



s.19(1)

Labour Program
Federal Contractors Program

s.24(1)

Agreement to Implement Employment Equity

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Enseignes Pattison Sign Group	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) Jim Pattison Industries Ltd.	Procurement Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° 339951	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 329 To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02l-eng.htm

Official use only (if information above is incorrect)		
Procurement Business Number [REDACTED] PG	Total number of employees in Canada	Organization's NAICS Code No

HEAD OFFICE			
Address (building number, street, suite, etc.) 8, Avenue Miller	City Edmundston	Province NB	Postal Code E3V 4H4
	Telephone Number 506-739-5506	Fax Number 1-877-737-1734	

EMPLOYMENT EQUITY CONTACT	
Name (print) Mona Levesque	Title Human Resources Coordinator
Telephone Number 506-737-1709	E-mail Address mglevesque@pattisonsign.com

CERTIFICATION
The above-named organization: <ul style="list-style-type: none"> having a combined workforce of 100 or more permanent full-time, permanent part-time and temporary employees having worked 12 weeks or more 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 <p>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.</p>

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) Daniel Laplante	Title Director of Operations
Telephone Number 506-735-5506	E-mail Address dlaplante@pattisonsign.com
Signature [REDACTED]	Date July 23

RETURN INSTRUCTIONS
IMPORTANT <ul style="list-style-type: none"> The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (819) 953-8768 or by e-mail at: ee-eme@hrsdc-rhdcc.gc.ca



EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION

Period covered by the certificate: 2017-03-08 to 2020-03-06

Geographic regions

(INDICATE THE NUMBER OF EMPLOYEES IN EACH REGION).

	Province				Census Metropolitan Area	
	Permanent full time	Permanent part-time	Temporary	Total number of employees		
Ontario	13	0	0	13	Montreal	17
Quebec	20	1	0	21	Toronto	1
New Brunswick	269	2	0	271	Vancouver	1
Colombia-British	2	0	0	2	Quebec	1
Total number of employees in Canada				307	Ottawa -90 Gatineau	9
					Victoria	1
					NB minus CMA	2692
					Ont. minus CMA	30
					Qc minus CMA	21
						3
						3
					Total number of employees as of Canada	307



CONTRACTING PROGRAMS: PROFESSIONAL CATEGORIES

Full time / National

Reporting period 2017-03-08 to 2020-03-06

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Management Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	3	2	1									
	Total	3	2	1									
Middle management and other directors Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	19	11	8									
	Total	19	11	8									
Professionals Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	14	8	6				1	1				
	Total	14	8	6				1	1				
Semi-professional and technical staff Upper value: \$35,000 - \$39,999 Lower value: Less than \$5,000	4	1	1										
	3												
	2												
	1	46	33	13	2	2		2	2		3	2	1
	Total	47	34	13	2	2		2	2		3	2	1



CONTRACTING PROGRAMS: PROFESSIONAL CATEGORIES

Full time / National

Reporting period 2017-03-08 to 2020-03-06

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	8	3	5				1	1				
	Total	8	3	5				1	1				
Foremen Upper value: \$45,000 - \$49,999 Lower value: Less than \$5,000	4	1	1										
	3												
	2												
	1	12	12		1	1							
	Total	13	13		1	1							
Administrative and main office staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	28	11	17							1	1	
	Total	28	11	17							1	1	
Skilled workers and artisans Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	24	24		1	1		2	2				
	Total	24	24		1	1		2	2				



CONTRACTING PROGRAMS: PROFESSIONAL CATEGORIES

Full time / National

Reporting period 2017-03-08 to 2020-03-06

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	22	5	17									
	Total	22	5	17									
Intermediate sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	18	12	6							4	3	1
	Total	18	12	6							4	3	1
Skilled Manual Workers Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	48	44	4	1	1		3	3		1		1
	Total	48	44	4	1	1		3	3		1		1
Other sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	2	1	1				1	1				
	Total	2	1	1				1	1				



Pattison Sign Group (Certificate # V030035) FEDERAL
CONTRACTING PROGRAMS: PROFESSIONAL CATEGORIES
Full time / National
Reporting period 2017-03-08 to 2020-03-06

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Other manual workers Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	58	47	11	2	1	1	6	6		1	1	
	Total	58	47	11	2	1	1	6	6		1	1	
Total number of employees		304	215	89	7	6	1	16	16		10	7	3



Pattison Sign Group (Certificate # V030035) FEDERAL
CONTRACTING PROGRAMS: PROFESSIONAL CATEGORIES
Part-time / National
Reporting period 2017-03-08 to 2020-03-06

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Semi-professional and technical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	2	2										
	Total		2	2									
Administrative and main office staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	1		1							1		1
	Total		1		1							1	
Total number of employees		3	2	1							1		1



Pattison Sign Group (Certificate # V030035) FEDERAL
CONTRACTING PROGRAMS: PROFESSIONAL CATEGORIES
Full time / Ontario
Reporting period 2017-03-08 to 2020-03-06

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle management and other directors Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	1		1									
	Total		1		1								
Semi-professional and technical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	3	2	1									
	Total		3	2	1								
Intermediate sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	8	4	4							4	3	1
	Total		8	4	4							4	3
Skilled Manual Workers Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	1	1										
	Total		1	1									



Pattison Sign Group (Certificate # V030035) FEDERAL
CONTRACTING PROGRAMS: PROFESSIONAL CATEGORIES
Full time / Ontario
Reporting period 2017-03-08 to 2020-03-06

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total number of employees		13	7	6							4	3	1



Pattison Sign Group (Certificate # V030035) FEDERAL
CONTRACTING PROGRAMS: PROFESSIONAL CATEGORIES
Full time / Quebec
Reporting period 2017-03-08 to 2020-03-06

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle management and other directors Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	3	2	1									
	Total	3	2	1									
Semi-professional and technical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	5	3	2							1	1	
	Total	5	3	2							1	1	
Administrative and main office staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	3	1	2									
	Total	3	1	2									
Intermediate sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	9	7	2									
	Total	9	7	2									



Pattison Sign Group (Certificate # V030035) FEDERAL
CONTRACTING PROGRAMS: PROFESSIONAL CATEGORIES
Full time / Quebec
Reporting period 2017-03-08 to 2020-03-06

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total number of employees		20	13	7							1	1	



Pattison Sign Group (Certificate # V030035) FEDERAL
CONTRACTING PROGRAMS: PROFESSIONAL CATEGORIES
Part-time / Quebec
Reporting period 2017-03-08 to 2020-03-06

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



Pattison Sign Group (Certificate # V030035) FEDERAL
CONTRACTING PROGRAMS: PROFESSIONAL CATEGORIES
Full time / New Brunswick
Reporting period 2017-03-08 to 2020-03-06

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Management Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	3	2	1									
	Total	3	2	1									
Middle management and other directors Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	15	9	6									
	Total	15	9	6									
Professionals Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	14	8	6				1	1				
	Total	14	8	6				1	1				
Semi-professional and technical staff Upper value: \$35,000 - \$39,999 Lower value: Less than \$5,000	4	1	1										
	3												
	2												
	1	37	28	9	2	2		2	2		2	1	1
	Total	38	29	9	2	2		2	2		2	1	1



Pattison Sign Group (Certificate # V030035) FEDERAL
CONTRACTING PROGRAMS: PROFESSIONAL CATEGORIES
Full time / New Brunswick
Reporting period 2017-03-08 to 2020-03-06

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	8	3	5				1	1				
	Total	8	3	5				1	1				
Foremen Upper value: \$45,000 - \$49,999 Lower value: Less than \$5,000	4	1	1										
	3												
	2												
	1	12	12		1	1							
	Total	13	13		1	1							
Administrative and main office staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	25	10	15							1	1	
	Total	25	10	15							1	1	
Skilled workers and artisans Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	24	24		1	1		2	2				
	Total	24	24		1	1		2	2				



Pattison Sign Group (Certificate # V030035) FEDERAL
CONTRACTING PROGRAMS: PROFESSIONAL CATEGORIES
Full time / New Brunswick
Reporting period 2017-03-08 to 2020-03-06

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	22	5	17									
	Total	22	5	17									
Skilled Manual Workers Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	47	43	4	1	1		3	3		1		1
	Total	47	43	4	1	1		3	3		1		1
Other sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	2	1	1				1	1				
	Total	2	1	1				1	1				
Other manual workers Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	58	47	11	2	1	1	6	6		1	1	
	Total	58	47	11	2	1	1	6	6		1	1	



Pattison Sign Group (Certificate # V030035) FEDERAL
CONTRACTING PROGRAMS: PROFESSIONAL CATEGORIES
Full time / New Brunswick
Reporting period 2017-03-08 to 2020-03-06

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total number of employees		269	194	75	7	6	1	16	16		5	3	2



CONTRACTING PROGRAMS: PROFESSIONAL CATEGORIES

Part-time / New Brunswick

Reporting period 2017-03-08 to 2020-03-06

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Semi-professional and technical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	2	2										
	Total		2	2									
Total number of employees		2	2										



CONTRACTING PROGRAMS: PROFESSIONAL CATEGORIES

Full time / British Columbia

Reporting period 2017-03-08 to 2020-03-06

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Semi-professional and technical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	1		1									
	Total		1		1								
Intermediate sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	1	1										
	Total		1	1									
Total number of employees		2	1	1									



CONTRACT PROGRAMS: EMPLOYEE PROFILE

Full time / National

Reporting period 2017-03-08 to 2020-03-06

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Less than \$15,000	302	213	89	7	6	1	16	16		10	7	3
35 000 \$ - 37 499 \$	1	1										
45 000 \$ - 49 999 \$	1	1										
Total number of employees	304	215	89	7	6	1	16	16		10	7	3



CONTRACT PROGRAMS: EMPLOYEE PROFILE

Part-time / National

Reporting period 2017-03-08 to 2020-03-06

003064

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Less than \$5,000	3	2	1							1		1
Total number of employees	3	2	1							1		1



CONTRACT PROGRAMS: EMPLOYEE PROFILE

Full time / Ontario

Reporting period 2017-03-08 to 2020-03-06

003065

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Less than \$15,000	13	7	6							4	3	1
Total number of employees	13	7	6							4	3	1



CONTRACT PROGRAMS: EMPLOYEE PROFILE

Full time / Quebec

Reporting period 2017-03-08 to 2020-03-06

003006

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Less than \$15,000	20	13	7							1	1	
Total number of employees	20	13	7							1	1	



CONTRACT PROGRAMS: EMPLOYEE PROFILE

Part-time / Quebec

Reporting period 2017-03-08 to 2020-03-06

003067

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Less than \$5,000	1		1							1		1
Total number of employees	1		1							1		1



CONTRACT PROGRAMS: EMPLOYEE PROFILE

Full time / New Brunswick

Reporting period 2017-03-08 to 2020-03-06

003008

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Less than \$15,000	267	192	75	7	6	1	16	16		5	3	2
35 000 \$ - 37 499 \$	1	1										
45 000 \$ - 49 999 \$	1	1										
Total number of employees	269	194	75	7	6	1	16	16		5	3	2



CONTRACT PROGRAMS: EMPLOYEE PROFILE

Part-time / New Brunswick

Reporting period 2017-03-08 to 2020-03-06

003009

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Less than \$5,000	2	2										
Total number of employees	2	2										



CONTRACT PROGRAMS: EMPLOYEE PROFILE

Full time / British Columbia

Reporting period 2017-03-08 to 2020-03-06

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



CONTRACT PROGRAMS: RECRUITMENTS

Full time / National

Reporting period 2017-03-08 to 2020-03-06

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	2	1	1									
Professionals	1	1										
Semi-professional and technical staff	17	14	3	1	1		1	1		3	2	1
Foremen	1	1										
Administrative and main office staff	13	5	8	1		1				1	1	
Skilled workers and artisans	4	4					1	1				
Clerical staff	4	1	3									
Intermediate sales and service personnel	7		7							3		3
Skilled Manual Workers	10	10										
Other manual workers	30	24	6	1	1		2	2				
Total number of employees hired	89	61	28	3	2	1	4	4		7	3	4



CONTRACT PROGRAMS: RECRUITMENTS

Temporary / National

Reporting period 2017-03-08 to 2020-03-06

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Semi-professional and technical staff	2	2										
Administrative and main office staff	1		1									
Clerical staff	2		2				1		1			
Total number of employees hired	5	2	3				1		1			



CONTRACT PROGRAMS: RECRUITMENTS

Full time / Ontario

Reporting period 2017-03-08 to 2020-03-06

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	1		1									
Intermediate sales and service personnel	6		6							3		3
Skilled Manual Workers	1	1										
Total number of employees hired	8	1	7							3		3



CONTRACT PROGRAMS: RECRUITMENTS

Full time / Quebec

Reporting period 2017-03-08 to 2020-03-06

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	1	1										
Administrative and main office staff	3	1	2									
Total number of employees hired	4	2	2									



CONTRACT PROGRAMS: RECRUITMENTS

Full time / New Brunswick

Reporting period 2017-03-08 to 2020-03-06

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	1	1										
Semi-professional and technical staff	17	14	3	1	1		1	1		3	2	1
Foremen	1	1										
Administrative and main office staff	10	4	6	1		1				1	1	
Skilled workers and artisans	4	4					1	1				
Clerical staff	4	1	3									
Intermediate sales and service personnel	1		1									
Skilled Manual Workers	9	9										
Other manual workers	30	24	6	1	1		2	2				
Total number of employees hired	77	58	19	3	2	1	4	4		4	3	1



CONTRACT PROGRAMS: RECRUITMENTS

Temporary / New Brunswick

Reporting period 2017-03-08 to 2020-03-06

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Semi-professional and technical staff	2	2										
Administrative and main office staff	1		1									
Clerical staff	2		2				1		1			
Total number of employees hired	5	2	3				1		1			



PROGRAMS: CEASES OF EMPLOYMENT

Full time / National

Reporting period 2017-03-08 to 2020-03-06

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	5	4	1									
Professionals	3	3										
Semi-professional and technical staff	14	9	5							1	1	
Supervisors	1	1										
Foremen	5	5					1	1				
Administrative and main office staff	16	5	11	3	1	2						
Skilled workers and artisans	6	5	1									
Clerical staff	4	1	3									
Intermediate sales and service personnel	13		13							4		4
Skilled Manual Workers	18	17	1	1	1		3	3				
Other manual workers	37	28	9	1	1		2	2				
Total number of employees whose employment was terminated	122	78	44	5	3	2	6	6		5	1	4



PROGRAMS: CEASES OF EMPLOYMENT

Part-time / National

Reporting period 2017-03-08 to 2020-03-06

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Semi-professional and technical staff	1	1										
Skilled Manual Workers	1	1										
Total number of employees whose employment was terminated	2	2										



PROGRAMS: CEASES OF EMPLOYMENT

Temporary / National

Reporting period 2017-03-08 to 2020-03-06

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Semi-professional and technical staff	2	2										
Administrative and main office staff	1		1									
Clerical staff	2		2				1		1			
Total number of employees whose employment was terminated	5	2	3				1		1			



PROGRAMS: CEASES OF EMPLOYMENT

Full time / Ontario

Reporting period 2017-03-08 to 2020-03-06

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	2	1	1									
Intermediate sales and service personnel	7		7							4		4
Total number of employees whose employment was terminated	9	1	8							4		4



PROGRAMS: CEASES OF EMPLOYMENT

Part-time / Ontario

Reporting period 2017-03-08 to 2020-03-06

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Skilled Manual Workers	1	1										
Total number of employees whose employment was terminated	1	1										



PROGRAMS: CEASES OF EMPLOYMENT

Full time / Quebec

Reporting period 2017-03-08 to 2020-03-06

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	1	1										
Semi-professional and technical staff	2	2										
Administrative and main office staff	2	1	1									
Intermediate sales and service personnel	1		1									
Total number of employees whose employment was terminated	6	4	2									



PROGRAMS: CEASES OF EMPLOYMENT

Full time / New Brunswick

Reporting period 2017-03-08 to 2020-03-06

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	2	2										
Professionals	3	3										
Semi-professional and technical staff	12	7	5							1	1	
Supervisors	1	1										
Foremen	5	5					1	1				
Administrative and main office staff	14	4	10	3	1	2						
Skilled workers and artisans	6	5	1									
Clerical staff	4	1	3									
Intermediate sales and service personnel	4		4									
Skilled Manual Workers	18	17	1	1	1		3	3				
Other manual workers	37	28	9	1	1		2	2				
Total number of employees whose employment was terminated	106	73	33	5	3	2	6	6		1	1	



PROGRAMS: CEASES OF EMPLOYMENT

Part-time / New Brunswick

Reporting period 2017-03-08 to 2020-03-06

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Semi-professional and technical staff	1	1										
Total number of employees whose employment was terminated	1	1										



PROGRAMS: CEASES OF EMPLOYMENT

Temporary / New Brunswick

Reporting period 2017-03-08 to 2020-03-06

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Semi-professional and technical staff	2	2										
Administrative and main office staff	1		1									
Clerical staff	2		2				1		1			
Total number of employees whose employment was terminated	5	2	3				1		1			



PROGRAMS: CEASES OF EMPLOYMENT

Full time / British Columbia

Reporting period 2017-03-08 to 2020-03-06

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Intermediate sales and service personnel	1		1									
Total number of employees whose employment was terminated	1		1									



Workplace Equity Information Management System - Enseignes Pattison Sign Group

Workforce Analysis - Detailed Report

Date: 2020-03-06

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	3	1	33.3 %	27.6 %	1	0	National
02 : Middle and Other Managers	National	19	8	42.1 %	39.4 %	7	1	National
03 : Professionals		14	6	42.9 %	37.8 %	5	1	
1111 : Financial auditors and accountants	National	4	3	75.0 %	56.0 %	2	1	National
1121 : Human resources professionals	National	1	1	100.0 %	73.2 %	1	0	National
2131 : Civil engineers	National	1	1	100.0 %	17.7 %	0	1	National
2171 : Information systems analysts and consultants	National	4	0	0.0 %	27.7 %	1	-1	National
2174 : Computer programmers and interactive media developers	National	3	0	0.0 %	16.6 %	0	0	National
4021 : College and other vocational instructors	National	1	1	100.0 %	53.8 %	1	0	National
04 : Semi-Professionals and Technicians		49	13	26.5 %	26.6 %	13	0	
2231 : Civil engineering technologists and technicians	New Brunswick	1	0	0.0 %	12.0 %	0	0	New Brunswick
2233 : Industrial engineering and manufacturing technologists and technicians	New Brunswick	2	0	0.0 %	16.3 %	0	0	New Brunswick
2234 : Construction estimators	New Brunswick	11	2	18.2 %	10.0 %	1	1	New Brunswick
2234 : Construction estimators	Ontario	1	0	0.0 %	12.7 %	0	0	Ontario
2242 : Electronic service technicians (household and business equipment)	New Brunswick	1	0	0.0 %	8.8 %	0	0	New Brunswick
2252 : Industrial designers	New Brunswick	4	1	25.0 %	0.0 %	0	1	New Brunswick
2253 : Drafting technologists and technicians	New Brunswick	11	2	18.2 %	28.4 %	3	-1	New Brunswick
2263 : Inspectors in public and environmental health and occupational health and safety	New Brunswick	1	0	0.0 %	39.4 %	0	0	New Brunswick
2282 : User support technicians	New Brunswick	4	0	0.0 %	28.6 %	1	-1	New Brunswick
5241 : Graphic designers and illustrators	British Columbia	1	1	100.0 %	48.8 %	0	1	British Columbia
5241 : Graphic designers and illustrators	New Brunswick	5	4	80.0 %	54.0 %	3	1	New Brunswick
5241 : Graphic designers and illustrators	Ontario	2	1	50.0 %	50.0 %	1	0	Ontario
5241 : Graphic designers and illustrators	Québec	5	2	40.0 %	48.7 %	2	0	Québec
05 : Supervisors		8	5	62.5 %	66.6 %	5	0	



Workplace Equity Information Management System - Enseignes Pattison Sign Group

Workforce Analysis - Detailed Report

Date: 2020-03-06

880300

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	N.B. less CMA	8	5	62.5 %	66.6 %	5	0	N.B. less CMA
06 : Supervisors: Crafts and Trades		13	0	0.0 %	8.4 %	1	-1	
9214 : Supervisors, plastic and rubber products manufacturing	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick
9227 : Supervisors, other products manufacturing and assembly	New Brunswick	12	0	0.0 %	9.1 %	1	-1	New Brunswick
07 : Administrative and Senior Clerical Personnel		29	18	62.1 %	85.3 %	25	-7	
Employment Equity Occupational Group	Montréal	3	2	66.7 %	80.9 %	2	0	Montréal
Employment Equity Occupational Group	N.B. less CMA	25	15	60.0 %	85.7 %	21	-6	N.B. less CMA
Employment Equity Occupational Group	Que. less CMAs	1	1	100.0 %	87.6 %	1	0	Que. less CMAs
09 : Skilled Crafts and Trades Workers		24	0	0.0 %	6.8 %	2	-2	
7233 : Sheet metal workers	New Brunswick	9	0	0.0 %	13.2 %	1	-1	New Brunswick
7237 : Welders and related machine operators	New Brunswick	13	0	0.0 %	3.2 %	0	0	New Brunswick
7311 : Construction millwrights and industrial mechanics	New Brunswick	2	0	0.0 %	1.5 %	0	0	New Brunswick
10 : Clerical Personnel		22	17	77.3 %	71.3 %	16	1	
Employment Equity Occupational Group	N.B. less CMA	22	17	77.3 %	71.3 %	16	1	N.B. less CMA
11 : Intermediate Sales and Service Personnel		18	6	33.3 %	63.9 %	12	-6	
Employment Equity Occupational Group	Montréal	9	2	22.2 %	63.2 %	6	-4	Montréal
Employment Equity Occupational Group	Ont. less CMAs	1	1	100.0 %	73.9 %	1	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	7	3	42.9 %	62.8 %	4	-1	Ottawa - Gatineau
Employment Equity Occupational Group	Victoria	1	0	0.0 %	68.1 %	1	-1	Victoria
12 : Semi-Skilled Manual Workers		48	4	8.3 %	15.4 %	7	-3	
Employment Equity Occupational Group	N.B. less CMA	47	4	8.5 %	15.3 %	7	-3	N.B. less CMA
Employment Equity Occupational Group	Ont. less CMAs	1	0	0.0 %	20.4 %	0	0	Ont. less CMAs
13 : Other Sales and Service Personnel		2	1	50.0 %	61.7 %	1	0	
Employment Equity Occupational Group	N.B. less CMA	2	1	50.0 %	61.7 %	1	0	N.B. less CMA



Workplace Equity Information Management System - Enseignes Pattison Sign Group

Workforce Analysis - Detailed Report

Date: 2020-03-06

003089

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
14 : Other Manual Workers		58	11	19.0 %	25.3 %	15	-4	
Employment Equity Occupational Group	N.B. less CMA	58	11	19.0 %	25.3 %	15	-4	N.B. less CMA
Total		307	90	29.3 %	35.8 %	110	-20	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workplace Equity Information Management System - Enseignes Pattison Sign Group

Workforce Analysis - Detailed Report

Date: 2020-03-06

0030300

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	19	0	0.0 %	2.7 %	1	-1	National
03 : Professionals		14	0	0.0 %	1.5 %	0	0	
1111 : Financial auditors and accountants	National	4	0	0.0 %	1.4 %	0	0	National
1121 : Human resources professionals	National	1	0	0.0 %	3.1 %	0	0	National
2131 : Civil engineers	National	1	0	0.0 %	1.4 %	0	0	National
2171 : Information systems analysts and consultants	National	4	0	0.0 %	1.3 %	0	0	National
2174 : Computer programmers and interactive media developers	National	3	0	0.0 %	1.1 %	0	0	National
4021 : College and other vocational instructors	National	1	0	0.0 %	3.0 %	0	0	National
04 : Semi-Professionals and Technicians		49	2	4.1 %	2.2 %	1	1	
2231 : Civil engineering technologists and technicians	New Brunswick	1	1	100.0 %	2.3 %	0	1	New Brunswick
2233 : Industrial engineering and manufacturing technologists and technicians	New Brunswick	2	0	0.0 %	0.0 %	0	0	New Brunswick
2234 : Construction estimators	New Brunswick	11	1	9.1 %	2.9 %	0	1	New Brunswick
2234 : Construction estimators	Ontario	1	0	0.0 %	2.3 %	0	0	Ontario
2242 : Electronic service technicians (household and business equipment)	New Brunswick	1	0	0.0 %	2.6 %	0	0	New Brunswick
2252 : Industrial designers	New Brunswick	4	0	0.0 %	0.0 %	0	0	New Brunswick
2253 : Drafting technologists and technicians	New Brunswick	11	0	0.0 %	2.7 %	0	0	New Brunswick
2263 : Inspectors in public and environmental health and occupational health and safety	New Brunswick	1	0	0.0 %	2.8 %	0	0	New Brunswick
2282 : User support technicians	New Brunswick	4	0	0.0 %	3.1 %	0	0	New Brunswick
5241 : Graphic designers and illustrators	British Columbia	1	0	0.0 %	2.0 %	0	0	British Columbia
5241 : Graphic designers and illustrators	New Brunswick	5	0	0.0 %	2.0 %	0	0	New Brunswick
5241 : Graphic designers and illustrators	Ontario	2	0	0.0 %	1.4 %	0	0	Ontario
5241 : Graphic designers and illustrators	Québec	5	0	0.0 %	2.0 %	0	0	Québec
05 : Supervisors		8	0	0.0 %	4.8 %	0	0	



Workplace Equity Information Management System - Enseignes Pattison Sign Group

Workforce Analysis - Detailed Report

Date: 2020-03-06

003091

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	N.B. less CMA	8	0	0.0 %	4.8 %	0	0	N.B. less CMA
06 : Supervisors: Crafts and Trades		13	1	7.7 %	1.4 %	0	1	
9214 : Supervisors, plastic and rubber products manufacturing	New Brunswick	1	0	0.0 %	18.2 %	0	0	New Brunswick
9227 : Supervisors, other products manufacturing and assembly	New Brunswick	12	1	8.3 %	0.0 %	0	1	New Brunswick
07 : Administrative and Senior Clerical Personnel		29	0	0.0 %	3.1 %	1	-1	
Employment Equity Occupational Group	Montréal	3	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	N.B. less CMA	25	0	0.0 %	3.3 %	1	-1	N.B. less CMA
Employment Equity Occupational Group	Que. less CMAs	1	0	0.0 %	3.8 %	0	0	Que. less CMAs
09 : Skilled Crafts and Trades Workers		24	1	4.2 %	3.6 %	1	0	
7233 : Sheet metal workers	New Brunswick	9	0	0.0 %	3.9 %	0	0	New Brunswick
7237 : Welders and related machine operators	New Brunswick	13	1	7.7 %	3.4 %	0	1	New Brunswick
7311 : Construction millwrights and industrial mechanics	New Brunswick	2	0	0.0 %	2.5 %	0	0	New Brunswick
10 : Clerical Personnel		22	0	0.0 %	3.7 %	1	-1	
Employment Equity Occupational Group	N.B. less CMA	22	0	0.0 %	3.7 %	1	-1	N.B. less CMA
11 : Intermediate Sales and Service Personnel		18	0	0.0 %	2.3 %	0	0	
Employment Equity Occupational Group	Montréal	9	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	Ont. less CMAs	1	0	0.0 %	6.9 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	7	0	0.0 %	3.1 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Victoria	1	0	0.0 %	4.9 %	0	0	Victoria
12 : Semi-Skilled Manual Workers		48	1	2.1 %	4.3 %	2	-1	
Employment Equity Occupational Group	N.B. less CMA	47	1	2.1 %	4.3 %	2	-1	N.B. less CMA
Employment Equity Occupational Group	Ont. less CMAs	1	0	0.0 %	5.4 %	0	0	Ont. less CMAs
13 : Other Sales and Service Personnel		2	0	0.0 %	5.4 %	0	0	
Employment Equity Occupational Group	N.B. less CMA	2	0	0.0 %	5.4 %	0	0	N.B. less CMA



Workplace Equity Information Management System - Enseignes Pattison Sign Group

Workforce Analysis - Detailed Report

Date: 2020-03-06

003092

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
14 : Other Manual Workers		58	2	3.4 %	6.4 %	4	-2	
Employment Equity Occupational Group	N.B. less CMA	58	2	3.4 %	6.4 %	4	-2	N.B. less CMA
Total		307	7	2.3 %	3.7 %	11	-4	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workplace Equity Information Management System - Enseignes Pattison Sign Group

Workforce Analysis - Detailed Report

Date: 2020-03-06

003093

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	19	0	0.0 %	17.6 %	3	-3	National
03 : Professionals		14	0	0.0 %	32.0 %	4	-4	
1111 : Financial auditors and accountants	National	4	0	0.0 %	32.3 %	1	-1	National
1121 : Human resources professionals	National	1	0	0.0 %	16.7 %	0	0	National
2131 : Civil engineers	National	1	0	0.0 %	30.0 %	0	0	National
2171 : Information systems analysts and consultants	National	4	0	0.0 %	38.6 %	2	-2	National
2174 : Computer programmers and interactive media developers	National	3	0	0.0 %	34.2 %	1	-1	National
4021 : College and other vocational instructors	National	1	0	0.0 %	14.9 %	0	0	National
04 : Semi-Professionals and Technicians		49	3	6.1 %	5.2 %	3	0	
2231 : Civil engineering technologists and technicians	New Brunswick	1	0	0.0 %	1.1 %	0	0	New Brunswick
2233 : Industrial engineering and manufacturing technologists and technicians	New Brunswick	2	0	0.0 %	6.1 %	0	0	New Brunswick
2234 : Construction estimators	New Brunswick	11	1	9.1 %	0.0 %	0	1	New Brunswick
2234 : Construction estimators	Ontario	1	0	0.0 %	18.2 %	0	0	Ontario
2242 : Electronic service technicians (household and business equipment)	New Brunswick	1	0	0.0 %	1.8 %	0	0	New Brunswick
2252 : Industrial designers	New Brunswick	4	0	0.0 %	0.0 %	0	0	New Brunswick
2253 : Drafting technologists and technicians	New Brunswick	11	1	9.1 %	2.7 %	0	1	New Brunswick
2263 : Inspectors in public and environmental health and occupational health and safety	New Brunswick	1	0	0.0 %	2.1 %	0	0	New Brunswick
2282 : User support technicians	New Brunswick	4	0	0.0 %	5.9 %	0	0	New Brunswick
5241 : Graphic designers and illustrators	British Columbia	1	0	0.0 %	31.4 %	0	0	British Columbia
5241 : Graphic designers and illustrators	New Brunswick	5	0	0.0 %	3.3 %	0	0	New Brunswick
5241 : Graphic designers and illustrators	Ontario	2	0	0.0 %	28.6 %	1	-1	Ontario
5241 : Graphic designers and illustrators	Québec	5	1	20.0 %	11.9 %	1	0	Québec
05 : Supervisors		8	0	0.0 %	1.8 %	0	0	



Workplace Equity Information Management System - Enseignes Pattison Sign Group

Workforce Analysis - Detailed Report

Date: 2020-03-06

003094

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	N.B. less CMA	8	0	0.0 %	1.8 %	0	0	N.B. less CMA
06 : Supervisors: Crafts and Trades		13	0	0.0 %	0.0 %	0	0	
9214 : Supervisors, plastic and rubber products manufacturing	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick
9227 : Supervisors, other products manufacturing and assembly	New Brunswick	12	0	0.0 %	0.0 %	0	0	New Brunswick
07 : Administrative and Senior Clerical Personnel		29	2	6.9 %	2.6 %	1	1	
Employment Equity Occupational Group	Montréal	3	0	0.0 %	14.6 %	0	0	Montréal
Employment Equity Occupational Group	N.B. less CMA	25	1	4.0 %	1.2 %	0	1	N.B. less CMA
Employment Equity Occupational Group	Que. less CMAs	1	1	100.0 %	0.8 %	0	1	Que. less CMAs
09 : Skilled Crafts and Trades Workers		24	0	0.0 %	0.3 %	0	0	
7233 : Sheet metal workers	New Brunswick	9	0	0.0 %	0.0 %	0	0	New Brunswick
7237 : Welders and related machine operators	New Brunswick	13	0	0.0 %	0.4 %	0	0	New Brunswick
7311 : Construction millwrights and industrial mechanics	New Brunswick	2	0	0.0 %	0.5 %	0	0	New Brunswick
10 : Clerical Personnel		22	0	0.0 %	1.8 %	0	0	
Employment Equity Occupational Group	N.B. less CMA	22	0	0.0 %	1.8 %	0	0	N.B. less CMA
11 : Intermediate Sales and Service Personnel		18	4	22.2 %	24.6 %	4	0	
Employment Equity Occupational Group	Montréal	9	0	0.0 %	26.6 %	2	-2	Montréal
Employment Equity Occupational Group	Ont. less CMAs	1	1	100.0 %	3.2 %	0	1	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	7	3	42.9 %	25.9 %	2	1	Ottawa - Gatineau
Employment Equity Occupational Group	Victoria	1	0	0.0 %	18.1 %	0	0	Victoria
12 : Semi-Skilled Manual Workers		48	1	2.1 %	1.8 %	1	0	
Employment Equity Occupational Group	N.B. less CMA	47	1	2.1 %	1.8 %	1	0	N.B. less CMA
Employment Equity Occupational Group	Ont. less CMAs	1	0	0.0 %	2.3 %	0	0	Ont. less CMAs
13 : Other Sales and Service Personnel		2	0	0.0 %	2.6 %	0	0	
Employment Equity Occupational Group	N.B. less CMA	2	0	0.0 %	2.6 %	0	0	N.B. less CMA



Workforce Analysis - Detailed Report

Date: 2020-03-06

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
			#	%	%	#		
14 : Other Manual Workers		58	1	1.7 %	2.1 %	1	0	
Employment Equity Occupational Group	N.B. less CMA	58	1	1.7 %	2.1 %	1	0	N.B. less CMA
Total		307	11	3.6 %	6.1 %	17	6	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workforce Analysis - Detailed Report

Date: 2020-03-06

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	22	0	0.0 %	5.0 %	1	-1	National
03 : Professionals	National	14	1	7.1 %	8.9 %	1	0	National
04 : Semi-Professionals and Technicians	National	49	2	4.1 %	7.6 %	4	-2	National
05 : Supervisors	National	8	1	12.5 %	27.5 %	2	-1	National
06 : Supervisors: Crafts and Trades	National	13	0	0.0 %	10.1 %	1	-1	National
07 : Administrative and Senior Clerical Personnel	National	29	0	0.0 %	10.0 %	3	-3	National
09 : Skilled Crafts and Trades Workers	National	24	2	8.3 %	7.8 %	2	0	National
10 : Clerical Personnel	National	22	0	0.0 %	9.3 %	2	-2	National
11 : Intermediate Sales and Service Personnel	National	18	0	0.0 %	10.8 %	2	-2	National
12 : Semi-Skilled Manual Workers	National	48	3	6.3 %	10.3 %	5	-2	National
13 : Other Sales and Service Personnel	National	2	1	50.0 %	10.7 %	0	1	National
14 : Other Manual Workers	National	58	6	10.3 %	6.8 %	4	2	National
Total		307	16	5.2 %	8.9 %	27	-11	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2020-03-06

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
06 : Supervisors: Crafts and Trades	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
09 : Skilled Crafts and Trades Workers	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA
13 : Other Sales and Service Personnel	EEOG	CMA
14 : Other Manual Workers	EEOG	CMA



Workforce Analysis - Detailed Report

Date: 2020-03-06

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
06 : Supervisors: Crafts and Trades	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
09 : Skilled Crafts and Trades Workers	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National
13 : Other Sales and Service Personnel	EEOG	National
14 : Other Manual Workers	EEOG	National



Workplace Equity Information Management System - Enseignes Pattison Sign Group

Default Workforce Analysis System - Summary Report

Date: 2020-03-06

Women

Employment Equity Occupational Group	All employees #	Representation		Women Availability		Differ ence#
		#	%	%	#	
01: Senior Management	3	1	33.3 %	27.6 %	1	0
02: Middle management and other directors	19	8	42.1 %	39.4 %	7	1
03: Professionals	14	6	42.9 %	37.8 %	5	1
04: Semi-professional and technical staff	49	13	26.5 %	26.6 %	13	0
05: Supervisors	8	5	62.5 %	66.6 %	5	0
06 : Foremen	13	0	0.0 %	8.4 %	1	-1
07: Administrative and Senior Clerical Staff	29	18	62.1 %	85.3 %	25	-7
09: Skilled workers and artisans	24	0	0.0 %	6.8 %	2	-2
10 : Office staff	22	17	77.3 %	71.3 %	16	1
11: Intermediate sales and service personnel	18	6	33.3 %	63.9 %	12	-6
12: Skilled Manual Workers	48	4	8.3 %	15.4 %	7	-3
13: Other sales and service personnel	2	1	50.0 %	61.7 %	1	0
14: Other manual workers	58	11	19.0 %	25.3 %	15	-4
Total	307	90	29.3 %	35.8 %	110	-20

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



Workplace Equity Information Management System - Enseignes Pattison Sign Group

Default Workforce Analysis System - Summary Report

Date: 2020-03-06

Aboriginal

Employment Equity Occupational Group	All employees #	Aboriginal Representation		Aboriginal Availability		Difference #
		#	%	%	#	
01: Senior Management	3	0	0.0 %	3.2 %	0	0
02: Middle management and other directors	19	0	0.0 %	2.7 %	1	-1
03: Professionals	14	0	0.0 %	1.5 %	0	0
04: Semi-professional and technical staff	49	2	4.1 %	2.2 %	1	1
05: Supervisors	8	0	0.0 %	4.8 %	0	0
06 : Foremen	13	1	7.7 %	1.4 %	0	1
07: Administrative and Senior Clerical Staff	29	0	0.0 %	3.1 %	1	-1
09: Skilled workers and artisans	24	1	4.2 %	3.6 %	1	0
10 : Office staff	22	0	0.0 %	3.7 %	1	-1
11: Intermediate sales and service personnel	18	0	0.0 %	2.3 %	0	0
12: Skilled Manual Workers	48	1	2.1 %	4.3 %	2	-1
13: Other sales and service personnel	2	0	0.0 %	5.4 %	0	0
14: Other manual workers	58	2	3.4 %	6.4 %	4	-2
Total	307	7	2.3 %	3.7 %	11	-4

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



Workplace Equity Information Management System - Enseignes Pattison Sign Group

Default Workforce Analysis System - Summary Report

Date: 2020-03-06

Members of Visible Minorities

Employment Equity Occupational Group	All employees #	Members of Visible Minorities				Differ ence #
		Representation		Availability		
	#	#	%	%	#	#
01: Senior Management	3	0	0.0 %	11.5 %	0	0
02: Middle management and other directors	19	0	0.0 %	17.6 %	3	-3
03: Professionals	14	0	0.0 %	32.0 %	4	-4
04: Semi-professional and technical staff	49	3	6.1 %	5.2 %	3	0
05: Supervisors	8	0	0.0 %	1.8 %	0	0
06 : Foremen	13	0	0.0 %	0.0 %	0	0
07: Administrative and Senior Clerical Staff	29	2	6.9 %	2.6 %	1	1
09: Skilled workers and artisans	24	0	0.0 %	0.3 %	0	0
10 : Office staff	22	0	0.0 %	1.8 %	0	0
11: Intermediate sales and service personnel	18	4	22.2 %	24.6 %	4	0
12: Skilled Manual Workers	48	1	2.1 %	1.8 %	1	0
13: Other sales and service personnel	2	0	0.0 %	2.6 %	0	0
14: Other manual workers	58	1	1.7 %	2.1 %	1	0
Total	307	11	3.6 %	6.1 %	17	-6

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



Workplace Equity Information Management System - Enseignes Pattison Sign Group

Default Workforce Analysis System - Summary Report

Date: 2020-03-06

Persons with disabilities

Employment Equity Occupational Group	All employees #	Persons with disabilities		Difference #		
		Representation #	Availability %			
01/02 : Executives	22	0	0.0 %	5.0 %	1	-1
03: Professionals	14	1	7.1 %	8.9 %	1	0
04: Semi-professional and technical staff	49	2	4.1 %	7.6 %	4	-2
05: Supervisors	8	1	12.5 %	27.5 %	2	-1
06 : Foremen	13	0	0.0 %	10.1 %	1	-1
07: Administrative and Senior Clerical Staff	29	0	0.0 %	10.0 %	3	-3
09: Skilled workers and artisans	24	2	8.3 %	7.8 %	2	0
10 : Office staff	22	0	0.0 %	9.3 %	2	-2
11: Intermediate sales and service personnel	18	0	0.0 %	10.8 %	2	-2
12: Skilled Manual Workers	48	3	6.3 %	10.3 %	5	-2
13: Other sales and service personnel	2	1	50.0 %	10.7 %	0	1
14: Other manual workers	58	6	10.3 %	6.8 %	4	2
Total	307	16	5.2 %	8.9 %	27	-11

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



Default Workforce Analysis System - Summary Report

Date: 2020-03-06

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

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01: Senior Management	EEOG	National
02: Middle management and other directors	EEOG	National
03: Professionals	CNP	National
04: Semi-professional and technical staff	CNP	Provincial
05: Supervisors	EEOG	CMA
06 : Foremen	CNP	Provincial
07: Administrative and Senior Clerical Staff	EEOG	CMA
08: Specialized sales and service personnel	CNP	Provincial
09: Skilled workers and artisans	CNP	Provincial
10 : Office staff	EEOG	CMA
11: Intermediate sales and service personnel	EEOG	CMA
12: Skilled Manual Workers	EEOG	CMA
13: Other sales and service personnel	EEOG	CMA
14: Other manual workers	EEOG	CMA



Default Workforce Analysis System - Summary Report

Date: 2020-03-06

Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	CPEME	National
3. : Professionals	CPEME	National
4.: Semi-professional and technical staff 05 : Supervisors	CPEME	National
6. Foremen	CPEME	National
7.08: Specialized sales and service personnel 09: Skilled workers and craftspeople	CPEME	National
10 : Clerical staff	CPEME	National
1111: Intermediate sales and service personnel 12: Skilled manual workers	CPEME	National
13: Other sales and service personnel 14: Other manual workers	CPEME	National
	CPEME	National
	CPEME	National
	CPEME	National
	CPEME	National
	CPEME	National
	CPEME	National
	CPEME	National
	CPEME	National

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Ensignes Pattison Sign Group
2020-06-03

Data from First/Previous Workforce Analysis
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Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2017	03	08

Data from Subsequent/Current Workforce Analysis
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Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2020	03	06

Employment Equity Occupational Group (EEOG)		Table 1: Women		
		First/Previous Workforce Analysis		
		All Employees	Women	
		#	Representation #	Availability* %
01	Senior Managers	5	1	27.4
02	Middle & Other Managers	9	2	38.9
03	Professionals	16	5	39.7
04	Semi-Professionals & Technicians	49	14	20.2
05	Supervisors	9	6	64.3
06	Supervisors: Crafts & Trades	19	0	12.6
07	Administrative & Senior Clerical Personnel	44	30	85.9
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	23	1	3.3
10	Clerical Personnel	19	14	72.6
11	Intermediate Sales & Service Personnel	25	13	63.6
12	Semi-Skilled Manual Workers	54	4	15.7
13	Other Sales & Service Personnel	1	1	61.1
14	Other Manual Workers	74	16	25.1
Total		347	107	36.1

Employment Equity Occupational Group (EEOG)		Table 5: Women		
		Subsequent/Current Workforce Analysis		
		All Employees	Women	
		#	Representation #	Availability* %
		3	1	27.6
		19	8	39.4
		14	6	37.8
		49	13	26.6
		8	5	66.6
		13	0	8.4
		29	18	85.3
		0	0	0.0
		24	0	6.8
		22	17	71.3
		18	6	63.9
		48	4	15.4
		2	1	61.7
		58	11	25.3
Total		307	90	35.8

* Source:
2011 National Household Survey

* Source:
2016 Census

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Ensignes Pattison Sign Group
2020-06-03

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2017	03	08

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2020	03	06

Employment Equity Occupational Group (EEOG)		Table 2: Aboriginal Peoples		
		First/Previous Workforce Analysis		
		All Employees	Aboriginal Peoples	
		#	Representation #	Availability* %
01	Senior Managers	5	0	2.9
02	Middle & Other Managers	9	0	2.2
03	Professionals	16	0	1.3
04	Semi-Professionals & Technicians	49	2	0.7
05	Supervisors	9	0	2.7
06	Supervisors: Crafts & Trades	19	0	0.0
07	Administrative & Senior Clerical Personnel	44	2	26.0
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	23	1	0.9
10	Clerical Personnel	19	0	3.0
11	Intermediate Sales & Service Personnel	25	0	2.1
12	Semi-Skilled Manual Workers	54	2	3.0
13	Other Sales & Service Personnel	1	0	3.9
14	Other Manual Workers	74	2	4.6
Total		347	9	2.5

Employment Equity Occupational Group (EEOG)		Table 6: Aboriginal Peoples		
		Subsequent/Current Workforce Analysis		
		All Employees	Aboriginal Peoples	
		#	Representation #	Availability* %
		3	0	3.2
		19	0	2.7
		14	0	1.5
		49	2	2.2
		8	0	4.8
		13	1	1.4
		29	0	3.1
		0	0	0.0
		24	1	3.6
		22	0	3.7
		18	0	2.3
		48	1	4.3
		2	0	5.4
		58	2	6.4
		307	7	3.7

*** Source:**
2011 National Household Survey

*** Source:**
2016 Census

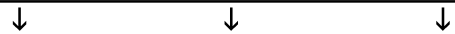
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Ensignes Pattison Sign Group
2020-06-03

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2017	03	08

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2020	03	06

Employment Equity Occupational Group (EEOG)		Table 3: Members of Visible Minorities		
		First/Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
			Representation	Availability*
#	#	%		
01	Senior Managers	5	0	10.1
02	Middle & Other Managers	9	0	15.0
03	Professionals	16	0	27.6
04	Semi-Professionals & Technicians	49	1	3.2
05	Supervisors	9	0	7.1
06	Supervisors: Crafts & Trades	19	0	0.0
07	Administrative & Senior Clerical Personnel	44	1	1.5
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	23	0	0.0
10	Clerical Personnel	19	0	1.9
11	Intermediate Sales & Service Personnel	25	5	20.9
12	Semi-Skilled Manual Workers	54	1	1.1
13	Other Sales & Service Personnel	1	0	2.0
14	Other Manual Workers	74	1	0.8
Total		347	9	4.6

*** Source:**
2011 National Household Survey

Employment Equity Occupational Group (EEOG)		Table 7: Members of Visible Minorities		
		Subsequent/Current Workforce Analysis		
		All Employees	Members of Visible Minorities	
			Representation	Availability*
#	#	%		
		3	0	11.5
		19	0	17.6
		14	0	32.0
		49	3	5.2
		8	0	1.8
		13	0	0.0
		29	2	2.6
		0	0	0.0
		24	0	0.3
		22	0	1.8
		18	4	24.6
		48	1	1.8
		2	0	2.6
		58	1	2.1
		307	11	6.1

*** Source:**
2016 Census

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Ensignes Pattison Sign Group

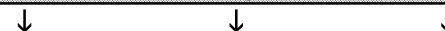
2020-06-03

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2017	03	08

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2020	03	06

Table 4: Persons with Disabilities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
01/02	Managers	14	0	4.3
03	Professionals	16	1	3.8
04	Semi-Professionals & Technicians	49	1	4.6
05	Supervisors	9	0	13.9
06	Supervisors: Crafts & Trades	19	1	7.8
07	Administrative & Senior Clerical Personnel	44	1	3.4
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	23	0	3.8
10	Clerical Personnel	19	0	7.0
11	Intermediate Sales & Service Personnel	25	0	5.6
12	Semi-Skilled Manual Workers	54	5	4.8
13	Other Sales & Service Personnel	1	0	6.3
14	Other Manual Workers	74	9	5.3
Total		347	18	5.2

* 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*
		#	#	%
		22	0	5.0
		14	1	8.9
		49	2	7.6
		8	1	27.5
		13	0	10.1
		29	0	10.0
		0	0	0.0
		24	2	7.8
		22	0	9.3
		18	0	10.8
		48	3	10.3
		2	1	10.7
		58	6	6.8
Total		307	16	8.9

* Source:

2017 Canadian Survey on Disability

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Ensignes Pattison Sign Group

2020-06-03

Start Date of Flow Data		
YYYY	MM	DD
2017	03	08

End Date of Flow Data		
YYYY	MM	DD
2020	03	06

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

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↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

Table 1: Women

Table 5: Women

Table 9: Women

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	2	1	0	0
03 Professionals	1	0	0	0
04 Semi-Professionals & Technicians	17	3	2	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	1	0	0	0
07 Administrative & Senior Clerical Personnel	13	8	1	1
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	4	0	0	0
10 Clerical Personnel	4	3	2	2
11 Intermediate Sales & Service Personnel	7	7	0	0
12 Semi-Skilled Manual Workers	10	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	30	6	0	0
Total	89	28	5	3

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

Full-time / National		Part-time / National	
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#
0	0	0	0
5	1	0	0
3	0	0	0
14	5	1	0
1	0	0	0
5	0	0	0
16	11	0	0
0	0	0	0
6	1	0	0
4	3	0	0
13	13	0	0
18	1	1	0
0	0	0	0
37	9	0	0
122	44	2	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Ensignes Pattison Sign Group

2020-06-03

Start Date of Flow Data		
YYYY	MM	DD
2017	03	08

End Date of Flow Data		
YYYY	MM	DD
2020	03	06

Data from Form 4 - Employees Hired

↓ ↓ ↓ ↓

Table 2: 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	0	0	0	0
02 Middle & Other Managers	2	0	0	0
03 Professionals	1	0	0	0
04 Semi-Professionals & Technicians	17	1	2	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	1	0	0	0
07 Administrative & Senior Clerical Personnel	13	1	1	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	4	0	0	0
10 Clerical Personnel	4	0	2	0
11 Intermediate Sales & Service Personnel	7	0	0	0
12 Semi-Skilled Manual Workers	10	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	30	1	0	0
Total	89	3	5	0

Data from Form 5 - Employees Promoted

↓ ↓ ↓ ↓

Table 6: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	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	0	0	0	0

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	5	0	0	0
03 Professionals	3	0	0	0
04 Semi-Professionals & Technicians	14	0	1	0
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	5	0	0	0
07 Administrative & Senior Clerical Personnel	16	3	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	6	0	0	0
10 Clerical Personnel	4	0	0	0
11 Intermediate Sales & Service Personnel	13	0	0	0
12 Semi-Skilled Manual Workers	18	1	1	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	37	1	0	0
Total	122	5	2	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Ensignes Pattison Sign Group

2020-06-03

Start Date of Flow Data		
YYYY	MM	DD
2017	03	08

End Date of Flow Data		
YYYY	MM	DD
2020	03	06

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

Table 3: Persons with Disabilities

Table 7: Persons with Disabilities

Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	2	0	0	0
03 Professionals	1	0	0	0
04 Semi-Professionals & Technicians	17	1	2	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	1	0	0	0
07 Administrative & Senior Clerical Personnel	13	0	1	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	4	1	0	0
10 Clerical Personnel	4	0	2	1
11 Intermediate Sales & Service Personnel	7	0	0	0
12 Semi-Skilled Manual Workers	10	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	30	2	0	0
Total	89	4	5	1

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

Full-time / National		Part-time / National	
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
0	0	0	0
5	0	0	0
3	0	0	0
14	0	1	0
1	0	0	0
5	1	0	0
16	0	0	0
0	0	0	0
6	0	0	0
4	0	0	0
13	0	0	0
18	3	1	0
0	0	0	0
37	2	0	0
122	6	2	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Ensignes Pattison Sign Group

2020-06-03

Start Date of Flow Data		
YYYY	MM	DD
2017	03	08

End Date of Flow Data		
YYYY	MM	DD
2020	03	06

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 4: Members of Visible Minorities

Table 8: Members of Visible Minorities

Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	2	0	0	0
03 Professionals	1	0	0	0
04 Semi-Professionals & Technicians	17	3	2	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	1	0	0	0
07 Administrative & Senior Clerical Personnel	13	1	1	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	4	0	0	0
10 Clerical Personnel	4	0	2	0
11 Intermediate Sales & Service Personnel	7	3	0	0
12 Semi-Skilled Manual Workers	10	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	30	0	0	0
Total	89	7	5	0

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

Full-time / National		Part-time / National	
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
0	0	0	0
5	0	0	0
3	0	0	0
14	1	1	0
1	0	0	0
5	0	0	0
16	0	0	0
0	0	0	0
6	0	0	0
4	0	0	0
13	4	0	0
18	0	1	0
0	0	0	0
37	0	0	0
122	5	2	0

Federal Contractors Program Achievement Report

003113

Part 3: Goals

Ensignes Pattison Sign Group

2020-06-03

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)	First/Previous Short-term Goals																		
	All Employees								Women										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2017-03-08	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2017-03-08	Annually	Over 3 Years	#	#	%	%	#	#	%	%
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%	
01 Senior Managers	5	-15.7%		0	0.0%		0	0	1	0.0%	0	0	0	27.4%	0	0	20.0%	20.0%	
02 Middle & Other Managers	9	28.3%	0.3%	0	35.7%	0.0%	0	0	2	0.0%	0	2	0	38.9%	38.9%	-2	-2	22.2%	22.2%
03 Professionals	16	-4.4%	0.6%	0	20.0%	0.3%	0	0	5	0.3%	0	1	0	39.7%	39.7%	-1	-1	31.3%	31.3%
04 Semi-Professionals & Tech	49	0.0%		0	30.6%		0	0	14	0.0%	0	-4	0	20.2%	20.2%	4	4	28.6%	28.6%
05 Supervisors	9	-3.9%		0	11.8%		0	0	6	0.0%	0	0	0	64.3%	0	0	66.7%	66.7%	
06 Supervisors: Crafts & Trades	19	-11.9%	0.0%	0	31.3%	0.0%	0	0	0	0.0%	0	2	0	12.6%	12.6%	-2	-2	0.0%	0.0%
07 Administrative & Sr Clerical	44	-13.0%		0	43.8%		0	0	30	0.0%	0	8	0	85.9%	-8	-8	68.2%	68.2%	
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	23	1.4%		0	25.5%		0	0	1	0.0%	0	0	0	3.3%	0	0	4.3%	4.3%	
10 Clerical Personnel	19	5.0%		0	19.5%		0	0	14	0.0%	0	0	0	72.6%	0	0	73.7%	73.7%	
11 Intermediate Sales & Service	25	-10.4%		0	60.5%		0	0	13	0.0%	0	3	0	63.6%	-3	-3	52.0%	52.0%	
12 Semi-Skilled Manual	54	-3.9%	1.2%	2	37.3%	1.2%	2	4	4	1.2%	0	5	1	15.7%	15.7%	-4	-4	7.4%	8.9%
13 Other Sales & Service	1	26.0%		0	0.0%		0	0	1	0.0%	0	0	0	61.1%	0	0	100.0%	100.0%	
14 Other Manual Workers	74	-7.8%	1.4%	3	56.1%	3.7%	8	11	16	3.7%	2	5	3	25.1%	25.1%	-3	-2	21.6%	22.1%
Total	347	-4.0%		0	37.9%		0	0	107	0.0%	0	18	0	36.1%	-18	-18	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	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	1	50.0	Low turnover rate. It is more difficult to recruit women in this category. It is unlikely that new positions will be created.
03 Professionals	0	0.0	1	100.0	
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	1	50.0	Low turnover rate. It is more difficult to recruit women in this category. It is unlikely that new positions will be created; if anything, staff reductions are expected in this category.
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	4	100.0	
13 Other Sales & Service	0	0.0	0	0.0	

Federal Contractors Program Achievement Report

003114

Part 3: Goals

Ensignes Pattison Sign Group

2020-06-03

14	Other Manual Workers	1	33.0	2	67.0
Total		1		9	

Federal Contractors Program Achievement Report

003115

Part 3: Goals

Ensignes Pattison Sign Group

2020-06-03

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		Annually	Over 3 Years					
	2017-03-08	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-03-08	Annually	Over 3 Years	Annually	Over 3 Years	2017	2020						
	#	%	%	#	%	%	#	#	#	%	#	%	#	%	%	#	#	%	%	
01 Senior Managers	5	-15.7%		0	0.0%		0	0	0	0.0%	0	0	0	0	2.9%	0	0	0.0%	0.0%	
02 Middle & Other Managers	9	28.3%		0	35.7%		0	0	0	0.0%	0	0	0	2.2%	0	0	0.0%	0.0%		
03 Professionals	16	-4.4%		0	20.0%		0	0	0	0.0%	0	0	0	1.3%	0	0	0.0%	0.0%		
04 Semi-Professionals & Tech	49	0.0%		0	30.6%		0	2	0.0%	0	-2	0	0	0.7%	2	2	4.1%	4.1%		
05 Supervisors	9	-3.9%		0	11.8%		0	0	0.0%	0	0	0	0	2.7%	0	0	0.0%	0.0%		
06 Supervisors: Crafts & Trades	19	-11.9%		0	31.3%		0	0	0.0%	0	0	0	0	0.0%	0	0	0.0%	0.0%		
07 Administrative & Sr Clerical	44	-13.0%		0	43.8%		0	2	0.0%	0	9	0	0	26.0%	-9	-9	4.5%	4.5%		
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
09 Skilled Crafts & Trades	23	1.4%		0	25.5%		0	1	0.0%	0	-1	0	0	0.9%	1	1	4.3%	4.3%		
10 Clerical Personnel	19	5.0%	0.6%	0	19.5%	0.6%	0	0	0.6%	0	1	0	6.0%	3.0%	-1	-1	0.0%	0.0%		
11 Intermediate Sales & Service	25	-10.4%	0.3%	0	60.5%	0.3%	0	0	0.3%	0	1	0	2.1%	2.1%	-1	-1	0.0%	0.0%		
12 Semi-Skilled Manual	54	-3.9%		0	37.3%		0	2	0.0%	0	0	0	0	3.0%	0	0	3.7%	3.7%		
13 Other Sales & Service	1	26.0%		0	0.0%		0	0	0.0%	0	0	0	0	3.9%	0	0	0.0%	0.0%		
14 Other Manual Workers	74	-7.8%	1.4%	3	56.1%	3.7%	8	11	3.7%	0	2	1	4.6%	4.6%	-1	-1	2.7%	3.9%		
Total	347	-4.0%		0	37.9%		0	0	9	0.0%	0	0	0	2.5%	0	0	2.6%	2.6%		

† 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	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	The Indigenous population rate is low in our region, and if they apply for this category, they do not self-identify as Indigenous people. The turnover rate is very low.
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	The Indigenous population rate is low in our region, and if they apply for this category, they do not self-identify as Indigenous people. The turnover rate is very low. It is unlikely that new positions v
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

003116

Part 3: Goals

Ensignes Pattison Sign Group

2020-06-03

14	Other Manual Workers	0	0.0	1	0.0
Total		0		1	0.0

Federal Contractors Program Achievement Report

Part 3: Goals

Ensignes Pattison Sign Group

2020-06-03

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)		First/Previous Short-term Goals																		
		All Employees								Persons with Disabilities										
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	From - To		YYYY - YYYY						
		2017-03-08	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2017-03-08	Annually	Over 3 Years	#	2017	2020	%	#	#	%	%
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%		
01/02	Managers	14	6.3%	0.0%	0	17.9%	0.0%	0	0	0	0.0%	0	1	0	4.3%	4.3%	-1	-1	0.0%	0.0%
03	Professionals	16	-4.4%		0	20.0%		0	0	1	0.0%	0	0	0	3.8%	3.8%	0	0	6.3%	6.3%
04	Semi-Professionals & Tech	49	0.0%	0.9%	1	30.6%	0.9%	1	2	1	0.9%	0	1	0	4.6%	4.6%	-1	-1	2.0%	2.0%
05	Supervisors	9	-3.9%	0.0%	0	11.8%	0.3%	0	0	0	0.3%	0	1	0	13.9%	13.9%	-1	-1	0.0%	0.0%
06	Supervisors: Crafts & Trades	19	-11.9%		0	31.3%		0	0	1	0.0%	0	0	0	7.8%	7.8%	0	0	5.3%	5.3%
07	Administrative & Sr Clerical	44	-13.0%		0	43.8%		0	0	1	0.0%	0	0	0	3.4%	3.4%	0	0	2.3%	2.3%
08	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
09	Skilled Crafts & Trades	23	1.4%	0.3%	0	25.5%	0.9%	1	1	0	0.9%	0	1	0	3.8%	3.8%	-1	-1	0.0%	0.0%
10	Clerical Personnel	19	5.0%	0.6%	0	19.5%	0.6%	0	0	0	0.6%	0	1	0	7.0%	7.0%	-1	-1	0.0%	0.0%
11	Intermediate Sales & Service	25	-10.4%	0.3%	0	60.5%	0.3%	0	0	0	0.3%	0	1	0	5.6%	5.6%	-1	-1	0.0%	0.0%
12	Semi-Skilled Manual	54	-3.9%		0	37.3%		0	0	5	0.0%	0	-2	0	4.8%	4.8%	2	2	9.3%	9.3%
13	Other Sales & Service	1	26.0%		0	0.0%		0	0	0	0.0%	0	0	0	6.3%	6.3%	0	0	0.0%	0.0%
14	Other Manual Workers	74	-7.8%		0	56.1%		0	0	9	0.0%	0	-5	0	5.3%	5.3%	5	5	12.2%	12.2%
Total		347	-4.0%		0	37.9%		0	0	18	0.0%	0	0	0	5.2%	5.2%	0	0	5.2%	5.2%

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)		Persons with Disabilities				Comments
		Short-term Goals		Long-term Goals		
		%	%	%	%	
01/02	Managers	0	0.0	0	0.0	The turnover rate is very low. New positions are not being created. Candidates do not self-identify when they apply.
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	0	0.0	1	0.0	
05	Supervisors	0	0.0	0	0.0	The turnover rate is very low. It is unlikely that new positions will be created. Candidates do not self-identify when they apply.
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	The turnover rate is very low. It is unlikely that new positions will be created. Candidates do not self-identify when they apply.
10	Clerical Personnel	0	0.0	1	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	The turnover rate is very low. It is unlikely that new positions will be created. Candidates do not self-identify when they apply.
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		0		2		

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Part 3: Goals

Ensignes Pattison Sign Group

2020-06-03

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Part 3: Goals

Ensignes Pattison Sign Group

2020-06-03

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	All Employees	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
			Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			From - To	2017		2020						
		YYYY-MM-DD	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-03-08	Annually	Over 3 Years	2017	2020	%	#	#	%	%		
		#	%	%	#	%	%	#	#	#	%	#	%	%	#	#	%	%		
01	Senior Managers	5	-15.7%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	1	0	10.1%	10.1%	-1	-1	0.0%	0.0%
02	Middle & Other Managers	9	28.3%	0.0%	0	35.7%	0.0%	0	0	0	0.0%	0	1	0	15.0%	15.0%	-1	-1	0.0%	0.0%
03	Professionals	16	-4.4%	0.6%	0	20.0%	0.3%	0	0	0	0.3%	0	4	0	27.6%	27.6%	-4	-4	0.0%	0.0%
04	Semi-Professionals & Tech	49	0.0%	0.9%	1	30.6%	0.9%	1	2	1	0.9%	0	1	0	3.2%	3.2%	-1	-1	2.0%	2.0%
05	Supervisors	9	-3.9%	0.0%	0	11.8%	0.3%	0	0	0	0.3%	0	1	0	7.1%	7.1%	-1	-1	0.0%	0.0%
06	Supervisors: Crafts & Trades	19	-11.9%	0	0	31.3%	0	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%
07	Administrative & Sr Clerical	44	-13.0%	0	0	43.8%	0	0	1	0	0.0%	0	0	0	1.5%	0	0	0	2.3%	2.3%
08	Skilled Sales & Service	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
09	Skilled Crafts & Trades	23	1.4%	0	0	25.5%	0	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%
10	Clerical Personnel	19	5.0%	0	0	19.5%	0	0	0	0	0.0%	0	0	0	1.9%	0	0	0	0.0%	0.0%
11	Intermediate Sales & Service	25	-10.4%	0	0	60.5%	0	0	5	0	0.0%	0	0	0	20.9%	0	0	0	20.0%	20.0%
12	Semi-Skilled Manual	54	-3.9%	0	0	37.3%	0	0	1	0	0.0%	0	0	0	1.1%	0	0	0	1.9%	1.9%
13	Other Sales & Service	1	26.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	2.0%	0	0	0	0.0%	0.0%
14	Other Manual Workers	74	-7.8%	0	0	56.1%	0	0	1	0	0.0%	0	0	0	0.8%	0	0	0	1.4%	1.4%
Total		347	-4.0%		0	37.9%		0	0	9	0.0%	0	7	0	4.6%	-7	-7	2.6%	2.6%	

† 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 (EOG)	Members of Visible Minorities				Comments	
	Short-term Goals		Long-term Goals			
		%		%		
01	Senior Managers	0	0.0	0	0.0	The turnover rate is very low. New positions are not being created. The visible-minority population is very low in our region, and few members of visible-minority groups apply in this category.
02	Middle & Other Managers	0	0.0	0	0.0	
03	Professionals	0	0.0	1	0.0	The turnover rate is very low. It is unlikely that new positions will be created. The visible-minority population is very low in our region, and few members of visible-minority groups apply in this category.
04	Semi-Professionals & Tech	0	0.0	1	0.0	
05	Supervisors	0	0.0	0	0.0	The turnover rate is very low. It is unlikely that new positions will be created. The visible-minority population is very low in our region, and few members of visible-minority groups apply in this category.
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	

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Part 3: Goals

Ensignes Pattison Sign Group

2020-06-03

14	Other Manual Workers	0	0.0	0	0.0
Total		0		2	

Federal Contractors Program Achievement Report

003121

Part 3: Goals

Ensignes Pattison Sign Group

2020-06-03

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)	Subsequent/Current Short-term Goals																		
	All Employees								Women										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2020-03-06	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	#	%	%	#	#	%	%	
#	%	%	#	%	%	#	#	%	%	#	#	%	%	#	#	%	%		
01 Senior Managers	3	-15.7%		0	0.0%		0	0	1	0.0%	0	0	0	27.6%	0	0	33.3%	33.3%	
02 Middle & Other Managers	19	28.3%		0	35.7%		0	0	8	0.0%	0	-1	0	39.4%	1	1	42.1%	42.1%	
03 Professionals	14	-4.4%		0	20.0%		0	0	6	0.0%	0	-1	0	37.8%	1	1	42.9%	42.9%	
04 Semi-Professionals & Tech	49	0.0%		0	30.6%		0	0	13	0.0%	0	0	0	26.6%	0	0	26.5%	26.5%	
05 Supervisors	8	-3.9%		0	11.8%		0	0	5	0.0%	0	0	0	66.6%	0	0	62.5%	62.5%	
06 Supervisors: Crafts & Trades	13	-11.9%	0.0%	0	31.3%	0.0%	0	0	0	0.0%	0	1	0	8.4%	8.4%	-1	-1	0.0%	0.0%
07 Administrative & Sr Clerical	29	-13.0%	1.0%	1	43.8%	1.0%	1	2	18	1.0%	1	9	0	85.3%	-7	-9	62.1%	56.7%	
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	24	1.4%	0.3%	0	25.5%	0.3%	0	0	0	0.3%	0	2	0	6.8%	6.8%	-2	-2	0.0%	0.0%
10 Clerical Personnel	22	5.0%		0	19.5%		0	0	17	0.0%	0	-1	0	71.3%	1	1	77.3%	77.3%	
11 Intermediate Sales & Service	18	-10.4%	0.3%	0	60.5%	0.3%	0	0	6	0.3%	0	6	0	50.0%	63.9%	-6	-6	33.3%	33.3%
12 Semi-Skilled Manual	48	-3.9%	0.3%	0	37.3%	0.3%	0	0	4	0.3%	0	3	0	15.4%	15.4%	-3	-3	8.3%	8.3%
13 Other Sales & Service	2	26.0%		0	0.0%		0	0	1	0.0%	0	0	0	61.7%	0	0	50.0%	50.0%	
14 Other Manual Workers	58	-7.8%	0.6%	1	56.1%	0.6%	1	2	11	0.6%	0	4	1	25.3%	25.3%	-4	-3	19.0%	20.3%
Total	307	-4.0%		0	37.9%		0	0	90	0.0%	0	20	0	35.8%	-20	-20	29.3%	29.3%	

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

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

Table 10: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0		0.0	
02 Middle & Other Managers		0.0		0.0	
03 Professionals		0.0		0.0	
04 Semi-Professionals & Tech		0.0		0.0	
05 Supervisors		0.0		0.0	
06 Supervisors: Crafts & Trades		8.4		8.4	Low turnover rate. It is more difficult to recruit women in this category. New positions are not being created. Further staff reductions are expected in this category.
07 Administrative & Sr Clerical		0.0		0.0	Our workforce has decreased significantly over the last three years (-40). We expect the situation to stabilize and that we will be able to recruit workers over the next five years.
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		6.8		6.8	Our workforce has decreased significantly over the last three years (-40). We expect the situation to stabilize and that we will be able to recruit workers over the next five years.
10 Clerical Personnel		0.0		0.0	
11 Intermediate Sales & Service		50.0		50.0	Our workforce has decreased significantly over the last three years (-40). We expect the situation to stabilize and that we will be able to recruit workers over the next five years.
12 Semi-Skilled Manual		15.4		15.4	
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		25.3		25.3	

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Part 3: Goals

Ensignes Pattison Sign Group

2020-06-03

Total		0.0	0.0
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Federal Contractors Program Achievement Report

Part 3: Goals

Ensignes Pattison Sign Group

2020-06-03

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	From - To						2020
	2020-03-06	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2020-03-06	Annually	Over 3 Years	Annually	Over 3 Years	2020	2023	%	#	#	%	%	
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%	
01 Senior Managers	3	-15.7%		0	0.0%		0	0	0	0.0%	0	0	0	0	3.2%	0	0	0.0%	0.0%	
02 Middle & Other Managers	19	28.3%	0.0%	0	35.7%	0.3%	0	0	0	0.3%	0	1	0	2.7%	2.7%	-1	-1	0.0%	0.0%	
03 Professionals	14	-4.4%		0	20.0%		0	0	0	0.0%	0	0	0	1.5%	0	0	0.0%	0.0%		
04 Semi-Professionals & Tech	49	0.0%		0	30.6%		0	0	2	0.0%	0	-1	0	2.2%	0.0%	1	1	4.1%	4.1%	
05 Supervisors	8	-3.9%		0	11.8%		0	0	0	0.0%	0	0	0	4.8%	0	0	0.0%	0.0%		
06 Supervisors: Crafts & Trades	13	-11.9%		0	31.3%		0	0	1	0.0%	0	-1	0	1.4%	1	1	7.7%	7.7%		
07 Administrative & Sr Clerical	29	-13.0%	1.0%	1	43.8%	1.0%	1	2	0	1.0%	0	1	0	3.1%	3.1%	-1	-1	0.0%	0.0%	
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
09 Skilled Crafts & Trades	24	1.4%		0	25.5%		0	0	1	0.0%	0	0	0	3.6%	0	0	4.2%	4.2%		
10 Clerical Personnel	22	5.0%	0.6%	0	19.5%	0.6%	0	0	0	0.6%	0	1	0	3.7%	3.7%	-1	-1	0.0%	0.0%	
11 Intermediate Sales & Service	18	-10.4%		0	60.5%		0	0	0	0.0%	0	0	0	2.3%	0	0	0.0%	0.0%		
12 Semi-Skilled Manual	48	-3.9%	0.3%	0	37.3%	0.3%	0	0	1	0.3%	0	1	0	4.3%	4.3%	-1	-1	2.1%	2.1%	
13 Other Sales & Service	2	26.0%		0	0.0%		0	0	0	0.0%	0	0	0	5.4%	0	0	0.0%	0.0%		
14 Other Manual Workers	58	-7.8%	0.6%	1	56.1%	0.6%	1	2	2	0.6%	0	2	0	6.4%	6.4%	-2	-2	3.4%	3.4%	
Total	307	-4.0%		0	37.9%		0	0	7	0.0%	0	4	0	3.7%	-4	-4	2.3%	2.3%		

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
	%	%	%	%	
01 Senior Managers		0.0		0.0	
02 Middle & Other Managers		2.7		2.7	Low turnover rate. It is difficult to recruit workers for this group. New positions are not being created.
03 Professionals		0.0		0.0	
04 Semi-Professionals & Tech		0.0		0.0	
05 Supervisors		0.0		0.0	
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		3.1		3.1	Our workforce has decreased significantly over the last three years (-40). We expect the situation to stabilize and that we will be able to recruit workers over the next five years.
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		0.0		0.0	
10 Clerical Personnel		3.7		3.7	The rate of available Indigenous workers in our region is low, and if they apply for this category, they do not self-identify as Indigenous people. The turnover rate is very low. It is unlikely that new p
11 Intermediate Sales & Service		0.0		0.0	
12 Semi-Skilled Manual		4.3		4.3	The rate of available Indigenous workers in our region is low, particularly for specialized positions. If they apply for this category, they do not self-identify as Indigenous people.
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		6.4		6.4	The Indigenous population rate is low in our region, and if they apply for this category, they do not self-identify as Indigenous people.

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Part 3: Goals

Ensignes Pattison Sign Group

2020-06-03

Total		0.0	0.0
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Federal Contractors Program Achievement Report

003125

Part 3: Goals

Ensignes Pattison Sign Group

2020-06-03

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees	Persons with Disabilities																		
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			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	2020	2023	%	%	%	#	#	%	%
		2020-03-06	%	%	#	%	%	#	2020-03-06	%	#	%	#	%	%	%	#	#	%	%
01/02 Managers	22	6.3%	0.0%	0	17.9%	0.0%	0	0	0	0.0%	0	1	0	5.0%	5.0%	-1	-1	0.0%	0.0%	
03 Professionals	14	-4.4%		0	20.0%		0	0	1	0.0%	0	0	0	8.9%	8.9%	0	0	7.1%	7.1%	
04 Semi-Professionals & Tech	49	0.0%	0.0%	0	30.6%	0.0%	0	0	2	0.0%	0	2	0	7.6%	7.6%	-2	-2	4.1%	4.1%	
05 Supervisors	8	-3.9%	0.0%	0	11.8%	0.3%	0	0	1	0.3%	0	1	0	27.5%	27.5%	-1	-1	12.5%	12.5%	
06 Supervisors: Crafts & Trades	13	-11.9%	0.0%	0	31.3%	0.0%	0	0	0	0.0%	0	1	0	10.1%	10.1%	-1	-1	0.0%	0.0%	
07 Administrative & Sr Clerical	29	-13.0%	1.0%	1	43.8%	1.0%	1	2	0	1.0%	0	3	0	10.0%	10.0%	-3	-3	0.0%	0.0%	
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	24	1.4%		0	25.5%		0	0	2	0.0%	0	0	0	7.8%	7.8%	0	0	8.3%	8.3%	
10 Clerical Personnel	22	5.0%	0.6%	0	19.5%	0.6%	0	0	0	0.6%	0	2	0	9.3%	9.3%	-2	-2	0.0%	0.0%	
11 Intermediate Sales & Service	18	-10.4%	0.3%	0	60.5%	0.3%	0	0	0	0.3%	0	2	0	10.8%	10.8%	-2	-2	0.0%	0.0%	
12 Semi-Skilled Manual	48	-3.9%	0.3%	0	37.3%	0.3%	0	0	3	0.3%	0	2	0	10.3%	10.3%	-2	-2	6.3%	6.3%	
13 Other Sales & Service	2	26.0%		0	0.0%		0	0	1	0.0%	0	-1	0	10.7%	10.7%	1	1	50.0%	50.0%	
14 Other Manual Workers	58	-7.8%		0	56.1%		0	0	6	0.0%	0	-2	0	6.8%	6.8%	2	2	10.3%	10.3%	
Total	307	-4.0%		0	37.9%		0	0	16	0.0%	0	11	0	8.9%	8.9%	-11	-11	5.2%	5.2%	

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities			Comments
	Short-term Goals	Long-term Goals		
	%	%	%	
01/02 Managers	5.0		5.0	Low turnover rate. It is difficult to recruit workers for this group. New positions are not being created and no replacements are expected.
03 Professionals	0.0		0.0	
04 Semi-Professionals & Tech	7.6		7.6	Low turnover rate. It is difficult to recruit workers for this group. New positions are not being created and no replacements are expected.
05 Supervisors	27.5		27.5	Low turnover rate. It is difficult to recruit workers for this group. New positions are not being created and no replacements are expected.
06 Supervisors: Crafts & Trades	10.1		10.1	Low turnover rate. It is more difficult to recruit persons with disabilities in this category. New positions are not being created, and further staff reductions are expected in this category.
07 Administrative & Sr Clerical	10.0		10.0	Our workforce has decreased significantly over the last three years (-40). We expect the situation to stabilize and that we will be able to recruit workers over the next five years.
08 Skilled Sales & Service	0.0		0.0	
09 Skilled Crafts & Trades	0.0		0.0	
10 Clerical Personnel	9.3		9.3	The rate of persons with disabilities who apply for this category do not self-identify as such. The turnover rate is very low. It is unlikely that new positions will be created.
11 Intermediate Sales & Service	10.8		10.8	Our workforce has decreased significantly over the last three years (-40). We expect the situation to stabilize and that we will be able to recruit workers over the next five years.
12 Semi-Skilled Manual	10.3		10.3	The physical demands of the work are moderate to high. The rate of persons with disabilities who apply for this category do not self-identify as such on their applications.
13 Other Sales & Service	0.0		0.0	
14 Other Manual Workers	0.0		0.0	
Total	0.0		0.0	

Federal Contractors Program Achievement Report

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Part 3: Goals

Ensignes Pattison Sign Group

2020-06-03

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
			Actual	Projected		Actual	Projected				From - To	2020		2023						
		YYYY-MM-DD	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2020-03-06	Annually	Over 3 Years	2020	2023	%	#	#	%	%		
		#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%	
01	Senior Managers	3	-15.7%		0	0.0%		0	0	0.0%	0	0	0	0	11.5%	0	0	0.0%	0.0%	
02	Middle & Other Managers	19	28.3%	0.0%	0	35.7%	0.0%	0	0	0.0%	0	3	0	17.6%	17.6%	-3	-3	0.0%	0.0%	
03	Professionals	14	-4.4%	0.3%	0	20.0%	0.3%	0	0	0.3%	0	4	0	32.0%	32.0%	-4	-4	0.0%	0.0%	
04	Semi-Professionals & Tech	49	0.0%		0	30.6%		0	0	0.0%	0	0	0	5.2%	5.2%	0	0	6.1%	6.1%	
05	Supervisors	8	-3.9%		0	11.8%		0	0	0.0%	0	0	0	1.8%	1.8%	0	0	0.0%	0.0%	
06	Supervisors: Crafts & Trades	13	-11.9%		0	31.3%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	
07	Administrative & Sr Clerical	29	-13.0%		0	43.8%		0	2	0.0%	0	-1	0	2.6%	2.6%	1	1	6.9%	6.9%	
08	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
09	Skilled Crafts & Trades	24	1.4%		0	25.5%		0	0	0.0%	0	0	0	0.3%	0.3%	0	0	0.0%	0.0%	
10	Clerical Personnel	22	5.0%		0	19.5%		0	0	0.0%	0	0	0	1.8%	1.8%	0	0	0.0%	0.0%	
11	Intermediate Sales & Service	18	-10.4%		0	60.5%		0	4	0.0%	0	0	0	24.6%	24.6%	0	0	22.2%	22.2%	
12	Semi-Skilled Manual	48	-3.9%		0	37.3%		0	1	0.0%	0	0	0	1.8%	1.8%	0	0	2.1%	2.1%	
13	Other Sales & Service	2	26.0%		0	0.0%		0	0	0.0%	0	0	0	2.6%	2.6%	0	0	0.0%	0.0%	
14	Other Manual Workers	58	-7.8%		0	56.1%		0	1	0.0%	0	0	0	2.1%	2.1%	0	0	1.7%	1.7%	
Total		307	-4.0%		0	37.9%		0	11	0.0%	0	8	0	6.1%	6.1%	-8	-8	3.6%	3.6%	

† 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	17.6		17.6	Low turnover rate. It is difficult to recruit workers for this group. New positions are not being created.
03	Professionals	32.0		32.0	The turnover rate is very low. It is unlikely that new positions will be created. The visible-minority population is very low in our region, and few applicants are members of visible-minority groups.
04	Semi-Professionals & Tech	0.0		0.0	
05	Supervisors	0.0		0.0	
06	Supervisors: Crafts & Trades	0.0		0.0	
07	Administrative & Sr Clerical	0.0		0.0	
08	Skilled Sales & Service	0.0		0.0	
09	Skilled Crafts & Trades	0.0		0.0	
10	Clerical Personnel	0.0		0.0	
11	Intermediate Sales & Service	0.0		0.0	
12	Semi-Skilled Manual	0.0		0.0	
13	Other Sales & Service	0.0		0.0	
14	Other Manual Workers	0.0		0.0	

Federal Contractors Program Achievement Report

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Part 3: Goals

Ensignes Pattison Sign Group

2020-06-03

Total		0.0	0.0
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Federal Contractors Program Achievement Report

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Part 4: Results - Women

Ensignes Pattison Sign Group

2020-06-03

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	2017	5	1	20.0	27.4	1	0	73.0																
	2020	3	1	33.3	27.6	1	0	120.8	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2017	9	2	22.2	38.9	4	-2	57.1																
	2020	19	8	42.1	39.4	7	1	106.9	2	1	50.0	1	0	0	0	0.0	0	0	0	5	1	20.0	1	0
03 Professionals	2017	16	5	31.3	39.7	6	-1	78.7																
	2020	14	6	42.9	37.8	5	1	113.4	1	0	0.0	0	0	0	0	0.0	0	0	0	3	0	0.0	1	-1
04 Semi-Professionals & Technicians	2017	49	14	28.6	20.2	10	4	141.4																
	2020	49	13	26.5	26.6	13	0	99.7	19	3	15.8	5	-2	0	0	0.0	0	0	0	15	5	33.3	4	1
05 Supervisors	2017	9	6	66.7	64.3	6	0	103.7																
	2020	8	5	62.5	66.6	5	0	93.8	0	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	1	-1
06 Supervisors: Crafts & Trades	2017	19	0	0.0	12.6	2	-2	0.0																
	2020	13	0	0.0	8.4	1	-1	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	5	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	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
02 Middle & Other Managers	2020	-3	1	-33.3	0	0.0	0.0	0.0	1	100.0	50.0	-66.7		
	2023	-3	1	-33.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
03 Professionals	2020	-2	0	0.0	0	0.0	0.0	0.0	1	0.0	100.0	0.0		
	2023	-2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
04 Semi-Professionals & Technicians	2020	4	3	75.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	4	3	75.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
05 Supervisors	2020	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
06 Supervisors: Crafts & Trades	2020	-4	0	0.0	0	0.0	0.0	0.0	1	0.0	50.0	0.0		
	2023	-4	0	0.0	0	0.0	8.4	0.0	0	0.0	8.4	0.0		

Federal Contractors Program Achievement Report

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Part 4: Results - Women

Ensignes Pattison Sign Group

2020-06-03

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women							
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
#	#	#	%	%	#	#	#	%	#	#	#	#	%	#	#	#	#	#	%	#	#	#		
07 Administrative & Senior Clerical	2017	44	30	68.2	85.9	38	-8	79.4																
	2020	29	18	62.1	85.3	25	-7	72.8	14	9	64.3	12	-3	0	0	0.0	0	0	0	16	11	68.8	11	0
08 Skilled Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2017	23	1	4.3	3.3	1	0	131.8																
	2020	24	0	0.0	6.8	2	-2	0.0	4	0	0.0	0	0	0	0	0.0	0	0	6	1	16.7	0	1	
10 Clerical Personnel	2017	19	14	73.7	72.6	14	0	101.5																
	2020	22	17	77.3	71.3	16	1	108.4	6	5	83.3	4	1	0	0	0.0	0	0	4	3	75.0	3	0	
11 Intermediate Sales & Service Personnel	2017	25	13	52.0	63.6	16	-3	81.8																
	2020	18	6	33.3	63.9	12	-6	52.2	7	7	100.0	4	3	0	0	0.0	0	0	13	13	100.0	7	6	
12 Semi-Skilled Manual Workers	2017	54	4	7.4	15.7	8	-4	47.2																
	2020	48	4	8.3	15.4	7	-3	54.1	10	0	0.0	2	-2	0	0	0.0	0	0	19	1	5.3	1	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2020	-2	9	-450.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	-2	9	-450.0										
08 Skilled Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0										
09 Skilled Crafts & Trades Workers	2020	-2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	-2	0	0.0			6.8	0.0			6.8	0.0		
10 Clerical Personnel	2020	2	5	250.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	2	5	250.0										
11 Intermediate Sales & Service Personnel	2020	-6	7	-116.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	-6	7	-116.7			50.0	-233.3			50.0	-233.3		
12 Semi-Skilled Manual Workers	2020	-9	0	0.0	0	0.0	0.0	0.0	4	0.0	100.0	0.0		
	2023	-9	0	0.0			15.4	0.0			15.4	0.0		

Federal Contractors Program Achievement Report

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Part 4: Results - Women

Ensignes Pattison Sign Group

2020-06-03

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	2017	1	1	100.0	61.1	1	0	163.7																
	2020	2	1	50.0	61.7	1	0	81.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2017	74	16	21.6	25.1	19	-3	86.1																
	2020	58	11	19.0	25.3	15	-4	75.0	30	6	20.0	8	-2	0	0	0.0	0	0	0	37	9	24.3	8	1
Total	2017	347	107	30.8	36.1	125	-18	85.4																
	2020	307	90	29.3	35.8	110	-20	81.9	94	31	33.0	34	-3	0	0	0.0	0	0	0	124	44	35.5	38	6

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

Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Women		Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	#	%	%	%				
13 Other Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	0	0	0.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2020	-7	6	-85.7	1	600.0	33.0	-259.7	2	300.0	67.0	-127.9	
	2023	-7	6	-85.7			25.3	-338.8			25.3	-338.8	
Total	2020	-30	31	-103.3	1	3100.0	0.0	0.0	9	344.4	0.0	0.0	
	2023	-30	31	-103.3			0.0	0.0			0.0	0.0	

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Part 5: Results - Aboriginal Peoples

Ensignes Pattison Sign Group

2020-06-03

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#				
01 Senior Managers	2017	5	0	0.0	2.9	0	0	0.0																	
	2020	3	0	0.0	3.2	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2017	9	0	0.0	2.2	0	0	0.0																	
	2020	19	0	0.0	2.7	1	-1	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	0	5	0	0.0	0	0
03 Professionals	2017	16	0	0.0	1.3	0	0	0.0																	
	2020	14	0	0.0	1.5	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	3	0	0.0	0	0
04 Semi-Professionals & Technicians	2017	49	2	4.1	0.7	0	2	583.1																	
	2020	49	2	4.1	2.2	1	1	185.5	19	1	5.3	0	1	0	0	0	0.0	0	0	0	15	0	0.0	1	-1
05 Supervisors	2017	9	0	0.0	2.7	0	0	0.0																	
	2020	8	0	0.0	4.8	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
06 Supervisors: Crafts & Trades	2017	19	0	0.0	0.0	0	0	0.0																	
	2020	13	1	7.7	1.4	0	1	549.5	1	0	0.0	0	0	0	0	0	0.0	0	0	0	5	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
02 Middle & Other Managers	2020	-3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	-3	0	0.0	2.7	0.0	0.0	0.0	2.7	0.0	0.0	0.0		
03 Professionals	2020	-2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	-2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
04 Semi-Professionals & Technicians	2020	4	1	25.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	4	1	25.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
05 Supervisors	2020	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
06 Supervisors: Crafts & Trades	2020	-4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	-4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

Federal Contractors Program Achievement Report

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Part 5: Results - Aboriginal Peoples

Ensignes Pattison Sign Group

2020-06-03

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2017	44	2	4.5	26.0	11	-9	17.5																
	2020	29	0	0.0	3.1	1	-1	0.0	14	1	7.1	0	1	0	0	0.0	0	0	0	16	3	18.8	1	2
08 Skilled Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2017	23	1	4.3	0.9	0	1	483.1																
	2020	24	1	4.2	3.6	1	0	115.7	4	0	0.0	0	0	0	0	0.0	0	0	6	0	0.0	0	0	
10 Clerical Personnel	2017	19	0	0.0	3.0	1	-1	0.0																
	2020	22	0	0.0	3.7	1	-1	0.0	6	0	0.0	0	0	0	0	0.0	0	0	4	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2017	25	0	0.0	2.1	1	-1	0.0																
	2020	18	0	0.0	2.3	0	0	0.0	7	0	0.0	0	0	0	0	0.0	0	0	13	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2017	54	2	3.7	3.0	2	0	123.5																
	2020	48	1	2.1	4.3	2	-1	48.4	10	0	0.0	0	0	0	0	0.0	0	0	19	1	5.3	1	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	2020	-2	1	-50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	-2	1	-50.0			3.1	-1612.9			3.1	-1612.9		
08 Skilled Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2020	-2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	-2	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2020	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	2	0	0.0			3.7	0.0			3.7	0.0		
11 Intermediate Sales & Service Personnel	2020	-6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	-6	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2020	-9	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	-9	0	0.0			4.3	0.0			4.3	0.0		

Federal Contractors Program Achievement Report

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Part 5: Results - Aboriginal Peoples

Ensignes Pattison Sign Group

2020-06-03

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	%	%	#	#	%	#	%	#	%	#	#	%	#	%	#	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2017	1	0	0.0	3.9	0	0	0.0																	
	2020	2	0	0.0	5.4	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	2017	74	2	2.7	4.6	3	-1	58.8																	
	2020	58	2	3.4	6.4	4	-2	53.9	30	1	3.3	2	-1	0	0	0.0	0	0	0	37	1	2.7	1	0	
Total	2017	347	9	2.6	2.5	9	0	103.7																	
	2020	307	7	2.3	3.7	11	-4	61.6	94	3	3.2	3	0	0	0	0.0	0	0	0	124	5	4.0	3	2	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	#	%	%	#	%			
13 Other Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0		
14 Other Manual Workers	2020	-7	1	-14.3	0	0.0	0.0	0.0	1	100.0	0.0		
	2023	-7	1	-14.3			6.4	-223.2			6.4	-223.2	
Total	2020	-30	3	-10.0	0	0.0	0.0	0.0	1	300.0	0.0		
	2023	-30	3	-10.0			0.0	0.0			0.0		

Federal Contractors Program Achievement Report

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Part 6: Results - Persons with Disabilities

Ensignes Pattison Sign Group

2020-06-03

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							
#	#	%	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
01&02 Managers	2017	14	0	0.0	4.3	1	-1	0.0																	
	2020	22	0	0.0	5.0	1	-1	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	0	5	0	0.0	0	0
03 Professionals	2017	16	1	6.3	3.8	1	0	164.5																	
	2020	14	1	7.1	8.9	1	0	80.3	1	0	0.0	0	0	0	0	0	0.0	0	0	0	3	0	0.0	0	0
04 Semi-Professionals & Technicians	2017	49	1	2.0	4.6	2	-1	44.4																	
	2020	49	2	4.1	7.6	4	-2	53.7	19	1	5.3	1	0	0	0	0	0.0	0	0	0	15	0	0.0	0	0
05 Supervisors	2017	9	0	0.0	13.9	1	-1	0.0																	
	2020	8	1	12.5	27.5	2	-1	45.5	0	0	0.0	0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
06 Supervisors: Crafts & Trades	2017	19	1	5.3	7.8	1	0	67.5																	
	2020	13	0	0.0	10.1	1	-1	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	5	1	20.0	0	1

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities					
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met
#	#	%	%	#	%	%	%	#	%	%	%		
01&02 Managers	2020	-3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	-3	0	0.0			5.0	0.0			5.0	0.0	
03 Professionals	2020	-2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	-2	0	0.0			0.0	0.0			0.0	0.0	
04 Semi-Professionals & Technicians	2020	4	1	25.0	0	0.0	0.0	0.0	1	100.0	0.0	0.0	
	2023	4	1	25.0			7.6	328.9			7.6	328.9	
05 Supervisors	2020	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	-1	0	0.0			27.5	0.0			27.5	0.0	
06 Supervisors: Crafts & Trades	2020	-4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	-4	0	0.0			10.1	0.0			10.1	0.0	

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Part 6: Results - Persons with Disabilities

Ensignes Pattison Sign Group

2020-06-03

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	2017	44	1	2.3	3.4	1	0	66.8																
	2020	29	0	0.0	10.0	3	-3	0.0	14	0	0.0	1	-1	0	0	0.0	0	0	0	16	0	0.0	0	0
08 Skilled Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2017	23	0	0.0	3.8	1	-1	0.0																
	2020	24	2	8.3	7.8	2	0	106.8	4	1	25.0	0	1	0	0	0.0	0	0	6	0	0.0	0	0	
10 Clerical Personnel	2017	19	0	0.0	7.0	1	-1	0.0																
	2020	22	0	0.0	9.3	2	-2	0.0	6	1	16.7	1	0	0	0	0.0	0	0	4	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2017	25	0	0.0	5.6	1	-1	0.0																
	2020	18	0	0.0	10.8	2	-2	0.0	7	0	0.0	1	-1	0	0	0.0	0	0	13	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2017	54	5	9.3	4.8	3	2	192.9																
	2020	48	3	6.3	10.3	5	-2	60.7	10	0	0.0	1	-1	0	0	0.0	0	0	19	3	15.8	2	1	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2020	-2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	-2	0	0.0			10.0	0.0			10.0	0.0		
08 Skilled Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2020	-2	1	-50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	-2	1	-50.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2020	2	1	50.0	0	0.0	0.0	0.0	1	100.0	0.0	0.0		
	2023	2	1	50.0			9.3	537.6			9.3	537.6		
11 Intermediate Sales & Service Personnel	2020	-6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	-6	0	0.0			10.8	0.0			10.8	0.0		
12 Semi-Skilled Manual Workers	2020	-9	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	-9	0	0.0			10.3	0.0			10.3	0.0		

Federal Contractors Program Achievement Report

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Part 6: Results - Persons with Disabilities

Ensignes Pattison Sign Group

2020-06-03

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		Actual	Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2017	1	0	0.0	6.3	0	0	0.0																
	2020	2	1	50.0	10.7	0	1	467.3	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2017	74	9	12.2	5.3	4	5	229.5																
	2020	58	6	10.3	6.8	4	2	152.1	30	2	6.7	2	0	0	0	0.0	0	0	0	37	2	5.4	5	-3
Total	2017	347	18	5.2	5.2	18	0	99.8																
	2020	307	16	5.2	8.9	27	-11	58.6	94	5	5.3	8	-3	0	0	0.0	0	0	0	124	6	4.8	6	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0										
14 Other Manual Workers	2020	-7	2	-28.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	-7	2	-28.6										
Total	2020	-30	5	-16.7	0	0.0	0.0	0.0	2	250.0	0.0	0.0		
	2023	-30	5	-16.7										

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Part 7: Results - Members of Visible Minorities

Ensignes Pattison Sign Group

2020-06-03

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#			
01 Senior Managers	2017	5	0	0.0	10.1	1	-1	0.0																
	2020	3	0	0.0	11.5	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
02 Middle & Other Managers	2017	9	0	0.0	15.0	1	-1	0.0																
	2020	19	0	0.0	17.6	3	-3	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	0	5	0	0.0	0
03 Professionals	2017	16	0	0.0	27.6	4	-4	0.0																
	2020	14	0	0.0	32.0	4	-4	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	3	0	0.0	0
04 Semi-Professionals & Technicians	2017	49	1	2.0	3.2	2	-1	63.8																
	2020	49	3	6.1	5.2	3	0	117.7	19	3	15.8	1	2	0	0	0	0.0	0	0	0	15	1	6.7	0
05 Supervisors	2017	9	0	0.0	7.1	1	-1	0.0																
	2020	8	0	0.0	1.8	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	1	0	0.0	0
06 Supervisors: Crafts & Trades	2017	19	0	0.0	0.0	0	0	0.0																
	2020	13	0	0.0	0.0	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	5	0	0.0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0										
02 Middle & Other Managers	2020	-3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	-3	0	0.0										
03 Professionals	2020	-2	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2023	-2	0	0.0										
04 Semi-Professionals & Technicians	2020	4	3	75.0	0	0.0	0.0	0.0	1	300.0	0.0	0.0		
	2023	4	3	75.0										
05 Supervisors	2020	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	-1	0	0.0										
06 Supervisors: Crafts & Trades	2020	-4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	-4	0	0.0										

Federal Contractors Program Achievement Report

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Part 7: Results - Members of Visible Minorities

Ensignes Pattison Sign Group

2020-06-03

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities									
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#					
07 Administrative & Senior Clerical	2017	44	1	2.3	1.5	1	0	151.5																	
	2020	29	2	6.9	2.6	1	1	265.3	14	1	7.1	0	1	0	0	0.0	0	0	0	16	0	0.0	0	0	
08 Skilled Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
09 Skilled Crafts & Trades Workers	2017	23	0	0.0	0.0	0	0	0.0																	
	2020	24	0	0.0	0.3	0	0	0.0	4	0	0.0	0	0	0	0	0.0	0	0	0	6	0	0.0	0	0	
10 Clerical Personnel	2017	19	0	0.0	1.9	0	0	0.0																	
	2020	22	0	0.0	1.8	0	0	0.0	6	0	0.0	0	0	0	0	0.0	0	0	0	4	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2017	25	5	20.0	20.9	5	0	95.7																	
	2020	18	4	22.2	24.6	4	0	90.3	7	3	42.9	2	1	0	0	0.0	0	0	0	13	4	30.8	3	1	
12 Semi-Skilled Manual Workers	2017	54	1	1.9	1.1	1	0	168.4																	
	2020	48	1	2.1	1.8	1	0	115.7	10	0	0.0	0	0	0	0	0.0	0	0	0	19	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	2020	-2	1	-50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	-2	1	-50.0										
08 Skilled Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0										
09 Skilled Crafts & Trades Workers	2020	-2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	-2	0	0.0										
10 Clerical Personnel	2020	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	2	0	0.0										
11 Intermediate Sales & Service Personnel	2020	-6	3	-50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	-6	3	-50.0										
12 Semi-Skilled Manual Workers	2020	-9	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	-9	0	0.0										

Federal Contractors Program Achievement Report

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Part 7: Results - Members of Visible Minorities

Ensignes Pattison Sign Group

2020-06-03

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities			EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap			Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#				
13 Other Sales & Service Personnel	2017	1	0	0.0	2.0	0	0	0.0																
	2020	2	0	0.0	2.6	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	2017	74	1	1.4	0.8	1	0	168.9																
	2020	58	1	1.7	2.1	1	0	82.1	30	0	0.0	1	-1	0	0	0.0	0	0	0	37	0	0.0	1	-1
Total	2017	347	9	2.6	4.6	16	-7	56.4																
	2020	307	11	3.6	6.1	19	-8	58.7	94	7	7.4	6	1	0	0	0.0	0	0	0	124	5	4.0	3	2

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	#	%	%	#	%			
13 Other Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	0	0	0.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2020	-7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	-7	0	0.0			0.0	0.0			0.0	0.0	
Total	2020	-30	7	-23.3	0	0.0	0.0	0.0	2	350.0	0.0	0.0	
	2023	-30	7	-23.3			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Ensignes Pattison Sign Group
2020-06-03

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.

We are struggling to recruit workers, particularly in our region of New Brunswick, where it is difficult to find skilled workers generally as well as in the four designated groups. There is strong competition among local employers for workers, and we are located at a distance from major centres. We work with training institutions and government programs to recruit foreign workers in order to address the labour shortage. We continue to make efforts to meet our representation objectives in the four designated groups knowing full well that these realities will persist over the coming years.

- Any reorganization or other corporate structural changes.

Our company has undergone a major structural reorganization over the last three years. Many changes were made in the way that our teams operate. As with any change, a period of adjustment and a number of difficulties are to be expected. Some of our employees left the company in the wake of these changes, and efficiency-improvement initiatives reduced our workforce in other departments. As you see, we have fewer employees in 2020 than we did in 2017. We believe that the situation will stabilize over the next three to five years, and expect new growth in our workforce. Despite all this, our efforts to recruit and replace workers continue to focus on closing the gaps in the four designated groups.

- Acquisitions, mergers or transfers of employees.

[Redacted]

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

[Redacted]

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

[Redacted]

- Other.

[Redacted]

Additional Details

Please provide any additional information (optional):

[Redacted]

**Federal Contractors Program
Report of the Subsequent Compliance Assessment**

Employer Name: Enseignes Pattison Sign Group

Primary Location: Edmundston (New Brunswick)

Number of Employees: 307

• Ontario	13
• Québec	21
• New Brunswick	271
• British Columbia	2

Organization Overview:

NAICS 3399 –Other Miscellaneous Manufacturing

Enseignes Pattison Sign Group's line of business includes manufacturing signs and advertising services. The company design and install interior and exterior signs, menu boards, drive thru display and led displays. They also offer maintenance and leasing services.

Key Dates – First Year Assessment

Initiated: 2017-03-08
 Received: 2017-03-17
 Closed: 2017-03-29
 Workforce Analysis: 2017-03-08

Key Dates – Subsequent Assessment

Initiated: 2020-03-08
 Received: 2020-03-20
 Workforce Analysis: 2020-03-06

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: None

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

Yes No

Comments: None

ASSESSMENT OF REASONABLE PROGRESS

- The previous compliance assessment revealed 22 gaps and one short-term goal was set.

Women

02	Middle & Other Managers	No goal set (gap -2)
03	Professionals	No goal set (gap -1)
06	Supervisors: Crafts & Trades	No goal set (gap -2)
07	Administrative & Senior Clerical Personnel	No goal set (gap -8)
11	Intermediate Sales & Service Personnel	No goal set (gap -3)
12	Semi-Skilled Manual Workers	No goal set (gap -4)
14	Other Manual Workers	Goal met at 600%

Assessment/Observations

- None

Aboriginal Peoples

07	Administrative & Senior Clerical Personnel	No goal set (gap -9)
10	Clerical Personnel	No goal set (gap -1)
11	Intermediate Sales & Service Personnel	No goal set (gap -1)
14	Other Manual Workers	No goal set (gap -1)

Assessment/Observations

- None

Persons with Disabilities

01/02	Managers	No goal set (gap -1)
04	Semi-Professionals & Technicians	No goal set (gap -1)
05	Supervisors	No goal set (gap -1)
09	Skilled Crafts & Trades Workers	No goal set (gap -1)
10	Clerical Personnel	No goal set (gap -1)
11	Intermediate Sales & Service Personnel	No goal set (gap -1)

Assessment/Observations

- None

Members of Visible Minorities

01	Senior Managers	No goal set (gap -1)
02	Middle & Other Managers	No goal set (gap -1)
03	Professionals	No goal set (gap -4)
04	Semi-Professionals & Technicians	No goal set (gap -1)

05	Supervisors	No goal set (gap -1)
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Assessment/Observations

- None

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
 - The goal set during the previous assessment for EEOG 14 for women was met at 600%.

ASSESSMENT OF GOALS

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

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (+3 years)		
#	Description	#	%	%	%	%
06	Supervisors: Crafts & Trades	-1	8.4	8.4	0	8.4
07	Admin & Senior Clerical Personnel	-7	-	-	62.1	85.3
09	Skilled Crafts & Trades Workers	-2	6.8	6.8	0.0	6.8
11	Intermediate Sales & Service Personnel	-6	50.0	50.0	33.3	63.9
12	Semi-Skilled Manual Workers	-3	15.4	15.4	8.3	15.4
14	Other Manual Workers	-4	25.3	25.3	19.0	25.3

Observations:

- EEOG 07: a goal is not required given that the present availability is above 50%.

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		

#	Description	#	(1 to 3 years)	(+3 years)	%	%
			%	%		
02	Middle & Other Managers	-1	2.7	2.7	0	2.7
07	Admin & Senior Clerical Personnel	-1	3.1	3.1	0	3.1
10	Clerical Personnel	-1	3.7	3.7	0	3.7
12	Semi-Skilled Manual Workers	-1	4.3	4.3	2.1	4.3
14	Other Manual Workers	-2	6.4	6.4	3.4	6.4

Observations: None

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
01/02	Managers	-1	5.0	5.0	0	5.0
04	Semi-Professionals & Technicians	-2	7.6	7.6	4.1	7.6
05	Supervisors	-1	27.5	27.5	12.5	27.5
06	Supervisors: Crafts & Trades	-1	10.1	10.1	0	10.1
07	Admin & Senior Clerical Personnel	-3	10.0	10.0	0	10.0
10	Clerical Personnel	-2	9.3	9.3	0	9.3
11	Intermediate Sales & Service Personnel	-2	10.8	10.8	0	10.8
12	Semi-Skilled Manual Workers	-2	10.3	10.3	6.3	10.3

Observations: None

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
02	Middle & Other Managers	-3	17.6	17.6	0	17.6
03	Professionals	-4	32.0	32.0	0	32.0

Observations: None

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

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

- The Workforce Analysis generally showed a stagnation of gaps in all the designated groups since the first compliance assessment.
- We encourage Enseignes Pattison Sign Group to implement special measures to ensure the achievement of the goals set during this assessment and thus increase the representation of designated group members.

Name of Analyst: Maurice N. Yakibonge

Date: 2020-05-27

From: Yakibonge, Ntambwe Maurice N [NC]
Sent: June 15, 2020 4:50 PM
To: Daniel Laplante <dlaplante@pattisonsign.com>
Cc: 'Annick Lajoie' <alajoie@pattisonsign.com>
Subject: Government of Canada Agreement Number: V030035 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Daniel Laplante:

I am writing to inform you that the subsequent compliance assessment initiated on March 8, 2020 has been completed. As a result of the assessment, Enseignes Pattison Sign Group 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 Enseignes Pattison Sign Group's employment equity program.

- The workforce analysis revealed a general stagnation of gaps for all designated groups since the first compliance assessment.
- We encourage Enseignes Pattison Sign Group to introduce special measures to ensure the achievement of the goals set during this evaluation and thus increase the representation of members of 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 March 9, 2023. 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, Enseignes Pattison Sign Group 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-rhdcc.gc.ca.

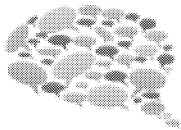
Your cooperation during the course of this compliance assessment was appreciated and we wish Enseignes Pattison Sign Group continued success in achieving a diverse and inclusive workplace.

Sincerely,

Équipe de l'équité en emploi / Workplace Equity Team

Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
ee-eme@hrsdcc-rhdcc.gc.ca

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



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