**Data from Form 5 - Employees Promoted**

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**Table 7: Persons with Disabilities**

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

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	47	6	0	0
03 Professionals	2	0	0	0
04 Semi-Professionals & Technicians	1	0	1	0
05 Supervisors	76	3	18	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	4	0	0	0
08 Skilled Sales & Service Personnel	73	5	19	2
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	6	0	6	1
11 Intermediate Sales & Service Personnel	37	0	15	1
12 Semi-Skilled Manual Workers	2	0	3	0
13 Other Sales & Service Personnel	122	5	45	2
14 Other Manual Workers	1	0	0	0
<b>Total</b>	<b>371</b>	<b>19</b>	<b>107</b>	<b>6</b>

**Data from Form 6 - Employees Terminated**

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**Table 11: Persons with Disabilities**

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

01 Senior Managers	5	0	0	0
02 Middle & Other Managers	180	10	4	0
03 Professionals	11	0	2	0
04 Semi-Professionals & Technicians	4	1	0	0
05 Supervisors	221	9	97	7
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	11	0	0	0
08 Skilled Sales & Service Personnel	535	17	144	6
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	89	5	37	2
11 Intermediate Sales & Service Personnel	815	32	922	29
12 Semi-Skilled Manual Workers	51	6	66	4
13 Other Sales & Service Personnel	2,745	94	1,662	62
14 Other Manual Workers	8	0	4	1
<b>Total</b>	<b>4,675</b>	<b>174</b>	<b>2,938</b>	<b>111</b>

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Compass Group Canada Ltd.**

[Date: 2018-04-11]

Start Date of Flow Data		
YYYY	MM	DD
2016	04	12

End Date of Flow Data		
YYYY	MM	DD
2018	04	11

**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	17	2	0
02 Middle & Other Managers	590	117	10	4
03 Professionals	57	13	5	0
04 Semi-Professionals & Technicians	11	1	1	0
05 Supervisors	671	127	238	51
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	58	24	0	0
08 Skilled Sales & Service Personnel	978	157	281	61
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	216	42	89	19
11 Intermediate Sales & Service Personnel	1,597	307	1,877	343
12 Semi-Skilled Manual Workers	103	21	105	19
13 Other Sales & Service Personnel	4,953	881	3,204	544
14 Other Manual Workers	13	1	7	2
<b>Total</b>	<b>9,264</b>	<b>1,693</b>	<b>5,817</b>	<b>1,043</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
47	16	0	0
2	2	0	0
1	0	1	0
76	18	18	3
0	0	0	0
4	2	0	0
73	16	19	5
0	0	0	0
6	1	6	0
37	13	15	2
2	0	3	1
122	30	45	13
1	0	0	0
<b>371</b>	<b>98</b>	<b>107</b>	<b>24</b>

Full-time / National		Part-time / National	
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
5	0	0	0
180	38	4	3
11	2	2	0
4	0	0	0
221	32	97	19
0	0	0	0
11	4	0	0
535	84	144	31
0	0	0	0
89	15	37	10
815	155	922	166
51	11	66	13
2,745	530	1,662	316
8	1	4	1
<b>4,675</b>	<b>872</b>	<b>2,938</b>	<b>559</b>

Federal Contractors Program Achievement Report

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Part 3: Goals

Compass Group Canada Ltd.

[Date: 2018-04-11]

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EEOG)	All Employees										Women								
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2016-04-12	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-04-12	Annually	Over 3 Years	Years	2016	2019	%	#	#	%	%	
	#	%	%	#	%	%	#	#	%	#	%	#	%	%	#	#	%	%	
01 Senior Managers	64	7.3%		0	7.0%		0	0	18	0.0%	0	0	0	27.4%	0	0	28.1%	28.1%	
02 Middle & Other Managers	1,207	12.1%		0	12.7%		0	0	596	0.0%	0	-126	0	38.9%	126	126	49.4%	49.4%	
03 Professionals	112	13.3%		0	9.5%		0	0	67	0.0%	0	-4	0	56.3%	4	4	59.8%	59.8%	
04 Semi-Professionals & Tech	23	17.2%		0	13.3%		0	0	7	0.0%	0	4	0	46.9%	-4	-4	30.4%	30.4%	
05 Supervisors	2,182	10.4%		0	12.4%		0	0	1,533	0.0%	0	-324	0	55.4%	324	324	70.3%	70.3%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	101	15.3%		0	8.6%		0	0	77	0.0%	0	5	0	80.7%	-5	-5	76.2%	76.2%	
08 Skilled Sales & Service	1,439	13.6%		0	38.3%		0	0	660	0.0%	0	-61	0	41.6%	61	61	45.9%	45.9%	
09 Skilled Crafts & Trades	1	26.0%		0	0.0%		0	0	1	0.0%	0	-1	0	3.9%	1	1	100.0%	100.0%	
10 Clerical Personnel	335	17.8%		0	28.5%		0	0	232	0.0%	0	3	0	70.0%	-3	-2	69.3%	69.3%	
11 Intermediate Sales & Service	3,125	19.0%		0	41.4%		0	0	2,354	0.0%	0	-301	0	65.7%	301	301	75.3%	75.3%	
12 Semi-Skilled Manual	214	18.0%		0	41.3%		0	0	8	0.0%	0	31	0	18.4%	-31	-31	3.7%	3.7%	
13 Other Sales & Service	8,714	15.1%		0	40.1%		0	0	5,330	0.0%	0	-380	0	56.8%	380	380	61.2%	61.2%	
14 Other Manual Workers	21	15.1%		0	45.3%		0	0	2	0.0%	0	3	0	22.6%	-3	-3	9.5%	9.5%	
Total	17,538	15.0%		0	34.5%		0	0	10,885	0.0%	0	-1,151	0	55.5%	1,151	1,151	62.1%	62.1%	

† 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 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	4	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	5	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	3	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	

Federal Contractors Program Achievement Report

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Part 3: Goals

Compass Group Canada Ltd.

[Date: 2018-04-11]

14	Other Manual Workers	3	0.0	0	0.0
Total		15		0	

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Part 3: Goals

Compass Group Canada Ltd.

[Date: 2018-04-11]

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years		From - To	2016					
	2016-04-12	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-04-12	Annually	Over 3 Years	Years	2016	2019	%	#	#	%	%		
	#	%	%	#	%	%	#	#	%	#	%	#	%	%	#	#	%	%		
01 Senior Managers	64	7.3%		0	7.0%		0	0	0	0.0%	0	2	0	2.9%	-2	-2	0.0%	0.0%		
02 Middle & Other Managers	1,207	12.1%		0	12.7%		0	0	18	0.0%	0	9	0	2.2%	-9	-9	1.5%	1.5%		
03 Professionals	112	13.3%		0	9.5%		0	0	1	0.0%	0	1	0	1.5%	-1	-1	0.9%	0.9%		
04 Semi-Professionals & Tech	23	17.2%		0	13.3%		0	0	0	0.0%	0	1	0	2.2%	-1	-1	0.0%	0.0%		
05 Supervisors	2,182	10.4%		0	12.4%		0	0	79	0.0%	0	-11	0	3.1%	11	11	3.6%	3.6%		
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07 Administrative & Sr Clerical	101	15.3%		0	8.6%		0	0	2	0.0%	0	-1	0	1.4%	1	1	2.0%	2.0%		
08 Skilled Sales & Service	1,439	13.6%		0	38.3%		0	0	63	0.0%	0	29	0	6.4%	-29	-29	4.4%	4.4%		
09 Skilled Crafts & Trades	1	26.0%		0	0.0%		0	0	0	0.0%	0	0	0	1.1%	0	0	0.0%	0.0%		
10 Clerical Personnel	335	17.8%		0	28.5%		0	0	9	0.0%	0	3	0	3.5%	-3	-3	2.7%	2.7%		
11 Intermediate Sales & Service	3,125	19.0%		0	41.4%		0	0	125	0.0%	0	-41	0	2.7%	41	41	4.0%	4.0%		
12 Semi-Skilled Manual	214	18.0%		0	41.3%		0	0	13	0.0%	0	-7	0	2.7%	7	7	6.1%	6.1%		
13 Other Sales & Service	8,714	15.1%		0	40.1%		0	0	458	0.0%	0	-118	0	3.9%	118	118	5.3%	5.3%		
14 Other Manual Workers	21	15.1%		0	45.3%		0	0	0	0.0%	0	1	0	5.2%	-1	-1	0.0%	0.0%		
Total	17,538	15.0%		0	34.5%		0	0	768	0.0%	0	-137	0	3.6%	137	137	4.4%	4.4%		

† 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	2	0.0	0	0.0	
02 Middle & Other Managers	9	0.0	0	0.0	
03 Professionals	1	0.0	0	0.0	
04 Semi-Professionals & Tech	1	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	1	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	

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Compass Group Canada Ltd.

[Date: 2018-04-11]

14	Other Manual Workers	1	0.0	0	0.0
Total		15		0	

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Compass Group Canada Ltd.

[Date: 2018-04-11]

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					
		2016-04-12	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2016-04-12	Annually	Over 3 Years	#	#	%	%	#	#	%	%
#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%		
01/02	Managers	1,271	9.7%		0	9.8%		0	0	17	0.0%	0	38	0	3.8%	-38	-31	1.3%	1.3%	
03	Professionals	112	13.3%		0	9.5%		0	0	1	0.0%	0	3	0	4.6%	-3	-4	0.9%	0.9%	
04	Semi-Professionals & Tech	23	17.2%		0	13.3%		0	0	1	0.0%	0	0	0	13.9%	0	-2	4.3%	4.3%	
05	Supervisors	2,182	10.4%		0	12.4%		0	0	80	0.0%	0	223	0	0.0%	-223	80	3.7%	3.7%	
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	3.4%	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	101	15.3%		0	8.6%		0	0	2	0.0%	0	1	0	3.5%	-1	-2	2.0%	2.0%	
08	Skilled Sales & Service	1,439	13.6%		0	38.3%		0	0	50	0.0%	0	0	0	3.8%	0	-5	3.5%	3.5%	
09	Skilled Crafts & Trades	1	26.0%		0	0.0%		0	0	0	0.0%	0	0	0	7.0%	0	0	0.0%	0.0%	
10	Clerical Personnel	335	17.8%		0	28.5%		0	0	12	0.0%	0	11	0	5.6%	-11	-7	3.6%	3.6%	
11	Intermediate Sales & Service	3,125	19.0%		0	41.4%		0	0	155	0.0%	0	20	0	4.8%	-20	5	5.0%	5.0%	
12	Semi-Skilled Manual	214	18.0%		0	41.3%		0	0	16	0.0%	0	-6	0	6.3%	6	3	7.5%	7.5%	
13	Other Sales & Service	8,714	15.1%		0	40.1%		0	0	534	0.0%	0	15	0	5.3%	-15	72	6.1%	6.1%	
14	Other Manual Workers	21	15.1%		0	45.3%		0	0	1	0.0%	0	0	0	6.7%	0	0	4.8%	4.8%	
Total		17,538	15.0%		0	34.5%		0	0	869	0.0%	0	#REF!	0	#REF!	-306	#REF!	5.0%	5.0%	

† 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 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	3	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		3		0		

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**Part 3: Goals**

**Compass Group Canada Ltd.**

**[Date: 2018-04-11]**

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Compass Group Canada Ltd.

[Date: 2018-04-11]

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)	First/Previous Short-term Goals																			
	All Employees								Members of Visible Minorities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years		From - To	YYYY - YYYY					
	2016-04-12	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2016-04-12	Annually	Over 3 Years	#	2016	2019	%	#	#	%	%	
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%		
01 Senior Managers	64	7.3%		0	7.0%		0	0	5	0.0%	0	1	0		10.1%	-1	-1	7.8%	7.8%	
02 Middle & Other Managers	1,207	12.1%		0	12.7%		0	0	264	0.0%	0	-83	0		15.0%	83	83	21.9%	21.9%	
03 Professionals	112	13.3%		0	9.5%		0	0	31	0.0%	0	-3	0		24.6%	3	3	27.7%	27.7%	
04 Semi-Professionals & Tech	23	17.2%		0	13.3%		0	0	2	0.0%	0	4	0		28.1%	-4	-4	8.7%	8.7%	
05 Supervisors	2,182	10.4%		0	12.4%		0	0	807	0.0%	0	-205	0		27.6%	205	205	37.0%	37.0%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	101	15.3%		0	8.6%		0	0	21	0.0%	0	6	0		27.1%	-6	-6	20.8%	20.8%	
08 Skilled Sales & Service	1,439	13.6%		0	38.3%		0	0	394	0.0%	0	29	0		29.4%	-29	-29	27.4%	27.4%	
09 Skilled Crafts & Trades	1	26.0%		0	0.0%		0	0	0	0.0%	0	0	0		6.5%	0	0	0.0%	0.0%	
10 Clerical Personnel	335	17.8%		0	28.5%		0	0	97	0.0%	0	-31	0		19.6%	31	31	29.0%	29.0%	
11 Intermediate Sales & Service	3,125	19.0%		0	41.4%		0	0	1,021	0.0%	0	-149	0		27.9%	149	149	32.7%	32.7%	
12 Semi-Skilled Manual	214	18.0%		0	41.3%		0	0	87	0.0%	0	-7	0		37.4%	7	7	40.7%	40.7%	
13 Other Sales & Service	8,714	15.1%		0	40.1%		0	0	2,919	0.0%	0	-26	0		33.2%	26	26	33.5%	33.5%	
14 Other Manual Workers	21	15.1%		0	45.3%		0	0	5	0.0%	0	-2	0		16.3%	2	2	23.8%	23.8%	
Total	17,538	15.0%		0	34.5%		0	0	5,653	0.0%	0	-462	0		29.6%	462	462	32.2%	32.2%	

† 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 8: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	1	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	4	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	6	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		11		0	

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Compass Group Canada Ltd.

[Date: 2018-04-11]

Data for Subsequent/Current Goals

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

Table 9: Women

Employment Equity Occupational Group (EOG)	Subsequent/Current Short-term Goals																		
	All Employees								Women										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2018-04-11	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	#	%	%	#	#	%	%	
#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%		
01 Senior Managers	79	7.3%		0	7.0%		0	0	20	0.0%	0	2	0	27.4%	-2	-2	25.3%	25.3%	
02 Middle & Other Managers	1,700	12.1%		0	12.7%		0	0	837	0.0%	0	-176	0	38.9%	176	176	49.2%	49.2%	
03 Professionals	163	13.3%		0	9.5%		0	0	96	0.0%	0	-5	0	55.7%	5	5	58.9%	58.9%	
04 Semi-Professionals & Tech	37	17.2%		0	13.3%		0	0	12	0.0%	0	4	0	44.5%	-4	-4	32.4%	32.4%	
05 Supervisors	2,936	10.4%		0	12.4%		0	0	2,059	0.0%	0	-430	0	55.5%	430	430	70.1%	70.1%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	155	15.3%		0	8.6%		0	0	111	0.0%	0	14	0	80.7%	-14	-14	71.6%	71.6%	
08 Skilled Sales & Service	2,111	13.6%		0	38.3%		0	0	922	0.0%	0	-48	0	41.4%	48	48	43.7%	43.7%	
09 Skilled Crafts & Trades	2	26.0%		0	0.0%		0	0	2	0.0%	0	-2	0	3.9%	2	2	100.0%	100.0%	
10 Clerical Personnel	548	17.8%		0	28.5%		0	0	371	0.0%	0	9	0	69.4%	-9	-9	67.7%	67.7%	
11 Intermediate Sales & Service	5,263	19.0%		0	41.4%		0	0	3,915	0.0%	0	-457	0	65.7%	457	457	74.4%	74.4%	
12 Semi-Skilled Manual	352	18.0%		0	41.3%		0	0	16	0.0%	0	51	0	19.1%	-51	-51	4.5%	4.5%	
13 Other Sales & Service	13,271	15.1%		0	40.1%		0	0	8,081	0.0%	0	-543	0	56.8%	543	543	60.9%	60.9%	
14 Other Manual Workers	32	15.1%		0	45.3%		0	0	3	0.0%	0	5	0	25.4%	-5	-5	9.4%	9.4%	
Total	26,649	15.0%		0	34.5%		0	0	16,445	0.0%	0	-16,445	0	0.0%	16,445	16,445	61.7%	61.7%	

† 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 10: Women

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

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Total		0.0	0.0
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Part 3: Goals

Compass Group Canada Ltd.

[Date: 2018-04-11]

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years		Annually	Over 3 Years					
	2018-04-11	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2018-04-11	Annually	Over 3 Years	#	#	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%	
01 Senior Managers	79	7.3%		0	7.0%		0	0	2	0.0%	0	0	0	0	2.9%	0	0	2.5%	2.5%	
02 Middle & Other Managers	1,700	12.1%		0	12.7%		0	0	63	0.0%	0	-26	0	2.2%	26	26	3.7%	3.7%		
03 Professionals	163	13.3%		0	9.5%		0	0	3	0.0%	0	0	0	1.6%	0	0	1.8%	1.8%		
04 Semi-Professionals & Tech	37	17.2%		0	13.3%		0	0	3	0.0%	0	-2	0	2.0%	2	2	8.1%	8.1%		
05 Supervisors	2,936	10.4%		0	12.4%		0	0	154	0.0%	0	-63	0	3.1%	63	63	5.2%	5.2%		
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07 Administrative & Sr Clerical	155	15.3%		0	8.6%		0	0	5	0.0%	0	-3	0	1.4%	3	3	3.2%	3.2%		
08 Skilled Sales & Service	2,111	13.6%		0	38.3%		0	0	130	0.0%	0	-1	0	6.1%	1	1	6.2%	6.2%		
09 Skilled Crafts & Trades	2	26.0%		0	0.0%		0	0	0	0.0%	0	0	0	1.1%	0	0	0.0%	0.0%		
10 Clerical Personnel	548	17.8%		0	28.5%		0	0	30	0.0%	0	-12	0	3.2%	12	12	5.5%	5.5%		
11 Intermediate Sales & Service	5,263	19.0%		0	41.4%		0	0	360	0.0%	0	-213	0	2.8%	213	213	6.8%	6.8%		
12 Semi-Skilled Manual	352	18.0%		0	41.3%		0	0	30	0.0%	0	-21	0	2.5%	21	21	8.5%	8.5%		
13 Other Sales & Service	13,271	15.1%		0	40.1%		0	0	952	0.0%	0	-434	0	3.9%	434	434	7.2%	7.2%		
14 Other Manual Workers	32	15.1%		0	45.3%		0	0	0	0.0%	0	1	0	4.1%	-1	-1	0.0%	0.0%		
Total	26,649	15.0%		0	34.5%		0	0	1,732	0.0%	0	-1,732	0	0.0%	1,732	1,732	6.5%	6.5%		

† 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 (EOG)	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		

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Part 3: Goals

Compass Group Canada Ltd.

[Date: 2018-04-11]

Total		0.0		
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Federal Contractors Program Achievement Report

Part 3: Goals

Compass Group Canada Ltd.

[Date: 2018-04-11]

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees	Persons with Disabilities																			
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	From - To	2018		2021						
		2018-04-11	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-04-11	Annually	Over 3 Years	2018	2021	%	#	#	%	#	%		
		#	%	%	#	%	%	#	#	%	#	%	#	%	%	#	#	%	#	%	
01/02	Managers	1,779	9.7%		0	9.8%		0	0	47	0.0%	0	29	0	4.3%	-29	-29	2.6%	2.6%		
03	Professionals	163	13.3%		0	9.5%		0	0	3	0.0%	0	3	0	3.8%	-3	-3	1.8%	1.8%		
04	Semi-Professionals & Tech	37	17.2%		0	13.3%		0	0	2	0.0%	0	0	0	4.6%	0	0	5.4%	5.4%		
05	Supervisors	2,936	10.4%		0	12.4%		0	0	148	0.0%	0	260	0	13.9%	-260	-260	5.0%	5.0%		
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07	Administrative & Sr Clerical	155	15.3%		0	8.6%		0	0	3	0.0%	0	2	0	3.4%	-2	-2	1.9%	1.9%		
08	Skilled Sales & Service	2,111	13.6%		0	38.3%		0	0	78	0.0%	0	-4	0	3.5%	4	4	3.7%	3.7%		
09	Skilled Crafts & Trades	2	26.0%		0	0.0%		0	0	0	0.0%	0	0	0	3.8%	0	0	0.0%	0.0%		
10	Clerical Personnel	548	17.8%		0	28.5%		0	0	30	0.0%	0	8	0	7.0%	-8	-8	5.5%	5.5%		
11	Intermediate Sales & Service	5,263	19.0%		0	41.4%		0	0	240	0.0%	0	55	0	5.6%	-55	-55	4.6%	4.6%		
12	Semi-Skilled Manual	352	18.0%		0	41.3%		0	0	25	0.0%	0	-8	0	4.8%	8	8	7.1%	7.1%		
13	Other Sales & Service	13,271	15.1%		0	40.1%		0	0	813	0.0%	0	23	0	6.3%	-23	-23	6.1%	6.1%		
14	Other Manual Workers	32	15.1%		0	45.3%		0	0	3	0.0%	0	-1	0	5.3%	1	1	9.4%	9.4%		
Total		26,649	15.0%		0	34.5%		0	0	1,392	0.0%	0	-1,392	0	0.0%	1,392	1,392	5.2%	5.2%		

† 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	0.0	0.0	0.0	
13	Other Sales & Service	0.0	0.0	0.0	
14	Other Manual Workers	0.0	0.0	0.0	
Total		0.0	0.0	0.0	

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Part 3: Goals

Compass Group Canada Ltd.

[Date: 2018-04-11]

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Members of Visible Minorities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2018-04-11	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-04-11	Annually	Over 3 Years	Years	2018	2021	%	#	#	%	%	
	#	%	%	#	%	%	#	#	%	#	%	#	%	%	#	#	%	%	
01 Senior Managers	79	7.3%		0	7.0%		0	0	8	0.0%	0	0	0	10.1%	0	0	10.1%	10.1%	
02 Middle & Other Managers	1,700	12.1%		0	12.7%		0	0	374	0.0%	0	-119	0	15.0%	119	119	22.0%	22.0%	
03 Professionals	163	13.3%		0	9.5%		0	0	43	0.0%	0	0	0	26.4%	0	0	26.4%	26.4%	
04 Semi-Professionals & Tech	37	17.2%		0	13.3%		0	0	6	0.0%	0	4	0	27.6%	-4	-4	16.2%	16.2%	
05 Supervisors	2,936	10.4%		0	12.4%		0	0	1,015	0.0%	0	-208	0	27.5%	208	208	34.6%	34.6%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	155	15.3%		0	8.6%		0	0	42	0.0%	0	2	0	28.4%	-2	-2	27.1%	27.1%	
08 Skilled Sales & Service	2,111	13.6%		0	38.3%		0	0	542	0.0%	0	81	0	29.5%	-81	-81	25.7%	25.7%	
09 Skilled Crafts & Trades	2	26.0%		0	0.0%		0	0	0	0.0%	0	0	0	6.5%	0	0	0.0%	0.0%	
10 Clerical Personnel	548	17.8%		0	28.5%		0	0	153	0.0%	0	-22	0	23.9%	22	22	27.9%	27.9%	
11 Intermediate Sales & Service	5,263	19.0%		0	41.4%		0	0	1,548	0.0%	0	-64	0	28.2%	64	64	29.4%	29.4%	
12 Semi-Skilled Manual	352	18.0%		0	41.3%		0	0	109	0.0%	0	25	0	38.2%	-25	-25	31.0%	31.0%	
13 Other Sales & Service	13,271	15.1%		0	40.1%		0	0	3,902	0.0%	0	531	0	33.4%	-531	-531	29.4%	29.4%	
14 Other Manual Workers	32	15.1%		0	45.3%		0	0	6	0.0%	0	2	0	25.5%	-2	-2	18.8%	18.8%	
Total	26,649	15.0%		0	34.5%		0	0	7,748	0.0%	0	-7,748	0	0.0%	7,748	7,748	29.1%	29.1%	

† 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 16: Members of Visible Minorities

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

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Part 3: Goals

Compass Group Canada Ltd.

[Date: 2018-04-11]

Total		0.0		0.0
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Federal Contractors Program Achievement Report

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Part 4: Results - Women

Compass Group Canada Ltd.

[Date: 2018-04-11]

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	64	18	28.1	27.4	18	0	102.6																
	2018	79	20	25.3	27.4	22	-2	92.4	17	4	23.5	5	-1	0	0	0.0	0	0	5	2	40.0	1	1	
02 Middle & Other Managers	2016	1,207	596	49.4	38.9	470	126	126.9																
	2018	1,700	837	49.2	38.9	661	176	126.6	600	261	43.5	233	28	47	26	55.3	23	3	184	67	36.4	91	-24	
03 Professionals	2016	112	67	59.8	56.3	63	4	106.3																
	2018	163	96	58.9	55.7	91	5	105.7	62	33	53.2	35	-2	2	2	100.0	1	1	13	6	46.2	8	-2	
04 Semi-Professionals & Technicians	2016	23	7	30.4	46.9	11	-4	64.9																
	2018	37	12	32.4	44.5	16	-4	72.9	12	4	33.3	5	-1	2	1	50.0	1	0	4	2	50.0	1	1	
05 Supervisors	2016	2,182	1,533	70.3	55.4	1,209	324	126.8																
	2018	2,936	2,059	70.1	55.5	1,629	430	126.4	909	592	65.1	504	88	94	55	58.5	66	-11	318	198	62.3	223	-25	
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

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	12	2	16.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	12	2	16.7										
02 Middle & Other Managers	2018	463	220	47.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	463	220	47.5										
03 Professionals	2018	51	29	56.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	51	29	56.9										
04 Semi-Professionals & Technicians	2018	10	3	30.0	4	75.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	10	3	30.0										
05 Supervisors	2018	685	449	65.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	685	449	65.5										
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										

Federal Contractors Program Achievement Report

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Part 4: Results - Women

Compass Group Canada Ltd.

[Date: 2018-04-11]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis													
		Workforce								Hires				Promotions				Terminations					
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women						
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference				
#	#	%	%	#	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#			
07 Administrative & Senior Clerical	2016	101	77	76.2	80.7	82	-5	94.5															
	2018	155	111	71.6	80.7	125	-14	88.7	58	33	56.9	47	-14	4	2	50.0	3	-1	11	6	54.5	8	-2
08 Skilled Sales & Service Personnel	2016	1,439	660	45.9	41.6	599	61	110.3															
	2018	2,111	922	43.7	41.4	874	48	105.5	1,259	430	34.2	521	-91	92	27	29.3	42	-15	679	219	32.3	311	-92
09 Skilled Crafts & Trades Workers	2016	1	1	100.0	3.9	0	1	2564.1															
	2018	2	2	100.0	3.9	0	2	2564.1	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	335	232	69.3	70.0	235	-3	98.9															
	2018	548	371	67.7	69.4	380	-9	97.6	305	190	62.3	212	-22	12	6	50.0	8	-2	126	75	59.5	87	-12
11 Intermediate Sales & Service Personnel	2016	3,125	2,354	75.3	65.7	2,053	301	114.7															
	2018	5,263	3,915	74.4	65.7	3,458	457	113.2	3,474	2,421	69.7	2,282	139	52	36	69.2	39	-3	1,737	1,177	67.8	1,308	-131
12 Semi-Skilled Manual Workers	2016	214	8	3.7	18.4	39	-31	20.3															
	2018	352	16	4.5	19.1	67	-51	23.8	208	18	8.7	40	-22	5	0	0.0	0	0	117	13	11.1	4	9

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	51	29	56.9	5	580.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	51	29	56.9			0.0	0.0						
08 Skilled Sales & Service Personnel	2018	672	238	35.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	672	238	35.4			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						
10 Clerical Personnel	2018	191	121	63.4	3	4033.3	0.0	0.0	0	0.0	0.0	0.0		
	2021	191	121	63.4			0.0	0.0						
11 Intermediate Sales & Service Personnel	2018	1,789	1,280	71.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1,789	1,280	71.5			0.0	0.0						
12 Semi-Skilled Manual Workers	2018	96	5	5.2	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	96	5	5.2			0.0	0.0						

Federal Contractors Program Achievement Report

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Part 4: Results - Women

Compass Group Canada Ltd.

[Date: 2018-04-11]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women							
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
#	#	#	%	%	#	#	#	%	#	#	#	#	%	#	#	#	#	#	%	#	#	#		
13 Other Sales & Service Personnel	2016	8,714	5,330	61.2	56.8	4,950	380	107.7																
	2018	13,271	8,081	60.9	56.8	7,538	543	107.2	8,157	4,767	58.4	4,633	134	167	89	53.3	102	-13	4,407	2,545	57.7	2,696	-151	
14 Other Manual Workers	2016	21	2	9.5	22.6	5	-3	42.1																
	2018	32	3	9.4	25.4	8	-5	36.9	20	3	15.0	5	-2	1	0	0.0	0	0	12	2	16.7	1	1	
Total	2016	17,538	10,885	62.1	55.5	9,734	1,151	111.8																
	2018	26,649	16,445	61.7	0.0	0	16,445	0.0	15,081	8,756	58.1	0	8,756	478	244	51.0	297	-53	7,613	4,312	56.6	4,725	-413	

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		
#	#	#	%	#	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	3,917	2,311	59.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0
	2021	3,917	2,311	59.0			0.0	0.0			0.0	0.0	0.0
14 Other Manual Workers	2018	9	1	11.1	3	33.3	0.0	0.0	0	0.0	0.0	0.0	0.0
	2021	9	1	11.1			0.0	0.0			0.0	0.0	0.0
Total	2018	7,946	4,688	59.0	15	31253.3	0.0	0.0	0	0.0	0.0	0.0	0.0
	2021	7,946	4,688	59.0			0.0	0.0			0.0	0.0	0.0

Federal Contractors Program Achievement Report

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Part 5: Results - Aboriginal Peoples

Compass Group Canada Ltd.

[Date: 2018-04-11]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2016	64	0	0.0	2.9	2	-2	0.0	17	0	0.0	0	0	0	0	0.0	0	0	0	5	0	0.0	0	0
	2018	79	2	2.5	2.9	2	0	87.3		0	0.0	0	0	0	0	0.0	0	0	0	5	0	0.0	0	0
02 Middle & Other Managers	2016	1,207	18	1.5	2.2	27	-9	67.8	600	37	6.2	13	24	47	6	12.8	1	5	184	18	9.8	3	15	
	2018	1,700	63	3.7	2.2	37	26	168.4		37	6.2	13	24	47	6	12.8	1	5	184	18	9.8	3	15	
03 Professionals	2016	112	1	0.9	1.5	2	-1	59.5	62	1	1.6	1	0	2	0	0.0	0	0	13	1	7.7	0	1	
	2018	163	3	1.8	1.6	3	0	115.0		1	1.6	1	0	2	0	0.0	0	0	13	1	7.7	0	1	
04 Semi-Professionals & Technicians	2016	23	0	0.0	2.2	1	-1	0.0	12	3	25.0	0	3	2	0	0.0	0	0	4	1	25.0	0	1	
	2018	37	3	8.1	2.0	1	2	405.4		3	25.0	0	3	2	0	0.0	0	0	4	1	25.0	0	1	
05 Supervisors	2016	2,182	79	3.6	3.1	68	11	116.8	909	43	4.7	28	15	94	5	5.3	3	2	318	16	5.0	12	4	
	2018	2,936	154	5.2	3.1	91	63	169.2		43	4.7	28	15	94	5	5.3	3	2	318	16	5.0	12	4	
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
	2018	0	0	0.0	0.0	0	0	0.0		0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2018	12	0	0.0	2	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	12	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
02 Middle & Other Managers	2018	463	25	5.4	9	277.8	0.0	0.0	0	0.0	0.0	0.0		
	2021	463	25	5.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
03 Professionals	2018	51	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	51	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
04 Semi-Professionals & Technicians	2018	10	2	20.0	1	200.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	10	2	20.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
05 Supervisors	2018	685	32	4.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	685	32	4.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

Federal Contractors Program Achievement Report

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Part 5: Results - Aboriginal Peoples

Compass Group Canada Ltd.

[Date: 2018-04-11]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	101	2	2.0	1.4	1	1	141.4																
	2018	155	5	3.2	1.4	2	3	230.4	58	1	1.7	1	0	4	0	0.0	0	0	11	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2016	1,439	63	4.4	6.4	92	-29	68.4																
	2018	2,111	130	6.2	6.1	129	1	101.0	1,259	72	5.7	77	-5	92	7	7.6	4	3	679	49	7.2	30	19	
09 Skilled Crafts & Trades Workers	2016	1	0	0.0	1.1	0	0	0.0																
	2018	2	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	
10 Clerical Personnel	2016	335	9	2.7	3.5	12	-3	76.8																
	2018	548	30	5.5	3.2	18	12	171.1	305	21	6.9	10	11	12	2	16.7	0	2	126	9	7.1	3	6	
11 Intermediate Sales & Service Personnel	2016	3,125	125	4.0	2.7	84	41	148.1																
	2018	5,263	360	6.8	2.8	147	213	244.3	3,474	206	5.9	97	109	52	4	7.7	2	2	1,737	126	7.3	69	57	
12 Semi-Skilled Manual Workers	2016	214	13	6.1	2.7	6	7	225.0																
	2018	352	30	8.5	2.5	9	21	340.9	208	20	9.6	5	15	5	0	0.0	0	0	117	11	9.4	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			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	51	1	2.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	51	1	2.0										
08 Skilled Sales & Service Personnel	2018	672	30	4.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	672	30	4.5										
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	191	14	7.3	1	1400.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	191	14	7.3										
11 Intermediate Sales & Service Personnel	2018	1,789	84	4.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1,789	84	4.7										
12 Semi-Skilled Manual Workers	2018	96	9	9.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	96	9	9.4										

Federal Contractors Program Achievement Report

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Part 5: Results - Aboriginal Peoples

Compass Group Canada Ltd.

[Date: 2018-04-11]

<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	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	8,714	458	5.3	3.9	340	118	134.8																
	2018	13,271	952	7.2	3.9	518	434	183.9	8,157	515	6.3	318	197	167	21	12.6	9	12	4,407	322	7.3	232	90	
14 Other Manual Workers	2016	21	0	0.0	5.2	1	-1	0.0																
	2018	32	0	0.0	4.1	1	-1	0.0	20	4	20.0	1	3	1	0	0.0	0	0	12	4	33.3	0	4	
Total	2016	17,538	768	4.4	3.6	631	137	121.6																
	2018	26,649	1,732	6.5	0.0	0	1,732	0.0	15,081	923	6.1	0	923	478	45	9.4	21	24	7,613	557	7.3	333	224	

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	3,917	214	5.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	3,917	214	5.5			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	9	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	9	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	7,946	411	5.2	15	2740.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	7,946	411	5.2			0.0	0.0			0.0	0.0		

**Federal Contractors Program Achievement Report**

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

**Compass Group Canada Ltd.**

**[Date: 2018-04-11]**

<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							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 & 02 Managers	2016	1,271	17	1.3	4.3	55	-38	31.1																
	2018	1,779	47	2.6	4.3	76	-29	61.4	617	31	5.0	27	4	47	6	12.8	1	5	189	10	5.3	3	7	
03 Professionals	2016	112	1	0.9	3.8	4	-3	23.5																
	2018	163	3	1.8	3.8	6	-3	48.4	62	2	3.2	2	0	2	0	0.0	0	0	13	0	0.0	0	0	
04 Semi-Professionals & Technicians	2016	23	1	4.3	4.6	1	0	94.5																
	2018	37	2	5.4	4.6	2	0	117.5	12	2	16.7	1	1	2	0	0.0	0	0	4	1	25.0	0	1	
05 Supervisors	2016	2,182	80	3.7	13.9	303	-223	26.4																
	2018	2,936	148	5.0	13.9	408	-260	36.3	909	46	5.1	126	-80	94	3	3.2	3	0	318	16	5.0	12	4	
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

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			
#	#	#	%	#	%	%	%	#	%	%	%			
01 & 02 Managers	2018	475	27	5.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	475	27	5.7										
03 Professionals	2018	51	2	3.9	3	66.7	0.0	0.0	0	0.0	0.0	0.0		
	2021	51	2	3.9										
04 Semi-Professionals & Technicians	2018	10	1	10.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	10	1	10.0										
05 Supervisors	2018	685	33	4.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	685	33	4.8										
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										

Federal Contractors Program Achievement Report

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Part 6: Results - Persons with Disabilities

Compass Group Canada Ltd.

[Date: 2018-04-11]

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	101	2	2.0	3.4	3	-1	58.2																
	2018	155	3	1.9	3.4	5	-2	56.9	58	1	1.7	2	-1	4	0	0.0	0	0	11	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2016	1,439	50	3.5	3.5	50	0	99.3																
	2018	2,111	78	3.7	3.5	74	4	105.6	1,259	45	3.6	44	1	92	7	7.6	3	4	679	23	3.4	24	-1	
09 Skilled Crafts & Trades Workers	2016	1	0	0.0	3.8	0	0	0.0																
	2018	2	0	0.0	3.8	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	335	12	3.6	7.0	23	-11	51.2																
	2018	548	30	5.5	7.0	38	-8	78.2	305	20	6.6	21	-1	12	1	8.3	0	1	126	7	5.6	5	2	
11 Intermediate Sales & Service Personnel	2016	3,125	155	5.0	5.6	175	-20	88.6																
	2018	5,263	240	4.6	5.6	295	-55	81.4	3,474	114	3.3	195	-81	52	1	1.9	3	-2	1,737	61	3.5	86	-25	
12 Semi-Skilled Manual Workers	2016	214	16	7.5	4.8	10	6	155.8																
	2018	352	25	7.1	4.8	17	8	148.0	208	17	8.2	10	7	5	0	0.0	0	0	117	10	8.5	9	1	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities						
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	51	1	2.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	51	1	2.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2018	672	29	4.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	672	29	4.3			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	191	14	7.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	191	14	7.3			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	1,789	54	3.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1,789	54	3.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	96	7	7.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	96	7	7.3			0.0	0.0			0.0	0.0		

**Federal Contractors Program Achievement Report**

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

**Compass Group Canada Ltd.**

**[Date: 2018-04-11]**

<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			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	8,714	534	6.1	6.3	549	-15	97.3																
	2018	13,271	813	6.1	6.3	836	-23	97.2	8,157	288	3.5	514	-226	167	7	4.2	10	-3	4,407	156	3.5	270	-114	
14 Other Manual Workers	2016	21	1	4.8	5.3	1	0	89.8																
	2018	32	3	9.4	5.3	2	1	176.9	20	3	15.0	1	2	1	0	0.0	0	0	12	1	8.3	1	0	
Total	2016	17,538	869	5.0	6.7	1,175	-306	74.0																
	2018	26,649	1,392	5.2	0.0	0	1,392	0.0	15,081	569	3.8	0	569	478	25	5.2	24	1	7,613	285	3.7	377	-92	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	3,917	139	3.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	3,917	139	3.5										
14 Other Manual Workers	2018	9	2	22.2	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	9	2	22.2										
Total	2018	7,946	309	3.9	3	10300.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	7,946	309	3.9										

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Compass Group Canada Ltd.

[Date: 2018-04-11]

002262

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#				
01 Senior Managers	2016	64	5	7.8	10.1	6	-1	77.4																
	2018	79	8	10.1	10.1	8	0	100.3	17	2	11.8	2	0	0	0	0.0	0	0	5	0	0.0	0	0	0
02 Middle & Other Managers	2016	1,207	264	21.9	15.0	181	83	145.8																
	2018	1,700	374	22.0	15.0	255	119	146.7	600	121	20.2	90	31	47	16	34.0	10	6	184	41	22.3	40	1	
03 Professionals	2016	112	31	27.7	24.6	28	3	112.5																
	2018	163	43	26.4	26.4	43	0	99.9	62	13	21.0	16	-3	2	2	100.0	1	1	13	2	15.4	4	-2	
04 Semi-Professionals & Technicians	2016	23	2	8.7	28.1	6	-4	30.9																
	2018	37	6	16.2	27.6	10	-4	58.8	12	1	8.3	3	-2	2	0	0.0	0	0	4	0	0.0	0	0	
05 Supervisors	2016	2,182	807	37.0	27.6	602	205	134.0																
	2018	2,936	1,015	34.6	27.5	807	208	125.7	909	178	19.6	250	-72	94	21	22.3	35	-14	318	51	16.0	118	-67	
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2018	12	2	16.7	1	200.0	0.0	0.0			0.0	0.0		
	2021	12	2	16.7			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2018	463	96	20.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	463	96	20.7			0.0	0.0			0.0	0.0		
03 Professionals	2018	51	13	25.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	51	13	25.5			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2018	10	1	10.0	4	25.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	10	1	10.0			0.0	0.0			0.0	0.0		
05 Supervisors	2018	685	148	21.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	685	148	21.6			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 7: Results - Members of Visible Minorities

Compass Group Canada Ltd.

[Date: 2018-04-11]

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	101	21	20.8	27.1	27	-6	76.7															
	2018	155	42	27.1	28.4	44	-2	95.4	58	24	41.4	16	8	4	2	50.0	1	1	11	4	36.4	2	2
08 Skilled Sales & Service Personnel	2016	1,439	394	27.4	29.4	423	-29	93.1															
	2018	2,111	542	25.7	29.5	623	-81	87.0	1,259	218	17.3	371	-153	92	21	22.8	25	-4	679	115	16.9	186	-71
09 Skilled Crafts & Trades Workers	2016	1	0	0.0	6.5	0	0	0.0															
	2018	2	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
10 Clerical Personnel	2016	335	97	29.0	19.6	66	31	147.7															
	2018	548	153	27.9	23.9	131	22	116.8	305	61	20.0	73	-12	12	1	8.3	3	-2	126	25	19.8	36	-11
11 Intermediate Sales & Service Personnel	2016	3,125	1,021	32.7	27.9	872	149	117.1															
	2018	5,263	1,548	29.4	28.2	1,484	64	104.3	3,474	650	18.7	980	-330	52	15	28.8	17	-2	1,737	321	18.5	568	-247
12 Semi-Skilled Manual Workers	2016	214	87	40.7	37.4	80	7	108.7															
	2018	352	109	31.0	38.2	134	-25	81.1	208	40	19.2	79	-39	5	1	20.0	2	-1	117	24	20.5	48	-24

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	51	22	43.1	6	366.7	0.0	0.0			0.0	0.0		
	2021	51	22	43.1			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2018	672	124	18.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	672	124	18.5			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	191	37	19.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	191	37	19.4			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	1,789	344	19.2	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1,789	344	19.2			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	96	17	17.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	96	17	17.7			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

002264

Part 7: Results - Members of Visible Minorities

Compass Group Canada Ltd.

[Date: 2018-04-11]

<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	Visible Minorities			EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap			Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	#			
13 Other Sales & Service Personnel	2016	8,714	2,919	33.5	33.2	2,893	26	100.9																
	2018	13,271	3,902	29.4	33.4	4,433	-531	88.0	8,157	1,425	17.5	2,724	-1,299	167	43	25.7	56	-13	4,407	846	19.2	1,476	-630	
14 Other Manual Workers	2016	21	5	23.8	16.3	3	2	146.1																
	2018	32	6	18.8	25.5	8	-2	73.5	20	3	15.0	5	-2	1	0	0.0	0	0	12	2	16.7	3	-1	
Total	2016	17,538	5,653	32.2	29.6	5,191	462	108.9																
	2018	26,649	7,748	29.1	0.0	0	7,748	0.0	15,081	2,736	18.1	0	2,736	478	122	25.5	154	-32	7,613	1,431	18.8	2,454	-1,023	

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		
#	#	%	#	%	%	#	%	%	#	%			
13 Other Sales & Service Personnel	2018	3,917	622	15.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0
	2021	3,917	622	15.9			0.0	0.0			0.0	0.0	0.0
14 Other Manual Workers	2018	9	1	11.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0
	2021	9	1	11.1			0.0	0.0			0.0	0.0	0.0
Total	2018	7,946	1,427	18.0	11	12972.7	0.0	0.0	0	0.0	0.0	0.0	0.0
	2021	7,946	1,427	18.0			0.0	0.0			0.0	0.0	0.0

<b>Federal Contractors Program Achievement Report</b>
<b>Part 8: Reasonable Efforts</b>
<b>Compass Group Canada Ltd.</b>
<b>[Date: 2018-04-11]</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):

## 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.

We had a significant divestiture, and several small acquisitions, over the past two years.

- 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).

Our organization was impacted by the recent college strike in Ontario. However, these events did not have a detrimental impact to the structure of our employee base.

- Other.

[Redacted]

**Additional Details**

Please provide any additional information (optional):

[Redacted]

## Federal Contractors Program Report of the Subsequent Compliance Assessment

**Employer Name:** Compass Group Canada Ltd.

**Primary Location:** Mississauga, ON

**Number of Employees:** 26649

Ontario	12466
British Columbia	6572
Alberta	3160
Quebec	2275
Nova Scotia	754
Saskatchewan	475
Manitoba	443
Newfoundland and Labrador	336
Northwest Territories	76
Prince Edward Island	68
New Brunswick	24

### Organization Overview:

NAICS # 7223 (Special Food Services)

Compass Group Canada provides foodservices and support services across the core sectors including leading sports and leisure venues, executive dining rooms and cafes, schools, universities, senior's residences and hospitals as well as remote camps and off shore oil rigs. The company serves people across Canada in serving delicious, nutritious meals and by providing cleaning and maintenance services in a variety of key markets including education, healthcare, business and industry, sports and leisure, and defense, offshore and remote sites. The Company's headquarters are in Mississauga, Ontario with regional offices in British Columbia, Alberta, Saskatchewan, Manitoba, Quebec, and Nova Scotia.

### Key Dates – First Year Assessment

Initiated: 2016-04-01  
 Received: 2016-06-06  
 Closed: 2016-06-06  
 Workforce Analysis: 2016-04-12

### Key Dates – Subsequent Assessment

Initiated: 2018-05-29  
 Received: 2019-01-15

Workforce Analysis: 2018-04-11

### DATA VERIFICATION

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

Yes  No

Comments:

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

Yes  No

Comments:

The period reported on the Achievement report is 2016-04-12 to 2018-04-11. The data from the current workforce analysis included in the Achievement table is consistent with that found in Forms 1 to 6 from WEIMS.

### ASSESSMENT OF REASONABLE PROGRESS

In the previous assessment many gaps were found in different EEOG's in each designated group. In the previous assessment only short-term were set in numerical format. No long-term goals were set.

#### *Women*

04	Semi-Professionals & Technicians	Goal met (achieved 125 %)
07	Admin. & Senior Clerical Personnel	Goal met (achieved 700.0%)
10	Clerical Personnel	Goal met (achieved 6533.3%)
12	Semi-Skilled Manual Workers	Goal not set
14	Other Manual Workers	Goal met (achieved 100.0%)

#### Assessment/Observations

- EEOG 04 - Out of 14 new entrants, five were from this designated group. The market availability is 46.9%. The company had set a goal of hiring/ promoting four individuals while they hired/promoted five individuals, thus achieved 125% of the goal set.
- EEOG 07 - Out of 62 new entrants, 35 were from this designated group. The market availability is 80.7%. The company had set a goal of hiring/ promoting five individuals while they hired/promoted 35 individuals, thus achieved 700.0% of the goal set.

- EEOG 10 - Out of 317 new entrants, 196 were from this designated group. The market availability is 70.0%. The company had set a goal of hiring/ promoting three individuals while they hired/promoted 196 individuals, thus achieved 6533.3% of the goal set.
- EEOG 12 - Out of 213 new entrants, 18 were from this designated group. The market availability is 18.4%. Reasonable effort could not be assessed since no goal was set.
- EEOG 14 - Out of 21 new entrants, three were from this designated group. The market availability is 22.6%. The company had set a goal of hiring/ promoting three individuals and they did hire/promote three individuals, thus achieved 100.0% of the goal set.

### **Aboriginal Peoples**

01	Senior Managers	Goal not met (achieved 0.0%)
02	Middle & Other Managers	Goal met (achieved 477.8%)
03	Professionals	Goal met (achieved 100.0%)
04	Semi-Professionals & Technicians	Goal met (achieved 300.0%)
08	Skilled Sales & Service Personnel	Goal not set
10	Clerical Personnel	Goal met (achieved 2300.0%)
14	Other Manual Workers	Goal met (achieved 400.0%)

### Assessment/Observations

- EEOG 01 – Out of 17 new entrants, none were from this designated group. The market availability is 2.9%. The company had set a goal of hiring/ promoting two individuals and they did not hire/promote any, thus did not achieve the goal set.
- EEOG 02 – Out of 647 new entrants, 43 were from this designated group. The market availability is 2.2%. The company had set a goal of hiring/ promoting nine individuals and they did hire/promote 43 individuals, thus achieved 477.8% of the goal set.
- EEOG 03 – Out of 64 new entrants, one was from this designated group. The market availability is 1.5%. The company had set a goal of hiring/ promoting one individual and indeed hired/promoted one individual, thus achieved 100.0% of the goal set.
- EEOG 04 – Out of 14 new entrants, three were from this designated group. The market availability is 22.6%. The company had set a goal of hiring/ promoting three individuals and they did hire/promote three individuals, thus achieved 100.0% of the goal set.
- EEOG 08 - Out of 1351 new entrants, 79 were from this designated group. The market availability is 6.4%. Reasonable effort could not be assessed since no goal was set.
- EEOG 10 – Out of 317 new entrants, 23 were from this designated group. The market availability is 3.5%. The company had set a goal of hiring/ promoting one individual and they did hire/promote 23 individuals, thus achieved 2300.0% of the goal set.
- EEOG 14 - Out of 21 new entrants, four were from this designated group. The market availability is 5.2%. The company had set a goal of hiring/ promoting one individual and they did hire/promote four individuals, thus achieved 400.0% of the goal set.

**Persons with Disabilities**

01/02	Managers	Goal not set
03	Professionals	Goal not met (achieved 66.7%)
05	Supervisors	Goal not set
07	Admin. & Senior Clerical Personnel	Goal not set
10	Clerical Personnel	Goal not set
11	Inter. Sales & Service Personnel	Goal not set
13	Other Sales & Service Personnel	Goal not set

**Assessment/Observations**

- EEOG 01/02 – Out of 664 new entrants, 37 were from this designated group. The market availability is 4.3%. Reasonable effort could not be assessed since no goal was set.
- EEOG 03 – Out of 64 new entrants, two were from this designated group. The market availability is 3.8%. The company had set a goal of hiring/ promoting three individuals and they hired/promoted two individuals, thus achieved 66.7% of the goal set.
- EEOG 05 – Out of 1003 new entrants, 49 were from this designated group. The market availability is 13.9%. Reasonable effort could not be assessed since no goal was set.
- EEOG 07 – Out of 62 new entrants, one was from this designated group. The market availability is 3.4%. Reasonable effort could not be assessed since no goal was set.
- EEOG 10 – Out of 317 new entrants, 21 were from this designated group. The market availability is 7.0%. Reasonable effort could not be assessed since no goal was set.
- EEOG 11 – Out of 3526 new entrants, 115 were from this designated group. The market availability is 5.6%. Reasonable effort could not be assessed since no goal was set.
- EEOG 13 – Out of 8324 new entrants, 295 were from this designated group. The market availability is 6.3%. Reasonable effort could not be assessed since no goal was set.

**Members of Visible Minorities**

01	Senior Managers	Goal met (achieved 200.0%)
04	Semi-Professionals & Technicians	Goal not met (achieved 25.0%)
07	Admin. & Senior Clerical Personnel	Goal met (achieved 433.33%)
08	Skilled Sales & Service Personnel	Goal not set

**Assessment/Observations**

- EEOG 01 – Out of 17 new entrants, two were from this designated group. The market availability is 10.1%. The company had set a goal of hiring/ promoting one individual and they did hire/promote two individuals, thus achieved 200.0% of the goal set.
- EEOG 04 – Out of 14 new entrants, one was from this designated group. The market availability is 28.1%. The company had set a goal of hiring/ promoting four individuals and they did hire/promote one individual, thus achieved only 25.0% of the goal set.

- EEOG 07 – Out of 62 new entrants, 26 were from this designated group. The market availability is 27.1%. The company had set a goal of hiring/ promoting six individuals and they did hire/promote 26 individuals, thus achieved 433.3% of the goal set.
- EEOG 08 – Out of 1351 new entrants, 239 were from this designated group. The market availability is 29.4%. Reasonable effort could not be assessed since no goal was set.

#### ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- This assessment covers the data from 2016-04-12 to 2018-04-11. During their initial assessment, the organization had set 15 short-term goals. They achieved over 80.0% for 11 goals set and four goals were not met. Eight goals were not set and thus reasonable progress was not able to access.
  - During this period the company had a significant divestiture, and several small acquisitions.

#### ASSESSMENT OF GOALS

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

#### Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	# or %	# or %	%	%
01	Senior Managers	-2	27.4	27.4	25.3	27.4
04	Semi-Professionals & Technicians	-4	44.5	44.5	32.4	44.5
12	Semi-Skilled Manual Workers	-51	19.1	19.1	4.5	19.1
14	Other Manual Workers	-5	25.4	25.4	9.4	25.4

#### Observations:

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

**Aboriginal Peoples**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	# or %	# or %	%	%
14	Other Manual Workers	-1	4.1	4.1	0.0	4.1

Observations:

- Short and long-term goals are set as per the labour market availability.

**Persons with Disabilities**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	# or %	# or %	%	%
01/02	Managers	-29	4.3	4.3	2.6	4.3
03	Professionals	-3	3.8	3.8	1.8	3.8
05	Supervisors	-260	13.9	13.9	5.0	13.9
07	Admin. & Senior Clerical Personnel	-2	3.4	3.4	1.9	3.4
10	Clerical Personnel	-8	7.0	7.0	5.5	7.0
11	Inter. Sales & Service Personnel	-55	5.6	5.6	4.6	5.6
13	Other Sales & Service Personnel	-23	6.3	6.3	6.1	6.3

Observations:

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

**Members of Visible Minorities**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group		Present	Short-	Long-		

(EEOG)		Gap	term	term		
#	Description		#	(1 to 3 years)		
#	Description	#	# or %	# or %	%	%
04	Semi-Professionals & Technicians	-4	27.6	27.6	16.2	27.6
07	Admin. & Senior Clerical Personnel	-2	28.4	28.4	27.1	28.4
08	Skilled Sales & Service Personnel	-81	29.5	29.5	25.7	29.5
12	Semi-Skilled Manual Workers	-25	38.2	38.2	31.0	38.2
13	Other Sales & Service Personnel	-531	33.4	33.4	29.4	33.4
14	Other Manual Workers	-2	25.5	25.5	18.8	25.5

Observations:

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

## RECOMMENDATION

I recommend that the employer be found:

in compliance    in non-compliance

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

- Given that there are a number of gaps in women, person with disabilities and members of visible minorities, the organization may want to consider collaborating with universities or reaching out to professional associations in order to identify qualified potential employees that are members of the designated groups.
- Large gaps present in EEOG 12 for women, in EEOG 05, EEOG 11 and EEOG 13 for persons with disabilities, and in EEOG 08, EEOG 12 and EEOG 13 for members of visible minorities. The organization may want to consider conducting an Employment Systems Review (ESR) of their recruitment and hiring policies and practices, in order to identify any potential barriers to the recruitment and retention of individuals specifically in the mentioned designated groups.
- Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): [https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&\\_ga=2.252268041.1845905918.1519931408-1912045188.1507820070](https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&_ga=2.252268041.1845905918.1519931408-1912045188.1507820070).

**Name of Analyst: Neena Sharan**

**Date: January 17, 2019**

## Nyirasafari, Ange AN [NC]

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**From:** Sharan, Neena N [NC] on behalf of EE-EME  
**Sent:** February 13, 2019 2:00 PM  
**To:** 'Shah, Ayesha'; 'diversity@compass-canada.com'; 'brenda.brown@compass-canada.com'; 'sandi.channing@compass-canada.com'  
**Subject:** Government of Canada Agreement Number: 061109 – Notification of Compliance with the Federal Contractors Program

*Cette information est également disponible en français sur demande.*

Dear Brenda Brown:

I am writing to inform you that the subsequent compliance assessment initiated on May 29, 2018 has been completed. As a result of the assessment, Compass Group Canada Ltd. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

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

- Given that there are a number of gaps in women, person with disabilities and members of visible minorities, the organization may want to consider collaborating with universities or reaching out to professional associations in order to identify qualified potential employees that are members of the designated groups.
- Large gaps present in EEOG 12 for women, in EEOG 05, EEOG 11 and EEOG 13 for persons with disabilities, and in EEOG 08, EEOG 12 and EEOG 13 for members of visible minorities. The organization may want to consider conducting an Employment Systems Review (ESR) of their recruitment and hiring policies and practices, in order to identify any potential barriers to the recruitment and retention of individuals specifically in the mentioned designated groups.
- Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): [https://equity.esdc.gc.ca/sqiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&\\_ga=2.252268041.1845905918.1519931408-1912045188.1507820070](https://equity.esdc.gc.ca/sqiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&_ga=2.252268041.1845905918.1519931408-1912045188.1507820070).

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on May 29, 2021. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

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

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

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

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

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

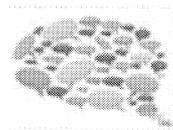
Should you require any further information regarding your organization's obligations under the FCP, please contact Neena Sharan at [neena.sharan@hrsdc-rhdcc.gc.ca](mailto:neena.sharan@hrsdc-rhdcc.gc.ca).

Your cooperation during the course of this compliance assessment was appreciated and we wish Compass Group Canada Ltd. continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

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