Emploi et Développement social Canada

OFFICIAL U	ISE ONL	¥
Agreeme	nt N°:	

Labour Program
Federal Contractors Program
s.24(1)

Agreement to Implement Employment Equity

	ORGANIZATION		
Legal Name of Organization		Parent company is	located outside Canada
FULLE CANADA INC		♥	Yes No
Operating Name (if different from Legal Name of Organization	on)	Procurement Bus	PG 001
		(Full-Time/Part-Tin	
Organization's North American Industry Classification Syste	m (NAICS) Code Nº		zation's NAICS Code Number please atcan.gc.ca/subjects-sujets/standard-
414430			2002/naics-scian02l-eng.htm
Official use only (if information above is incorrect)			
Procurement Business Number	Total number of employees in Ca	ınada	Organization's NAICS Code No
	HEAD OFFICE	······································	
Address (building number, street, suite, etc.)	City		Province Postal Code
GOD SUFFOR COUR	Telephone Nur	\$64U6A mber 95-66€	Fex Number
<u> </u>			
Name (print)	MPLOYMENT EQUITY CO		
CAROLONRUH			RESOURCES
Telephone Number	E-mail Address こじかy	-ahe fiji	Film.com
	CERTIFICATION		
The above-named organization: • having a combined workforce of 100 or more per 12 weeks or more in Canada, AND	manent full-time, permanent p		ry employees having worked
• intending to bid on, or being in receipt of, a federa Supply Arrangement, valued at \$1,000,000 or mo Hereby certifies its commitment to implement or main instrument, in keeping with the Federal Contractors I please refer to: http://www.esdc.gc.ca/eng/labour/equal-traportant note: If an audit of the Agreement to imple	ore (including applicable taxes tain employment equity on a Program requirements, For m uality/fcp/index.shtml ement Employment Equity un	s). n on-going basis, beyonore information on hore covers misrepresenta	and the period of the procurement w to implement employment equity
 intending to bid on, or being in receipt of, a federa Supply Arrangement, valued at \$1,000,000 or mother Hereby certifies its commitment to implement or main instrument, in keeping with the Federal Contractors I please refer to: http://www.asdc.gc.ca/ang/labour/equ 	ore (including applicable taxes tain employment equity on a Program requirements, For m uality/fcp/index.shtml ement Employment Equity un of Canada may be terminated	s). n on-going basis, beyonore information on hore covers misrepresenta	and the period of the procurement w to implement employment equity
• intending to bid on, or being in receipt of, a federa Supply Arrangement, valued at \$1,000,000 or mother to the state of the procurement instrument of the Agreement to implet the procurement instrument(s) with the Government of the state of the st	ore (including applicable taxes atain employment equity on a Program requirements. For m uality/fcp/index.shtml ement Employment Equity un of Canada may be terminated SIGNATORY	s). n on-going basis, beyo nore information on hor ncovers misrepresenta	and the period of the procurement w to implement employment equity tion on the part of the organization
intending to bid on, or being in receipt of, a feder Supply Arrangement, valued at \$1,000,000 or mother to the state of the supply Arrangement of the supply Arrangement of the supply and the suppl	ore (including applicable taxes atain employment equity on an experiment of the program requirements. For mustiv/fco/index.shtml ement Employment Equity unof Canada may be terminated SIGNATORY Officer OR an authorized personal experiment of the program of the	on in an executive pos	and the period of the procurement we to implement employment equity tion on the part of the organization with legal authority to sign a
intending to bid on, or being in receipt of, a feder Supply Arrangement, valued at \$1,000,000 or mother to the state of the supply Arrangement of the supply Arrangement of the supply and the suppl	ore (including applicable taxes atain employment equity on an experiment of the program requirements. For mustiv/fco/index.shtml ement Employment Equity unof Canada may be terminated SIGNATORY Officer OR an authorized personal experiment of the program of the	on in an executive pos	and the period of the procurement we to implement employment equity tion on the part of the organization with legal authority to sign a
intending to bid on, or being in receipt of, a feder Supply Arrangement, valued at \$1,000,000 or mother to the state of the supply Arrangement of the supply Arrangement of the supply and the supply arrangement of the supply and the supply arrangement of the supply arrangement to imply the procurement instrument(s) with the Government of the procurement instrument(s) with the Government of the supply arrangement of the supply	ore (including applicable taxes atain employment equity on an experiment of the program requirements. For mustiv/fco/index.shtml ement Employment Equity unof Canada may be terminated SIGNATORY Officer OR an authorized personal experiment of the program of the	on in an executive pos	and the period of the procurement w to implement employment equity tion on the part of the organization

FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA Reporting Period 2016-02-02 to 2019-01-15

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

		Province			
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	131	0	0	131	Calgary
Québec	13	0	0	13	Edmonton
Manitoba	1	0	0	1	Montréal
British Columbia	2	0	0	2	Toronto
Alberta	2	0	0	2	Vancouver
Total Employees in Can	ada 🕨			149	Winnipeg
					Québec

	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Calgary	1	0	0	1
Edmonton	1	0	0	1
Montréal	10	0	0	10
Toronto	126	0	0	126
Vancouver	2	0	0	2
Winnipeg	1	0	0	1
Québec	3	0	0	3
Oshawa	2	0	0	2
Hamilton	1	0	0	1
Kitchener - Cambridge - Waterloo	1	0	0	1
Barrie	1	0	0	1
Total Employ	ees in Canada	•		149



Employment and Social Emploi et Développement Development Canada social Canada

Fujifilm Canada Inc. (certificate # 060824)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Ontario

Reporting Period 2016-02-02 to 2019-01-15

Occupational Group		,	All Employee:	S		original Peor	oles	Perso	ns with Disa	bilities	Member	s of Visible N	linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Senior Managers	4	1		1									
Top Range: \$100,000 and over	3	1	1										
Bottom Range: \$100,000 and over	2	2	1	1									
	1	2	2								2	2	
	Total	6	4	2							2	2	
Middle and Other Managers	4	7	5	2							1	1	
Top Range: \$100,000 and over	3	6	4	2							2	1	1
Bottom Range: \$ 40,000 - \$44,999	2	11	5	6	1	1					3	1	2
	1	4	3	1							1	1	
	Total	28	17	11	1	1					7	4	3
Professionals	4	2	1	1									
Top Range: \$ 90,000 - \$94,999	3	5	4	1							4	4	
Bottom Range: \$ 45,000 - \$49,999	2	2	2								2	2	
	1	3	2	1							2	1	1
	Total	12	9	3							8	7	1
Semi-Professionals and Technicians	4	2	2								1	1	
Top Range: \$100,000 and over	3	4	4		1	1							
Bottom Range: \$ 25,000 - \$29,999	2	15	15					1	1		7	7	
	1	4	4								3	3	
	Total	25	25		1	1		1	1		11	11	

Page 1 of 8 Canada

Fujifilm Canada Inc. (certificate # 060824)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Ontario

Occupational Group		,	All Employee	S	Ak	original Peo _l	ples	Perso	ons with Disa	bilities	Member	s of Visible M	linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Supervisors	4	1	1								1	1	
Top Range: \$ 55,000 - \$59,999	3												
Bottom Range: \$ 40,000 - \$44,999	2												
	1	1	1								1	1	
	Total	2	2								2	2	
Supervisors: Crafts and Trades	4	3	3								1	1	
Top Range: \$ 40,000 - \$44,999	3	3	2	1									
Bottom Range: \$ 25,000 - \$29,999	2	1	1										
	1	2	1	1							1	1	
	Total	9	7	2							2	2	
Administrative and Senior Clerical Personnel	4	1	1								1	1	
Top Range: \$100,000 and over	3												
Bottom Range: \$ 40,000 - \$44,999	2												
	1	5	1	4							2	1	1
	Total	6	2	4							3	2	1
Skilled Sales and Service Personnel	4	3	3										
Top Range: \$100,000 and over	3	1	1										
Bottom Range: \$ 65,000 - \$69,999	2	2	2								1	1	
	1	2	2										
	Total	8	8								1	1	

Fujifilm Canada Inc. (certificate # 060824)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Ontario

Occupational Group		,	All Employee	s	Ab	original Peo	ples	Perso	ns with Disa	bilities	Member	s of Visible M	linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical Personnel	4	2		2							2		2
Top Range: \$ 55,000 - \$59,999	3	3	1	2							2	1	1
Bottom Range: \$ 30,000 - \$34,999	2	3		3							2		2
	1	3	1	2							1	1	
	Total	11	2	9							7	2	5
Intermediate Sales and Service Personnel	4	2	1	1									
Top Range: \$ 55,000 - \$59,999	3	1		1									
Bottom Range: \$ 35,000 - \$39,999	2	2	1	1									
	1	3		3							2		2
	Total	8	2	6							2		2
Semi-Skilled Manual Workers	4	2	2								1	1	
Top Range: \$ 40,000 - \$44,999	3	10	9	1				2	2		4	3	1
Bottom Range: \$ 25,000 - \$29,999	2	3	1	2							2	1	1
	1	1		1							1		1
	Total	16	12	4				2	2		8	5	3
Total Number of Employees	•	131	90	41	2	2		3	3		53	38	15

Fujifilm Canada Inc. (certificate # 060824)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Québec

Occupational Group		,	All Employee	S	At	original Peo _l	ples	Perso	ons with Disa	bilities	Member	rs of Visible N	√linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Middle and Other Managers	4	1	1										
Top Range: \$100,000 and over	3												
Bottom Range: \$100,000 and over	2												
	1	1	1										
	Total	2	2										
Semi-Professionals and Technicians	4	1	1										
Top Range: \$ 90,000 - \$94,999	3	1	1										
Bottom Range: \$ 50,000 - \$54,999	2	3	3										
	1	2	2										
	Total	7	7										
Administrative and Senior Clerical Personnel	4												
Top Range: \$ 50,000 - \$54,999	3												
Bottom Range: \$ 50,000 - \$54,999	2												
	1	1		1									
	Total	1		1									
Skilled Sales and Service Personnel	4	1	1										
Top Range: \$ 95,000 - \$99,999	3												
Bottom Range: \$ 90,000 - \$94,999	2												
	1	1	1										
	Total	2	2										

Form 2 A

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Québec

Occupational Group		,	All Employees	3	Ab	original Peop	oles	Perso	ns with Disa	bilities	Membe	rs of Visible N	Minorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Semi-Skilled Manual Workers	4												
Top Range: \$ 75,000 - \$79,999	3												
Bottom Range: \$ 75,000 - \$79,999	2												
	1	1	1										
	Total	1	1										
Total Number of Employees		13	12	1									

Fujifilm Canada Inc. (certificate # 060824)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Manitoba

Occupational Group		,	All Employee:	3	Ab	original Peop	oles	Perso	ns with Disa	bilities	Member	rs of Visible N	/linorities
Salary Range Col. 1	QTR	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-Professionals and Technicians	4												
Top Range: \$ 70,000 - \$74,999	3												
Bottom Range: \$ 70,000 - \$74,999	2												
	1	1	1										
	Total	1	1										
Total Number of Employees		1	1										

Fujifilm Canada Inc. (certificate # 060824)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / British Columbia

Occupational Group		F	All Employee:	3	Ab	original Peop	oles	Perso	ons with Disa	bilities	Member	s of Visible M	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Professionals	4												
Top Range: \$ 55,000 - \$59,999	3												
Bottom Range: \$ 55,000 - \$59,999	2												
	1	1	1										
	Total	1	1										
Semi-Professionals and Technicians	4												
Top Range: \$ 65,000 - \$69,999	3												
Bottom Range: \$ 65,000 - \$69,999	2												
	1	1	1										
	Total	1	1										
Total Number of Employees		2	2										

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Alberta

Reporting Period 2016-02-02 to 2019-01-15

Occupational Group		,	All Employee:	S	Ab	original Peop	oles	Perso	ns with Disa	bilities	Member	s of Visible M	/linorities
Salary Range Col. 1	QTR	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-Professionals and Technicians	4												
Top Range: \$100,000 and over	3												
Bottom Range: \$100,000 and over	2												
	1	1	1										
	Total	1	1										
Skilled Sales and Service Personnel	4												
Top Range: \$ 60,000 - \$64,999	3												
Bottom Range: \$ 60,000 - \$64,999	2												
	1	1	1										
	Total	1	1										
Total Number of Employees		2	2										

Canada

Form 3 A

Fujifilm Canada Inc. (certificate # 060824)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Ontario

Reporting Period 2016-02-02 to 2019-01-15

		All Employees		Al	original Peopl	es	Pers	ons with Disab	oilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
\$ 25,000 - \$29,999	5	3	2							4	3	1
\$ 30,000 - \$34,999	8	4	4							4	3	1
\$ 35,000 - \$37,499	6	5	1							2	1	1
\$ 37,500 - \$39,999	11	5	6				2	2		4	1	3
\$ 40,000 - \$44,999	10	8	2							4	3	1
\$ 45,000 - \$49,999	8	5	3							4	3	1
\$ 50,000 - \$59,999	20	12	8				1	1		12	8	4
\$ 60,000 - \$69,999	12	11	1							4	4	
\$ 70,000 - \$84,999	20	13	7	2	2					8	6	2
\$ 85,000 - \$99,999	10	8	2							2	1	1
\$100,000 and over	21	16	5							5	5	
Total Number of Employees	131	90	41	2	2		3	3		53	38	15

Canada

Form 3 A

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Québec

		All Employees		А	boriginal Peop	les	Pers	ons with Disab	oilities	Membe	rs of Visible M	inorities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
\$ 50,000 - \$59,999	3	2	1									
\$ 60,000 - \$69,999	3	3										
\$ 70,000 - \$84,999	2	2										
\$ 85,000 - \$99,999	3	3										
\$100,000 and over	2	2										
Total Number of Employees	13	12	1									

Form 3 A

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Manitoba

		All Employees	i	А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
\$ 70,000 - \$84,999	1	1										
Total Number of Employees	1	1										

Form 3 A

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / British Columbia

		All Employees	3	A	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible M	inorities
Salary Range	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 50,000 - \$59,999	1	1										
\$ 60,000 - \$69,999	1	1										
Total Number of Employees	2	2										

Form 3 A

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Alberta

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Salary Range	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 60,000 - \$69,999	1	1										
\$100,000 and over	1	1										
Total Number of Employees	2	2										

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Ontario

Reporting Period 2016-02-02 to 2019-01-15

		All Employees		А	boriginal Peop	les	Pers	ons with Disab	oilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	6	4	2							3	2	1
Professionals	5	3	2							3	2	1
Semi-Professionals and Technicians	2	2								1	1	
Supervisors: Crafts and Trades	5	5								1	1	
Administrative and Senior Clerical Personnel	2	1	1							2	1	1
Skilled Sales and Service Personnel	5	5										
Clerical Personnel	2		2							1		1
Intermediate Sales and Service Personnel	1		1									
Semi-Skilled Manual Workers	8	7	1							4	4	
Total Number of Employees Hired	36	27	9							15	11	4

Canada

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Québec

		All Employees	}	Al	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	1	1										
Skilled Sales and Service Personnel	1	1										
Total Number of Employees Hired	2	2										

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Ontario

	Employe	ees promoted (Employees pro	omoted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
Occupational Croup		All Employees		A	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Senior Managers	1		1									
Middle and Other Managers	4	3	1							1	1	
Supervisors: Crafts and Trades	1	1										
Total Number of Employees Promoted	6	4	2							1	1	
Total Number of Promotions	7	5	2							1	1	

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Ontario

Reporting Period 2016-02-02 to 2019-01-15

		All Employees		А	boriginal Peop	es	Pers	sons with Disab	oilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Senior Managers	1	1										
Middle and Other Managers	7	5	2							2	1	1
Professionals	5	3	2							3	2	1
Semi-Professionals and Technicians	5	5								1	1	
Supervisors: Crafts and Trades	1	1								1	1	
Administrative and Senior Clerical Personnel	1		1									
Skilled Sales and Service Personnel	6	6										
Clerical Personnel	2	1	1							1	1	
Intermediate Sales and Service Personnel	2	1	1							1	1	
Semi-Skilled Manual Workers	11	11								8	8	
Total Number of Employees Terminated	41	34	7							17	15	2

Canada

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Québec

		All Employees	i	A	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	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 Sales and Service Personnel	4	4										
Total Number of Employees Terminated	4	4										

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Manitoba

		All Employees		A	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Skilled Sales and Service Personnel	1	1										
Total Number of Employees Terminated	1	1										

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / British Columbia

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	1	1										
Semi-Professionals and Technicians	2	2										
Skilled Sales and Service Personnel	1		1									
Total Number of Employees Terminated	4	3	1									

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Alberta

	All Employees		Aboriginal Peoples			Pers	ons with Disab	ilities	Members of Visible Minorities			
Occupational Group	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
	Col. 1	C01. 2	C01. 3	C01. 4	C01. 5	C01. 6	Coi. 7	C01. 6	Coi. 9	Col. 10	C01. 1 1	C01. 12
Semi-Professionals and Technicians	2	2								1	1	
Total Number of Employees Terminated	2	2								1	1	

Workforce Analysis - Detailed Report

Date: 2019-01-16

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Repres #	sentation %	Availa %	•	p Recruitment Area #
01 : Senior Managers	National	6	2	33.3 %	27.6 %	2	0 National
•	National	30	11	36.7 %	39.4 %		1 National
22 : Middle and Other Managers	National						
33 : Professionals		13	3	23.1 %	45.9 %		-3
1123 : Professional occupations in advertising, marketing and public relations	National	6	3	50.0 %	66.6 %	4	-1 National
2171 : Information systems analysts and consultants	National	1	0	0.0 %	27.7 %	0	0 National
2174 : Computer programmers and interactive media developers	National	4	0	0.0 %	16.6 %	1	-1 National
1163: Business development officers and marketing researchers and consultants	National	2	0	0.0 %	51.3 %	1	-1 National
04 : Semi-Professionals and Technicians		35	0	0.0 %	10.9 %	4	-4
2242 : Electronic service technicians (household and business equipment)	Alberta	1	0	0.0 %	7.5 %	0	0 Alberta
2242 : Electronic service technicians (household and business equipment)	British Columbia	1	0	0.0 %	6.4 %	0	0 British Columbia
2242 : Electronic service technicians (household and business equipment)	Manitoba	1	0	0.0 %	6.6 %	0	0 Manitoba
2242 : Electronic service technicians (household and business equipment)	Ontario	18	0	0.0 %	8.0 %	1	-1 Ontario
2242 : Electronic service technicians (household and business equipment)	Québec	7	0	0.0 %	6.1 %	0	0 Québec
2282 : User support technicians	Ontario	4	0	0.0 %	23.9 %	1	-1 Ontario
5225 : Audio and video recording technicians	Ontario	2	0	0.0 %	14.7 %	0	0 Ontario
5241 : Graphic designers and illustrators	Ontario	1	0	0.0 %	50.0 %	1	-1 Ontario
D5 : Supervisors		2	0	0.0 %	52.0 %	1	-1
Employment Equity Occupational Group	Toronto	2	0	0.0 %	52.0 %	1	-1 Toronto
06 : Supervisors: Crafts and Trades		9	2	22.2 %	30.3 %	3	-1
7303 : Supervisors, printing and related occupations	Ontario	9	2	22.2 %	30.3 %	3	-1 Ontario
07 : Administrative and Senior Clerical Personnel		7	5	71.4 %	79.4 %	6	-1
Employment Equity Occupational Group	Montréal	1	1	100.0 %	80.9 %	1	0 Montréal
Employment Equity Occupational Group	Toronto	6	4	66.7 %	79.1 %	5	-1 Toronto
08 : Skilled Sales and Service Personnel		11	0	0.0 %	27.9 %	3	-3



Workforce Analysis - Detailed Report

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Women

		Women						
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avai	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
6221 : Technical sales specialists - wholesale trade	Alberta	1	0	0.0 %	23.4 %	0	0	Alberta
6221 : Technical sales specialists - wholesale trade	Ontario	8	0	0.0 %	27.9 %	2	-2	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	2	0	0.0 %	29.9 %	1	-1	Québec
10 : Clerical Personnel		11	9	81.8 %	65.5 %	7	2	
Employment Equity Occupational Group	Toronto	11	9	81.8 %	65.5 %	7	2	Toronto
11 : Intermediate Sales and Service Personnel		8	6	75.0 %	65.7 %	5	1	
Employment Equity Occupational Group	Toronto	8	6	75.0 %	65.7 %	5	1	Toronto
12 : Semi-Skilled Manual Workers		17	4	23.5 %	19.9 %	3	1	
Employment Equity Occupational Group	Montréal	1	0	0.0 %	15.9 %	0	0	Montréal
Employment Equity Occupational Group	Toronto	16	4	25.0 %	20.1 %	3	1	Toronto
Total		149	42	28.2 %	34.6 %	52	-10	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data

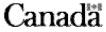


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Aboriginal Peoples

				Aborig	jinal Peoples				
Employment Equity Occupational Group	Internal Location	All Employees	•	entation	Availa	•	Gap "	Recruitment Area	
		#	#	%	%	#	#		
01 : Senior Managers	National	6	0	0.0 %	3.2 %	0	0	National	
02 : Middle and Other Managers	National	30	1	3.3 %	2.7 %	1	0	National	
03 : Professionals		13	0	0.0 %	1.7 %	0	0		
1123 : Professional occupations in advertising, marketing and public relations	National	6	0	0.0 %	2.1 %	0	0	National	
2171 : Information systems analysts and consultants	National	1	0	0.0 %	1.3 %	0	0	National	
2174 : Computer programmers and interactive media developers	National	4	0	0.0 %	1.1 %	0	0	National	
4163 : Business development officers and marketing researchers and consultants	National	2	0	0.0 %	2.0 %	0	0	National	
04 : Semi-Professionals and Technicians		35	1	2.9 %	2.1 %	1	0		
2242 : Electronic service technicians (household and business equipment)	Alberta	1	0	0.0 %	4.1 %	0	0	Alberta	
2242 : Electronic service technicians (household and business equipment)	British Columbia	1	0	0.0 %	3.4 %	0	0	British Columbia	
2242 : Electronic service technicians (household and business equipment)	Manitoba	1	0	0.0 %	9.7 %	0	0	Manitoba	
2242 : Electronic service technicians (household and business equipment)	Ontario	18	1	5.6 %	1.9 %	0	1	Ontario	
2242 : Electronic service technicians (household and business equipment)	Québec	7	0	0.0 %	1.4 %	0	0	Québec	
2282 : User support technicians	Ontario	4	0	0.0 %	1.3 %	0	0	Ontario	
5225 : Audio and video recording technicians	Ontario	2	0	0.0 %	1.5 %	0	0	Ontario	
5241 : Graphic designers and illustrators	Ontario	1	0	0.0 %	1.4 %	0	0	Ontario	
D5 : Supervisors		2	0	0.0 %	0.9 %	0	0		
Employment Equity Occupational Group	Toronto	2	0	0.0 %	0.9 %	0	0	Toronto	
06 : Supervisors: Crafts and Trades		9	0	0.0 %	1.1 %	0	0		
7303 : Supervisors, printing and related occupations	Ontario	9	0	0.0 %	1.1 %	0	0	Ontario	
7 : Administrative and Senior Clerical Personnel		7	0	0.0 %	0.8 %	0	0		
Employment Equity Occupational Group	Montréal	1	0	0.0 %	0.8 %	0	0	Montréal	
Employment Equity Occupational Group	Toronto	6	0	0.0 %	0.8 %	0	0	Toronto	
08 : Skilled Sales and Service Personnel		11	0	0.0 %	1.3 %	0	0		



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Aboriginal Peoples

		Aboriginal Peoples						
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
6221 : Technical sales specialists - wholesale trade	Alberta	1	0	0.0 %	2.8 %	0	0	Alberta
6221 : Technical sales specialists - wholesale trade	Ontario	8	0	0.0 %	1.2 %	0	0	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	2	0	0.0 %	1.1 %	0	0	Québec
10 : Clerical Personnel		11	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Toronto	11	0	0.0 %	0.8 %	0	0	Toronto
11 : Intermediate Sales and Service Personnel		8	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Toronto	8	0	0.0 %	0.8 %	0	0	Toronto
12 : Semi-Skilled Manual Workers		17	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Montréal	1	0	0.0 %	1.0 %	0	0	Montréal
Employment Equity Occupational Group	Toronto	16	0	0.0 %	0.8 %	0	0	Toronto
Total		149	2	1.3 %	1.7 %	2	0	_

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data

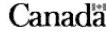


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Date: 2019-01-16

Members of Visible Minorities

Senior Managers National 8		Members of Visible Mino								
Senior Managers National 6	Employment Equity Occupational Group	Internal Location	• •	-			•	-	Recruitment Area	
National of the Managers National 30 7 23.3 % 17.6 % 5 2 National 12 13 13 13 15 15 13 13 15 15			#	#	%	76	#	#		
Professionals 13	01 : Senior Managers	National	6	2	33.3 %	11.5 %	1	1	National	
23. Professional occupations in advertising, marketing and public relations National 6 3 5 50 % 18.8 % 1 2 National 71. Information systems analysts and consultants National 1 1 100.0 % 38.6 % 0 1 National 74. Computer programmers and interactive media developers National 4 1 100.0 % 34.2 % 1 33. National 74. Computer programmers and interactive media developers National 4 1 100.0 % 34.2 % 1 33. National 74. Computer programmers and interactive media developers National 2 0 0.0 % 25.7 % 1 1 1 National 74. Semi-Professionals and Technicians 1 2 1 31.4 % 27.3 % 10 1 1 National 74. Electronic service technicians (household and business equipment) Alberta 1 0 0.0 % 23.0 % 0 0 National 74. Electronic service technicians (household and business equipment) National 1 0 0.0 % 23.0 % 0 National 74. Electronic service technicians (household and business equipment) National 1 0 0.0 % 25.6 % 0 National 74. Electronic service technicians (household and business equipment) National 1 0 0.0 % 25.6 % 0 National 75. National 75. September 1 National 75. Natio	02 : Middle and Other Managers	National	30	7	23.3 %	17.6 %	5	2	National	
National 1 1 100.0% 38.6% 0 1 National 1 1 100.0% 38.6% 0 1 National 1 1 100.0% 38.6% 0 1 National 1 1 National 1 1 100.0% 38.6% 0 1 National 1 1 Nat	03 : Professionals		13	8	61.5 %	26.1 %	3	5		
National 4 4 100.0 % 34.2 % 1 3 National 63 : Business development officers and marketing researchers and consultants National 2 0 0.0 % 25.7 % 1 National National 2 0 0.0 % 25.7 % 1 National National 2 0 0.0 % 25.7 % 1 National National 2 0 0.0 % 25.7 % 1 National National 2 0 0.0 % 25.7 % 1 National National 2 0 0.0 % 25.7 % 1 National National 2 0 0.0 % 25.7 % 1 National National 2 0 0.0 % 25.7 % 1 National National 2 0 0.0 % 25.7 % 1 National National 2 0 0.0 % 25.7 % 1 National National 2 0 0.0 % 25.7 % 1 National National 2 0 0.0 % 25.7 % 1 National National 2 0 0.0 % 25.7 % 1 National National 2 0 0.0 % 25.7 % 1 National National 2 0 0.0 % 25.7 % 1 National National 2 0 0.0 % 25.7 % 1 National National 2 0 0.0 % 25.7 % 1 National National 2 0 0.0 % 25.7 % 1 National National 2 0 0.0 % 25.7 % 1 National N	1123 : Professional occupations in advertising, marketing and public relations	National	6	3	50.0 %	18.8 %	1	2	National	
83 : Business development officers and marketing researchers and consultants National 2 0 0.0 % 25.7 % 1 1 1 31.4 % 27.3 % 10 1 1 42.5 Electronic service technicians (household and business equipment) Alberta 1 0 0.0 % 23.0 % 0 0 Alberta 42 : Electronic service technicians (household and business equipment) British Columbia 43 : Electronic service technicians (household and business equipment) Manitoba 44 : Electronic service technicians (household and business equipment) Manitoba 45 : Electronic service technicians (household and business equipment) Manitoba 46 : Electronic service technicians (household and business equipment) Manitoba 47 : 38.9 % 31.1 % 6 1 Ontario 48 : Electronic service technicians (household and business equipment) Manitoba 49 : Electronic service technicians (household and business equipment) Manitoba 40 : Toronic technicians (household and business equipment) Manitoba 40 : Toronic technicians (household and business equipment) Manitoba 41 : Toronic technicians (household and business equipment) Manitoba 42 : Electronic service technicians (household and business equipment) Manitoba 43 : Toronic technicians (household and business equipment) Manitoba 44 : Electronic service technicians (household and business equipment) Manitoba 45 : Electronic service technicians (household and business equipment) Manitoba 46 : Toronic technicians (household and business equipment) Manitoba 47 : 38.9 % 31.1 % 6 1 Ontario Toronic technicians (household and business equipment) Manitoba 48 : Toronic technicians (household and business equipment) Manitoba 49 : Toronic technicians (household and business equipment) Manitoba 40 : Toronic technicians (household and business equipment) Manitoba Manitoba 41 : Toronic technicians (household and business equipment) Manitoba 42 : Electronic service technicians (household and business equipment) Manitoba 42 : Electronic service technicians (household and business equipment) Manitoba 42 : Toronic technicians Manitob	2171 : Information systems analysts and consultants	National	1	1	100.0 %	38.6 %	0	1	National	
Semi-Professionals and Technicians 35 11 31.4 % 27.3 % 10 1 1 1 1 1 1 1 1	2174 : Computer programmers and interactive media developers	National	4	4	100.0 %	34.2 %	1	3	National	
Alberta 1 0 0.0 % 23.0 % 0 0 Alberta 1 0 0.0 % 23.0 % 0 0 Alberta 1 2: Electronic service technicians (household and business equipment) British Columbia 1 0 0.0 % 29.4 % 0 0 British Columbia 1 0 0.0 % 29.4 % 0 0 Manitoba 1 0 0.0 % 29.6 % 0 0 Manitoba 1 0 0.0 % 20.6 % 0 0 Manitoba 1 0 0.0 % 20.6 % 0 0 Manitoba 1 0 0.0 % 20.6 % 0 0 Manitoba 1 0 0.0 % 20.6 % 0 0 Manitoba 1 0 0.0 % 20.6 % 0 0 Manitoba 1 0 0.0 % 20.6 % 0 0 Manitoba 1 0 0.0 % 20.6 % 0 0 Manitoba 1 0 0.0 % 20.6 % 0 0 Manitoba 1 0 0.0 % 20.6 % 0 0 Manitoba 1 0 0.0 % 20.6 % 0 0 0 Manitoba 1 0 0.0 % 20.6 % 0 0 0 Manitoba 1 0 0.0 % 20.6 % 0 0 0 Manitoba 1 0 0.0 % 20.6 % 0 0 0 Manitoba 1 0 0.0 % 20.6 % 0 0 0 Manitoba 1 0 0.0 % 20.6 % 0 0 0 Manitoba 1 0 0.0 % 20.6 % 0 0 0 Manitoba 1 0 0.0 % 20.6 % 0 0 0 Manitoba 1 0 0.0 % 20.6 % 0 0 0 0 Manitoba 1 0 0.0 % 20.6 % 0 0 0 0 Manitoba 1 0 0.0 % 20.6 % 0 0 0 0 Manitoba 1 0 0.0 % 20.6 % 0 0 0 0 Manitoba 1 0 0.0 % 20.6 % 0 0 0 0 Manitoba 1 0 0.0 % 20.6 % 0 0 0 0 Manitoba 1 0 0.0 % 20.6 % 0 0 0 0 Manitoba 1 0 0.0 % 20.6 % 0 0 0 0 Manitoba 1 0 0.0 % 20.6 % 0 0 0 0 Manitoba 1 0 0.0 % 20.6 % 0 0 0 0 Manitoba 1 0 0.0 % 20.6 % 0 0 0 0 Manitoba 1 0 0.0 % 20.6 % 0 0 0 0 Manitoba 1 0 0.0 % 20.6 % 0 0 0 0 Manitoba 1 0 0.0 % 20.6 % 0 0 0 0 Manitoba 1 0 0.0 % 20.6 % 0 0 0 0 Manitoba 1 0 0.0 % 20.6 % 0 0 0 0 Manitoba 1 0 0.0 % 20.6 % 0 0 0 0 0 Manitoba 1 0 0.0 % 20.6 % 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	4163 : Business development officers and marketing researchers and consultants	National	2	0	0.0 %	25.7 %	1	-1	National	
42 : Electronic service technicians (household and business equipment) 42 : Electronic service technicians (household and business equipment) 43 : Electronic service technicians (household and business equipment) 44 : Electronic service technicians (household and business equipment) 45 : Electronic service technicians (household and business equipment) 46 : Dontario 47 : Electronic service technicians (household and business equipment) 46 : Electronic service technicians (household and business equipment) 47 : Electronic service technicians (household and business equipment) 48 : Electronic service technicians (household and business equipment) 49 : Electronic service technicians (household and business equipment) 40 : Electronic service technicians (household and business equipment) 40 : Electronic service technicians (household and business equipment) 40 : Electronic service technicians (household and business equipment) 40 : Electronic service technicians (household and business equipment) 41 : Claphic service technicians (household and business equipment) 42 : Electronic service technicians (household and business equipment) 42 : Electronic service technicians (household and business equipment) 42 : Electronic service technicians (household and business equipment) 44 : Electronic service technicians (household and business equipment) 42 : Electronic service technicians (household and business equipment) 42 : Electronic service technicians (household and business equipment) 42 : Electronic service technicians (household and business equipment) 42 : Electronic service technicians (household and business equipment) 42 : Electronic service technicians (household and business equipment) 42 : Electronic service technicians (household and business equipment) 42 : Electronic service technicians (household and business equipment) 42 : Electronic service technicians (household and business equipment) 42 : Electronic service technicians (household and business equipment) 42 : Electronic service technicians (household	04 : Semi-Professionals and Technicians		35	11	31.4 %	27.3 %	10	1		
Manitoba 1	2242 : Electronic service technicians (household and business equipment)	Alberta	1	0	0.0 %	23.0 %	0	0	Alberta	
42 : Electronic service technicians (household and business equipment) Québec 7	2242 : Electronic service technicians (household and business equipment)	British Columbia	1	0	0.0 %	29.4 %	0	0	British Columbia	
42 : Electronic service technicians (household and business equipment) Québec 7 0 0.0 % 13.9 % 1 1 1 Québec 82 : User support technicians Ontario 4 2 50.0 % 38.8 % 2 0 Ontario 25 : Audio and video recording technicians Ontario 41 : Graphic designers and illustrators 10 : 0.0 % 51.5 % 1 1 1 Toronto 41 : Supervisors: Crafts and Trades Ontario 42 : 22.2 % 25.6 % 2 0 Ontario 43 : Supervisors, printing and related occupations Ontario 43 : Administrative and Senior Clerical Personnel Employment Equity Occupational Group Montréal	2242 : Electronic service technicians (household and business equipment)	Manitoba	1	0	0.0 %	20.6 %	0	0	Manitoba	
82 : User support technicians Ontario	2242 : Electronic service technicians (household and business equipment)	Ontario	18	7	38.9 %	31.1 %	6	1	Ontario	
25 : Audio and video recording technicians Ontario	2242 : Electronic service technicians (household and business equipment)	Québec	7	0	0.0 %	13.9 %	1	-1	Québec	
A1 : Graphic designers and illustrators Ontario 1 0 0.0 % 28.6 % 0 0 Ontario Employment Equity Occupational Group Toronto Toronto Toronto 1 0 0.0 % 51.5 % 1 1 Toronto 1 1 0 0.0 % 51.5 % 1 1 Toronto 1 1 0 0.0 % 51.5 % 1 1 Toronto 1 2 2 2 100.0 % 51.5 % 1 1 Toronto 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	2282 : User support technicians	Ontario	4	2	50.0 %	38.8 %	2	0	Ontario	
Supervisors 2 2 100.0 % 51.5 % 1 1	5225 : Audio and video recording technicians	Ontario	2	2	100.0 %	20.2 %	0	2	Ontario	
Employment Equity Occupational Group Toronto 2 2 100.0 % 51.5 % 1 1 Toronto See Supervisors: Crafts and Trades Ontario Ontario Ontario Ontario Administrative and Senior Clerical Personnel Employment Equity Occupational Group Montréal	5241 : Graphic designers and illustrators	Ontario	1	0	0.0 %	28.6 %	0	0	Ontario	
Supervisors: Crafts and Trades 9 2 22.2 % 25.6 % 2 0 03: Supervisors, printing and related occupations Ontario 7 3 42.9 % 36.9 % 3 0 Employment Equity Occupational Group Montréal	05 : Supervisors		2	2	100.0 %	51.5 %	1	1		
Ontario 1. Administrative and Senior Clerical Personnel 2. Employment Equity Occupational Group Montréal Ontario 9 2 22.2 % 25.6 % 2 0 Ontario 7 3 42.9 % 36.9 % 3 0 Montréal	Employment Equity Occupational Group	Toronto	2	2	100.0 %	51.5 %	1	1	Toronto	
: Administrative and Senior Clerical Personnel 7 3 42.9 % 36.9 % 3 0 Employment Equity Occupational Group Montréal 1 0 0.0 % 14.6 % 0 0 Montréal	06 : Supervisors: Crafts and Trades		9	2	22.2 %	25.6 %	2	0		
Employment Equity Occupational Group Montréal 1 0 0.0 % 14.6 % 0 0 Montréal	7303 : Supervisors, printing and related occupations	Ontario	9	2	22.2 %	25.6 %	2	0	Ontario	
	07 : Administrative and Senior Clerical Personnel		7	3	42.9 %	36.9 %	3	0		
Employment Equity Occupational Group Toronto 6 3 50.0 % 40.6 % 2 1 Toronto	Employment Equity Occupational Group	Montréal	1	0	0.0 %	14.6 %	0	0	Montréal	
	Employment Equity Occupational Group	Toronto	6	3	50.0 %	40.6 %	2	1	Toronto	
: Skilled Sales and Service Personnel 11 1 9.1 % 19.7 % 2 -1	08 : Skilled Sales and Service Personnel		11	1	9.1 %	19.7 %	2	-1		



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Members of Visible Minorities

		Members of Visible Minorities							
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avai	lability	Gap	Recruitment Area	
		#	#	%	%	#	#		
6221 : Technical sales specialists - wholesale trade	Alberta	1	0	0.0 %	12.9 %	0	0	Alberta	
6221 : Technical sales specialists - wholesale trade	Ontario	8	1	12.5 %	22.8 %	2	-1	Ontario	
6221 : Technical sales specialists - wholesale trade	Québec	2	0	0.0 %	10.9 %	0	0	Québec	
10 : Clerical Personnel		11	7	63.6 %	52.2 %	6	1		
Employment Equity Occupational Group	Toronto	11	7	63.6 %	52.2 %	6	1	Toronto	
11 : Intermediate Sales and Service Personnel		8	2	25.0 %	54.7 %	4	-2		
Employment Equity Occupational Group	Toronto	8	2	25.0 %	54.7 %	4	-2	Toronto	
12 : Semi-Skilled Manual Workers		17	8	47.1 %	60.7 %	10	-2		
Employment Equity Occupational Group	Montréal	1	0	0.0 %	26.1 %	0	0	Montréal	
Employment Equity Occupational Group	Toronto	16	8	50.0 %	62.9 %	10	-2	Toronto	
Total		149	53	35.6 %	31.8 %	47	6		

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



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Persons with Disabilities

		Persons with Disabilities							
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	lability G	ap Recruitment Area		
		#	#	%	%	#	#		
01/02 : Managers	National	36	0	0.0 %	5.0 %	2	-2 National		
03 : Professionals	National	13	0	0.0 %	8.9 %	1	-1 National		
04 : Semi-Professionals and Technicians	National	35	1	2.9 %	7.6 %	3	-2 National		
05 : Supervisors	National	2	0	0.0 %	27.5 %	1	-1 National		
06 : Supervisors: Crafts and Trades	National	9	0	0.0 %	10.1 %	1	-1 National		
07 : Administrative and Senior Clerical Personnel	National	7	0	0.0 %	10.0 %	1	-1 National		
08 : Skilled Sales and Service Personnel	National	11	0	0.0 %	8.0 %	1	-1 National		
10 : Clerical Personnel	National	11	0	0.0 %	9.3 %	1	-1 National		
11 : Intermediate Sales and Service Personnel	National	8	0	0.0 %	10.8 %	1	-1 National		
12 : Semi-Skilled Manual Workers	National	17	2	11.8 %	10.3 %	2	0 National		
Total		149	3	2.0 %	8.3 %	14 -	11		

Total may not equal sum of components due to rounding.

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

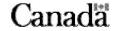


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Date: 2019-01-16

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	СМА



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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



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Women

				Women			
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	ilability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	6	2	33.3 %	27.6 %	2	0	
02 : Middle and Other Managers	30	11	36.7 %	39.4 %	12	-1	
03 : Professionals	13	3	23.1 %	45.9 %	6	-3	
04 : Semi-Professionals and Technicians	35	0	0.0 %	10.9 %	4	-4	
05 : Supervisors	2	0	0.0 %	52.0 %	1	-1	
06 : Supervisors: Crafts and Trades	9	2	22.2 %	30.3 %	3	-1	
07 : Administrative and Senior Clerical Personnel	7	5	71.4 %	79.4 %	6	-1	
08 : Skilled Sales and Service Personnel	11	0	0.0 %	27.9 %	3	-3	
10 : Clerical Personnel	11	9	81.8 %	65.5 %	7	2	
11 : Intermediate Sales and Service Personnel	8	6	75.0 %	65.7 %	5	1	
12 : Semi-Skilled Manual Workers	17	4	23.5 %	19.9 %	3	1	
Total	149	42	28.2 %	34.6 %	52	-10	



Workforce Analysis - Summary Report

Date: 2019-01-16

Aboriginal Peoples

	Aboriginal Peoples						
Employment Equity Occupational Group	All Employees	Repres	entation	Availa	ability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	6	0	0.0 %	3.2 %	0	0	
02 : Middle and Other Managers	30	1	3.3 %	2.7 %	1	0	
03 : Professionals	13	0	0.0 %	1.7 %	0	0	
04 : Semi-Professionals and Technicians	35	1	2.9 %	2.1 %	1	0	
05 : Supervisors	2	0	0.0 %	0.9 %	0	0	
06 : Supervisors: Crafts and Trades	9	0	0.0 %	1.1 %	0	0	
07 : Administrative and Senior Clerical Personnel	7	0	0.0 %	0.8 %	0	0	
08 : Skilled Sales and Service Personnel	11	0	0.0 %	1.3 %	0	0	
10 : Clerical Personnel	11	0	0.0 %	0.8 %	0	0	
11 : Intermediate Sales and Service Personnel	8	0	0.0 %	0.8 %	0	0	
12 : Semi-Skilled Manual Workers	17	0	0.0 %	0.8 %	0	0	
Total	149	2	1.3 %	1.7 %	2	0	



Workforce Analysis - Summary Report

Date: 2019-01-16

Members of Visible Minorities

	Members of Visible Minorities						
Employment Equity Occupational Group	All Employees	Repres	sentation		ilability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	6	2	33.3 %	11.5 %	1	1	
02 : Middle and Other Managers	30	7	23.3 %	17.6 %	5	2	
03 : Professionals	13	8	61.5 %	26.1 %	3	5	
04 : Semi-Professionals and Technicians	35	11	31.4 %	27.3 %	10	1	
05 : Supervisors	2	2	100.0 %	51.5 %	1	1	
06 : Supervisors: Crafts and Trades	9	2	22.2 %	25.6 %	2	0	
07 : Administrative and Senior Clerical Personnel	7	3	42.9 %	36.9 %	3	0	
08 : Skilled Sales and Service Personnel	11	1	9.1 %	19.7 %	2	-1	
10 : Clerical Personnel	11	7	63.6 %	52.2 %	6	1	
11 : Intermediate Sales and Service Personnel	8	2	25.0 %	54.7 %	4	-2	
12 : Semi-Skilled Manual Workers	17	8	47.1 %	60.7 %	10	-2	
Total	149	53	35.6 %	31.8 %	47	6	



Workforce Analysis - Summary Report

Date: 2019-01-16

Persons with Disabilities

	Persons with Disabilities							
Employment Equity Occupational Group	All Employees	Representation		Availability		Gap		
	#	#	%	%	#	#		
01/02 : Managers	36	0	0.0 %	5.0 %	2	-2		
03 : Professionals	13	0	0.0 %	8.9 %	1	-1		
04 : Semi-Professionals and Technicians	35	1	2.9 %	7.6 %	3	-2		
05 : Supervisors	2	0	0.0 %	27.5 %	1	-1		
06 : Supervisors: Crafts and Trades	9	0	0.0 %	10.1 %	1	-1		
07 : Administrative and Senior Clerical Personnel	7	0	0.0 %	10.0 %	1	-1		
08 : Skilled Sales and Service Personnel	11	0	0.0 %	8.0 %	1	-1		
10 : Clerical Personnel	11	0	0.0 %	9.3 %	1	-1		
11 : Intermediate Sales and Service Personnel	8	0	0.0 %	10.8 %	1	-1		
12 : Semi-Skilled Manual Workers	17	2	11.8 %	10.3 %	2	9 0		
Total	149	3	2.0 %	8.3 %	14	-11		

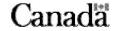


Workforce Analysis - Summary Report

Date: 2019-01-16

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	СМА



Workforce Analysis - Summary Report

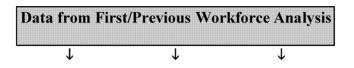
Date: 2019-01-16

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



Federal Contractors Program Achievement Report Part 1: Workforce Analysis Fujifilm Canada Inc. 2019-01-16



Data from Su	bsequent/Curro Analysis	ent Workforce
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Data from Fir	rst/Previous Work	force Analysis
YYYY	MM	DD
2016	02	01

Data from Subse	equent/Current Wo	orkforce Analysis
YYYY	MM	DD
2019	01	16

		,	Гable 1: Women	l	
		First/Pr	First/Previous Workforce Analysis		
Empl	oyment Equity Occupational Group (EEOG)	All Employees	Wor	nen	
Empa	dyment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01	Senior Managers	7	2	27.4	
02	Middle & Other Managers	29	10	38.9	
03	Professionals	14	3	47.6	
04	Semi-Professionals & Technicians	42	0	11.2	
05	Supervisors	2	0	53.0	
06	Supervisors: Crafts & Trades	5	2	36.8	
07	Administrative & Senior Clerical Personnel	7	6	80.2	
08	Skilled Sales & Service Personnel	17	1	28.2	
09	Skilled Crafts & Trades Workers	0	0	0.0	
10	Clerical Personnel	11	8	65.2	
11	Intermediate Sales & Service Personnel	9	6	63.9	
12	Semi-Skilled Manual Workers	19	3	21.8	
13	Other Sales & Service Personnel	0	0	0.0	
14	Other Manual Workers	0	0	0.0	
Total	•	162	41	0.0	

	Table 5: Women	a Amalania
All Employees	Subsequent/Current Workforce Analysis All Employees Women	
• •	Representation	Availability*
#	#	%
6	2	27.6
30	11	39.4
13	3	45.9
35	0	10.9
2	0	52.0
9	2	30.3
7	5	79.4
11	0	27.9
	0	0.0
11	9	65.5
8	6	65.7
17	4	19.9
	0	0.0
	0	0.0
149	42	34.6

	* Source			

* Source:			
2011 Nation	al Household	Survey	

Part 1: Workforce Analysis

Fujifilm Canada Inc.

2019-01-16

Data from First	/Previous Work	force Analysis
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2016	02	01
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Data from Fi	rst/Previous Work	force Analysis

Data from S	ubsequent/Curre Analysis	ent workloree
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2019	01	16
YYYY	MM	DD
Data from Subse	equent/Current Wo	rkforce Analysis

		Table	2: Aboriginal P	eoples	
		First/Previous Workforce Analysis			
Emal	oyment Equity Occupational Group (EEOG)	All Employees	Aborigina	il Peoples	
Embi	dyment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01	Senior Managers	7	0	2.9	
02	Middle & Other Managers	29	1	2.2	
03	Professionals	14	0	1.7	
04	Semi-Professionals & Technicians	42	1	1.8	
05	Supervisors	2	0	1.0	
06	Supervisors: Crafts & Trades	5	0	1.5	
07	Administrative & Senior Clerical Personnel	7	0	0.8	
08	Skilled Sales & Service Personnel	17	0	1.4	
09	Skilled Crafts & Trades Workers	0	0	0.0	
10	Clerical Personnel	11	0	0.7	
11	Intermediate Sales & Service Personnel	9	0	0.6	
12	Semi-Skilled Manual Workers	19	0	0.7	
13	Other Sales & Service Personnel	0	0	0.0	
14	Other Manual Workers	0	0	0.0	
Total		162	2	0.0	

Table 6: Aboriginal Peoples				
Subsequent/Current Workforce Analysis				
All Employees	Aborigina	Peoples		
	Representation	Availability*		
#	#	%		
6	0	3.2		
30	1	2.7		
13	0	1.7		
35	1	2.1		
2	0	0.9		
9	0	1.1		
7	0	0.8		
11	0	1.3		
0	0	0.0		
11	0	0.8		
8	0	0.8		
17	0	0.8		
0	0	0.0		
0	0	0.0		
149	2	1.7		

* Sou	irce:			
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* Source:	
2011 National Household Survey	

Part 1: Workforce Analysis

Fujifilm Canada Inc.

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Data from Firs	t/Previous Wor	kforce Analysis
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Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2016	02	01

Data from Su	bsequent/Curr Analysis	ent Workforce
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2019	01	16
YYYY	MM	DD
Data from Subse	equent/Current Wo	rkforce Analysis

		Table 3: Me	mbers of Visible	e Minorities	
		First/Pr	evious Workforce A	Analysis	
Emplo	yment Equity Occupational Croup (EEOC)	All Employees	Members of Vis	Members of Visible Minorities	
Empio	yment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01	Senior Managers	7	2	10.1	
02	Middle & Other Managers	29	5	15.0	
03	Professionals	14	9	22.8	
04	Semi-Professionals & Technicians	42	12	26.1	
05	Supervisors	2	2	45.8	
06	Supervisors: Crafts & Trades	5	2	19.0	
07	Administrative & Senior Clerical Personnel	7	1	33.7	
08	Skilled Sales & Service Personnel	17	1	16.1	
09	Skilled Crafts & Trades Workers	0	0	0.0	
10	Clerical Personnel	11	7	48.1	
11	Intermediate Sales & Service Personnel	9	3	48.9	
12	Semi-Skilled Manual Workers	19	11	55.6	
13	Other Sales & Service Personnel	0	0	0.0	
14	Other Manual Workers	0	0	0.0	
Total		162	55	0.0	

Table 7: Members of Visible Minorities				
Subsequent/Current Workforce Analysis				
All Employees	Members of Vis	ible Minorities		
	Representation	Availability*		
#	#	0/0		
6	2	11.5		
30	7	17.6		
13	8	26.1		
35	11	27.3		
2	2	51.5		
9	2	25.6		
7	3	36.9		
11	1	19.7		
0	0	0.0		
11	7	52.2		
8	2	54.7		
17	8	60.7		
0	0	0.0		
0	0	0.0		
149	53	31.8		

* Source:	
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* Source:	
2011 National Household Survey	

Part 1: Workforce Analysis

Fujifilm Canada Inc.

2019-01-16

Data from Firs	t/Previous Wor	kforce Analysis
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Data from Fi	rst/Previous Workf	force Analysis
YYYY	MM	DD
2016	02	01

Data from S	ubsequent/Curr Analysis	ent Workforce
	1	J

2019	01	16
YYYY	MM	DD
Data from Subse	equent/Current Wo	orkforce Analysis

		Table 4: Persons with Disabilities								
		First/Previous Workforce Analysis								
Emplo	yment Equity Occupational Croup (EEOC)	All Employees	Persons with Disabilities							
Embio	yment Equity Occupational Group (EEOG)		Representation	Availability*						
		#	#	%						
01/02	Managers	36	0	4.3						
03	Professionals	14	0	3.8						
04	Semi-Professionals & Technicians	42	1	4.6						
05	Supervisors	2	0	13.9						
06	Supervisors: Crafts & Trades	5	0	7.8						
07	Administrative & Senior Clerical Personnel	7	0	3.4						
08	Skilled Sales & Service Personnel	17	0	3.5						
09	Skilled Crafts & Trades Workers	0	0	0.0						
10	Clerical Personnel	11	0	7.0						
11	Intermediate Sales & Service Personnel	9	0	5.6						
12	Semi-Skilled Manual Workers	19	2	4.8						
13	Other Sales & Service Personnel	0	0	0.0						
14	Other Manual Workers	0	0	0.0						
Total	_	162	3	0.0						

Table 8: Persons with Disabilities											
Subsequent	/Current Workfore	e Analysis									
All Employees	Persons with Disabilities										
	Representation	Availability*									
#	#	0/0									
36	0	5.0									
13	0	8.9									
35	1	7.6									
2	0	27.5									
9	0	10.0									
7	0	10.0									
11	0	8.0									
0	0	0.0									
11	0	9.3									
8	0	10.8									
17	2	10.3									
0	0	0.0									
0	0	0.0									
149	3	8.3									

	mr															
 		 	 ****	****	 ****	 ****	****	****	****							

* Source:		
2012 Canadian S	urvey on Disabilit	у

Start	Date of Flow	v Data
YYYY	MM	DD
2016	02	02

End I	Date of Flow	Data
YYYY	MM	DD
2019	01	16

Data from Form 4 - Employees Hired

Data from Form 6 - Employees Terminated

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		₩	•	Ψ	Ψ.				
		Table 1: Women							
		Full-time	/ National	Part-time / National					
Employment Equity Occupational Group (EEOG)		All Employees Hired	Women Hired	All Employees Hired	Women Hired				
		#	#	#	#				
01	Senior Managers	6	0	0	0				
02	Middle & Other Managers	0	2	0	0				
03	Professionals	5	2	0	0				
04	Semi-Professionals & Technicians	2	0	0	0				
05	Supervisors	0	0	0	0				
06	Supervisors: Crafts & Trades	5	0	0	0				
07	Administrative & Senior Clerical Personnel	2	1	0	0				
08	Skilled Sales & Service Personnel	5	0	0	0				
09	Skilled Crafts & Trades Workers	0	0	0	0				
10	Clerical Personnel	2	2	0	0				
11	Intermediate Sales & Service Personnel	1	1	0	0				
12	Semi-Skilled Manual Workers	8	1	0	0				
13	Other Sales & Service Personnel	0	0	0	0				
14	Other Manual Workers	0	0	0	0				
To	tal	36	9	0	0				

Table 5: Women				
Full-time / National		Part-time / National		
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	
#	#	#	#	
1	1	0	0	
4	1	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
1	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
6	2	0	0	

Table 9: Women				
Full-time / National		Part-time / National		
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated	
#	#	#	#	
1	0	0	0	
7	2	0	0	
5	2	0	0	
5	0	0	0	
0	0	0	0	
1	0	0	0	
1	1	0	0	
6	0	0	0	
0	0	0	0	
2	1	0	0	
2	1	0	0	
11	0	0	0	
0	0	0	0	
0	0	0	0	
41	7	0	0	

Part 2: Flow Data Analysis

Fujifilm Canada Inc.

43481

Start	Date of Flow	v Data
YYYY	MM	DD
2016	02	02

End I	Date of Flow	Data
YYYY	MM	DD
2019	01	16

Data from Form 4 - Employees Hired

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

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

Total

36

Table 6: Aboriginal Peoples				
Full-time / National		Part-time / National		
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	
#	#	#	#	
1	0	0	0	
4	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
1	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	n l	ام	0	

0

Table 10: Aboriginal Peoples				
Full-time / National		Part-time / National		
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated	
#	#	#	#	
1	0	0	0	
7	0	0	0	
5	0	0	0	
5	0	0	0	
0	0	0	0	
1	0	0	0	
1	0	0	0	
6	0	0	0	
0	0	0	0	
2	0	0	0	
2	0	0	0	
11	0	0	0	
0	0	0	0	
0	0	0	0	
41	0	0	0	

Part 2: Flow Data Analysis

Fujifilm Canada Inc.

43481

Start	Date of Flow	Data
YYYY	MM	DD
2016	02	02

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VVVV	MM	ממ

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

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	Table	3: Persons	with Disa	bilities
	Full-time / National		Part-time / National	
Employment Equity Occupational Group (EEOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
01 Senior Managers	6	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	5	0	0	0
04 Semi-Professionals & Technicians	2	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	5	0	0	0
07 Administrative & Senior Clerical Personnel	2	0	0	0
08 Skilled Sales & Service Personnel	5	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	2	0	0	0
11 Intermediate Sales & Service Personnel	1	0	0	0

36

12 Semi-Skilled Manual Workers13 Other Sales & Service Personnel

14 Other Manual Workers

Total

Full-time / National		Part-time / National	
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
#	#	#	#
1	0	0	0
4	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
6	اه	0	0

Table 11: Persons with Disabilities				
Full-time / National		Part-time / National		
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated	
#	#	#	#	
1	0	0	0	
7	0	0	0	
5	0	0	0	
5	0	0	0	
0	0	0	0	
1	0	0	0	
1	0	0	0	
6	0	0	0	
0	0	0	0	
2	0	0	0	
2	0	0	0	
11	0	0	0	
0	0	0	0	
0	0	0	0	
41	0	0	0	

2016	02	02
YYYY	MM	DD
Start	Date of Flov	v Data

2019	01	16
YYYY	MM	DD
End l	Date of Flow	Data

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted $\overline{\downarrow}$ \downarrow

Data from Form 6 - Employees Terminated

	•	•	•	•
	Table 4:	Members o	of Visible N	Ainorities
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
01 Senior Managers	6	0	0	0
02 Middle & Other Managers	0	3	0	0
03 Professionals	5	3	0	0
04 Semi-Professionals & Technicians	2	1	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	5	1	0	0
07 Administrative & Senior Clerical Personnel	2	2	0	0
08 Skilled Sales & Service Personnel	5	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	2	1	0	0
11 Intermediate Sales & Service Personnel	1	0	0	0
12 Semi-Skilled Manual Workers	8	4	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	36	15	0	0

Full-time	/ National	Part-time	/ National
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
#	#	#	#
1	0	0	C
4	0	0	C
0	0	0	C
0	0	0	C
0	1	0	C
1	0	0	C
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
6	1	0	0

Table 12:	Members	of Visible I	Minorities
Full-time	/ National	Part-time	/ National
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
1	0	0	0
7	2	0	0
5	3	0	0
5	1	0	0
0	0	0	0
1	1	0	0
1	0	0	0
6	0	0	0
0	0	0	0
2	1	0	0
2	1	0	0
11	8	0	0
0	0	0	0
0	0	0	0
41	17	0	0

Fujifilm Canada Inc.

									Data 1	for First/I	Previous C	Goals							
A B	C	D	E	F	G	Н	I	J	K	L	М	N	0	Р	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry		From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	 \	1	<u> </u>	<u> </u>	1	1	\	T	\	J	<u> </u>		Ţ	1		\	<u> </u>	1	J
										Table 1:	Women								
									First/	Previous SI	nort-term (oals							
				All Fo	nlovees									W	omen				

	All Employees									Women												
	Number	Grow	rth (New Posit	ions)	Turnover (R	eplacement of Employees)	Terminated		Number	Turnover (Re	eplacement of	Hires	3 Year									
Employment Equity	YYYY-MM-DD	Actual	Proje	unt out	Actual	Proje	etad	Anticipated Hires Over 3	YYYY-MM-DD	Terminated		Required		ı - To - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3			
Occupational Group (EEOG)	YYYY-MM-DD	Actual	11030		Actuai	rioje		Years	YYYY-MM-DD			Over 3 Years	1111		Availability	т тезене Стар	Gap	Representation	Years			
	2016-02-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-02-01	Annually	Over 3 Years	Tears	2016	2019								
	#	%	%	#	%	9/0	#	#	#	%	#	#	#	%	%	#	#	%	%			
01 Senior Managers	7	-5.0%		0	15.4%		0	0	2	0.0%	0	0	0	0.0%	27.4%	0	0	28.6%	28.6%			
02 Middle & Other Managers	29	1.1%	-7.0%	-6	23.7%	2.0%	2	-4	10	2.0%	1	0	-2	38.9%	38.9%	-1	-2	34.5%	30.4%			
03 Professionals	14	-2.4%	-7.0%	-3	37.0%	2.0%	1	-2	3	2.0%	0	2	-1	47.6%	47.6%	-4	-3	21.4%	18.2%			
04 Semi-Professionals & Tech	42	-5.9%	-7.0%	-9	13.0%	2.0%	3	-6	0	2.0%	0	4	-1	10.7%	11.2%	-5	-5	0.0%	-3.0%			
05 Supervisors	2	0.0%	-7.0%	0	0.0%	2.0%	0	0	0	2.0%	0	1	0	53.0%	53.0%	-1	-1	0.0%	0.0%			
06 Supervisors: Crafts & Trades	5	21.6%		0	14.3%		0	0	2	0.0%	0	0	0	0.0%	36.8%	0	0	40.0%	40.0%			
07 Administrative & Sr Clerical	7	0.0%		0	14.3%		0	0	6	0.0%	0	0	0	0.0%	80.2%	0	0	85.7%	85.7%			
08 Skilled Sales & Service	17	-13.5%	-7.0%	-4	42.9%	2.0%	1	-3	1	2.0%	0	3	-1	28.2%	28.2%	-4	-4	5.9%	0.0%			
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!			
10 Clerical Personnel	11	0.0%		0	18.2%		0	0	8	0.0%	0	-1	0	0.0%	65.2%	1	1	72.7%	72.7%			
11 Intermediate Sales & Service	9	-3.9%		0	23.5%		0	0	6	0.0%	0	0	0	0.0%	63.9%	0	0	66.7%	66.7%			
12 Semi-Skilled Manual	19	-3.6%	-7.0%	-4	61.1%	2.0%	1	-3	3	2.0%	0	0	-1	21.8%	21.8%	-1	-1	15.8%	13.3%			
13 Other 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!			
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!			
Total	162	-2.7%		0	26.4%		0	0	41	0.0%	0	-41	0		0.0%	41	41	25.3%	25.3%			

[†] 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 2: Women
F	loyment Equity		Wom	ien		
	ipational Group (EEOG)	Short-ter	m Goals	Long-te	erm Goals	Comments
		#	%	#	%	
01	Senior Managers	0	0.0	(0.0	
02	Middle & Other Managers	-2	38.9	C	38.9	
03	Professionals	-1	47.6	3	47.6	
04	Semi-Professionals & Tech	-1	10.7	3	10.7	
05	Supervisors	0	53.0	1	53.0	
06	Supervisors: Crafts & Trades	0	0.0	(0.0	
07	Administrative & Sr Clerical	0	0.0	(0.0	
08	Skilled Sales & Service	-1	28.2	3	3 28.2	
09	Skilled Crafts & Trades	0	0.0	(0.0	
10	Clerical Personnel	0	0.0	(0.0	
- 11	Intermediate Sales & Service	0	0.0	(0.0	
12	Semi-Skilled Manual	-1	21.8	(21.8	
13	Other Sales & Service	0	0.0	(0.0	

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					Fujifilm Canada Inc.		
					43481		
14 Other Manual Workers	0	0.0	0.0				
Total	0	0.0	0.0				

		Data for First/Previous Goals																	
A B	C	D	E	F	G	Н	I	J	K	L	M	N	О	Р	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry		From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	_	<u> </u>	<u> </u>	\	\	1	↓	.	<u> </u>	<u> </u>	↓	↓	1	\	J	\	<u> </u>	\	<u> </u>
										e 3: Abor									

									First/	Previous Sh	ort-term C	oals							
				All En	ıployees									Aborigi	nal Peoples				
	Number	Grav	vth (New Positi	ons)		eplacement of	Terminated		Number	Turnover (Re			3 Year	Goals					
Employment Equity						Employees)		Anticipated		Terminated		Hires Required	From	- To	Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proje	cted	Actual	Proje	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY-	YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2016-02-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Tears	2016-02-01	Annually	Over 3 Years	Years	2016	2019					rears
	#	%	%	#	9/0	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	7	-5.0%	0.0%	0	15.4%	0.0%	0	0	0	0.0%	0	0	0		2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	29	1.1%	0.0%	0	23.7%	0.0%	0	0	1	0.0%	0	0	0		2.2%	0	0	3.4%	3.4%
03 Professionals	14	-2.4%	0.0%	0	37.0%	0.0%	0	0	0	0.0%	0	0	0		1.7%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	42	-5.9%	0.0%	0	13.0%	0.0%	0	0	1	0.0%	0	0	0		1.8%	0	0	2.4%	2.4%
05 Supervisors	2	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		1.0%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	5	21.6%	0.0%	0	14.3%	0.0%	0	0	0	0.0%	0	0	0		1.5%	0	0	0.0%	0.0%
07 Administrative & Sr Clerical	7	0.0%	0.0%	0	14.3%	0.0%	0	0	0	0.0%	0	0	0		0.8%	0	0	0.0%	0.0%
08 Skilled Sales & Service	17	-13.5%	0.0%	0	42.9%	0.0%	0	0	0	0.0%	0	0	0		1.4%	0	0	0.0%	0.0%
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	11	0.0%	0.0%	0	18.2%	0.0%	0	0	0	0.0%	0	0	0		0.7%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	9	-3.9%	0.0%	0	23.5%	0.0%	0	0	0	0.0%	0	0	0		0.6%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	19	-3.6%	0.0%	0	61.1%	0.0%	0	0	0	0.0%	0	0	0		0.7%	0	0	0.0%	0.0%
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	162	-2.7%	0.0%	0	26.4%	0.0%	0	0	2	0.0%	0	-2	0		0.0%	2	2	1.2%	1.2%

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

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

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

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	Fujifilm Canada Inc.	
	43481	
14 Other Manual Workers	s 0 0.0 0 0.0	
Γotal	0 0.0 0 0.0	

										Data 1	for First/I	Previous (Goals							
A B	C		D	E	F	G	Н	I	J	K	L	M	N	0	Р	Q	R	s	Т	U
Data sources:	Froi Workfi Analy	orce Wo	From orkforce nalysis [†]	Data Entry		From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	Workforce	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
			↓	1	↓	↓	1	↓	↓	<u> </u>	↓	. ↓	↓	↓	↓	↓	↓	↓	\	J
											: Persons Previous Sh									

										r irsu	rrevious 50	iort-term G	oais							
					All En	iployees									Persons wi	th Disabilities	i e			
Fme	loyment Equity	Number	Grow	rth (New Posit	tions)	Turnover (R	eplacement of Employees)	Terminated	Anticipated	Number		eplacement of Employees)	Hires Required		Goals 1 - To	Present		Projected	Present	Projected
	pational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3
	, , , , , , , , , , , , , , , , , , , ,	2016-02-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2016-02-01	Annually	Over 3 Years	Years	2016	2019	•		·		Years
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02	Managers	36	-1.9%	-7.0%	-8	19.6%	2.0%	2	-6	0	2.0%	0	1	0	3.8%	4.3%	-2	-1	0.0%	0.0%
03	Professionals	14	-2.4%	-7.0%	-3	37.0%	2.0%	1	-2	0	2.0%	0	0	0	4.6%	3.8%	-1	0	0.0%	0.0%
04	Semi-Professionals & Tech	42	-5.9%		0	13.0%		0	0	1	0.0%	0	1	0	0.0%	4.6%	-1	-1	2.4%	2.4%
05	Supervisors	2	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	13.9%	0	0	0.0%	0.0%
06	Supervisors: Crafts & Trades	5	21.6%		0	14.3%		0	0	0	0.0%	0	0	0	0.0%	7.8%	0	0	0.0%	0.0%
07	Administrative & Sr Clerical	7	0.0%		0	14.3%		0	0	0	0.0%	0	0	0	0.0%	3.4%	0	0	0.0%	0.0%
08	Skilled Sales & Service	17	-13.5%	-7.0%	-4	42.9%	2.0%	1	-3	0	2.0%	0	0	0	3.5%	3.5%	-1	0	0.0%	0.0%
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	11	0.0%	-7.0%	-2	18.2%	2.0%	1	-1	0	2.0%	0	1	0	7.0%	7.0%	-1	-1	0.0%	0.0%
11	Intermediate Sales & Service	9	-3.9%	-7.0%	-2	23.5%	2.0%	1	-1	0	2.0%	0	0	0	5.6%	5.6%	-1	0	0.0%	0.0%
12	Semi-Skilled Manual	19	-3.6%		0	61.1%		0	0	2	0.0%	0	-1	0	0.0%	4.8%	1	1	10.5%	10.5%
13	Other 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!
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total		162	-2.7%		0	26.4%		0	0	3	0.0%	0	-3	0		0.0%	3	3	1.9%	1.9%

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

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

					Table 6: Persons with Disabilities
Employment Equity	P	ersons with	Disabilities		
Occupational Group (EEOG)	Short-ter	rm Goals	Long-ter	m Goals	Comments
	#	%	#	%	
01/02 Managers	1	3.8	0	0.0	
03 Professionals	1	4.6	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	1	3.5	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	1	7.0	0	0.0	
11 Intermediate Sales & Service	1	5.6	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	0	0.0	0	0.0	

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									Data 1	for First/I	revious (Foals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	O	P	Q	R	s	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry		From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis		: ' '' :	K÷C	(K - M + O) ÷ ((+ F)
	 \	1		\	<u> </u>	1	<u></u>	1	\	<u> </u>	\	1	1	<u> </u>	<u> </u>	<u></u>	<u> </u>	1	<u> </u>
									Table 7: M First/	lembers o Previous Sl			S						

									First/	Previous Sh	ort-term (oals							
				All En	iployees								Me	embers of V	isible Minor	ities			
	Number	Grov	wth (New Posit	ions)	Turnover (Re	eplacement of Employees)	Terminated		Number	Turnover (Re		Hires	3 Year	Goals 1 - To					
Employment Equity Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proje	ected	Actual	Proje	ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required Over 3	YYYY		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3
Occupational Group (EEOG)	2016-02-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2016-02-01	Annually	Over 3 Years	Years	2016	2019	Availability		Сар	Representation	Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	7	-5.0%		0	15.4%		0	0	2	0.0%	0	-1	0		10.1%	1	1	28.6%	28.6%
02 Middle & Other Managers	29	1.1%		0	23.7%		0	0	5	0.0%	0	-1	0		15.0%	1	1	17.2%	17.2%
03 Professionals	14	-2.4%		0	37.0%		0	0	9	0.0%	0	-6	0		22.8%	6	6	64.3%	64.3%
04 Semi-Professionals & Tech	42	-5.9%		0	13.0%		0	0	12	0.0%	0	-1	0		26.1%	1	1	28.6%	28.6%
05 Supervisors	2	0.0%		0	0.0%		0	0	2	0.0%	0	-1	0		45.8%	1	1	100.0%	100.0%
06 Supervisors: Crafts & Trades	5	21.6%		0	14.3%		0	0	2	0.0%	0	-1	0		19.0%	1	1	40.0%	40.0%
07 Administrative & Sr Clerical	7	0.0%	-7.0%	-1	14.3%	2.0%	0	-1	1	2.0%	0	1	0	33,7%	33.7%	-1	-1	14.3%	16.7%
08 Skilled Sales & Service	17	-13.5%	-7.0%	-4	42.9%	2.0%	1	-3	1	2.0%	0	1	0	16.1%	16.1%	-2	-1	5.9%	7.7%
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	11	0.0%		0	18.2%		0	0	7	0.0%	0	-2	0		48.1%	2	2	63.6%	63.6%
11 Intermediate Sales & Service	9	-3.9%	-7.0%	-2	23.5%	2.0%	1	-1	3	2.0%	0	0	0	49.8%	48.9%	-1	0	33.3%	42.9%
12 Semi-Skilled Manual	19	-3.6%		0	61.1%		0	0	11	0.0%	0	0	0		55.6%	0	0	57.9%	57.9%
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	162	-2.7%		0	26.4%		0	0	55	0.0%	0	-55	0		0.0%	55	55	34.0%	34.0%

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

Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) ÷ ((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 Faults	Men	nbers of Visi	ble Minori	ties	
Employment Equity Occupational Group (EEOG)	Short-tei	rm Goals	Long-te	rm Goals	Comments
Occupational Group (EEOG)	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	1	0.0	0	0.0	
03 Professionals	1	0.0	0	0.0	
04 Semi-Professionals & Tech	1	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	33.7	1	33.7	
08 Skilled Sales & Service	1	16.1	1	16.1	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	49.8	0	49.8	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	

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

Data for Subsequent/Current Goals В C D E G Н K L M О P Q R S T U From Flow Data From (K - M +From From From (K - M + O) ÷ (C Data Equivalent (F x Q) · Workforce Workforce Data Entry C x E x 3 Analysis & C x H x 3 F + IWorkforce K x L x 3 $K \div C$ Data sources: J x P Data Entry Workforce Workforce O) - ((C+ R + MEntry to H + F) Workforce Analysis Analysis Analysis[†] Analysis Analysis F) x Q) Analysis[‡] **** Ţ **** T **** 1 Ţ Ţ 1 1 Table 9: Women

									Subseque	nt/Current	Short-tern	n Goals							
				All En	ıployees									W	omen				
	Number	Gro	wth (New Posit	ions)	Turnover (Re		Terminated		Number	Turnover (Re	interconnent of		3 Year						
Employment Equity			·			Employees)		Anticipated		Terminated		Hires Required	Fron		Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proje	cted	Actual	Proje	cted	Hires Over 3 Years	YYYY-MM-DD	,		Over 3	YYYY	· YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2019-01-16	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Lans	2019-01-16	Annually	Over 3 Years	Years	2019	2022					
	#	%	%	#	%	9/6	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	6	-5.0%	0.0%	0	15.4%	4.0%	1	1	2	4.0%	0	0	0		27.6%	0	0	33.3%	33.3%
02 Middle & Other Managers	30	1.1%	0.0%	0	23.7%	4.0%	4	4	11	4.0%	1	2	2	39.4%	39.4%	-1	0	36.7%	40.0%
03 Professionals	13	-2.4%	0.0%	0	37.0%	4.0%	2	2	3	4.0%	0	3	1	45.9%	45.9%	-3	-2	23.1%	30.8%
04 Semi-Professionals & Tech	35	-5.9%	0.0%	0	13.0%	4.0%	4	4	0	4.0%	0	4	0	10.9%	10.9%	-4	-4	0.0%	0.0%
05 Supervisors	2	0.0%	0.0%	0	0.0%	4.0%	0	0	0	4.0%	0	1	0	50.0%	52.0%	-1	-1	0.0%	0.0%
06 Supervisors: Crafts & Trades	9	21.6%	0.0%	0	14.3%	4.0%	1	1	2	4.0%	0	1	0	30.3%	30.3%	-1	-1	22.2%	22.2%
07 Administrative & Sr Clerical	7	0.0%	0.0%	0	14.3%	4.0%	1	1	5	4.0%	1	2	0	0.0%	79.4%	-1	-2	71.4%	57.1%
08 Skilled Sales & Service	11	-13.5%	0.0%	0	42.9%	4.0%	1	1	0	4.0%	0	3	0	27.9%	27.9%	-3	-3	0.0%	0.0%
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	11	0.0%	0.0%	0	18.2%	4.0%	1	1	9	4.0%	1	-1	0		65.5%	2	1	81.8%	72.7%
11 Intermediate Sales & Service	8	-3.9%	0.0%	0	23.5%	4.0%	1	1	6	4.0%	1	0	0		65.7%	1	0	75.0%	62.5%
12 Semi-Skilled Manual	17	-3.6%	0.0%	0	61.1%	4.0%	2	2	4	4.0%	0	-1	0		19.9%	1	1	23.5%	23.5%
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	149	-2.7%		0	26.4%		0	0	42	0.0%	0	10	0		34.6%	-10	-10	28.2%	28.2%

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

					Table 10: Women
F	loyment Equity		Womer		
	apational Group (EEOG)	Short-term Go	als	Long-term Goals	Comments
		0	%	9/6	
01	Senior Managers		0.0		
02	Middle & Other Managers		39.4		Gap is noted, however, we will focus on other goals with the intention to improve in this area when possible.
03	Professionals		45.9	45.9%	There is a significant gap in this group, however, there may be limited movement due to limited growth opportunities. Opportunities will be through promotions and attrition.
04	Semi-Professionals & Tech		10.9	10.9%	There is a significant gap in this group, however, due to current downsizing objectives in the technical area of our business it will be difficult to increase representation in this area.
05	Supervisors		50.0	50.0%	This gap is noted, however, at -1 we will focus on other goals with the intention to improve this one when possible. Due to the limited # of positions in this category, this # likely will not change
06	Supervisors: Crafts & Trades		30.3	30.3%	There may be opportunities in this group through promotions and natural attrition.
07	Administrative & Sr Clerical		0.0		
08	Skilled Sales & Service		27.9	27.9%	There is a significant gap in this group, however, there may be limited movement due to limited growth opportunities. Opportunities will be through promotions and attrition.
09	Skilled Crafts & Trades		0.0		
10	Clerical Personnel		0.0	1000	
- 11	Intermediate Sales & Service		0.0		
12	Semi-Skilled Manual		0.0		
13	Other Sales & Service		0.0		
14	Other Manual Workers		0.0		

		3
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	Fujifilm Canada Inc.	
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Total	0.0	

									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	O	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis		K ÷ C	(K - M + O) ÷ (C + F)
······	 \	1		\	<u> </u>	1	\	<u> </u>	J	\	\	\	\	J	1	1	1	\	\
									Table	11: Abor	iginal Pe	oples							

									Subseque	ent/Current	Short-tern	n Goals							
				All En	iployees									Aborigi	nal Peoples				
	Number	Gree	wth (New Posi	tions)	Turnover (Re		Terminated		Number	Turnover (Re	unla comment of		3 Year	Goals					
Employment Equity						Employees)		Anticipated		Terminated		Hires Required	Fron		Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Pro	ected	Actual	Proje	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY	· YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2019-01-16	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Tears	2019-01-16	Annually	Over 3 Years	Years	2019	2022					Tears
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	6	-5.0%	,	0	15.4%	4.0%	1	1	0	4.0%	0	0	0		3.2%	0	0	0.0%	0.0%
02 Middle & Other Managers	30	1.1%	,	0	23.7%	4.0%	4	4	1	4.0%	0	0	0		2.7%	0	0	3.3%	3.3%
03 Professionals	13	-2.4%	5	0	37.0%	4.0%	2	2	0	4.0%	0	0	0		1.7%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	35	-5.9%	,	0	13.0%	4.0%	4	4	1	4.0%	0	0	0		2.1%	0	0	2.9%	2.9%
05 Supervisors	2	0.0%	6	0	0.0%	4.0%	0	0	0	4.0%	0	0	0		0.9%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	9	21.6%	6	0	14.3%	4.0%	1	1	0	4.0%	0	0	0		1.1%	0	0	0.0%	0.0%
07 Administrative & Sr Clerical	7	0.0%	6	0	14.3%	4.0%	1	1	0	4.0%	0	0	0		0.8%	0	0	0.0%	0.0%
08 Skilled Sales & Service	11	-13.5%)	0	42.9%	4.0%	1	1	0	4.0%	0	0	0		1.3%	0	0	0.0%	0.0%
09 Skilled Crafts & Trades	0	0.0%	6	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	11	0.0%)	0	18.2%	4.0%	1	1	0	4.0%	0	0	0		0.8%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	8	-3.9%)	0	23.5%	4.0%	1	1	0	4.0%	0	0	0		0.8%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	17	-3.6%)	0	61.1%	4.0%	2	2	0	4.0%	0	0	0		0.8%	0	0	0.0%	0.0%
13 Other Sales & Service	0	0.0%	5	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%	6	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	149	-2.7%)	0	26.4%		0	0	2	0.0%	0	1	0		1.7%	-1	-1	1.3%	1.3%

[†] 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
Em	loyment Equity	Aboriginal	Peoples	
	apational Group (EEOG)	Short-term Goals	Long-term Goals	Comments
		%	%	
01	Senior Managers	0.0	aig2706aig2706aig2706aig2706aig	Our current representation indicates no gaps
02	Middle & Other Managers	0.0	0.0	Our current representation indicates no gaps
03	Professionals	0.0	0.0	Our current representation indicates no gaps
04	Semi-Professionals & Tech	0.0	0.0	Our current representation indicates no gaps
05	Supervisors	0.0	0.0	Our current representation indicates no gaps
06	Supervisors: Crafts & Trades	0.0	0.0	Our current representation indicates no gaps
07	Administrative & Sr Clerical	0.0	100000000000000000000000000000000000000	Our current representation indicates no gaps
08	Skilled Sales & Service	0.0		Our current representation indicates no gaps
09	Skilled Crafts & Trades	0.0	rreductred Letres Letres Letre	Our current representation indicates no gaps
10	Clerical Personnel	0.0	0.0	Our current representation indicates no gaps
11	Intermediate Sales & Service	0.0	The sufficient of the sufficie	Our current representation indicates no gaps
12	Semi-Skilled Manual	0.0	######################################	Our current representation indicates no gaps
13	Other Sales & Service	0.0	0107770-0107770-0107770-0107770-010	Our current representation indicates no gaps
14	Other Manual Workers	0.0	0.0	Our current representation indicates no gaps

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Total	0.0 0.0	

Fujifilm Canada Inc.

									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	Е	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry		From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		1	1	1	\	1	\	\	↓ Table 13	↓ : Persons	↓ with Disa	↓ abilities	↓	\	\	1	1	↓	
									Subseque	ent/Curren	Short-terr	n Goals							

										Subseque	ent/Current	t Short-tern	n Goals							
					All En	ıployees									Persons wi	th Disabilitie:	Š.			
		Number	Grow	th (New Posit	ions)		eplacement of	Terminated		Number	T(B.	eplacement of		3 Yea	r Goals					
Emo	loyment Equity			*****			Employees)		Anticipated			Employees)	Hires Required	Fron	n - To	Present		Projected	Present	Projected
	pational Group (EEOG)	YYYY-MM-DD	Actual	Proje	ected	Actual	Proje	ected	Hires Over 3	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3
		2019-01-16	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2019-01-16	Annually	Over 3 Years	Years	2019	2022					Years
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02	Managers	36	-1.9%	0.0%	0	19.6%	4.0%	4	4	0	4.0%	0	2	0	5.0%	5.0%	-2	-2	0.0%	0.0%
03	Professionals	13	-2.4%	0.0%	0	37.0%	4.0%	2	2	0	4.0%	0	1	0	8.9%	8.9%	-1	-1	0.0%	0.0%
04	Semi-Professionals & Tech	35	-5.9%	0.0%	0	13.0%	4.0%	4	4	1	4.0%	0	2	0	7.6%	7.6%	-2	-2	2.9%	2.9%
05	Supervisors	2	0.0%	0.0%	0	0.0%	4.0%	0	0	0	4.0%	0	1	0	27.5%	27.5%	-1	-1	0.0%	0.0%
06	Supervisors: Crafts & Trades	9	21.6%	0.0%	0	14.3%	4.0%	1	1	0	4.0%	0	1	0	10.0%	10.0%	-1	-1	0.0%	0.0%
07	Administrative & Sr Clerical	7	0.0%	0.0%	0	14.3%	4.0%	1	1	0	4.0%	0	1	0	10.0%	10.0%	-1	-1	0.0%	0.0%
08	Skilled Sales & Service	11	-13.5%	0.0%	0	42.9%	4.0%	1	1	0	4.0%	0	1	0	8.0%	8.0%	-1	-1	0.0%	0.0%
09	Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	11	0.0%	0.0%	0	18.2%	4.0%	1	1	0	4.0%	0	1	0	9.3%	9.3%	-1	-1	0.0%	0.0%
11	Intermediate Sales & Service	8	-3.9%	0.0%	0	23.5%	4.0%	1	1	0	4.0%	0	1	0	10.8%	10.8%	-1	-1	0.0%	0.0%
12	Semi-Skilled Manual	17	-3.6%	0.0%	0	61.1%	4.0%	2	2	2	4.0%	0	0	0		10.3%	0	0	11.8%	11.8%
13	Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total		149	-2.7%		0	26.4%]	0	0	3	0.0%	0	9	0		8.3%	-9	-9	2.0%	2.0%

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

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

Workforce Findingsisy - 2) A f			Table 14: Persons with Disabilities
	Persons with	Disabilities	
Employment Equity Occupational Group (EEOG)	Short-term Goals	Long-term Goals	Comments
CA VORTE -	%	9/6	
01/02 Managers	5.0	41000 (12100) (12100) (12100) (12100	Although there are not any significant gaps in any one of the EEOG in this category, it is recognized that there is a gap in the employment of people with disabilities at Fujifilm. There may be little
03 Professionals	8.9	8.9%	
04 Semi-Professionals & Tech	7.6	7.6%	
05 Supervisors	27.5	27.5%	
06 Supervisors: Crafts & Trades	s 10.0	10.0%	
07 Administrative & Sr Clerical	10.0	10.0%	
08 Skilled Sales & Service	8.0	8.0%	
09 Skilled Crafts & Trades	0.0		
10 Clerical Personnel	9.3	9.3%	
11 Intermediate Sales & Service	10.8	10.8%	
12 Semi-Skilled Manual	0.0		
13 Other Sales & Service	0.0		
14 Other Manual Workers	0.0		
Total	0.0	0.0	

										Data for	Subseque	nt/Curre	nt Goals							
A B		C	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U
Data sources:	:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis		K ÷ C	(K - M + O) ÷ (C + F)
	·····	↓	↓	↓	1	1	↓	↓	↓	J	↓	1	Ţ	1	↓	1	↓	↓	↓	J

Table 15: Members of Visible Minorities

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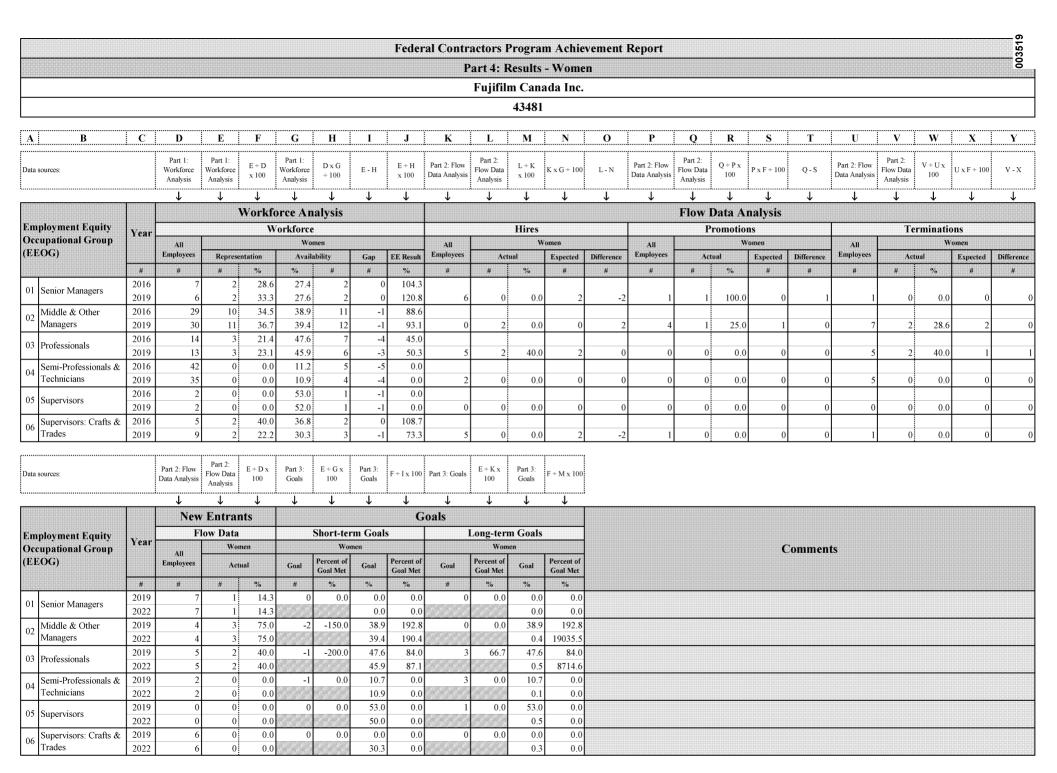
Subsequent/Current Short-term Goals All Employees Members of Visible Minorities 3 Year Goals Turnover (Replacement of Terminated Number Growth (New Positions) Number Turnover (Replacement of Employees) From - To Anticipated Terminated Employees) Projected **Employment Equity** Projected Required Present Present YYYY-MM-DD Projected Actual Projected Hires Over 3 YYYY-MM-DD YYYY - YYYY Present Gap Representation in 3 Actual Occupational Group (EEOG) Over 3 Availability Gap Representation Vears Years Over 3 Over 3 Over 3 Years 2019-01-16 Annually Annually Annually Annually 2019-01-16 Annually 2022 Years Years Years % % % % % % % % % 0.0% 15.4% 4.0% 4.0% 11.5% 33.3% Senior Managers -5.0% 02 Middle & Other Managers 30 0.0% 23.7% 4.0% 4.0% 17.6% 23.3% 20.0% 1.1% 03 13 Professionals -2.4% 0.0% 37.0% 4.0% 4.0% 26.1% 61.5% 53.8% 04 Semi-Professionals & Tech 35 -5.9% 0.0% 13.0% 4.0% 4.0% 27.3% 31.4% 28.6% 05 0.0% 51.5% 100.0% Supervisors 0.0% 0.0% 4.0% 4.0% 100.0% 06 Supervisors: Crafts & Trades 21.6% 0.0% 14.3% 4.0% 4.0% 25.6% 22.2% 22.2% 07 Administrative & Sr Clerical 0.0% 0.0% 14.3% 4.0% 4.0% 36.9% 42.9% 42.9% 19.7% -13.5% 0.0% 42.9% 4.0% 4.0% 19.7% 9.1% Skilled Sales & Service 11 9.1% Skilled Crafts & Trades 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0! 11 0.0% 52.2% 10 Clerical Personnel 0.0% 18.2% 4.0% 4.0% 63.6% 54.5% Intermediate Sales & Service -3.9% 0.0% 23.5% 4.0% 4.0% 54.7% 54.7% 25.0% 37.5% Semi-Skilled Manual 17 -3.6% 0.0% 61.1% 4.0% 4.0% 60.7% 60.7% 47.1% 47.1% 13 Other Sales & Service 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0! 14 Other Manual Workers 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0! 149 -2.7% Total 26.4% 0.0% 31.8% 35.6% 35.6%

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
Em	loyment Equity	Membe	ers of Visible Min	orities	
	ipational Group (EEOG)	Short-term	Goals Long-	term Goals	Comments
			%	%	
	Senior Managers		0.0		
02	Middle & Other Managers		0.0		
03	Professionals		0.0		
04	Semi-Professionals & Tech		0.0		
05	Supervisors		0.0		
06	Supervisors: Crafts & Trades		0.0		
07	Administrative & Sr Clerical		0.0		
08	Skilled Sales & Service		19.7	19.7%	This gap is noted however at -1 we will focus on other goals with the intention to improve this # when possible.
09	Skilled Crafts & Trades		0.0		
10	Clerical Personnel		0.0		
11	Intermediate Sales & Service		54.7	54.7%	Fujifilm is a member of the hireimmigrants.ca group which can help to identify ways to provide opportunities for visible minorities.
12	Semi-Skilled Manual		60.7	60.7%	Fujifilm is a member of the hireimmigrants.ca group which can help to identify ways to provide opportunities for visible minorities.
13	Other Sales & Service		0.0		
14	Other Manual Workers		0.0		

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

		∞
	Federal Contractors Program Achievement Report	35
	Part 3: Goals	
	Fujifilm Canada Inc.	
	43481	
Total	0.0	



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									I	Part 4: 1	Results	- Wome	en										<u> </u>
										Fujifil	m Can	ada Inc.											
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Data sources:		Part 1: Workforce	Part 1: Workforce	E ÷ D x 100	Part 1: Workforce	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Flow Data	$Q \div P x$ 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data	V ÷ U x 100	U x F ÷ 100	V - X
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Employment Equity	Year				orkforce						Hires					romotio	•			T	erminatio	ons	
Occupational Group (EEOG)		All Employees	-		·	men			All Employees			omen	num.	All Employees			omen	5100	All Employees			omen	
(LLOU)	#	#	Kepres #	sentation %	Avail %	ability #	Gap #	EE Result	#	# Ac	tual %	Expected #	Difference #	##	Act	ual %	Expected #	Difference #	#	Ac	tual %	Expected #	Difference #
07 Administrative &	2016	1	6	85.7	80.2	•	0	106.9															
Senior Clerical Skilled Sales &	2019		5	•	79.4 28.2	<u> </u>	-1	90.0	2	1	50.0	2	-1	1 (0	0.0	0	0	1	1	100.0	1	(
08 Service Personnel	2019		0	<u> </u>		<u> </u>	-3	1	5	0	0.0	1	-1	1 (0	0.0	0	0	6	0	0.0	0	
09 Skilled Crafts & Trades Workers	2016			.	0.0		0	0.0			0.0					0.0							
	2019		8	. 	0.0 65.2		1	0.0	0	0	0.0	0	(0	0.0	0	0	0	0	0.0	0	
10 Clerical Personnel	2019	+	9	81.8	65.5	7	2	124.9	2	2	100.0	1	1	. (0	0.0	0	0	2	1	50.0	1	
Intermediate Sales of Service Personnel	2016		6	·	63.9 65.7	<u>. </u>	0	104.3 114.2	1	1	100.0	1	(0	0.0	0	0) 2	1	50.0	1	
12 Semi-Skilled Manua			1	•	21.8	:	-1	72.4	1	1	100.0	1	,			0.0	V		-		30.0		
Workers	2019	17	4	23.5	19.9	3	1	118.2	8	1	12.5	2	-1	(0	0.0	0	0	11	0	0.0	2	-2
		Part 2: Flow	Part 2:	E÷Dx	Part 3:	E÷Gx	D 2			E÷Kx	D 2:												
Data sources:		Data Analysis	Flow Data Analysis	100	Goals	100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	100	Part 3: Goals	F ÷ M x 100											
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		Nev	v Entra	ints				G	oals														
Employment Equity	Year	. F	low Data	a omen		Short-te	rm Goal ^{men}	S		Long-ter Won							,	,					
Occupational Group (EEOG)		All Employees		ctual	Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of					Ĺ	ommen	TS				
	#	#	#	%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met											
07 Administrative &	2019	2	1	50.0	0	0.0	0.0		0		0.0	0.0											
Senior Clerical	2022		1		0201002010020100201	0.0	0.0			0.0	0.0												
08 Skilled Sales & Service Personnel	2019		0	•	enterproperty and consistent	0.0	28.2 27.9		3	0.0	28.2 0.3	0.0											
09 Skilled Crafts &	2019	0	0		93331093331093331093331	0.0	0.0	0.0	0	0.0	0.0	0.0											
Trades Workers	2022		2	•	0	0.0	0.0	0.0	0	0,0	0.0	0.0											
10 Clerical Personnel	2022	2	2	100.0			0.0	0.0			0.0	0.0											
Intermediate Sales of Service Personnel	2019		1	100.0	0	0.0	0.0		0	0.0	0.0	0.0											
Semi-Skilled Manua	_		1	100.0	-1	-100.0	21.8		0	0.0	21.8	57.3											
Workers Workers	2022		1	12.5			0.0				0.0												

Part 4: Results - Women Flow Data Analysis Part 2: Flow Data Analysi	2: V ÷ U x 100 V sis U x F ÷ 100 V
A	2: V + U x 100 U x F + 100 V sis
A B C D E F G H I J J K L M N O P Q R S T U V Data sources: Part 1: Workforce Analysis Part 2: Flow Option Part 2: Flow Data Analysis Part 2: Flow Data	2: V + U x 100 U x F + 100 V sis
Data sources: Part 1: Workforce Analysis Part 2: Flow Data Analysis	2: V + U x 100 U x F + 100 V sis
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Workforce Analysis Employment Equity Vector	
Workforce Analysis Employment Equity Very Workforce Hires Promotions	
Employment Equity Vocal Hires Promotions	·
	Terminations
Occupational Group All Women All Women All Women All Women	Women
EEOG) Employees Representation Availability Gap EE Result Employees Actual Expected Difference Employees Actual Expected Difference Employees Actual Expected Difference Employees	Actual Expected Diff
Other Sales & Service 2016 0 0 0.0 0.0 0 0 0 0.0 0 0 0 0 0 0 0 0	0 0.0 0
Other Manual 2016 0 0 0.0 0.0 0 0 0.0 0.0	
Workers 2019 0 0 0.0 0.0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0.0 0
Total 2016 162 41 25.3 0.0 0 41 0.0	7 17.1 10
	7: 17.11 10
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New Entrants Goals	
Employment Equity Voca Flow Data Short-term Goals Long-term Goals	
Occupational Group 1 car Women Women Women Comments	
EEOG) Employees Actual Goal Goal Met	
Other Sales & Service 2019 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.	
Personnel 2022 0 0 0.0 0.0 0.0 0.0 0.0 0.0	
14 Other Manual Workers 2019 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.	

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Data so	ources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E÷D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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	loyment Equity ipational Group	Year			N	orkforce	al Peoples					Hires				Pi	romotio	ns nal Peoples			Te	erminatio	ns nal Peoples	
(EEC			All Employees	Represe	entation	Aporigin		Gap	EE Result	All Employees	Act	tual	nal Peoples Expected	Difference	All Employees	Act		Expected	Difference	All Employees	Aci	tual	Expected	Difference
		#	Ħ	#	%	%	#	#	%	#	#	%	#	#	#	Ħ	%	#	#	#	#	%	#	#
01 5	Senior Managers	2016 2019	7 6	0 0	0.0	2.9 3.2	0	0	0.0 0.0	6	0	0.0	0	0	1	0	0.0	0	0	1	0	0.0	0	0
071	Middle & Other Managers	2016 2019	29 30	1 1		2.2		0	156.7 123.5	0	0	0.0	0	0	4	0	0.0	0	0	7	0	0.0	0	0
03 I	Professionals	2016 2019	14 13	0		1.7 1.7		0	0.0	5	0	0.0	0	0	0	0	0.0	0	0	5	0	0.0	0	0
	Semi-Professionals & Fechnicians	2016 2019	42 35	1 1		1.8 2.1		0	132.3 136.1	2	0	0.0	0	0	0	0	0.0	0	0	5	0	0.0	0	0
05 5	Supervisors	2016 2019	2	0	0.0	1.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
UOL	Supervisors: Crafts & Frades	2016 2019	5	0	0.0		0	0	0.0	5	0	0.0	0	0	1	0		0	0	1	0		0	0
		2017		•	***		· · · · ·		***			***	· · · · · ·					· · · · · ·						1
Data so	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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	ipational Group		All	Aborigina			Aboriging Percent of	ıl Peoples	Percent of		Aboriginal Percent of		Percent of					C	omment	ts				
(EEC	ж,		Employees	Act		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
$\overline{}$		# 2019	# 7	# 0	%	# 0	0.0	0.0	0.0	#	0.0	0.0	0.0											
01 5	Senior Managers	2019	7	0			0.0	0.0	0.0	U	0.0	0.0	0.0											
	Middle & Other	2019	4	0			0.0	0.0	0.0	0	0.0	0.0												
N	Managers	2022 2019	4	0		0010040001100400011004000110040	0.0	0.0	0.0	^	0.0	0.0	0.0											
03 F	Professionals	2019	5	0		000000000000000000000000000000000000000	0.0	0.0	0.0	0	0.0	0.0	0.0											
04 S	Semi-Professionals & Fechnicians	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
04 1						0110000110000110000110000				_	f													
1	Supervisors	2019 2022	0	0		0	0.0	0.0	0.0	0	0.0	0.0	0.0											

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	OG)		All Employees	Represe	entation	Aborigin Avail		Gap	EE Result	All Employees	Ac	Aborigi tual	nal Peoples Expected	Difference	All Employees	Act		nal Peoples Expected	Difference	All Employees	Ac	Aborigi	nal Peoples Expected	Difference
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07	Administrative & Senior Clerical	2016 2019	7	0		0.8 0.8	•	0	0.0	,	0	0.0	0	0		0	0.0	0	0	1	0	0.0	0	0
08	Skilled Sales & Service Personnel	2016	17	0	0.0	1.4	0	0	0.0				0					0	0		0			
	Skilled Crafts &	2019 2016	11	0	0.0	0.0	0	0	0.0	5	0		0	0	, (0		0	0	6	0		0	0
-	Trades Workers	2019	0 11	0		0.0	-	0	0.0	0	0	0.0	0	0		0	0.0	0	0	0	0	0.0	0	0
	Clerical Personnel	2019	11	0	0.0	0.8	0	0	0.0	2	0	0.0	0	C) (0	0.0	0	0	2	0	0.0	0	0
	Intermediate Sales & Service Personnel	2016	9	0	•	0.6		0	0.0	1	0	0.0	0	0		0	0.0	0	0	2	0	0.0	0	0
\vdash	Semi-Skilled Manual Workers	2016	19	0	0.0	0.7	0	0	0.0				0					0						
	WOIKEIS	2019	17	0	0.0	0.8	0		0.0	8	0	0.0	0	U	71 (0	0.0	<u> </u>	0	11	0	0.0	0	1 0
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ľ	(.,			.uai %	Goal #	Goal Met	Goal	Goal Met		Goal Met	Goal %	Goal Met											
	Administrative &	# 2019	# 2	# 0		# 0	%	0.0	0.0	# 0	0.0	0.0	0.0											
	Senior Clerical	2022	2	0				0.0	0.0			0.0												
	Skilled Sales &	2019	5	0			0.0		0.0	0	0.0	0.0												
	Service Personnel Skilled Crafts &	2022	5	0	-	0010040001100400011004000110040	0.0	0.0	0.0	<u> </u>	0.0	0.0	0.0											
09	Trades Workers	2022	0	0		000000000000000000000000000000000000000	0.0	0.0	0.0	U	0.0	0.0												
10	Clerical Personnel	2019 2022	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
	Intermediate Sales &	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
12	Service Personnel Semi-Skilled Manual	2022	8	0		0	0.0	0.0	0.0	0	0.0	0.0												
12	Workers	2022	8	0	0.0			0.0	0.0			0.0	0.0											

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A B	C	D	E	F	G	Н	ī	J	K	L	М	N	0	Р	0	R	S	T	U	V	W	X	Y
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Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E-H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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			1	Workfo	orce An	alysis									Flow	Data A	nalysis						
Employment Equity	Year			W	orkforce						Hires				F	romotio				Te	rminati		
Occupational Group (EEOG)		All Employees	Represe		Aborigina Availa		Gap	EE Result	All Employees		Aborigi	nal Peoples Expected	Difference	All Employees		Aborig tual	nal Peoples Expected	Difference	All Employees		Aborig tual	nal Peoples Expected	Difference
	#	#	# #	%	%	#	#	%	#	#	· %	Expected #	#	#	#	%	#	#	#	#	%	Expected #	#
Other Sales & Service Personnel	2016 2019	0	0	0.0	0.0 0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	
Other Manual	2016	0	0	0.0	0.0		0	0.0					-										
Workers	2019	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	(
Total	2016 2019	162 149	2 2	1.2 1.3	0.0 1.7		-1	0.0 79.0	36	0	0.0	1	-1	6	0	0.0	0	0	41	0	0.0	1	-
					:		······································	:		······································	:	:	!										
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$\begin{array}{c} \text{E} \div \text{D x} \\ 100 \end{array}$	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											
			↓	\	·↓	↓	\	↓	\	↓	↓	\	i										
		New	Entrai	nts				G	oals														
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Occupational Group	I Car	All	Aborigina	l Peoples			al Peoples	I		Aborigina	l Peoples	Percent of					C	ommen	ts				
(EEOG)	#	Employees #	Act	ual %	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal #	Percent of Goal Met	Goal %	Goal Met											
Other Sales & Service	2019	0	0	0.0	0	0.0	0.0	0.0	0		0.0	0.0											
Personnel Other Manual	2022	0	0	0.0		0.0	0.0	0.0	_	0.0	0.0	0.0											
Other Manual Workers	2019	0	0	0.0	U	0.0	0.0	0.0	J 0	0.0	0.0	0.0											
Total	2019	42	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	2022	42	0	0.0			0.0	0.0			0.0	0.0											

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Α	В	C	D	E	F	G	Н	I	J	K	L	M	N	0	Р	Q	R	S	Т	U	V	W	X	Y
Data s	ources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q÷Px 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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				•	Workf	orce An	alysis									Flow	Data A	nalysis						
	ployment Equity	Year				orkforce						Hires				I	romotio				Te	rminatio		
	upational Group OG)		All Employees			Persons with		,		All Employees			ith Disabilitie	,	All Employees			ith Disabilities		All Employees			h Disabilities	
	00)	#	#	Represe	entation %	Avail:	abinty #	Gap #	EE Result	#	#	tual %	Expected #	Difference #	##	#	tual %	Expected #	Difference #	#	Act	ual %	Expected #	Difference #
01& 02	Managers	2016 2019	36 36	0	0.0	4.3 5.0	:	-2 -2	0.0	6	0	0.0	0	0	5	0		0	0	8	0	0.0	0	0
03	Professionals	2016 2019	14 13	0	0.0	3.8 8.9	1	-1 -1	0.0	5	0		0	0	0	0		0	0	5	0	0.0	0	0
04	Semi-Professionals &	2016	42	1		4.6		-1	51.8			0.0	0				0.0	Ŭ	0			0.0		
04	Technicians	2019	35	1				-2	37.6	2	0	0.0	0	0	0	0	0.0	0	0	5	0	0.0	0	0
05	Supervisors	2016 2019	2	0		13.9 27.5		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
06	Supervisors: Crafts &	2016	5	0	0.0	7.8	0	0	0.0															
	Trades	2019	9	0	0.0	10.0	1	-1	0.0	5	0	0.0	1	-1	1	0	0.0	0	0	1	0	0.0	0	0
Data	ources:		Part 2: Flow	Part 2: Flow Data	E÷Dx	Part 3:	E÷Gx	Part 3:	F ÷ I x 100	Part 3: Goals	E÷Kx	Part 3:	F ÷ M x 100											
			Data Analysis	Analysis	100	Goals	100	Goals			100	Goals												
			<u> </u>		<u> </u>	<u> </u>	1	↓	<u> </u>		<u> </u>	↓	↓											
				Entrai			OL 44	0.1		oals		C 1												
	ployment Equity	Year	r	ow Data Person	s with			rm Goals h Disabilities	1		Long-ter Persons with													
	upational Group OG)		All Employees	Disabi Acti		Goal	Percent of	Goal	Percent of Goal Met	Goal	Percent of	Goal	Percent of Goal Met					C	ommen	IS				
		#	#	#	%	#	%	%	%	#	%	%	%											
01&	Managers	2019	11	0		1	0.0	3.8	0.0	0	0.0	0.0	0.0											
02		2022 2019	11 5	0			0.0	5.0 4.6	0.0	0	0.0	0.1	0.0											
03	Professionals	2022	5	0	0.0			8.9	0.0			0.1	0.0											
04	Semi-Professionals & Technicians	2019 2022	2 2	0		0	0.0	0.0 7.6	0.0	0	0.0	0.0	0.0	-										
05	Supervisors	2019	0	0	0.0	0	0.0	0.0 27.5	0.0	0	0.0	0.0	0.0											
06	Supervisors: Crafts &	2019	6	0		0	0.0	0.0	0.0	0	0.0	0.0	0.0											
00	Trades	2022	6	0	0.0			10.0	0.0			0.1	0.0											

Administrative & 2016 7										al Contr		-												003526
A B C D F F G H I J K L M N O P Q R S T U V W X Y									_															
Part colors																								
Part Section Section	A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U	V	W	X	Y
Variable Variable	Data sources:		Workforce	Workforce		Workforce		E - H			Flow Data		K x G ÷ 100	L - N		Flow Data		P x F ÷ 100	Q - S		Flow Data		U x F ÷ 100	V - X
Part			V		↓	↓	↓	↓	1	↓	.i	↓ ↓	\	↓	↓	.i	V	. ↓	V	<u>↓</u>	↓	J	1	
Second Personnel (Count Count Co				1			•											•						
Part Principal Princip		Year								4.1			ith Disabilitie	s	4.11	P			ς.		Te			se.
Or Administrative & 2016 7	(EEOG)			Represen				·	EE Result		Ac		т			Ac					Ac			Difference
Salet Sale & 2016	Administration R		# 7					#		#	#	%	#	#	#	#	%	#	#	#	#	90	#	#
Solida Carla & Carla		1 1	7			l :		-1		2	. 0	0.0	0	0) (0	0.0	0	0	1	0	0.0	0	0
Op Skilled Crafts & 2010 O 0 0 0 0 0 0 0 0								-1		_		0.0					0.0					0.0		
Trace Workers 2019 0 0 0 0 0 0 0 0 0	Skilled Crafts &	_		-				0)	0	0.0	0	0	, (0	0.0	0	0	6	0	0.0	0	0
1 Intermediate Sales & 2016 9 0 0 0 5 1 -1 0 0 2 0 0 0 0 0 0 0	Trades Workers	_	Ů	<u></u>				0		0	0	0.0	0	0) (0	0.0	0	0	0	0	0.0	0	0
1 Service Personnel 2010 8 0 0 0 10.8 1 -1 0.0 1 0 0.0 0 0 0 0 0 0 0	10 Clerical Personnel							-1 -1		2	2 0	0.0	0	0		0	0.0	0	0	2	0	0.0	0	0
National Control Con			9					-1																
Very Part 2; Flow Part 2; Flow Part 2; Flow Part 3; Flow		_	8 19					-1 1		1	0	0.0	0	0		0	0.0	0	0	2	0	0.0	0	0
Part 2 - Property Part 2 - Property Part 3 - Property Part	1 17 1		17					0	114.2	8	0	0.0	1	-1	(0	0.0	0	0	11	0	0.0	1	-1
Data Analysis Persons with Disabilities Persons with			Part 2: Flow		F÷Dv	Part 3	F ÷ G v	Part 3			F ÷ K v	Part 3:												
New Entrants Flow Data Short-term Goals Disabilities Persons with Disabiliti	Data sources:								F ÷ I x 100	Part 3: Goals			F ÷ M x 100											
Persons with Disabilities				<u> </u>	1	\	↓	1	•	<u> </u>	<u> </u>	<u> </u>	<u> </u>	· •										
Persons with Disabilities					ts		GI																	
Carbon C		Year	r	Persons														-	`ommon	to				
Clerical Personnel Clerica												1	Percent of					Ĺ	ommen	rs.				
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Senior Clerical 2022 2 0 0.0 10.0 0.0 0.1 0.0	07 Administrative &		2							0														
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Trades Workers 2022 0 0 0 0 0 0 0 0			5	-		1	0.0			PET UNDER TURBERT UNDER TURBERT UND	0.0													
10 Clerical Personnel 2019 2 0 0.0 1 0.0 7.0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0			0	- :		0	0.0				0.0													
11 Intermediate Sales & 2019 1 0 0.0 1 0.0 5.6 0.0 0 0.0 0.0 Service Personnel 2022 1 0 0.0 10.8 0.0 0.1 0.0		2019	2	0	0.0	1	0.0	7.0	0.0		0.0	0.0	0.0											
11 Service Personnel 2022 1 0 0.0 10.8 0.0 0.1 0.0	Intermediate Sales &	_	1			1	0.0			0	0.0													
1	Service Personnel	2022	1	0	0.0			10.8	0.0			0.1	0.0											
12 Semi-skilled Manual 2019 8 0 0.0	12 Semi-Skilled Manual Workers	2019	8	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	-											

									Feder	al Contr	actors l	Prograi	n Achie	vement	Report									003527
									I	art 6: R	esults -	Person	s with E	isabiliti	es									00
											Fujifil	m Cana	ıda Inc.											
												43481												
A	В	С	D	E	F	G	Н	I	J	K	L	M	N	О	Р	Q	R	S	Т	U	V	W	X	Y
Data s	sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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					Workfo	orce An	alysis									Flow	Data A	nalysis						
	ployment Equity cupational Group	Year				orkforce						Hires	th Disabilitie			P	romotio	ns ith Disabilities			Te	rminati	ons ith Disabiliti	
	EOG)		All Employees	Represe	entation	Avail		Gap	EE Result	All Employees	Act	ual	th Disabilitie Expected	Difference	All Employees	Aci		Expected	Difference	All Employees	Ac	Persons w	Expected	Difference
		H	#	Ħ	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	Ħ	#
13	Other Sales & Service Personnel	2016 2019	0	0	0.0	0.0		0	0.0			0.0	0	0			0.0	0	0	0	0	0.0		
	Other Manual	2019	0	0	* ***	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0		
14	Workers	2019	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	C	C
Tota	al	2016	162 149	3		0.0 8.3		3	0.0 24.3	36	0	0.0	3	-3	6	0	0.0	0	0	41	0	0.0	1	_1
		2017	110		2.0	0.5	12		21.5	30	· ·	0.0					0.0	ı v		11		0.0		· ·
Data s	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											
			V	\	<u> </u>	.	\	↓	<u> </u>	↓	_ ↓	↓	Ţ											
				Entra						oals														
	ployment Equity cupational Group	Year	FI		ns with		Short-ter				Long-ter							-	ommen	4				
	EOG)		All Employees	Disah Aci		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					· ·	ommen	ıs				
		#	#	#	%	#	%	%	%	#	%	%	%											
	Other Sales & Service Personnel	2019 2022	0	0		0	0.0	0.0	0.0	0	0.0	0.0	0.0											
\vdash	Other Manual	2019	0	0	-	0	0.0	0.0		0	0.0	0.0	0.0											
14	Workers	2022	0	0			_	0.0	0.0			0.0	0.0											
ı	al	2019	42	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											

									Par	t 7: Resu				le Mino	rities									003528
											Fujifil		ada Inc.											
												43481												
A	В	C	D	E	F	G	Н	I	J	K	L	M	N	0	Р	Q	R	S	Т	U	V	W	X	Y
Data souro	es:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q÷Px 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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					Workfo	orce An	alysis									Flow I	Data A	nalysis						
	yment Equity ational Group	Year			W	orkforce						Hires				P	romotio				To	rminatio	Ons Minorities	
EEOC			All Employees	Repres	entation	,	linorities ability	Gap	EE Result	All Employees	Ac	Visible	Minorities Expected	Difference	All Employees	Act		Minorities Expected	Difference	All Employees	Ac	visible	Expected	Differen
		#	Ħ	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
01 Sen	nior Managers	2016	7	2	:	10.1	:	1	282.9 289.9		0	0.0					0.0		_	,	0	0.0	, ,	
Mic	ddle & Other	2019 2016	29	5		11.5 15.0		1	289.9 114.9	6	0	0.0	1	-1	1	. 0	0.0	0	0	1	0	0.0	0	
	nagers	2019	30	7		17.6	5	2	132.6	0	3	0.0	0	3	4	0	0.0	1	-1	. 7	2	28.6	1	
03 Pro	fessionals	2016 2019	14	9	;	22.8 26.1	3	6	282.0	-	,	60.0	1	2	·		0.0	0			2	(0.0		
. Sen	ni-Professionals &	2019	13 42	12	•	26.1	11	1	235.8 109.5	5	3	60.0	1			0	0.0	0	0	5	3	60.0	3	
04 Tec	chnicians	2019	35	11		27.3		1	115.1	2	1	50.0	1	0	С	0	0.0	0	0	5	1	20.0	1	
05 Sup	pervisors	2016	2 2	2		45.8 51.5		1	218.3 194.2	0	0	0.0	0	0) () 1	0.0	0	1	0	0	0.0	0	
06 Sup	pervisors: Crafts &	2016	5	2		19.0	•	1	210.5	0	· ·	0.0		0		1	0.0	0	1	·		0.0		
Tra	ides	2019	9	2	22.2	25.6	2	0	86.8	5	1	20.0	1	0	1	. 0	0.0	0	0	1	1	100.0	0	
				Part 2:							Ĭ													
Oata sourc	es:		Part 2: Flow Data Analysis	Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
			·····································	<u> </u>	<u>, </u>	<u>↓</u>	↓	↓	<u> </u>	<u> </u>	↓ ↓	<u>↓</u>	<u>\</u>											
			New	Entra	nts				G	oals														
	yment Equity	Year	Fl	ow Data	l Vinorities		Short-te	rm Goals	S]	Long-ter Visible M													
Jecupa EEOG	ational Group		All Employees			6.1	Percent of		Percent of		Percent of		Percent of					Č	lommen	its				
		#	# #	Ac	tual %	Goal #	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal %	Goal Met											
01 6		2019	7	0		# 0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	nior Managers	2022	7	0	0.0			0.0				0.0												
	ddle & Other nagers	2019 2022	4	3	•	1	300.0	0.0	0.0	0	0.0	0.0	0.0											
~~ Ma	-	2019	5	3		1	300.0	0.0		0	0.0	0.0	0.0											
Ma	ressionais	2022	5	3			100	0.0	0.0	-		0.0	0.0											
03 Pro	170 0 1 1	20	1 21	1	50.0	1	100.0	0.0		0	0.0	0.0	0.0											
03 Pro	mi-Professionals &	2019	2	1	50.0			()()	()()			()()												
03 Pro 04 Sen Tec	chnicians	2022 2019	2 0	1	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
03 Pro 04 Sen Tec 05 Sup	chnicians pervisors	2022	2 0 0	1 1	•	0	0.0			0	0.0													

									Par	t 7: Resu				le Mino	rities									003529
											Fujifil		ida Inc.											
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A	В	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U	V	W	X	Y
Data sour	rces:		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
			, J	1	<u> </u>	<u> </u>	, J	<u> </u>	1	. ↓		,	<u> </u>	\	,	1	1	,	\	. ↓	1		·	\
					Workfo		-									Flow	Data A	nalysis						
	oyment Equity pational Group	Year			W	orkforce	1inorities					Hires	Minorities			P	romotio	Minorities			Te	erminatio	ONS Minorities	
(EEO			All Employees	Repres	entation	Avail		Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	Act		Expected	Difference	All Employees	Ac	tual	Expected	Differenc
		#	Ħ	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	9/6	#	#
	Iministrative & mior Clerical	2016 2019	7	1	14.3	33.7	•	-1	42.4	,	2	100.0	a .	1			0.0		0		0	0.0		
SI	tilled Sales &	2019	17	1		36.9 16.1		-2	116.1 36.5			100.0	1	1		0	0.0	0		1	0	0.0		
	rvice Personnel	2019	11	1		19.7	2	-1	46.1	5	0	0.0	1	-1	C	0	0.0	0	0	6	0	0.0	0	
	tilled Crafts & ades Workers	2016 2019	0	0		0.0		0	0.0	0	0	0.0	0	0	0 0	0	0.0	0			0	0.0		
		2016	11	7	-	48.1		2	132.3	0	0	0.0	0	0			0.0	0			0	0.0	"	
	erical Personnel	2019	11	7		52.2		1	121.9	2	1	50.0	1	0	С	0	0.0	0	0	2	1	50.0	1	
	termediate Sales & rvice Personnel	2016 2019	9	3		48.9 54.7		-1 -2	68.2 45.7	1	0	0.0	1	-1	0	0	0.0	0) 2	1	50.0	1	
_	mi-Skilled Manual	2016	19	11		55.6		0	104.1			0.0			Ĭ		0.0	, and the second			-			
W	orkers	2019	17	8	47.1	60.7	10	-2	77.5	8	4	50.0	5	-1	C	0	0.0	0	C	11	8	72.7	6	
			Part 2: Flow	Part 2:	E ÷ D x	D- 4.2	E÷Gx	D 2			F.V.	D 2												
Data sour	rces:		Data Analysis	Flow Data Analysis	100	Part 3: Goals	100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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			New	Entra	nts				G	oals														
	oyment Equity	Year		ow Data			Short-te		5		Long-ter													
Occup EEO(ational Group		All Employees		Minorities		Visible N Percent of	Imorities	Percent of		Visible M Percent of		Percent of					(ommen	its				
				Ac	tual .	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
oz Ad	Iministrative &	# 2019	# 2	# 2	100.0	# 0	%	33.7	% 296.7	# 1	200.0	33.7	% 296.7											
O7 Se	nior Clerical	2022	2	2	100.0			0.0	0.0			0.0	0.0											
	rilled Sales &	2019 2022	5	0	:	1	0.0	16.1 19.7	0.0	1	0.0	16.1 0.2	0.0											
	tilled Crafts &	2019	0	0		0	0.0	0.0	0.0	0	0.0	0.2	0.0											
	ades Workers	2022	0	0			-	0.0	0.0		-	0.0	0.0											
1	erical Personnel	2019 2022	2	1		0	0.0	0.0	0.0	0	0.0	0.0	0.0											
10 Cle					•	0	0.0	49.8	0.0	0	0.0	49.8	0.0											
11 Int	termediate Sales &	2019	1	0	0.0	l o	0.0	47.0	0.0	ľ	0.0	17.0	0.0											
11 Int	termediate Sales & ervice Personnel emi-Skilled Manual	2019 2022 2019	1	0	0.0	U	0.0	54.7 0.0	0.0		0.0	0.5	0.0											

								Feder	al Contr	actors	Progra	m Achie	vement	Report									003530
	Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities																						
	Fujifilm Canada Inc.																						
43481																							
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																							
A D				1		11	<u> </u>	iy	K	*·····································	i 1 V1	i13	<u> </u>	11		1		1	U			Α	1
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	$\begin{array}{c} Q \div P \ x \\ 100 \end{array}$	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
		↓	↓	\	<u> </u>	,		<u> </u>		<u> </u>	<u> </u>	<u> </u>	1		<u> </u>	1	<u> </u>	1	<u> </u>	,	↓	↓	\
			,	Workfo	orce An	alysis									Flow I	Data A	nalysis						
Employment Equity	Year			W	orkforce						Hires				P	romotio				Te	rminatio		
Occupational Group (EEOG)		All Employees	Represe	ntation	Visible M Avail	linorities ability	Gap	EE Result	All Employees	Aci	Visible tual	Minorities Expected	Difference	All Employees	Act		Minorities Expected	Difference	All Employees	Act		Minorities Expected	Difference
	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
Other Sales & Service Personnel	2016 2019	0	0	0.0	0.0 0.0	•	0	0.0	0	0	0.0	0	0		0	0.0	0	0	0	0	0.0	0	l
Other Manual	2016	0	0		0.0		0	0.0			0.0	v			Ů	0.0	Ů			Ť	0.0		
Workers	2019	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	
Total	2016 2019	162 149	55 53	34.0 35.6	0.0 31.8		55 6	0.0 111.9	36	15	41.7	11	4	6	1	16.7	2	-1	41	17	41.5	14	
					,		,							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											
		↓		J	↓	↓	↓	i↓	J	i↓	↓	\											
		New	Entrai	ıts				G	oals														
Employment Equity	.,	Year	FI	ow Data			Short-te	rm Goal	S		Long-ter	m Goals											
Occupational Group	теаг	All	Visible M	linorities			Inorities	·		Visible M	inorities		Comments										
(EEOG)		Employees	Act		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
Other Sales & Service	# 2019	# 0	# 0	0.0	# 0	0.0	0.0	0.0	# 0	0.0	0.0	0.0											
Personnel	2022	0	0	0.0	V	7.0	0.0	0.0	V	v.v	0.0												
14 Other Manual Workers	2019 2022	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
Total	2019	42	-1	-2.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	2022	42	-1	-2.4			0.0	0.0			0.0	0.0											

Federal Contractors Program Achievement Repo	ort
Part 8: Reasonable Efforts	
Fujifilm Canada Inc.	
43481	

Efforts

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

Rea	mired	measures:
1104	uncu	micasui cs.

Requi	red 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.
V	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.
J	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
	Other (please describe):
Oper	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ration's activities during the period between the first/previous and subsequent/current compliance nent.
✓	Impact of economic and industrial conditions on the organization.
	Our business continues to be in decline due to the nature of the products we sell.
√	Any reorganization or other corporate structural changes.
	Changes to the structure of the business have resulted in the downsizing of some positions which have been taken over by Fujifjlm U.S.A.
	Acquisitions, mergers or transfers of employees.
J	Significant layoffs (include the number of employees affected and the occupational groups of those employees).
	We continue to see headcount reductions as cost savings measures.

	Strikes (include dates, the number of employees affected and the occupational groups of those employees).
	Other.
Addit	tional Details
Please p	provide any additional information (optional):

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Fujifilm Canada Inc.

Primary Location: Mississauga, Ontario

Number of Employees: 149

Ontario 131 Québec 13 Alberta 2 2 **British Columbia** Manitoba 1

Organization Overview:

NAICS # 4144 (Personal Goods Merchant Wholesalers)

FUJIFILM Canada, Inc. develops and provides imaging, graphic arts, photofinishing, and recording media products. It offers digital photography products, such as digital cameras and accessories; professional film; 35mm and instant cameras, single use cameras, and film; and personal data storage products, including audio and video media, camcorder media, and optical and magnetic discs. FUJIFILM Canada also provides pro videotape, motion picture, and photofinishing products. The company is based in Mississauga, Canada. It has additional offices in Montreal and Vancouver, Canada. FUJIFILM Canada, Inc. operates as a subsidiary of FUJIFILM North America Corporation.

Key Dates – First Year Assessment

Initiated: 2016-01-16 2016-02-01 Received: Closed: 2016-02-08 Workforce 2016-01-02 **Analysis:**

Key Dates – Subsequent Assessment

Initiated: 2019-01-16 Received: 2019-02-20 Workforce 2019-01-16

Analysis:

DATA VERIFICATION



I have verified that the data provided as part of the subsequent assessment package is consistent with that provided during the previous submission:
⊠ Yes □ No
Comments:
I have verified that the data provided in the Achievement Report is consistent with that found in Farma 14 a.C.
in Forms 1 to 6:
Comments:

The period reported on the Achievement report is 2016-02-01 to 2019-01-16. The data from the current workforce analysis included in the Achievement report is consistent with that found in Forms 1 to 6 from WEIMS.

ASSESSMENT OF REASONABLE PROGRESS

In the previous assessment, many gaps were found in different EEOG's in each designated group. In the previous assessment, short-term and long-term goals were set in numbers and percentage format. For the purpose of this assessment, only percentage format is used.

Women

02	Middle & Other Managers	Goal met (192.8% achieved).
03	Professionals	Goal met (84% achieved).
04	Semi-Professionals & Technicians	Goal not met (achieved 0.0%)
05	Supervisors	Goal not met (achieved 0.0%)
08	Skilled Sales & Service Personnel	Goal not met (achieved 0.0%)
12	Semi-Skilled Manual Workers	Goal not met (achieved 57.3%)

Assessment/Observations

- EEOG 02 Out of four new entrants in this EEOG, three were from this designated group. The market availability is 38.9%. The company had set a goal of hiring / promoting 38.9%. By hiring / promoting three entrants from this designated group, they achieved 192.8% of the goal set.
- EEOG 03 Out of five new entrants in this EEOG, two were from this designated group. The market availability is 47.6%. The company had set a goal of hiring / promoting 47.6%. By hiring / promoting only two entrants from this designated group, they achieved 84.0% of the goal set.
- EEOG 04 Out of two new entrants in this EEOG, none were from this designated group. The market availability is 11.2%. The company had set a goal of hiring / promoting 10.7%. By hiring / promoting no new entrants from this designated group, they achieved 0.0% of the goal set.

- EEOG 05 No new entrants were hired / promoted in this EEOG from this designated group. The market availability is 53.0%. The company had set a goal of hiring / promoting 53.0%. By hiring / promoting no new entrants from this designated group, they achieved 0.0% of the goal set.
- EEOG 08 Out of five new entrants in this EEOG, none were from this designated group. The market availability is 28.2%. The company had set a goal of hiring / promoting 28.2%. By hiring / promoting no new entrants from this designated group, they achieved 0.0% of the goal set.
- EEOG 12 Out of eight new entrants in this EEOG, one was from this designated group. The market availability is 21.8%. The company had set a goal of hiring / promoting 21.8%. By hiring / promoting one new entrant from this designated group, they achieved 57.3% of the goal set.

Aboriginal Peoples

Assessment/Observations

No gap exists in this designated group.

Person with Disabilities

01/02	Managers	Goal not met (achieved 0.0%)
03	Professionals	Goal not met (achieved 0.0%)
04	Semi-Professionals & Technicians	Goal not set
08	Skilled Sales & Service Personnel	Goal not met (achieved 0.0%)
10	Clerical Personnel	Goal not met (achieved 0.0%)
11	Inter. Sales & Service Personnel	Goal not met (achieved 0.0%)

Assessment/Observations

- EEOG 01/02 Out of 11 new entrants in this EEOG, none were from this designated group. The market availability is 4.3%. The company had set a goal of hiring / promoting 3.8%. By hiring / promoting no new entrants from this designated group, they achieved 0.0% of the goal set.
- EEOG 03 Out of five new entrants in this EEOG, none were from this designated group. The market availability is 3.8%. The company had set a goal of hiring / promoting 4.6%. By hiring / promoting no new entrants from this designated group, they achieved 0.0% of the goal set.
- EEOG 04 Out of two new entrants in this EEOG, none were from this designated group. The market availability is 4.6%. Not able to evaluate any efforts since the company had not set a goal.
- EEOG 08 Out of 17 new entrants in this EEOG, none were from this designated group. The market availability is 3.5%. The company had set a goal of hiring / promoting 3.5%.

- By hiring / promoting no new entrants from this designated group, they achieved 0.0% of the goal set.
- EEOG 10 Out of two new entrants in this EEOG, none were from this designated group. The market availability is 7.0%. The company had set a goal of hiring / promoting 7.0%. By hiring / promoting no new entrants from this designated group, they achieved 0.0% of the goal set.
- EEOG 11- There was only one new entrant in this EEOG and that was not from this designated group. The market availability is 5.6%. The company had set a goal of hiring / promoting 5.6%. By hiring / promoting no new entrants from this designated group, they achieved 0.0% of the goal set.

Members of Visible Minorities

07	Admin. & Senior Clerical Personnel	Goal met (achieved 296.7%)
08	Skilled Sales & Service Personnel	Goal not met (achieved 0.0%)
11	Inter. Sales & Service Personnel	Goal not met (achieved 0.0%)

Assessment/Observations

- EEOG 07 Out of two new entrants in this EEOG, two were from this designated group. The market availability is 33.7%. The company had set a goal of hiring / promoting 33.7%. By hiring / promoting two new entrants from this designated group, they achieved 296.7% of the goal set.
- EEOG 08 Out of 5 new entrants in this EEOG, none were from this designated group. The market availability is 16.1%. The company had set a goal of hiring / promoting 16.1%. By hiring / promoting no new entrants from this designated group, they achieved 0.0% of the goal set.
- EEOG 11 There was only one new entrant in this EEOG and that was not from this designated group. The market availability is 48.9%. The company had set a goal of hiring / promoting 49.8%. By hiring / promoting no new entrants from this designated group, they achieved 0.0% of the goal set.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
 - This assessment covers the data from 2016-02-01 to 2019-01-16.
 - During their initial assessment, the organization set 14 short-term goals and only three goals were achieved above 80% of the goal set while 11 goals did not reach the 80.0% mark. In addition, one goal was not set and thus was not able to measure any effort.
 - No goals were set for Indigenous group since no gap existed.
 - The Company's business continues to be in decline due to the nature of the products that they sell.
 - Changes to the structure of the business has resulted in the downsizing of some of the positions that have been taken over by Fujifilm U.S.A.

ASSESSMENT OF GOALS

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

Women

Workforce Analysis Results				als			
Emp	oloyment Equity Occupational Group	Present	Short- term	Long- term	Representation	LMA	
(EEOG)		Gap	(1 to 3	(3+			
			years)	years)			
#	Description	#	# or %	# or %	%	%	
02	Middle & Other Managers	-1	39.4	39.4	36.7	39.4	
03	Professionals	-3	45.9	45.9	23.1	45.9	
04	Semi-Professionals & Technicians	-4	10.9	10.9	0.0	10.9	
05	Supervisors	-1	50.0	50.0	0.0	52.0	
06	Supervisors: Crafts & Trades	-1	30.3	30.3	22.2	30.3	
08	Skilled Sales & Service Personnel	-3	27.9	27.9	0.0	27.9	

Observations:

- Although availability is higher in EEOG 05, short and long term goals were appropriately set at 50% so as not to encourage the occupational clustering of women in this occupation, and to ensure that they are inclusive of all genders.
- All other goals are set as per the market availability.

Aboriginal Peoples

Observations:

No goals needed to be set since no gap exists in this designated group.

Person with Disabilities

	Workforce Analysis Results	Go	als			
			Short-	Long-	Representation	LMA
Emp	oloyment Equity Occupational Group	Present	term	term	Representation	
	(EEOG)	Gap	(1 to 3	(3+		
			years)	years)		
#	Description	#	# or %	# or %	%	%
01/ 02	Managers	-2	5.0	5.0	0.0	5.0
03	Professionals	-1	8.9	8.9	0.0	8.9
04	Semi-Professionals & Technicians	-2	7.6	7.6	2.9	7.6
05	Supervisors	-1	27.5	27.5	0.0	27.5
06	Supervisors: Crafts & Trades	-1	10.0	10.0	0.0	10.0
07	Admin. & Senior Clerical Personnel	-1	10.0	10.0	0.0	10.0
08	Skilled Sales & Service Personnel	-1	8.0	8.0	0.0	8.0
10	Clerical Personnel	-1	9.3	9.3	0.0	9.3
11	Inter. Sales & Service Personnel	-1	10.8	10.8	0.0	10.8

Observations:

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

Members of Visible Minorities

Workforce Analysis Results			Goals			
Employment Equity Occupational Group (EEOG)		Present	Short- term	Long- term	Representation	LMA
		Gap	(1 to 3	(3+		
			years)	years)		
#	Description	#	# or %	# or %	%	%
08	Skilled Sales & Service Personnel	-1	19.7	19.7	9.1	19.7
11	Inter. Sales & Service Personnel	-2	54.7	54.7	25.0	54.7
12	Semi-Skilled Manual Workers	-2	60.7	60.7	47.1	60.7

Observations:

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

RECOMMENDATION

I recommend that the employer be found: ⊠in compliance □in non-compliance
Having assessed the data submitted by the employer regarding its workforce and considered its unique circumstances I recommend that the closing letter include the following:
 Fujifilm Canada has a number of gaps in the designated groups of Women, Persons with disabilities and Members of Visible Minorities. It may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of these designated groups when vacancies arise.
Name of Analyst: Neena Sharan
Date: March 1, 2019

Nyirasafari, Ange AN [NC]

From: Sharan, Neena N [NC] on behalf of EE-EME

Sent: March 22, 2019 9:03 AM

To: 'cunruh@fujifilm.ca'; 'Tori Russo'

Subject: Government of Canada Agreement Number: 060824 – Notification of Compliance

with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Carol Unruh:

I am writing to inform you that the subsequent compliance assessment initiated on January 16, 2019 has been completed. As a result of the assessment, Fujifilm Canada Inc. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the *Employment Equity Act*.

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

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

 Fujifilm Canada has a number of gaps in the designated groups of Women, Persons with disabilities and Members of Visible Minorities. It may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of these designated groups when vacancies arise.

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 January 16, 2022. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

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

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If over the three year period reasonable progress has not been made, Fujifilm Canada Inc. 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 underrepresented; 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@hrsdc-rhdcc.gc.ca.

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

Sincerely,

Workplace Equity Team

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



Joignez-vous au Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT) Join the online workplace equity, space for employers. Send us an email to join!