



<b>OFFICIAL USE ONLY</b>
Agreement N°:

Labour Program  
Federal Contractors Program

s.24(1)

## Agreement to Implement Employment Equity

- New Agreement  
 Revised Agreement

ORGANIZATION	
Legal Name of Organization  FUJIFILM CANADA INC.	Parent company is located outside Canada  <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number PG 001
Organization's North American Industry Classification System (NAICS) Code N°  414430	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 175  To find your organization's NAICS Code Number please visit: <a href="http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-sclan/2002/naics-sclan021-eng.htm">http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-sclan/2002/naics-sclan021-eng.htm</a>

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

HEAD OFFICE			
Address (building number, street, suite, etc.) 600 SUFFOLK COURT	City MISSISSAUGA	Province ON	Postal Code L5R 4G4
	Telephone Number 905-890-6611	Fax Number	

EMPLOYMENT EQUITY CONTACT	
Name (print) CAROL UNRUH	Title VP HUMAN RESOURCES
Telephone Number 905-755-2871	E-mail Address conruhe.fujifilm.com

CERTIFICATION
<p>The above-named organization:</p> <ul style="list-style-type: none"> <li>• having a combined workforce of 100 or more permanent full-time, permanent part-time and temporary employees having worked 12 weeks or more in Canada, AND</li> <li>• intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a Supply Arrangement, valued at \$1,000,000 or more (including applicable taxes).</li> </ul> <p>Hereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procurement instrument, in keeping with the Federal Contractors Program requirements. For more information on how to implement employment equity please refer to: <a href="http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml">http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml</a></p> <p><b>Important note:</b> If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization, the procurement instrument(s) with the Government of Canada may be terminated.</p>

SIGNATORY	
<b>NOTE:</b> The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) R. MATOBA	Title PRESIDENT
Telephone Number	E-mail Address rmatoba@fujifilm.com
Signature 	Date 01/06/2015

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



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				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	131	0	0	131	Calgary	1	0	0	1
Québec	13	0	0	13	Edmonton	1	0	0	1
Manitoba	1	0	0	1	Montréal	10	0	0	10
British Columbia	2	0	0	2	Toronto	126	0	0	126
Alberta	2	0	0	2	Vancouver	2	0	0	2
Total Employees in Canada				149	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 Employees in Canada				149



**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Full-Time / Ontario**  
**Reporting Period 2016-02-02 to 2019-01-15**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Senior Managers</b>  Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1		1									
	3	1	1										
	2	2	1	1									
	1	2	2								2	2	
	<b>Total</b>	6	4	2							2	2	
<b>Middle and Other Managers</b>  Top Range: \$100,000 and over Bottom Range: \$ 40,000 - \$44,999	4	7	5	2							1	1	
	3	6	4	2							2	1	1
	2	11	5	6	1	1					3	1	2
	1	4	3	1							1	1	
	<b>Total</b>	28	17	11	1	1					7	4	3
<b>Professionals</b>  Top Range: \$ 90,000 - \$94,999 Bottom Range: \$ 45,000 - \$49,999	4	2	1	1									
	3	5	4	1							4	4	
	2	2	2								2	2	
	1	3	2	1							2	1	1
	<b>Total</b>	12	9	3							8	7	1
<b>Semi-Professionals and Technicians</b>  Top Range: \$100,000 and over Bottom Range: \$ 25,000 - \$29,999	4	2	2								1	1	
	3	4	4		1	1							
	2	15	15					1	1		7	7	
	1	4	4								3	3	
	<b>Total</b>	25	25		1	1		1	1		11	11	



Fujifilm Canada Inc. (certificate # 060824)

Form 2 A

**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Full-Time / Ontario**  
**Reporting Period 2016-02-02 to 2019-01-15**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Supervisors</b>  Top Range: \$ 55,000 - \$59,999  Bottom Range: \$ 40,000 - \$44,999	4	1	1								1	1	
	3												
	2												
	1	1	1								1	1	
	<b>Total</b>		2	2							2	2	
<b>Supervisors: Crafts and Trades</b>  Top Range: \$ 40,000 - \$44,999  Bottom Range: \$ 25,000 - \$29,999	4	3	3								1	1	
	3	3	2	1									
	2	1	1										
	1	2	1	1							1	1	
	<b>Total</b>		9	7	2						2	2	
<b>Administrative and Senior Clerical Personnel</b>  Top Range: \$100,000 and over  Bottom Range: \$ 40,000 - \$44,999	4	1	1								1	1	
	3												
	2												
	1	5	1	4							2	1	1
	<b>Total</b>		6	2	4						3	2	1
<b>Skilled Sales and Service Personnel</b>  Top Range: \$100,000 and over  Bottom Range: \$ 65,000 - \$69,999	4	3	3										
	3	1	1										
	2	2	2								1	1	
	1	2	2										
	<b>Total</b>		8	8							1	1	

Fujifilm Canada Inc. (certificate # 060824)

Form 2 A

**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Full-Time / Ontario**  
**Reporting Period 2016-02-02 to 2019-01-15**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Clerical Personnel</b>	<b>4</b>	<b>2</b>		<b>2</b>							<b>2</b>		<b>2</b>
<b>Top Range: \$ 55,000 - \$59,999</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>2</b>							<b>2</b>	<b>1</b>	<b>1</b>
<b>Bottom Range: \$ 30,000 - \$34,999</b>	<b>2</b>	<b>3</b>		<b>3</b>							<b>2</b>		<b>2</b>
	<b>1</b>	<b>3</b>	<b>1</b>	<b>2</b>							<b>1</b>	<b>1</b>	
	<b>Total</b>	<b>11</b>	<b>2</b>	<b>9</b>							<b>7</b>	<b>2</b>	<b>5</b>
<b>Intermediate Sales and Service Personnel</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>1</b>									
<b>Top Range: \$ 55,000 - \$59,999</b>	<b>3</b>	<b>1</b>		<b>1</b>									
<b>Bottom Range: \$ 35,000 - \$39,999</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>1</b>									
	<b>1</b>	<b>3</b>		<b>3</b>							<b>2</b>		<b>2</b>
	<b>Total</b>	<b>8</b>	<b>2</b>	<b>6</b>							<b>2</b>		<b>2</b>
<b>Semi-Skilled Manual Workers</b>	<b>4</b>	<b>2</b>	<b>2</b>								<b>1</b>	<b>1</b>	
<b>Top Range: \$ 40,000 - \$44,999</b>	<b>3</b>	<b>10</b>	<b>9</b>	<b>1</b>				<b>2</b>	<b>2</b>		<b>4</b>	<b>3</b>	<b>1</b>
<b>Bottom Range: \$ 25,000 - \$29,999</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>2</b>							<b>2</b>	<b>1</b>	<b>1</b>
	<b>1</b>	<b>1</b>		<b>1</b>							<b>1</b>		<b>1</b>
	<b>Total</b>	<b>16</b>	<b>12</b>	<b>4</b>				<b>2</b>	<b>2</b>		<b>8</b>	<b>5</b>	<b>3</b>
<b>Total Number of Employees</b>		<b>131</b>	<b>90</b>	<b>41</b>	<b>2</b>	<b>2</b>		<b>3</b>	<b>3</b>		<b>53</b>	<b>38</b>	<b>15</b>

Fujifilm Canada Inc. (certificate # 060824)

Form 2 A

**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Full-Time / Québec**  
**Reporting Period 2016-02-02 to 2019-01-15**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Middle and Other Managers</b>  Top Range: \$100,000 and over  Bottom Range: \$100,000 and over	4	1	1										
	3												
	2												
	1	1	1										
	<b>Total</b>	<b>2</b>	<b>2</b>										
<b>Semi-Professionals and Technicians</b>  Top Range: \$ 90,000 - \$94,999  Bottom Range: \$ 50,000 - \$54,999	4	1	1										
	3	1	1										
	2	3	3										
	1	2	2										
	<b>Total</b>	<b>7</b>	<b>7</b>										
<b>Administrative and Senior Clerical Personnel</b>  Top Range: \$ 50,000 - \$54,999  Bottom Range: \$ 50,000 - \$54,999	4												
	3												
	2												
	1	1		1									
	<b>Total</b>	<b>1</b>		<b>1</b>									
<b>Skilled Sales and Service Personnel</b>  Top Range: \$ 95,000 - \$99,999  Bottom Range: \$ 90,000 - \$94,999	4	1	1										
	3												
	2												
	1	1	1										
	<b>Total</b>	<b>2</b>	<b>2</b>										

Fujifilm Canada Inc. (certificate # 060824)

Form 2 A

**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Full-Time / Québec**  
**Reporting Period 2016-02-02 to 2019-01-15**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Semi-Skilled Manual Workers</b>  Top Range: \$ 75,000 - \$79,999  Bottom Range: \$ 75,000 - \$79,999	<b>4</b>												
	<b>3</b>												
	<b>2</b>												
	<b>1</b>	1	1										
	<b>Total</b>	1	1										
<b>Total Number of Employees</b>		13	12	1									



Fujifilm Canada Inc. (certificate # 060824)

Form 2 A

**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Full-Time / Manitoba**  
**Reporting Period 2016-02-02 to 2019-01-15**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Semi-Professionals and Technicians</b>  Top Range: \$ 70,000 - \$74,999  Bottom Range: \$ 70,000 - \$74,999	4												
	3												
	2												
	1	1	1										
	<b>Total</b>	1	1										
<b>Total Number of Employees</b>		1	1										



Fujifilm Canada Inc. (certificate # 060824)

Form 2 A

**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Full-Time / British Columbia**  
**Reporting Period 2016-02-02 to 2019-01-15**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Professionals</b>  Top Range: \$ 55,000 - \$59,999  Bottom Range: \$ 55,000 - \$59,999	4												
	3												
	2												
	1	1	1										
	<b>Total</b>	1	1										
<b>Semi-Professionals and Technicians</b>  Top Range: \$ 65,000 - \$69,999  Bottom Range: \$ 65,000 - \$69,999	4												
	3												
	2												
	1	1	1										
	<b>Total</b>	1	1										
<b>Total Number of Employees</b>		2	2										



**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Full-Time / Alberta**  
**Reporting Period 2016-02-02 to 2019-01-15**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Semi-Professionals and Technicians</b>  Top Range: \$100,000 and over  Bottom Range: \$100,000 and over	4												
	3												
	2												
	1	1	1										
	<b>Total</b>	1	1										
<b>Skilled Sales and Service Personnel</b>  Top Range: \$ 60,000 - \$64,999  Bottom Range: \$ 60,000 - \$64,999	4												
	3												
	2												
	1	1	1										
	<b>Total</b>	1	1										
<b>Total Number of Employees</b>		2	2										



**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
**Full-Time / Ontario**  
**Reporting Period 2016-02-02 to 2019-01-15**

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 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	
<b>Total Number of Employees</b>	<b>131</b>	<b>90</b>	<b>41</b>	<b>2</b>	<b>2</b>		<b>3</b>	<b>3</b>		<b>53</b>	<b>38</b>	<b>15</b>


**Fujifilm Canada Inc. (certificate # 060824)**

Form 3 A

**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
**Full-Time / Québec**  
**Reporting Period 2016-02-02 to 2019-01-15**

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 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										
<b>Total Number of Employees</b>	<b>13</b>	<b>12</b>	<b>1</b>									



Fujifilm Canada Inc. (certificate # 060824)

Form 3 A

**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
**Full-Time / Manitoba**  
**Reporting Period 2016-02-02 to 2019-01-15**

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>\$ 70,000 - \$84,999</b>	1	1										
<b>Total Number of Employees</b>	1	1										

**Fujifilm Canada Inc. (certificate # 060824)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
 Full-Time / British Columbia  
 Reporting Period 2016-02-02 to 2019-01-15

Form 3 A

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>\$ 50,000 - \$59,999</b>	1	1										
<b>\$ 60,000 - \$69,999</b>	1	1										
<b>Total Number of Employees</b>	2	2										

**Fujifilm Canada Inc. (certificate # 060824)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
 Full-Time / Alberta  
 Reporting Period 2016-02-02 to 2019-01-15

Form 3 A

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>\$ 60,000 - \$69,999</b>	1	1										
<b>\$100,000 and over</b>	1	1										
<b>Total Number of Employees</b>	2	2										

**Fujifilm Canada Inc. (certificate # 060824)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
**Full-Time / Ontario**  
**Reporting Period 2016-02-02 to 2019-01-15**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Middle and Other Managers</b>	6	4	2							3	2	1
<b>Professionals</b>	5	3	2							3	2	1
<b>Semi-Professionals and Technicians</b>	2	2								1	1	
<b>Supervisors: Crafts and Trades</b>	5	5								1	1	
<b>Administrative and Senior Clerical Personnel</b>	2	1	1							2	1	1
<b>Skilled Sales and Service Personnel</b>	5	5										
<b>Clerical Personnel</b>	2		2							1		1
<b>Intermediate Sales and Service Personnel</b>	1		1									
<b>Semi-Skilled Manual Workers</b>	8	7	1							4	4	
<b>Total Number of Employees Hired</b>	36	27	9							15	11	4



**Fujifilm Canada Inc. (certificate # 060824)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
**Full-Time / Québec**  
**Reporting Period 2016-02-02 to 2019-01-15**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Middle and Other Managers</b>	1	1										
<b>Skilled Sales and Service Personnel</b>	1	1										
<b>Total Number of Employees Hired</b>	2	2										



**Fujifilm Canada Inc. (certificate # 060824)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED**  
**Full-Time / Ontario**  
**Reporting Period 2016-02-02 to 2019-01-15**

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Senior Managers</b>	1		1									
<b>Middle and Other Managers</b>	4	3	1							1	1	
<b>Supervisors: Crafts and Trades</b>	1	1										
<b>Total Number of Employees Promoted</b>	6	4	2							1	1	
<b>Total Number of Promotions</b>	7	5	2							1	1	

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**

Full-Time / Ontario

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1	1										
Middle and Other Managers	7	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	
<b>Total Number of Employees Terminated</b>	<b>41</b>	<b>34</b>	<b>7</b>							<b>17</b>	<b>15</b>	<b>2</b>


**Fujifilm Canada Inc. (certificate # 060824)**

Form 6 A

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**
**Full-Time / Québec**
**Reporting Period 2016-02-02 to 2019-01-15**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Skilled Sales and Service Personnel</b>	<b>4</b>	<b>4</b>										
<b>Total Number of Employees Terminated</b>	<b>4</b>	<b>4</b>										


**Fujifilm Canada Inc. (certificate # 060824)**

Form 6 A

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**
**Full-Time / Manitoba**
**Reporting Period 2016-02-02 to 2019-01-15**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Skilled Sales and Service Personnel</b>	1	1										
<b>Total Number of Employees Terminated</b>	1	1										

Fujifilm Canada Inc. (certificate # 060824)

Form 6 A

## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / British Columbia

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Middle and Other Managers</b>	1	1										
<b>Semi-Professionals and Technicians</b>	2	2										
<b>Skilled Sales and Service Personnel</b>	1		1									
<b>Total Number of Employees Terminated</b>	<b>4</b>	<b>3</b>	<b>1</b>									


**Fujifilm Canada Inc. (certificate # 060824)**

Form 6 A

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**
**Full-Time / Alberta**
**Reporting Period 2016-02-02 to 2019-01-15**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Semi-Professionals and Technicians</b>	<b>2</b>	<b>2</b>								<b>1</b>	<b>1</b>	
<b>Total Number of Employees Terminated</b>	<b>2</b>	<b>2</b>								<b>1</b>	<b>1</b>	



Workplace Equity Information Management System - Fujifilm Canada Inc.

Workforce Analysis - Detailed Report

Date: 2019-01-16

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>01 : Senior Managers</b>	National	6	2	33.3 %	27.6 %	2	0	National
<b>02 : Middle and Other Managers</b>	National	30	11	36.7 %	39.4 %	12	-1	National
<b>03 : Professionals</b>		13	3	23.1 %	45.9 %	6	-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
4163 : Business development officers and marketing researchers and consultants	National	2	0	0.0 %	51.3 %	1	-1	National
<b>04 : Semi-Professionals and Technicians</b>		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
<b>05 : Supervisors</b>		2	0	0.0 %	52.0 %	1	-1	
<b>Employment Equity Occupational Group</b>	Toronto	2	0	0.0 %	52.0 %	1	-1	Toronto
<b>06 : Supervisors: Crafts and Trades</b>		9	2	22.2 %	30.3 %	3	-1	
7303 : Supervisors, printing and related occupations	Ontario	9	2	22.2 %	30.3 %	3	-1	Ontario
<b>07 : Administrative and Senior Clerical Personnel</b>		7	5	71.4 %	79.4 %	6	-1	
<b>Employment Equity Occupational Group</b>	Montréal	1	1	100.0 %	80.9 %	1	0	Montréal
<b>Employment Equity Occupational Group</b>	Toronto	6	4	66.7 %	79.1 %	5	-1	Toronto
<b>08 : Skilled Sales and Service Personnel</b>		11	0	0.0 %	27.9 %	3	-3	





### Workforce Analysis - Detailed Report

Date: 2019-01-16

#### Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		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
<b>10 : Clerical Personnel</b>		11	9	81.8 %	65.5 %	7	2	
<b>Employment Equity Occupational Group</b>	Toronto	11	9	81.8 %	65.5 %	7	2	Toronto
<b>11 : Intermediate Sales and Service Personnel</b>		8	6	75.0 %	65.7 %	5	1	
<b>Employment Equity Occupational Group</b>	Toronto	8	6	75.0 %	65.7 %	5	1	Toronto
<b>12 : Semi-Skilled Manual Workers</b>		17	4	23.5 %	19.9 %	3	1	
<b>Employment Equity Occupational Group</b>	Montréal	1	0	0.0 %	15.9 %	0	0	Montréal
<b>Employment Equity Occupational Group</b>	Toronto	16	4	25.0 %	20.1 %	3	1	Toronto
<b>Total</b>		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



## Workforce Analysis - Detailed Report

Date: 2019-01-16

### Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>01 : Senior Managers</b>	National	6	0	0.0 %	3.2 %	0	0	National
<b>02 : Middle and Other Managers</b>	National	30	1	3.3 %	2.7 %	1	0	National
<b>03 : Professionals</b>		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
<b>04 : Semi-Professionals and Technicians</b>		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
<b>05 : Supervisors</b>		2	0	0.0 %	0.9 %	0	0	
Employment Equity Occupational Group	Toronto	2	0	0.0 %	0.9 %	0	0	Toronto
<b>06 : Supervisors: Crafts and Trades</b>		9	0	0.0 %	1.1 %	0	0	
7303 : Supervisors, printing and related occupations	Ontario	9	0	0.0 %	1.1 %	0	0	Ontario
<b>07 : Administrative and Senior Clerical Personnel</b>		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
<b>08 : Skilled Sales and Service Personnel</b>		11	0	0.0 %	1.3 %	0	0	



## Workforce Analysis - Detailed Report

Date: 2019-01-16

### Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		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
<b>10 : Clerical Personnel</b>		11	0	0.0 %	0.8 %	0	0	
<b>Employment Equity Occupational Group</b>	Toronto	11	0	0.0 %	0.8 %	0	0	Toronto
<b>11 : Intermediate Sales and Service Personnel</b>		8	0	0.0 %	0.8 %	0	0	
<b>Employment Equity Occupational Group</b>	Toronto	8	0	0.0 %	0.8 %	0	0	Toronto
<b>12 : Semi-Skilled Manual Workers</b>		17	0	0.0 %	0.8 %	0	0	
<b>Employment Equity Occupational Group</b>	Montréal	1	0	0.0 %	1.0 %	0	0	Montréal
<b>Employment Equity Occupational Group</b>	Toronto	16	0	0.0 %	0.8 %	0	0	Toronto
<b>Total</b>		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



## Workforce Analysis - Detailed Report

Date: 2019-01-16

### Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>01 : Senior Managers</b>	National	6	2	33.3 %	11.5 %	1	1	National
<b>02 : Middle and Other Managers</b>	National	30	7	23.3 %	17.6 %	5	2	National
<b>03 : Professionals</b>		13	8	61.5 %	26.1 %	3	5	
1123 : Professional occupations in advertising, marketing and public relations	National	6	3	50.0 %	18.8 %	1	2	National
2171 : Information systems analysts and consultants	National	1	1	100.0 %	38.6 %	0	1	National
2174 : Computer programmers and interactive media developers	National	4	4	100.0 %	34.2 %	1	3	National
4163 : Business development officers and marketing researchers and consultants	National	2	0	0.0 %	25.7 %	1	-1	National
<b>04 : Semi-Professionals and Technicians</b>		35	11	31.4 %	27.3 %	10	1	
2242 : Electronic service technicians (household and business equipment)	Alberta	1	0	0.0 %	23.0 %	0	0	Alberta
2242 : Electronic service technicians (household and business equipment)	British Columbia	1	0	0.0 %	29.4 %	0	0	British Columbia
2242 : Electronic service technicians (household and business equipment)	Manitoba	1	0	0.0 %	20.6 %	0	0	Manitoba
2242 : Electronic service technicians (household and business equipment)	Ontario	18	7	38.9 %	31.1 %	6	1	Ontario
2242 : Electronic service technicians (household and business equipment)	Québec	7	0	0.0 %	13.9 %	1	-1	Québec
2282 : User support technicians	Ontario	4	2	50.0 %	38.8 %	2	0	Ontario
5225 : Audio and video recording technicians	Ontario	2	2	100.0 %	20.2 %	0	2	Ontario
5241 : Graphic designers and illustrators	Ontario	1	0	0.0 %	28.6 %	0	0	Ontario
<b>05 : Supervisors</b>		2	2	100.0 %	51.5 %	1	1	
Employment Equity Occupational Group	Toronto	2	2	100.0 %	51.5 %	1	1	Toronto
<b>06 : Supervisors: Crafts and Trades</b>		9	2	22.2 %	25.6 %	2	0	
7303 : Supervisors, printing and related occupations	Ontario	9	2	22.2 %	25.6 %	2	0	Ontario
<b>07 : Administrative and Senior Clerical Personnel</b>		7	3	42.9 %	36.9 %	3	0	
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
<b>08 : Skilled Sales and Service Personnel</b>		11	1	9.1 %	19.7 %	2	-1	



## Workforce Analysis - Detailed Report

Date: 2019-01-16

### Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
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
<b>10 : Clerical Personnel</b>		11	7	63.6 %	52.2 %	6	1	
<b>Employment Equity Occupational Group</b>	Toronto	11	7	63.6 %	52.2 %	6	1	Toronto
<b>11 : Intermediate Sales and Service Personnel</b>		8	2	25.0 %	54.7 %	4	-2	
<b>Employment Equity Occupational Group</b>	Toronto	8	2	25.0 %	54.7 %	4	-2	Toronto
<b>12 : Semi-Skilled Manual Workers</b>		17	8	47.1 %	60.7 %	10	-2	
<b>Employment Equity Occupational Group</b>	Montréal	1	0	0.0 %	26.1 %	0	0	Montréal
<b>Employment Equity Occupational Group</b>	Toronto	16	8	50.0 %	62.9 %	10	-2	Toronto
<b>Total</b>		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



## Workforce Analysis - Detailed Report

Date: 2019-01-16

### Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		Gap #	Recruitment Area
			#	%	%	#		
01/02 : Managers	National	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
<b>Total</b>		<b>149</b>	<b>3</b>	<b>2.0 %</b>	<b>8.3 %</b>	<b>14</b>	<b>-11</b>	

Total may not equal sum of components due to rounding.

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



### Workforce Analysis - Detailed Report

Date: 2019-01-16

#### 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	CMA



## Workforce Analysis - Detailed 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





Workplace Equity Information Management System - Fujifilm Canada Inc.

**Workforce Analysis - Summary Report**

Date: 2019-01-16

**Women**

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		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
<b>Total</b>	<b>149</b>	<b>42</b>	<b>28.2 %</b>	<b>34.6 %</b>	<b>52</b>	<b>-10</b>

Total may not equal sum of components due to rounding.



## Workforce Analysis - Summary Report

Date: 2019-01-16

### Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees #	Representation		Availability		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
<b>Total</b>	<b>149</b>	<b>2</b>	<b>1.3 %</b>	<b>1.7 %</b>	<b>2</b>	<b>0</b>

Total may not equal sum of components due to rounding.



### Workforce Analysis - Summary Report

Date: 2019-01-16

#### Members of Visible Minorities

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		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
<b>Total</b>	<b>149</b>	<b>53</b>	<b>35.6 %</b>	<b>31.8 %</b>	<b>47</b>	<b>6</b>

Total may not equal sum of components due to rounding.



### Workforce Analysis - Summary Report

Date: 2019-01-16

#### Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities			Gap #	
		Representation		Availability		
		#	%	%		
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	0
<b>Total</b>	<b>149</b>	<b>3</b>	<b>2.0 %</b>	<b>8.3 %</b>	<b>14</b>	<b>-11</b>

Total may not equal sum of components due to rounding.



**Workforce Analysis - Summary Report**

Date: 2019-01-16

**WFA Defaults - Women, Aboriginal Peoples and Visible Minorities**

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



### 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



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

**Data from First/Previous Workforce Analysis**



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	02	01

**Data from Subsequent/Current Workforce Analysis**



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	01	16

<b>Employment Equity Occupational Group (EEOG)</b>		<b>Table 2: Aboriginal Peoples</b>		
		<b>First/Previous Workforce Analysis</b>		
		All Employees	Aboriginal Peoples	
		#	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
<b>Total</b>		<b>162</b>	<b>2</b>	<b>0.0</b>

**\* Source:**  
0

<b>Employment Equity Occupational Group (EEOG)</b>		<b>Table 6: Aboriginal Peoples</b>		
		<b>Subsequent/Current Workforce Analysis</b>		
		All Employees	Aboriginal 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
<b>Total</b>		<b>149</b>	<b>2</b>	<b>1.7</b>

**\* Source:**  
2011 National Household Survey



## Federal Contractors Program Achievement Report

### Part 1: Workforce Analysis

**Fujifilm Canada Inc.**

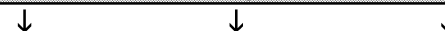
**2019-01-16**

#### Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	02	01

#### Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	01	16

**Table 3: Members of Visible Minorities**

#### First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Members of Visible Minorities	
			Representation	Availability*
		#	#	%
01	Senior Managers	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
<b>Total</b>		<b>162</b>	<b>55</b>	<b>0.0</b>

\* Source:

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**Table 7: Members of Visible Minorities**

#### Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Members of Visible Minorities	
			Representation	Availability*
		#	#	%
		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
<b>Total</b>		<b>149</b>	<b>53</b>	<b>31.8</b>

\* Source:

2011 National Household Survey

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

**Data from First/Previous Workforce Analysis**



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	02	01

**Data from Subsequent/Current Workforce Analysis**



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	01	16

Employment Equity Occupational Group (EEOG)		Table 4: Persons with Disabilities		
		First/Previous Workforce Analysis		
		All Employees	Persons with Disabilities	
			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
<b>Total</b>		<b>162</b>	<b>3</b>	<b>0.0</b>

\* Source:

		Table 8: Persons with Disabilities		
		Subsequent/Current Workforce Analysis		
		All Employees	Persons with Disabilities	
			Representation	Availability*
#	#	%		
	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	
	<b>149</b>	<b>3</b>	<b>8.3</b>	

\* Source:  
 2012 Canadian Survey on Disability

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Fujifilm Canada Inc.**

**43481**

Start Date of Flow Data		
YYYY	MM	DD
2016	02	02

End Date of Flow Data		
YYYY	MM	DD
2019	01	16

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

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Employment Equity Occupational Group (EEOG)	Table 1: Women			
	Full-time / National		Part-time / National	
	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
<b>Total</b>	<b>36</b>	<b>9</b>	<b>0</b>	<b>0</b>

	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
<b>Total</b>	<b>6</b>	<b>2</b>	<b>0</b>	<b>0</b>

	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
<b>Total</b>	<b>41</b>	<b>7</b>	<b>0</b>	<b>0</b>

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Fujifilm Canada Inc.**

**43481**

Start Date of Flow Data		
YYYY	MM	DD
2016	02	02

End Date of Flow Data		
YYYY	MM	DD
2019	01	16

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

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**Table 2: Aboriginal Peoples**

**Table 6: Aboriginal Peoples**

**Table 10: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
	01 Senior Managers	6	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
12 Semi-Skilled Manual Workers	8	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>36</b>	<b>0</b>	<b>0</b>	<b>0</b>

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
<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>

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
<b>41</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Fujifilm Canada Inc.**

**43481**

Start Date of Flow Data		
YYYY	MM	DD
2016	02	02

End Date of Flow Data		
YYYY	MM	DD
2019	01	16

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

**Table 3: Persons with Disabilities**

**Table 7: Persons with Disabilities**

**Table 11: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
	01 Senior Managers	6	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
12 Semi-Skilled Manual Workers	8	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>36</b>	<b>0</b>	<b>0</b>	<b>0</b>

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
<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>

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
<b>41</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Fujifilm Canada Inc.**

**43481**

Start Date of Flow Data		
YYYY	MM	DD
2016	02	02

End Date of Flow Data		
YYYY	MM	DD
2019	01	16

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

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**Table 4: Members of Visible Minorities**

**Table 8: Members of Visible Minorities**

**Table 12: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
	01 Senior Managers	6	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
<b>Total</b>	<b>36</b>	<b>15</b>	<b>0</b>	<b>0</b>

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	0
4	0	0	0
0	0	0	0
0	0	0	0
0	1	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
<b>6</b>	<b>1</b>	<b>0</b>	<b>0</b>

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
<b>41</b>	<b>17</b>	<b>0</b>	<b>0</b>

Federal Contractors Program Achievement Report

003504

Part 3: Goals

Fujifilm Canada Inc.

43481

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EEOG)	First/Previous Short-term Goals																			
	All Employees								Women											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	From - To			YYYY - YYYY						
	2016-02-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-02-01	Annually	Over 3 Years	Years	2016	2019	%	#	#	%	%		
#	%	%	#	%	%	#	#	%	%	#	#	%	%	%	#	#	%	%		
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%	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)<sup>1/3</sup> - 1) x 100.

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

Table 2: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	-2	38.9	0	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	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	-1	28.2	3	28.2	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	-1	21.8	0	21.8	
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



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Fujifilm Canada Inc.

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Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2016-02-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-02-01	Annually	Over 3 Years	2016	2019							
	#	%	%	#	%	%	#	#	%	%	#	%	%	#	#	%	%		
01 Senior Managers	7	-5.0%	0.0%	0	15.4%	0.0%	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	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	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	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	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	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	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	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	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	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	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	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	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
Total	162	-2.7%	0.0%	0	26.4%	0.0%	0	0	2	0.0%	0	-2	0	0	0.0%	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)<sup>1/3</sup> - 1) x 100.

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

Table 4: Aboriginal Peoples

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

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

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Part 3: Goals

Fujifilm Canada Inc.

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Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)		First/Previous Short-term Goals																		
		All Employees								Persons with Disabilities										
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected	Actual	Projected	YYYY-MM-DD			Annually	Over 3 Years		From - To	2016					
		2016-02-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2016-02-01	Annually	Over 3 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	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%	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%	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%	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	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	#DIV/0!	#DIV/0!	
10	Clerical Personnel	11	0.0%	-7.0%	-2	18.2%	2.0%	1	-1	0	2.0%	0	1	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	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%	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	#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	#DIV/0!	#DIV/0!	
Total		162	-2.7%		0	26.4%		0	0	3	0.0%	0	-3	0	0.0%	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)<sup>1/3</sup> - 1) x 100.

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)		Persons with Disabilities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01/02	Managers	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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**Part 3: Goals**

**Fujifilm Canada Inc.**

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Part 3: Goals

Fujifilm Canada Inc.

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Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	First/Previous Short-term Goals																			
	All Employees								Members of Visible Minorities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	From - To			YYYY - YYYY						
	2016-02-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-02-01	Annually	Over 3 Years	Years	2016	2019	%	#	#	%	%		
#	%	%	#	%	%	#	#	%	%	#	#	%	%	%	#	#	%	%		
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)<sup>1/3</sup> - 1) x 100.

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

Table 8: Members of Visible Minorities

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

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Part 3: Goals

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Data for Subsequent/Current Goals

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

Table 9: Women

Employment Equity Occupational Group (EEOG)	Subsequent/Current Short-term Goals																		
	All Employees								Women										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2019-01-16	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2019-01-16	Annually	Over 3 Years	#	#	%	%	#	#	%	%
#	%	%	#	%	%	#	#	#	%	%	#	#	%	%	#	#	%	%	
01 Senior Managers	6	-5.0%	0.0%	0	15.4%	4.0%	1	1	2	4.0%	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%	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%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total	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)<sup>1/3</sup> - 1) x 100.

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

Table 10: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
		%	%	%	
01 Senior Managers		0.0			
02 Middle & Other Managers		39.4		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			
11 Intermediate Sales & Service		0.0			
12 Semi-Skilled Manual		0.0			
13 Other Sales & Service		0.0			
14 Other Manual Workers		0.0			

Federal Contractors Program Achievement Report

003513

Part 3: Goals

Fujifilm Canada Inc.

43481

Total		0.0	0.0
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Federal Contractors Program Achievement Report

003514

Part 3: Goals

Fujifilm Canada Inc.

43481

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years		2019	2022					
	2019-01-16	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	#	%	%	%	%	%	%	%	%	%	%	
	#	%	%	#	%	%	#	#	#	%	%	#	%	%	%	#	#	%	%	
01 Senior Managers	6	-5.0%		0	15.4%	4.0%	1	1	0	4.0%	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	0	2.7%	0	0	3.3%	3.3%	
03 Professionals	13	-2.4%		0	37.0%	4.0%	2	2	0	4.0%	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	0	2.1%	0	0	2.9%	2.9%	
05 Supervisors	2	0.0%		0	0.0%	4.0%	0	0	0	4.0%	0	0	0	0	0.9%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	9	21.6%		0	14.3%	4.0%	1	1	0	4.0%	0	0	0	0	1.1%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	7	0.0%		0	14.3%	4.0%	1	1	0	4.0%	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	0	1.3%	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	#DIV/0!	#DIV/0!	
10 Clerical Personnel	11	0.0%		0	18.2%	4.0%	1	1	0	4.0%	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	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	0.8%	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	#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	#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)<sup>1/3</sup> - 1) x 100.

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
	%	%	%	%	
01 Senior Managers	0.0		0.0	0.0	Our current representation indicates no gaps
02 Middle & Other Managers	0.0		0.0	0.0	Our current representation indicates no gaps
03 Professionals	0.0		0.0	0.0	Our current representation indicates no gaps
04 Semi-Professionals & Tech	0.0		0.0	0.0	Our current representation indicates no gaps
05 Supervisors	0.0		0.0	0.0	Our current representation indicates no gaps
06 Supervisors: Crafts & Trades	0.0		0.0	0.0	Our current representation indicates no gaps
07 Administrative & Sr Clerical	0.0		0.0	0.0	Our current representation indicates no gaps
08 Skilled Sales & Service	0.0		0.0	0.0	Our current representation indicates no gaps
09 Skilled Crafts & Trades	0.0		0.0	0.0	Our current representation indicates no gaps
10 Clerical Personnel	0.0		0.0	0.0	Our current representation indicates no gaps
11 Intermediate Sales & Service	0.0		0.0	0.0	Our current representation indicates no gaps
12 Semi-Skilled Manual	0.0		0.0	0.0	Our current representation indicates no gaps
13 Other Sales & Service	0.0		0.0	0.0	Our current representation indicates no gaps
14 Other Manual Workers	0.0		0.0	0.0	Our current representation indicates no gaps

Federal Contractors Program Achievement Report

003515

Part 3: Goals

Fujifilm Canada Inc.

43481

Total		0.0	0.0
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Federal Contractors Program Achievement Report

003516

Part 3: Goals

Fujifilm Canada Inc.

43481

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees	Persons with Disabilities																					
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years		
			YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Actual	Projected		Actual	Projected						From - To	Present Availability
		2019-01-16	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Annually	Over 3 Years	2019-01-16	Annually	Over 3 Years	2019	2022	%	#	#	%	%
		#	%	%	#	%	%	#	#	#	%	%	#	#	%	%	%	#	#	%	%		
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%	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%	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%	0	0	#DIV/0!	#DIV/0!			
14	Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!			
Total		149	-2.7%		0	26.4%		0	0	3	0.0%	0	9	0	8.3%	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)<sup>1/3</sup> - 1) x 100.

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02	Managers		5.0	5.0%	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		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	

Federal Contractors Program Achievement Report

003517

Part 3: Goals

Fujifilm Canada Inc.

43481

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Members of Visible Minorities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years		2019	2022					
	2019-01-16	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	#	%	%	#	#	%	%		
	#	%	%	#	%	%	#	#	#	%	%	#	%	%	%	#	#	%	%	
01 Senior Managers	6	-5.0%	0.0%	0	15.4%	4.0%	1	1	2	4.0%	0	-1	0		11.5%	1	1	33.3%	33.3%	
02 Middle & Other Managers	30	1.1%	0.0%	0	23.7%	4.0%	4	4	7	4.0%	1	-1	0		17.6%	2	1	23.3%	20.0%	
03 Professionals	13	-2.4%	0.0%	0	37.0%	4.0%	2	2	8	4.0%	1	-4	0		26.1%	5	4	61.5%	53.8%	
04 Semi-Professionals & Tech	35	-5.9%	0.0%	0	13.0%	4.0%	4	4	11	4.0%	1	0	0		27.3%	1	0	31.4%	28.6%	
05 Supervisors	2	0.0%	0.0%	0	0.0%	4.0%	0	0	2	4.0%	0	-1	0		51.5%	1	1	100.0%	100.0%	
06 Supervisors: Crafts & Trades	9	21.6%	0.0%	0	14.3%	4.0%	1	1	2	4.0%	0	0	0		25.6%	0	0	22.2%	22.2%	
07 Administrative & Sr Clerical	7	0.0%	0.0%	0	14.3%	4.0%	1	1	3	4.0%	0	0	0		36.9%	0	0	42.9%	42.9%	
08 Skilled Sales & Service	11	-13.5%	0.0%	0	42.9%	4.0%	1	1	1	4.0%	0	1	0	19.7%	19.7%	-1	-1	9.1%	9.1%	
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	7	4.0%	1	0	0		52.2%	1	0	63.6%	54.5%	
11 Intermediate Sales & Service	8	-3.9%	0.0%	0	23.5%	4.0%	1	1	2	4.0%	0	2	1	54.7%	54.7%	-2	-1	25.0%	37.5%	
12 Semi-Skilled Manual	17	-3.6%	0.0%	0	61.1%	4.0%	2	2	8	4.0%	1	3	1	60.7%	60.7%	-2	-2	47.1%	47.1%	
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	53	0.0%	0	-6	0		31.8%	6	6	35.6%	35.6%	

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	%	%	%	%	
01 Senior Managers		0.0			
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			

Federal Contractors Program Achievement Report

003518

Part 3: Goals

Fujifilm Canada Inc.

43481

Total		0.0	0.0
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Federal Contractors Program Achievement Report

003519

Part 4: Results - Women

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
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women							
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
#	#	%	%	#	%	#	#	%	#	#	#	%	#	#	#	%	#	#	#	%	#	#		
01 Senior Managers	2016	7	2	28.6	27.4	2	0	104.3																
	2019	6	2	33.3	27.6	2	0	120.8	6	0	0.0	2	-2	1	1	100.0	0	1	1	0	0.0	0	0	0
02 Middle & Other Managers	2016	29	10	34.5	38.9	11	-1	88.6																
	2019	30	11	36.7	39.4	12	-1	93.1	0	2	0.0	0	2	4	1	25.0	1	0	7	2	28.6	2	0	0
03 Professionals	2016	14	3	21.4	47.6	7	-4	45.0																
	2019	13	3	23.1	45.9	6	-3	50.3	5	2	40.0	2	0	0	0	0.0	0	0	5	2	40.0	1	1	1
04 Semi-Professionals & Technicians	2016	42	0	0.0	11.2	5	-5	0.0																
	2019	35	0	0.0	10.9	4	-4	0.0	2	0	0.0	0	0	0	0	0.0	0	0	5	0	0.0	0	0	0
05 Supervisors	2016	2	0	0.0	53.0	1	-1	0.0																
	2019	2	0	0.0	52.0	1	-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	2016	5	2	40.0	36.8	2	0	108.7																
	2019	9	2	22.2	30.3	3	-1	73.3	5	0	0.0	2	-2	1	0	0.0	0	0	1	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2019	7	1	14.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	7	1	14.3			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2019	4	3	75.0	-2	-150.0	38.9	192.8	0	0.0	38.9	192.8		
	2022	4	3	75.0			39.4	190.4			0.4	19035.5		
03 Professionals	2019	5	2	40.0	-1	-200.0	47.6	84.0	3	66.7	47.6	84.0		
	2022	5	2	40.0			45.9	87.1			0.5	8714.6		
04 Semi-Professionals & Technicians	2019	2	0	0.0	-1	0.0	10.7	0.0	3	0.0	10.7	0.0		
	2022	2	0	0.0			10.9	0.0			0.1	0.0		
05 Supervisors	2019	0	0	0.0	0	0.0	53.0	0.0	1	0.0	53.0	0.0		
	2022	0	0	0.0			50.0	0.0			0.5	0.0		
06 Supervisors: Crafts & Trades	2019	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	6	0	0.0			30.3	0.0			0.3	0.0		

Federal Contractors Program Achievement Report

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Part 4: Results - Women

Fujifilm Canada Inc.

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women							
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
#	#	%	%	#	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#				
07 Administrative & Senior Clerical	2016	7	6	85.7	80.2	6	0	106.9																
	2019	7	5	71.4	79.4	6	-1	90.0	2	1	50.0	2	-1	0	0	0.0	0	0	0	1	1	100.0	1	0
08 Skilled Sales & Service Personnel	2016	17	1	5.9	28.2	5	-4	20.9																
	2019	11	0	0.0	27.9	3	-3	0.0	5	0	0.0	1	-1	0	0	0.0	0	0	0	6	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	11	8	72.7	65.2	7	1	111.5																
	2019	11	9	81.8	65.5	7	2	124.9	2	2	100.0	1	1	0	0	0.0	0	0	0	2	1	50.0	1	0
11 Intermediate Sales & Service Personnel	2016	9	6	66.7	63.9	6	0	104.3																
	2019	8	6	75.0	65.7	5	1	114.2	1	1	100.0	1	0	0	0	0.0	0	0	0	2	1	50.0	1	0
12 Semi-Skilled Manual Workers	2016	19	3	15.8	21.8	4	-1	72.4																
	2019	17	4	23.5	19.9	3	1	118.2	8	1	12.5	2	-1	0	0	0.0	0	0	0	11	0	0.0	2	-2

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	2	1	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	1	50.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2019	5	0	0.0	-1	0.0	28.2	0.0	3	0.0	28.2	0.0		
	2022	5	0	0.0			27.9	0.0			0.3	0.0		
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2019	2	2	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	2	100.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2019	1	1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	1	100.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2019	8	1	12.5	-1	-100.0	21.8	57.3	0	0.0	21.8	57.3		
	2022	8	1	12.5			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

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Part 4: Results - Women

Fujifilm Canada Inc.

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women			EE Result	All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap			Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	162	41	25.3	0.0	0	41	0.0																
	2019	149	42	28.2	34.6	52	-10	81.5	36	9	25.0	12	-3	6	2	33.3	2	0	41	7	17.1	10	-3	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Women		Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	#	%	%	%				
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
Total	2019	42	11	26.2	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	42	11	26.2			0.0	0.0			0.0	0.0	



Federal Contractors Program Achievement Report

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Part 5: Results - Aboriginal Peoples

Fujifilm Canada Inc.

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	#	%	#	%	#	%	#	#	#	%	#	#	#	#	%	#	#			
01 Senior Managers	2016	7	0	0.0	2.9	0	0	0.0																
	2019	6	0	0.0	3.2	0	0	0.0	6	0	0.0	0	0	0	1	0	0.0	0	0	1	0	0.0	0	0
02 Middle & Other Managers	2016	29	1	3.4	2.2	1	0	156.7																
	2019	30	1	3.3	2.7	1	0	123.5	0	0	0.0	0	0	0	4	0	0.0	0	0	7	0	0.0	0	0
03 Professionals	2016	14	0	0.0	1.7	0	0	0.0																
	2019	13	0	0.0	1.7	0	0	0.0	5	0	0.0	0	0	0	0	0	0.0	0	0	5	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	42	1	2.4	1.8	1	0	132.3																
	2019	35	1	2.9	2.1	1	0	136.1	2	0	0.0	0	0	0	0	0	0.0	0	0	5	0	0.0	0	0
05 Supervisors	2016	2	0	0.0	1.0	0	0	0.0																
	2019	2	0	0.0	0.9	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	5	0	0.0	1.5	0	0	0.0																
	2019	9	0	0.0	1.1	0	0	0.0	5	0	0.0	0	0	0	1	0	0.0	0	0	1	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2019	7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
02 Middle & Other Managers	2019	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
03 Professionals	2019	5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
04 Semi-Professionals & Technicians	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
05 Supervisors	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
06 Supervisors: Crafts & Trades	2019	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

Federal Contractors Program Achievement Report

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Part 5: Results - Aboriginal Peoples

Fujifilm Canada Inc.

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	%	%	#	#	%	#	%	#	%	#	#	#	%	#	#	#	%	#	#	#				
07 Administrative & Senior Clerical	2016	7	0	0.0	0.8	0	0	0.0																	
	2019	7	0	0.0	0.8	0	0	0.0	2	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																	
	2019	11	0	0.0	1.3	0	0	0.0	5	0	0.0	0	0	0	0	0	0.0	0	0	0	6	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	11	0	0.0	0.7	0	0	0.0																	
	2019	11	0	0.0	0.8	0	0	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2016	9	0	0.0	0.6	0	0	0.0																	
	2019	8	0	0.0	0.8	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
12 Semi-Skilled Manual Workers	2016	19	0	0.0	0.7	0	0	0.0																	
	2019	17	0	0.0	0.8	0	0	0.0	8	0	0.0	0	0	0	0	0	0.0	0	0	0	11	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	0	0.0										
08 Skilled Sales & Service Personnel	2019	5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	5	0	0.0										
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										
10 Clerical Personnel	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	0	0.0										
11 Intermediate Sales & Service Personnel	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	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	0.0		
	2022	8	0	0.0										

Federal Contractors Program Achievement Report

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Part 5: Results - Aboriginal Peoples

Fujifilm Canada Inc.

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	162	2	1.2	0.0	0	2	0.0																
	2019	149	2	1.3	1.7	3	-1	79.0	36	0	0.0	1	-1	6	0	0.0	0	0	0	41	0	0.0	1	-1

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0				0.0	0.0	
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	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	0.0	
	2022	42	0	0.0			0.0	0.0				0.0	0.0	

Federal Contractors Program Achievement Report

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Part 6: Results - Persons with Disabilities

Fujifilm Canada Inc.

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities				All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	#	#		
01&02 Managers	2016	36	0	0.0	4.3	2	-2	0.0																
	2019	36	0	0.0	5.0	2	-2	0.0	6	0	0.0	0	0	0	5	0	0.0	0	0	8	0	0.0	0	0
03 Professionals	2016	14	0	0.0	3.8	1	-1	0.0																
	2019	13	0	0.0	8.9	1	-1	0.0	5	0	0.0	0	0	0	0	0	0.0	0	0	5	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	42	1	2.4	4.6	2	-1	51.8																
	2019	35	1	2.9	7.6	3	-2	37.6	2	0	0.0	0	0	0	0	0	0.0	0	0	5	0	0.0	0	0
05 Supervisors	2016	2	0	0.0	13.9	0	0	0.0																
	2019	2	0	0.0	27.5	1	-1	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	5	0	0.0	7.8	0	0	0.0																
	2019	9	0	0.0	10.0	1	-1	0.0	5	0	0.0	1	-1	1	0	0.0	0	0	0	1	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities					
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met
#	#	#	%	#	%	%	%	#	%	%	%		
01&02 Managers	2019	11	0	0.0	1	0.0	3.8	0.0	0	0.0	0.0	0.0	
	2022	11	0	0.0			5.0	0.0			0.1	0.0	
03 Professionals	2019	5	0	0.0	1	0.0	4.6	0.0	0	0.0	0.0	0.0	
	2022	5	0	0.0			8.9	0.0			0.1	0.0	
04 Semi-Professionals & Technicians	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	2	0	0.0			7.6	0.0			0.1	0.0	
05 Supervisors	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			27.5	0.0			0.3	0.0	
06 Supervisors: Crafts & Trades	2019	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	6	0	0.0			10.0	0.0			0.1	0.0	

Federal Contractors Program Achievement Report

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Part 6: Results - Persons with Disabilities

Fujifilm Canada Inc.

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	7	0	0.0	3.4	0	0	0.0																
	2019	7	0	0.0	10.0	1	-1	0.0	2	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	3.5	1	-1	0.0																
	2019	11	0	0.0	8.0	1	-1	0.0	5	0	0.0	0	0	0	0	0.0	0	0	6	0	0.0	0	0	
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
10 Clerical Personnel	2016	11	0	0.0	7.0	1	-1	0.0																
	2019	11	0	0.0	9.3	1	-1	0.0	2	0	0.0	0	0	0	0	0.0	0	0	2	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2016	9	0	0.0	5.6	1	-1	0.0																
	2019	8	0	0.0	10.8	1	-1	0.0	1	0	0.0	0	0	0	0	0.0	0	0	2	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2016	19	2	10.5	4.8	1	1	219.3																
	2019	17	2	11.8	10.3	2	0	114.2	8	0	0.0	1	-1	0	0	0.0	0	0	11	0	0.0	1	-1	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities						
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	0	0.0			10.0	0.0			0.1	0.0		
08 Skilled Sales & Service Personnel	2019	5	0	0.0	1	0.0	3.5	0.0	0	0.0	0.0	0.0		
	2022	5	0	0.0			8.0	0.0			0.1	0.0		
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2019	2	0	0.0	1	0.0	7.0	0.0	0	0.0	0.0	0.0		
	2022	2	0	0.0			9.3	0.0			0.1	0.0		
11 Intermediate Sales & Service Personnel	2019	1	0	0.0	1	0.0	5.6	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			10.8	0.0			0.1	0.0		
12 Semi-Skilled Manual Workers	2019	8	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	8	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

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Part 6: Results - Persons with Disabilities

Fujifilm Canada Inc.

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	162	3	1.9	0.0	0	3	0.0																
	2019	149	3	2.0	8.3	12	-9	24.3	36	0	0.0	3	-3	6	0	0.0	0	0	0	41	0	0.0	1	-1

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
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		

Federal Contractors Program Achievement Report

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Part 7: Results - Members of Visible Minorities

Fujifilm Canada Inc.

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#		
01 Senior Managers	2016	7	2	28.6	10.1	1	1	282.9																
	2019	6	2	33.3	11.5	1	1	289.9	6	0	0.0	1	-1	1	0	0.0	0	0	1	0	0.0	0	0	0
02 Middle & Other Managers	2016	29	5	17.2	15.0	4	1	114.9																
	2019	30	7	23.3	17.6	5	2	132.6	0	3	0.0	0	3	4	0	0.0	1	-1	7	2	28.6	1	1	1
03 Professionals	2016	14	9	64.3	22.8	3	6	282.0																
	2019	13	8	61.5	26.1	3	5	235.8	5	3	60.0	1	2	0	0	0.0	0	0	5	3	60.0	3	0	0
04 Semi-Professionals & Technicians	2016	42	12	28.6	26.1	11	1	109.5																
	2019	35	11	31.4	27.3	10	1	115.1	2	1	50.0	1	0	0	0	0.0	0	0	5	1	20.0	1	0	0
05 Supervisors	2016	2	2	100.0	45.8	1	1	218.3																
	2019	2	2	100.0	51.5	1	1	194.2	0	0	0.0	0	0	0	1	0.0	0	1	0	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	2016	5	2	40.0	19.0	1	1	210.5																
	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	1	1

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2019	7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	7	0	0.0										
02 Middle & Other Managers	2019	4	3	75.0	1	300.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	4	3	75.0										
03 Professionals	2019	5	3	60.0	1	300.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	5	3	60.0										
04 Semi-Professionals & Technicians	2019	2	1	50.0	1	100.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	1	50.0										
05 Supervisors	2019	0	1	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	1	0.0										
06 Supervisors: Crafts & Trades	2019	6	1	16.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	6	1	16.7										

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Fujifilm Canada Inc.

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#	%	#	#			
07 Administrative & Senior Clerical	2016	7	1	14.3	33.7	2	-1	42.4																
	2019	7	3	42.9	36.9	3	0	116.1	2	2	100.0	1	1	0	0	0.0	0	0	0	1	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	17	1	5.9	16.1	3	-2	36.5																
	2019	11	1	9.1	19.7	2	-1	46.1	5	0	0.0	1	-1	0	0	0.0	0	0	0	6	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	11	7	63.6	48.1	5	2	132.3																
	2019	11	7	63.6	52.2	6	1	121.9	2	1	50.0	1	0	0	0	0.0	0	0	0	2	1	50.0	1	0
11 Intermediate Sales & Service Personnel	2016	9	3	33.3	48.9	4	-1	68.2																
	2019	8	2	25.0	54.7	4	-2	45.7	1	0	0.0	1	-1	0	0	0.0	0	0	0	2	1	50.0	1	0
12 Semi-Skilled Manual Workers	2016	19	11	57.9	55.6	11	0	104.1																
	2019	17	8	47.1	60.7	10	-2	77.5	8	4	50.0	5	-1	0	0	0.0	0	0	0	11	8	72.7	6	2

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	2	2	100.0	0	0.0	33.7	296.7	1	200.0	33.7	296.7		
	2022	2	2	100.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2019	5	0	0.0	1	0.0	16.1	0.0	1	0.0	16.1	0.0		
	2022	5	0	0.0			19.7	0.0			0.2	0.0		
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2019	2	1	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	1	50.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2019	1	0	0.0	0	0.0	49.8	0.0	0	0.0	49.8	0.0		
	2022	1	0	0.0			54.7	0.0			0.5	0.0		
12 Semi-Skilled Manual Workers	2019	8	4	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	8	4	50.0			60.7	82.4			0.6	8237.2		



Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Fujifilm Canada Inc.

43481

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities			EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap			Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#				
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	162	55	34.0	0.0	0	55	0.0																
	2019	149	53	35.6	31.8	47	6	111.9	36	15	41.7	11	4	6	1	16.7	2	-1	41	17	41.5	14	3	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	#	%	%	#	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
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	

<b>Federal Contractors Program Achievement Report</b>
<b>Part 8: Reasonable Efforts</b>
<b>Fujifilm Canada Inc.</b>
<b>43481</b>

## Efforts

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

### Required measures:

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

### Other measures:

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

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

## Operational Context

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

- Impact of economic and industrial conditions on the organization.

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 Fujifilm U.S.A.

- Acquisitions, mergers or transfers of employees.

- 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.

**Additional Details**

Please 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
British Columbia	2
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  
 Received: 2016-02-01  
 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 Forms 1 to 6:

Yes  No

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			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	# or %	# or %	%	%
02	Middle & Other Managers	-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			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ 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		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ 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]

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**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 under-represented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

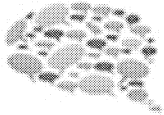
Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at [ee-eme@hrsdc-rhdcc.gc.ca](mailto:ee-eme@hrsdc-rhdcc.gc.ca).

Your cooperation during the course of this compliance assessment was appreciated and we wish Fujifilm 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  
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