Emploi et Développement social Canada

Labour Program Federal Contractors Program

ROTECTED WHEN COMPLETED - B
OFFICIAL USE ONLY
Agreement N°:

s.19(1) s.24(1)

Agreem	ent to Implen	nent Empl	oyment E	Equity		
New Agreement	(All sections r	nust be comple	ted)			
Revised Agreement						
	ORC	ANIZATION				
Legal Name of Organization	URG	ANIZATION	Parent company	is located outside	e Canada	
Corps canadien des Commission	onnaires (division	n du Quebec)	, arom company			
				Yes	✓ No	
Operating Name (if different from Legal Name	of Organization)		Business Numb	per		
Commissionaires du Quebec	or organization,					
				employees in Ca		3100
Organization's North American Industry Classi	fication System (NAICS) Can	ada 2012 Code	(Permanent Full-	-time and/or Part-	time)	
Number. To find your organization's four-digit N	NAICS code please visit:	aaa 29.2 09a9	Federally I	Regulated		
http://www23.statcan.gc.ca/imdb/p3VD.pl?Fun 561612	ction=getVD&TVD=118464		✓ Provinciall	y Regulated		
Address (h.::ldise served or stock or stock)	HEA	D OFFICE		Descripes	Deet	-1.0
Address (building number, street, suite, etc.) 201 rue Laurier est, bureau	400	City Montreal		Province QC		al Code 3E6
		Telephone Number	r			
		514-273-857	8			
	EMPLOYMEN1	FEQUITY CONT	ACT			
Name (print)		Title				
Luc Goyette		Director of				
Telephone Number	E-mail Address			Preferred Langua	age of Co	,
514-273-8578 ext 232	lgoyette@cccmtl.c	ca		English	~	French
	CERT	TIFICATION				
The above-named organization:						
having a combined workforce of 100 or	or more permanent full-tim	e and/or permaner	nt part-time empl	loyees in Canad	dA, AND	
intending to bid on, or being in receipt	of, a federal government	goods or services	contract, standir	ng offer or contra	act issue	ed under a
supply arrangement, valued at \$1,000						
hereby certifies its commitment to implem instrument, in keeping with the Federal C please contact the Labour Program at the	ontractors Program requir	ements. For more	information on h			
ľ	·			tation on the no		araani=ation
Important note: If an audit of the Agreem the procurement instrument(s) with the Go			ers misrepresem	tation on the pa	nt or the	organization,
	SIG	NATORY				
NOTE: The signatory must be the Chief I	Executive Officer OR an a	uthorized person ir	n an executive po	osition with lega	al author	ity to sign a
contract on behalf of the organiza	ation.					
Name (print) Guy Gendron		Title Chief Execu	tive Office	arc		
Telephone Number	E-mail Address	CHICL BACCU	CIVC OILICC		uage of (Correspondence
514-273-8578	ggendron@cccmtl.	ca		Engli	ish	French
Signature		Date (YYYY-MM-D	D)			
		2015-06-30	-,			
Privacy Notice:						
The information you provide on this form is coll Contractors Program (FCP).	ected under the authority of s	ection 42 of the Emp	loyment Equity Ac	t to determine you	ır eligibili	ty for the Federal
Completion of this form is mandatory. Refusal t to Bid List, loss of the right to bid on federal go						
The information you provide may be used and/disclosures of your personal information will ne				s. However, these	additiona	al uses and/or
	RETURN I	NSTRUCTIONS				
IMPORTANT						
The signed Agreement to Implement	t Employment Equity fo	rm must be sent t	o the Labour P	rogram by e-m	ail at:	



ee-eme@hrsdc-rhdcc.gc.ca

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION

Period covered by tre^{20JID6E-05-18}b2019-01-18 rEaXpApCorTIT20U1D6E-05-18

Geographic regions

(INDICATE THE NUMBER OF **EMPLOYEES IN EACH** REGION).

Total number of employees in Canada 3942 Quebec669208 0 8		ı	Province			Census Metropolitan Are	a	
Quebec3162 780 0 Montreal2493572 0 30 Total number of employees in Canada 3942 Quebec669208 0 8		full	part-	Temporary	number of			
Total number of employees in Canada Quebec669208 Quebec669208 0 8	Quebec3162		780	0		Montreal2493572	0	3065
in Canada 3942 Total number of employees as of \$\script{\sintent{\script{\sinte\sintent{\sinten\sintent{\sintent{\sintent{\sintent{\sint		mployees				Quebec669208	0	877
Canada	in Canada				3942	Total number of employees as of Canada		3942



FEDERAL CONTRACTING PROGRAMS: PROFESSIONAL CATEGORIES

Full time / National

Occupational Category		All	employees			Aboriginal		Perso	ons with disa	bilities	Members	of Visible Mi	inorities
Salary Range Col. 1	Quarte r	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle management and other directors	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	19	13	6									
	Total	19	13	6									
Professionals	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	9	6	3							1	1	
	Total	9	6	3							1	1	
Semi-professional and technical staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	1		1									
	Total	1		1									
Supervisors	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	106	89	17							18	16	2
	Total	106	89	17							18	16	2

FEDERAL CONTRACTING PROGRAMS: PROFESSIONAL CATEGORIES

Full time / National

Occupational Category		All	employees			Aboriginal		Perso	ns with disak	oilities	Members	of Visible Mi	norities
Salary Range	Quarte	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Administrative and main office staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	9	4	5							2	1	1
	Total	9	4	5							2	1	1
Clerical staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	23	16	7				1	1		8	7	1
	Total	23	16	7				1	1		8	7	1
Intermediate sales and service personnel	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	2995	2431	564	18	10	8	69	61	8	1025	917	108
	Total	2995	2431	564	18	10	8	69	61	8	1025	917	108
Total number of employees		3162	2559	603	18	10	8	70	62	8	1054	942	112



Canadian Corps of Commissionaires (Quebec Division) (Certificate # 10000206) FEDERAL CONTRACTING PROGRAMS: PROFESSIONAL CATEGORIES

Part-time / National

Occupational Category		All	employees			Aboriginal		Perso	ons with disa	bilities	Members of Visible Minorities			
Salary Range	Quarte	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13	
Supervisors	4													
Upper value: Less than \$5,000	3													
Lower value: Less than \$5,000	2													
	1	3	2	1										
	Total	3	2	1										
Administrative and main office staff	4													
Upper value: Less than \$5,000	3													
Lower value: Less than \$5,000	2													
	1	3		3										
	Total	3		3										
Clerical staff	4													
Upper value: Less than \$5,000	3													
Lower value: Less than \$5,000	2													
	1	8	7	1							2	2		
	Total	8	7	1							2	2		
Intermediate sales and service personnel	4													
Upper value: Less than \$5,000	3													
Lower value: Less than \$5,000	2													
	1	766	599	167	2	2		7	6	1	275	236	39	
	Total	766	599	167	2	. 2		7	6	5	275	236	39	

FEDERAL CONTRACTING PROGRAMS: PROFESSIONAL CATEGORIES

Part-time / National

Occupational Category		All	employees			Aboriginal		Perso	ons with disat	oilities	Members	of Visible Mi	norities
Salary Range	Quarte	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Total number of employees		780	608	172	2	2		7	6	1	277	238	39

FEDERAL CONTRACT PROGRAMS: SALARY PROFILE

Full time / National

	Al	l employees			Aboriginal		Perso	ons with disabil	ities	Members	s of Visible Min	orities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Less than \$15,000	3162	2559	603	18	10	8	70	62	8	1054	942	112
Total number of employees	3162	2559	603	18	10	8	70	62	8	1054	942	112

FEDERAL CONTRACT PROGRAMS: SALARY PROFILE

Part-time / National

	All	employees			Aboriginal		Pers	ons with disabi	lities	Members	s of Visible Min	orities
Salary Range	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
Less than \$5,000	780	608	172	2	2		7	6	1	277	238	39
Total number of employees	780	608	172	2	2		7	6	1	277	238	39

FEDERAL CONTRACT PROGRAMS: RECRUITMENTS

Full time / National

				operang pen								
	Al	Il employees			Aboriginal		Pers	ons with disabi	lities	Member	s of Visible Min	orities
Occupational Category	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	10	7	3									
Professionals	5	4	1									
Semi-professional and technical staff	1	1										
Supervisors	18	14	4							6	4	2
Administrative and main office staff	6	2	4							2	1	1
Clerical staff	14	7	7							4	3	1
Intermediate sales and service personnel	2484	1989	495	10	7	3	23	19	4	905	799	106
Total number of employees hired	2538	2024	514	10	7	3	23	19	4	917	807	110

FEDERAL CONTRACT PROGRAMS: RECRUITMENTS

Part-time / National

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	Al	l employees			Aboriginal		Pers	ons with disabi	lities	Member	s of Visible Min	orities
Occupational Category	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Semi-professional and technical staff	1	1								1	1	
Supervisors	2	1	1									
Administrative and main office staff	4		4				1		1			
Clerical staff	9	8	1							2	2	
Intermediate sales and service personnel	1894	1449	445	3	2	1	7	6	1	436	377	59
Total number of employees hired	1910	1459	451	3	2	1	8	6	2	439	380	59

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS Full time / National

	Promoted 6	employees (em	ployees promo	eporting peri	od 2016-05-18 year should be	to 2019-01-18 reported only	n the occupati	onal groups in v	which or to which	ch they were la	st promoted.	
Occupational Category	All employees		Aboriginal			Persons with disabilities			Members of Visible Minorities			
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	3	1	2									
Professionals	1		1									
Supervisors	2	2								1	1	
Clerical staff	1	1										
Total number of employees promoted	7	4	3							1	1	
Total number of promotions	8	5	3							1	1	

Canadian Corps of Commissionaires (Quebec Division) (Certificate # 10000206) FEDERAL CONTRACTING PROGRAMS: PROMOTIONS

Part-time / National

	Promoted employees (employees promoted during the year should be reported only in the occupational groups in which or to which they were last promoted.											
Occupational Catagony	All employees			ı Aboriginal ı			Persons with disabilities			Members of Visible Minorities		
Occupational Category	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Clerical staff	1	1										
Total number of employees promoted	1	1										
Total number of promotions	1	1										

FEDERAL CONTRACTING PROGRAMS: CEASES OF EMPLOYMENT Full time / National

			<u>-</u>	reberming bern								
	Al	II employees			Aboriginal		Pers	ons with disabi	lities	Member	s of Visible Min	orities
Occupational Category	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	6	4	2									
Semi-professional and technical staff	1	1										
Administrative and main office staff	9		9							1		1
Clerical staff	10	3	7							2	1	1
Intermediate sales and service personnel	2111	1681	430	8	6	2	12	11	1	532	466	66
Total number of employees whose employment was terminated	2137	1689	448	8	6	2	12	11	1	535	467	68

FEDERAL CONTRACTING PROGRAMS: CEASES OF EMPLOYMENT Part-time / National

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	A	Il employees			Aboriginal		Pers	ons with disabi	lities	Members	s of Visible Min	orities
Occupational Category	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	1	1										
Semi-professional and technical staff	1	1								1	1	
Administrative and main office staff	1		1				1		1			
Clerical staff	4	4										
Intermediate sales and service personnel	1483	1136	347	3	2	1	2	2		226	200	26
Total number of employees whose employment was terminated	1490	1142	348	3	2	1	3	2	1	227	201	26

Default Workforce Analysis System - Detailed Report

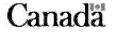
Date: 2019-02-01

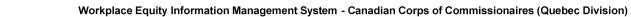
Women

					Nomen		.	
Employment Equity Occupational Group	Internal location	All employees #	Repres	entation %	Availa %	bility Differ # ence _#	Place of recruitment	
02: Middle management and other directors	National	19	6	31.6 %	39.4 %	7 -1	National	
03: Professionals		9	3	33.3 %	57.7 %	5 -2		
1121: Human Resources Professionals	National	5	3	60.0 %	73.2 %	4 -1	National	
2172 : Database Analysts and Data Administrators	National	3	0	0.0 %	33.0 %	1 -1	National	
4021: College teachers and other vocational instructors	National	1	0	0.0 %	53.8 %	1 -1	National	
04: Semi-professional and technical staff		1	1	100.0 %	14.0 %	0 1		
2281 : Computer Network Technicians	Quebec	1	1	100.0 %	14.0 %	0 1	Quebec	
05: Supervisors		109	18	16.5 %	50.5 %	55 -37		
Employment Equity Occupational Group	Montreal	103	18	17.5 %	50.5 %	52 -34	Montreal	
Employment Equity Occupational Group	Quebec	6	0	0.0 %	51.5 %	3 -3	Quebec	
07: Administrative and Senior Clerical Staff		12	8	66.7 %	80.8 %	10 -2		
Employment Equity Occupational Group	Montreal	9	7	77.8 %	80.9 %	7 0	Montreal	
Employment Equity Occupational Group	Quebec	3	1	33.3 %	80.4 %	2 -1	Quebec	
10 : Office staff		31	8	25.8 %	61.2 %	19 -11		
Employment Equity Occupational Group	Montreal	27	8	29.6 %	61.6 %	17 - 9	Montreal	
Employment Equity Occupational Group	Quebec	4	0	0.0 %	58.6 %	2 -2	Quebec	
11: Intermediate sales and service personnel		3761	731	19.4 %	22.4 %	842 -111		
6541 : Security guards and related occupations in security services	Montreal	2900	542	18.7 %	22.6 %	655 -113	Montreal	
6541 : Security guards and related occupations in security services	Quebec	861	189	22.0 %	21.9 %	189 0	Quebec	
Total		3942	775	19.6 %	23.8 %	938 -163		

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

Sources: 2016 Census and internal employer data





Default Workforce Analysis System - Detailed Report

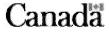
Date: 2019-02-01

Aboriginal

Employment Equity Occupational Group	Internal location	All employees #	Represe	entation %	Availal %	oility #	Differ ence _#	Place of recruitment
		*	#	/6	/0	#		
02: Middle management and other directors	National	19	0	0.0 %	2.7 %	1	-1	National
03: Professionals		9	0	0.0 %	2.6 %	0	0	
1121: Human Resources Professionals	National	5	0	0.0 %	3.1 %	0	0	National
2172 : Database Analysts and Data Administrators	National	3	0	0.0 %	1.5 %	0	0	National
4021: College teachers and other vocational instructors	National	1	0	0.0 %	3.0 %	0	0	National
04: Semi-professional and technical staff		1	0	0.0 %	1.1 %	0	0	
2281 : Computer Network Technicians	Quebec	1	0	0.0 %	1.1 %	0	0	Quebec
05: Supervisors		109	0	0.0 %	0.8 %	1	-1	
Employment Equity Occupational Group	Montreal	103	0	0.0 %	0.8 %	1	-1	Montreal
Employment Equity Occupational Group	Quebec	6	0	0.0 %	2.0 %	0	0	Quebec
07: Administrative and Senior Clerical Staff		12	0	0.0 %	1.0 %	0	0	
Employment Equity Occupational Group	Montreal	9	0	0.0 %	0.8 %	0	0	Montreal
Employment Equity Occupational Group	Quebec	3	0	0.0 %	1.4 %	0	0	Quebec
10 : Office staff		31	0	0.0 %	1.1 %	0	0	
Employment Equity Occupational Group	Montreal	27	0	0.0 %	1.0 %	0	0	Montreal
Employment Equity Occupational Group	Quebec	4	0	0.0 %	1.6 %	0	0	Quebec
11: Intermediate sales and service personnel		3761	20	0.5 %	1.1 %	41	-21	
6541 : Security guards and related occupations in security services	Montreal	2900	18	0.6 %	0.9 %	26	-8	Montreal
6541 : Security guards and related occupations in security services	Quebec	861	2	0.2 %	1.6 %	14	-12	Quebec
Total		3942	20	0.5 %	1.1 %	43	-23	

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

Sources: 2016 Census and internal employer data



Default Workforce Analysis System - Detailed Report

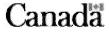
Date: 2019-02-01

Members of Visible Minorities

Employment Equity Occupational Group	Internal	All employees		lembers of	Visible Mino	orities	Differ	Place of recruitment	
Employment Equity Cocupational Croup	location	#	#	%	%	#	ence _#	r lade of reordialient	
02: Middle management and other directors	National	19	0	0.0 %	17.6 %	3	-3	National	
03: Professionals		9	1	11.1 %	22.7 %	2	-1		
1121: Human Resources Professionals	National	5	1	20.0 %	16.7 %	1	0	National	
2172 : Database Analysts and Data Administrators	National	3	0	0.0 %	35.5 %	1	-1	National	
4021: College teachers and other vocational instructors	National	1	0	0.0 %	14.9 %	0	0	National	
04: Semi-professional and technical staff		1	0	0.0 %	16.5 %	0	0		
2281 : Computer Network Technicians	Quebec	1	0	0.0 %	16.5 %	0	0	Quebec	
05: Supervisors		109	18	16.5 %	19.5 %	21	-3		
Employment Equity Occupational Group	Montreal	103	18	17.5 %	20.4 %	21	-3	Montreal	
Employment Equity Occupational Group	Quebec	6	0	0.0 %	3.2 %	0	0	Quebec	
07: Administrative and Senior Clerical Staff		12	2	16.7 %	11.8 %	1	1		
Employment Equity Occupational Group	Montreal	9	2	22.2 %	14.6 %	1	1	Montreal	
Employment Equity Occupational Group	Quebec	3	0	0.0 %	3.3 %	0	0	Quebec	
10 : Office staff		31	10	32.3 %	18.3 %	6	4		
Employment Equity Occupational Group	Montreal	27	10	37.0 %	20.4 %	6	4	Montreal	
Employment Equity Occupational Group	Quebec	4	0	0.0 %	4.1 %	0	0	Quebec	
11: Intermediate sales and service personnel		3761	1300	34.6 %	24.8 %	933	367		
6541 : Security guards and related occupations in security services	Montreal	2900	1257	43.3 %	30.4 %	882	375	Montreal	
6541 : Security guards and related occupations in security services	Quebec	861	43	5.0 %	5.8 %	50	-7	Quebec	
Total		3942	1331	33.8 %	24.5 %	966	365		

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

Sources: 2016 Census and internal employer data



Default Workforce Analysis System - Detailed Report

Date: 2019-02-01

Persons with disabilities

				Persons	with disabil	ities			
Employment Equity Occupational Group	Internal	All employees	Represe	ntationAva	ailability	Diffe	r Place of recruitment		
	location	#	#	%	%	# ence	¥		
01/02 : Executives	National	19	0	0.0 %	5.0 %	1 -	1 National		
03: Professionals	National	9	0	0.0 %	8.9 %	1 -	1 National		
04: Semi-professional and technical staff	National	1	0	0.0 %	7.6 %	0	0 National		
05: Supervisors	National	109	0	0.0 %	27.5 %	30 -3	0 National		
07: Administrative and Senior Clerical Staff	National	12	0	0.0 %	10.0 %	1	National		
10 : Office staff	National	31	1	3.2 %	9.3 %	3	2 National		
11: Intermediate sales and service personnel	National	3761	76	2.0 %	10.8 %	406 -33	0 National		
Total		3942	77	1.9 %	11.2 %	442 -365	<u> </u>		

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

Sources: 2017 Canadian Disability Survey and internal employer data.



Default Workforce Analysis System - Detailed Report

Date: 2019-02-01

Reasons why an occupational category or area of recruitment has been changed.

We have modified the analysis of category 11 in relation to the competencies that are more specific for our security guards: obtaining a BSP license, obtaining a first aid card, resident in Canada for at least 5 years, no criminal record, minimum of 18 years of age and a secondary 3, available 24/7.

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

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
02: Middle and Other Managers 03: Professionals	EEOG	National
04: Semi-professional and technical staff	NOC	National
	NOC	Provincial
05: Supervisors	EEOG	CMA
07: Administrative and Senior Clerical Staff	EEOG	CMA
10 : Office staff	EEOG	CMA
11: Intermediate sales and service personnel	NOC (EEOG default)	CMA

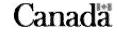


Default Workforce Analysis System - Detailed Report

Date: 2019-02-01

Default Data for Workforce Analysis - Persons with Disabilities

Perform an analysis by	Place of recruitment
СРЕМЕ	National
CPEME	
CPEME	
CPEME	
	CPEME

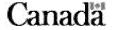


Default Workforce Analysis System - Summary Report

Date: 2019-02-01

Women

			1	Nomen			
Employment Equity Occupational Group	All employees	Repres	entation	Availa	•	Differ	
	#	#	%	%	#	ence _#	
02: Middle management and other directors	19	6	31.6 %	39.4 %	7	-1	
03: Professionals	9	3	33.3 %	57.7 %	5	-2	
04: Semi-professional and technical staff	1	1	100.0 %	14.0 %	0	1	
05: Supervisors	109	18	16.5 %	50.5 %	55	-37	
07: Administrative and Senior Clerical Staff	12	8	66.7 %	80.8 %	10	-2	
10 : Office staff	31	8	25.8 %	61.2 %	19	-11	
11: Intermediate sales and service personnel	3761	731	19.4 %	22.4 %	842	-1111	
Total	3942	775	19.6 %	23.8 %	938	-163	



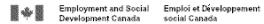
Default Workforce Analysis System - Summary Report

Date: 2019-02-01

Aboriginal

Aboriginal							
Employment Equity Occupational Group	All employees	Represe	entation	Availab	•	Differ	
	#	#	%	%	#	ence _#	
02: Middle management and other directors	19	0	0.0 %	2.7 %	1	-1	
03: Professionals	9	0	0.0 %	2.6 %	0	0	
04: Semi-professional and technical staff	1	0	0.0 %	1.1 %	0	0	
05: Supervisors	109	0	0.0 %	0.8 %	1	-1	
07: Administrative and Senior Clerical Staff	12	0	0.0 %	1.0 %	0	0	
10 : Office staff	31	0	0.0 %	1.1 %	0	0	
11: Intermediate sales and service personnel	3761	20	0.5 %	1.1 %	41	-21	
Total	3942	20	0.5 %	1.1 %	43	-23	





Default Workforce Analysis System - Summary Report

Date: 2019-02-01

Members of Visible Minorities

	Members of Visible Minorities						
Employment Equity Occupational Group	All employees	Repres	entationAv	ailability		Differ	
	#	#	%	%	#	ence _#	
02: Middle management and other directors	19	0	0.0 %	17.6 %	3	-3	
03: Professionals	9	1	11.1 %	22.7 %	2	-1	
04: Semi-professional and technical staff	1	0	0.0 %	16.5 %	0	0	
05: Supervisors	109	18	16.5 %	19.5 %	21	-3	
07: Administrative and Senior Clerical Staff	12	2	16.7 %	11.8 %	1	1	
10 : Office staff	31	10	32.3 %	18.3 %	6	4	
11: Intermediate sales and service personnel	3761	1300	34.6 %	24.8 %	933	367	
Total	3942	1331	33.8 %	24.5 %	966	365	



Default Workforce Analysis System - Summary Report

Date: 2019-02-01

Persons with disabilities

Persons				with disabili	ities		
Employment Equity Occupational Group	All employees	Represe	entationAva	ailability		Differ	
	#	#	%	%	#	ence _#	
01/02 : Executives	19	0	0.0 %	5.0 %	1	-1	
03: Professionals	9	0	0.0 %	8.9 %	1	-1	
04: Semi-professional and technical staff	1	0	0.0 %	7.6 %	0	0	
05: Supervisors	109	0	0.0 %	27.5 %	30	-30	
07: Administrative and Senior Clerical Staff	12	0	0.0 %	10.0 %	1	-1	
10 : Office staff	31	1	3.2 %	9.3 %	3	-2	
11: Intermediate sales and service personnel	3761	76	2.0 %	10.8 %	406	-330	
Total	3942	77	1.9 %	11.2 %	442	-365	



Default Workforce Analysis System - Summary Report

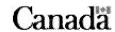
Date: 2019-02-01

Reasons why an occupational category or area of recruitment has been changed.

We have modified the analysis of category 11 in relation to the competencies that are more specific for our security guards: obtaining a BSP license, obtaining a first aid card, resident in Canada for at least 5 years, no criminal record, minimum of 18 years of age and a secondary 3, available 24/7.

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

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
02: Middle and Other Managers 03: Professionals	EEOG	National
04: Semi-professional and technical staff	NOC	National
	NOC	Provincial
05: Supervisors	EEOG	CMA
07: Administrative and Senior Clerical Staff	EEOG	CMA
10 : Office staff	EEOG	CMA
11: Intermediate sales and service personnel	NOC (EEOG default)	CMA



Default Workforce Analysis System - Summary Report

Date: 2019-02-01

Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	СРЕМЕ	National
3. : Professionals	СРЕМЕ	National
4.: Semi-professional and technical staff 05 :	СРЕМЕ	National
Supervisors	СРЕМЕ	National
07: Administrative and Senior Clerical Staff 10:	СРЕМЕ	National
Clerical Staff	СРЕМЕ	National
11: Intermediate sales and service personnel	СРЕМЕ	National
	СРЕМЕ	
	CPEME	
	CPEME	



Part 1: Workforce Analysis

Corps canadien des Commissionnaires(division du Quebec)

Data from Firs	t/Previous Wor	kforce Analysis
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Data from Fi	rst/Previous Workt	force Analysis
YYYY	MM	DD
18	05	2016

Data from Subse	equent/Current Wo	orkforce Analysis
YYYY	MM	DD
18	1	2019

		Table 1: Women			
		First/Previous Workforce Analysis			
Empl	oyment Equity Occupational Group (EEOG)	All Employees	Wor	nen	
Embr	Syment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01	Senior Managers	9	3	27.4	
02	Middle & Other Managers	8	2	38.9	
03	Professionals	12	5	67.5	
04	Semi-Professionals & Technicians	2	1	20.7	
05	Supervisors	14	4	51.0	
06	Supervisors: Crafts & Trades	0	0	0.0	
07	Administrative & Senior Clerical Personnel	9	7	80.8	
08	Skilled Sales & Service Personnel	0	0	0.0	
09	Skilled Crafts & Trades Workers	0	0	0.0	
10	Clerical Personnel	8	5	62.3	
11	Intermediate Sales & Service Personnel	1,942	349	61.6	
12	Semi-Skilled Manual Workers	0	0	0.0	
13	Other Sales & Service Personnel	0	0	0.0	
14	Other Manual Workers	0	0	0.0	
Total		2,004	376	61.4	

	Table 5: Women					
Subsequent	/Current Workfore	e Analysis				
All Employees	Women					
	Representation	Availability*				
#	#	%				
0	0	0.0				
19	6	39.4				
9	3	57.7				
1	1	14.0				
109	18	50.5				
0	0	0.0				
12	8	80.9				
0	o	0.0				
0	0	0.0				
31	8	61.2				
3,761	731	22.4				
0	0	0.0				
o	0	0.0				
o	0	0.0				
3,942	775	23.8				

* Source:			
2011 Natio	nal Household	Survey	

* Source:			
2016 Cen	isus		

Part 1: Workforce Analysis

Corps canadien des Commissionnaires(division du Quebec)

Data from Firs	st/Previous Wor	kforce Analysis
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Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
18	05	2016

Data from Subse	equent/Current Wo	orkforce Analysis
YYYY	MM	DD
18	1	2019

		Table	2: Aboriginal P	eoples
		First/Previous Workforce Analysis		
Emple	oyment Equity Occupational Group (EEOG)	All Employees	Aborigina	ıl Peoples
Empre	Syment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	9	0	2.9
02	Middle & Other Managers	8	0	2.2
03	Professionals	12	0	2.5
04	Semi-Professionals & Technicians	2	0	0.5
05	Supervisors	14	0	0.8
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	9	0	0.7
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	8	0	0.7
11	Intermediate Sales & Service Personnel	1,942	6	0.9
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		2,004	6	0.9

Table 6: Aboriginal Peoples			
Subsequent	Subsequent/Current Workforce Analysis		
All Employees	Aboriginal Peoples		
	Representation	Availability*	
#	#	%	
0	0	0.0	
19	0	2.7	
9	0	2.6	
1	0	1.1	
109	0	0.8	
0	0	0.0	
12	0	1.0	
0	0	0.0	
0	0	0.0	
31	0	1.1	
3,761	20	1.1	
0	0	0.0	
0	0	0.0	
0	0	0.0	
3,942	20	1.1	

* Sour	e:		
2011 N	ational House	hold Survey	

3. 64		
2016 Census		

Part 1: Workforce Analysis

Corps canadien des Commissionnaires(division du Quebec)

Data from Fi	rst/Previous Wor	kforce Analysis
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18	05	2016
YYYY	MM	DD
Data from Fi	rst/Previous Work	force Analysis

Data from S	ubsequent/Curro Analysis	· ·
1	T	1

18	1	2019
YYYY	MM	DD
Data from Subse	equent/Current Wo	rkforce Analysis

		Table 3: Me	embers of Visible	Minorities
Employment Equity Occupational Group (EEOG)		First/Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
			Representation	Availability*
		#	#	⁰ / ₀
01	Senior Managers	9	0	10.1
02	Middle & Other Managers	8	0	15.0
03	Professionals	12	0	15.6
04	Semi-Professionals & Technicians	2	0	9.9
05	Supervisors	14	0	14.6
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	9	0	8.6
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	8	0	13.6
11	Intermediate Sales & Service Personnel	1,942	408	18.1
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		2,004	408	17.9

Table 7: Members of Visible Minorities					
Subsequent/Current Workforce Analysis					
All Employees	Members of Visible Minorities				
	Representation	Availability*			
#	#	%			
0	0	0.0			
19	0	17.6			
9	1	22.7			
1	0	16.5			
109	18	19.5			
0	0	0.0			
12	2	11.8			
0	o	0.0			
0	0	0.0			
31	10	18.3			
3,761	1,300	24.8			
0	o	0.0			
0	0	0.0			
0	0	0.0			
3,942	1,331	24.5			

* Source:	
2011 National Household Survey	

Source			
2016 Cer	ısus		

Part 1: Workforce Analysis

Corps canadien des Commissionnaires(division du Quebec)

Data from Fi	rst/Previous Worl	kforce Analysis
Ţ	Ţ	

Data from Su	osequent/Curre Analysis	nt worktorce
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ſ	18	05	2016
	YYYY	MM	DD
	Data from Fi	rst/Previous Work	force Analysis

18	1	2019
YYYY	MM	DD
Data from Subse	equent/Current Wo	orkforce Analysis

			Persons with Di		
Employment Equity Occupational Group (EEOG)		All Employees	Persons with	Persons with Disabilities	
			Representation	Availability*	
		#	#	%	
01/02	Managers	17	0	4.3	
03	Professionals	12	0	3.8	
04	Semi-Professionals & Technicians	2	0	4.6	
05	Supervisors	14	0	13.9	
06	Supervisors: Crafts & Trades	0	0	0.0	
07	Administrative & Senior Clerical Personnel	9	0	3.4	
08	Skilled Sales & Service Personnel	0	0	0.0	
09	Skilled Crafts & Trades Workers	0	0	0.0	
10	Clerical Personnel	8	0	7.0	
11	Intermediate Sales & Service Personnel	1,942	27	5.6	
12	Semi-Skilled Manual Workers	0	0	0.0	
13	Other Sales & Service Personnel	0	0	0.0	
14	Other Manual Workers	0	0	0.0	
Total		2,004	27	5.6	

Table 8: Persons with Disabilities Subsequent/Current Workforce Analysis				
	Representation	Availability*		
#	#	%		
19	0	5.0		
9	0	8.9		
1	0	7.6		
109	0	27.5		
0	0	0.0		
12	0	10.0		
0	0	0.0		
0	0	0.0		
31	1	9.3		
3,761	76	10.8		
0	0	0.0		
0	0	0.0		
0	0	0.0		
3,942	77	11.2		

* Source:			
2012 Canadia	n Survey on Disab	oility	

* Source:			
2012 Canad	dian Survey on	Disability	

Part 2: Flow Data Analysis

Corps canadien des Commissionnaires(division du Quebec)

2019-01-18

Start	Date of Flov	v Data
YYYY	MM	DD
18	05	2016

18	1	2019
YYYY	MM	DD
End I	Date of Flow	Data

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Data from Form 4 - Employees Hired Data from Form 5 - Employees Promoted Data from Form 6 - Employees Terminated

	₩	•	₩	ullet
	Table 1: Women			
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	10	3	0	0
03 Professionals	5	1	0	0
04 Semi-Professionals & Technicians	1	0	1	0
05 Supervisors	18	4	2	1
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	6	4	4	4
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	14	7	9	1
11 Intermediate Sales & Service Personnel	2,484	495	1,894	445
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0

Total

2,538

514

1,910

451

Full-time / National		Part-time / National		
All Employees Promoted Women Promoted		All Employees Promoted	Women Promoted	
#	#	#	#	
0	0	0	0	
3	2	0	0	
1	1	0	0	
0	0	0	0	
2	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
1	0	1	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
7	3	1	0	

	Table 9:	Women	
Full-time / National		Part-time / Nationa	
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#
0	0	0	0
6	2	0	0
0	0	1	0
1	0	1	0
0	0	0	0
0	0	0	0
9	9	1	1
0	0	0	0
0	0	0	0
10	7	4	0
2,111	430	1,483	347
0	0	0	0
0	0	0	0
0	0	0	0
2,137	448	1,490	348

Part 2: Flow Data Analysis

Corps canadien des Commissionnaires(division du Quebec)

2019-01-18

3

Start	Date of Flow	v Data
YYYY	MM	DD
18	05	2016

End I	Date of Flow	Data
YYYY	MM	DD
18	1	2019

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Data from Form 4 - Employees Hired Data from Form 5 - Employees Promoted Data from Form 6 - Employees Terminated

	Tal	ole 2: Abor	iginal Pec	ples
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	10	0	0	0
03 Professionals	5	0	0	0
04 Semi-Professionals & Technicians	1	0	1	0
05 Supervisors	18	0	2	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	6	0	4	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	14	0	9	0
11 Intermediate Sales & Service Personnel	2,484	10	1,894	3
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0

Total

2,538

10

1,910

Table 6: Abor 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
1	0	0	0
0	0	0	0
2	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
1	0	1	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
7	0	1	0

Tabl	e 10: Abo	riginal Ped	oples
Full-time / National		Part-time / National	
All Employees Terminated	Peoples Employees		Aboriginal Peoples Terminated
#	#	#	#
0	0	0	C
6	0	0	0
0	0	1	C
1	0	1	C
0	0	0	0
0	0	0	C
9	0	1	C
0	0	0	C
0	0	0	C
10	0	4	0
2,111	8	1,483	3
0	0	0	C
0	0	0	C
0	0	0	0
2,137	8	1,490	3

Part 2: Flow Data Analysis

Corps canadien des Commissionnaires(division du Quebec)

2019-01-18

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Start	Date of Flow	Data
YYYY	MM	DD
18	05	2016

End I	Date of Flow	Data
YYYY	MM	DD
18	1	2019

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table	3: Persons	with D	isabilities

		Table 3. Fersons with Disabilities								
		Full-time	/ National	Part-time	/ National					
	ployment Equity Occupational Group EOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired					
		#	#	#	#					
01	Senior Managers	0	0	0	0					
02	Middle & Other Managers	10	0	0	0					
03	Professionals	5	0	0	0					
04	Semi-Professionals & Technicians	1	0	1	0					
05	Supervisors	18	0	2	0					
06	Supervisors: Crafts & Trades	0	0	0	0					
07	Administrative & Senior Clerical Personnel	6	0	4	1					
08	Skilled Sales & Service Personnel	0	0	0	0					
09	Skilled Crafts & Trades Workers	0	0	0	0					
10	Clerical Personnel	14	0	9	0					
11	Intermediate Sales & Service Personnel	2,484	23	1,894	7					
12	Semi-Skilled Manual Workers	0	0	0	0					
13	Other Sales & Service Personnel	0	0	0	0					
14	Other Manual Workers	0	0	0	0					
Tot	al	2,538	23	1,910	8					

Full-time	/ National	Part-time / National				
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted			
#	#	#	#			
0	0	0	C			
3	0	0	C			
1	0	0	C			
0	0	0	0			
2	0	0	C			
0	0	0	C			
0	0	0	C			
0	0	0	C			
0	0	0	C			
1	0	1	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			

Table 1	1: Persons	s with Disa	abilities		
Full-time	/ National	Part-time / National			
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated		
#	#	#	#		
0	0	0	(
6	0	0	(
0	0	1	(
1	0	1	(
0	0	0	(
0	0	0	(
9	0	1	1		
0	0	0	(
0	0	0	(
10	0	4	(
2,111	12	1,483	2		
0	0	0	(
0	0	0	(
0	0	0	(
2,137	12	1,490	3		

Part 2: Flow Data Analysis

Corps canadien des Commissionnaires(division du Quebec)

2019-01-18

Start	Date of Flow	Data
YYYY	MM	DD
18	05	2016

End I	Date of Flow	Data
YYYY	MM	DD
18	1	2019

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

	Table 4:	Members	of Visible N	Minorities			
	Full-time	/ National	Part-time	Part-time / National			
Employment Equity Occupational Group (EEOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired			
	#	#	#	#			
01 Senior Managers	0	0	0	0			
02 Middle & Other Managers	10	0	0	0			
03 Professionals	5	0	0	0			
04 Semi-Professionals & Technicians	1	0	1	1			
05 Supervisors	18	6	2	0			
06 Supervisors: Crafts & Trades	0	0	0	0			
07 Administrative & Senior Clerical Personnel	6	2	4	0			
08 Skilled Sales & Service Personnel	0	0	0	0			
09 Skilled Crafts & Trades Workers	0	0	0	0			
10 Clerical Personnel	14	4	9	2			
11 Intermediate Sales & Service Personnel	2,484	905	1,894	436			
12 Semi-Skilled Manual Workers	0	0	0	0			
13 Other Sales & Service Personnel	0	0	0	0			
14 Other Manual Workers	0	0	0	0			

Total

2,538

917

1,910

439

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	0	0	0		
1	0	0	0		
0	0	0	0		
2	1	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
1	0	1	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
7	1	1	0		

Table 12: Members of Visible Minoriti Full-time / National Part-time / Nationa								
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated					
#	#	#	#					
0	0	0	0					
6	0	0	0					
0	0	1	0					
1	0	1	1					
0	0	0	0					
0	0	0	0					
9	1	1	0					
0	0	0	0					
0	0	0	0					
10	2	4	0					
2,111	532	1,483	226					
0	0	0	0					
0	0	0	0					
0	0	0	0					
2,137	535	1,490	227					

Part 3: Goals

Corps canadien des Commissionnaires(division du Quebec)

									Data 1	or First/I	Previous (Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
<u> </u>		\		↓	.	1	↓ ↓	.	<u> </u>	<u> </u>	. ↓	\	V	. ↓	\	↓	↓ ↓	1	<u> </u>
										Table 1:									
									First/	Previous Sh	ort-term (Foals							
				All En	ployees							1			отел				,
	Number	Grov	rth (New Posit	tions)	Turnover (Re				Number Turnover (Replacement of					r Goals					
Employment Equity			т		ļ.,,	Employees)		Anticipated			Employees)	Hires Required		n - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Pro	jected T	Hires Over 3 Years	YYYY-MM-DD			Over 3	1111	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	18-05-2016	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		18-05-2016	Annually	Over 3 Years	Years	2016	2019					
	Ħ	%	%	#	%	9/0	#	Ш	¥	%	#	Ш	#	%	%	#	#	%	%
01 Senior Managers	9	-100.0%	/ 0	0	0.0%	,,,	0	. 0	3	0.0%	0	-1	0	70	27.4%	1	1	33.3%	33.3%
02 Middle & Other Managers	8	33.4%		0	44.4%		0	0	2	0.0%	0	1	0		38.9%	-1	-1	25.0%	25.0%
03 Professionals	12	-9.1%		0	9.5%		0	0	5	0.0%	0	3	0		67.5%	-3	-3	41.7%	41.7%
04 Semi-Professionals & Tech	2	-20.6%		0	133.3%		0	0	1	0.0%	0	-1	0		20.7%	1	1	50.0%	50.0%
05 Supervisors	14	98.2%		0	0.0%		0	0	4	0.0%	0	3	0		51.0%	-3	-3	28.6%	28.6%
06 Supervisors: Crafts & Trades	0	0.070		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	9	10.1%		0	95.2%		0	0	7	0.0%	0	0	0		80.8%	0	0	77.8%	77.8%
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	8	57.1%		0	71.8%		0	0	5	0.0%	0	0	0		62.3%	0	0	62.5%	62.5%
11 Intermediate Sales & Service	1,942			0	126.0%		0	0	349		0	847	0		61.6%	-847	-847	18.0%	18.0%
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	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	2,004	25.3%		1 0	122.0%		1 0	1 0	376	0.0%	1 0	854	0		61.4%	-854	-854	18.8%	18.8%

[†] 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 2: Women
1 77			Wom	ien		
	oloyment Equity upational Group (EEOG)	Short-ter	m Goals	Long-te	rm Goals	Comments
Occi	ipanonai Group (EEOG)	#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	0.0	0	0.0	
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
-11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	l 0	0.0	002384

Federal Contractors Program Achievement Report			
		Part 3: Goals	
Corps canadien des Commissionnaires(division du Quebec)			
2019-01-18			
14 Other Manual Workers	0 0.0 0 0.0		
Total	0 0		

Federal Contractors Program Achievement Report Part 3: Goals Corps canadien des Commissionnaires(division du Quebec)

									Data	for First/I	Previous (Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	О	Р	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	↓	1	1	↓	1	1	1	↓		↓	1	1	1	↓	↓	1	1		<u> </u>
										e <mark>3: Ab</mark> ori	•								
				.0.6					First/	Previous St	iort-term (Joals			1.6				
				All En	ployees			I		1		T			nal Peoples	1			
	Number	number Growth (New Positions) Turnover (Replacement of Terminate Employees)							Number				3 Year Goals Hires From - To						
Employment Equity			ь.		 		jected	Anticipated Hires Over 3		Terminated Employees)		Required VXXX			Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj		Actual	F10)		Years	YYYY-MM-DD		Ι	Over 3 Years		-1111	Availability	r resent Gap	Gap	Representation	Years
	18-05-2016	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		18-05-2016	Annually	Over 3 Years	rears	2016	2019					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	9	-100.0%		0	0.0%		0	0	C	0.0%	0	0	0		2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	8	33.4%		0	44.4%		0	0	C	0.0%	0	0	0		2.2%	0	0	0.0%	0.0%
03 Professionals	12	-9.1%		0	9.5%		0	0	C	0.0%	0	0	0		2.5%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	2	-20.6%		0	133.3%		0	0	C	0.0%	0	0	0		0.5%	0	0	0.0%	0.0%
05 Supervisors	14			0	0.0%		0	0	0	0.0%	0	0	0		0.8%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	C	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	9	10.1%		0	95.2%		0	0	C	0.0%	0	0	0		0.7%	0	0	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	C	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	C	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	8	57.1%		0	71.8%		0	0	C	0.0%	0	0	0		0.7%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	1,942			0	126.0%		0	0	6	0.0%	0	11	0		0.9%	-11	-11	0.3%	0.3%
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	C	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	C	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	C	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	2,004	25.3%		0	122.0%		0	0	[6	0.0%	0	12	0		0.9%	-12	-12	0.3%	0.3%

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} 1) x 100.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

· · · · · · · · · · · · · · · · · · ·				Table 4: Aboriginal Peoples
		Aboriginal Peop	oles	
Employment Equity Occupational Group (EEOG)	Short-te	m Goals Lo	ng-term Goals	Comments
Occupational Group (EEOG)	#	% #	# %	
01 Senior Managers	0	0.0	0.0	
02 Middle & Other Managers	0	0.0	0.0	
03 Professionals	C	0.0	0.0	
04 Semi-Professionals & Tech	C	0.0	0.0	
05 Supervisors	C	0.0	0.0	
06 Supervisors: Crafts & Trades	C	0.0	0.0	
07 Administrative & Sr Clerical	0	0.0	0.0	
08 Skilled Sales & Service	0	0.0	0.0	
09 Skilled Crafts & Trades	0	0.0	0.0	
10 Clerical Personnel	0	0.0	0.0	
11 Intermediate Sales & Service	C	0.0	0.0	
12 Semi-Skilled Manual	0	0.0	0.0	
13 Other Sales & Service	l c	0.0	0.0	002386

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Corps canadien des Commissionnaires(division du Quebec)
	2019-01-18
14 Other Mar Total	al Workers 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0

Federal Contractors Program Achievement Report Part 3: Goals Corps canadien des Commissionnaires(division du Quebec)

									Data	or First/I	Previous (Foals								
A B	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U	
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)	
	_ ↓	↓	Ţ	1	↓	1	\	↓	\	\	↓	1	1	↓	1	1	1	↓	↓	
									Table 5: Persons with Disabilities First/Previous Short-term Goals											
									First/	Previous Sh	iort-term G	oals			. 61					
		1		All En	nployees					1		ı			th Disabilitie	S T		ı		
	Number	Number Growth (New Positions)				Turnover (Replacement of Terminated Employees) Anticipated				Turnover (R	eplacement of	Hires		r Goals n - To						
Employment Equity	YYYY-MM-DD	Actual	Pro	jected	Actual	· · · · · · · · · · · · · · · · · · ·			YYYY-MM-DD	Terminated Employees)		Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3	
Occupational Group (EEOG)	18-05-2016	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Hires Over 3 Years	18-05-2016	Annually	Over 3 Years	Over 3 Years	2016	2019	Availability		Gap	Representation	Years	
	#	%	%	tears #	%	9/0	1 ears	¥	Ħ	%	rears #	#	#	%	%	#	#	%	%	
01/02 Managers	17	-33.3%		1 (22.2%	70	1 0		0	0.0%	0	1	0	7.0	4.3%	-1	-1	0.0%	0.0%	
03 Professionals	12	-9.1%		c	9.5%		0	0	0	0.0%	0	0	0		3.8%	0	0	0.0%	0.0%	
04 Semi-Professionals & Tech	2	-20.6%		0	133.3%		0	0	0	0.0%	0	0	0		4.6%	0	0	0.0%	0.0%	
05 Supervisors	14	98.2%		C	0.0%		0	0	0	0.0%	0	2	0		13.9%	-2	-2	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0	0.0%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	9	10.1%		(95.2%		0	0	0	0.0%	0	0	0		3.4%	0	0	0.0%	0.0%	
08 Skilled Sales & Service	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#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	8	57.1%		(71.8%		0	0	0	0.0%	0	1	0		7.0%	-1	-1	0.0%	0.0%	
11 Intermediate Sales & Service	1,942	24.6%		(126.0%		0	0	27	0.0%	0	82	0		5.6%	-82	-82	1.4%	1.4%	
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	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	

2019-01-18

† 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.

122.0%

2,004

Total

25.3%

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.

27

0.0%

85

5.6%

-85

-85

					Table 6: Persons with Disabilities
p	I	ersons with	Disabilitie	es	
Employment Equity Occupational Group (EEOG)	Short-te	rm Goals	Long-to	erm Goals	Comments
Occupational Group (EEOG)	#	%	#	%	
01/02 Managers	(0.0	(0.0	
03 Professionals	C	0.0		0.0	
04 Semi-Professionals & Tech	(0.0		0.0	
05 Supervisors	(0.0		0.0	
06 Supervisors: Crafts & Trades	(0.0		0.0	
07 Administrative & Sr Clerical	(0.0		0.0	
08 Skilled Sales & Service	(0.0		0.0	
09 Skilled Crafts & Trades	(0.0		0.0	
10 Clerical Personnel	(0.0		0.0	
11 Intermediate Sales & Service	C	0.0		0.0	
12 Semi-Skilled Manual	(0.0		0.0	
13 Other Sales & Service		0.0	(0.0	
14 Other Manual Workers	(0.0		0.0	
Total	()		ol	002388

1.3%

1.3%

Federal Contractors Program Achievement Report
Part 3: Goals
Corps canadien des Commissionnaires(division du Quebec)
2019-01-18

Federal Contractors Program Achievement Report Part 3: Goals Corps canadien des Commissionnaires(division du Quebec)

									Data 1	or First/F	Previous C	Goals								
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U	
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	
	↓	1	1	↓	↓	↓	↓	↓	↓	↓	1	1	Ţ	↓	1	Ţ	1	↓	J	
								Table 7: Members of Visible Minorities First/Previous Short-term Goals												
									First/	Previous Sh	iort-term (Foals								
				All En	iployees										isible Minor	ities			,	
	Number	Grow	vth (New Posi	tions)	Turnover (Re		Terminated		Number	Number Turnover (Replacement of				r Goals						
Employment Equity			Employees)		Anticipated			Employees)	Hires Required		n - To	Present		Projected	Present	Projected				
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years	
	18-05-2016	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		18-05-2016	Annually	Over 3 Years	Years	2016	2019						
	#	%	%	#	9/0	%	#	#	#	9/6	#	#	#	%	%	#	#	%	%	
01 Senior Managers	9	-100.0%		0	0.0%		0	0	0	0.0%	0	1	0		10.1%	-1	-1	0.0%	0.0%	
02 Middle & Other Managers	8	33.4%		0	44.4%		0	0	0	0.0%	0	1	c		15.0%	-1	-1	0.0%	0.0%	
03 Professionals	12	-9.1%		0	9.5%		0	0	0	0.0%	0	2	0		15.6%	-2	-2	0.0%	0.0%	
04 Semi-Professionals & Tech	2	-20.6%		0	133.3%		0	0	0	0.0%	0	0	0		9.9%	0	0	0.0%	0.0%	
05 Supervisors	14	98.2%		0	0.0%		0	0	0	0.0%	0	2	0		14.6%	-2	-2	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	(0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	9	10.1%		0	95.2%		0	0	0	0.0%	0	1	0		8.6%	-1	-1	0.0%	0.0%	
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	C		0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	8	57.1%		0	71.8%		0	0	0	0.0%	0	1	0		13.6%	-1	-1	0.0%	0.0%	
11 Intermediate Sales & Service	1,942	24.6%		0	126.0%		0	0	408	0.0%	0	-56	0		18.1%	56	56	21.0%	21.0%	
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	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	

2019-01-18

0 122.0% † Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

Total

2,004

25.3%

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.

408

0.0%

-49

					Table 8: Members of Visible Minorities
P 1 (P %	Mem	bers of Visi	ble Minor	rities	
Employment Equity Occupational Group (EEOG)	Short-ter		Long-to	erm Goals	Comments
24 12 4 22	#	%	#	%	
01 Senior Managers	0	0.0		0.0	
02 Middle & Other Managers	0	0.0		0.0	
03 Professionals	0	0.0		0.0	
04 Semi-Professionals & Tech	0	0.0		0.0	
05 Supervisors	0	0.0	- (0.0	
06 Supervisors: Crafts & Trades	0	0.0	(0.0	
07 Administrative & Sr Clerical	0	0.0		0.0	
08 Skilled Sales & Service	0	0.0		0.0	
09 Skilled Crafts & Trades	0	0.0	(0.0	
10 Clerical Personnel	0	0.0		0.0	
11 Intermediate Sales & Service	0	0.0		0.0	
12 Semi-Skilled Manual	0	0.0	(0.0	
13 Other Sales & Service	0	0.0		0.0	002390

20.4%

20.4%

49

49

		Federal Contractors Program Achievement Report	
		Part 3: Goals	
		Corps canadien des Commissionnaires(division du Que	bec)
		2019-01-18	
14 Other Manual Workers	0 0.0 0 0.0		
Total	0 0		

Part 3: Goals

Corps canadien des Commissionnaires(division du Quebec)

<u></u>									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	s	T	U
1	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	↓	1	↓	↓	Ų.	1	\	↓	\	↓	↓	↓	1	↓	↓	\	↓	↓	↓
										Table 9:									
				40 F.					Subseque	ent/Current	Short-teri	n Goals		117	omen				
	1			AHER	ployees					1		I I	3 Year		omen	T	I		I
	Number	Number Growth (New Positions)				Turnover (Replacement of Terminated Employees)			Number	Turnover (Re	Hires	Fron							
Employment Equity	YYY-MM-DD	Actual	Proje	ected	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated Employees)		Required		- YYYY	Present	Present Gap	Projected	Present Representation	Projected Representation in 3
Occupational Group (EEOG)			-	Over 3			Over 3	Years			Over 3	Over 3 Years			Availability		Gap	Representation	Years
1	18-1-2019	Annually	Annually	Years	Annually	Annually	Years		18-1-2019	Annually	Years		18	21					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	19	33.4%		0	44.4%		0	0	6	0.0%	0	1	0	39.4%	39.4%	-1	-1	31.6%	31.6%
03 Professionals	9	-9.1%		0	9.5%		0	0	3	0.0%	0	2	0	33.3%	57.7%	-2	-2	33.3%	33.3%
04 Semi-Professionals & Tech	1	-20.6%		0	133.3%		0	0	1	0.0%	0	-1	0	14.0%	14.0%	1	1	100.0%	100.0%
05 Supervisors	109	98.2%		0	0.0%		0	0	18		0	37	0	22.4%	50.5%	-37	-37	16.5%	16.5%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	12	10.1%		0	95.2%		0	0	8	0.0%	0	2	0	80.9%	80.9%	-2	-2	66.7%	66.7%
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	1 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%	1	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	31	57.1%		0	71.8%		0	0	8	0.0%	0	11	0	25.8%	61.2%	-11	-11	25.8%	25.8%
11 Intermediate Sales & Service	3,761	24.6%		0	126.0%] 0		731			111	0	22.4%	22.4%	-111	-111	19.4%	19.4%
12 Semi-Skilled Manual	0	0.0%			0.0%] 0			0.0%		0	0		0.0%	1 0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%			0.0%		1 0			0.0%		0	0		0.0% 0.0%	1 0		#DIV/0!	#DIV/0!
14 Other Manual Workers Total	3,942	0.0% 25.3%		0	0.0% 122.0%		1 0	0	775	0.0%	0	163	0		23.8%	-163	-163	#DIV/0! 19.7%	#DIV/0! 19.7%

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

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

				Table 10: Women
Employment Equity	Short-teri	Women m Goals Long-	term Goals	Comments
Occupational Group (EEOG)		%	%	
01 Senior Managers		0.0	0.0%	
02 Middle & Other Managers		39.4	0.0%	To be met only if there is staff turnover. Our wages for office employees are low on the market (non-profit organization). Our choice of applicants is limited as wages are not very attractive.
03 Professionals		33.3	0.0%	To be met only if there is staff turnover. Our wages for office employees are low on the market (non-profit organization). Our choice of applicants is limited as wages are not very attractive.
04 Semi-Professionals & Tech		14.0	0.0%	Objective already met. To be maintained.
05 Supervisors		22.4	0.0%	Availability more or less reflects security realities (most supervisors come from the field). Our objective is to achieve a ratio equivalent to that of security officers (category 11).
06 Supervisors: Crafts & Trades		0.0	0.0%	
07 Administrative & Sr Clerical		80.9	0.0%	To be met only if there is staff turnover. Our wages for office employees are low on the market (non-profit organization). Our choice of applicants is limited as wages are not very attractive.
08 Skilled Sales & Service		0.0	0.0%	
09 Skilled Crafts & Trades		0.0	0.0%	
10 Clerical Personnel		25.8	0.0%	To be met only if there is staff turnover. Availability more or less reflects security realities (most office employees come from the field). Our objective is to achieve a ratio equivalent to that of security realities (most office employees come from the field).
11 Intermediate Sales & Service		22.4	0.0%	Full employment: Hire those who apply and meet the requirements, including having a Bureau de la Sécurité Privé licence and having lived in Canada for at least five years. Complex: The security
12 Semi-Skilled Manual		0.0	0.0%	
13 Other Sales & Service		0.0	0.0%	002392
14 Other Manual Workers		0.0	0.0%	

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Corps canadien des Commissionnaires(division du Quebec)
	2019-01-18
Total	0.0 0.0%

Part 3: Goals

Corps canadien des Commissionnaires(division du Quebec)

									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
i		↓	↓	\	<u>\</u>	\	. <u>.</u>	···········	<u></u>	\	<u></u>	.i	<u> </u>	·		<u>.</u>	V	·↓	J
										11: Abor									
									Subsequ	ent/Curren	t Short-teri	m Goals							
				All En	aployees										nal Peoples			,	
	Number	Grow	rth (New Posi	tions)	Turnover (Rep		f Terminated		Number	Turnover (R	eplacement of			r Goals					
Employment Equity			,		 	Employees)		Anticipated			Employees)	Hires Required	ļ	n - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Pro	ected	Actual	Proj	jected 1	Hires Over 3 Years	YYYY-MM-DD			Over 3	VYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	18-1-2019	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		18-1-2019	Annually	Over 3 Years	Years	18	21					
	#	%	%	tears	%	%	u tears	4	и	%	1 ears	ш	11	%	9/6	ш	ш	%	%
01 Senior Managers	77 ()	-100.0%	/0	17	0.0%	70	1 0	" 0	7 0	0.0%	# O	7 0	" 0	76	0.0%	. #	7 0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	19	33.4%		1 6	44.4%			0	0	0.0%	J 0	1	0	2.7%	2.7%] -i	-1	0.0%	0.0%
03 Professionals	9	-9.1%			9.5%		0	0	0	0.0%	0	0	0	2.6%	2.6%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	1	-20.6%		l c	133.3%		0	0	0	0.0%	0	0	0	1.1%	1.1%	0	0	0.0%	0.0%
05 Supervisors	109	98.2%		c	0.0%		0	0	0	0.0%	0	1	0	0.8%	0.8%	-1	-1	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	12	10.1%		1 0	95.2%		0	0	0	0.0%	0	0	0	1.0%	1.0%	0	0	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#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	31	57.1%		(71.8%		0	0	0	0.0%	0	0	0	1.1%	1.1%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	3,761	24.6%		0	126.0%		0	0	20		0	21	0	0.5%	1.1%	-21	-21	0.5%	0.5%
12 Semi-Skilled Manual	0	0.0%		1 0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		1	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	3,942	25.3%		[(122.0%		1 0	0	20	0.0%	0	23	0		1.1%	-23	-23	0.5%	0.5%

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

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

				Table 12: Aboriginal Peoples
Employment Equity	Short-teri	Aboriginal Peoples m Goals Long-to	erm Goals	Comments
Occupational Group (EEOG)		%	%	
01 Senior Managers		0.0	0.0	
02 Middle & Other Managers		2.7	2.7	To be met only if there is staff turnover. Our wages for office employees are low on the market (non-profit organization). Our choice of applicants is limited as wages are not very attractive.
03 Professionals		2.6	0.0	To be met only if there is staff turnover. Our wages for office employees are low on the market (non-profit organization). Our choice of applicants is limited as wages are not very attractive.
04 Semi-Professionals & Tech		1.1	0.0	To be met only if there is staff turnover. Our wages for office employees are low on the market (non-profit organization). Our choice of applicants is limited as wages are not very attractive.
05 Supervisors		0.8	0.0	Our contract clients can choose their supervisor. Full employment: Hire those who apply and meet the requirements, including having a Bureau de la Sécurité Privé licence and having lived in Cana
06 Supervisors: Crafts & Trades		0.0	0.0	
07 Administrative & Sr Clerical		1.0	0.0	To be met only if there is staff turnover. Our wages for office employees are low on the market (non-profit organization). Our choice of applicants is limited as wages are not very attractive.
08 Skilled Sales & Service		0.0	2.2	
09 Skilled Crafts & Trades		0.0	0.0	
10 Clerical Personnel		1.1	0.0	To be met only if there is staff turnover. Our wages for office employees are low on the market (non-profit organization). Our choice of applicants is limited as wages are not very attractive.
11 Intermediate Sales & Service		0.5	0.0	Full employment situation: Hire those who apply and meet the requirements, including having a Bureau de la Sécurité Privé licence and having lived in Canada for at least five years.
12 Semi-Skilled Manual		0.0	0.0	
13 Other Sales & Service		0.0	1.8	002394
14 Other Manual Workers		0.0	0.0	

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Corps canadien des Commissionnaires(division du Quebec)
	2019-01-18
Total	0.0

Part 3: Goals

Corps canadien des Commissionnaires(division du Quebec)

									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	О	Р	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
ı		↓			↓	↓		↓		↓				↓		↓	↓	<u> </u>	↓
										: Persons									
									Subsequ	ent/Curren	t Short-teri	n Goals							
				All En	ployees										th Disabilitie	S			
	Number	Grow	th (New Posit	ions)	Turnover (Re	eplacement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires		r Goals					
Employment Equity								Anticipated Hires Over 3			Employees)	Required		n - To	Present	n	Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected 	Actual	Proj	ected	Years	YYYY-MM-DD		1	Over 3	1111	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	18-1-2019	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		18-1-2019	Annually	Over 3 Years	Years	18	21					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	19	-33.3%		0	22.2%		0	0	0	0.0%	0	1	0	5.0%	5.0%	-1	-1	0.0%	
03 Professionals	9	-9.1%		0	9.5%		0	0	0	0.0%	0	1	0	8.9%	8.9%	-1	-1	0.0%	0.0%
04 Semi-Professionals & Tech	1	-20.6%		0	133.3%		0	0	0	0.0%	0	0	0	7.6%	7.6%	0	0	0.0%	0.0%
05 Supervisors	109	98.2%		0	0.0%		0	0	0	0.0%	0	30	0	2.0%	27.5%	-30	-30	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	12			0	95.2%		0	0	0	0.0%	1 0	1	0	10.0%	10.0%	-1	-1	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	1 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		(50/	0.0%		0	#DIV/0!	#DIV/0!
10 Clerical Personnel	31	57.1%		0	71.8%	27.0%	2046	2016	1 70	0.0%		392	122	6.5% 4.0%	9.3%	-2		3.2%	3.2%
11 Intermediate Sales & Service	3,761	24.6% 0.0%		0	126.0%	27.0%	3,046	3,046	76	27.0% 0.0%	62	392	122	4.0%	10.8% 0.0%	-330	-270	2.0% #DIV/0!	3.6% #DIV/0!
12 Semi-Skilled Manual 13 Other Sales & Service	0	0.0%			0.0%			"	0	0.0%					0.0%	1 ,	0	#DIV/0! #DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%			0.0%] ,		"	0.0%] ,				0.0%] ,		#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
Total	3,942	25.3%		- 0	122.0%		1 0	0	77		1 0	365	"		11.2%	-365	-365	2.0%	2.0%
1 Otal	3,942	25.570			122.070		1 0	<u> </u>		0.0%	<u>'I</u>	1 303			11.270	-303	-303	2.0%	2.070

[†] 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		rsons with Disabilit		
Occupational Group (EEOG)	Short-teri		term Goals	Comments
01/02 16		%	9%	On this form the side is difficult to the side is the side of the
01/02 Managers		5.0	0.115330	Over one third of our employees with disabilities refuse to self-identify on the questionnaire. Also, our wages for office employees are low on the market (non-profit organization). Our choice of app
03 Professionals		8.9	200 Lis	Over one third of our employees with disabilities refuse to self-identify on the questionnaire. Also, our wages for office employees are low on the market (non-profit organization). Our choice of app
04 Semi-Professionals & Tech		7.6	0.0	Over one third of our employees with disabilities refuse to self-identify on the questionnaire. Also, our wages for office employees are low on the market (non-profit organization). Our choice of app
05 Supervisors		2.0	0.0	ent to that of security officers (category 11). Our contract clients can choose their supervisor. Full employment: Hire those who apply and meet the requirements, including having a Bureau de la Sécu
06 Supervisors: Crafts & Trades		0.0	0.0	
07 Administrative & Sr Clerical		10.0	0.0	Over one third of our employees with disabilities refuse to self-identify on the questionnaire. Also, our wages for office employees are low on the market (non-profit organization). Our choice of app
08 Skilled Sales & Service		0.0	0.0	
09 Skilled Crafts & Trades		0.0	0.0	
10 Clerical Personnel		6.5	0.0	Over one third of our employees with disabilities refuse to self-identify on the questionnaire. Also, our wages for office employees are low on the market (non-profit organization). Our choice of app
11 Intermediate Sales & Service		4.0	0.0	Full employment: Hire those who apply and meet the requirements, including having a Bureau de la Sécurité Privé licence and having lived in Canada for at least five years. Over one third of our em
12 Semi-Skilled Manual		0.0	0.0	
13 Other Sales & Service		0.0	0.0	
14 Other Manual Workers		0.0	0.0	
Total		0.0	0.0	002396

Part 3: Goals

Corps canadien des Commissionnaires(division du Quebec)

									Data for	Subseque	nt/Curre	nt Goals							
A B	C	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	↓	↓	<u> </u>	1	\	1	. ↓	\	\	\	1	↓		\	↓	<u> </u>	1	↓	1
								Γ	able 15: N				S						
									Subsequ	ent/Current	t Short-teri	n Goals							
				All En	nployees					ı					isible Minor	ities	ı	ı	
	Number	Grov	wth (New Pos	itions)	Turnover (Re	eplacement o Employees)	f Terminated		Number	Turnover (R	eplacement of	Hires	3 Year	r Goals n - To					
Employment Equity	YYYY-MM-DD	Actual	l p.o	jected	Actual		jected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	1111-8181-00	Actual	110	Over 3	Actual	110	Over 3	Years	1111-MM-DD		Over 3	Over 3 Years			Availability		Gap	Representation	Years
	18-1-2019	Annually	Annually	Years	Annually	Annually	Years		18-1-2019	Annually	Years	1000	2019	2022					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	-100.0%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	19	33.4%] c	44.4%		0	0	0	0.0%	0	3	0	10.5%	17.6%	-3	-3	0.0%	0.0%
03 Professionals	9	-9.1%		(9.5%		0	0	1	0.0%	0	1	0	22.7%	22.7%	-1	-1	11.1%	11.1%
04 Semi-Professionals & Tech	1	-20.6%		0	133.3%		0	0	0	0.0%	0	0	0	16.5%	16.5%	0	0	0.0%	0.0%
05 Supervisors	109			0	0.0%		0	0	18	0.0%	0	3	0	19.5%	19.5%	-3	-3	16.5%	16.5%
06 Supervisors: Crafts & Trades	0	0.0%)	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	12	l .] (95.2%		0	0	2	0.0%	0	-1	0	11.8%	11.8%	1	1	16.7%	16.7%
08 Skilled Sales & Service	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	#DIV/0!	#DIV/0!
10 Clerical Personnel	31				71.8%		0	0	10	0.0%	0	-4	0	18.3%	18.3%	4	4	32.3%	32.3%
11 Intermediate Sales & Service	3,761] (126.0%] 0	0	1,300	0.0%	0	-367	0	24.8%	24.8%	367	367	34.6%	34.6%
12 Semi-Skilled Manual	0	0.0%	Ì] (0.0%			0	0	0.0%	0	0	0		0.0%	1 0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%	ì] (0.0%] 0	0	0	0.0%	0	0	0		0.0%	1 0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%)	1 0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	3,942	25.3%		1 (122.0%		1 0	1 0	1,331	0.0%	1 0	-365	0		24.5%	365	365	33.8%	33.8%

[†] 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.

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

				Table 16: Members of Visible Minorities
Employment Equity Occupational Group (EEOG)	Mem Short-ter	nbers of Visible Mino m Goals Long-t	rities erm Goals	Comments
•		%	%	
01 Senior Managers		0.0	0.0	
02 Middle & Other Managers		10.5	0.0	To be met only if there is staff turnover. Government criteria require us to hire only applicants who have lived in Canada for over five years. Also, our wages for office employees are low on the mar
03 Professionals		22.7	0.0	To be met only if there is staff turnover. Government criteria require us to hire only applicants who have lived in Canada for over five years. Also, our wages for office employees are low on the mar
04 Semi-Professionals & Tech		16.5	0.0	ment criteria require us to hire only applicants who have lived in Canada for over five years. Also, our wages for office employees are low on the market (non-profit organization). Our choice of appl
05 Supervisors		19.5	0.0	To be met only if there is staff turnover. Government criteria require us to hire only applicants who have lived in Canada for over five years.
06 Supervisors: Crafts & Trades		0.0	0.0	
07 Administrative & Sr Clerical		11.8	0.0	Objective already met. To be maintained.
08 Skilled Sales & Service		0.0	0,0	
09 Skilled Crafts & Trades		0.0	0.0	
10 Clerical Personnel		18.3	0.0	Objective already met. To be maintained.
11 Intermediate Sales & Service		24.8	0.0	Objective already met. To be maintained.
12 Semi-Skilled Manual		0.0	0.0	
13 Other Sales & Service		0.0	0.0	002397
14 Other Manual Workers		0.0	0.0	

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Corps canadien des Commissionnaires(division du Quebec)
	2019-01-18
Total	0.0

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Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
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Employment Equity Occupational Group	Year			V	orkforce wo	e omen				1	Hires	omen			P	romotio w	ns omen		All	Te	rminatio	omen		
(EEOG)		All Employees	Represe	ntation	·	ability	Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	Ac	tual	Expected	Difference	An Employees	Act		Expected	Difference	
	ij	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	
01 Senior Managers	18 18	9	3 0	33.3 0.0	27.4 0.0	•	1 0	121.7 0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
02 Middle & Other	18	8	2		38.9		-1		1.0		20.0										22.2			
Managers	18 18	19 12	6 5		39.4 67.5	<u> </u>	-1 -3	80.1 61.7	10	3	30.0	4	-1	3	2	66.7	1	1	6	2	33.3	2	1	
03 Professionals	18	9	3	33.3	57.7		-2		5	1	20.0	3	-2	. 1	0.0	0	0							
04 Semi-Professionals &	18	2	1	50.0	20.7		1	241.5																
Technicians Technicians	18 18	1 14	1 4	100.0	14.0 51.0		-3	714.3 56.0	2	. 0	0.0	0	0	0	0	0.0	0	0	2	0	0.0	1	-1	
05 Supervisors	18	109	18	16.5	50.5	55		32.7	20	5	25.0	10	-5	2	0	0.0	1	-1	0	0	0.0	0	0	
06 Supervisors: Crafts & Trades	18 18	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0		0	0.0	0	0	0	0	0.0			
Titacs	10	<u> </u>	V:	0.0	0.0	: 0		0.0	1 0	1 0	. 0.0	U	- 0	1 0	1 0	0.0	0	<u> </u>		0	0.0			
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F÷Ix 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100												
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Employment Equity Occupational Group	Year		ow Data Wor	nen		Short-te Wo	rm Goat	<u> </u>		Long-ter Won							c	Commen	te					
(EEOG)		All Employees	Act	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met						Johnnen	Lo					
	#	#	#	%	#	%	%	%	#	%	%	%												
01 Senior Managers	18 21	0	0		0	0.0	0.0	0.0		0.0	0.0													
Middle & Other	18	7	5	71.4	0	0.0	0.0	0.0	110000100000000000000000000000000000000	0.0	0.0													
02 Managers	21	7	5	71.4			39.4	181.3			0.0	0.0	0.0											
03 Professionals	18 21	5	2 2		0	0.0	0.0 33.3	0.0 120.1	0	0.0	0.0													
04 Semi-Professionals &	18	0	0		0	0.0	0.0	0.0	0	0.0	0.0													
Technicians	21	0	0				14.0	0.0	00001000001000000100000000000000000000		0.0													
05 Supervisors	18 21	22 22	5 5		0	0.0	0.0 22.4	0.0 101.5		0.0	0.0													
06 Supervisors: Crafts &	18	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
Trades	21	0	0	0.0			0.0	0.0			0.0	0.0												

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(EEOG)		All Employees	Represe	ntation	·	ability	Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	Ac	tual	Expected	Difference	All Employees	Act		Expected	Difference
	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
07 Administrative & Senior Clerical	18 18	9 12	7 8	77.8 66.7	80.8 80.9	•	0 -2	96.3 82.4	10	8	80.0	8	0	0	0	0.0	0	0	10	10	100.0	8	2
08 Skilled Sales & Service Personnel	18 18	0	0	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 &	18	0	0	0.0	0.0	<u>. </u>	0	0.0			0.0					0.0				0	0.0		
Trades Workers	18	0	0	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	18	31	5 8	62.5 25.8	62.3 61.2			100.3 42.2	23	8	34.8	14	-6	, 2	0	0.0	1	-1	14	7	50.0	9	-2
Intermediate Sales & Service Personnel	18	1,942	349	18.0	61.6	1,196	-847	29.2															
12 Semi-Skilled Manual	18 18	3,761	731 0	19.4 0.0	0.0	0	-111 0	86.8	4,378			981	-41	. 0	0		0	0	3,594	777	21.6	646	131
Workers	18	0	0	0.0	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÷Ix 100	Part 3: Goals	100	Part 3: Goals	F ÷ M x 100											
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Employment Equity Occupational Group	Year		Wor	nen			men	,		Won							(Commen	ts				
(EEOG)		Employees	Act	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
	#	#	Ħ	%	#	%	%	%	#	%	%	%											
07 Administrative & Senior Clerical	18 21	0	8	0.0	0	0.0	0.0 8 0.9	0.0	0	0.0	0.0												
Skilled Sales &	18	0	-		0	0.0			0	0.0													
Service Personnel	21	0	0	0.0			0.0	0.0			0.0	0.0											
09 Skilled Crafts & Trades Workers	18	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
10 Clerical Personnel	18	11	8	72.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
11 Intermediate Sales &	21 18	784	940	72.7 119.9	0	0.0		281.9 0.0	0	0.0		0.0											
Service Personnel Semi-Skilled Manual	21 18	784 0	-	119.9 0.0	0	0.0	22.4 0.0	535.3 0.0	0	0.0	0.0												
Workers	21	0	0	0.0			0.0	0.0			0.0	0.0											

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(EEOG)		All Employees	Represer	itation	·	men ability	Gap	EE Result	All Employees	Difference	All Employees	Ac		Expected	Difference	All Employees	Actual	We	men Expected	Difference			
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Other Sales & Service Personnel	18 18	8 0 0 0 0.0 0.0 0 0 0.0 0 0 0 0 0 0 0 0																					
Other Manual	18	0	0	0.0	0.0	0	0	0.0				· ·		·			, v						
Workers	18 18	2,004	0 376	0.0	0.0 61.4		-854	0.0 30.6	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Total	18	3,942	775	19.7	23.8		-163	82.6	4,448	965	21.7	1,059	-94	8	3	37.5	2	1	3,627	796	21.9	681	115
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Data sources:		Part 2: Flow Data Analysis	Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100											
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Occupational Group (EEOG)		All Employees	Actu		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met						'ommen	ES				
	#	#	#	%	#	%	%	%	#	%	%	%											
13 Other Sales & Service Personnel	18 21	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Other Manual	18	0	0	0.0	0	0.0	0.0	0.0	0	0.0		0.0											
Workers Workers	21	0	0	0.0			0.0	0.0			0.0	0.0											
Total	18	829 829	968	116.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	21	829	968	116.8			0.0	0.0			0.0	0.0											

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										20	019-01-	-18												
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	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	
01 Senior Managers	18	9	0	0.0	2.9	0	0	0.0																
	18	0	0	0.0			0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
02 Middle & Other Managers	18 18	8 19	0	0.0			-1	0.0	10	0	0.0	0	0	3	0	0.0	0	0	6	0	0.0	0	0	
03 Professionals	18	12	0	0.0			_	0.0																
	18	9	0	0.0	2.6		0	0.0	5	0	0.0	0	0 0 1 0 0.0 0 1 0 0.0 0											
04 Semi-Professionals & Technicians	18 18	2	0	0.0			0	0.0	2	0	0.0	0.0 0 0 0 0 0 0 0 0 0 0 0 0 0 0												
 	18	14	0	0.0			0	0.0		0	0.0	0	0	0	0	0.0	0	0	2	U	0.0	0	0	
05 Supervisors	18	109	0	0.0	0.8		-1	0.0	20	0	0.0	0	0	2	0	0.0	0	0	0	0	0.0	0	0	
06 Supervisors: Crafts &	18	0	0	0.0			0	0.0																
Trades	18	0	0	0.0	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÷Ix 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100												
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Employment Equity Occupational Group	Year	F	ow Data Aborigina	l Peoples			rm Goals	S		Long-ter Aboriginal							•	Commen	t o					
(EEOG)		All Employees	Act		Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of					•	ommen	LS					
	#	#	4	%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met												
01 Senior Managers	18	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
02 Middle & Other	18	7	0		CHURCHURGHURGHURGHUR	0.0		0.0	0	0.0														
Managers	21 18	7	0	0.0	0.000.000.000.000	0.0	2.7		^	0.0	2.7	0.0												
03 Professionals	21	5	0	0.0	gwangwangwangwan	0.0	0.0 2.6	0.0	0	0.0	0.0													
04 Semi-Professionals & Technicians	18	0	0	0.0	0	0.0		0.0	0	0.0	0.0	0.0 0.0 0.0												
05 Supervisors	18 21	22 22	0	0.0		0.0		0.0	0	0.0	0.0	-												
06 Supervisors: Crafts & Trades	18 21	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0													

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									Part 5:	Result	s - Abc	riginal	Peoples										
							Co	rps car	adien de	s Comr	nission	naires(c	livision (du Quebe	ec)								
										20	019-01	-18											
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Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q÷Px 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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Employment Equity Occupational Group	Year		ı	N	orkforce					I	Hires	inal Peoples			P	romotio				Te	rminatio		
(EEOG)		All Employees	Represei	ntation	Aborigin Avail		Gap	EE Result	All Employees	Aci	Aberig	Expected	Difference	All Employees	Act	_	nal Peoples Expected	Difference	All Employees	Act	_	nal Peoples Expected	Difference
	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
07 Administrative &	18	9	0	0.0	0.7	0	0	0.0															
Senior Clerical	18	12	0	0.0	1.0		0	0.0	10	0	0.0	0	0	0	0	0.0	0	0	10	0	0.0	0	0
08 Skilled Sales & Service Personnel	18	0	0	0.0	0.0		0	0.0	0	0	0.0		0	0	0	0.0	0	0	0	0	0.0	0	
Skilled Crofts &	18	0	0	0.0	0.0		0	0.0	0	0	0.0		0		- 0	0.0	0	0	0	U	0.0	0	
09 Trades Workers	18	0	0	0.0	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	18	8	0	0.0	0.7	0	0	0.0															
	18	31	0	0.0	1.1 0.9	0	0	0.0 34.3	23	0	0.0	0	0	2	0	0.0	0	0	14	0	0.0	0	0
11 Intermediate Sales & Service Personnel	18	1,942 3,761	6 20	0.3 0.5	1.1	17 41	-11 -21	48.3	4,378	13	0.3	48	-35	1 0	0	0.0	0	0	3,594	11	0.3	11	0
12 Semi-Skilled Manual	18	0	0	0.0	0.0		 	0.0	1,570	13	0.5	10	33		Ĭ	0.0	Ů		3,371	***	0.5	- 11	
Workers	18	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100											
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,			Acti		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
Administrative &	18	#	# 0	0.0	# 0	%	% 0.0	% 0.0	#	% 0.0	%	0.0											
07 Senior Clerical	21	0	0	0.0	· ·	0.0	1.0	0.0	0	0.0	0.0												
os Skilled Sales &	18	0	-		0	0.0	4	0.0	0	0.0													
Service Personnel	21	0	0	0.0			0.0	0.0			2.2												
09 Skilled Crafts & Trades Workers	18	0	0	0.0	0	0.0		0.0	0	0.0	0.0												
10 Clerical Personnel	21 18 21	0 11 11	0 0	0.0	0	0.0	0.0 0.0 1.1	0.0 0.0 0.0	0	0.0	0.0 0.0 0.0	0.0											
11 Intermediate Sales &	18	784	13	1.7	S14475314475314475314475	0.0		0.0	0	0.0	0.0												
Service Personnel	21	784	13	1.7			0.5	331.6			0.0												
12 Semi-Skilled Manual Workers	18 21	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
				0	Day 100 100 100					1			L										

								Feder	al Contr	actors I	Progra	m Achie	vement	Report									002404
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							Co	rps car	adien de	s Comr	nission	naires(d	livision (lu Queb	ec)								
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A B	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	0	R	S	Т	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E÷H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	∩ ÷ P v	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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			1	Vorkfo	orce An	alysis									Flow	Data A	nalysis						
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(EEOG)		All Employees	Represer	ntation	Aborigina Availa		Gap	EE Result	All Employees	Act		Expected	Difference	All Employees	A	Aborig	nal Peoples Expected	Difference	All Employees	Actu		nal Peoples Expected	Difference
	#	Ħ	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
Other Sales & Service	18	0	0	0.0	0.0		0	0.0															
Personnel Other Manual	18	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	С	C	0.0	0	0	0	0	0.0	0	
Workers	18	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	C	C	0.0	0	0	0	0	0.0	0	
Total	18	2,004		0.3	0.9		-12																
	18	3,942	20	0.5	1.1	43	-23	46.1	4,448	13	0.3	49	-36	8	C	0.0	0	0	3,627	11	0.3	11	
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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Employment Equity	Year	F	low Data				rm Goals	S		Long-ter													
Occupational Group (EEOG)	. vai	All	Aboriginal	-		Aborigin Percent of	al Peoples	Percent of		Aboriginal Percent of		Percent of					(Commen	ts				
(LEOG)	#	Employees	Actu	al %	Goal	Goal Met	Goal %	Goal Met	Goal	Goal Met	Goal %	Goal Met											
Other Sales & Service	18	0	0	0.0	# 0	0.0	0.0	0.0	# 0	0.0	0.0	0.0											
Personnel	21	0	0	0.0			0.0	0.0			1.8	0.0											
Other Manual	18	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Workers	21	0	0	0.0			0.0	0.0			0.0	0.0											

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Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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Employment Equity Occupational Group	Year				orkforce Persons with						Hires	th Disabilitie			P	romotio	18 th Disabilitie				minatio	ns th Disabilitie	
(EEOG)		All Employees	Represent		Availa	,	Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	Ac	ual	Expected	Difference	All Employees	Acti		Expected	Difference
	#	Ħ	#	%	%	Ħ	#	%	#	#	%	#	#	#	#	%	Ħ	#	#	#	%	ij	#
01& Managers	18 18	17	0	0.0	4.3 5.0	1 1	-1 -1	0.0	10	0	0.0	1	-1	3	0	0.0	0	0	6	0	0.0	0	0
03 Professionals	18	12	0	0.0	3.8	0	0	0.0															
Semi-Professionals &	18 18	2	0	0.0	8.9 4.6	0	-1 0	0.0	5	0	0.0	0	0	1	0	0.0	0	0	1	0	0.0	0	0
04 Technicians	18	1	0	0.0	7.6	0	0	0.0	2	0	0.0	0	0	0	0	0.0	0	0	2	0	0.0	0	0
05 Supervisors	18	14	0	0.0	13.9 27.5	30	-2 -30	0.0	20	0	0.0	6	-6	2	0	0.0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts &	18	0	0	0.0	0.0	0	0	0.0	20											Ů			
Trades	18	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷Dx 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F÷1x100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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			v Entrant	s					oals														
Employment Equity	Year		low Data Persons	with		Short-ter				Long-ter													
Occupational Group (EEOG)		All Employees	Disabili	ties	Goal	Persons with Percent of Goal Met	Goal	Percent of Goal Met	Goal	Persons with Percent of Goal Met	Goal	Percent of Goal Met					(Commen	ts				
	#	#	#	%	#	%	%	%	#	%	%	%											
01& Managers	18	7	0	0.0	0	0.0	5.0	0.0	0	0.0	0.0	0.0											
03 Professionals	18	5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Semi-Professionals &	21 18	5	0	0.0	O.	0.0	8.9 0.0	0.0	0	0.0	0.0	0.0											
04 Technicians	21	0	0	0.0	· ·		7.6	0.0			0.0	0.0											
05 Supervisors	18 21	22		0.0	0	0.0	2.0	0.0	0	0.0	0.0	0.0											
06 Supervisors: Crafts &	18	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0	0.0											
Trades	21	0	0	0.0			0.0	0.0			0.0	0.0											

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Data	sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E÷D x 100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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	ployment Equity apational Group	Year				Vorkforce	e h Disabilitie				ı	Hires	ith Disabilitie			P	romotio	ns ith Disabilities			To	rminatio	ONS ith Disabiliti	
	COG)		All Employees	Represe		·	n Disabilitie lability	Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	Ac		Expected	Difference	All Employees	Ac	rersons w	Expected	·
		#	Ħ	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
07	Administrative & Senior Clerical	18 18	9 12	0 0		3.4 10.0	•	0	0.0	10		10.0				0	0.0	0		10	1	10.0		,
-	Skilled Sales &	18	0	0			<u> </u>	-1	0.0	10	1	10.0	1	0	0	0	0.0	0	0	10	1	10.0		1
08	Service Personnel	18	0	0	0.0	0.0	0	0	0.0	C	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	C	0
09	Skilled Crafts & Trades Workers	18	0	0				0	0.0		0	0.0	0	0		0	0.0	0	0	0	0	0.0		
10		18	8	0	.			-1	0.0		0	0.0	0	0		0	0.0	0	0	0	0	0.0		1 0
10	Clerical Personnel	18	31	1		9.3	3	-2	34.7	23	0	0.0	2	-2	2	. 0	0.0	0	0	14	0	0.0	С	0
11	Intermediate Sales & Service Personnel	18	1,942 3,761	27 76			.	-82 -330	24.8 18.7	4,378	30	0.7	473	-443	0	0	0.0	0	0	3,594	14	0.4	50	-36
12	Semi-Skilled Manual	18	0	0		_		0	0.0		, 50	0.7	473	-443			0.0	, o		3,374	17	0.4	30	-30
12	Workers	18	0	0	0.0	0.0	0	0	0.0	C	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	C	0
Data	sources:		Part 2: Flow Data Analysis	Part 2: Flow Data	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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	ployment Equity apational Group	Year		Persor Disab	ns with		Persons wit	h Disabilities			Persons with	Disabilities						C	ommen	ts				
	OG)		All Employees	Act		Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of											
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07	Administrative &	18	0	1	0.0			0.0	0.0	C	0.0	0.0	0.0											
Ľ,	Senior Clerical	21	0			100/00/00/00/00/00/00/00/00/00/00/00/00/	0.0	10.0	0.0	20-110/0-110/0-10/0-10/0-10/0-1		0.0												
08	Skilled Sales & Service Personnel	18	0	0		TORONTO DONTO DONTO DO	0.0	0.0	0.0		0.0	0.0												
09	Skilled Crafts &	18	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0	0.0											
-	Trades Workers	21 18	0 11	0		\$2000 (100000 (100000 (100000))	0.0	0.0	0.0		0.0	0.0												
10	Clerical Personnel	21	11	0			0.0	6.5	0.0	U	0.0	0.0												
11	Intermediate Sales &	18	784	30		***************************************	0.0	0.0	0.0	C	0.0	0.0	-											
\vdash	Service Personnel Semi-Skilled Manual	21 18	784 0	30 0		2001020010200102001	0.0	4.0 0.0	95.7 0.0	C	0.0	0.0												
12	Workers	21	0	0		ONTO DON TO DON TO DON TO	0.0	0.0	0.0			0.0												

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				1	Vorkf	orce An	alysis									Flow I	Data A	nalysis						
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	OG)		All Employees	Represer		Availa			EE Result	All Employees	Aci			Difference	All Employees	Act		Expected		All Employees	Actua		Expected	Difference
		#	Ħ	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
13	Other Sales & Service Personnel	18	0	0	0.0	0.0		0	0.0			0.0		0			0.0					0.0	0	0
	Other Manual	18	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	·) (0	0	0.0	U	0
14	Workers	18	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	C	0 (0	0	0.0	0	0
Tota	l	18 18	2,004 3,942	27 77	2.0	5.6 11.2	112 442	-85 -365	24.1 17.4	4,448	31	0.7	498	-467	8	0	0.0	C	0 (3,627	15	0.4	49	-34
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	nployment Equity requestional Group Year Flow Data Short-term C Persons with Disa Persons with Disa										Long-ter Persons with													
	upational Group OG)		All Employees	Disabil		Goal	Percent of		Percent of	Goal	Percent of	Goal	Percent of						Commer	ITS				
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12	Other Sales & Service	18	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
13	Personnel	21	0	0	0.0		-	0.0	0.0		-	0.0	0.0											
14	Other Manual Workers	18 21	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Tota		18	829	31	3.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Tota	I.	21	829	31	3.7			0.0	0.0			0.0	0.0											

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Data s	ources:		Workforce Analysis	Workforce Analysis	E ÷ D x 100	Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Flow Data	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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F	stances of Paults					orce An									1			nalysis		1				
	oloyment Equity upational Group	Year	All		V	Vorkforce Visible N				All		Hires Visible	Minorities		All	P	romotio Visible	Minorities		All	To	erminatio Visible	Minorities	
(EE	OG)		Employees	Repres	entation	Avail		Gap	EE Result	Employees	Aci	tual	Expected	Difference	Employees	Ac		Expected	Difference	Employees	Ac	tual	Expected	Difference
		# 18	# 9	# 0	0.0	10.1	# 1	# 1	% 0.0	#	#	%	#	#	#	Ħ	%	#	#	#	#	%	#	#
01	Senior Managers	18	0	0	:	1	•	0	0.0	0	0	0.0	0	(0	0.0	0	0	0	0	0.0	0	0
	Middle & Other Managers	18 18	8 19	0				-1 -3	0.0	10	0	0.0	2	-2) 3	3 0	0.0	0	0	6	0	0.0	0	
\Box	Professionals	18	12					-2	0.0	10		0.0	2			, 0	0.0	0	0		0	0.0		0
\sqcup	Semi-Professionals &	18 18	9	1 0		22.7 9.9		-1	48.9 0.0	5	0	0.0	1	-1	1 1	0	0.0	0	0	1	0	0.0	0	0
	Technicians	18	1	0	:			0	0.0	2	1	50.0	0	1	1 (0	0.0	0	0	2	1	50.0	0	1
05	Supervisors	18 18	14 109				<u> </u>	-2 -3	0.0 84.7	20	6	30.0	4	-) 2	2 1	50.0	0	1	0	0	0.0	0	0
	Supervisors: Crafts &	18	0	0	0.0	0.0	0	0	0.0									V		V				Ů
Ш	Trades	18	0	0	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 s	ources:		Part 2: Flow	Part 2: Flow Data	E ÷ D x	Part 3:	E÷Gx	Part 3:	F ÷ I x 100	Part 3: Goals	E ÷ K x	Part 3:	F ÷ M x 100											
<u> </u>			Data Analysis	Analysis	100	Goals	100	Goals	ļ		100	Goals	<u> </u>											
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		# 18	# 0	# 0	%	# 0	% 0.0	0.0	0.0	#	0.0	%	% 0.0											
01	Senior Managers	21	0	0			0.0	0.0	0.0	V	0.0	0.0	0.0											
	Middle & Other Managers	18 21	7	0		CHURCHURGHURGHURGHUR	0.0	0.0 10.5	0.0	THE STREET STREET	0.0	0.0	0.0											
\vdash	Professionals	18	5	0	0.0	0	0.0	0.0	0.0	(400) (400) (400) (400)	0.0	0.0	0.0											
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	Technicians	21	0	1	0.0			16.5	0.0			0.0	0.0											
05	Supervisors	18 21	22 22			econocounicounicounic	0.0	0.0 19.5	0.0 163.2	0	0.0	0.0	0.0											
	Supervisors: Crafts &	18	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Ш	Trades	21	0	0	0.0			0.0	0.0			0.0	0.0											

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(EI	EOG)		Employees	Repres	entation	Avail	ability	Gap	EE Result	Employees	Act	tual	Expected	Difference	Employees	Act		Expected	Difference	Employees	Act		Expected	Difference
	Administrative &	18	# 9	# 0	0.0	8.6	# 1	# _1	0.0	#	#	%	#	#	#	#	%	#	#	#	#	9%	#	#
07	Senior Clerical	18	12	2	•	11.8	•	1	141.2	10	2	20.0	1	1	1 (0	0.0	0	0	10	1	10.0	0	1
08	Skilled Sales & Service Personnel	18	0		-		<u>. </u>	0	0.0			0.0					0.0		0	0	0	0.0	0	
	Skilled Crafts &	18 18	0	0		_		0	0.0	0	0	0.0	0	0) (0	0.0	0	0	0	0	0.0	0	0
09	Trades Workers	18	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	C) (0	0.0	0	0	0	0	0.0	0	0
10	Clerical Personnel	18	31	0				-1 4	0.0 176.3	23	6	26.1	4	2	2 2	2 0	0.0	0	0	14	2	14.3	0	2
11	Intermediate Sales &	18	1,942	408			352	56	116.1															_
_	Service Personnel Semi-Skilled Manual	18	3,761	1,300		24.8		367	139.4	4,378	1,341	30.6	1,086	255		0	0.0	0	0	3,594	758	21.1	755	3
12	Workers	18	0	0		0.0	0	0	0.0	0	0	0.0	0	0) (0	0.0	0	0	0	0	0.0	0	0
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07	Administrative &	18	0	2	0.0			0.0	0.0	0	0.0	0.0	0.0											
	Senior Clerical Skilled Sales &	21	0	0	•		0.0	11.8 0.0	0.0	0	0.0	0.0	0.0											
08	Service Personnel	21	0	0	•	CHEUROMERROMERROME	0.0	0.0	0.0	THE STREET STREET	0.0	0.0												
09	Skilled Crafts & Trades Workers	18	0	0		000000000000000000000000000000000000000	0.0	0.0	0.0	0	0.0	0.0												
10	Clerical Personnel	18	11		54.5	0	0.0	0.0	0.0	0	0.0	0.0												
		21	11	1 241	•	O 1990 TO 1990	0.0	18.3	298.1		0.0	0.0												
11	Intermediate Sales & Service Personnel	21	784 784	1,341 1,341			0.0	0.0 24.8	0.0 689.7	0	0.0	0.0												
12	Semi-Skilled Manual Workers	18 21	0	_	0.0	0	0.0	0.0	0.0		0.0	0.0	0.0											
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			1	Workf	orce An	alysis									Flow	Data A	nalysis						
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Occupational Group (EEOG)		All Employees	-		·	linorities			All Employees			Minorities		All Employees			Minorities		All Employees		·····,	dinorities	
(ELOO)	#	##	Represe	ntation %	Avail %	ability #	Gap #	EE Result	######################################	Ac	tual %	Expected #	Difference #	Employees	Ac	ual %	Expected #	Difference #	Employees	Actu	al %	Expected #	Difference #
Other Sales & Service	18	0	0	0.0			0	0.0				.,		"		,,							,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
Personnel	18	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
14 Other Manual Workers	18	0	0	0.0			0	0.0								0.0							
	18	2,004	408	20.4			49	0.0 113.7	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	
Total	18	3,942	1,331	33.8			365	137.8	4,448	1,356	30.5	1,090	266	8	1	12.5	2	-1	3,627	762	21.0	738	24
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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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		New	Entrar	its				G	oals														
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Occupational Group	1 cai	All	Visible M	inorities		Visible V	linorities			Visible M	inorities						C	ommen	ts				
(EEOG)		Employees	Acti	ial	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
	#	Ħ	#	%	#	%	%	%	#	%	%	%											
Other Sales & Service Personnel	18 21	0	0	0.0	C. C	0.0	0.0	0.0	0	0.0	0.0	0.0											
Other Manual	18	0	0	0.0	CHRESCHRESCHRESCHRES	0.0	0.0	0.0	0	0.0	0.0	0.0											
Workers	21	0	0	0.0			0.0	0.0			0.0	0.0											
Total	18	829	1,357	163.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	21	829	1,357	163.7			0.0	0.0			0.0	0.0											

Federal Contractors Program Achievement Report Part 8: Reasonable Efforts Corps canadien des Commissionnaires(division du Quebec) 2019-01-18

Efforts

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

Rea	mired	measures:
1100	uncu	micasui cs.

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

	Kept all staff, including new employees and managers, informed of the purpose of employment equity, the steps taken to implement it and the progress made in its implementation.
✓	Put in place a strategy to ensure a barrier-free workplace.
	Undertook initiatives to increase representation where gaps in representation were found.
	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
	Other (please describe):
Oper	rational Context
✓	Any reorganization or other corporate structural changes.
	New chief executive officer (changes to the direction and vision, variety of security services offered). For example, the following additions were made to the security-officer service line: advisory services, event-related security-officer contracts, cyber surveillance, investigations, pardon applications, fingerprinting, etc.
✓	Acquisitions, mergers or transfers of employees.
	Centralization: Merger of our Montreal and Quebec City offices, and elimination of some regional offices (e.g., Matane office).
	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).

	(security officers and supervisors) and had 1,590 terminations of employment.
	tional Details
Please	[1] We have to take two different pools into account: veterans (in line with our social mission) and civilians across Quebec. [2] Government criteria require us to hire only applicants who have lived in Canada for over five years. [3] Our contract clients have very specific requirements and can choose their security officers and supervisors (in accordance with the collective agreement). Meeting their requirements is complex, given the full-employment situation. Clients are free to choose their service provider every time their contract is up for renewal. We lose and are awarded contracts every year (competitive bidding process). Every time we are awarded a contract, we hire 90% of the employees who had been previously assigned to this contract. Every time we lose a contract, we lose our employees who had been assigned to these contracts (high employee turnover impact).

Other.

Federal Contractors Program Report of the Subsequent Compliance Assessment

Emp	loyer Name:	Corps canadi	en des	Commission	nnaires	(division	du Québec)
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Primary Location: Montréal (Québec)

Number of Employees: 3942

 Montréal (QC) 3065 Québec (QC) 877

Organization Overview:

NAICS 5616 - Investigation and Security Services

Corps canadien des Commissionnaires is a Canadian non-profit security corporation created to provide employment to former members. The company's line of business includes providing detective, guard, and armored car services.

Key Dates – First Year Assessment

Initiated: 2016-01-28 Received: 2016-05-19 Closed: 2019-05-27 Workforce Analysis: 2016-05-18

Key Dates – Subsequent Assessment

Initiated: 2019-01-28 Received: 2019-02-01 Workforce Analysis: 2019-01-18

DATA VERIFICATION

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

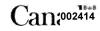
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Comments: None

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

\times	Yes		No
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Comments: None



ASSESSMENT OF REASONABLE PROGRESS

The previous compliance assessment revealed 15 gaps; however, no goals were set. The previous assessment accepted that the company be found in compliance without setting goals for the area of under-representation.

Women

02	Middle & Other Managers	No goal set (gap -1)
03	Professionals	No goal set (gap -3)
05	Supervisors	No goal set (gap -3)
11	Intermediate Sales & Service Personnel	No goal set (gap -847)

Assessment/Observations

None

Aboriginal Peoples

11	Intermediate Sales & Service Personnel	No goal set (gap -11)
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Assessment/Observations

None

Persons with Disabilities

01/02	Managers	No goal set (gap -1)
05	Supervisors	No goal set (gap -2)
10	Clerical Personnel	No goal set (gap -1)
11	Intermediate Sales & Service Personnel	No goal set (gap -82)

Assessment/Observations

None

Members of Visible Minorities

01	Senior Managers	No goal set (gap -1)
02	Middle & Other Managers	No goal set (gap -1)
03	Professionals	No goal set (gap -2)
05	Supervisors	No goal set (gap -2)
07	Administrative & Senior Clerical Personnel	No goal set (gap -1)
10	Clerical Personnel	No goal set (gap -1)

Assessment/Observations

None

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
 - Given that no goals were set during the previous compliance assessment, an assessment of reasonable efforts is therefore not possible.

ASSESSMENT OF GOALS

• A goal has been set for every gap in representation uncovered by the workforce analysis. All short-term and long-term goals were set in percentage format and are, at minimum, equal to LMA.

Women

	Workforce Analysis Results			als		
Employ	(FFOC)		Short- term	Long- term	Representation	LMA
Emplo	yment Equity Occupational Group (EEOG)	Gap	(1 to 3	(+3		
			years)	years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-1	39.4	39.4	31.6	39.4
03	Professionals	-2	50.0	50.0	33.3	57.7
05	Supervisors	-37	50.0	50.0	16.5	50.5
07	Admin & Senior Clerical Personnel	-2	-	-	66.7	80.8
10	Clerical Personnel	-11	50.0	50.0	25.8	61.2
11	Intermediate Sales & Service Personnel	-111	22.4	22.4	19.4	22.4

Observations:

• A goal is not required in EEOG 07 given that the current representation is over 50%.

Aboriginal Peoples

Workforce Analysis Results		Goals				
			Short-	Long-	Representation	LMA
Employ	Franklaumant Fruits Occupational Craws (FFOC)	Can	term	term		
Employ	ment Equity Occupational Group (EEOG)	Gap	(1 to 3	(+3		
			years)	years)		
#	Description	#	%	%	%	%

02	Middle & Other Managers	-1	2.7	2.7	0.0	2.7
05	Supervisors	-1	0.8	0.8	0.0	8.0
11	Intermediate Sales & Service Personnel	-21	1.1	1.1	0.5	1.1

Observations: None

Persons with Disabilities

	Workforce Analysis Results			als		
Employ	report Facility Occupational Custom (FFOC)		Short- term	Long- term	Representation	LMA
Lilibio	yment Equity Occupational Group (EEOG)	Gap	(1 to 3	(+3		
			years)	years)		
#	Description	#	%	%	%	%
01/02	Managers	-1	5.0	5.0	0.0	5.0
03	Professionals	-1	8.9	8.9	0.0	8.9
05	Supervisors	-30	27.5	27.5	0.0	27.5
07	Admin & Senior Clerical Personnel	-1	10.0	10.0	0.0	10.0
10	Clerical Personnel	-2	9.3	9.3	3.2	9.3
11	Intermediate Sales & Service Personnel	-330	10.8	10.8	2.0	10.8

Observations: None

Members of Visible Minorities

Workforce Analysis Results			Goals			
Employment Equity Occupational Group (EEOG)		Gap	Short- term	Long- term	Representation	LMA
			(1 to 3	(+3		
			years)	years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-3	17.6	17.6	0.0	17.6
03	Professionals	-1	22.7	22.7	11.1	22.7
05	Supervisors	-3	19.5	19.5	16.5	19.5

Observations: None

RECOMMENDATION

I recommend that	the employer be found
⊠in compliance	☐in non-compliance

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

- The Canadian Corps of Commissionaires (Quebec Division) shows several gaps in the representation of women and persons with disabilities, with some occupational categories showing relatively high gaps.
- objectives set during this evaluation. You may wish to contact designated group employment access organizations in your area to identify qualified candidates who could be considered next time you begin a process to fill a vacancy.

Name of Analyst: Maurice N. Yakibonge	
Date: 2018-02-07	

This information is also available in English, upon request

Mr. Parent.

Please be advised that the subsequent conformity assessment undertaken on January 28, 2019 is now complete. The assessment concluded that the Canadian Corps of Commissionaires (Quebec Division) is in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

After reviewing the information presented by the Canadian Corps of Commissionaires (Quebec Division), we have made recommendations that will ensure the success of their employment equity program:

- Canadian Corps of Commissionaires (Quebec division) has many gaps in the representation of women and persons with disabilities, with some fairly large gaps in certain occupational groups.
- We encourage you to implement special measures so you can achieve the goals set for you in this evaluation. You could consider contacting organizations that work to ensure members of designated groups can access employment in your region, in order to identify qualified candidates whom you could consider the next time you launch a process to fill a vacant position.

Under the FCP, your company will undergo subsequent conformity assessments every three years. The next assessment will be initiated on January 28, 2022. Future conformity assessments will focus on making reasonable progress towards achieving the objectives set by your company.

When the Canadian Corps of Commissionaires (Quebec Division) receives notification of the next assessment, you will be required to provide the following information prior to the due date:

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

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

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

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

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

Labour Program officers are available to answer your questions and guide you. You can also visit our website to access various tools and a series of training modules. In particular, we invite you to continue to use the

<u>Workplace Equity Information Management System</u> (WEIMS). This system will will help produce your workforce analysis; it also contains other data analysis tools such as the Achievement Report and a series of training modules.

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

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

Employment Equity Team

Workplace Equity Directorate, Labour Program Employment and Social Development Canada / Government of Canada <u>ee-</u>

