



OFFICIAL USE ONLY
Agreement N°: 10000388

s.19(1)

s.24(1)

Labour Program
Federal Contractors Program

Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement
- Revised Agreement

ORGANIZATION	
Legal Name of Organization Controlled Environments Ltd.	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) Conviron	Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm 339999	Total number of employees in Canada (Permanent Full-Time and/or Part-Time) 170
<input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated	

HEAD OFFICE			
Address (building number, street, suite, etc.) 590 Berry Street	City Winnipeg	Province MB	Postal Code R3H 0R9
Telephone Number 204-786-6451			

EMPLOYMENT EQUITY CONTACT			
Name (print) Susan Sullivan	Title Human Resources Generalist		
Telephone Number 204-786-6451 ext 323	E-mail Address ssullivan@conviron.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"> • having a combined workforce of 100 or more permanent full-time and permanent part-time employees in Canada, AND • intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a Supply Arrangement, valued at \$1,000,000 or more (including applicable taxes) hereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procurement instrument, in keeping with the Federal Contractors Program requirements. For more information on how to implement employment equity please refer to: http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml
Important note: If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization, the procurement instrument(s) with the Government of Canada may be terminated.

SIGNATORY			
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.			
Name (print) Steve Kroft	Title Chief Executive Officer		
Telephone Number 204-786-6451	E-mail Address skroft@conviron.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	
Signature [REDACTED]		Date (YYYY-MM-DD) 2015-12-15	

Privacy
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: http://www.infoSource.gc.ca . <i>Info Source</i> may also be accessed online at any Service Canada Centre.

RETURN INSTRUCTIONS
IMPORTANT <ul style="list-style-type: none"> • The signed Agreement to Implement Employment Equity form must be sent to the Labour Program by e-mail at: ee-eme@hrsdcc.gc.ca.


**APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT
 INFORMATION**
Federal Contractors Program

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

I, the undersigned, on behalf of (legal name of organization) **Controlled Environments Limited** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) **10000388**, agree to the following statements:

1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
3. I am therefore requesting an extension until (date) **December 18, 2019** for the following reason(s):

 (Please describe) **I apologize for forgetting to complete this and need a couple of extra days to ensure the information is accurate**
4. As a senior official of the organization, I hereby declare that all of these statements are correct to the best of my knowledge, and I am requesting an extension.

Name: **Susan Sullivan**

Position Title: **Human Resource Manager**

Email address: **ssullivan@conviron.com**

Telephone number: **204-786-6451**

Business address: **590 Berry Street**

Signature: _____

Date: **December 13, 2019**

From: Sharan, Neena N [NC]

Sent: December 13, 2019 3:47 PM

To: 'Susan Sullivan' <ssullivan@conviron.com>

Subject: RE: 1st Reminder: Government of Canada Agreement 10000388 – Notice of Subsequent Compliance Assessment under the Federal Contractors Program

Hi Susan,

You have requested an extension to submit your organization's information for the compliance assessment under the Federal Contractors Program beyond the initial deadline set by the Labour Program of Employment and Social Development Canada.

As requested, we hereby grant you an extension **until December 18, 2019**.

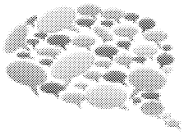
Also if an employee does not identify themselves belonging to the four designated groups then you should just enter N and **not** "0". WEIMS will not load the information otherwise. Also please do not leave any cell blank.

If you have any other questions please do not hesitate to contact me.

Neena Sharan

Program Officer, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
neena.sharan@labour-travail.gc.ca / Tél. : 873-396-0405

Program Officer, Labour Program
Employment and Social Development Canada / Government of Canada
neena.sharan@labour-travail.gc.ca / Tel: 873-396-0405



Un espace collaboratif pour les employeurs! Joignez-vous au Forum de l'équité, la diversité et

l'inclusion en milieu de travail (FEDIMT) en ligne. Envoyez-nous un courriel pour vous joindre!

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Forum (WEDIF). Send us an email to join!

From: Susan Sullivan <ssullivan@conviron.com>

Sent: December 13, 2019 3:40 PM

To: Sharan, Neena N [NC] <neena.sharan@labour-travail.gc.ca>

Subject: RE: 1st Reminder: Government of Canada Agreement 10000388 – Notice of Subsequent Compliance Assessment under the Federal Contractors Program

Thanks Neena. Please see the signed extension. I have a question about the reporting information. In the columns below, in the event that we do not have data in the columns below what do we put in its place? In the past we put the number 0.

Abo. ▾	V.M. ▾	P.W.D. ▾
N	N	Y
Y	N	N
N	Y	N
0	0	0
0	0	0

Thank you for your assistance.

Susan

From: neena.sharan@labour-travail.gc.ca [mailto:neena.sharan@labour-travail.gc.ca]

Sent: Friday, December 13, 2019 1:45 PM

To: Susan Sullivan

Subject: RE: 1st Reminder: Government of Canada Agreement 10000388 – Notice of Subsequent Compliance Assessment under the Federal Contractors Program

Hi Susan,

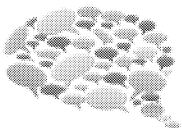
Glad to know that. Also please complete the attached extension form and send it back to me for approval.

Thank you and have a nice day.

Neena Sharan

Program Officer, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
neena.sharan@labour-travail.gc.ca / Tél. : 873-396-0405

Program Officer, Labour Program
Employment and Social Development Canada / Government of Canada
neena.sharan@labour-travail.gc.ca / Tel: 873-396-0405



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From: Susan Sullivan <ssullivan@conviron.com>
Sent: December 13, 2019 2:43 PM
To: Sharan, Neena N [NC] <neena.sharan@labour-travail.gc.ca>
Subject: RE: 1st Reminder: Government of Canada Agreement 10000388 – Notice of Subsequent Compliance Assessment under the Federal Contractors Program

Hi Neena. I reset the password again and got it this time. Thanks.

Susan Sullivan

From: neena.sharan@labour-travail.gc.ca [<mailto:neena.sharan@labour-travail.gc.ca>]
Sent: Friday, December 13, 2019 1:15 PM
To: Steve Kroft; Susan Sullivan
Subject: 1st Reminder: Government of Canada Agreement 10000388 – Notice of Subsequent Compliance Assessment under the Federal Contractors Program

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon,

Please send the requested submission for the subsequent compliance assessment which was due on November 17, 2019. It is quite late now.

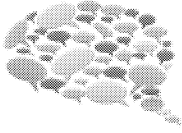
Should you have any question, please do not hesitate to contact me.

Thank you.

Neena Sharan

Program Officer, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
neena.sharan@labour-travail.gc.ca / Tél. : 873-396-0405

Program Officer, Labour Program
Employment and Social Development Canada / Government of Canada
neena.sharan@labour-travail.gc.ca / Tel: 873-396-0405



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From: Sharan, Neena N [NC] **On Behalf Of** EE-EME

Sent: October 17, 2019 8:51 AM

To: 'skroft@conviron.com' <skroft@conviron.com>; 'ssullivan@conviron.com' <ssullivan@conviron.com>

Subject: Government of Canada Agreement 10000388 – Notice of Subsequent Compliance Assessment under the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Steve Kroft:

Further to your initial compliance assessment which was concluded on December 29, 2016, Controlled Environments Ltd. is now subject to a subsequent compliance assessment under the Federal Contractors Program (FCP). The goal of this subsequent assessment is to evaluate your organization's progress and/or effort to achieve full representation of the four designated groups – women, Aboriginal peoples, persons with disabilities and members of visible minorities – within your workforce.

For this subsequent assessment, Controlled Environments Ltd. is required to submit the following information to the Labour Program by November 17, 2019:

- Forms 1 to 6 covering your workforce data at the national level (including hiring, promotion and termination data between the previous and subsequent compliance assessments);
- an updated workforce analysis including the Summary Report and Detailed Report; and
- a completed Achievement Report in Excel format that includes revised short-term and long-term numerical goals for any gaps in representation.

Tools and Resources

In order to support this work, we encourage you to use the Workplace Equity Information Management System (WEIMS). For your reference, please refer to the *Quick Reference Guide for Contractors: How to Complete a Compliance Assessment Submission under the Federal Contractors Program*. This document can be accessed under FCP Documents of WEIMS Help page.

WEIMS is a secure, cost-free, web-based reporting system available to assist your organization in meeting its obligations. Through this application, you can upload your workforce data, then conduct and submit your workforce analysis (step 3 above). This application has the capability to:

- store and maintain your organization's employment equity information;
- create backup files of your data; and

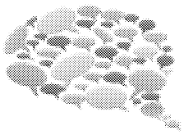
- generate a workforce analysis using the latest Census data.

If your organization does not have access to WEIMS, please complete and submit an [Authorization Form to Access WEIMS](#).

Should you have any questions or require assistance, please contact your Program Officer, Neena Sharan, at neena.sharan@labour-travail.gc.ca.

Workplace Equity Team

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



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A collaborative space for employers! Join the online Workplace Equity, Diversity and Inclusion Forum (WEDIF). Send us an email to join!

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

Reporting Period 2016-12-13 to 2019-12-17

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	
Manitoba	268	3	0	271	Winnipeg	268	3	0	271
Total Employees in Canada				271	Total Employees in Canada				271



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-12-13 to 2019-12-17

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
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	3										
	Total	3	3										
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	17	13	4							3	2	1
	Total	17	13	4							3	2	1
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	36	32	4	3	3					16	15	1
	Total	36	32	4	3	3					16	15	1
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	21	16	5							8	6	2
	Total	21	16	5							8	6	2



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-12-13 to 2019-12-17

002287

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
Supervisors: Crafts and Trades Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	5	5		1	1							
	Total	5	5		1	1							
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	4		4							2		2
	Total	4		4							2		2
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	14	3	11	1		1	1	1		1		1
	Total	14	3	11	1		1	1	1		1		1
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	10	4	6							1	1	
	Total	10	4	6							1	1	



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-12-13 to 2019-12-17

002288

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
Other Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	Total		1	1									
Other Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	157	154	3	9	9		3	3		57	57	
	Total		157	154	3	9	9		3	3		57	57
Total Number of Employees		268	231	37	14	13	1	4	4		88	81	7



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / National

Reporting Period 2016-12-13 to 2019-12-17

002289

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
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1									
	Total		1		1								
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	Total		1	1									
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1									
	Total		1		1								
Total Number of Employees		3	1	2									



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / National

Reporting Period 2016-12-13 to 2019-12-17

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
Under \$15,000	268	231	37	14	13	1	4	4		88	81	7
Total Number of Employees	268	231	37	14	13	1	4	4		88	81	7



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Part-Time / National

Reporting Period 2016-12-13 to 2019-12-17

002291

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
Under \$5,000	3	1	2									
Total Number of Employees	3	1	2									



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / National

Reporting Period 2016-12-13 to 2019-12-17

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	1	1										
Middle and Other Managers	7	4	3							2		2
Professionals	26	24	2	3	3					12	11	1
Semi-Professionals and Technicians	5	4	1							4	3	1
Supervisors: Crafts and Trades	1	1										
Administrative and Senior Clerical Personnel	2		2	1		1				1		1
Clerical Personnel	4	2	2									
Intermediate Sales and Service Personnel	6	5	1									
Other Manual Workers	43	43		4	4		2	2		14	14	
Total Number of Employees Hired	95	84	11	8	7	1	2	2		33	28	5



Controlled Environments Ltd. (certificate # 10000388)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / National
Reporting Period 2016-12-13 to 2019-12-17

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
Middle and Other Managers	3	2	1							1	1	
Other Manual Workers	2	2								1	1	
Total Number of Employees Promoted	5	4	1							2	2	
Total Number of Promotions	5	4	1							2	2	



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / National

Reporting Period 2016-12-13 to 2019-12-17

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
Middle and Other Managers	10	7	3							2	1	1
Professionals	16	15	1				1	1		7	7	
Semi-Professionals and Technicians	6	5	1							2	1	1
Administrative and Senior Clerical Personnel	4	1	3	1		1				1		1
Clerical Personnel	4	3	1				1	1		1		1
Intermediate Sales and Service Personnel	2	2										
Other Manual Workers	27	27		5	5		1	1		8	8	
Total Number of Employees Terminated	69	60	9	6	5	1	3	3		21	17	4



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Part-Time / National

Reporting Period 2016-12-13 to 2019-12-17

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
Middle and Other Managers	1	1										
Total Number of Employees Terminated	1	1										



Workplace Equity Information Management System - Controlled Environments Ltd.

Workforce Analysis - Detailed Report

Date: 2019-12-20

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	3	0	0.0 %	27.6 %	1	-1	National
02 : Middle and Other Managers	National	18	5	27.8 %	39.4 %	7	-2	National
03 : Professionals		36	4	11.1 %	15.8 %	6	-2	
1111 : Financial auditors and accountants	National	1	1	100.0 %	56.0 %	1	0	National
1114 : Other financial officers	National	1	1	100.0 %	45.6 %	0	1	National
2132 : Mechanical engineers	National	19	1	5.3 %	9.5 %	2	-1	National
2133 : Electrical and electronics engineers	National	7	1	14.3 %	10.7 %	1	0	National
2141 : Industrial and manufacturing engineers	National	3	0	0.0 %	20.4 %	1	-1	National
2148 : Other professional engineers, n.e.c.	National	2	0	0.0 %	19.9 %	0	0	National
2171 : Information systems analysts and consultants	National	2	0	0.0 %	27.7 %	1	-1	National
5121 : Authors and writers	National	1	0	0.0 %	56.1 %	1	-1	National
04 : Semi-Professionals and Technicians		22	5	22.7 %	17.2 %	4	1	
2241 : Electrical and electronics engineering technologists and technicians	Manitoba	4	1	25.0 %	7.0 %	0	1	Manitoba
2242 : Electronic service technicians (household and business equipment)	Manitoba	1	0	0.0 %	6.6 %	0	0	Manitoba
2243 : Industrial instrument technicians and mechanics	Manitoba	4	0	0.0 %	8.3 %	0	0	Manitoba
2252 : Industrial designers	Manitoba	1	0	0.0 %	25.6 %	0	0	Manitoba
2253 : Drafting technologists and technicians	Manitoba	3	2	66.7 %	17.0 %	1	1	Manitoba
2263 : Inspectors in public and environmental health and occupational health and safety	Manitoba	4	2	50.0 %	31.7 %	1	1	Manitoba
2281 : Computer network technicians	Manitoba	1	0	0.0 %	17.7 %	0	0	Manitoba
2282 : User support technicians	Manitoba	4	0	0.0 %	22.3 %	1	-1	Manitoba
06 : Supervisors: Crafts and Trades		5	0	0.0 %	2.3 %	0	0	
7204 : Contractors and supervisors, carpentry trades	Manitoba	2	0	0.0 %	1.9 %	0	0	Manitoba
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	Manitoba	1	0	0.0 %	7.8 %	0	0	Manitoba
9227 : Supervisors, other products manufacturing and assembly	Manitoba	2	0	0.0 %	0.0 %	0	0	Manitoba



Workforce Analysis - Detailed Report

Date: 2019-12-20

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
07 : Administrative and Senior Clerical Personnel		4	4	100.0 %	82.0 %	3	1	
Employment Equity Occupational Group	Winnipeg	4	4	100.0 %	82.0 %	3	1	Winnipeg
10 : Clerical Personnel		15	12	80.0 %	68.3 %	10	2	
Employment Equity Occupational Group	Winnipeg	15	12	80.0 %	68.3 %	10	2	Winnipeg
11 : Intermediate Sales and Service Personnel		10	6	60.0 %	66.3 %	7	-1	
Employment Equity Occupational Group	Winnipeg	10	6	60.0 %	66.3 %	7	-1	Winnipeg
13 : Other Sales and Service Personnel		1	0	0.0 %	54.0 %	1	-1	
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	54.0 %	1	-1	Winnipeg
14 : Other Manual Workers		157	3	1.9 %	19.5 %	31	-28	
Employment Equity Occupational Group	Winnipeg	157	3	1.9 %	19.5 %	31	-28	Winnipeg
Total		271	39	14.4 %	25.4 %	70	-31	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workforce Analysis - Detailed Report

Date: 2019-12-20

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	3	0	0.0 %	3.2 %	0	0	National
02 : Middle and Other Managers	National	18	0	0.0 %	2.7 %	0	0	National
03 : Professionals		36	3	8.3 %	1.1 %	0	3	
1111 : Financial auditors and accountants	National	1	0	0.0 %	1.4 %	0	0	National
1114 : Other financial officers	National	1	0	0.0 %	1.6 %	0	0	National
2132 : Mechanical engineers	National	19	2	10.5 %	1.0 %	0	2	National
2133 : Electrical and electronics engineers	National	7	0	0.0 %	1.0 %	0	0	National
2141 : Industrial and manufacturing engineers	National	3	0	0.0 %	0.9 %	0	0	National
2148 : Other professional engineers, n.e.c.	National	2	1	50.0 %	2.1 %	0	1	National
2171 : Information systems analysts and consultants	National	2	0	0.0 %	1.3 %	0	0	National
5121 : Authors and writers	National	1	0	0.0 %	2.3 %	0	0	National
04 : Semi-Professionals and Technicians		22	0	0.0 %	8.2 %	2	-2	
2241 : Electrical and electronics engineering technologists and technicians	Manitoba	4	0	0.0 %	10.0 %	0	0	Manitoba
2242 : Electronic service technicians (household and business equipment)	Manitoba	1	0	0.0 %	9.7 %	0	0	Manitoba
2243 : Industrial instrument technicians and mechanics	Manitoba	4	0	0.0 %	0.0 %	0	0	Manitoba
2252 : Industrial designers	Manitoba	1	0	0.0 %	9.3 %	0	0	Manitoba
2253 : Drafting technologists and technicians	Manitoba	3	0	0.0 %	4.1 %	0	0	Manitoba
2263 : Inspectors in public and environmental health and occupational health and safety	Manitoba	4	0	0.0 %	17.3 %	1	-1	Manitoba
2281 : Computer network technicians	Manitoba	1	0	0.0 %	7.1 %	0	0	Manitoba
2282 : User support technicians	Manitoba	4	0	0.0 %	8.0 %	0	0	Manitoba
06 : Supervisors: Crafts and Trades		5	1	20.0 %	12.7 %	1	0	
7204 : Contractors and supervisors, carpentry trades	Manitoba	2	0	0.0 %	15.5 %	0	0	Manitoba
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	Manitoba	1	1	100.0 %	15.2 %	0	1	Manitoba
9227 : Supervisors, other products manufacturing and assembly	Manitoba	2	0	0.0 %	8.7 %	0	0	Manitoba



Workforce Analysis - Detailed Report

Date: 2019-12-20

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
07 : Administrative and Senior Clerical Personnel		4	0	0.0 %	9.2 %	0	0	
Employment Equity Occupational Group	Winnipeg	4	0	0.0 %	9.2 %	0	0	Winnipeg
10 : Clerical Personnel		15	1	6.7 %	11.4 %	2	-1	
Employment Equity Occupational Group	Winnipeg	15	1	6.7 %	11.4 %	2	-1	Winnipeg
11 : Intermediate Sales and Service Personnel		10	0	0.0 %	10.6 %	1	-1	
Employment Equity Occupational Group	Winnipeg	10	0	0.0 %	10.6 %	1	-1	Winnipeg
13 : Other Sales and Service Personnel		1	0	0.0 %	12.1 %	0	0	
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	12.1 %	0	0	Winnipeg
14 : Other Manual Workers		157	9	5.7 %	16.3 %	26	-17	
Employment Equity Occupational Group	Winnipeg	157	9	5.7 %	16.3 %	26	-17	Winnipeg
Total		271	14	5.1 %	11.9 %	32	-18	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workforce Analysis - Detailed Report

Date: 2019-12-20

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
			#	%	%	#		
01 : Senior Managers	National	3	0	0.0 %	11.5 %	0	0	National
02 : Middle and Other Managers	National	18	3	16.7 %	17.6 %	3	0	National
03 : Professionals		36	16	44.4 %	32.4 %	12	4	
1111 : Financial auditors and accountants	National	1	0	0.0 %	32.3 %	0	0	National
1114 : Other financial officers	National	1	0	0.0 %	26.5 %	0	0	National
2132 : Mechanical engineers	National	19	9	47.4 %	30.7 %	6	3	National
2133 : Electrical and electronics engineers	National	7	5	71.4 %	39.6 %	3	2	National
2141 : Industrial and manufacturing engineers	National	3	1	33.3 %	33.9 %	1	0	National
2148 : Other professional engineers, n.e.c.	National	2	1	50.0 %	27.2 %	1	0	National
2171 : Information systems analysts and consultants	National	2	0	0.0 %	38.6 %	1	-1	National
5121 : Authors and writers	National	1	0	0.0 %	12.8 %	0	0	National
04 : Semi-Professionals and Technicians		22	8	36.4 %	21.2 %	5	3	
2241 : Electrical and electronics engineering technologists and technicians	Manitoba	4	4	100.0 %	21.8 %	1	3	Manitoba
2242 : Electronic service technicians (household and business equipment)	Manitoba	1	0	0.0 %	20.6 %	0	0	Manitoba
2243 : Industrial instrument technicians and mechanics	Manitoba	4	1	25.0 %	25.0 %	1	0	Manitoba
2252 : Industrial designers	Manitoba	1	1	100.0 %	25.6 %	0	1	Manitoba
2253 : Drafting technologists and technicians	Manitoba	3	2	66.7 %	25.2 %	1	1	Manitoba
2263 : Inspectors in public and environmental health and occupational health and safety	Manitoba	4	0	0.0 %	7.8 %	0	0	Manitoba
2281 : Computer network technicians	Manitoba	1	0	0.0 %	19.1 %	0	0	Manitoba
2282 : User support technicians	Manitoba	4	0	0.0 %	26.9 %	1	-1	Manitoba
06 : Supervisors: Crafts and Trades		5	0	0.0 %	9.0 %	0	0	
7204 : Contractors and supervisors, carpentry trades	Manitoba	2	0	0.0 %	2.5 %	0	0	Manitoba
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	Manitoba	1	0	0.0 %	5.2 %	0	0	Manitoba
9227 : Supervisors, other products manufacturing and assembly	Manitoba	2	0	0.0 %	17.4 %	0	0	Manitoba



Workforce Analysis - Detailed Report

Date: 2019-12-20

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
			#	%	%	#		
07 : Administrative and Senior Clerical Personnel		4	2	50.0 %	15.9 %	1	1	
Employment Equity Occupational Group	Winnipeg	4	2	50.0 %	15.9 %	1	1	Winnipeg
10 : Clerical Personnel		15	1	6.7 %	23.3 %	3	-2	
Employment Equity Occupational Group	Winnipeg	15	1	6.7 %	23.3 %	3	-2	Winnipeg
11 : Intermediate Sales and Service Personnel		10	1	10.0 %	31.4 %	3	-2	
Employment Equity Occupational Group	Winnipeg	10	1	10.0 %	31.4 %	3	-2	Winnipeg
13 : Other Sales and Service Personnel		1	0	0.0 %	39.4 %	0	0	
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	39.4 %	0	0	Winnipeg
14 : Other Manual Workers		157	57	36.3 %	29.6 %	46	11	
Employment Equity Occupational Group	Winnipeg	157	57	36.3 %	29.6 %	46	11	Winnipeg
Total		271	88	32.5 %	27.5 %	73	15	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workforce Analysis - Detailed Report

Date: 2019-12-20

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		Gap #	Recruitment Area
			#	%	%	#		
01/02 : Managers	National	21	0	0.0 %	5.0 %	1	-1	National
03 : Professionals	National	36	0	0.0 %	8.9 %	3	-3	National
04 : Semi-Professionals and Technicians	National	22	0	0.0 %	7.6 %	2	-2	National
06 : Supervisors: Crafts and Trades	National	5	0	0.0 %	10.1 %	1	-1	National
07 : Administrative and Senior Clerical Personnel	National	4	0	0.0 %	10.0 %	0	0	National
10 : Clerical Personnel	National	15	1	6.7 %	9.3 %	1	0	National
11 : Intermediate Sales and Service Personnel	National	10	0	0.0 %	10.8 %	1	-1	National
13 : Other Sales and Service Personnel	National	1	0	0.0 %	10.7 %	0	0	National
14 : Other Manual Workers	National	157	3	1.9 %	6.8 %	11	-8	National
Total		271	4	1.5 %	7.4 %	20	-16	

Total may not equal sum of components due to rounding.

Sources: 2017 Canadian Survey on Disability and employer's internal data



Workforce Analysis - Detailed Report

Date: 2019-12-20

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
06 : Supervisors: Crafts and Trades	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
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: 2019-12-20

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
06 : Supervisors: Crafts and Trades	EEOG	National
07 : Administrative and Senior Clerical Personnel	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 - Controlled Environments Ltd.

Workforce Analysis - Summary Report

Date: 2019-12-20

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	3	0	0.0 %	27.6 %	1	-1
02 : Middle and Other Managers	18	5	27.8 %	39.4 %	7	-2
03 : Professionals	36	4	11.1 %	15.8 %	6	-2
04 : Semi-Professionals and Technicians	22	5	22.7 %	17.2 %	4	1
06 : Supervisors: Crafts and Trades	5	0	0.0 %	2.3 %	0	0
07 : Administrative and Senior Clerical Personnel	4	4	100.0 %	82.0 %	3	1
10 : Clerical Personnel	15	12	80.0 %	68.3 %	10	2
11 : Intermediate Sales and Service Personnel	10	6	60.0 %	66.3 %	7	-1
13 : Other Sales and Service Personnel	1	0	0.0 %	54.0 %	1	-1
14 : Other Manual Workers	157	3	1.9 %	19.5 %	31	-28
Total	271	39	14.4 %	25.4 %	70	-31

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-12-20

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
01 : Senior Managers	3	0	0.0 %	3.2 %	0	0
02 : Middle and Other Managers	18	0	0.0 %	2.7 %	0	0
03 : Professionals	36	3	8.3 %	1.1 %	0	3
04 : Semi-Professionals and Technicians	22	0	0.0 %	8.2 %	2	-2
06 : Supervisors: Crafts and Trades	5	1	20.0 %	12.7 %	1	0
07 : Administrative and Senior Clerical Personnel	4	0	0.0 %	9.2 %	0	0
10 : Clerical Personnel	15	1	6.7 %	11.4 %	2	-1
11 : Intermediate Sales and Service Personnel	10	0	0.0 %	10.6 %	1	-1
13 : Other Sales and Service Personnel	1	0	0.0 %	12.1 %	0	0
14 : Other Manual Workers	157	9	5.7 %	16.3 %	26	-17
Total	271	14	5.1 %	11.9 %	32	-18

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-12-20

Members of Visible Minorities

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities				Gap #
		Representation		Availability		
		#	%	%	#	
01 : Senior Managers	3	0	0.0 %	11.5 %	0	0
02 : Middle and Other Managers	18	3	16.7 %	17.6 %	3	0
03 : Professionals	36	16	44.4 %	32.4 %	12	4
04 : Semi-Professionals and Technicians	22	8	36.4 %	21.2 %	5	3
06 : Supervisors: Crafts and Trades	5	0	0.0 %	9.0 %	0	0
07 : Administrative and Senior Clerical Personnel	4	2	50.0 %	15.9 %	1	1
10 : Clerical Personnel	15	1	6.7 %	23.3 %	3	-2
11 : Intermediate Sales and Service Personnel	10	1	10.0 %	31.4 %	3	-2
13 : Other Sales and Service Personnel	1	0	0.0 %	39.4 %	0	0
14 : Other Manual Workers	157	57	36.3 %	29.6 %	46	11
Total	271	88	32.5 %	27.5 %	73	15

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-12-20

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities			Gap #	
		Representation		Availability		
		#	%	%		
01/02 : Managers	21	0	0.0 %	5.0 %	1	-1
03 : Professionals	36	0	0.0 %	8.9 %	3	-3
04 : Semi-Professionals and Technicians	22	0	0.0 %	7.6 %	2	-2
06 : Supervisors: Crafts and Trades	5	0	0.0 %	10.1 %	1	-1
07 : Administrative and Senior Clerical Personnel	4	0	0.0 %	10.0 %	0	0
10 : Clerical Personnel	15	1	6.7 %	9.3 %	1	0
11 : Intermediate Sales and Service Personnel	10	0	0.0 %	10.8 %	1	-1
13 : Other Sales and Service Personnel	1	0	0.0 %	10.7 %	0	0
14 : Other Manual Workers	157	3	1.9 %	6.8 %	11	-8
Total	271	4	1.5 %	7.4 %	20	-16

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-12-20

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
06 : Supervisors: Crafts and Trades	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
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: 2019-12-20

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
06 : Supervisors: Crafts and Trades	EEOG	National
07 : Administrative and Senior Clerical Personnel	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

Controlled Environment Ltd.

[Date: 2019-12-17]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	12	13

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	12	17

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
01	Senior Managers	2	0	27.40
02	Middle & Other Managers	19	6	38.90
03	Professionals	21	2	17.20
04	Semi-Professionals & Technicians	23	4	18.00
05	Supervisors	0	0	0.00
06	Supervisors: Crafts & Trades	2	0	21.60
07	Administrative & Senior Clerical Personnel	5	4	81.10
08	Skilled Sales & Service Personnel	1	1	57.90
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	14	11	67.90
11	Intermediate Sales & Service Personnel	4	4	65.50
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	3	1	54.10
14	Other Manual Workers	72	2	22.10
Total		166	35	30.4

Table 5: Women

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
		3	0	27.6
		18	5	39.4
		36	4	15.8
		22	5	17.2
		0	0	0.0
		5	0	2.3
		4	4	82.0
		0	0	0.0
		0	0	0.0
		15	12	68.3
		10	6	66.3
		0	0	0.0
		1	0	54.0
		157	3	19.5
Total		271	39	0.0

*** Source:**
2011 National Household Survey

*** Source:**
2016 Census

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Controlled Environment Ltd.

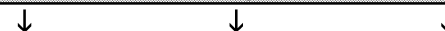
[Date: 2019-12-17]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	12	13

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	12	17

Table 2: Aboriginal Peoples

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
01	Senior Managers	2	0	2.90
02	Middle & Other Managers	19	0	2.20
03	Professionals	21	0	0.90
04	Semi-Professionals & Technicians	23	0	3.60
05	Supervisors	0	0	0.00
06	Supervisors: Crafts & Trades	2	1	5.50
07	Administrative & Senior Clerical Personnel	5	0	8.50
08	Skilled Sales & Service Personnel	1	0	2.90
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	14	1	9.80
11	Intermediate Sales & Service Personnel	4	0	9.80
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	3	0	11.80
14	Other Manual Workers	72	5	12.00
Total		166	7	9.8

*** Source:**

2011 National Household Survey

Table 6: Aboriginal Peoples

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
		3	0	3.2
		18	0	2.7
		36	3	1.1
		22	0	8.2
		0	0	0.0
		5	1	12.7
		4	0	9.2
		0	0	0.0
		0	0	0.0
		15	1	11.4
		10	0	10.6
		0	0	0.0
		1	0	12.1
		157	9	16.3
Total		271	14	0.0

*** Source:**

2016 Census

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Controlled Environment Ltd.
 [Date: 2019-12-17]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	12	13

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	12	17

Employment Equity Occupational Group (EEOG)		Table 3: Members of Visible Minorities		
		First/Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
		#	Representation	Availability*
		#	#	%
01	Senior Managers	2	0	10.10
02	Middle & Other Managers	19	2	15.00
03	Professionals	21	10	30.40
04	Semi-Professionals & Technicians	23	6	15.10
05	Supervisors	0	0	0.00
06	Supervisors: Crafts & Trades	2	0	21.40
07	Administrative & Senior Clerical Personnel	5	1	11.10
08	Skilled Sales & Service Personnel	1	1	17.60
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	14	2	17.00
11	Intermediate Sales & Service Personnel	4	0	23.20
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	3	1	29.00
14	Other Manual Workers	72	26	23.40
Total		166	49	21.1

*** Source:**
2011 National Household Survey

Employment Equity Occupational Group (EEOG)		Table 7: Members of Visible Minorities		
		Subsequent/Current Workforce Analysis		
		All Employees	Members of Visible Minorities	
		#	Representation	Availability*
		#	#	%
		3	0	11.5
		18	3	17.6
		36	16	32.4
		22	8	21.2
		0	0	0.0
		5	0	9.0
		4	2	15.9
		0	0	0.0
		0	0	0.0
		15	1	23.3
		10	0	31.4
		0	0	0.0
		1	0	39.4
		157	57	29.6
		271	87	0.0

*** Source:**
2016 Census

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Controlled Environment Ltd.

[Date: 2019-12-17]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	12	13

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	12	17

Table 4: Persons with Disabilities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
01/02	Managers	21	0	4.30
03	Professionals	21	1	3.80
04	Semi-Professionals & Technicians	23	0	4.60
05	Supervisors	0	0	0.00
06	Supervisors: Crafts & Trades	2	0	7.80
07	Administrative & Senior Clerical Personnel	5	0	3.40
08	Skilled Sales & Service Personnel	1	0	3.50
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	14	1	7.00
11	Intermediate Sales & Service Personnel	4	0	5.60
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	3	0	6.30
14	Other Manual Workers	72	1	5.30
Total		166	3	5.0

* Source:

2012 Canadian Survey on Disability

Table 8: Persons with Disabilities

Subsequent/Current Workforce Analysis

		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
		21	0	5.0
		36	0	8.9
		22	0	7.6
		0	0	0.0
		5	0	10.1
		4	0	10.0
		0	0	0.0
		0	0	0.0
		15	0	9.3
		10	1	10.8
		0	0	0.0
		1	0	10.7
		157	3	6.8
		271	4	0.0

* Source:

2017 Canadian Survey on Disability

Federal Contractors Program Achievement Report
Part 2: Flow Data Analysis
Controlled Environment Ltd.
[Date: 2019-12-17]

Start Date of Flow Data		
YYYY	MM	DD
2016	12	13

End Date of Flow Data		
YYYY	MM	DD
2019	12	17

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 1: Women				Table 5: Women				Table 9: Women			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	1	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	7	3	0	0	3	1	0	0	10	3	0	0
03 Professionals	26	2	0	0	0	0	0	0	16	1	0	0
04 Semi-Professionals & Technicians	5	1	0	0	0	0	0	0	6	1	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	1	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	2	2	0	0	0	0	0	0	4	3	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	4	2	0	0	0	0	0	0	4	1	0	0
11 Intermediate Sales & Service Personnel	6	1	0	0	0	0	0	0	2	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	43	0	0	0	2	0	0	0	27	0	0	0
Total	95	11	0	0	5	1	0	0	69	9	0	0

Federal Contractors Program Achievement Report
Part 2: Flow Data Analysis
Controlled Environment Ltd.
[Date: 2019-12-17]

Start Date of Flow Data		
YYYY	MM	DD
2016	12	13

End Date of Flow Data		
YYYY	MM	DD
2019	12	17

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples			
	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
01 Senior Managers	1	0	0	0
02 Middle & Other Managers	7	0	0	0
03 Professionals	26	3	0	0
04 Semi-Professionals & Technicians	5	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	1	0	0	0
07 Administrative & Senior Clerical Personnel	2	1	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	4	0	0	0
11 Intermediate Sales & Service Personnel	6	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	43	4	0	0
Total	95	8	0	0

Table 6: Aboriginal Peoples			
Full-time / National		Part-time / National	
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
0	0	0	0
3	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
2	0	0	0
5	0	0	0

Table 10: Aboriginal Peoples			
Full-time / National		Part-time / National	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
0	0	0	0
10	0	0	0
16	0	0	0
6	0	0	0
0	0	0	0
0	0	0	0
4	1	0	0
0	0	0	0
0	0	0	0
4	0	0	0
2	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
27	5	0	0
69	6	0	0

Federal Contractors Program Achievement Report
Part 2: Flow Data Analysis
Controlled Environment Ltd.
[Date: 2019-12-17]

Start Date of Flow Data		
YYYY	MM	DD
2016	12	13

End Date of Flow Data		
YYYY	MM	DD
2019	12	17

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted
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Data from Form 6 - Employees Terminated
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Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	1	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	7	0	0	0	3	0	0	0	10	0	0	0
03 Professionals	26	0	0	0	0	0	0	0	16	1	0	0
04 Semi-Professionals & Technicians	5	0	0	0	0	0	0	0	6	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	1	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	2	0	0	0	0	0	0	0	4	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	4	0	0	0	0	0	0	0	4	1	0	0
11 Intermediate Sales & Service Personnel	6	0	0	0	0	0	0	0	2	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	43	2	0	0	2	0	0	0	27	1	0	0
Total	95	2	0	0	5	0	0	0	69	3	0	0

Federal Contractors Program Achievement Report
Part 2: Flow Data Analysis
Controlled Environment Ltd.
[Date: 2019-12-17]

Start Date of Flow Data		
YYYY	MM	DD
2016	12	13

End Date of Flow Data		
YYYY	MM	DD
2019	12	17

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted
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Data from Form 6 - Employees Terminated
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↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities			
	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
01 Senior Managers	1	0	0	0
02 Middle & Other Managers	7	2	0	0
03 Professionals	26	12	0	0
04 Semi-Professionals & Technicians	5	4	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	1	0	0	0
07 Administrative & Senior Clerical Personnel	2	1	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	4	0	0	0
11 Intermediate Sales & Service Personnel	6	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	43	14	0	0
Total	95	33	0	0

	Table 8: Members of Visible Minorities			
	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
	3	1	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	2	1	0	0
Total	5	2	0	0

	Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National	
	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#
	0	0	0	0
	10	2	0	0
	16	7	0	0
	6	2	0	0
	0	0	0	0
	0	0	0	0
	4	1	0	0
	0	0	0	0
	0	0	0	0
	4	1	0	0
	2	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	27	8	0	0
Total	69	21	0	0

Federal Contractors Program Achievement Report

Part 3: Goals

Controlled Environment Ltd.

[Date: 2019-12-17]

002319

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 (EOG)		First/Previous 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	Annually	Over 3 Years		2016	2019					
		2016-12-13	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-12-13	Annually	Over 3 Years	Annually	Over 3 Years	#	%	%	#	#	%	%	
		#	%	%	#	%	%	#	#	%	%	#	%	%	%	#	#	%	%		
01	Senior Managers	2	14.5%		0	0.0%		0	0	0.0%	0	0	1	0		27.4%	-1	-1	0.0%	0.0%	
02	Middle & Other Managers	19	-1.8%		0	54.1%		0	6	0.0%	0	1	0	0		38.9%	-1	-1	31.6%	31.6%	
03	Professionals	21	19.7%		0	56.1%		0	2	0.0%	0	2	0	0		17.2%	-2	-2	9.5%	9.5%	
04	Semi-Professionals & Tech	23	-1.5%		0	26.7%		0	4	0.0%	0	0	0	0		18.0%	0	0	17.4%	17.4%	
05	Supervisors	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
06	Supervisors: Crafts & Trades	2	35.7%		0	0.0%		0	0	0.0%	0	0	0	0		21.6%	0	0	0.0%	0.0%	
07	Administrative & Sr Clerical	5	-7.2%		0	88.9%		0	4	0.0%	0	0	0	0		81.1%	0	0	80.0%	80.0%	
08	Skilled Sales & Service	1	-100.0%		0	0.0%		0	1	0.0%	0	0	0	0		57.9%	0	0	100.0%	100.0%	
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	14	2.3%		0	27.6%		0	11	0.0%	0	-1	0	0		67.9%	1	1	78.6%	78.6%	
11	Intermediate Sales & Service	4	35.7%		0	28.6%		0	4	0.0%	0	-1	0	0		65.5%	1	1	100.0%	100.0%	
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
13	Other Sales & Service	3	-30.7%		0	0.0%		0	1	0.0%	0	1	0	0		54.1%	-1	-1	33.3%	33.3%	
14	Other Manual Workers	72	29.7%		0	23.6%		0	2	0.0%	0	14	0	0		22.1%	-14	-14	2.8%	2.8%	
Total		166	17.7%		0	31.6%		0	35	0.0%	0	15	0	0		30.4%	-15	-15	21.1%	21.1%	

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

‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + 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 (EOG)	Women				Comments	
	Short-term Goals		Long-term Goals			
	#	%	#	%		
01	Senior Managers	0	0.0	1	0.0	
02	Middle & Other Managers	0	0.0	1	0.0	
03	Professionals	0	0.0	2	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	1	0.0	
14	Other Manual Workers	3	0.0	4	0.0	
Total		3		9		

Federal Contractors Program Achievement Report

Part 3: Goals

Controlled Environment Ltd.

[Date: 2019-12-17]

002320

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		2016	2019					
	2016-12-13	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-12-13	Annually	Over 3 Years		#	%							
	#	%	%	#	%	%	#	#	%	%	%	#	%							
01 Senior Managers	2	14.5%		0	0.0%		0	0	0.0%	0	0	0	0	0	2.9%	0	0	0.0%	0.0%	
02 Middle & Other Managers	19	-1.8%		0	54.1%		0	0	0.0%	0	0	0	0	0	2.2%	0	0	0.0%	0.0%	
03 Professionals	21	19.7%		0	56.1%		0	0	0.0%	0	0	0	0	0	0.9%	0	0	0.0%	0.0%	
04 Semi-Professionals & Tech	23	-1.5%		0	26.7%		0	0	0.0%	0	1	0	0	0	3.6%	-1	-1	0.0%	0.0%	
05 Supervisors	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
06 Supervisors: Crafts & Trades	2	35.7%		0	0.0%		0	0	0.0%	0	1	0	-1	0	5.5%	1	1	50.0%	50.0%	
07 Administrative & Sr Clerical	5	-7.2%		0	88.9%		0	0	0.0%	0	0	0	0	0	8.5%	0	0	0.0%	0.0%	
08 Skilled Sales & Service	1	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0	2.9%	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	14	2.3%		0	27.6%		0	0	0.0%	0	1	0	0	0	9.8%	0	0	7.1%	7.1%	
11 Intermediate Sales & Service	4	35.7%		0	28.6%		0	0	0.0%	0	0	0	0	0	9.8%	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	3	-30.7%		0	0.0%		0	0	0.0%	0	0	0	0	0	11.8%	0	0	0.0%	0.0%	
14 Other Manual Workers	72	29.7%		0	23.6%		0	0	0.0%	0	5	0	4	0	12.0%	-4	-4	6.9%	6.9%	
Total	166	17.7%		0	31.6%		0	0	0.0%	0	7	0.0%	0	9	9.8%	-9	-9	4.2%	4.2%	

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

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	1	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	1	0.0	3	0.0	
Total	1		4		

Federal Contractors Program Achievement Report

Part 3: Goals

Controlled Environment Ltd.

[Date: 2019-12-17]

002321

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	All Employees										Persons with Disabilities										
	Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
	YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Actual	Over 3 Years	Over 3 Years	From - To		YYYY - YYYY						
	2016-12-13	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-12-13	Annually	Over 3 Years	2016	2019									
	#	%	%	#	%	%	#	#	%	#	#	%	%								
01/02 Managers	21	6.3%		0	27.0%		0	0	0	0.0%	0	1	0		4.3%	-1	-1	0.0%	0.0%		
03 Professionals	21	19.7%		0	56.1%		0	0	1	0.0%	0	0	0		3.8%	0	0	4.8%	4.8%		
04 Semi-Professionals & Tech	23	-1.5%		0	26.7%		0	0	0	0.0%	0	1	0		4.6%	-1	-1	0.0%	0.0%		
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
06 Supervisors: Crafts & Trades	2	35.7%		0	0.0%		0	0	0	0.0%	0	0	0		7.8%	0	0	0.0%	0.0%		
07 Administrative & Sr Clerical	5	-7.2%		0	88.9%		0	0	0	0.0%	0	0	0		3.4%	0	0	0.0%	0.0%		
08 Skilled Sales & Service	1	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		3.5%	0	0	0.0%	0.0%		
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	14	2.3%		0	27.6%		0	0	1	0.0%	0	0	0		7.0%	0	0	7.1%	7.1%		
11 Intermediate Sales & Service	4	35.7%		0	28.6%		0	0	0	0.0%	0	0	0		5.6%	0	0	0.0%	0.0%		
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
13 Other Sales & Service	3	-30.7%		0	0.0%		0	0	0	0.0%	0	0	0		6.3%	0	0	0.0%	0.0%		
14 Other Manual Workers	72	29.7%		0	23.6%		0	0	1	0.0%	0	3	0		5.3%	-3	-3	1.4%	1.4%		
Total	166	17.7%		0	31.6%		0	0	3	0.0%	0	5	0		5.0%	-5	-5	1.8%	1.8%		

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

‡ 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	1	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	1	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	1	0.0	1	0.0	
Total	1		3		

Federal Contractors Program Achievement Report

Part 3: Goals

Controlled Environment Ltd.

[Date: 2019-12-17]

002322

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	All Employees										Members of Visible Minorities										
	Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
	YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Turnover (Replacement of Terminated Employees)		From - To	YYYY - YYYY								
	2016-12-13	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-12-13	Annually	Over 3 Years	2016	2019	2016	2019							
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%			
01 Senior Managers	2	14.5%		0	0.0%		0	0	0	0.0%	0	0	0	0	10.1%	0	0	0.0%	0.0%		
02 Middle & Other Managers	19	-1.8%		0	54.1%		0	0	2	0.0%	0	1	0	15.0%	-1	-1	10.5%	10.5%			
03 Professionals	21	19.7%		0	56.1%		0	0	10	0.0%	0	-4	0	30.4%	4	4	47.6%	47.6%			
04 Semi-Professionals & Tech	23	-1.5%		0	26.7%		0	0	6	0.0%	0	-3	0	15.1%	3	3	26.1%	26.1%			
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
06 Supervisors: Crafts & Trades	2	35.7%		0	0.0%		0	0	0	0.0%	0	0	0	21.4%	0	0	0.0%	0.0%			
07 Administrative & Sr Clerical	5	-7.2%		0	88.9%		0	0	1	0.0%	0	0	0	11.1%	0	0	20.0%	20.0%			
08 Skilled Sales & Service	1	-100.0%		0	0.0%		0	0	1	0.0%	0	-1	0	17.6%	1	1	100.0%	100.0%			
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
10 Clerical Personnel	14	2.3%		0	27.6%		0	0	2	0.0%	0	0	0	17.0%	0	0	14.3%	14.3%			
11 Intermediate Sales & Service	4	35.7%		0	28.6%		0	0	0	0.0%	0	1	0	23.2%	-1	-1	0.0%	0.0%			
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
13 Other Sales & Service	3	-30.7%		0	0.0%		0	0	1	0.0%	0	0	0	29.0%	0	0	33.3%	33.3%			
14 Other Manual Workers	72	29.7%		0	23.6%		0	0	26	0.0%	0	-9	0	23.4%	9	9	36.1%	36.1%			
Total	166	17.7%		0	31.6%		0	0	49	0.0%	0	-14	0	21.1%	14	14	29.5%	29.5%			

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	1	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	1	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		2		

Federal Contractors Program Achievement Report

Part 3: Goals

Controlled Environment Ltd.

[Date: 2019-12-17]

002323

Data for Subsequent/Current Goals

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

Table 9: Women

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)		All Employees							Anticipated Hires Over 3 Years	Women										
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)				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					
		2019-12-17	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2019-12-17	Annually	Over 3 Years	#	#	%	%	#	#	%	%
		#	%	%	#	%	%	#		#	%	%	#	#	%	%	#	#	%	%
01	Senior Managers	3	14.5%		0	0.0%		0	0	0.0%	0	1	0	28.0%	27.6%	-1	-1	0.0%	0.0%	
02	Middle & Other Managers	18	-1.8%		0	54.1%		0	5	0.0%	0	2	0	40.0%	39.4%	-2	-2	27.8%	27.8%	
03	Professionals	36	19.7%		0	56.1%		0	4	0.0%	0	2	0	16.0%	15.8%	-2	-2	11.1%	11.1%	
04	Semi-Professionals & Tech	22	-1.5%		0	26.7%		0	5	0.0%	0	-1	0	17.2%	17.2%	1	1	22.7%	22.7%	
05	Supervisors	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
06	Supervisors: Crafts & Trades	5	35.7%		0	0.0%		0	0	0.0%	0	0	0	2.3%	2.3%	0	0	0.0%	0.0%	
07	Administrative & Sr Clerical	4	-7.2%		0	88.9%		0	4	0.0%	0	-1	0	82.0%	82.0%	1	1	100.0%	100.0%	
08	Skilled Sales & Service	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	15	2.3%		0	27.6%		0	12	0.0%	0	-2	0	68.3%	68.3%	2	2	80.0%	80.0%	
11	Intermediate Sales & Service	10	35.7%		0	28.6%		0	6	0.0%	0	1	0	50.0%	66.3%	-1	-1	60.0%	60.0%	
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
13	Other Sales & Service	1	-30.7%		0	0.0%		0	0	0.0%	0	1	0	50.0%	54.0%	-1	-1	0.0%	0.0%	
14	Other Manual Workers	157	29.7%		0	23.6%		0	3	0.0%	0	28	0	20.0%	19.5%	-28	-28	1.9%	1.9%	
Total		271	17.7%		0	31.6%		0	39	0.0%	0	-39	0	0.0%	0.0%	39	39	14.4%	14.4%	

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

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

Table 10: Women

Employment Equity Occupational Group (EOG)	Women		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	28.0		
02 Middle & Other Managers	40.0		
03 Professionals	16.0		
04 Semi-Professionals & Tech	0.0		
05 Supervisors	0.0		
06 Supervisors: Crafts & Trades	2.3		
07 Administrative & Sr Clerical	0.0		
08 Skilled Sales & Service	0.0		
09 Skilled Crafts & Trades	0.0		
10 Clerical Personnel	0.0		
11 Intermediate Sales & Service	50.0		
12 Semi-Skilled Manual	0.0		
13 Other Sales & Service	50.0		
14 Other Manual Workers	20.0		
Total	0.0		

Federal Contractors Program Achievement Report

Part 3: Goals

Controlled Environment Ltd.

[Date: 2019-12-17]

002324

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							Anticipated Hires Over 3 Years	Aboriginal Peoples										
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)				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					
		2019-12-17	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2019-12-17	Annually	Over 3 Years	2019	2022	2019	2022				
		#	%	%	#	%	%	#		#	%	#	#	%	%	#	#	%	%	
01	Senior Managers	3	14.5%		0	0.0%		0	0	0.0%	0	0	0	0	3.2%	0	0	0.0%	0.0%	
02	Middle & Other Managers	18	-1.8%		0	54.1%		0	0	0.0%	0	0	0	2.7%	0	0	0.0%	0.0%		
03	Professionals	36	19.7%		0	56.1%		0	0	0.0%	3	0	-3	1.1%	3	3	8.3%	8.3%		
04	Semi-Professionals & Tech	22	-1.5%		0	26.7%		0	0	0.0%	0	0	2	8.2%	8.2%	-2	-2	0.0%	0.0%	
05	Supervisors	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
06	Supervisors: Crafts & Trades	5	35.7%		0	0.0%		0	0	0.0%	1	0	0	12.7%	0	0	20.0%	20.0%		
07	Administrative & Sr Clerical	4	-7.2%		0	88.9%		0	0	0.0%	0	0	0	9.2%	0	0	0.0%	0.0%		
08	Skilled Sales & Service	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10	Clerical Personnel	15	2.3%		0	27.6%		0	0	0.0%	1	0	1	11.4%	11.4%	-1	-1	6.7%	6.7%	
11	Intermediate Sales & Service	10	35.7%		0	28.6%		0	0	0.0%	0	1	0	10.6%	10.6%	-1	-1	0.0%	0.0%	
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
13	Other Sales & Service	1	-30.7%		0	0.0%		0	0	0.0%	0	0	0	12.1%	0	0	0.0%	0.0%		
14	Other Manual Workers	157	29.7%		0	23.6%		0	0	0.0%	9	0	17	16.5%	16.3%	-17	-17	5.7%	5.7%	
Total		271	17.7%		0	31.6%		0	0	0.0%	14	0	-14	0	0.0%	14	14	5.2%	5.2%	

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EOG)	Aboriginal Peoples		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01	Senior Managers	0.0	
02	Middle & Other Managers	0.0	
03	Professionals	0.0	
04	Semi-Professionals & Tech	8.2	
05	Supervisors	0.0	
06	Supervisors: Crafts & Trades	0.0	
07	Administrative & Sr Clerical	0.0	
08	Skilled Sales & Service	0.0	
09	Skilled Crafts & Trades	0.0	
10	Clerical Personnel	11.4	
11	Intermediate Sales & Service	10.6	
12	Semi-Skilled Manual	0.0	
13	Other Sales & Service	0.0	
14	Other Manual Workers	16.5	
Total		0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Controlled Environment Ltd.

[Date: 2019-12-17]

002325

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 (EOG)	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						YYYY - YYYY
	2019-12-17	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-12-17	Annually	Over 3 Years	2019	2022	2019	2022						
	#	%	%	#	%	%	#	#	%	#	%	#	%	%	#	#	%	%		
01/02 Managers	21	6.3%		0	27.0%		0	0	0.0%	0	0	1	0	5.0%	5.0%	-1	-1	0.0%	0.0%	
03 Professionals	36	19.7%		0	56.1%		0	0	0.0%	0	0	3	0	9.0%	8.9%	-3	-3	0.0%	0.0%	
04 Semi-Professionals & Tech	22	-1.5%		0	26.7%		0	0	0.0%	0	0	2	0	8.0%	7.6%	-2	-2	0.0%	0.0%	
05 Supervisors	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
06 Supervisors: Crafts & Trades	5	35.7%		0	0.0%		0	0	0.0%	0	0	1	0	10.1%	10.1%	-1	-1	0.0%	0.0%	
07 Administrative & Sr Clerical	4	-7.2%		0	88.9%		0	0	0.0%	0	0	0	0	10.0%	0	0	0	0.0%	0.0%	
08 Skilled Sales & Service	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	15	2.3%		0	27.6%		0	0	0.0%	0	0	1	0	9.3%	9.3%	-1	-1	0.0%	0.0%	
11 Intermediate Sales & Service	10	35.7%		0	28.6%		0	0	0.0%	0	0	0	0	10.8%	0	0	0	10.0%	10.0%	
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	1	-30.7%		0	0.0%		0	0	0.0%	0	0	0	0	10.7%	0	0	0	0.0%	0.0%	
14 Other Manual Workers	157	29.7%		0	23.6%		0	0	0.0%	0	3	8	0	6.8%	6.8%	-8	-8	1.9%	1.9%	
Total	271	17.7%		0	31.6%		0	0	0.0%	0	4	-4	0	0.0%	0.0%	4	4	1.5%	1.5%	

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02 Managers		5.0			
03 Professionals		9.0			
04 Semi-Professionals & Tech		8.0			
05 Supervisors		0.0			
06 Supervisors: Crafts & Trades		10.1			
07 Administrative & Sr Clerical		0.0			
08 Skilled Sales & Service		0.0			
09 Skilled Crafts & Trades		0.0			
10 Clerical Personnel		9.3			
11 Intermediate Sales & Service		0.0			
12 Semi-Skilled Manual		0.0			
13 Other Sales & Service		0.0			
14 Other Manual Workers		6.8			
Total		0.0			

Federal Contractors Program Achievement Report

Part 3: Goals

Controlled Environment Ltd.

[Date: 2019-12-17]

002326

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 (EOG)		All Employees							Members of Visible Minorities											
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			Actual	Projected		Actual	Projected				From - To	YYYY - YYYY								
		YYYY-MM-DD	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	YYYY-MM-DD	Annually	Over 3 Years	2019	2022	%	#	#	%	%		
		2019-12-17	%	%	#	%	%	#	2019-12-17	#	%	#	#	%	%	#	#	%	%	
01	Senior Managers	3	14.5%		0	0.0%		0	0	0.0%	0	0	0	0	11.5%	0	0	0.0%	0.0%	
02	Middle & Other Managers	18	-1.8%		0	54.1%		0	3	0.0%	0	0	0	17.6%	0	0	16.7%	16.7%		
03	Professionals	36	19.7%		0	56.1%		0	16	0.0%	0	-4	0	32.4%	4	4	44.4%	44.4%		
04	Semi-Professionals & Tech	22	-1.5%		0	26.7%		0	8	0.0%	0	-3	0	21.2%	3	3	36.4%	36.4%		
05	Supervisors	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
06	Supervisors: Crafts & Trades	5	35.7%		0	0.0%		0	0	0.0%	0	0	0	9.0%	0	0	0.0%	0.0%		
07	Administrative & Sr Clerical	4	-7.2%		0	88.9%		0	2	0.0%	0	-1	0	15.9%	1	1	50.0%	50.0%		
08	Skilled Sales & Service	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10	Clerical Personnel	15	2.3%		0	27.6%		0	1	0.0%	0	2	0	24.0%	-2	-2	6.7%	6.7%		
11	Intermediate Sales & Service	10	35.7%		0	28.6%		0	0	0.0%	0	3	0	31.5%	-3	-3	0.0%	0.0%		
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
13	Other Sales & Service	1	-30.7%		0	0.0%		0	0	0.0%	0	0	0	39.4%	0	0	0.0%	0.0%		
14	Other Manual Workers	157	29.7%		0	23.6%		0	57	0.0%	0	-11	0	29.6%	11	11	36.3%	36.3%		
Total		271	17.7%		0	31.6%		0	87	0.0%	0	-87	0	0.0%	87	87	32.1%	32.1%		

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01	Senior Managers		0.0		
02	Middle & Other Managers		0.0		
03	Professionals		0.0		
04	Semi-Professionals & Tech		0.0		
05	Supervisors		0.0		
06	Supervisors: Crafts & Trades		0.0		
07	Administrative & Sr Clerical		0.0		
08	Skilled Sales & Service		0.0		
09	Skilled Crafts & Trades		0.0		
10	Clerical Personnel		24.0		
11	Intermediate Sales & Service		31.5		
12	Semi-Skilled Manual		0.0		
13	Other Sales & Service		0.0		
14	Other Manual Workers		0.0		
Total			0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Controlled Environment Ltd.

[Date: 2019-12-17]

002327

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Women					All Employees	Women			All Employees	Women			All Employees	Women							
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference						
#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	#	#	#		
01 Senior Managers	2016	2	0	0.0	27.4	1	-1	0.0																
	2019	3	0	0.0	27.6	1	-1	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
02 Middle & Other Managers	2016	19	6	31.6	38.9	7	-1	81.2																
	2019	18	5	27.8	39.4	7	-2	70.5	7	3	42.9	3	0	3	1	33.3	1	0	10	3	30.0	3	0	
03 Professionals	2016	21	2	9.5	17.2	4	-2	55.4																
	2019	36	4	11.1	15.8	6	-2	70.3	26	2	7.7	4	-2	0	0	0.0	0	0	16	1	6.3	2	-1	
04 Semi-Professionals & Technicians	2016	23	4	17.4	18.0	4	0	96.6																
	2019	22	5	22.7	17.2	4	1	132.1	5	1	20.0	1	0	0	0	0.0	0	0	6	1	16.7	1	0	
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2016	2	0	0.0	21.6	0	0	0.0																
	2019	5	0	0.0	2.3	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EOG)	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	2019	1	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	1	0	0.0			28.0	0.0			0.0	0.0		
02 Middle & Other Managers	2019	10	4	40.0	0	0.0	0.0	0.0	1	400.0	0.0	0.0		
	2022	10	4	40.0			40.0	100.0			0.0	0.0		
03 Professionals	2019	26	2	7.7	0	0.0	0.0	0.0	2	100.0	0.0	0.0		
	2022	26	2	7.7			16.0	48.1			0.0	0.0		
04 Semi-Professionals & Technicians	2019	5	1	20.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	5	1	20.0			0.0	0.0			0.0	0.0		
05 Supervisors	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			2.3	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Controlled Environment Ltd.

[Date: 2019-12-17]

002328

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Women					All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	5	4	80.0	81.1	4	0	98.6																	
	2019	4	4	100.0	82.0	3	1	122.0	2	2	100.0	2	0	0	0	0	0.0	0	0	0	4	3	75.0	3	0
08 Skilled Sales & Service Personnel	2016	1	1	100.0	57.9	1	0	172.7																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	14	11	78.6	67.9	10	1	115.7																	
	2019	15	12	80.0	68.3	10	2	117.1	4	2	50.0	3	-1	0	0	0.0	0	0	0	4	1	25.0	3	-2	
11 Intermediate Sales & Service Personnel	2016	4	4	100.0	65.5	3	1	152.7																	
	2019	10	6	60.0	66.3	7	-1	90.5	6	1	16.7	4	-3	0	0	0.0	0	0	0	2	0	0.0	2	-2	
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	2	2	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	2	100.0										
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										
10 Clerical Personnel	2019	4	2	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	4	2	50.0										
11 Intermediate Sales & Service Personnel	2019	6	1	16.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	6	1	16.7			50.0	33.3						
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										

Federal Contractors Program Achievement Report

Part 4: Results - Women

Controlled Environment Ltd.

[Date: 2019-12-17]

002329

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women									
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	#	%	#	%	#	#	%	#	#	#	%	#	#	%	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	3	1	33.3	54.1	2	-1	61.6																	
	2019	1	0	0.0	54.0	1	-1	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	72	2	2.8	22.1	16	-14	12.6																	
	2019	157	3	1.9	19.5	31	-28	9.8	43	0	0.0	8	-8	2	0	0.0	0	0	0	27	0	0.0	1	-1	
Total	2016	166	35	21.1	30.4	50	-15	69.4																	
	2019	271	39	14.4	0.0	0	39	0.0	95	11	11.6	0	11	5	1	20.0	1	0	69	9	13.0	15	-6		

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			Goal	Women			Goal	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met			
#	#	%	#	%	%	#	%	%	#	%	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	0	0	0.0			50.0	0.0			0.0	0.0		
14 Other Manual Workers	2019	45	0	0.0	3	0.0	0.0	0.0	4	0.0	0.0	0.0		
	2022	45	0	0.0			20.0	0.0			0.0	0.0		
Total	2019	100	12	12.0	3	400.0	0.0	0.0	9	133.3	0.0	0.0		
	2022	100	12	12.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Controlled Environment Ltd.

[Date: 2019-12-17]

002330

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires				Promotions					Terminations				
		All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2016	2	0	0.0	2.9	0	0	0.0																
	2019	3	0	0.0	3.2	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
02 Middle & Other Managers	2016	19	0	0.0	2.2	0	0	0.0																
	2019	18	0	0.0	2.7	0	0	0.0	7	0	0.0	0	0	0	3	0	0.0	0	0	0	10	0	0.0	0
03 Professionals	2016	21	0	0.0	0.9	0	0	0.0																
	2019	36	3	8.3	1.1	0	3	757.6	26	3	11.5	0	3	0	0	0.0	0	0	0	16	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	23	0	0.0	3.6	1	-1	0.0																
	2019	22	0	0.0	8.2	2	-2	0.0	5	0	0.0	0	0	0	0	0.0	0	0	0	6	0	0.0	0	0
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	2	1	50.0	5.5	0	1	909.1																
	2019	5	1	20.0	12.7	1	0	157.5	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	#	%	#	%	#	%				
01 Senior Managers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2022	1	0	0.0			0.0	0.0			0.0	0.0	0.0	
02 Middle & Other Managers	2019	10	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2022	10	0	0.0			0.0	0.0			0.0	0.0	0.0	
03 Professionals	2019	26	3	11.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2022	26	3	11.5			0.0	0.0			0.0	0.0	0.0	
04 Semi-Professionals & Technicians	2019	5	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0	0.0	
	2022	5	0	0.0			8.2	0.0			0.0	0.0	0.0	
05 Supervisors	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
06 Supervisors: Crafts & Trades	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2022	1	0	0.0			0.0	0.0			0.0	0.0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Controlled Environment Ltd.

[Date: 2019-12-17]

002331

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis														
		Workforce									Hires				Promotions					Terminations					
		All Employees	Aboriginal Peoples						All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples							
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference							
#	#	%	%	#	%	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#			
07 Administrative & Senior Clerical	2016	5	0	0.0	8.5	0	0	0.0																	
	2019	4	0	0.0	9.2	0	0	0.0	2	1	50.0	0	1	0	0	0	0.0	0	0	0	4	1	25.0	0	1
08 Skilled Sales & Service Personnel	2016	1	0	0.0	2.9	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	14	1	7.1	9.8	1	0	72.9																	
	2019	15	1	6.7	11.4	2	-1	58.5	4	0	0.0	0	0	0	0	0	0	0	0	4	0	0.0	0	0	0
11 Intermediate Sales & Service Personnel	2016	4	0	0.0	9.8	0	0	0.0																	
	2019	10	0	0.0	10.6	1	-1	0.0	6	0	0.0	1	-1	0	0	0	0.0	0	0	2	0	0.0	0	0	0
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	#	%	#	%	#	%				
07 Administrative & Senior Clerical	2019	2	1	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	1	50.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2019	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	4	0	0.0			11.4	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2019	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	6	0	0.0			10.6	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Controlled Environment Ltd.

[Date: 2019-12-17]

002332

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	%	#	%	#	#	%	#	#	#	%	#	#	#	%	#	#	#	#		
13 Other Sales & Service Personnel	2016	3	0	0.0	11.8	0	0	0.0																
	2019	1	0	0.0	12.1	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
14 Other Manual Workers	2016	72	5	6.9	12.0	9	-4	57.9																
	2019	157	9	5.7	16.3	26	-17	35.2	43	4	9.3	7	-3	2	0	0.0	0	0	0	27	5	18.5	2	3
Total	2016	166	7	4.2	9.8	16	-9	43.0																
	2019	271	14	5.2	0.0	0	14	0.0	95	8	8.4	0	8	5	0	0.0	0	0	0	69	6	8.7	3	3

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		
#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2019	45	4	8.9	1	400.0	0.0	0.0	3	133.3	0.0	0.0	
	2022	45	4	8.9			16.5	53.9			0.0	0.0	
Total	2019	100	8	8.0	1	800.0	0.0	0.0	4	200.0	0.0	0.0	
	2022	100	8	8.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Controlled Environment Ltd.

[Date: 2019-12-17]

002333

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	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

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	21	0	0.0	4.3	1	-1	0.0																	
	2019	21	0	0.0	5.0	1	-1	0.0	8	0	0.0	0	0	3	0	0.0	0	0	0	10	0	0.0	0	0	0
03 Professionals	2016	21	1	4.8	3.8	1	0	125.3																	
	2019	36	0	0.0	8.9	3	-3	0.0	26	0	0.0	2	-2	0	0	0.0	0	0	0	16	1	6.3	1	0	0
04 Semi-Professionals & Technicians	2016	23	0	0.0	4.6	1	-1	0.0																	
	2019	22	0	0.0	7.6	2	-2	0.0	5	0	0.0	0	0	0	0	0.0	0	0	0	6	0	0.0	0	0	0
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	2016	2	0	0.0	7.8	0	0	0.0																	
	2019	5	0	0.0	10.1	1	-1	0.0	1	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	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

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	2019	11	0	0.0	0	0.0	0.0	0.0	1	0.0	0.00	0.0		
	2022	11	0	0.0			5.0	0.0			0.00	0.0		
03 Professionals	2019	26	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	26	0	0.0			9.0	0.0			0.00	0.0		
04 Semi-Professionals & Technicians	2019	5	0	0.0	0	0.0	0.0	0.0	1	0.0	0.00	0.0		
	2022	5	0	0.0			8.0	0.0			0.00	0.0		
05 Supervisors	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	0	0	0.0			0.0	0.0			0.00	0.0		
06 Supervisors: Crafts & Trades	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	1	0	0.0			10.1	0.0			0.00	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Controlled Environment Ltd.

[Date: 2019-12-17]

002334

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	5	0	0.0	3.4	0	0	0.0																
	2019	4	0	0.0	10.0	0	0	0.0	2	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	2016	1	0	0.0	3.5	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	2016	14	1	7.1	7.0	1	0	102.0																
	2019	15	0	0.0	9.3	1	-1	0.0	4	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	2016	4	0	0.0	5.6	0	0	0.0																
	2019	10	1	10.0	10.8	1	0	92.6	6	0	0.0	1	-1	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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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	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	0	0.0			0.0	0.0				0.0	0.0	
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0				0.0	0.0	
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0				0.0	0.0	
10 Clerical Personnel	2019	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	4	0	0.0			9.3	0.0				0.0	0.0	
11 Intermediate Sales & Service Personnel	2019	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	6	0	0.0			0.0	0.0				0.0	0.0	
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0				0.0	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Controlled Environment Ltd.

[Date: 2019-12-17]

002335

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Persons with Disabilities						All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities						
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference						
#	#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	#			
13 Other Sales & Service Personnel	2016	3	0	0.0	6.3	0	0	0.0																
	2019	1	0	0.0	10.7	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
14 Other Manual Workers	2016	72	1	1.4	5.3	4	-3	26.2																
	2019	157	3	1.9	6.8	11	-8	28.1	43	2	4.7	3	-1	2	0	0.0	0	0	0	27	1	3.7	0	1
Total	2016	166	3	1.8	5.0	8	-5	36.1																
	2019	271	4	1.5	0.0	0	4	0.0	95	2	2.1	0		2	5	0	0.0	0	0	69	3	4.3	1	2

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities						
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	#	%	#	%	#	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0						
14 Other Manual Workers	2019	45	2	4.4	1	200.0	0.0	0.0	1	200.0	0.0	0.0		
	2022	45	2	4.4			6.8	65.4			0.0	0.0		
Total	2019	100	2	2.0	1	200.0	0.0	0.0	3	66.7	0.0	0.0		
	2022	100	2	2.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Controlled Environment Ltd.

[Date: 2019-12-17]

002336

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			All Employees	Visible Minorities							
			Representation	Availability	Gap		EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference							
#	#	%	%	#	%	#	%	#	#	%	#	#	#	%	#	#	%	#	%	#	#	%	#	#		
01 Senior Managers	2016	2	0	0.0	10.1	0	0	0.0																		
	2019	3	0	0.0	11.5	0	0	0.0	1	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2016	19	2	10.5	15.0	3	-1	70.2																		
	2019	18	3	16.7	17.6	3	0	94.7	7	2	28.6	1	1	3	1	33.3	0	1	10	2	20.0	1	1			
03 Professionals	2016	21	10	47.6	30.4	6	4	156.6																		
	2019	36	16	44.4	32.4	12	4	137.2	26	12	46.2	8	4	0	0	0.0	0	0	16	7	43.8	8	-1			
04 Semi-Professionals & Technicians	2016	23	6	26.1	15.1	3	3	172.8																		
	2019	22	8	36.4	21.2	5	3	171.5	5	4	80.0	1	3	0	0	0.0	0	0	6	2	33.3	2	0			
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																		
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0
06 Supervisors: Crafts & Trades	2016	2	0	0.0	21.4	0	0	0.0																		
	2019	5	0	0.0	9.0	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments	
		Flow Data		Short-term Goals				Long-term Goals							
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities						
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	#	%	#	%	#	%	#	%			
01 Senior Managers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0		
	2022	1	0	0.0			0.0	0.0			0.0	0.0	0.0		
02 Middle & Other Managers	2019	10	3	30.0	0	0.0	0.0	0.0	1	300.0	0.0	0.0	0.0		
	2022	10	3	30.0			0.0	0.0			0.0	0.0	0.0		
03 Professionals	2019	26	12	46.2	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0		
	2022	26	12	46.2			0.0	0.0			0.0	0.0	0.0		
04 Semi-Professionals & Technicians	2019	5	4	80.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0		
	2022	5	4	80.0			0.0	0.0			0.0	0.0	0.0		
05 Supervisors	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0	0.0		
06 Supervisors: Crafts & Trades	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0		
	2022	1	0	0.0			0.0	0.0			0.0	0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Controlled Environment Ltd.

[Date: 2019-12-17]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	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	5	1	20.0	11.1	1	0	180.2																	
	2019	4	2	50.0	15.9	1	1	314.5	2	1	50.0	0	1	0	0	0.0	0	0	0	4	1	25.0	1	0	
08 Skilled Sales & Service Personnel	2016	1	1	100.0	17.6	0	1	568.2																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
10 Clerical Personnel	2016	14	2	14.3	17.0	2	0	84.0																	
	2019	15	1	6.7	23.3	3	-2	28.6	4	0	0.0	1	-1	0	0	0.0	0	0	0	4	1	25.0	1	0	
11 Intermediate Sales & Service Personnel	2016	4	0	0.0	23.2	1	-1	0.0																	
	2019	10	0	0.0	31.4	3	-3	0.0	6	0	0.0	2	-2	0	0	0.0	0	0	0	2	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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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	2019	2	1	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	1	50.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2019	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	4	0	0.0			24.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2019	6	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	6	0	0.0			31.5	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Controlled Environment Ltd.

[Date: 2019-12-17]

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						
#	#	#	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#		
13 Other Sales & Service Personnel	2016	3	1	33.3	29.0	1	0	114.9																
	2019	1	0	0.0	39.4	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
14 Other Manual Workers	2016	72	26	36.1	23.4	17	9	154.3																
	2019	157	57	36.3	29.6	46	11	122.7	43	14	32.6	13	1	2	1	50.0	1	0	27	8	29.6	10	-2	
Total	2016	166	49	29.5	21.1	35	14	139.9																
	2019	271	87	32.1	0.0	0	87	0.0	95	33	34.7	0	33	5	2	40.0	1	1	69	21	30.4	20	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
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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	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2019	45	15	33.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	45	15	33.3			0.0	0.0			0.0	0.0	
Total	2019	100	35	35.0	0	0.0	0.0	0.0	2	1750.0	0.0	0.0	
	2022	100	35	35.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Controlled Environment Ltd.
[Date: 2019-12-17]

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.

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

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

- Other.

Additional Details

Please provide any additional information (optional):

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Controlled Environment Ltd.

Primary Location: Winnipeg, Manitoba

Number of Employees: 271

Organization Overview:

NAICS # 3399 (Primary Metal Products)

Controlled Environment Engineering (CEE) is an environmental engineering company. They provide air pollution control solutions and industrial ventilation. Controlled Environment provides technology and solutions to researchers and growers in order to meet global demands for plant-based food and health products.

Key Dates – First Year Assessment

Initiated: 2016-11-14

Received: 2016-12-29

Closed: 2016-12-29

Workforce

Analysis: 2016-12-14

Key Dates – Subsequent Assessment

Initiated: 2019-11-14

Received: 2020-01-23

Workforce

Analysis: 2019-12-17

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 2016-12-13 to 2019-12-20.

ASSESSMENT OF REASONABLE PROGRESS

In the previous assessment, some goals were set in numbers format and that was acceptable while some of the short term goals were not set. This was accepted at that time. Progress has been assessed as per the goals set.

Women

01	Senior Managers	Goal not set
02	Middle & Other Managers	Goal not set
03	Professionals	Goal not set
13	Other Sales & Service Personnel	Goal not set
14	Other Manual Workers	Goal not met (achieved 0.0%)

Assessment/Observations

- EEOG 01 – There was one new entrant in this EEOG and that was not from this designated group. The market availability is 27.4%. The company did not set a goal in the previous assessment and thus was not able to assess any progress.
- EEOG 02 – Out of ten new entrants in this EEOG, four were from this designated group. The market availability is 38.9%. The company did not set a goal in the previous assessment and thus was not able to assess any progress.
- EEOG 03 - Out of twenty-six new entrants in this EEOG, two were from this designated group. The market availability is 17.2%. The company did not set a goal in the previous assessment and thus was not able to assess any progress.
- EEOG 13 – There was no new entrants in this EEOG. The market availability is 54.1%. The company did not set a goal in the previous assessment and thus was not able to assess any progress.
- EEOG 14 – Out of forty-five new entrants in this EEOG none were from this designated group. The market availability is 22.1%. The company has set a long of hiring / promoting three individuals while they hired / promoted none. Thus achieved 0.0%.

Aboriginal Peoples

04	Semi-Professionals & Technicians	Goal not set
14	Other Manual Workers	Goal met (achieved 400%)

Assessment/Observations

- EEOG 04 - Out of five new entrants in this EEOG, none were from this designated group. The market availability is 3.6%. The company did not set a goal in the previous assessment and thus was not able to assess any progress.

- EEOG 14 - Out of forty-five new entrants in this EEOG, four were from this designated group. The market availability is 12.0%. The company has set a long of hiring / promoting one individual while they hired / promoted four. Thus achieved 400%.

Persons with Disabilities

01/02	Managers	Goal not set
04	Semi-Professionals & Technicians	Goal not set
14	Other Manual Workers	Goal met (achieved 200%)

Assessment/Observations

- EEOG 01/02 - Out of eleven new entrants in this EEOG, none were from this designated group. The market availability is 4.3%. The company did not set a goal in the previous assessment and thus was not able to assess any progress.
- EEOG 04 - Out of five new entrants in this EEOG, none were from this designated group. The market availability is 4.6%. The company did not set a goal in the previous assessment and thus was not able to assess any progress.
- EEOG 14 - Out of forty-five new entrants in this EEOG, two were from this designated group. The market availability is 5.3%. The company has set a long of hiring / promoting one individual while they hired / promoted two. Thus achieved 200%.

Members of Visible Minorities

02	Middle & Other Managers	Goal not set
11	Inter. Sales & Service Personnel	Goal not set

Assessment/Observations

- EEOG 02 - Out of ten new entrants in this EEOG, three were from this designated group. The market availability is 15.0%. The company did not set a goal in the previous assessment and thus was not able to assess any progress.
- EEOG 11 - Out of six new entrants in this EEOG, none were from this designated group. The market availability is 23.2%. The company did not set a goal in the previous assessment and thus was not able to assess any progress.

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 2016-12-13 to 2019-12-20. During their initial assessment, the organization had set three short-term goals, and two was met above the 80%. The Company did not set nine goals in the previous assessment and that was acceptable at that time and was thus not able to assess any progress.

ASSESSMENT OF GOALS

- All short and long-term goals are set in percentage format.
- All short and long-term goals are set at 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	#	%	%	%	%
01	Senior Managers	-1	28.0	28.0	0.0	27.6
02	Middle & Other Managers	-2	40.0	40.0	27.8	39.4
03	Professionals	-2	16.0	16.0	11.1	15.8
11	Inter. Sales & Service Personnel	-1	NR	NR	60.0	66.3
13	Other Sales & Service Personnel	-1	50.0	50.0	0.0	54.0
14	Other Manual Workers	-28	20.0	20.0	1.9	19.5

Observations:

- EEOG 11 - the organization is not required to set any short and long-term goals since the current representation of women is already at 60.0 %.
- EEOG 13 – The short and long term goal is set at 50.0% even though the market availability is 54.0% in order to avoid segregation.

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	#	%	%	%	%
04	Semi-Professionals & Technicians	-2	8.2	8.2	0.0	8.2
10	Clerical Personnel	-1	11.4	11.4	6.7	11.4
11	Inter. Sales & Service Personnel	-1	10.6	10.6	0.0	10.6
14	Other Manual Workers	-17	16.5	16.5	5.7	16.3

Observations:

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	#	%	%	%	%
01/02	Managers	-1	5.0	5.0	0.0	5.0
03	Professionals	-3	9.0	9.0	0.0	8.9
04	Semi-Professionals & Technicians	-2	8.0	8.0	0.0	7.6
06	Supervisors: Crafts & Trades	-1	10.1	10.0	0.0	10.1
10	Clerical Personnel	-1	9.3	9.3	0.0	9.3
14	Other Manual Workers	-8	6.8	6.8	1.9	6.8

Observations:

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
10	Clerical Personnel	-2	24.0	24.0	6.7	23.3
11	Inter. Sales & Service Personnel	-3	31.5	31.5	0.0	31.4

Observations:

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:

- The Controlled Environment Ltd. has few gaps in all four designated groups, it may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of this designated group.

Name of Analyst: Neena Sharan

Date: February 4, 2020

From: Sharan, Neena N [NC]

Sent: March 23, 2020 10:45 AM

To: 'skroft@conviron.com' <skroft@conviron.com>; 'ssullivan@conviron.com' <ssullivan@conviron.com>

Subject: Government of Canada Agreement Number: 10000388 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Steve Kroft:

I am writing to inform you that the subsequent compliance assessment initiated on November 14, 2019 has been completed. As a result of the assessment, Controlled Environments 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 Controlled Environments Ltd.'s employment equity program.

- The Controlled Environment Ltd. has few gaps in all four designated groups, it may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of this designated group.

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on November 14, 2022. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

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

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If over the three year period reasonable progress has not been made, Controlled Environments 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 us by email at ee-eme@hrsdcc.gc.ca.

Your cooperation during the course of this compliance assessment was appreciated and we wish Controlled Environments 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@hrsdcc.gc.ca



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