

Labour Program
Federal Contractors Program

OFFICIAL USE ONLY
Agreement N°:

s.24(1)

Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement
- Revised Agreement

ORGANIZATION	
Legal Name of Organization ESIT Canada Enterprise Services Co. ESIT Canada Services Aux Entreprises Cie	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) DXC.technology	Business Number <div style="background-color: gray; width: 100px; height: 15px;"></div>
Organization's North American Industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm 5415	Total number of employees in Canada (Permanent Full-Time and/or Part-Time) 2256 <input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 5150 Spectrum Way, Suite 500	City Mississauga	Province On	Postal Code L4W 5G2
Telephone Number			

EMPLOYMENT EQUITY CONTACT			
Name (print) Theresa Vautour	Title Human Resources Business Partner		
Telephone Number 905 443-3715	E-mail Address theresa.vautour@hpe.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	

CERTIFICATION
The above-named organization: <ul style="list-style-type: none"> • having a combined workforce of 100 or more permanent full-time and permanent part-time employees in Canada, AND • intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a Supply Arrangement, valued at \$1,000,000 or more (including applicable taxes) hereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procurement instrument, in keeping with the Federal Contractors Program requirements. For more information on how to implement employment equity please refer to: http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml :
Important note: If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization, the procurement instrument(s) with the Government of Canada may be terminated.

SIGNATORY			
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.			
Name (print) Mike Melanson	Title President, ESIT Canada Enterprise Services Co.		
Telephone Number 647 501-5249	E-mail Address mike.melanson@hpe.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	
Signature 	Date (YYYY-MM-DD) JUNE 5, 2017 2017/06/05		

Privacy Notice:



APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT INFORMATION

Federal Contractors Program

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

I, the undersigned, on behalf of (legal name of organization) **ESIT Canada Enterprise Services Co. ESIT Canada Services Aux Enterprises Cie.** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) **060086**, agree to the following statements:

1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
3. I am therefore requesting an extension until (date) December 31, 2018 for the following reason(s):

(Please describe) **ESIT Canada has merged with CSC Canada to form the Canadian arm of DXC Technology. Both legacy CSC and ESIT collected self-identification information. However, in the interest of accuracy this information needs to be refreshed. As such, we will be re-surveying our combined CSC/ESIT population. We currently use our HR system, Workday, to collect this information. Employees are able to go into the system directly to enter/update their information. We will continue to use this system to collect the information. We are configuring the Workday system to ensure ease of access for the employees, to ensure there is no overload of the system when employees enter their information, and to provide automated prompts and reminders to employees. This should assist in our efforts to get to the required 80% participation rate. Given the approval/process requirements in a large corporation, and technical configurations required, we will not be able to meet the July 16th deadline. This extension will provide the time needed to collect the self-identification questionnaire, compile the results and put an action plan in place to address any gaps the workforce analysis identifies.**

4. As a senior official of the organization, I hereby declare that all of these statements are correct to the best of my knowledge, and I am requesting an extension.

Name: **Michael Melanson**

Position Title: **President**



Employment and
Social Development Canada

Emploi et
Développement social Canada

Email address: **mike.melanson@hpe.com**

Telephone number: **647-501-5249**

Business address:

5150 Spectrum Way, Suite 500

Mississauga, Ontario

Signature: _____

Date: June 11, 2018



APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT INFORMATION

Federal Contractors Program

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

I, the undersigned, on behalf of (legal name of organization) **ESIT Canada Enterprise Services Co. ESIT Canada Services Aux Entreprises Cie.** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) **060086**, agree to the following statements:

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

(Please describe) **Due to a recent restructure (separation and merger) of our company, we are currently undergoing significant changes. The integration of Hewlett Packard Enterprise and Computer Sciences Corporation has caused us to have to review and amend our current HR and compensation practices. This review has led to large scale changes to our job architecture (job titles, levels, job codes, pay bands, etc.). We hope to have these changes integrated by next year.**

4. As a senior official of the organization, I hereby declare that all of these statements are correct to the best of my knowledge, and I am requesting an extension.

Name: **Michael Melanson**

Position Title: **President**

Email address: **mike.melanson@hpe.com**

Telephone number: **647-501-5249**

Business address:
5150 Spectrum Way
Suite 500
Mississauga, ON



Employment and
Social Development Canada

Emploi et
Développement social Canada

L4W 5G2

Signature: _____

Date: **January 15th, 2018**

From: Yakibonge, Maurice [NC]
Sent: January 24, 2018 12:00 PM
To: 'mike.melanson@hpe.com' <mike.melanson@hpe.com>
Cc: Fortin, Sylvie SY [NC] <sylvie.g.fortin@labour-travail.gc.ca>; 'Dindyal, Allysha' <allysha.dindyal@dxc.com>
Subject: Extension to Submit Federal Contractors Program Compliance Assessment Information

Good morning,

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

We hereby grant you an extension **until July 16th, 2018.**

Should you have any questions regarding your compliance assessment, do not hesitate to contact us at: ee-eme@hrsgdc-rhdcc.gc.ca.

Maurice Yakibonge

Acting Manager, Program Operations, Workplace Equity, Labour Program
Employment and Social Development Canada / Government of Canada
maurice.yakibonge@labour-travail.gc.ca / Tel: 819-654-6099



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

From: Dobney, Alicia A
Sent: June 14, 2018 8:08 AM
To: 'Manders, Lori' <lori.manders@dxc.com>
Subject: RE: Follow Up From Our Conversation Regarding the ESIT Assessment

Hi Lori!

My Director has granted your extension until December 31st, 2018.

I'll touch base with you before that date to make sure that you're still on track and everything is going alright with your submission.

Have a great day!

A.

From: Manders, Lori [<mailto:lori.manders@dxc.com>]
Sent: June-11-18 4:13 PM
To: Dobney, Alicia A
Subject: RE: Follow Up From Our Conversation Regarding the ESIT Assessment

Hi Alicia,

Attached is our formal request for an extension. I have taken into consideration the points I mention below as well as a number of other items I mention in the request form. In particular, I want to make sure I have enough time for the action planning process, especially given our time to make progress has been compressed because of the extensions. I worry that technical/reporting/data analysis issues will compress the time available to prepare a meaningful plan.

Please let me know if you have any questions or need any additional information.

Thank you.

Lori Manders
AMS Labour Relations Manager

Phone: 289-454-5276
lori.manders@hpe.com

DXC Technology

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From: alicia.dobney@labour-travail.gc.ca [<mailto:alicia.dobney@labour-travail.gc.ca>]
Sent: Thursday, June 7, 2018 10:27 AM
To: Manders, Lori <lori.manders@hpe.com>
Subject: RE: Follow Up From Our Conversation Regarding the ESIT Assessment

Hi Lori!

Thanks so much for the information below! I also think it's important set an extension date that is reasonable for you given your unique circumstances.

Once you have all of the responses back from your self-id survey, I think 1 month would be an appropriate amount of time for you to compile the information in your .txt file, review your Workforce Analysis and set your goals using the Achievement Report.

Speaking of the .txt file, I wanted to mention to you that some employers have a way of pulling the required data from their HR systems for employees (instead of having to manually code the data for each employee, line by line). Since you are looking at updating information in the system you are currently using, it might be a good idea to take a look at what will be required in your .txt file to make sure that your system can pull some of this information for you (*in the format that is required*). I am attaching the guidance document that explains what is required on your .txt file for your ease of reference.

Your current deadline of July 16th, 2018 is fast approaching, so I would really like to set a new deadline date for you as soon as we can!

Another thing to keep in mind is that your subsequent assessment is going to take place 4 years after your contract award date (regardless of when this assessment is finalized). What I mean by this is that the longer you extend your extension for, the less time you are going to have to actually meet the goals that you set. It looks like your 2nd assessment is going to be initiated in April 2020, which really leaves you less than 2 years to try and meet all of your goals, when you should really have had 3 years. Obviously we will take this into consideration when we do your next assessment, but still, the longer you wait the harder it might be in the long-term!

Hope this all makes sense. I'll follow up with you again soon to see if you have landed on a date for your next extension!

A.

From: Manders, Lori [<mailto:lori.manders@dxc.com>]
Sent: June-05-18 3:48 PM
To: Dobney, Alicia A
Subject: RE: Follow Up From Our Conversation Regarding the ESIT Assessment

Hi Alicia,

You were reading my mind as I was going to send you an update once all my meetings had ended for the day. Great minds think alike. ☺ I will be formally requesting an extension based on the following (although I am not sure how long of an extension I will be requesting yet):

- As we discussed, both legacy CSC and legacy HPE collected self-identification information. However, in the interest of accuracy this information needs to be refreshed. As such, we will be re-surveying our combined CSC/HPE population.
- We currently use our HR system, Workday, to collect this information. Employees are able to go into the system directly to enter/update their information. We will continue to use this system to collect the information.

- The U.S. is undertaking a similar activity and we are coordinating these efforts to ensure we have everything in place from a technical and communications perspective. Globally, we will be emphasizing our commitment to Diversity through various communications and activities.
- We are going to configure the Workday system to ensure ease of access for the employees, to ensure there is no overload of the system when employees enter their information, and to provide automated prompts and reminders to employees. This should assist in our efforts to get at least an 80% participation rate.
- Given the approval/process requirements in a large corporation, and technical configurations required, we are looking to have collected the information by the end of the summer (assuming there are no technical hurdles that arise).
- From there, I will need time to compile the information, identify the gaps, and develop a plan to address those gaps. In my opinion, this is one of the most important steps of the process as this is where we can put together a good action plan to address any issues. Particularly as a newly formed company, I want to make sure we do a really good job of this part.

Knowing some of the obstacles that come up at each step of this process, I want to make sure I request a reasonable and attainable extension. While this might not be a fair question, are you able to provide me with any guidance on what might be considered a reasonable extension?

Thank you.

Lori Manders
AMS Labour Relations Manager

Phone: 289-454-5276
lori.manders@hpe.com

DXC Technology

dxc.technology

From: alicia.dobney@labour-travail.gc.ca [mailto:alicia.dobney@labour-travail.gc.ca]
Sent: Tuesday, June 5, 2018 1:43 PM
To: Manders, Lori <lori.manders@hpe.com>
Subject: RE: Follow Up From Our Conversation Regarding the ESIT Assessment

Hi Lori!

I'm not sure if you have had your meeting yet, but just in case, I wanted to send you the form that will need to be filled out in order for you to formally request another extension. Once we get it back from you completed we will be able to advise if your extension has been granted.

Have a good afternoon! ☺

A.

From: Manders, Lori [mailto:lori.manders@dxc.com]
Sent: June-01-18 8:19 AM

To: Dobney, Alicia A

Subject: RE: Follow Up From Our Conversation Regarding the ESIT Assessment

Thank you and have a great weekend!

Lori Manders

AMS Labour Relations Manager

Phone: 289-454-5276

lori.manders@hpe.com

DXC Technology

dxc.technology

From: alicia.dobney@labour-travail.gc.ca [mailto:alicia.dobney@labour-travail.gc.ca]

Sent: Friday, June 1, 2018 7:28 AM

To: Manders, Lori <lori.manders@hpe.com>

Subject: RE: Follow Up From Our Conversation Regarding the ESIT Assessment

Hi Lori!

Thank you for updating your Self-ID Survey messaging. It looks great and hits all the points we needed it to.

I will wait to hear from you next week regarding a new requested extension date for ESIT.

Thanks again,

A.

From: Manders, Lori [mailto:lori.manders@dxc.com]

Sent: May-31-18 4:03 PM

To: Dobney, Alicia A

Subject: RE: Follow Up From Our Conversation Regarding the ESIT Assessment

Hi Alicia,

I reviewed the checklist below and I am happy to say that it didn't take many changes to make sure I covered off all the requirements. Attached is the modified communication for your review and comment. Once finalized I can make sure this version is used right away for new hires and as the communication for our refresh project.

Thank you.

Lori Manders

AMS Labour Relations Manager

Phone: 289-454-5276

lori.manders@hpe.com

DXC Technology

dxc.technology

From: alicia.dobney@labour-travail.gc.ca [mailto:alicia.dobney@labour-travail.gc.ca]

Sent: Tuesday, May 29, 2018 9:31 AM

To: Manders, Lori <lori.manders@hpe.com>

Subject: RE: Follow Up From Our Conversation Regarding the ESIT Assessment

Hi Lori!

It was a pleasure speaking to you on the phone this morning.

As discussed, please find the checklist of required items that must be included on your Self Identification Questionnaire (or supporting documents). Note that these requirements are also laid out in the [Employment Equity Regulations \(Part 1, Section 3\)](#):

- The questionnaire includes appropriate definitions.
- The questionnaire or accompanying documentation indicates that an employee may self-identify as being a member of more than one group.
- The questionnaire has an employee identifier.
- The questionnaire includes a question on gender if this information cannot be obtained from payroll or personnel records.
- The questionnaire indicates that it is available in alternate formats upon request.
- The questionnaire indicates that answering the self-identification questions is voluntary.
- The questionnaire indicates that the information gathered is confidential and will only be shared with others within the organization in order to carry-out employment equity obligations.
- The questionnaire indicates that employees can update or change information about themselves at any time.

We will touch base again next week to discuss a more firm date for your extension.

In the meantime, if you have any questions at all please don't hesitate to give me a call or send me an email any time!

Speak soon,

Alicia Dobney

Program Officer | Agente de programme

Workplace Equity Division | Labour Program
Employment and Social Development Canada | Government of Canada

Phone: (819) 654-5735 | Office: 11D367

Direction de l'équité en milieu de travail | Programme du travail
Emploi et Développement social Canada | Gouvernement du Canada
Téléphone : (819) 654-5735 | Bureau: 11D367



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

From: Manders, Lori [<mailto:lori.manders@dxc.com>]
Sent: May-25-18 2:08 PM
To: EE-EME
Subject: Follow Up From Our Conversation Regarding the ESIT Assessment

Hello,

Thank you for your time yesterday. As discussed, attached is the Self-Identification Questionnaire being used for all new hires. I should explain that the attachment is actually an introductory message currently in use for new hires. The purpose of the document is to request that the new hire complete the information and the reason we are requesting that they do so. Having said that, all employees (new and current) are able to update their personal information in our HR System, Workday whenever they want to. In the system, they can select their gender, and if they are a visible minority, an Aboriginal Person, or a Person with a Disability. They are also able to select they are not a person in any of the three categories or choose not to answer.

As we also discussed, we do have self-identification information collected, however, given the recent merger and the length of time it has been since we have refreshed the information, we are planning to re-survey the workforce. I am working with our technical team to coordinate this as we are having some technical issues since we consolidated two systems into one when we merged the companies. In addition, a similar exercise is being undertaken by my U.S. colleagues who have a significantly larger population to survey. As such, I will likely be submitting a formal request for an extension to our July 16th deadline. I am meeting with the technical team in the next week and will have a better idea of when we can have things in place. At that time, I will have a more accurate view of how much time I will need to complete our assessment.

Please let me know in the meantime if I can provide any additional information.

Thank you.

Lori Manders
AMS Labour Relations Manager

Phone: 289-454-5276
lori.manders@hpe.com

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dxc.technology



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

Reporting Period 2014-09-08 to 2019-01-25

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	1237	5	0	1242	Calgary	59	0	0	59
Québec	229	1	0	230	Edmonton	8	0	0	8
Nova Scotia	53	1	0	54	Halifax	1	0	0	1
New Brunswick	4	0	0	4	Montréal	32	0	0	32
Manitoba	130	1	0	131	Regina	4	0	0	4
British Columbia	508	8	0	516	Toronto	107	0	0	107
Saskatchewan	6	0	0	6	Vancouver	17	0	0	17
Alberta	89	0	0	89	Winnipeg	116	1	0	117
Total Employees in Canada				2272	Kingston	8	0	0	8
					Oshawa	40	0	0	40
					Hamilton	14	0	0	14
					Kitchener - Cambridge - Waterloo	1	0	0	1
					London	32	0	0	32
					Windsor	5	0	0	5
					Brantford	4	0	0	4
					Guelph	6	0	0	6



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

Reporting Period 2014-09-08 to 2019-01-25

Census Metropolitan Areas

	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Saskatoon	1	0	0	1
Barrie	7	0	0	7
Kelowna	3	0	0	3
Victoria	367	7	0	374
Alta. less CMAs	22	0	0	22
B.C. less CMAs	121	1	0	122
Man. less CMA	14	0	0	14
N.B. less CMA	4	0	0	4
N.S. less CMA	52	1	0	53
Ont. less CMAs	1013	5	0	1018
Que. less CMAs	197	1	0	198
Sask. less CMA	1	0	0	1
Total Employees in Canada				2272



ESIT Canada Enterprise Services (certificate # 060086)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National
Reporting Period 2014-09-08 to 2019-01-25

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1		1									
	3												
	2												
	1	2	1	1									
	Total	3	1	2									
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$ 50,000 - \$54,999	4	3	3										
	3	18	14	4			2	2		2	1	1	
	2	105	75	30			11	5	6	16	15	1	
	1	88	55	33	1	1	8	6	2	11	10	1	
	Total	214	147	67	1	1	21	13	8	29	26	3	
Professionals Top Range: \$100,000 and over Bottom Range: \$ 15,000 - \$19,999	4	2	2				2	2					
	3	8	7	1			6	5	1				
	2	688	554	134	4	3	95	72	23	122	102	20	
	1	864	609	255	7	6	115	77	38	185	133	52	
	Total	1562	1172	390	11	9	2	218	156	62	307	235	72
Semi-Professionals and Technicians Top Range: \$100,000 and over Bottom Range: \$ 20,000 - \$24,999	4	2	1	1			1	1					
	3	1		1									
	2	47	41	6			7	6	1	8	6	2	
	1	110	96	14	2	2	16	15	1	18	17	1	
	Total	160	138	22	2	2		24	22	2	26	23	3



ESIT Canada Enterprise Services (certificate # 060086)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National
Reporting Period 2014-09-08 to 2019-01-25

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Top Range: \$100,000 and over Bottom Range: \$ 25,000 - \$29,999	4	2		2				2		2			
	3	1		1							1		1
	2	3	1	2									
	1	2		2									
	Total	8	1	7				2		2	1		1
Administrative and Senior Clerical Personnel Top Range: \$100,000 and over Bottom Range: \$ 35,000 - \$39,999	4	4	3	1							2	1	1
	3	2	2										
	2	7		7									
	1	8	5	3				1	1		1		1
	Total	21	10	11				1	1		3	1	2
Skilled Sales and Service Personnel Top Range: \$100,000 and over Bottom Range: \$ 30,000 - \$34,999	4	1	1										
	3	10	9	1				1		1	3	3	
	2	18	13	5				5	5		3	2	1
	1	4	1	3									
	Total	33	24	9				6	5	1	6	5	1
Skilled Crafts and Trades Workers Top Range: \$ 55,000 - \$59,999 Bottom Range: \$ 55,000 - \$59,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									



ESIT Canada Enterprise Services (certificate # 060086)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National
Reporting Period 2014-09-08 to 2019-01-25

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical Personnel	4	3		3									
Top Range: \$ 85,000 - \$89,999	3	87	33	54	3	1	2				3		3
Bottom Range: \$ 20,000 - \$24,999	2	90	28	62				4		4	4		4
	1	12	3	9				1		1			
	Total	192	64	128	3	1	2	5		5	7		7
Intermediate Sales and Service Personnel	4	1	1					1	1		1	1	
Top Range: \$ 50,000 - \$54,999	3	10	2	8				1		1	3	2	1
Bottom Range: \$ 15,000 - \$19,999	2	17	6	11	2		2	2	1	1	4	3	1
	1	34	3	31				2	1	1			
	Total	62	12	50	2		2	6	3	3	8	6	2
Total Number of Employees		2256	1569	687	19	13	6	283	200	83	387	296	91



ESIT Canada Enterprise Services (certificate # 060086)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / National
Reporting Period 2014-09-08 to 2019-01-25

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Professionals Top Range: \$ 95,000 - \$99,999 Bottom Range: \$ 20,000 - \$24,999	4	3	2	1									
	3	4		4									
	2	2	2					1	1				
	1	1		1									
	Total	10	4	6				1	1				
Clerical Personnel Top Range: \$ 40,000 - \$44,999 Bottom Range: \$ 20,000 - \$24,999	4	1		1									
	3												
	2	3	1	2									
	1	1	1										
	Total	5	2	3									
Intermediate Sales and Service Personnel Top Range: \$ 15,000 - \$19,999 Bottom Range: \$ 15,000 - \$19,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		16	6	10				1	1				



ESIT Canada Enterprise Services (certificate # 060086)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / National
Reporting Period 2014-09-08 to 2019-01-25

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 15,000 - \$19,999	3	1	2									
\$ 20,000 - \$24,999	35	3	32				3	1	2			
\$ 25,000 - \$29,999	8	1	7	1		1						
\$ 30,000 - \$34,999	28	13	15	2		2	3	1	2	5	3	2
\$ 35,000 - \$37,499	25	19	6				3	3		5	5	
\$ 37,500 - \$39,999	33	21	12	2	2		2	1	1	3	2	1
\$ 40,000 - \$44,999	78	49	29				8	7	1	11	8	3
\$ 45,000 - \$49,999	84	49	35				8	3	5	9	6	3
\$ 50,000 - \$59,999	209	118	91	2	1	1	22	14	8	24	17	7
\$ 60,000 - \$69,999	209	132	77	4	3	1	20	14	6	35	20	15
\$ 70,000 - \$84,999	420	294	126	4	4		58	41	17	90	68	22
\$ 85,000 - \$99,999	418	312	106	1	1		51	39	12	92	68	24
\$100,000 and over	706	557	149	3	2	1	105	76	29	113	99	14
Total Number of Employees	2256	1569	687	19	13	6	283	200	83	387	296	91



ESIT Canada Enterprise Services (certificate # 060086)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Part-Time / National
Reporting Period 2014-09-08 to 2019-01-25

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 17,500 - \$19,999	1		1									
\$ 20,000 - \$22,499	1		1									
\$ 22,500 - \$24,999	1	1										
\$ 30,000 - \$34,999	3	1	2									
\$ 40,000 - \$49,999	2	1	1				1	1				
\$ 50,000 and over	8	3	5									
Total Number of Employees	16	6	10				1	1				



ESIT Canada Enterprise Services (certificate # 060086)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / National
Reporting Period 2014-09-08 to 2019-01-25

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1	1										
Middle and Other Managers	88	68	20				10	8	2	10	9	1
Professionals	487	390	97	6	5	1	59	50	9	124	99	25
Semi-Professionals and Technicians	76	63	13	2	1	1	16	15	1	19	17	2
Supervisors	1		1									
Administrative and Senior Clerical Personnel	4	1	3							1	1	
Skilled Sales and Service Personnel	13	7	6				2	1	1	3	2	1
Skilled Crafts and Trades Workers	1		1									
Clerical Personnel	55	18	37	1		1	2		2	7	1	6
Intermediate Sales and Service Personnel	16	5	11	1		1	5	2	3	7	4	3
Total Number of Employees Hired	742	553	189	10	6	4	94	76	18	171	133	38



ESIT Canada Enterprise Services (certificate # 060086)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Part-Time / National
Reporting Period 2014-09-08 to 2019-01-25

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	2	2					1	1				
Clerical Personnel	2	2										
Total Number of Employees Hired	4	4					1	1				



ESIT Canada Enterprise Services (certificate # 060086)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / National
Reporting Period 2014-09-08 to 2019-01-25

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	33	14	19				3	2	1	5	4	1
Professionals	68	51	17				5	3	2	7	5	2
Semi-Professionals and Technicians	1	1										
Administrative and Senior Clerical Personnel	3	1	2				1	1				
Skilled Sales and Service Personnel	1		1									
Clerical Personnel	11	5	6				1		1	2		2
Total Number of Employees Promoted	117	72	45				10	6	4	14	9	5
Total Number of Promotions	118	73	45				10	6	4	14	9	5



ESIT Canada Enterprise Services (certificate # 060086)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Part-Time / National
Reporting Period 2014-09-08 to 2019-01-25

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	1		1									
Total Number of Employees Promoted	1		1									
Total Number of Promotions	1		1									



ESIT Canada Enterprise Services (certificate # 060086)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Temporary / National
Reporting Period 2014-09-08 to 2019-01-25

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	1		1									
Clerical Personnel	3	2	1							1	1	
Total Number of Employees Promoted	4	2	2							1	1	
Total Number of Promotions	4	2	2							1	1	

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / National

Reporting Period 2014-09-08 to 2019-01-25

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	10	7	3							1	1	
Middle and Other Managers	115	83	32	1	1		6	4	2	6	5	1
Professionals	591	457	134	5	3	2	21	16	5	81	64	17
Semi-Professionals and Technicians	133	117	16	2		2	5	4	1	5	4	1
Supervisors	1		1									
Administrative and Senior Clerical Personnel	12	4	8				1		1			
Skilled Sales and Service Personnel	19	11	8				2		2	2	1	1
Clerical Personnel	31	6	25							3	1	2
Intermediate Sales and Service Personnel	17	6	11	1		1	3	2	1	3	1	2
Total Number of Employees Terminated	929	691	238	9	4	5	38	26	12	101	77	24



Workplace Equity Information Management System - ESIT Canada Enterprise Services

Workforce Analysis - Detailed Report

Date: 2019-01-25

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	3	2	66.7 %	27.6 %	1	1	National
02 : Middle and Other Managers	National	214	67	31.3 %	39.4 %	84	-17	National
03 : Professionals		1572	396	25.2 %	27.3 %	429	-33	
1112 : Financial and investment analysts	National	36	23	63.9 %	44.9 %	16	7	National
1121 : Human resources professionals	National	1	0	0.0 %	73.2 %	1	-1	National
1122 : Professional occupations in business management consulting	National	22	3	13.6 %	42.7 %	9	-6	National
1123 : Professional occupations in advertising, marketing and public relations	National	3	2	66.7 %	66.6 %	2	0	National
2147 : Computer engineers (except software engineers and designers)	National	7	2	28.6 %	11.1 %	1	1	National
2171 : Information systems analysts and consultants	National	1340	332	24.8 %	27.7 %	371	-39	National
2172 : Database analysts and data administrators	National	8	4	50.0 %	33.0 %	3	1	National
2173 : Software engineers and designers	National	42	4	9.5 %	16.0 %	7	-3	National
2174 : Computer programmers and interactive media developers	National	112	26	23.2 %	16.6 %	19	7	National
4112 : Lawyers and Quebec notaries	National	1	0	0.0 %	43.9 %	0	0	National
04 : Semi-Professionals and Technicians		160	22	13.8 %	23.2 %	37	-15	
2242 : Electronic service technicians (household and business equipment)	Québec	1	1	100.0 %	6.1 %	0	1	Québec
2281 : Computer network technicians	Ontario	5	2	40.0 %	21.4 %	1	1	Ontario
2282 : User support technicians	Alberta	3	0	0.0 %	23.8 %	1	-1	Alberta
2282 : User support technicians	British Columbia	5	1	20.0 %	24.5 %	1	0	British Columbia
2282 : User support technicians	Manitoba	20	3	15.0 %	22.3 %	4	-1	Manitoba
2282 : User support technicians	New Brunswick	1	0	0.0 %	28.6 %	0	0	New Brunswick
2282 : User support technicians	Nova Scotia	4	1	25.0 %	29.7 %	1	0	Nova Scotia
2282 : User support technicians	Ontario	60	9	15.0 %	23.9 %	14	-5	Ontario
2282 : User support technicians	Québec	60	5	8.3 %	22.1 %	13	-8	Québec
2283 : Information systems testing technicians	Ontario	1	0	0.0 %	46.7 %	0	0	Ontario



Workplace Equity Information Management System - ESIT Canada Enterprise Services

Workforce Analysis - Detailed Report

Date: 2019-01-25

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
05 : Supervisors		8	7	87.5 %	59.9 %	5	2	
Employment Equity Occupational Group	N.S. less CMA	1	1	100.0 %	65.3 %	1	0	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	5	4	80.0 %	61.6 %	3	1	Ont. less CMAs
Employment Equity Occupational Group	Winnipeg	2	2	100.0 %	52.8 %	1	1	Winnipeg
07 : Administrative and Senior Clerical Personnel		21	11	52.4 %	85.3 %	18	-7	
Employment Equity Occupational Group	B.C. less CMAs	2	2	100.0 %	87.1 %	2	0	B.C. less CMAs
Employment Equity Occupational Group	London	1	1	100.0 %	82.8 %	1	0	London
Employment Equity Occupational Group	N.S. less CMA	1	1	100.0 %	86.8 %	1	0	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	9	2	22.2 %	86.8 %	8	-6	Ont. less CMAs
Employment Equity Occupational Group	Que. less CMAs	2	1	50.0 %	87.6 %	2	-1	Que. less CMAs
Employment Equity Occupational Group	Toronto	1	0	0.0 %	79.1 %	1	-1	Toronto
Employment Equity Occupational Group	Victoria	4	3	75.0 %	82.5 %	3	0	Victoria
Employment Equity Occupational Group	Winnipeg	1	1	100.0 %	82.0 %	1	0	Winnipeg
08 : Skilled Sales and Service Personnel		33	9	27.3 %	27.3 %	9	0	
6221 : Technical sales specialists - wholesale trade	Alberta	5	1	20.0 %	23.4 %	1	0	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	4	2	50.0 %	27.9 %	1	1	British Columbia
6221 : Technical sales specialists - wholesale trade	Ontario	22	6	27.3 %	27.9 %	6	0	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	2	0	0.0 %	29.9 %	1	-1	Québec
09 : Skilled Crafts and Trades Workers		1	1	100.0 %	6.9 %	0	1	
7246 : Telecommunications installation and repair workers	Québec	1	1	100.0 %	6.9 %	0	1	Québec
10 : Clerical Personnel		197	131	66.5 %	73.1 %	144	-13	
Employment Equity Occupational Group	B.C. less CMAs	36	26	72.2 %	78.0 %	28	-2	B.C. less CMAs
Employment Equity Occupational Group	Edmonton	1	1	100.0 %	71.9 %	1	0	Edmonton
Employment Equity Occupational Group	N.S. less CMA	2	2	100.0 %	72.3 %	1	1	N.S. less CMA



Workplace Equity Information Management System - ESIT Canada Enterprise Services

Workforce Analysis - Detailed Report

Date: 2019-01-25

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Ont. less CMAs	29	22	75.9 %	73.9 %	21	1	Ont. less CMAs
Employment Equity Occupational Group	Que. less CMAs	2	0	0.0 %	64.6 %	1	-1	Que. less CMAs
Employment Equity Occupational Group	Vancouver	1	1	100.0 %	70.6 %	1	0	Vancouver
Employment Equity Occupational Group	Victoria	126	79	62.7 %	71.7 %	90	-11	Victoria
11 : Intermediate Sales and Service Personnel		63	51	81.0 %	72.3 %	46	5	
Employment Equity Occupational Group	Man. less CMA	1	1	100.0 %	74.8 %	1	0	Man. less CMA
Employment Equity Occupational Group	N.S. less CMA	32	29	90.6 %	73.3 %	23	6	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	18	12	66.7 %	73.9 %	13	-1	Ont. less CMAs
Employment Equity Occupational Group	Que. less CMAs	1	1	100.0 %	71.7 %	1	0	Que. less CMAs
Employment Equity Occupational Group	Toronto	2	1	50.0 %	65.7 %	1	0	Toronto
Employment Equity Occupational Group	Windsor	1	1	100.0 %	71.4 %	1	0	Windsor
Employment Equity Occupational Group	Winnipeg	8	6	75.0 %	66.3 %	5	1	Winnipeg
Total		2272	697	30.7 %	34.0 %	773	-76	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - ESIT Canada Enterprise Services

Workforce Analysis - Detailed Report

Date: 2019-01-25

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	3	0	0.0 %	3.2 %	0	0	National
02 : Middle and Other Managers	National	214	1	0.5 %	2.7 %	6	-5	National
03 : Professionals		1572	11	0.7 %	1.2 %	19	-8	
1112 : Financial and investment analysts	National	36	0	0.0 %	0.8 %	0	0	National
1121 : Human resources professionals	National	1	0	0.0 %	3.1 %	0	0	National
1122 : Professional occupations in business management consulting	National	22	0	0.0 %	1.6 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	3	0	0.0 %	2.1 %	0	0	National
2147 : Computer engineers (except software engineers and designers)	National	7	0	0.0 %	0.8 %	0	0	National
2171 : Information systems analysts and consultants	National	1340	10	0.7 %	1.3 %	17	-7	National
2172 : Database analysts and data administrators	National	8	0	0.0 %	1.5 %	0	0	National
2173 : Software engineers and designers	National	42	0	0.0 %	0.6 %	0	0	National
2174 : Computer programmers and interactive media developers	National	112	1	0.9 %	1.1 %	1	0	National
4112 : Lawyers and Quebec notaries	National	1	0	0.0 %	1.9 %	0	0	National
04 : Semi-Professionals and Technicians		160	2	1.3 %	2.4 %	4	-2	
2242 : Electronic service technicians (household and business equipment)	Québec	1	0	0.0 %	1.4 %	0	0	Québec
2281 : Computer network technicians	Ontario	5	0	0.0 %	1.7 %	0	0	Ontario
2282 : User support technicians	Alberta	3	0	0.0 %	2.3 %	0	0	Alberta
2282 : User support technicians	British Columbia	5	0	0.0 %	2.8 %	0	0	British Columbia
2282 : User support technicians	Manitoba	20	2	10.0 %	8.0 %	2	0	Manitoba
2282 : User support technicians	New Brunswick	1	0	0.0 %	3.1 %	0	0	New Brunswick
2282 : User support technicians	Nova Scotia	4	0	0.0 %	7.2 %	0	0	Nova Scotia
2282 : User support technicians	Ontario	60	0	0.0 %	1.3 %	1	-1	Ontario
2282 : User support technicians	Québec	60	0	0.0 %	1.3 %	1	-1	Québec
2283 : Information systems testing technicians	Ontario	1	0	0.0 %	1.0 %	0	0	Ontario



Workplace Equity Information Management System - ESIT Canada Enterprise Services

Workforce Analysis - Detailed Report

Date: 2019-01-25

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
05 : Supervisors		8	0	0.0 %	7.1 %	1	-1	
Employment Equity Occupational Group	N.S. less CMA	1	0	0.0 %	5.2 %	0	0	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	5	0	0.0 %	6.2 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Winnipeg	2	0	0.0 %	10.3 %	0	0	Winnipeg
07 : Administrative and Senior Clerical Personnel		21	0	0.0 %	5.1 %	1	-1	
Employment Equity Occupational Group	B.C. less CMAs	2	0	0.0 %	8.5 %	0	0	B.C. less CMAs
Employment Equity Occupational Group	London	1	0	0.0 %	1.6 %	0	0	London
Employment Equity Occupational Group	N.S. less CMA	1	0	0.0 %	5.0 %	0	0	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	9	0	0.0 %	5.7 %	1	-1	Ont. less CMAs
Employment Equity Occupational Group	Que. less CMAs	2	0	0.0 %	3.8 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Toronto	1	0	0.0 %	0.8 %	0	0	Toronto
Employment Equity Occupational Group	Victoria	4	0	0.0 %	3.5 %	0	0	Victoria
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	9.2 %	0	0	Winnipeg
08 : Skilled Sales and Service Personnel		33	0	0.0 %	1.5 %	0	0	
6221 : Technical sales specialists - wholesale trade	Alberta	5	0	0.0 %	2.8 %	0	0	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	4	0	0.0 %	2.1 %	0	0	British Columbia
6221 : Technical sales specialists - wholesale trade	Ontario	22	0	0.0 %	1.2 %	0	0	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	2	0	0.0 %	1.1 %	0	0	Québec
09 : Skilled Crafts and Trades Workers		1	0	0.0 %	1.6 %	0	0	
7246 : Telecommunications installation and repair workers	Québec	1	0	0.0 %	1.6 %	0	0	Québec
10 : Clerical Personnel		197	3	1.5 %	6.1 %	12	-9	
Employment Equity Occupational Group	B.C. less CMAs	36	1	2.8 %	10.7 %	4	-3	B.C. less CMAs
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	5.3 %	0	0	Edmonton
Employment Equity Occupational Group	N.S. less CMA	2	0	0.0 %	5.6 %	0	0	N.S. less CMA



Workplace Equity Information Management System - ESIT Canada Enterprise Services

Workforce Analysis - Detailed Report

Date: 2019-01-25

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Ont. less CMAs	29	0	0.0 %	6.4 %	2	-2	Ont. less CMAs
Employment Equity Occupational Group	Que. less CMAs	2	0	0.0 %	4.4 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	2.7 %	0	0	Vancouver
Employment Equity Occupational Group	Victoria	126	2	1.6 %	4.8 %	6	-4	Victoria
11 : Intermediate Sales and Service Personnel		63	2	3.2 %	7.3 %	5	-3	
Employment Equity Occupational Group	Man. less CMA	1	0	0.0 %	24.6 %	0	0	Man. less CMA
Employment Equity Occupational Group	N.S. less CMA	32	0	0.0 %	6.7 %	2	-2	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	18	0	0.0 %	6.9 %	1	-1	Ont. less CMAs
Employment Equity Occupational Group	Que. less CMAs	1	0	0.0 %	4.2 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Toronto	2	0	0.0 %	0.8 %	0	0	Toronto
Employment Equity Occupational Group	Windsor	1	0	0.0 %	2.8 %	0	0	Windsor
Employment Equity Occupational Group	Winnipeg	8	2	25.0 %	10.6 %	1	1	Winnipeg
Total		2272	19	0.8 %	2.1 %	48	-29	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - ESIT Canada Enterprise Services

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Date: 2019-01-25

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	3	0	0.0 %	11.5 %	0	0	National
02 : Middle and Other Managers	National	214	29	13.6 %	17.6 %	38	-9	National
03 : Professionals		1572	307	19.5 %	38.2 %	601	-294	
1112 : Financial and investment analysts	National	36	4	11.1 %	37.8 %	14	-10	National
1121 : Human resources professionals	National	1	0	0.0 %	16.7 %	0	0	National
1122 : Professional occupations in business management consulting	National	22	1	4.5 %	26.4 %	6	-5	National
1123 : Professional occupations in advertising, marketing and public relations	National	3	0	0.0 %	18.8 %	1	-1	National
2147 : Computer engineers (except software engineers and designers)	National	7	1	14.3 %	42.7 %	3	-2	National
2171 : Information systems analysts and consultants	National	1340	272	20.3 %	38.6 %	517	-245	National
2172 : Database analysts and data administrators	National	8	1	12.5 %	35.5 %	3	-2	National
2173 : Software engineers and designers	National	42	5	11.9 %	46.7 %	20	-15	National
2174 : Computer programmers and interactive media developers	National	112	23	20.5 %	34.2 %	38	-15	National
4112 : Lawyers and Quebec notaries	National	1	0	0.0 %	14.2 %	0	0	National
04 : Semi-Professionals and Technicians		160	26	16.3 %	29.2 %	47	-21	
2242 : Electronic service technicians (household and business equipment)	Québec	1	0	0.0 %	13.9 %	0	0	Québec
2281 : Computer network technicians	Ontario	5	0	0.0 %	38.7 %	2	-2	Ontario
2282 : User support technicians	Alberta	3	0	0.0 %	29.7 %	1	-1	Alberta
2282 : User support technicians	British Columbia	5	2	40.0 %	37.8 %	2	0	British Columbia
2282 : User support technicians	Manitoba	20	3	15.0 %	26.9 %	5	-2	Manitoba
2282 : User support technicians	New Brunswick	1	0	0.0 %	5.9 %	0	0	New Brunswick
2282 : User support technicians	Nova Scotia	4	0	0.0 %	5.4 %	0	0	Nova Scotia
2282 : User support technicians	Ontario	60	12	20.0 %	38.8 %	23	-11	Ontario
2282 : User support technicians	Québec	60	8	13.3 %	20.8 %	12	-4	Québec
2283 : Information systems testing technicians	Ontario	1	1	100.0 %	50.3 %	1	0	Ontario



Workplace Equity Information Management System - ESIT Canada Enterprise Services

Workforce Analysis - Detailed Report

Date: 2019-01-25

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
05 : Supervisors		8	1	12.5 %	8.7 %	1	0	
Employment Equity Occupational Group	N.S. less CMA	1	0	0.0 %	3.7 %	0	0	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	5	1	20.0 %	3.0 %	0	1	Ont. less CMAs
Employment Equity Occupational Group	Winnipeg	2	0	0.0 %	25.4 %	1	-1	Winnipeg
07 : Administrative and Senior Clerical Personnel		21	3	14.3 %	6.3 %	1	2	
Employment Equity Occupational Group	B.C. less CMAs	2	0	0.0 %	3.5 %	0	0	B.C. less CMAs
Employment Equity Occupational Group	London	1	0	0.0 %	8.8 %	0	0	London
Employment Equity Occupational Group	N.S. less CMA	1	0	0.0 %	1.5 %	0	0	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	9	2	22.2 %	1.9 %	0	2	Ont. less CMAs
Employment Equity Occupational Group	Que. less CMAs	2	1	50.0 %	0.8 %	0	1	Que. less CMAs
Employment Equity Occupational Group	Toronto	1	0	0.0 %	40.6 %	0	0	Toronto
Employment Equity Occupational Group	Victoria	4	0	0.0 %	9.7 %	0	0	Victoria
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	15.9 %	0	0	Winnipeg
08 : Skilled Sales and Service Personnel		33	6	18.2 %	21.0 %	7	-1	
6221 : Technical sales specialists - wholesale trade	Alberta	5	1	20.0 %	12.9 %	1	0	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	4	1	25.0 %	26.1 %	1	0	British Columbia
6221 : Technical sales specialists - wholesale trade	Ontario	22	4	18.2 %	22.8 %	5	-1	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	2	0	0.0 %	10.9 %	0	0	Québec
09 : Skilled Crafts and Trades Workers		1	0	0.0 %	17.2 %	0	0	
7246 : Telecommunications installation and repair workers	Québec	1	0	0.0 %	17.2 %	0	0	Québec
10 : Clerical Personnel		197	7	3.6 %	7.7 %	15	-8	
Employment Equity Occupational Group	B.C. less CMAs	36	3	8.3 %	4.2 %	2	1	B.C. less CMAs
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	21.5 %	0	0	Edmonton
Employment Equity Occupational Group	N.S. less CMA	2	0	0.0 %	1.9 %	0	0	N.S. less CMA



Workplace Equity Information Management System - ESIT Canada Enterprise Services

Workforce Analysis - Detailed Report

Date: 2019-01-25

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Ont. less CMAs	29	0	0.0 %	1.9 %	1	-1	Ont. less CMAs
Employment Equity Occupational Group	Que. less CMAs	2	0	0.0 %	1.0 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	46.7 %	0	0	Vancouver
Employment Equity Occupational Group	Victoria	126	4	3.2 %	9.8 %	12	-8	Victoria
11 : Intermediate Sales and Service Personnel		63	8	12.7 %	8.4 %	5	3	
Employment Equity Occupational Group	Man. less CMA	1	0	0.0 %	5.5 %	0	0	Man. less CMA
Employment Equity Occupational Group	N.S. less CMA	32	0	0.0 %	2.6 %	1	-1	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	18	6	33.3 %	3.2 %	1	5	Ont. less CMAs
Employment Equity Occupational Group	Que. less CMAs	1	0	0.0 %	1.5 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Toronto	2	0	0.0 %	54.7 %	1	-1	Toronto
Employment Equity Occupational Group	Windsor	1	0	0.0 %	19.1 %	0	0	Windsor
Employment Equity Occupational Group	Winnipeg	8	2	25.0 %	31.4 %	3	-1	Winnipeg
Total		2272	387	17.0 %	31.5 %	715	-328	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - ESIT Canada Enterprise Services

Workforce Analysis - Detailed Report

Date: 2019-01-25

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		Gap #	Recruitment Area
			#	%	%	#		
01/02 : Managers	National	217	21	9.7 %	5.0 %	11	10	National
03 : Professionals	National	1572	219	13.9 %	8.9 %	140	79	National
04 : Semi-Professionals and Technicians	National	160	24	15.0 %	7.6 %	12	12	National
05 : Supervisors	National	8	2	25.0 %	27.5 %	2	0	National
07 : Administrative and Senior Clerical Personnel	National	21	1	4.8 %	10.0 %	2	-1	National
08 : Skilled Sales and Service Personnel	National	33	6	18.2 %	8.0 %	3	3	National
09 : Skilled Crafts and Trades Workers	National	1	0	0.0 %	7.8 %	0	0	National
10 : Clerical Personnel	National	197	5	2.5 %	9.3 %	18	-13	National
11 : Intermediate Sales and Service Personnel	National	63	6	9.5 %	10.8 %	7	-1	National
Total		2272	284	12.5 %	8.6 %	195	89	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2019-01-25

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Detailed Report

Date: 2019-01-25

WFA Defaults - Persons with Disabilities

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



Workplace Equity Information Management System - ESIT Canada Enterprise Services

Workforce Analysis - Summary Report

Date: 2019-01-25

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	3	2	66.7 %	27.6 %	1	1
02 : Middle and Other Managers	214	67	31.3 %	39.4 %	84	-17
03 : Professionals	1572	396	25.2 %	27.3 %	429	-33
04 : Semi-Professionals and Technicians	160	22	13.8 %	23.2 %	37	-15
05 : Supervisors	8	7	87.5 %	59.9 %	5	2
07 : Administrative and Senior Clerical Personnel	21	11	52.4 %	85.3 %	18	-7
08 : Skilled Sales and Service Personnel	33	9	27.3 %	27.3 %	9	0
09 : Skilled Crafts and Trades Workers	1	1	100.0 %	6.9 %	0	1
10 : Clerical Personnel	197	131	66.5 %	73.1 %	144	-13
11 : Intermediate Sales and Service Personnel	63	51	81.0 %	72.3 %	46	5
Total	2272	697	30.7 %	34.0 %	773	-76

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - ESIT Canada Enterprise Services

Workforce Analysis - Summary Report

Date: 2019-01-25

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	3	0	0.0 %	3.2 %	0	0
02 : Middle and Other Managers	214	1	0.5 %	2.7 %	6	-5
03 : Professionals	1572	11	0.7 %	1.2 %	19	-8
04 : Semi-Professionals and Technicians	160	2	1.3 %	2.4 %	4	-2
05 : Supervisors	8	0	0.0 %	7.1 %	1	-1
07 : Administrative and Senior Clerical Personnel	21	0	0.0 %	5.1 %	1	-1
08 : Skilled Sales and Service Personnel	33	0	0.0 %	1.5 %	0	0
09 : Skilled Crafts and Trades Workers	1	0	0.0 %	1.6 %	0	0
10 : Clerical Personnel	197	3	1.5 %	6.1 %	12	-9
11 : Intermediate Sales and Service Personnel	63	2	3.2 %	7.3 %	5	-3
Total	2272	19	0.8 %	2.1 %	48	-29

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - ESIT Canada Enterprise Services

Workforce Analysis - Summary Report

Date: 2019-01-25

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	3	0	0.0 %	11.5 %	0	0
02 : Middle and Other Managers	214	29	13.6 %	17.6 %	38	-9
03 : Professionals	1572	307	19.5 %	38.2 %	601	-294
04 : Semi-Professionals and Technicians	160	26	16.3 %	29.2 %	47	-21
05 : Supervisors	8	1	12.5 %	8.7 %	1	0
07 : Administrative and Senior Clerical Personnel	21	3	14.3 %	6.3 %	1	2
08 : Skilled Sales and Service Personnel	33	6	18.2 %	21.0 %	7	-1
09 : Skilled Crafts and Trades Workers	1	0	0.0 %	17.2 %	0	0
10 : Clerical Personnel	197	7	3.6 %	7.7 %	15	-8
11 : Intermediate Sales and Service Personnel	63	8	12.7 %	8.4 %	5	3
Total	2272	387	17.0 %	31.5 %	715	-328

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - ESIT Canada Enterprise Services

Workforce Analysis - Summary Report

Date: 2019-01-25

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	217	21	9.7 %	5.0 %	11	10
03 : Professionals	1572	219	13.9 %	8.9 %	140	79
04 : Semi-Professionals and Technicians	160	24	15.0 %	7.6 %	12	12
05 : Supervisors	8	2	25.0 %	27.5 %	2	0
07 : Administrative and Senior Clerical Personnel	21	1	4.8 %	10.0 %	2	-1
08 : Skilled Sales and Service Personnel	33	6	18.2 %	8.0 %	3	3
09 : Skilled Crafts and Trades Workers	1	0	0.0 %	7.8 %	0	0
10 : Clerical Personnel	197	5	2.5 %	9.3 %	18	-13
11 : Intermediate Sales and Service Personnel	63	6	9.5 %	10.8 %	7	-1
Total	2272	284	12.5 %	8.6 %	195	89

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-01-25

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Summary Report

Date: 2019-01-25

WFA Defaults - Persons with Disabilities

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

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
ESIT Canada Enterprise Services Co.
2019-01-25

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2014	09	08

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	01	25

Employment Equity Occupational Group (EEOG)		Table 1: Women		
		First/Previous Workforce Analysis		
		All Employees	Women	
		#	Representation #	Availability* %
01	Senior Managers	61	11	24.20
02	Middle & Other Managers	776	281	39.10
03	Professionals	2,394	756	28.40
04	Semi-Professionals & Technicians	636	67	26.10
05	Supervisors	13	11	56.90
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	115	76	81.40
08	Skilled Sales & Service Personnel	516	138	27.50
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	145	93	71.00
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		4,656	1,433	32.4

*** Source:**
2011 National Household Survey

Employment Equity Occupational Group (EEOG)		Table 5: Women		
		Subsequent/Current Workforce Analysis		
		All Employees	Women	
		#	Representation #	Availability* %
	3	2	27.60	
	214	67	39.40	
	1,572	396	27.30	
	160	22	23.20	
	8	7	59.90	
	0	0	0.00	
	21	11	85.30	
	33	9	27.30	
	1	1	6.90	
	197	131	73.10	
	63	51	72.30	
	0	0	0.00	
	0	0	0.00	
	0	0	0.00	
	0	0	0.00	
	2,272	697	34.0	

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

ESIT Canada Enterprise Services Co.

2019-01-25

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2014	09	08

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	01	25

Table 2: Aboriginal Peoples

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
01	Senior Managers	61	1	2.40
02	Middle & Other Managers	776	7	1.90
03	Professionals	2,394	26	0.80
04	Semi-Professionals & Technicians	636	9	2.30
05	Supervisors	13	0	3.10
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	115	1	1.20
08	Skilled Sales & Service Personnel	516	9	0.90
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	145	4	3.40
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		4,656	57	1.3

*** Source:**
2011 National Household Survey

Table 6: Aboriginal Peoples

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
		3	0	3.2
		214	1	2.7
		1,572	11	1.2
		160	2	2.4
		8	0	7.1
		0	0	0.0
		21	0	5.1
		33	0	1.5
		1	0	1.6
		197	3	6.1
		63	2	7.3
		0	0	0.0
		0	0	0.0
		0	0	0.0
Total		2,272	19	2.1

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

ESIT Canada Enterprise Services Co.

2019-01-25

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2014	09	08

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	01	25

Table 3: Members of Visible Minorities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Members of Visible Minorities	
			Representation	Availability*
		#	#	%
01	Senior Managers	61	10	8.70
02	Middle & Other Managers	776	120	14.00
03	Professionals	2,394	546	28.70
04	Semi-Professionals & Technicians	636	96	27.00
05	Supervisors	13	0	11.90
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	115	23	24.20
08	Skilled Sales & Service Personnel	516	81	14.50
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	145	14	13.70
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		4,656	890	23.6

Table 7: Members of Visible Minorities

Subsequent/Current Workforce Analysis

All Employees	Members of Visible Minorities	
	Representation	Availability*
#	#	%
3	0	11.5
214	29	17.6
1,572	307	38.2
160	26	29.2
8	1	8.7
0	0	0.0
21	3	6.3
33	6	21.0
1	0	17.2
197	7	7.7
63	8	8.4
0	0	0.0
0	0	0.0
0	0	0.0
2,272	387	31.5

*** Source:**
2011 National Household Survey

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

ESIT Canada Enterprise Services Co.

2019-01-25

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2014	09	08

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	01	25

Table 4: Persons with Disabilities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
01/02	Managers	837	18	3.20
03	Professionals	2,394	49	4.50
04	Semi-Professionals & Technicians	636	19	4.80
05	Supervisors	13	0	9.50
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	115	2	2.60
08	Skilled Sales & Service Personnel	516	7	5.60
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	145	5	4.40
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		4,656	100	4.4

*** Source:**

2012 Canadian Survey on Disability

Table 8: Persons with Disabilities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
		217	21	5.0
		1,572	219	8.9
		160	24	7.6
		8	2	27.5
		0	0	0.0
		21	1	10.0
		33	6	8.0
		1	0	7.8
		197	5	9.3
		63	6	10.8
		0	0	0.0
		0	0	0.0
		0	0	0.0
Total		2,272	284	8.6

*** Source:**

2012 Canadian Survey on Disability

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

ESIT Canada Enterprise Services Co.

43490

Start Date of Flow Data		
YYYY	MM	DD
2014	09	08

End Date of Flow Data		
YYYY	MM	DD
2019	01	25

Data from Form 4 - Employees Hired			
↓	↓	↓	↓

Data from Form 5 - Employees Promoted			
↓	↓	↓	↓

Data from Form 6 - Employees Terminated			
↓	↓	↓	↓

Table 1: Women

Table 5: Women

Table 9: Women

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
	01 Senior Managers	1	0	0
02 Middle & Other Managers	88	20	0	0
03 Professionals	487	97	2	0
04 Semi-Professionals & Technicians	76	13	0	0
05 Supervisors	1	1	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	4	3	0	0
08 Skilled Sales & Service Personnel	13	6	0	0
09 Skilled Crafts & Trades Workers	1	1	0	0
10 Clerical Personnel	55	37	2	0
11 Intermediate Sales & Service Personnel	16	11	0	0
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	742	189	4	0

Full-time / National		Part-time / National	
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
0	0	0	0
33	19	0	0
68	17	1	1
1	0	0	0
0	0	0	0
0	0	0	0
3	2	0	0
1	1	0	0
0	0	0	0
11	6	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
117	45	1	1

Full-time / National		Part-time / National	
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#
10	3	0	0
115	32	0	0
591	134	0	0
133	16	0	0
1	1	0	0
0	0	0	0
12	8	0	0
19	8	0	0
0	0	0	0
31	25	0	0
17	11	0	0
0	0	0	0
0	0	0	0
0	0	0	0
929	238	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

ESIT Canada Enterprise Services Co.

43490

Start Date of Flow Data		
YYYY	MM	DD
2014	09	08

End Date of Flow Data		
YYYY	MM	DD
2019	01	25

Data from Form 4 - Employees Hired			
↓	↓	↓	↓

Data from Form 5 - Employees Promoted			
↓	↓	↓	↓

Data from Form 6 - Employees Terminated			
↓	↓	↓	↓

Table 2: Aboriginal Peoples

Table 6: Aboriginal Peoples

Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
	01 Senior Managers	1	0	0
02 Middle & Other Managers	88	0	0	0
03 Professionals	487	6	2	0
04 Semi-Professionals & Technicians	76	2	0	0
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	4	0	0	0
08 Skilled Sales & Service Personnel	13	0	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0
10 Clerical Personnel	55	1	2	0
11 Intermediate Sales & Service Personnel	16	1	0	0
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	742	10	4	0

Full-time / National		Part-time / National	
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
0	0	0	0
33	0	0	0
68	0	1	0
1	0	0	0
0	0	0	0
0	0	0	0
3	0	0	0
1	0	0	0
0	0	0	0
11	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
117	0	1	0

Full-time / National		Part-time / National	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
10	0	0	0
115	1	0	0
591	5	0	0
133	2	0	0
1	0	0	0
0	0	0	0
12	0	0	0
19	0	0	0
0	0	0	0
31	0	0	0
17	1	0	0
0	0	0	0
0	0	0	0
0	0	0	0
929	9	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

ESIT Canada Enterprise Services Co.

43490

Start Date of Flow Data		
YYYY	MM	DD
2014	09	08

End Date of Flow Data		
YYYY	MM	DD
2019	01	25

Data from Form 4 - Employees Hired

↓ ↓ ↓ ↓

Table 3: Persons with Disabilities

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

Data from Form 5 - Employees Promoted

↓ ↓ ↓ ↓

Table 7: Persons with Disabilities

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

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

Table 11: Persons with Disabilities

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

01 Senior Managers	1	0	0	0
02 Middle & Other Managers	88	10	0	0
03 Professionals	487	59	2	1
04 Semi-Professionals & Technicians	76	16	0	0
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	4	0	0	0
08 Skilled Sales & Service Personnel	13	2	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0
10 Clerical Personnel	55	2	2	0
11 Intermediate Sales & Service Personnel	16	5	0	0
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	742	94	4	1

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	33	3	0	0
03 Professionals	68	5	1	0
04 Semi-Professionals & Technicians	1	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	3	1	0	0
08 Skilled Sales & Service Personnel	1	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	11	1	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	117	10	1	0

01 Senior Managers	10	0	0	0
02 Middle & Other Managers	115	6	0	0
03 Professionals	591	21	0	0
04 Semi-Professionals & Technicians	133	5	0	0
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	12	1	0	0
08 Skilled Sales & Service Personnel	19	2	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	31	0	0	0
11 Intermediate Sales & Service Personnel	17	3	0	0
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	929	38	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

ESIT Canada Enterprise Services Co.

43490

Start Date of Flow Data		
YYYY	MM	DD
2014	09	08

End Date of Flow Data		
YYYY	MM	DD
2019	01	25

Data from Form 4 - Employees Hired

↓ ↓ ↓ ↓

Table 4: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#

01 Senior Managers	1	0	0	0
02 Middle & Other Managers	88	10	0	0
03 Professionals	487	124	2	0
04 Semi-Professionals & Technicians	76	19	0	0
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	4	1	0	0
08 Skilled Sales & Service Personnel	13	3	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0
10 Clerical Personnel	55	7	2	0
11 Intermediate Sales & Service Personnel	16	7	0	0
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	742	171	4	0

Data from Form 5 - Employees Promoted

↓ ↓ ↓ ↓

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	33	5	0	0
03 Professionals	68	7	1	0
04 Semi-Professionals & Technicians	1	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	3	0	0	0
08 Skilled Sales & Service Personnel	1	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	11	2	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	117	14	1	0

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#

01 Senior Managers	10	1	0	0
02 Middle & Other Managers	115	6	0	0
03 Professionals	591	81	0	0
04 Semi-Professionals & Technicians	133	5	0	0
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	12	0	0	0
08 Skilled Sales & Service Personnel	19	2	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	31	3	0	0
11 Intermediate Sales & Service Personnel	17	3	0	0
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	929	101	0	0

Federal Contractors Program Achievement Report

Part 3: Goals

ESIT Canada Enterprise Services Co.

2019-01-25

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EEOG)	All Employees										Women									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		Actual	Projected		Actual	Projected				From - To	YYYY - YYYY									
	YYYY-MM-DD	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	YYYY-MM-DD	Annually	Over 3 Years	2014	2017	%	#	#	%	%			
	2014-09-08	#	%	%	#	%	%	#	#	%	#	%	#	%	%	#	#	%	%	
01 Senior Managers	61	-63.4%		0	31.3%		0	0	11	0.0%	0	4	0	24.2%	-4	-4	18.0%	18.0%		
02 Middle & Other Managers	776	-34.9%		0	23.2%		0	0	281	0.0%	0	22	0	39.1%	-22	-22	36.2%	36.2%		
03 Professionals	2,394	-13.1%		0	29.8%		0	0	756	0.0%	0	-76	0	28.4%	76	76	31.6%	31.6%		
04 Semi-Professionals & Tech	636	-36.9%		0	33.4%		0	0	67	0.0%	0	99	0	26.1%	-99	-99	10.5%	10.5%		
05 Supervisors	13	-14.9%		0	9.5%		0	0	11	0.0%	0	-4	0	56.9%	4	4	84.6%	84.6%		
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07 Administrative & Sr Clerical	115	-43.3%		0	17.6%		0	0	76	0.0%	0	18	0	81.4%	-18	-18	66.1%	66.1%		
08 Skilled Sales & Service	516	-60.0%		0	6.9%		0	0	138	0.0%	0	4	0	27.5%	-4	-4	26.7%	26.7%		
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	145	10.8%		0	18.1%		0	0	93	0.0%	0	10	0	71.0%	-10	-10	64.1%	64.1%		
11 Intermediate Sales & Service	0	0.0%		0	54.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/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	4,656	-21.3%		0	26.8%		0	0	1,433	0.0%	0	76	0	32.4%	-76	-76	30.8%	30.8%		

† 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

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	4	0.0	2	0.0	
02 Middle & Other Managers	7	0.0	15	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	59	0.0	58	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	25	0.0	13	0.0	
08 Skilled Sales & Service	61	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	47	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

ESIT Canada Enterprise Services Co.

2019-01-25

14	Other Manual Workers	0	0.0	0	0.0
Total		203		88	

Federal Contractors Program Achievement Report

Part 3: Goals

ESIT Canada Enterprise Services Co.

2019-01-25

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2014-09-08	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2014-09-08	Annually	Over 3 Years	2014	2017							
	#	%	%	#	%	%	#	#	%	#	%	#	%	%	#	#	%	%	
01 Senior Managers	61	-63.4%		0	31.3%		0	0	1	0.0%	0	0	0	2.4%	0	0	1.6%	1.6%	
02 Middle & Other Managers	776	-34.9%		0	23.2%		0	0	7	0.0%	0	8	0	1.9%	-8	-8	0.9%	0.9%	
03 Professionals	2,394	-13.1%		0	29.8%		0	0	26	0.0%	0	-7	0	0.8%	7	7	1.1%	1.1%	
04 Semi-Professionals & Tech	636	-36.9%		0	33.4%		0	0	9	0.0%	0	6	0	2.3%	-6	-6	1.4%	1.4%	
05 Supervisors	13	-14.9%		0	9.5%		0	0	0	0.0%	0	0	0	3.1%	0	0	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	115	-43.3%		0	17.6%		0	0	1	0.0%	0	0	0	1.2%	0	0	0.9%	0.9%	
08 Skilled Sales & Service	516	-60.0%		0	6.9%		0	0	9	0.0%	0	-4	0	0.9%	4	4	1.7%	1.7%	
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	145	10.8%		0	18.1%		0	0	4	0.0%	0	1	0	3.4%	-1	-1	2.8%	2.8%	
11 Intermediate Sales & Service	0	0.0%		0	54.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/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	4,656	-21.3%		0	26.8%		0	0	57	0.0%	0	4	0	1.3%	-4	-4	1.2%	1.2%	

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

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	5	0.0	5	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	4	0.0	4	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	1	0.0	2	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

ESIT Canada Enterprise Services Co.

2019-01-25

14	Other Manual Workers	0	0.0	0	0.0
Total		10		11	

Federal Contractors Program Achievement Report

Part 3: Goals

ESIT Canada Enterprise Services Co.

2019-01-25

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)		All Employees																Persons with Disabilities						
		First/Previous Short-term Goals																						
		Number			Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number			Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual	Projected	YYYY-MM-DD	Annually		Over 3 Years	Annually	Over 3 Years	From - To	YYYY - YYYY								
		2014-09-08	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2014-09-08	Annually	Over 3 Years	Annually	Over 3 Years	2014	2017									
#	%	%	#	%	%	#	#	#	%	#	%	#	%	%	#	#	%	%						
01/02	Managers	837	-49.1%		0	27.2%		0	0	18	0.0%	0	9	0	4.5%	-9	-20	2.2%	2.2%					
03	Professionals	2,394	-13.1%		0	29.8%		0	0	49	0.0%	0	59	0	4.8%	-59	-66	2.0%	2.0%					
04	Semi-Professionals & Tech	636	-36.9%		0	33.4%		0	0	19	0.0%	0	12	0	9.5%	-12	-41	3.0%	3.0%					
05	Supervisors	13	-14.9%		0	9.5%		0	0	0	0.0%	0	1	0	0.0%	-1	0	0.0%	0.0%					
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	2.6%	0	0	#DIV/0!	#DIV/0!					
07	Administrative & Sr Clerical	115	-43.3%		0	17.6%		0	0	2	0.0%	0	1	0	5.6%	-1	-4	1.7%	1.7%					
08	Skilled Sales & Service	516	-60.0%		0	6.9%		0	0	7	0.0%	0	22	0	0.0%	-22	7	1.4%	1.4%					
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	4.4%	0	0	#DIV/0!	#DIV/0!					
10	Clerical Personnel	145	10.8%		0	18.1%		0	0	5	0.0%	0	1	0	0.0%	-1	5	3.4%	3.4%					
11	Intermediate Sales & Service	0	0.0%		0	54.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/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	4.4%	0	0	#DIV/0!	#DIV/0!					
Total		4,656	-21.3%		0	26.8%		0	0	100	0.0%	0	#REF!	0	#REF!	-105	#REF!	2.1%	2.1%					

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)		Persons with Disabilities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01/02	Managers	8	0.0	14	0.0	
03	Professionals	31	0.0	49	0.0	
04	Semi-Professionals & Tech	9	0.0	38	0.0	
05	Supervisors	1	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	1	0.0	0	0.0	
08	Skilled Sales & Service	13	0.0	13	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	3	0.0	0	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		66		114		

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Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	All Employees																	Members of Visible Minorities				
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years			
		Actual	Projected		Actual	Projected				From - To	From - To											
	YYYY-MM-DD	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	YYYY-MM-DD	Annually	Over 3 Years	2014	2017	%	#	#	%	%					
	2014-09-08	#	%	%	#	%	%	#	#	%	#	%	#	%	%	#	#	%	%			
01 Senior Managers	61	-63.4%		0	31.3%		0	0	10	0.0%	0	-5	0	8.7%	5	5	16.4%	16.4%				
02 Middle & Other Managers	776	-34.9%		0	23.2%		0	0	120	0.0%	0	-11	0	14.0%	11	11	15.5%	15.5%				
03 Professionals	2,394	-13.1%		0	29.8%		0	0	546	0.0%	0	141	0	28.7%	-141	-141	22.8%	22.8%				
04 Semi-Professionals & Tech	636	-36.9%		0	33.4%		0	0	96	0.0%	0	76	0	27.0%	-76	-76	15.1%	15.1%				
05 Supervisors	13	-14.9%		0	9.5%		0	0	0	0.0%	0	2	0	11.9%	-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	0	#DIV/0!	#DIV/0!				
07 Administrative & Sr Clerical	115	-43.3%		0	17.6%		0	0	23	0.0%	0	5	0	24.2%	-5	-5	20.0%	20.0%				
08 Skilled Sales & Service	516	-60.0%		0	6.9%		0	0	81	0.0%	0	-6	0	14.5%	6	6	15.7%	15.7%				
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	145	10.8%		0	18.1%		0	0	14	0.0%	0	6	0	13.7%	-6	-6	9.7%	9.7%				
11 Intermediate Sales & Service	0	0.0%		0	54.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/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	4,656	-21.3%		0	26.8%		0	0	890	0.0%	0	209	0	23.6%	-209	-209	19.1%	19.1%				

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	187	0.0	100	0.0	
04 Semi-Professionals & Tech	50	0.0	50	0.0	
05 Supervisors	1	0.0	1	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	11	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	8	0.0	3	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	

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14	Other Manual Workers	0	0.0	0	0.0
Total		257		154	

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Data for Subsequent/Current Goals

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

Table 9: Women

Employment Equity Occupational Group (EEOG)	All Employees										Subsequent/Current Short-term Goals										Women				
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years						
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						2019	2022				
	2019-01-25	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-01-25	Annually	Over 3 Years	Annually	Over 3 Years	2019	2022	%	#	#	%	%						
	#	%	%	#	%	%	#	#	#	%	%	#	%	#	%	#	#	%	%						
01 Senior Managers	3	-63.4%	0.0%	0	31.3%	0.0%	0	0	2	0.0%	0	-1	0	27.6%	1	1	66.7%	66.7%							
02 Middle & Other Managers	214	-34.9%	0.0%	0	23.2%	1.0%	6	6	67	1.0%	2	19	2	39.4%	39.4%	-17	-17	31.3%	31.3%						
03 Professionals	1,572	-13.1%	0.0%	0	29.8%	5.0%	236	236	396	5.0%	59	92	64	27.3%	27.3%	-33	-28	25.2%	25.5%						
04 Semi-Professionals & Tech	160	-36.9%	0.0%	0	33.4%	2.0%	10	10	22	2.0%	1	16	2	23.2%	23.2%	-15	-14	13.8%	14.4%						
05 Supervisors	8	-14.9%	0.0%	0	9.5%	0.0%	0	0	7	0.0%	0	-2	0	59.9%	2	2	87.5%	87.5%							
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0.0%	0.0%							
07 Administrative & Sr Clerical	21	-43.3%	0.0%	0	17.6%	1.0%	1	1	11	1.0%	0	7	0	85.3%	-7	-7	52.4%	52.4%							
08 Skilled Sales & Service	33	-60.0%	0.0%	0	6.9%	0.0%	0	0	9	0.0%	0	0	0	27.3%	0	0	27.3%	27.3%							
09 Skilled Crafts & Trades	1	0.0%	0.0%	0	0.0%	0.0%	0	0	1	0.0%	0	-1	0	6.9%	1	1	100.0%	100.0%							
10 Clerical Personnel	197	10.8%	0.0%	0	18.1%	1.0%	6	6	131	1.0%	4	17	0	73.1%	-13	-17	66.5%	64.5%							
11 Intermediate Sales & Service	63	0.0%	0.0%	0	54.0%	0.0%	0	0	51	0.0%	0	-5	0	72.3%	5	5	81.0%	81.0%							
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0.0%	0.0%							
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0.0%	0.0%							
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0.0%	0.0%							
Total	2,272	-21.3%	0.0%	0	26.8%		0	0	697	0.0%	0	75	0	34.0%	-75	-75	30.7%	30.7%							

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

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

Table 10: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	2	39.4	2	39.4	Given the shortened assessment period (and time to achieve goals) and the state of our business, it is anticipated that it may take slightly longer to achieve the short term hiring/promotion goal. The
03 Professionals	64	27.3	64	27.3	Given the shortened assessment period (and time to achieve goals) and the state of our business, it is anticipated that it may take slightly longer to achieve the short term hiring/promotion goal. The
04 Semi-Professionals & Tech	2	23.2	2	23.2	Given the shortened assessment period (and time to achieve goals) and the state of our business, it is anticipated that it may take slightly longer to achieve the short term hiring/promotion goal. The
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	

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Total	68	0.0	68	
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Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years		Annually	Over 3 Years					
	2019-01-25	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-01-25	Annually	Over 3 Years	Annually	Over 3 Years	2019	2022						
	#	%	%	#	%	%	#	#	%	#	%	#	%	%	#	#	%	%		
01 Senior Managers	3	-63.4%	0.0%	0	31.3%	0.0%	0	0	0	0.0%	0	0	0	0	3.2%	0	0	0.0%	0.0%	
02 Middle & Other Managers	214	-34.9%	0.0%	0	23.2%	1.0%	6	6	1	1.0%	0	5	0	2.7%	2.7%	-5	-5	0.5%	0.5%	
03 Professionals	1,572	-13.1%	0.0%	0	29.8%	5.0%	236	236	11	5.0%	2	10	3	1.2%	1.2%	-8	-7	0.7%	0.8%	
04 Semi-Professionals & Tech	160	-36.9%	0.0%	0	33.4%	2.0%	10	10	2	2.0%	0	2	0	2.4%	2.4%	-2	-2	1.3%	1.3%	
05 Supervisors	8	-14.9%	0.0%	0	9.5%	0.0%	0	0	0	0.0%	0	1	0	7.1%	7.1%	-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	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	21	-43.3%	0.0%	0	17.6%	1.0%	1	1	0	1.0%	0	1	0	5.1%	5.1%	-1	-1	0.0%	0.0%	
08 Skilled Sales & Service	33	-60.0%	0.0%	0	6.9%	0.0%	0	0	0	0.0%	0	0	0	1.5%	1.5%	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	1.6%	1.6%	0	0	0.0%	0.0%	
10 Clerical Personnel	197	10.8%	0.0%	0	18.1%	1.0%	6	6	3	1.0%	0	9	0	6.1%	6.1%	-9	-9	1.5%	1.5%	
11 Intermediate Sales & Service	63	0.0%	0.0%	0	54.0%	0.0%	0	0	2	0.0%	0	3	0	7.3%	7.3%	-3	-3	3.2%	3.2%	
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual 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	#DIV/0!	#DIV/0!	
Total	2,272	-21.3%	0.0%	0	26.8%		0	0	19	0.0%	0	29	0	2.1%	-29	-29	0.8%	0.8%		

† 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 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	2.7	0	2.7	
03 Professionals	3	1.2	3	1.2	Given the shortened assessment period (and time to achieve goals) and the state of our business, it is anticipated that it may take slightly longer to achieve the short term hiring/promotion goal. The
04 Semi-Professionals & Tech	0	2.4	0	2.4	
05 Supervisors	0	7.1	0	7.1	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	5.1	0	5.1	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	6.1	0	6.1	
11 Intermediate Sales & Service	0	7.3	0	7.3	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	

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Total	3.0	0.0	3.0	
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Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees	Persons with Disabilities																			
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			Actual	Projected		Actual	Projected				From - To	2019	2022								
		YYYY-MM-DD	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	YYYY-MM-DD	Annually	Over 3 Years	Years	2019	2022							
		2019-01-25	%	%	#	%	%	#	2019-01-25	%	#	#	%	%	#	#	%	%			
01/02 Managers	217	-49.1%	0.0%	0	27.2%	1.0%	7	7	21	1.0%	1	-9	0	5.0%	10	9	9.7%	9.2%			
03 Professionals	1,572	-13.1%	0.0%	0	29.8%	5.0%	236	236	219	5.0%	33	-46	0	8.9%	79	46	13.9%	11.8%			
04 Semi-Professionals & Tech	160	-36.9%	0.0%	0	33.4%	2.0%	10	10	24	2.0%	1	-11	0	7.6%	12	11	15.0%	14.4%			
05 Supervisors	8	-14.9%	0.0%	0	9.5%	0.0%	0	0	2	0.0%	0	0	0	27.5%	0	0	25.0%	25.0%			
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
07 Administrative & Sr Clerical	21	-43.3%	0.0%	0	17.6%	1.0%	1	1	1	1.0%	0	1	0	10.0%	10.0%	-1	-1	4.8%	4.8%		
08 Skilled Sales & Service	33	-60.0%	0.0%	0	6.9%	0.0%	0	0	6	0.0%	0	-3	0	8.0%	3	3	18.2%	18.2%			
09 Skilled Crafts & Trades	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	7.8%	0	0	0.0%	0.0%			
10 Clerical Personnel	197	10.8%	0.0%	0	18.1%	1.0%	6	6	5	1.0%	0	13	1	13.0%	9.3%	-13	-12	2.5%	3.0%		
11 Intermediate Sales & Service	63	0.0%	0.0%	0	54.0%	0.0%	0	0	6	0.0%	0	1	0	10.8%	10.8%	-1	-1	9.5%	9.5%		
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
Total	2,272	-21.3%	0.0%	0	26.8%		0	0	284	0.0%	0	-89	0	8.6%	89	89	12.5%	12.5%			

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
	%	%	%	%	
01/02 Managers	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	10.0	0	10.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	1	13.0	1	13.0	Given the shortened assessment period (and time to achieve goals) and the state of our business, it is anticipated that it may take slightly longer to achieve the short term hiring/promotion goal. The
11 Intermediate Sales & Service	0	10.8	0	10.8	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	1	0.0	1		

Federal Contractors Program Achievement Report

Part 3: Goals

ESIT Canada Enterprise Services Co.

2019-01-25

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Members of Visible Minorities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years		From - To	YYYY - YYYY					
	2019-01-25	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-01-25	Annually	Over 3 Years		2019	2022							
	#	%	%	#	%	%	#	#	%	%	#	#	%	%	%	#	#	%	%	
01 Senior Managers	3	-63.4%	0.0%	0	31.3%	0.0%	0	0	0	0.0%	0	0	0	0	11.5%	0	0	0.0%	0.0%	
02 Middle & Other Managers	214	-34.9%	0.0%	0	23.2%	1.0%	6	6	29	1.0%	1	10	1	17.6%	17.6%	-9	-9	13.6%	13.6%	
03 Professionals	1,572	-13.1%	0.0%	0	29.8%	5.0%	236	236	307	5.0%	46	340	71	30.0%	38.2%	-294	-269	19.5%	21.1%	
04 Semi-Professionals & Tech	160	-36.9%	0.0%	0	33.4%	2.0%	10	10	26	2.0%	2	23	3	29.2%	29.2%	-21	-20	16.3%	16.9%	
05 Supervisors	8	-14.9%	0.0%	0	9.5%	0.0%	0	0	1	0.0%	0	0	0	8.7%	8.7%	0	0	12.5%	12.5%	
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	21	-43.3%	0.0%	0	17.6%	1.0%	1	1	3	1.0%	0	-2	0	6.3%	6.3%	2	2	14.3%	14.3%	
08 Skilled Sales & Service	33	-60.0%	0.0%	0	6.9%	0.0%	0	0	6	0.0%	0	1	0	21.0%	21.0%	-1	-1	18.2%	18.2%	
09 Skilled Crafts & Trades	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	17.2%	17.2%	0	0	0.0%	0.0%	
10 Clerical Personnel	197	10.8%	0.0%	0	18.1%	1.0%	6	6	7	1.0%	0	8	0	7.7%	7.7%	-8	-8	3.6%	3.6%	
11 Intermediate Sales & Service	63	0.0%	0.0%	0	54.0%	0.0%	0	0	8	0.0%	0	-3	0	8.4%	8.4%	3	3	12.7%	12.7%	
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual 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	#DIV/0!	#DIV/0!	
Total	2,272	-21.3%	0.0%	0	26.8%		0	0	387	0.0%	0	329	0		31.5%	-329	-329	17.0%	17.0%	

† 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.

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers	0	0.0	0		
02 Middle & Other Managers	1	17.6	1	17.6%	Given the shortened assessment period (and time to achieve goals) and the state of our business, it is anticipated that it may take slightly longer to achieve the short term hiring/promotion goal. The
03 Professionals	71	30.0	71	30.0%	Given the shortened assessment period (and time to achieve goals) and the state of our business, it is anticipated that it may take slightly longer to achieve the short term hiring/promotion goal. The
04 Semi-Professionals & Tech	3	29.2	3	29.2%	Given the shortened assessment period (and time to achieve goals) and the state of our business, it is anticipated that it may take slightly longer to achieve the short term hiring/promotion goal. The
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	21.0	0	21.0%	
09 Skilled Crafts & Trades	0	0.0	0		
10 Clerical Personnel	0	7.7	0	7.7%	
11 Intermediate Sales & Service	0	0.0	0		
12 Semi-Skilled Manual	0	0.0	0		
13 Other Sales & Service	0	0.0	0		
14 Other Manual Workers	0	0.0	0		

Federal Contractors Program Achievement Report

Part 3: Goals

ESIT Canada Enterprise Services Co.

2019-01-25

Total	75	0.0	75	0.0
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Federal Contractors Program Achievement Report

Part 4: Results - Women

ESIT Canada Enterprise Services Co.

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2014	61	11	18.0	24.2	15	-4	74.5																
	2019	3	2	66.7	27.6	1	1	241.5	1	0	0.0	0	0	0	0	0.0	0	0	0	10	3	30.0	2	1
02 Middle & Other Managers	2014	776	281	36.2	39.1	303	-22	92.6																
	2019	214	67	31.3	39.4	84	-17	79.5	88	20	22.7	35	-15	33	19	57.6	12	7	115	32	27.8	42	-10	
03 Professionals	2014	2,394	756	31.6	28.4	680	76	111.2																
	2019	1,572	396	25.2	27.3	429	-33	92.3	489	97	19.8	133	-36	69	18	26.1	22	-4	591	134	22.7	187	-53	
04 Semi-Professionals & Technicians	2014	636	67	10.5	26.1	166	-99	40.4																
	2019	160	22	13.8	23.2	37	-15	59.3	76	13	17.1	18	-5	1	0	0.0	0	0	133	16	12.0	14	2	
05 Supervisors	2014	13	11	84.6	56.9	7	4	148.7																
	2019	8	7	87.5	59.9	5	2	146.1	1	1	100.0	1	0	0	0	0.0	0	0	1	1	100.0	1	0	
06 Supervisors: Crafts & Trades	2014	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2019	-9	-3	33.3	4	-75.0	0.0	0.0	2	-150.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	-9	-3	33.3			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2019	6	7	116.7	7	100.0	0.0	0.0	15	46.7	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	6	7	116.7			39.4	296.1			39.4	296.1		
03 Professionals	2019	-33	-19	57.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	-33	-19	57.6			27.3	210.9			27.3	210.9		
04 Semi-Professionals & Technicians	2019	-56	-3	5.4	59	-5.1	0.0	0.0	58	-5.2	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	-56	-3	5.4			23.2	23.1			23.2	23.1		
05 Supervisors	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

ESIT Canada Enterprise Services Co.

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#				
07 Administrative & Senior Clerical	2014	115	76	66.1	81.4	94	-18	81.2																
	2019	21	11	52.4	85.3	18	-7	61.4	4	3	75.0	3	0	3	2	66.7	2	0	12	8	66.7	8	0	
08 Skilled Sales & Service Personnel	2014	516	138	26.7	27.5	142	-4	97.3																
	2019	33	9	27.3	27.3	9	0	99.9	13	6	46.2	4	2	1	1	100.0	0	1	19	8	42.1	5	3	
09 Skilled Crafts & Trades Workers	2014	0	0	0.0	0.0	0	0	0.0																
	2019	1	1	100.0	6.9	0	1	1449.3	1	1	100.0	0	1	0	0	0.0	0	0	0	0	0.0	0	0	
10 Clerical Personnel	2014	145	93	64.1	71.0	103	-10	90.3																
	2019	197	131	66.5	73.1	144	-13	91.0	57	37	64.9	42	-5	11	6	54.5	7	-1	31	25	80.6	20	5	
11 Intermediate Sales & Service Personnel	2014	0	0	0.0	0.0	0	0	0.0																
	2019	63	51	81.0	72.3	46	5	112.0	16	11	68.8	12	-1	0	0	0.0	0	0	17	11	64.7	0	11	
12 Semi-Skilled Manual Workers	2014	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	-5	-3	60.0	25	-12.0	0.0	0.0	13	-23.1	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	-5	-3	60.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2019	-5	-1	20.0	61	-1.6	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	-5	-1	20.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2019	1	1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	1	1	100.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2019	37	18	48.6	47	38.3	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	37	18	48.6			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2019	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	-1	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

ESIT Canada Enterprise Services Co.

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2014	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0		0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2014	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0		0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2014	4,656	1,433	30.8	32.4	1,509	-76	95.0																
	2019	2,272	697	30.7	34.0	772	-75	90.2	746	189	25.3	254	-65	118	46	39.0	36	10	929	238	25.6	286	-48	

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			All Employees	Women			All Employees	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2019	-65	-3	4.6	203	-1.5	0.0	0.0	0.0	88	-3.4	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w
	2022	-65	-3	4.6			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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees		Aboriginal Peoples						All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples					
		#	#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference			
01 Senior Managers	2014	61	1	1.6	2.4	1	0	68.3																	
	2019	3	0	0.0	3.2	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	10	0	0.0	0	0
02 Middle & Other Managers	2014	776	7	0.9	1.9	15	-8	47.5																	
	2019	214	1	0.5	2.7	6	-5	17.3	88	0	0.0	2	-2	33	0	0.0	0	0	0	115	1	0.9	1	0	
03 Professionals	2014	2,394	26	1.1	0.8	19	7	135.8																	
	2019	1,572	11	0.7	1.2	19	-8	58.3	489	6	1.2	6	0	69	0	0.0	1	-1	591	5	0.8	6	-1		
04 Semi-Professionals & Technicians	2014	636	9	1.4	2.3	15	-6	61.5																	
	2019	160	2	1.3	2.4	4	-2	52.1	76	2	2.6	2	0	1	0	0.0	0	0	133	2	1.5	2	0		
05 Supervisors	2014	13	0	0.0	3.1	0	0	0.0																	
	2019	8	0	0.0	7.1	1	-1	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2014	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		
		#	#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
01 Senior Managers	2019	-9	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	-9	0	0.0		0.0	0.0							
02 Middle & Other Managers	2019	6	-1	-16.7	5	-20.0	0.0	0.0	5	-20.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	6	-1	-16.7		2.7	-617.3			2.7	-617.3			
03 Professionals	2019	-33	1	-3.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	-33	1	-3.0		1.2	-252.5			1.2	-252.5			
04 Semi-Professionals & Technicians	2019	-56	0	0.0	4	0.0	0.0	0.0	4	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	-56	0	0.0		2.4	0.0			2.4	0.0			
05 Supervisors	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	0	0	0.0		7.1	0.0			7.1	0.0			
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#				
07 Administrative & Senior Clerical	2014	115	1	0.9	1.2	1	0	72.5																
	2019	21	0	0.0	5.1	1	-1	0.0	4	0	0.0	0	0	0	3	0	0.0	0	0	12	0	0.0	0	0
08 Skilled Sales & Service Personnel	2014	516	9	1.7	0.9	5	4	193.8																
	2019	33	0	0.0	1.5	0	0	0.0	13	0	0.0	0	0	0	1	0	0.0	0	0	19	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2014	0	0	0.0	0.0	0	0	0.0																
	2019	1	0	0.0	1.6	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2014	145	4	2.8	3.4	5	-1	81.1																
	2019	197	3	1.5	6.1	12	-9	25.0	57	1	1.8	3	-2	11	0	0.0	0	0	31	0	0.0	1	-1	
11 Intermediate Sales & Service Personnel	2014	0	0	0.0	0.0	0	0	0.0																
	2019	63	2	3.2	7.3	5	-3	43.5	16	1	6.3	1	0	0	0	0.0	0	0	17	1	5.9	0	1	
12 Semi-Skilled Manual Workers	2014	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	-5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	-5	0	0.0			5.1	0.0			5.1	0.0		
08 Skilled Sales & Service Personnel	2019	-5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	-5	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	1	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2019	37	1	2.7	1	100.0	0.0	0.0	2	50.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	37	1	2.7			6.1	44.3			6.1	44.3		
11 Intermediate Sales & Service Personnel	2019	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	-1	0	0.0			7.3	0.0			7.3	0.0		
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2014	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2014	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2014	4,656	57	1.2	1.3	61	-4	94.2																
	2019	2,272	19	0.8	2.1	48	-29	39.8	746	10	1.3	16	-6	118	0	0.0	1	-1	929	9	1.0	11	-2	

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2019	-65	1	-1.5	10	10.0	0.0	0.0	0.0	11	9.1	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w
	2022	-65	1	-1.5			0.0	0.0			0.0	0.0		

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Part 6: Results - Persons with Disabilities

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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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#		
01 & 02 Managers	2014	837	18	2.2	3.2	27	-9	67.2																
	2019	217	21	9.7	5.0	11	10	193.5	89	10	11.2	4	6	33	3	9.1	1	2	125	6	4.8	3	3	
03 Professionals	2014	2,394	49	2.0	4.5	108	-59	45.5																
	2019	1,572	219	13.9	8.9	140	79	156.5	489	60	12.3	44	16	69	5	7.2	1	4	591	21	3.6	12	9	
04 Semi-Professionals & Technicians	2014	636	19	3.0	4.8	31	-12	62.2																
	2019	160	24	15.0	7.6	12	12	197.4	76	16	21.1	6	10	1	0	0.0	0	0	133	5	3.8	4	1	
05 Supervisors	2014	13	0	0.0	9.5	1	-1	0.0																
	2019	8	2	25.0	27.5	2	0	90.9	1	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2014	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
01 & 02 Managers	2019	-3	7	-233.3	8	87.5	0.0	0.0	14	50.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	-3	7	-233.3			0.0	0.0			0.0	0.0		
03 Professionals	2019	-33	44	-133.3	31	141.9	0.0	0.0	49	89.8	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	-33	44	-133.3			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2019	-56	11	-19.6	9	122.2	0.0	0.0	38	28.9	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	-56	11	-19.6			0.0	0.0			0.0	0.0		
05 Supervisors	2019	0	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires			Promotions			Terminations							
		All Employees	Persons with Disabilities						All Employees	Persons with Disabilities		All Employees	Persons with Disabilities		All Employees	Persons with Disabilities								
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual		Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2014	115	2	1.7	2.6	3	-1	66.9																
	2019	21	1	4.8	10.0	2	-1	47.6	4	0	0.0	0	0	3	1	33.3	0	1	12	1	8.3	0	1	
08 Skilled Sales & Service Personnel	2014	516	7	1.4	5.6	29	-22	24.2																
	2019	33	6	18.2	8.0	3	3	227.3	13	2	15.4	1	1	1	0	0.0	0	0	19	2	10.5	0	2	
09 Skilled Crafts & Trades Workers	2014	0	0	0.0	0.0	0	0	0.0																
	2019	1	0	0.0	7.8	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
10 Clerical Personnel	2014	145	5	3.4	4.4	6	-1	78.4																
	2019	197	5	2.5	9.3	18	-13	27.3	57	2	3.5	5	-3	11	1	9.1	0	1	31	0	0.0	1	-1	
11 Intermediate Sales & Service Personnel	2014	0	0	0.0	0.0	0	0	0.0																
	2019	63	6	9.5	10.8	7	-1	88.2	16	5	31.3	2	3	0	0	0.0	0	0	17	3	17.6	0	3	
12 Semi-Skilled Manual Workers	2014	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities						
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	-5	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	-5	0	0.0			10.0	0.0			10.0	0.0		
08 Skilled Sales & Service Personnel	2019	-5	0	0.0	13	0.0	0.0	0.0	13	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	-5	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	1	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2019	37	3	8.1	3	100.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	37	3	8.1			13.0	62.4			13.0	62.4		
11 Intermediate Sales & Service Personnel	2019	-1	2	-200.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	-1	2	-200.0			10.8	-1851.9			10.8	-1851.9		
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2014	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0		0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
14 Other Manual Workers	2014	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0		0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
Total	2014	4,656	100	2.1	4.4	205	-105	48.8																
	2019	2,272	284	12.5	8.6	195	89	145.3		746	95	12.7	64	31	118	10	8.5	3	7	929	38	4.1	20	18

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2019	-65	67	-103.1	66	101.5	0.0	0.0	114	58.8	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	-65	67	-103.1			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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2014	61	10	16.4	8.7	5	5	188.4																
	2019	3	0	0.0	11.5	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	10	1	10.0	2	-1
02 Middle & Other Managers	2014	776	120	15.5	14.0	109	11	110.5																
	2019	214	29	13.6	17.6	38	-9	77.0	88	10	11.4	15	-5	33	5	15.2	5	0	115	6	5.2	18	-12	
03 Professionals	2014	2,394	546	22.8	28.7	687	-141	79.5																
	2019	1,572	307	19.5	38.2	601	-294	51.1	489	124	25.4	187	-63	69	7	10.1	16	-9	591	81	13.7	135	-54	
04 Semi-Professionals & Technicians	2014	636	96	15.1	27.0	172	-76	55.9																
	2019	160	26	16.3	29.2	47	-21	55.7	76	19	25.0	22	-3	1	0	0.0	0	0	133	5	3.8	20	-15	
05 Supervisors	2014	13	0	0.0	11.9	2	-2	0.0																
	2019	8	1	12.5	8.7	1	0	143.7	1	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2014	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2019	-9	-1	11.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	-9	-1	11.1										
02 Middle & Other Managers	2019	6	9	150.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	6	9	150.0			17.6	852.3		0.2	85227.3			
03 Professionals	2019	-33	50	-151.5	187	26.7	0.0	0.0	100	50.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	-33	50	-151.5			30.0	-505.1		0.3	-50505.1			
04 Semi-Professionals & Technicians	2019	-56	14	-25.0	50	28.0	0.0	0.0	50	28.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	-56	14	-25.0			29.2	-85.6		0.3	-8561.6			
05 Supervisors	2019	0	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	0	0	0.0			0.0	0.0		0.0	0.0	0.0		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	0	0	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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2014	115	23	20.0	24.2	28	-5	82.6																
	2019	21	3	14.3	6.3	1	2	226.8	4	1	25.0	0	1	3	0	0.0	1	-1	12	0	0.0	2	-2	
08 Skilled Sales & Service Personnel	2014	516	81	15.7	14.5	75	6	108.3																
	2019	33	6	18.2	21.0	7	-1	86.6	13	3	23.1	3	0	1	0	0.0	0	0	19	2	10.5	3	-1	
09 Skilled Crafts & Trades Workers	2014	0	0	0.0	0.0	0	0	0.0																
	2019	1	0	0.0	17.2	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
10 Clerical Personnel	2014	145	14	9.7	13.7	20	-6	70.5																
	2019	197	7	3.6	7.7	15	-8	46.1	57	7	12.3	4	3	11	2	18.2	1	1	31	3	9.7	3	0	
11 Intermediate Sales & Service Personnel	2014	0	0	0.0	0.0	0	0	0.0																
	2019	63	8	12.7	8.4	5	3	151.2	16	7	43.8	1	6	0	0	0.0	0	0	17	3	17.6	0	3	
12 Semi-Skilled Manual Workers	2014	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	-5	1	-20.0	11	9.1	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	-5	1	-20.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2019	-5	1	-20.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	-5	1	-20.0			21.0	-95.2			0.2	-9523.8		
09 Skilled Crafts & Trades Workers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	1	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2019	37	6	16.2	8	75.0	0.0	0.0	3	200.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	37	6	16.2			7.7	210.6			0.1	21060.0		
11 Intermediate Sales & Service Personnel	2019	-1	4	-400.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	-1	4	-400.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#		
13 Other Sales & Service Personnel	2014	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0		0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
14 Other Manual Workers	2014	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0		0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
Total	2014	4,656	890	19.1	23.6	1,099	-209	81.0																
	2019	2,272	387	17.0	31.5	716	-329	54.1	746	171	22.9	235	-64	118	14	11.9	23	-9	929	101	10.9	178	-77	

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2019	-65	84	-129.2	257	32.7	0.0	0.0	154	54.5	0.0	0.0	Please note that since 2015 we have experienced 2 divestitures and one merger. As such, there have been many people w	
	2022	-65	84	-129.2			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
ESIT Canada Enterprise Services Co.
43490

Efforts

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

Required measures:

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

Other measures:

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

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

Operational Context

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

- Impact of economic and industrial conditions on the organization.

The technology environment is changing significantly which requires the organization to shift the skills sets of its employees to newer technologies in order to support our clients. This has resulted in a number of staff reductions. In addition, we have lost a large amount of business over the last several years which impacts the financial position of the organization. We have had to undertake many cost cutting measures which has resulted in a significant reduction of staff.

- Any reorganization or other corporate structural changes.

Since 2015 there have been 2 divestitures resulting the structure of the organization being changed. The number of employees has also decreased. With these divestitures, the resources supporting the company's Federal Contractor's Program initiatives are no longer with the organization. As such, initiatives have not been progressing due to the resource constraints.

- Acquisitions, mergers or transfers of employees.

In 2017, the parent company of DXC Technology was formed by the merging of ESIT Canada and Computer Sciences Corporation. This has resulted in a different mix of employees and all efforts have been focused on the integration of the two companies rather than the Federal Contractors Program initiatives. More work still needs to be done to ensure proper reporting as part of our compliance efforts.

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

There have been large numbers of layoffs (permanent terminations) across all occupational groups.

[Redacted]

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

[Redacted]

- Other.

[Redacted]

Additional Details

Please provide any additional information (optional):

Part of the ongoing efforts will be to ensure the proper integration of the two companies to ensure the reporting is aligned for the next compliance assessment. There will be ongoing data clean up as well as a review of the employment systems (as they are integrated) to ensure barriers are removed for people in the designated groups.

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: ESIT Canada Enterprise Services Co.

Primary Location: Mississauga, ON

Number of Employees: 2272

Ontario	1242
British Columbia	516
Quebec	230
Manitoba	131
Alberta	89
Saskatchewan	6
New Brunswick	4

Organization Overview:

NAICS # 5415 (Computer System Design and Related Services)

ESIT Canada Enterprise Services Co. delivers solutions for Canadian consumers, enterprises, and small and medium businesses in Canada. The company offers enterprise products and services, including enterprise storage, servers, software, and services; printer hardware, and commercial-printing and associated supplies and accessories, as well as digital imaging devices, such as cameras and scanners; and desktop notebook PCs, workstations, smart handhelds, and personal devices for home and business use. It also provides calculators, monitors and projectors, fax and copiers, digital photography, entertainment, networking, and drivers. Formerly, this company was known as Hewlett-Packard (Canada) Co. and changed its name to ESIT Canada Enterprise Services Co. in January 2017.

Key Dates – First Year Assessment

Initiated: 2014-06-23
 Received: 2014-09-12
 Closed: 2015-12-17
 Workforce 2014-09-08
 Analysis:

Key Dates – Subsequent Assessment

Initiated: 2017-07-04 extension granted : 2019-02-28
 Received: 2019-02-25
 Workforce 2019-01-25
 Analysis:

DATA VERIFICATION

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

Yes No

Comments:

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

Yes No

Comments:

The period reported on the Achievement report is 2014-09-08 to 2019-01-25. The data from the current workforce analysis included in the Achievement report is consistent with that found in Forms 1 to 6 from WEIMS.

ASSESSMENT OF REASONABLE PROGRESS

In the previous assessment, many gaps exist in different EEOG's, in each designated group. In the previous assessment, short-term goals were set in numbers format only.

Women

1.	Senior Managers	Goal not met (achieved 0.0%)
2.	Middle & Other Managers	Goal met (achieved 557.1%)
4.	Semi-Professionals & Technicians	Goal not met (achieved 22%)
7.	Administrative & Senior Clerical Personnel	Goal not met (achieved 20.0%)
8.	Skilled Sales & Service Personnel	Goal not met (achieved 11.5%)
10.	Clerical Personnel	Goal met (achieved 91.5%)

Assessment/Observations

- EEOG 01 - There was only one new entrant in this EEOG and that was not from this designated group. The market availability is 24.2%. The company had set a goal of hiring / promoting 4 individuals. By hiring / promoting none new entrants in this designated group, they achieved 0.0% of the goal set.
- EEOG 02 - Out of 121 new entrants in this EEOG, thirty-nine were from this designated group. The market availability is 39.1%. The company had set a goal of hiring / promoting 7 individuals. By hiring / promoting 39 new entrants from this designated group, they achieved 557.1% of the goal set.
- EEOG 04 - Out of 77 new entrants in this EEOG, thirteen were from this designated group. The market availability is 10.5%. The company had set a goal of hiring / promoting 59

individuals. By hiring / promoting 13 new entrants from this designated group, they achieved 22.0% of the goal set.

- EEOG 07 - Out of 7 new entrants in this EEOG, five were from this designated group. The market availability is 81.4%. The company had set a goal of hiring / promoting 25 individuals. By hiring / promoting 5 new entrants from this designated group, they achieved 20.0% of the goal set.
- EEOG 08 - Out of 14 new entrants in this EEOG, seven were from this designated group. The market availability is 27.5%. The company had set a goal of hiring / promoting 61 individuals. By hiring / promoting 7 new entrants from this designated group, they achieved 11.5% of the goal set.
- EEOG 10 - Out of 68 new entrants in this EEOG, forty-three were from this designated group. The market availability is 64.1%. The company had set a goal of hiring / promoting 47 individuals. By hiring / promoting 43 new entrants from this designated group, they achieved 91.5% of the goal set.

Aboriginal Peoples

2.	Middle & Other Managers	Goal not met (achieved 0.0%)
4.	Semi-Professionals & Technicians	Goal not met (achieved 50.0%)
10.	Clerical Personnel	Goal met (achieved 100.0%)

Assessment/Observations

- EEOG 02 - Out of 121 new entrants in this EEOG, no new entrant was from this designated group. The market availability is 1.9%. The company had set a goal of hiring / promoting 5 individuals. By hiring / promoting no new entrants from this designated group, they achieved 0.0% of the goal set.
- EEOG 04 - Out of 77 new entrants in this EEOG, two were from this designated group. The market availability is 2.3%. The company had set a goal of hiring / promoting 4 individuals. By hiring / promoting 2 new entrants from this designated group, they achieved 50.0% of the goal set.
- EEOG 10 - Out of 68 new entrants in this EEOG, one was from this designated group. The market availability is 3.4%. The company had set a goal of hiring / promoting 1 individual. By hiring / promoting 1 new entrant from this designated group, they achieved 100.0% of the goal set.

Person with Disabilities

1./2.	Managers	Goal met (achieved 162.5%)
3.	Professionals	Goal met (achieved 209-7%)
4.	Semi-Professionals & Technicians	Goal met (achieved 177.8%)
5.	Supervisors	Goal not met (achieved 0.0%)
7.	Administrative & Senior Clerical Personnel	Goal met (achieved 100.0%)
8.	Skilled Sales & Service Personnel	Goal not met (achieved 15.4%)

10.	Clerical Personnel	Goal met (achieved 100.0%)
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Assessment/Observations

- EEOG 01/02 - Out of 122 new entrants in this EEOG, thirteen were from this designated group. The market availability is 3.2%. The company had set a goal of hiring / promoting 8 individuals. By hiring / promoting 13 new entrants from this designated group, they achieved 162.5% of the goal set.
- EEOG 03 - Out of 558 new entrants in this EEOG, sixty-five were from this designated group. The market availability is 4.5%. The company had set a goal of hiring / promoting 31 individuals. By hiring / promoting 65 new entrants from this designated group, they achieved 209.7% of the goal set.
- EEOG 4 - Out of 1121 new entrants in this EEOG, fifty-eight were from this designated group. The market availability is 2.0%. The company had set a goal of hiring / promoting 2.0%. By hiring / promoting 58 new entrants from this designated group, they achieved 258.7% of the goal set.
- EEOG 05 – There was only one new entrant in this EEOG, and that was not from this designated group. The market availability is 9.5%. The company had set a goal of hiring / promoting 1 individual. By hiring / promoting no new entrant from this designated group, they achieved 0.0% of the goal set.
- EEOG 07 - Out of 7 new entrants in this EEOG, one was from this designated group. The market availability is 2.6%. The company had set a goal of hiring / promoting 1 individual. By hiring / promoting 1 new entrant from this designated group, they achieved 100.0% of the goal set.
- EEOG 08 - Out of 14 new entrants in this EEOG, two were from this designated group. The market availability is 5.6%. The company had set a goal of hiring / promoting 13 individuals. By hiring / promoting 2 new entrants from this designated group, they achieved 15.4% of the goal set.
- EEOG 10 - Out of 68 new entrants in this EEOG, three were from this designated group. The market availability is 4.4%. The company had set a goal of hiring / promoting 3 individuals. By hiring / promoting 3 new entrants from this designated group, they achieved 100.0% of the goal set.

Members of Visible Minorities

3.	Professionals	Goal not met (achieved 70.1%)
4.	Semi-Professionals & Technicians	Goal not met (achieved 38.0%)
5.	Supervisors	Goal not met (achieved 0.0%)
7.	Administrative & Senior Clerical Personnel	Goal not met (achieved 9.1%)
10.	Clerical Personnel	Goal met (achieved 112.5%)

Assessment/Observations

- EEOG 03 - Out of 558 new entrants in this EEOG, one hundred and thirty-one were from this designated group. The market availability is 28.7%. The company had set a goal of

hiring / promoting 187 individuals. By hiring / promoting 131 new entrants from this designated group, they achieved 70.1% of the goal set.

- EEOG 04 - Out of 77 new entrants in this EEOG, nineteen were from this designated group. The market availability is 27.0%. The company had set a goal of hiring / promoting 50 individuals. By hiring / promoting 19 new entrants from this designated group, they achieved 38.0% of the goal set.
- EEOG 05 – There was one new entrant in this EEOG and that was not from this designated group. The market availability is 11.9%. The company had set a goal of hiring / promoting 1 individual. By hiring / promoting none new entrants from this designated group, they achieved 0.0% of the goal set.
- EEOG 07 - Out of 7 new entrants in this EEOG, one was from this designated group. The market availability is 24.2%. The company had set a goal of hiring / promoting 11 individuals. By hiring / promoting 1 new entrant from this designated group, they achieved 9.1% of the goal set.
- EEOG 10 - Out of 68 new entrants in this EEOG, nine were from this designated group. The market availability is 13.7%. The company had set a goal of hiring / promoting 8 individuals. By hiring / promoting 9 new entrants from this designated group, they achieved 112.5% of the goal set.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- This assessment covers the data from 2014-09-08 to 2019-01-25.
 - During their initial assessment, the organization set 21 short and long-term goals. Out of 21 goals set, only 9 goals were achieved above 80% of the goal set while 16 goals did not reach the 80.0% mark.
 - In 2015, the organization had 2 divestitures resulting the structure of the organization being changed and one merger. With these divestitures, the resources supporting the company's Federal Contractor's Program initiatives are no longer with the organization. As such, initiatives have not been progressing due to the resource constraints.
 - In 2017, the merging of ESIT Canada and Computer Sciences Corporation formed the parent company of DXC Technology. This has resulted in a different mix of employees and all efforts are being focused on the integration of the two companies.

ASSESSMENT OF GOALS

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

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	# or %	# or %	%	%
02	Middle & Other Managers	-17	39.4	39.4	31.3	39.4
03	Professionals	-33	27.3	27.3	25.2	27.3
04	Semi-Professionals & Technicians	-15	23.2	23.2	13.8	23.2
07	Admin. & Senior Clerical Personnel	-7	NR	NR	52.4	85.3
10	Clerical Personnel	-13	NR	NR	66.5	73.1

Observations:

- No goals were required to be set in EEOG's 07 and 10, since the present representation is 52.4% and 66.5% respectively. In order to encourage the Company to ensure that they are inclusive of all genders.
- All other goals are set as per the market availability.

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	# or %	# or %	%	%
02	Middle & Other Managers	-5	2.7	2.7	0.5	2.7
03	Professionals	-8	1.2	1.2	0.7	1.2
04	Semi-Professionals & Technicians	-2	2.4	2.4	1.3	2.4
05	Supervisors	-1	7.1	7.1	0.0	7.1
07	Administrative and Senior Clerical	-1	5.1	5.1	0.0	5.1
10	Clerical Personnel	-9	6.1	6.1	1.5	6.1
11	Intermediate Sales & Service Personnel	-3	7.3	7.3	3.2	7.3

Observations:



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

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
07	Admin. & Senior Clerical Personnel	-1	10.0	10.0	4.8	10.0
10	Clerical Personnel	-13	13.0	13.0	2.5	9.3
11	Intermediate Sales & Service Personnel	-1	10.8	10.8	9.5	10.8

Observations:

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

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
02	Middle & Other Managers	-5	15.0	15.0	2.5	15.0
03	Professionals	-1	24.7	24.7	12.5	24.7
04	Semi-Professionals & Technicians	-13	24.4	24.4	1.8	24.4
09	Skilled Crafts & Trades Workers	-57	11.3	11.3	4.9	11.3
14	Other Manual Workers	-5	8.2	8.2	6.2	8.2

Observations:

All short and long-term goals are set as per the market availability

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

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

- ESIT Canada Enterprise Services Co. has a number of gaps in all four designated groups. It may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of this designated group.
- In 2017, ESIT Canada and Computer Sciences Corporation have been merged in order to form the parent company DXC Technology. The ongoing efforts of the Company is to ensure the proper integration of the two companies in order to align the reporting for the next compliance assessment. There will be ongoing data clean up as well as a review of the employment systems (as they are integrated) to ensure barriers are removed for people in the designated groups.

Name of Analyst: Neena Sharan

Date: March 06, 2019.

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

Sent: March 22, 2019 9:06 AM

To: 'mike.melanson@hpe.com' <mike.melanson@hpe.com>; 'Manders, Lori' <lori.manders@dxc.com>

Subject: Government of Canada Agreement Number: 060086 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Mike Melanson:

I am writing to inform you that the subsequent compliance assessment initiated on July 04, 2017 has been completed. As a result of the assessment, ESIT Canada Enterprise Services Co. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

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

- ESIT Canada Enterprise Services Co. has a number of gaps in all four designated groups. It may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of this designated group.
- In 2017, ESIT Canada and Computer Sciences Corporation have been merged in order to form the parent company DXC Technology. The ongoing efforts of the Company is to ensure the proper integration of the two companies in order to align the reporting for the next compliance assessment. There will be ongoing data clean up as well as a review of the employment systems (as they are integrated) to ensure barriers are removed for people in the designated groups.

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on July 04, 2020. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

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

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

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

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

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish ESIT Canada Enterprise Services Co. continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

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



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

From: Manders, Lori <lori.manders@dxc.com>
Sent: March 1, 2019 1:36 PM
To: Sharan, Neena N [NC] <neena.sharan@labour-travail.gc.ca>
Subject: RE: DXC Technology (ESIT Canada) Compliance Assessment

Hello Neena,

As discussed earlier today, attached is the updated ESIT Achievement Report.

Thank you.

Lori Manders
AMS Labour Relations Manager

Office Phone: 289-454-5276
Cell: 289-928-6590
lori.manders@dxc.com

DXC Technology

dxc.technology

From: Manders, Lori
Sent: Tuesday, February 26, 2019 4:28 PM
To: 'neena.sharan@labour-travail.gc.ca' <neena.sharan@labour-travail.gc.ca>
Subject: DXC Technology (ESIT Canada) Compliance Assessment

Hello Neena,

As per our correspondence below and subsequent discussions, please accept the attached information as ESIT Canada's 2nd Compliance Assessment:

1. Forms 1 to 6 covering our workforce data at the national level;
2. An updated workforce analysis including the Summary and Detail reports;
3. Completed Achievement Report including both short and long-term goals.

Please let me know if you have any questions about the information I submitted or require anything else in order to complete your assessment.

Thank you.

Lori Manders
AMS Labour Relations Manager

Office Phone: 289-454-5276
Cell: 289-928-6590
lori.manders@dxc.com

DXC Technology

dxc.technology

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

Sent: Thursday, December 20, 2018 9:56 AM

To: Manders, Lori <lori.manders@dxc.com>

Subject: RE: DXC Technology (ESIT Canada) First Compliance Assessment

Hi Lori,

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

Hereby, your request for an extension to submit your organization's information for the compliance assessment on February 28, 2019, is approved.

Should you have any questions regarding your compliance assessment, do not hesitate to contact me.

Thank you and have a nice day.

Neena Sharan.

From: Manders, Lori [<mailto:lori.manders@dxc.com>]

Sent: December-19-18 4:20 PM

To: Sharan, Neena N [NC]

Subject: RE: DXC Technology (ESIT Canada) First Compliance Assessment

Importance: High

Hello,

Attached please find our request for an extension.

Thank you.

Lori Manders
AMS Labour Relations Manager

Office Phone: 289-454-5276

Cell: 289-928-6590

lori.manders@dxc.com

DXC Technology

dxc.technology

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

Sent: Monday, December 17, 2018 8:36 AM

To: Manders, Lori <lori.manders@dxc.com>

Subject: RE: DXC Technology (ESIT Canada) First Compliance Assessment

Hi Lori,

As discussed on the phone on Friday, I spoke to my manger about ESIT's situation we agreed upon that you should be submitting the documents and reports for 2nd assessment and not 1st. Therefore, please submit the following information to the Labour Program as soon as possible:

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

Tools and Resources

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

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

- store and maintain your organization's employment equity information;
- create backup files of your data; and
- generate a workforce analysis using the latest Census data.

Also please complete the attached extension form and send it to us for approval.

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

Thank you and have a nice day.

Neena Sharan.

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

Sent: December-14-18 8:32 AM

To: 'Manders, Lori'

Cc: Sharan, Neena N [NC]

Subject: RE: DXC Technology (ESIT Canada) First Compliance Assessment

Hi Lori,

Thank you for sending the completed Achievement report. We will review and analyze the submission in the coming weeks.

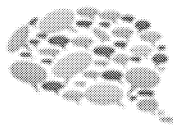
In the meantime, if you have any questions please do not hesitate to contact me.

Kind regards,

Neena Sharan

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

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



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

From: Manders, Lori [<mailto:lori.manders@dxc.com>]
Sent: December-13-18 11:50 AM
To: EE-EME
Subject: DXC Technology (ESIT Canada) First Compliance Assessment

Hello,

Please accept the attached information as our First Compliance Assessment as DXC Technology.

1. Workforce Survey Questionnaire – the self-identification questionnaire was completed online directly in our Workday system which houses all HR/employee information. Attached is the communication that was sent to employees asking for their assistance in completing the information online. Two reminder emails were subsequently sent out.
2. Workforce Survey Results
 - a. Number of questionnaires sent out = 2,251
 - b. Total blank, partially and fully completed questionnaires returned (number of employees who went into Workday to update their information) = 1,212
 - c. Number of fully completed questionnaires returned (number of employees who went into Workday to update their information) = 1,212
3. Workforce Analysis – attached are the Summary and Detail reports. Access has been granted to the Labour Program ESDC officers to access our workforce analysis results.
4. Achievement Report – attached is the completed Achievement Report

Please note that I will be out of the office from December 17th returning on January 2nd. I would be happy to answer any questions or provide any additional information needed at that time.

Thank you.

Lori Manders
AMS Labour Relations Manager

Office Phone: 289-454-5276
Cell: 289-928-6590
lori.manders@dxccom

DXC Technology

dxccom/technology

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