



Labour Program
Federal Contractors Program

OFFICIAL USE ONLY
Agreement N°:

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

Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Fujitsu Consulting (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)	Business Number Total number of employees in Canada (Permanent Full-Time and/or Part-Time) 1,900
Organization's North American Industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm 5416	<input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 1000 Sherbrooke Street West, Suite 1400	City Montreal	Province QC	Postal Code H3A 3R2
Telephone Number 514-877-3301			

EMPLOYMENT EQUITY CONTACT			
Name (print) Crystal Boudreau	Title HR Operations Specialist		
Telephone Number 1-866-716-6460	E-mail Address crystal.boudreau@ca.fujitsu.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	

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

SIGNATORY			
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.			
Name (print) Craig Smith	Title Vice President, Consulting		
Telephone Number 416-602-7232	E-mail Address craig.smith@ca.fujitsu.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	
Signature	Date (YYYY-MM-DD) 2016-06-20		

Privacy Notice:
The information you provide on this form is collected under the authority of section 42 of the <i>Employment Equity Act</i> to determine your eligibility for the Federal Contractors Program (FCP). Completion of this form is mandatory. Refusal to provide personal information will result in the organization's name being placed on the FCP Limited Eligibility to Bid List, loss of the right to bid on federal government goods or services contracts of any value and may also result in the termination of the contract. The information you provide may be used and/or disclosed for policy analysis, research and/or evaluation purposes. However, these additional uses and/or disclosures of your personal information will never result in an administrative decision being made about you. Your personal information is administered in accordance with the <i>Privacy Act</i> and other applicable laws. You have the right to the protection of, and access to, your personal information, which is described in Personal Information Bank ESDC PPU 721. Instructions for obtaining this information are outlined in the government publication entitled <i>Info Source</i> , which is available at the following website address: http://www.infosource.gc.ca . <i>Info Source</i> may also be accessed online at any Service Canada Centre.

RETURN INSTRUCTIONS
IMPORTANT <ul style="list-style-type: none"> • The signed Agreement to Implement Employment Equity form must be sent to the Labour Program by e-mail at: ee-eme@hrsdcc-rhdcc.gc.ca.



Federal Contractors Program

Contractors who are awarded an initial goods or services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes) are required to implement employment equity, and if representation gaps exist, to make all reasonable efforts within the context of their specific organizational environment and structural needs to close the gaps. This obligation is on-going and not only subject to the period of a specific contract.

Contractors are required to conduct, develop and maintain:

- a. A survey of their workforce on the representation of the four designated groups using a self-identification questionnaire;
- b. A workforce analysis (WFA) that compares representation with requisite labour market availability by occupational groups; and
- c. Short-term and long-term numeric goals on closing gaps that have been identified where under-representation exists.

Contractors are required to submit to the Labour Program of Employment and Social Development Canada(ESDC):

- a. One year after the award of an initial goods or services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes):
 - Self-identification questionnaire used to collect workforce information;
 - Initial WFA; and
 - Annual short-term numeric goals for a period of three years and long-term numeric goals where under-representation exists on closing gaps that have been identified.
- b. Four years after the award of an initial goods or services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes) and every three years thereafter:
 - Updated WFA;
 - Updated annual short-term numeric goals for a period of three years and long-term numeric goals where under-representation exists on closing gaps that have been identified; and
 - Completed Achievement Table.

ESDC-Labour will assess contractors on a risk-based basis, one year and four years after the award of an initial goods or services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes) and every three years thereafter. Assessments are based on the achievement of representation results and measured against the requirements set out for the Federal Contractors Program (FCP).

Contractors found to be in non-compliance will be ineligible for future goods or services contracts, standing offer agreements, or supply agreements of any value with the federal government. In addition, contractors will be placed on a public list of non-compliant contractors. A finding of non-compliance may result in the termination of the contract.

For information on the detailed requirements as well as the framework and standards for assessment of results, please refer to the website: <http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml>.

Questions and Answers

Subsidiary vs. Division/Branch

Q1 Does the Agreement to Implement Employment Equity (Agreement) apply to the whole organization or only to the part carrying out the contract?

A1 The signed Agreement applies to the whole organization named in the Agreement and its entire Canadian workforce including all of its components (divisions, branches, etc.), with the exception of subsidiary corporations.

Division: A division is part of the primary business, not separate, and the primary business is legally responsible for the obligations and debts of the division.

Branch: A branch is an office that is not located at/with the company's corporate headquarters but is part of the organization.

Subsidiary: A subsidiary is owned or controlled by another entity (a parent company), but it is a separate legal entity.

Q2 If an organization that is not subject to the Federal Contractors Program (FCP) is taken over by (or merged with) an organization that is subject to the Program, does it become subject to the FCP as well?

A2 An organization is subject to the FCP if it becomes part of the acquiring company. However, if the organization remains a subsidiary and still operates as a separate legal entity from the acquiring company, it does not become subject to the FCP.

For the purpose of the FCP, subsidiaries require a separate Agreement (and Agreement number) because they are separate legal entities. Divisions are part of an organization and are included as part of the whole organization.

Q3 When should a new Agreement be completed and signed?

A3 A new Agreement should be completed if the organization has undergone a change in its legal name.

Employment Status

Q1 Who is considered to be a permanent full-time employee under the FCP?

A1 A permanent full-time employee is employed for an indeterminate period of time to work the standard number of hours on a regular basis as determined by the employer, depending on the occupational group to which the person belongs. The standard number of hours cannot be less than the usual number of hours worked by full-time employees in the same occupational group.

Q2 Who is considered to be a permanent part-time employee under the FCP?

A2 A permanent part-time employee is employed for an indeterminate period of time to work fewer than the standard number of hours on a regular basis as determined by the employer, depending on the occupational group to which the person belongs.

Generally, what is standard or usual for a group of employees is considered full-time; anything less is considered part-time. For example, in a case where the standard, usual way of working for the company is to work eight (8) hours per day for three (3) days per week, employees who fit this work pattern would be considered full-time, and employees who do not would be considered part-time.

Q3 How are students counted under the FCP?

A3 Students employed during a school break, and who are returning to school, are not counted as employees for employment equity purposes.

Co-operative education (Co-op) students working during the summer period are not considered to be on a school break since this work experience forms part of their education. In addition, students working on a permanent part-time basis throughout the year are counted provided they worked 12 weeks or more.

Q4 How are other employees counted under the FCP?

A4 Other employees are those who are on unpaid leave (often temporary lay-off or long-term leave) but who otherwise fulfil the definitions of permanent full-time or permanent part-time employees and maintain the right to return to work.



APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT INFORMATION

Federal Contractors Program

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

I, the undersigned, on behalf of (legal name of organization) **Fujitsu Consulting (Canada) inc.** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) **050023**, agree to the following statements:

1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
3. I am therefore requesting an extension until (date) May 18, 2018 for the following reason(s):

(Please describe) **The person who had handled the file previously is absent from the office since January 2018 for an indefinite period. We have been recently made aware of this file and we have just transferred this file to a new person for review within our organisation". Therefore, we need more time to fulfill the compliance assesment properly.**

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

Name: **Craig A. Smith**

Position Title: **Vice President, Fujitsu Consulting (Canada) Inc.**

Email address: **craig.smith@ca.fujitsu.com**

Telephone number: **4166027232**

Business address: _____

Signature: _____

From: Yakibonge, Mauritius [NC]
Sent: May 2, 2018 11:24 AM
To: craig.smith@ca.fujitsu.com'; Julie.Mercier@ca.fujitsu.com'; EE-EME
Subject: Extension of time to submit documentation to complete the conformity assessment under the Federal Contractors Program 1952_001.pdf

Attachments:

Hello,

You have requested an extension of time to submit documentation to complete your organization's conformity assessment beyond the original deadline set by the Labour Program under the Federal Contractors Program.

As requested, we grant you an extension of time until **May 18, 2018**.

If you have any questions regarding your employment equity report, please contact us at ee-eme@hrscd-rhdsc.gc.ca.

Maurice Yakibonge

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



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

From: Julie.Mercier@ca.fujitsu.com [mailto:Julie.Mercier@ca.fujitsu.com]
Sent: May 01, 18 2:02 PM
To: Yakibonge, Mauritius [NC]
Subject: BR: Government of Canada Agreement 050023 - Conformity Assessment under the Federal Contractors Program

- New Report Tool

Hello Mr. Yakibonge,
Here is the duly signed deadline request document.

Although this one is in English, I would like our communications to remain in French. Thank

you and good day!

Julie Mercier
Human Resources Department

Fujitsu Consulting (Canada) Inc.
Quebec City office, 2000, boul. Lebourgneuf, Suite 300
Québec PQ G2K 0B8
Office: 418-840-5104

Email: Julie.Mercier@ca.fujitsu.com
Web: fujitsu.com/ca

From: maurice.yakibonge@labour-travail.gc.ca [mailto:maurice.yakibonge@labour-travail.gc.ca]
Sent : 28 April 2018 13:46
To: Mercier, Julie <Julie.Mercier@ca.fujitsu.com>
Subject: IR: Government of Canada Agreement 050023 - Conformity Assessment under the Federal Contractors Program - New Reporting Tool

Hello Madame Mercier,

Thank you for your email. You may be granted a short extension to submit the information. Please complete the attached document and return it to me as soon as possible.

Thank you,

Maurice Yakibonge

Workplace Equity Directorate, Labour Program Employment and
Social Development Canada / Government of Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel: 819-654-6099

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099



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

From: Julie.Mercier@ca.fujitsu.com [mailto:Julie.Mercier@ca.fujitsu.com]
Sent: April-27-18 8:15 AM
To: Yakibonge, Mauritius [NC].
Subject: IR: Government of Canada Agreement 050023 - Conformity Assessment under the Federal Contractors Program - New Reporting Tool

Hello Mr. Yakibonge,

Unfortunately, I will not be able to provide you with the report today.

As discussed with you last Monday, I have just been seized of this file. In order to do things properly, I will need a delay.

I'm in the process of gathering some information and I want to make sure I have everything in hand before contacting you for further information.

I plan to contact you next week.

I hope you understand my situation and rest assured that I am putting all my efforts into providing you with this report as soon as possible.

Thank you for your

understanding. Have a nice

day!

Julie Mercier
Human Resources Department

Fujitsu Consulting (Canada) Inc.
Quebec City office, 2000, boul. Lebourgneuf, Suite 300
Québec PQ G2K 0B8
Office: 418-840-5104
Email: Julie.Mercier@ca.fujitsu.com
Web: fujitsu.com/ca

From: maurice.yakibonge@labour-travail.gc.ca [mailto:maurice.yakibonge@labour-travail.gc.ca]
Sent : 27 April 2018 07:59 AM
To: Mercier, Julie <Julie.Mercier@ca.fujitsu.com>
Subject: IR: Government of Canada Agreement 050023 - Conformity Assessment under the
Federal Contractors Program - New Reporting Tool

Hello Madame Mercier,

I would hereby like to follow up on the progress of the work. Please note that I am available to assist you in the process if you have any questions. Since the submission of documentation has been required since February 25, 2018, it is imperative for your organization to submit the documentation as soon as possible. Please note that if your documentation cannot be submitted by April 30, 2018, you are required to inform me as soon as possible.

If you need assistance, please do not hesitate to contact me. I

look forward to hearing from you,

Maurice Yakibonge

Workplace Equity Directorate, Labour Program Employment and
Social Development Canada / Government of Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel: 819-654-6099

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099



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From: Yakibonge, Mauritius [NC]

Sent: April-23-18 10:01 AM

To: 'julie.mercier@ca.fujitsu.com

Subject: TR: Government of Canada Agreement 050023 - Conformity Assessment under the Federal Contractors Program - New Reporting Tool

Hello Madame Mercier,

The email below has been sent to your organization to complete and provide documentation for your second evaluation. Correspondence was provided in English as requested in your file.

I have included the following documents:

- The Achievement Report contains information about your first conformity assessment.
- The Report Summary Goals document contains the objectives you set for your first evaluation. The other two documents provide you with the information you need.
- Instructions for the Federal Contractors Program Achievement Report.
- Quick Reference Guide for Contractors - explains all the steps required to complete your conformity assessment.

If you need assistance, please do not hesitate to contact me. I

look forward to hearing from you,

Maurice Yakibonge

Workplace Equity Directorate, Labour Program Employment and
Social Development Canada / Government of Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel: 819-654-6099

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099



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

From: Yakibonge, Mauritius [NC] for EE-
EME

Sent: January-08-18 12:37 PM
To: 'lyse.cayer@ca.fujitsu.com'
Cc: 'carol.gray@ca.fujitsu.com'
Subject: Government of Canada Agreement 050023 - Conformity Assessment under the
Federal Contractors Program - New Reporting Tool

Hello Lyse,

We have made some changes to the new reporting tool we recently sent you. Please find attached an updated version of the tool - the CPF Achievement Report. Please use this new version of the tool to complete and submit your subsequent conformity assessment.

We apologize for any inconvenience this may have caused you. If you have any questions, please do not hesitate to contact us.

Sincerely yours, Workplace Equity Team / Équipe de l'équité en emploi

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

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



Rejoignez-vous au **Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT)** en ligne, un espace collaboratif pour employeurs. Envoyez-nous un courriel pour vous joindre!
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From: Yakibonge, Mauritius [NC] for EE-EME
Sent: December-30-17 2:36 PM
To: 'lyse.cayer@ca.fujitsu.com'
Cc: 'carol.gray@ca.fujitsu.com'
Subject: Government of Canada Agreement 050023 - Conformity Assessment under the
Federal Contractors Program - New Reporting Tool

Hello Lyse,

We are writing to provide your organization with a new reporting tool - the FCP Achievement Report - which is designed to help you carry out the subsequent conformity assessment scheduled for February 25, 2018. The FCP Achievement Report compiles the data that was submitted by your organization for the first/previous conformity assessment and compares it to the following

data submitted for the next/current conformity assessment to determine if reasonable progress has been made to reduce areas of under-representation.

Accordingly, you will find attached the following three documents:

- Achievement Report - pre-filled with the information your organization submitted for the previous conformity assessment (please check)
- Federal Contractors Program Delivery Report Instructions - detailed instructions on how to use the tool
- Quick Reference Guide for Contractors - explains all of the steps needed to carry out your conformity assessment.

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

Sincerely yours, Workplace Equity Team / Équipe de l'équité en emploi

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

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



Joignez-vous au **Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIM1)** en ligne, un espace collaboratif pour employeurs. Envoyez-nous un courriel pour vous joindre!
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FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA

Reporting Period 2016-10-13 to 2018-11-26

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	88	1	0	89	Calgary	38	0	0	38
Québec	400	11	0	411	Edmonton	77	1	0	78
Nova Scotia	5	0	0	5	Halifax	5	0	0	5
British Columbia	177	0	0	177	Montréal	197	2	0	199
Saskatchewan	8	0	0	8	Regina	7	0	0	7
Alberta	115	1	0	116	Toronto	39	0	0	39
Total Employees in Canada				806	Vancouver	131	0	0	131
					Québec	203	9	0	212
					Ottawa - Gatineau	49	1	0	50
					Saskatoon	1	0	0	1
					Victoria	46	0	0	46
					Total Employees in Canada				806



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National
Reporting Period 2016-10-13 to 2018-11-26

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1	1								1	1	
	3	2	1	1									
	2	2	1	1									
	1	2	1	1							1		1
	Total	7	4	3							2	1	1
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$ 40,000 - \$44,999	4	3	2	1							1	1	
	3	11	7	4							1	1	
	2	20	9	11							1		1
	1	16	7	9				1	1		2	1	1
	Total	50	25	25				1	1		5	3	2
Professionals Top Range: \$100,000 and over Bottom Range: Under \$5,000	4	21	21								3	3	
	3	172	136	36				1	1		21	15	6
	2	423	306	117	3	2	1	4	1	3	99	69	30
	1	36	22	14				1	1		10	7	3
	Total	652	485	167	3	2	1	6	3	3	133	94	39
Semi-Professionals and Technicians Top Range: \$100,000 and over Bottom Range: \$ 30,000 - \$34,999	4	2	2										
	3	4	4								2	2	
	2	8	7	1									
	1	42	38	4				1	1		9	7	2
	Total	56	51	5				1	1		11	9	2



Fujitsu Consulting (Canada) Inc. (certificate # 050023)

Form 2 A

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National
Reporting Period 2016-10-13 to 2018-11-26

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 60,000 - \$64,999	4	1		1									
	3												
	2												
	1	1		1							1		1
	Total		2		2						1		1
Administrative and Senior Clerical Personnel Top Range: \$100,000 and over Bottom Range: \$ 35,000 - \$39,999	4	2	1	1									
	3	2	1	1									
	2	4	1	3							1		1
	1	11	3	8							2		2
	Total		19	6	13						3		3
Skilled Sales and Service Personnel Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 55,000 - \$59,999	4	1		1									
	3												
	2												
	1	1		1									
	Total		2		2								
Clerical Personnel Top Range: \$ 55,000 - \$59,999 Bottom Range: \$ 30,000 - \$34,999	4	2		2									
	3												
	2												
	1	3		3	1		1				1		1
	Total		5		5	1		1			1		1

Fujitsu Consulting (Canada) Inc. (certificate # 050023)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National
Reporting Period 2016-10-13 to 2018-11-26

Form 2 A

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
Total Number of Employees		793	571	222	4	2	2	8	5	3	156	107	49


Fujitsu Consulting (Canada) Inc. (certificate # 050023)

Form 2 B

**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / National**
Reporting Period 2016-10-13 to 2018-11-26

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Professionals	4	2	1	1									
Top Range: \$100,000 and over	3	4		4									
Bottom Range: \$ 45,000 - \$49,999	2	1		1									
	1	6		6									
	Total	13	1	12									
Total Number of Employees		13	1	12									



Fujitsu Consulting (Canada) Inc. (certificate # 050023)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / National
Reporting Period 2016-10-13 to 2018-11-26

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
Under \$15,000	7	5	2							1	1	
\$ 30,000 - \$34,999	21	18	3							6	4	2
\$ 35,000 - \$37,499	7	6	1							1	1	
\$ 37,500 - \$39,999	4	2	2	1		1						
\$ 40,000 - \$44,999	21	14	7							3	2	1
\$ 45,000 - \$49,999	18	9	9				1	1		8	4	4
\$ 50,000 - \$59,999	64	42	22				1	1		16	10	6
\$ 60,000 - \$69,999	91	64	27	1		1	1		1	25	18	7
\$ 70,000 - \$84,999	136	95	41	1	1		1	1		26	19	7
\$ 85,000 - \$99,999	164	112	52				3	1	2	38	24	14
\$100,000 and over	260	204	56	1	1		1	1		32	24	8
Total Number of Employees	793	571	222	4	2	2	8	5	3	156	107	49

Fujitsu Consulting (Canada) Inc. (certificate # 050023)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Part-Time / National
Reporting Period 2016-10-13 to 2018-11-26

Form 3 B

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
\$ 40,000 - \$49,999	1		1									
\$ 50,000 and over	12	1	11									
Total Number of Employees	13	1	12									



Fujitsu Consulting (Canada) Inc. (certificate # 050023)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / National
Reporting Period 2016-10-13 to 2018-11-26

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	4	1	3							1		1
Middle and Other Managers	13	10	3				1	1		3	3	
Professionals	286	203	83	2	1	1	4	3	1	113	80	33
Semi-Professionals and Technicians	24	21	3				1	1		8	6	2
Administrative and Senior Clerical Personnel	14	5	9				1		1	2		2
Skilled Sales and Service Personnel	2	1	1							1	1	
Clerical Personnel	2	1	1	1		1				1	1	
Total Number of Employees Hired	345	242	103	3	1	2	7	5	2	129	91	38



Fujitsu Consulting (Canada) Inc. (certificate # 050023)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / National
Reporting Period 2016-10-13 to 2018-11-26

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
Senior Managers	2	1	1									
Middle and Other Managers	9	3	6							1	1	
Professionals	58	43	15	1	1					7	3	4
Semi-Professionals and Technicians	4	4								2	2	
Administrative and Senior Clerical Personnel	3		3							1		1
Total Number of Employees Promoted	76	51	25	1	1					11	6	5
Total Number of Promotions	78	53	25	1	1					12	7	5



Fujitsu Consulting (Canada) Inc. (certificate # 050023)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Part-Time / National
Reporting Period 2016-10-13 to 2018-11-26

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

Fujitsu Consulting (Canada) Inc. (certificate # 050023)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / National

Reporting Period 2016-10-13 to 2018-11-26

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	5	3	2									
Middle and Other Managers	23	16	7							5	3	2
Professionals	461	329	132	3	2	1	2	2		104	73	31
Semi-Professionals and Technicians	41	40	1				1	1		9	8	1
Administrative and Senior Clerical Personnel	24	6	18				3		3	2	1	1
Skilled Sales and Service Personnel	3	1	2							1	1	
Clerical Personnel	13	3	10							3	2	1
Total Number of Employees Terminated	570	398	172	3	2	1	6	3	3	124	88	36

Fujitsu Consulting (Canada) Inc. (certificate # 050023)

Form 6 B

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Part-Time / National
Reporting Period 2016-10-13 to 2018-11-26

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	23	11	12							2	2	
Clerical Personnel	1		1									
Total Number of Employees Terminated	24	11	13							2	2	



Workplace Equity Information Management System - Fujitsu Consulting (Canada) Inc.

Workforce Analysis - Detailed Report

Date: 2018-11-26

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	7	3	42.9 %	27.6 %	2	1	National
02 : Middle and Other Managers	National	50	25	50.0 %	39.4 %	20	5	National
03 : Professionals		665	179	26.9 %	28.3 %	188	-9	
1112 : Financial and investment analysts	National	11	5	45.5 %	44.9 %	5	0	National
1121 : Human resources professionals	National	4	2	50.0 %	73.2 %	3	-1	National
1122 : Professional occupations in business management consulting	National	4	3	75.0 %	42.7 %	2	1	National
2147 : Computer engineers (except software engineers and designers)	National	6	1	16.7 %	11.1 %	1	0	National
2171 : Information systems analysts and consultants	National	582	159	27.3 %	27.7 %	161	-2	National
2172 : Database analysts and data administrators	National	34	4	11.8 %	33.0 %	11	-7	National
2173 : Software engineers and designers	National	4	2	50.0 %	16.0 %	1	1	National
2174 : Computer programmers and interactive media developers	National	17	2	11.8 %	16.6 %	3	-1	National
4112 : Lawyers and Quebec notaries	National	1	1	100.0 %	43.9 %	0	1	National
5121 : Authors and writers	National	1	0	0.0 %	56.1 %	1	-1	National
5125 : Translators, terminologists and interpreters	National	1	0	0.0 %	69.7 %	1	-1	National
04 : Semi-Professionals and Technicians		56	5	8.9 %	21.2 %	12	-7	
2281 : Computer network technicians	Ontario	5	0	0.0 %	21.4 %	1	-1	Ontario
2281 : Computer network technicians	Québec	6	0	0.0 %	14.0 %	1	-1	Québec
2282 : User support technicians	Alberta	1	1	100.0 %	23.8 %	0	1	Alberta
2282 : User support technicians	Ontario	2	0	0.0 %	23.9 %	0	0	Ontario
2282 : User support technicians	Québec	42	4	9.5 %	22.1 %	9	-5	Québec
05 : Supervisors		2	2	100.0 %	50.5 %	1	1	
Employment Equity Occupational Group	Montréal	2	2	100.0 %	50.5 %	1	1	Montréal
07 : Administrative and Senior Clerical Personnel		19	13	68.4 %	80.1 %	15	-2	
Employment Equity Occupational Group	Calgary	1	1	100.0 %	81.2 %	1	0	Calgary



Workforce Analysis - Detailed Report

Date: 2018-11-26

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Edmonton	1	1	100.0 %	84.2 %	1	0	Edmonton
Employment Equity Occupational Group	Montréal	4	3	75.0 %	80.9 %	3	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	3	1	33.3 %	76.8 %	2	-1	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	7	4	57.1 %	80.4 %	6	-2	Québec
Employment Equity Occupational Group	Toronto	1	1	100.0 %	79.1 %	1	0	Toronto
Employment Equity Occupational Group	Vancouver	1	1	100.0 %	78.9 %	1	0	Vancouver
Employment Equity Occupational Group	Victoria	1	1	100.0 %	82.5 %	1	0	Victoria
08 : Skilled Sales and Service Personnel		2	2	100.0 %	29.9 %	1	1	
6221 : Technical sales specialists - wholesale trade	Québec	2	2	100.0 %	29.9 %	1	1	Québec
10 : Clerical Personnel		5	5	100.0 %	65.8 %	3	2	
Employment Equity Occupational Group	Halifax	3	3	100.0 %	69.7 %	2	1	Halifax
Employment Equity Occupational Group	Montréal	1	1	100.0 %	61.6 %	1	0	Montréal
Employment Equity Occupational Group	Québec	1	1	100.0 %	58.6 %	1	0	Québec
Total		806	234	29.0 %	30.0 %	242	-8	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-11-26

Aboriginal Peoples

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Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	7	0	0.0 %	3.2 %	0	0	National
02 : Middle and Other Managers	National	50	0	0.0 %	2.7 %	1	-1	National
03 : Professionals		665	3	0.5 %	1.3 %	9	-6	
1112 : Financial and investment analysts	National	11	0	0.0 %	0.8 %	0	0	National
1121 : Human resources professionals	National	4	0	0.0 %	3.1 %	0	0	National
1122 : Professional occupations in business management consulting	National	4	0	0.0 %	1.6 %	0	0	National
2147 : Computer engineers (except software engineers and designers)	National	6	0	0.0 %	0.8 %	0	0	National
2171 : Information systems analysts and consultants	National	582	3	0.5 %	1.3 %	8	-5	National
2172 : Database analysts and data administrators	National	34	0	0.0 %	1.5 %	1	-1	National
2173 : Software engineers and designers	National	4	0	0.0 %	0.6 %	0	0	National
2174 : Computer programmers and interactive media developers	National	17	0	0.0 %	1.1 %	0	0	National
4112 : Lawyers and Quebec notaries	National	1	0	0.0 %	1.9 %	0	0	National
5121 : Authors and writers	National	1	0	0.0 %	2.3 %	0	0	National
5125 : Translators, terminologists and interpreters	National	1	0	0.0 %	3.5 %	0	0	National
04 : Semi-Professionals and Technicians		56	0	0.0 %	1.4 %	1	-1	
2281 : Computer network technicians	Ontario	5	0	0.0 %	1.7 %	0	0	Ontario
2281 : Computer network technicians	Québec	6	0	0.0 %	1.1 %	0	0	Québec
2282 : User support technicians	Alberta	1	0	0.0 %	2.3 %	0	0	Alberta
2282 : User support technicians	Ontario	2	0	0.0 %	1.3 %	0	0	Ontario
2282 : User support technicians	Québec	42	0	0.0 %	1.3 %	1	-1	Québec
05 : Supervisors		2	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Montréal	2	0	0.0 %	0.8 %	0	0	Montréal
07 : Administrative and Senior Clerical Personnel		19	0	0.0 %	2.0 %	0	0	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	2.9 %	0	0	Calgary



Workforce Analysis - Detailed Report

Date: 2018-11-26

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	4.7 %	0	0	Edmonton
Employment Equity Occupational Group	Montréal	4	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	3	0	0.0 %	3.4 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	7	0	0.0 %	1.4 %	0	0	Québec
Employment Equity Occupational Group	Toronto	1	0	0.0 %	0.8 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	2.1 %	0	0	Vancouver
Employment Equity Occupational Group	Victoria	1	0	0.0 %	3.5 %	0	0	Victoria
08 : Skilled Sales and Service Personnel		2	0	0.0 %	1.1 %	0	0	
6221 : Technical sales specialists - wholesale trade	Québec	2	0	0.0 %	1.1 %	0	0	Québec
10 : Clerical Personnel		5	1	20.0 %	2.8 %	0	1	
Employment Equity Occupational Group	Halifax	3	1	33.3 %	3.9 %	0	1	Halifax
Employment Equity Occupational Group	Montréal	1	0	0.0 %	1.0 %	0	0	Montréal
Employment Equity Occupational Group	Québec	1	0	0.0 %	1.6 %	0	0	Québec
Total		806	4	0.5 %	1.4 %	11	-7	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-11-26

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	7	2	28.6 %	11.5 %	1	1	National
02 : Middle and Other Managers	National	50	5	10.0 %	17.6 %	9	-4	National
03 : Professionals		665	133	20.0 %	38.1 %	253	-120	
1112 : Financial and investment analysts	National	11	3	27.3 %	37.8 %	4	-1	National
1121 : Human resources professionals	National	4	0	0.0 %	16.7 %	1	-1	National
1122 : Professional occupations in business management consulting	National	4	1	25.0 %	26.4 %	1	0	National
2147 : Computer engineers (except software engineers and designers)	National	6	2	33.3 %	42.7 %	3	-1	National
2171 : Information systems analysts and consultants	National	582	125	21.5 %	38.6 %	225	-100	National
2172 : Database analysts and data administrators	National	34	2	5.9 %	35.5 %	12	-10	National
2173 : Software engineers and designers	National	4	0	0.0 %	46.7 %	2	-2	National
2174 : Computer programmers and interactive media developers	National	17	0	0.0 %	34.2 %	6	-6	National
4112 : Lawyers and Quebec notaries	National	1	0	0.0 %	14.2 %	0	0	National
5121 : Authors and writers	National	1	0	0.0 %	12.8 %	0	0	National
5125 : Translators, terminologists and interpreters	National	1	0	0.0 %	25.8 %	0	0	National
04 : Semi-Professionals and Technicians		56	11	19.6 %	22.7 %	13	-2	
2281 : Computer network technicians	Ontario	5	2	40.0 %	38.7 %	2	0	Ontario
2281 : Computer network technicians	Québec	6	0	0.0 %	16.5 %	1	-1	Québec
2282 : User support technicians	Alberta	1	1	100.0 %	29.7 %	0	1	Alberta
2282 : User support technicians	Ontario	2	0	0.0 %	38.8 %	1	-1	Ontario
2282 : User support technicians	Québec	42	8	19.0 %	20.8 %	9	-1	Québec
05 : Supervisors		2	1	50.0 %	20.4 %	0	1	
Employment Equity Occupational Group	Montréal	2	1	50.0 %	20.4 %	0	1	Montréal
07 : Administrative and Senior Clerical Personnel		19	3	15.8 %	13.3 %	3	0	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	20.6 %	0	0	Calgary



Workforce Analysis - Detailed Report

Date: 2018-11-26

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Edmonton	1	1	100.0 %	16.9 %	0	1	Edmonton
Employment Equity Occupational Group	Montréal	4	0	0.0 %	14.6 %	1	-1	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	3	0	0.0 %	14.1 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	7	1	14.3 %	3.3 %	0	1	Québec
Employment Equity Occupational Group	Toronto	1	1	100.0 %	40.6 %	0	1	Toronto
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	39.9 %	0	0	Vancouver
Employment Equity Occupational Group	Victoria	1	0	0.0 %	9.7 %	0	0	Victoria
08 : Skilled Sales and Service Personnel		2	0	0.0 %	10.9 %	0	0	
6221 : Technical sales specialists - wholesale trade	Québec	2	0	0.0 %	10.9 %	0	0	Québec
10 : Clerical Personnel		5	1	20.0 %	9.8 %	0	1	
Employment Equity Occupational Group	Halifax	3	1	33.3 %	8.1 %	0	1	Halifax
Employment Equity Occupational Group	Montréal	1	0	0.0 %	20.4 %	0	0	Montréal
Employment Equity Occupational Group	Québec	1	0	0.0 %	4.1 %	0	0	Québec
Total		806	156	19.4 %	34.7 %	279	-123	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-11-26

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	57	1	1.8 %	5.0 %	3	-2	National
03 : Professionals	National	665	6	0.9 %	8.9 %	59	-53	National
04 : Semi-Professionals and Technicians	National	56	1	1.8 %	7.6 %	4	-3	National
05 : Supervisors	National	2	0	0.0 %	27.5 %	1	-1	National
07 : Administrative and Senior Clerical Personnel	National	19	0	0.0 %	10.0 %	2	-2	National
08 : Skilled Sales and Service Personnel	National	2	0	0.0 %	8.0 %	0	0	National
10 : Clerical Personnel	National	5	0	0.0 %	9.3 %	0	0	National
Total		806	8	1.0 %	8.6 %	69	-61	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-11-26

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Detailed Report

Date: 2018-11-26

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WFA Defaults - Persons with Disabilities

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



Workplace Equity Information Management System - Fujitsu Consulting (Canada) Inc.

Workforce Analysis - Summary Report

Date: 2018-11-26

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	7	3	42.9 %	27.6 %	2	1
02 : Middle and Other Managers	50	25	50.0 %	39.4 %	20	5
03 : Professionals	665	179	26.9 %	28.3 %	188	-9
04 : Semi-Professionals and Technicians	56	5	8.9 %	21.2 %	12	-7
05 : Supervisors	2	2	100.0 %	50.5 %	1	1
07 : Administrative and Senior Clerical Personnel	19	13	68.4 %	80.1 %	15	-2
08 : Skilled Sales and Service Personnel	2	2	100.0 %	29.9 %	1	1
10 : Clerical Personnel	5	5	100.0 %	65.8 %	3	2
Total	806	234	29.0 %	30.0 %	242	-8

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-11-26

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
01 : Senior Managers	7	0	0.0 %	3.2 %	0	0
02 : Middle and Other Managers	50	0	0.0 %	2.7 %	1	-1
03 : Professionals	665	3	0.5 %	1.3 %	9	-6
04 : Semi-Professionals and Technicians	56	0	0.0 %	1.4 %	1	-1
05 : Supervisors	2	0	0.0 %	0.8 %	0	0
07 : Administrative and Senior Clerical Personnel	19	0	0.0 %	2.0 %	0	0
08 : Skilled Sales and Service Personnel	2	0	0.0 %	1.1 %	0	0
10 : Clerical Personnel	5	1	20.0 %	2.8 %	0	1
Total	806	4	0.5 %	1.4 %	11	-7

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-11-26

Members of Visible Minorities

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities				Gap #
		Representation		Availability		
		#	%	%	#	
01 : Senior Managers	7	2	28.6 %	11.5 %	1	1
02 : Middle and Other Managers	50	5	10.0 %	17.6 %	9	-4
03 : Professionals	665	133	20.0 %	38.1 %	253	-120
04 : Semi-Professionals and Technicians	56	11	19.6 %	22.7 %	13	-2
05 : Supervisors	2	1	50.0 %	20.4 %	0	1
07 : Administrative and Senior Clerical Personnel	19	3	15.8 %	13.3 %	3	0
08 : Skilled Sales and Service Personnel	2	0	0.0 %	10.9 %	0	0
10 : Clerical Personnel	5	1	20.0 %	9.8 %	0	1
Total	806	156	19.4 %	34.7 %	279	-123

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-11-26

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	57	1	1.8 %	5.0 %	3	-2
03 : Professionals	665	6	0.9 %	8.9 %	59	-53
04 : Semi-Professionals and Technicians	56	1	1.8 %	7.6 %	4	-3
05 : Supervisors	2	0	0.0 %	27.5 %	1	-1
07 : Administrative and Senior Clerical Personnel	19	0	0.0 %	10.0 %	2	-2
08 : Skilled Sales and Service Personnel	2	0	0.0 %	8.0 %	0	0
10 : Clerical Personnel	5	0	0.0 %	9.3 %	0	0
Total	806	8	1.0 %	8.6 %	69	-61

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-11-26

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Summary Report

Date: 2018-11-26

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WFA Defaults - Persons with Disabilities

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

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Fujitsu Consulting (Canada) Inc.

[Date: 2018-11-26]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	10	13

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	11	26

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
01	Senior Managers	6	2	27.4
02	Middle & Other Managers	45	19	38.9
03	Professionals	868	240	28.9
04	Semi-Professionals & Technicians	73	3	20.9
05	Supervisors	3	3	50.8
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	27	20	80.4
08	Skilled Sales & Service Personnel	4	3	28.3
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	17	15	66.2
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		1,043	305	30.8

Table 5: Women

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
		7	3	27.6
		50	25	39.4
		665	179	28.3
		56	5	21.2
		2	2	50.5
		0	0	0.0
		19	13	80.1
		2	2	29.9
		0	0	0.0
		5	5	65.8
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		806	234	30.0

*** Source:**
2011 National Household Survey

*** Source:**

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Fujitsu Consulting (Canada) Inc.
 [Date: 2018-11-26]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	10	13

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	11	26

Employment Equity Occupational Group (EEOG)		Table 2: Aboriginal Peoples		
		First/Previous Workforce Analysis		
		All Employees	Aboriginal Peoples	
			Representation	Availability*
#	#	%		
01	Senior Managers	6	0	2.9
02	Middle & Other Managers	45	0	2.2
03	Professionals	868	4	1.1
04	Semi-Professionals & Technicians	73	0	1.8
05	Supervisors	3	0	0.8
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	27	0	1.6
08	Skilled Sales & Service Personnel	4	0	1.4
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	17	0	2.5
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		1,043	4	1.2

*** Source:**
 2011 National Household Survey

Employment Equity Occupational Group (EEOG)		Table 6: Aboriginal Peoples		
		Subsequent/Current Workforce Analysis		
		All Employees	Aboriginal Peoples	
			Representation	Availability*
#	#	%		
		7	0	3.2
		50	0	2.7
		665	3	1.3
		56	0	1.4
		2	0	0.8
		0	0	0.0
		19	0	2.0
		2	0	1.1
		0	0	0.0
		5	1	2.8
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		806	4	1.4

*** Source:**
 0

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Fujitsu Consulting (Canada) Inc.
[Date: 2018-11-26]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	10	13

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	11	26

Table 3: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		First/Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
			Representation	Availability*
		#	#	%
01	Senior Managers	6	1	10.1
02	Middle & Other Managers	45	4	15.0
03	Professionals	868	123	31.4
04	Semi-Professionals & Technicians	73	10	18.2
05	Supervisors	3	1	16.7
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	27	4	11.1
08	Skilled Sales & Service Personnel	4	0	15.6
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	17	3	10.0
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		1,043	146	28.7

*** Source:**
2011 National Household Survey

Table 7: Members of Visible Minorities

		Subsequent/Current Workforce Analysis		
		All Employees	Members of Visible Minorities	
			Representation	Availability*
		#	#	%
		7	2	11.5
		50	5	17.6
		665	133	38.1
		56	11	22.7
		2	1	20.4
		0	0	0.0
		19	3	13.3
		2	0	10.9
		0	0	0.0
		5	1	9.8
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		806	156	34.7

*** Source:**
0

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Fujitsu Consulting (Canada) Inc.
 [Date: 2018-11-26]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	10	13

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	11	26

Employment Equity Occupational Group (EEOG)		Table 4: Persons with Disabilities		
		First/Previous Workforce Analysis		
		All Employees	Persons with Disabilities	
			Representation	Availability*
#	#	%		
01/02	Managers	51	0	4.3
03	Professionals	868	4	3.8
04	Semi-Professionals & Technicians	73	1	4.6
05	Supervisors	3	0	13.9
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	27	2	3.4
08	Skilled Sales & Service Personnel	4	0	3.5
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	17	0	7.0
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		1,043	7	4.0

		Table 8: Persons with Disabilities		
		Subsequent/Current Workforce Analysis		
		All Employees	Persons with Disabilities	
			Representation	Availability*
#	#	%		
	57	1	5.0	
	665	6	8.9	
	56	1	7.6	
	2	0	27.5	
	0	0	0.0	
	19	0	10.0	
	2	0	8.0	
	0	0	0.0	
	5	0	9.3	
	0	0	0.0	
	0	0	0.0	
	0	0	0.0	
	0	0	0.0	
	0	0	0.0	
	806	8	8.6	

*** Source:**
 2012 Canadian Survey on Disability

*** Source:**

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Fujitsu Consulting (Canada) Inc.

[Date: 2018-11-26]

Start Date of Flow Data		
YYYY	MM	DD
2016	10	13

End Date of Flow Data		
YYYY	MM	DD
2018	11	26

Data from Form 4 - Employees Hired			
↓	↓	↓	↓

Data from Form 5 - Employees Promoted			
↓	↓	↓	↓

Data from Form 6 - Employees Terminated			
↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Table 1: Women				Table 5: Women				Table 9: Women			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	4	3	0	0	2	1	0	0	5	2	0	0
02 Middle & Other Managers	13	3	0	0	9	6	0	0	23	7	0	0
03 Professionals	286	83	0	0	58	15	1	1	461	132	23	12
04 Semi-Professionals & Technicians	24	3	0	0	4	0	0	0	41	1	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	14	9	0	0	3	3	0	0	24	18	0	0
08 Skilled Sales & Service Personnel	2	1	0	0	0	0	0	0	3	2	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	2	1	0	0	0	0	0	0	13	10	1	1
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	345	103	0	0	76	25	1	1	570	172	24	13

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Fujitsu Consulting (Canada) Inc.

[Date: 2018-11-26]

Start Date of Flow Data		
YYYY	MM	DD
2016	10	13

End Date of Flow Data		
YYYY	MM	DD
2018	11	26

Data from Form 4 - Employees Hired			
↓	↓	↓	↓

Data from Form 5 - Employees Promoted			
↓	↓	↓	↓

Data from Form 6 - Employees Terminated			
↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples				Table 6: Aboriginal Peoples				Table 10: Aboriginal Peoples			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	4	0	0	0	2	0	0	0	5	0	0	0
02 Middle & Other Managers	13	0	0	0	9	0	0	0	23	0	0	0
03 Professionals	286	2	0	0	58	1	1	0	461	3	23	0
04 Semi-Professionals & Technicians	24	0	0	0	4	0	0	0	41	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	14	0	0	0	3	0	0	0	24	0	0	0
08 Skilled Sales & Service Personnel	2	0	0	0	0	0	0	0	3	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	2	1	0	0	0	0	0	0	13	0	1	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	345	3	0	0	76	1	1	0	570	3	24	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Fujitsu Consulting (Canada) Inc.

[Date: 2018-11-26]

Start Date of Flow Data		
YYYY	MM	DD
2016	10	13

End Date of Flow Data		
YYYY	MM	DD
2018	11	26

Data from Form 4 - Employees Hired			
↓	↓	↓	↓

Data from Form 5 - Employees Promoted			
↓	↓	↓	↓

Data from Form 6 - Employees Terminated			
↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	4	0	0	0	2	0	0	0	5	0	0	0
02 Middle & Other Managers	13	1	0	0	9	0	0	0	23	0	0	0
03 Professionals	286	4	0	0	58	0	1	0	461	2	23	0
04 Semi-Professionals & Technicians	24	1	0	0	4	0	0	0	41	1	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	14	1	0	0	3	0	0	0	24	3	0	0
08 Skilled Sales & Service Personnel	2	0	0	0	0	0	0	0	3	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	2	0	0	0	0	0	0	0	13	0	1	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	345	7	0	0	76	0	1	0	570	6	24	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Fujitsu Consulting (Canada) Inc.

[Date: 2018-11-26]

Start Date of Flow Data		
YYYY	MM	DD
2016	10	13

End Date of Flow Data		
YYYY	MM	DD
2018	11	26

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	4	1	0	0	2	0	0	0	5	0	0	0
02 Middle & Other Managers	13	3	0	0	9	1	0	0	23	5	0	0
03 Professionals	286	113	0	0	58	7	1	0	461	104	23	2
04 Semi-Professionals & Technicians	24	8	0	0	4	2	0	0	41	9	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	14	2	0	0	3	1	0	0	24	2	0	0
08 Skilled Sales & Service Personnel	2	1	0	0	0	0	0	0	3	1	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	2	1	0	0	0	0	0	0	13	3	1	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	345	129	0	0	76	11	1	0	570	124	24	2

Federal Contractors Program Achievement Report

Part 3: Goals

Fujitsu Consulting (Canada) Inc.

[Date: 2018-11-26]

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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 1: Women

Employment Equity Occupational Group (EOG)		All Employees										First/Previous Short-term Goals										
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years		From - To						
		2016-10-13	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-10-13	Annually	Over 3 Years	Annually	Over 3 Years	2016	2019							
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%		
01	Senior Managers	6	5.3%		0	76.9%		0	0	2	0.0%	0	0	0	27.4%	0	0	33.3%	33.3%			
02	Middle & Other Managers	45	3.6%		0	48.4%		0	0	19	0.0%	0	-1	0	38.9%	1	1	42.2%	42.2%			
03	Professionals	868	-8.5%		0	63.1%		0	0	240	0.0%	0	11	0	28.9%	-11	-11	27.6%	27.6%			
04	Semi-Professionals & Tech	73	-8.5%		0	63.6%		0	0	3	0.0%	0	12	0	20.9%	-12	-12	4.1%	4.1%			
05	Supervisors	3	-12.6%		0	0.0%		0	0	3	0.0%	0	-1	0	50.8%	1	1	100.0%	100.0%			
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
07	Administrative & Sr Clerical	27	-11.1%		0	104.3%		0	0	20	0.0%	0	2	0	80.4%	-2	-2	74.1%	74.1%			
08	Skilled Sales & Service	4	-20.6%		0	100.0%		0	0	3	0.0%	0	-2	0	28.3%	2	2	75.0%	75.0%			
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
10	Clerical Personnel	17	-33.5%		0	127.3%		0	0	15	0.0%	0	-4	0	66.2%	4	4	88.2%	88.2%			
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
Total		1,043	-8.2%		0	64.3%		0	0	305	0.0%	0	16	0	30.8%	-16	-16	29.2%	29.2%			

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

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

Table 2: Women

Employment Equity Occupational Group (EOG)		Women				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	5	0.0	5	0.0	
04	Semi-Professionals & Tech	5	0.0	5	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	
14	Other Manual Workers	0	0.0	0	0.0	
Total		10		10		

Federal Contractors Program Achievement Report

Part 3: Goals

Fujitsu Consulting (Canada) Inc.

[Date: 2018-11-26]

003590

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

Employment Equity Occupational Group (EEOG)		All Employees							First/Previous Short-term Goals												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD			YYYY - YYYY								
		2016-10-13	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-10-13	Annually	Over 3 Years	2016		2019						
		#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%	
01	Senior Managers	6	5.3%		0	76.9%		0	0	0	0.0%	0	0	0	2.9%	0	0	0.0%	0.0%		
02	Middle & Other Managers	45	3.6%		0	48.4%		0	0	0	0.0%	0	1	0	2.2%	-1	-1	0.0%	0.0%		
03	Professionals	868	-8.5%		0	63.1%		0	0	4	0.0%	0	6	0	1.1%	-6	-6	0.5%	0.5%		
04	Semi-Professionals & Tech	73	-8.5%		0	63.6%		0	0	0	0.0%	0	1	0	1.8%	-1	-1	0.0%	0.0%		
05	Supervisors	3	-12.6%		0	0.0%		0	0	0	0.0%	0	0	0	0.8%	0	0	0.0%	0.0%		
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07	Administrative & Sr Clerical	27	-11.1%		0	104.3%		0	0	0	0.0%	0	0	0	1.6%	0	0	0.0%	0.0%		
08	Skilled Sales & Service	4	-20.6%		0	100.0%		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	#DIV/0!	#DIV/0!		
10	Clerical Personnel	17	-33.5%		0	127.3%		0	0	0	0.0%	0	0	0	2.5%	0	0	0.0%	0.0%		
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total		1,043	-8.2%		0	64.3%		0	0	4	0.0%	0	9	0	1.2%	-9	-9	0.4%	0.4%		

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

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		Aboriginal Peoples				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	1	0.0	1	0.0	
03	Professionals	1	0.0	1	0.0	
04	Semi-Professionals & Tech	0	0.0	1	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	
14	Other Manual Workers	0	0.0	0	0.0	
Total		2		3		

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 (EOG)	All Employees										Persons with Disabilities										
	Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
	YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years		From - To						
	2016-10-13	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-10-13	Annually	Over 3 Years	Annually	Over 3 Years	2016	2019							
	#	%	%	#	%	%	#	#	#	%	#	#	#	%							
01/02 Managers	51	4.4%		0	62.7%		0	0	0	0.0%	0	0	2	0	4.3%	-2	-2	0.0%	0.0%		
03 Professionals	868	-8.5%		0	63.1%		0	0	4	0.0%	0	29	0	3.8%	-29	-29	0.5%	0.5%			
04 Semi-Professionals & Tech	73	-8.5%		0	63.6%		0	0	1	0.0%	0	2	0	4.6%	-2	-2	1.4%	1.4%			
05 Supervisors	3	-12.6%		0	0.0%		0	0	0	0.0%	0	0	0	13.9%	0	0	0.0%	0.0%			
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
07 Administrative & Sr Clerical	27	-11.1%		0	104.3%		0	0	2	0.0%	0	-1	0	3.4%	1	1	7.4%	7.4%			
08 Skilled Sales & Service	4	-20.6%		0	100.0%		0	0	0	0.0%	0	0	0	3.5%	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	#DIV/0!	#DIV/0!			
10 Clerical Personnel	17	-33.5%		0	127.3%		0	0	0	0.0%	0	1	0	7.0%	-1	-1	0.0%	0.0%			
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
Total	1,043	-8.2%		0	64.3%		0	0	7	0.0%	0	35	0	4.0%	-35	-35	0.7%	0.7%			

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01/02 Managers	0	0.0	0	0.0	
03 Professionals	3	0.0	3	0.0	
04 Semi-Professionals & Tech	1	0.0	1	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	
14 Other Manual Workers	0	0.0	0	0.0	
Total	4		4		

Federal Contractors Program Achievement Report

Part 3: Goals

Fujitsu Consulting (Canada) Inc.

[Date: 2018-11-26]

003592

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		All Employees										Members of Visible Minorities										
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3-Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	From - To	Present Gap		Projected Gap	Present Representation					
		2016-10-13	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-10-13	Annually	Over 3 Years	2016	2019	%	%	%	%					
		#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%		
01	Senior Managers	6	5.3%		0	76.9%		0	0	0	1	0.0%	0	0	0	10.1%	0	0	16.7%	16.7%		
02	Middle & Other Managers	45	3.6%		0	48.4%		0	0	0	4	0.0%	0	3	0	15.0%	-3	-3	8.9%	8.9%		
03	Professionals	868	-8.5%		0	63.1%		0	0	0	123	0.0%	0	150	0	31.4%	-150	-150	14.2%	14.2%		
04	Semi-Professionals & Tech	73	-8.5%		0	63.6%		0	0	0	10	0.0%	0	3	0	18.2%	-3	-3	13.7%	13.7%		
05	Supervisors	3	-12.6%		0	0.0%		0	0	0	1	0.0%	0	0	0	16.7%	0	0	33.3%	33.3%		
06	Supervisors: 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!		
07	Administrative & Sr Clerical	27	-11.1%		0	104.3%		0	0	0	4	0.0%	0	-1	0	11.1%	1	1	14.8%	14.8%		
08	Skilled Sales & Service	4	-20.6%		0	100.0%		0	0	0	0	0.0%	0	1	0	15.6%	-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	#DIV/0!	#DIV/0!		
10	Clerical Personnel	17	-33.5%		0	127.3%		0	0	0	3	0.0%	0	-1	0	10.0%	1	1	17.6%	17.6%		
11	Intermediate 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!		
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0	0.0%	0	0	0	0.0%	0	0	#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		1,043	-8.2%		0	64.3%		0	0	0	146	0.0%	0	153	0	28.7%	-153	-153	14.0%	14.0%		

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		Members of Visible Minorities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	0.0	1	0.0	
03	Professionals	10	0.0	10	0.0	
04	Semi-Professionals & Tech	1	0.0	1	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	
14	Other Manual Workers	0	0.0	0	0.0	
Total		11		12		

Federal Contractors Program Achievement Report

Part 3: Goals

Fujitsu Consulting (Canada) Inc.

[Date: 2018-11-26]

003593

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 (EOG)		All Employees							Subsequent/Current Short-term Goals												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected	YYYY-MM-DD		Annually	Over 3 Years	From - To									
		2018-11-26	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2018-11-26	Annually	Over 3 Years	2018		2021						
		#	%	%	#	%	%	#	#	%	#	#	%	%							
01	Senior Managers	7	5.3%		0	76.9%		0	0	3	0.0%	0	-1	0	27.6%	1	1	42.9%	42.9%		
02	Middle & Other Managers	50	3.6%		0	48.4%		0	0	25	0.0%	0	-5	0	39.4%	5	5	50.0%	50.0%		
03	Professionals	665	-8.5%		0	63.1%		0	0	179	0.0%	0	9	0	28.3%	-9	-9	26.9%	26.9%		
04	Semi-Professionals & Tech	56	-8.5%		0	63.6%		0	0	5	0.0%	0	7	0	21.2%	-7	-7	8.9%	8.9%		
05	Supervisors	2	-12.6%		0	0.0%		0	0	2	0.0%	0	-1	0	50.5%	1	1	100.0%	100.0%		
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07	Administrative & Sr Clerical	19	-11.1%		0	104.3%		0	0	13	0.0%	0	2	0	80.1%	-2	-2	68.4%	68.4%		
08	Skilled Sales & Service	2	-20.6%		0	100.0%		0	0	2	0.0%	0	-1	0	29.9%	1	1	100.0%	100.0%		
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10	Clerical Personnel	5	-33.5%		0	127.3%		0	0	5	0.0%	0	-2	0	65.8%	2	2	100.0%	100.0%		
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total		806	-8.2%		0	64.3%		0	0	234	0.0%	0	8	0	30.0%	-8	-8	29.0%	29.0%		

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

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

Table 10: Women

Employment Equity Occupational Group (EOG)		Women		Comments
		Short-term Goals	Long-term Goals	
		%	%	
01	Senior Managers	0.0		
02	Middle & Other Managers	0.0		
03	Professionals	28.3	28.3	
04	Semi-Professionals & Tech	21.2	21.2	
05	Supervisors	0.0		
06	Supervisors: Crafts & Trades	0.0		
07	Administrative & Sr Clerical	0.0		
08	Skilled Sales & Service	0.0		
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		
Total		0.0		

Federal Contractors Program Achievement Report

Part 3: Goals

Fujitsu Consulting (Canada) Inc.

[Date: 2018-11-26]

003594

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

Employment Equity Occupational Group (EEOG)		All Employees										Subsequent/Current Short-term Goals														
		Number			Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number			Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual	Projected	Actual	Projected		Actual	Projected	Actual	Projected	Actual	Projected		From - To							
		2018-11-26	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Annually	Annually		Over 3 Years	Annually	Over 3 Years	Annually	Over 3 Years	2018		2021							
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%					
01	Senior Managers	7	5.3%		0		0	76.9%		0		0	0	0.0%	0	0	0	0	0	0	0.0%	0	0	0.0%	0.0%	
02	Middle & Other Managers	50	3.6%		0		0	48.4%		0		0	0	0.0%	0	1	0	0	0	0	2.7%	2.7%	-1	-1	0.0%	0.0%
03	Professionals	665	-8.5%		0		0	63.1%		0		3	0	0.0%	0	6	0	0	0	0	1.3%	1.3%	-6	-6	0.5%	0.5%
04	Semi-Professionals & Tech	56	-8.5%		0		0	63.6%		0		0	0	0.0%	0	1	0	0	0	0	1.4%	1.4%	-1	-1	0.0%	0.0%
05	Supervisors	2	-12.6%		0		0	0.0%		0		0	0	0.0%	0	0	0	0	0	0	0.8%	0.8%	0	0	0.0%	0.0%
06	Supervisors: Crafts & Trades	0	0.0%		0		0	0.0%		0		0	0	0.0%	0	0	0	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
07	Administrative & Sr Clerical	19	-11.1%		0		0	104.3%		0		0	0	0.0%	0	0	0	0	0	0	2.0%	2.0%	0	0	0.0%	0.0%
08	Skilled Sales & Service	2	-20.6%		0		0	100.0%		0		0	0	0.0%	0	0	0	0	0	0	1.1%	1.1%	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	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	5	-33.5%		0		0	127.3%		0		1	0	0.0%	0	-1	0	0	0	0	2.8%	2.8%	1	1	20.0%	20.0%
11	Intermediate 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!
12	Semi-Skilled Manual	0	0.0%		0		0	0.0%		0		0	0	0.0%	0	0	0	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
13	Other Sales & Service	0	0.0%		0		0	0.0%		0		0	0	0.0%	0	0	0	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	0	0.0%		0		0	0.0%		0		0	0	0.0%	0	0	0	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total		806	-8.2%		0		0	64.3%		0		4	0	0.0%	0	7	0	0	0	0	1.4%	1.4%	-7	-7	0.5%	0.5%

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

‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + 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		
02	Middle & Other Managers	2.7	2.7	
03	Professionals	1.3	1.3	
04	Semi-Professionals & Tech	1.4	1.4	
05	Supervisors	0.0		
06	Supervisors: Crafts & Trades	0.0		
07	Administrative & Sr Clerical	0.0		
08	Skilled Sales & Service	0.0		
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		
Total		0.0		

Federal Contractors Program Achievement Report

Part 3: Goals

Fujitsu Consulting (Canada) Inc.

[Date: 2018-11-26]

003595

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

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		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years		YYYY - YYYY						
	2018-11-26	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-11-26	Annually	Over 3 Years	Annually	Over 3 Years	2018	2021							
	#	%	%	#	%	%	#	#	%	#	#	%	#	%							
01/02 Managers	57	4.4%		0	62.7%		0	0	1	0.0%	0	0	2	0	5.0%	5.0%	-2	-2	1.8%	1.8%	
03 Professionals	665	-8.5%		0	63.1%		0	0	6	0.0%	0	0	53	0	8.9%	8.9%	-53	-53	0.9%	0.9%	
04 Semi-Professionals & Tech	56	-8.5%		0	63.6%		0	0	1	0.0%	0	0	3	0	7.6%	7.6%	-3	-3	1.8%	1.8%	
05 Supervisors	2	-12.6%		0	0.0%		0	0	0	0.0%	0	0	1	0	27.5%	27.5%	-1	-1	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	19	-11.1%		0	104.3%		0	0	0	0.0%	0	0	2	0	10.0%	10.0%	-2	-2	0.0%	0.0%	
08 Skilled Sales & Service	2	-20.6%		0	100.0%		0	0	0	0.0%	0	0	0	0	8.0%	8.0%	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	5	-33.5%		0	127.3%		0	0	0	0.0%	0	0	0	0	9.3%	9.3%	0	0	0.0%	0.0%	
11 Intermediate 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!	
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	#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	806	-8.2%		0	64.3%		0	0	8	0.0%	0	0	61	0	8.6%	8.6%	-61	-61	1.0%	1.0%	

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities		Comments
	Short-term Goals	Long-term Goals	
		%	
01/02 Managers		5.0	
03 Professionals		8.9	
04 Semi-Professionals & Tech		7.6	
05 Supervisors		27.5	
06 Supervisors: Crafts & Trades		0.0	
07 Administrative & Sr Clerical		10.0	
08 Skilled Sales & Service		0.0	
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	
Total		0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Fujitsu Consulting (Canada) Inc.

[Date: 2018-11-26]

003596

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

Employment Equity Occupational Group (EEOG)		All Employees										Subsequent/Current Short-term Goals										
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3-Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	From - To									
		2018-11-26	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-11-26	Annually	Over 3 Years	2018	2021									
		#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%			
01	Senior Managers	7	5.3%		0	76.9%		0	0	2	0.0%	0	-1	0	11.5%	1	1	28.6%	28.6%			
02	Middle & Other Managers	50	3.6%		0	48.4%		0	0	5	0.0%	0	4	0	17.6%	-4	-4	10.0%	10.0%			
03	Professionals	665	-8.5%		0	63.1%		0	0	133	0.0%	0	120	0	38.1%	-120	-120	20.0%	20.0%			
04	Semi-Professionals & Tech	56	-8.5%		0	63.6%		0	0	11	0.0%	0	2	0	22.7%	-2	-2	19.6%	19.6%			
05	Supervisors	2	-12.6%		0	0.0%		0	0	1	0.0%	0	-1	0	20.4%	1	1	50.0%	50.0%			
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
07	Administrative & Sr Clerical	19	-11.1%		0	104.3%		0	0	3	0.0%	0	0	0	13.3%	0	0	15.8%	15.8%			
08	Skilled Sales & Service	2	-20.6%		0	100.0%		0	0	0	0.0%	0	0	0	10.9%	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	#DIV/0!	#DIV/0!			
10	Clerical Personnel	5	-33.5%		0	127.3%		0	0	1	0.0%	0	-1	0	9.8%	1	1	20.0%	20.0%			
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
Total		806	-8.2%		0	64.3%		0	0	156	0.0%	0	124	0	34.7%	-124	-124	19.4%	19.4%			

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		Members of Visible Minorities		Comments
		Short-term Goals	Long-term Goals	
		%	%	
01	Senior Managers	0.0		
02	Middle & Other Managers	17.6	17.6	
03	Professionals	38.1	38.1	
04	Semi-Professionals & Tech	22.7	22.7	
05	Supervisors	0.0		
06	Supervisors: Crafts & Trades	0.0		
07	Administrative & Sr Clerical	0.0		
08	Skilled Sales & Service	0.0		
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		
Total		0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Fujitsu Consulting (Canada) Inc.

[Date: 2018-11-26]

003597

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women							All Employees	Women			All Employees	Women			All Employees	Women						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference				
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#		
01 Senior Managers	2016	6	2	33.3	27.4	2	0	121.7																	
	2018	7	3	42.9	27.6	2	1	155.3	4	3	75.0	1	2	2	1	50.0	1	0	5	2	40.0	2	0		
02 Middle & Other Managers	2016	45	19	42.2	38.9	18	1	108.5																	
	2018	50	25	50.0	39.4	20	5	126.9	13	3	23.1	5	-2	9	6	66.7	4	2	23	7	30.4	10	-3		
03 Professionals	2016	868	240	27.6	28.9	251	-11	95.7																	
	2018	665	179	26.9	28.3	188	-9	95.1	286	83	29.0	81	2	59	16	27.1	16	0	484	144	29.8	134	10		
04 Semi-Professionals & Technicians	2016	73	3	4.1	20.9	15	-12	19.7																	
	2018	56	5	8.9	21.2	12	-7	42.1	24	3	12.5	5	-2	4	0	0.0	0	0	41	1	2.4	2	-1		
05 Supervisors	2016	3	3	100.0	50.8	2	1	196.9																	
	2018	2	2	100.0	50.5	1	1	198.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	#	%	%	#	%			
01 Senior Managers	2018	6	4	66.7	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
	2021	6	4	66.7			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2018	22	9	40.9	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
	2021	22	9	40.9			0.0	0.0			0.0	0.0		
03 Professionals	2018	345	99	28.7	5	1,980.0	0.0	0.0	5	1,980.0	0.0	0.0		
	2021	345	99	28.7			28.3	101.4			28.3	101.4		
04 Semi-Professionals & Technicians	2018	28	3	10.7	5	60.0	0.0	0.0	5	60.0	0.0	0.0		
	2021	28	3	10.7			21.2	50.5			21.2	50.5		
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Fujitsu Consulting (Canada) Inc.

[Date: 2018-11-26]

003598

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women							All Employees	Women			All Employees	Women			All Employees	Women					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	27	20	74.1	80.4	22	-2	92.1																
	2018	19	13	68.4	80.1	15	-2	85.4	14	9	64.3	11	-2	3	3	100.0	2	1	24	18	75.0	18	0	
08 Skilled Sales & Service Personnel	2016	4	3	75.0	28.3	1	2	265.0																
	2018	2	2	100.0	29.9	1	1	334.4	2	1	50.0	1	0	0	0	0.0	0	0	3	2	66.7	2	0	
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	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	17	15	88.2	66.2	11	4	133.3																
	2018	5	5	100.0	65.8	3	2	152.0	2	1	50.0	1	0	0	0	0.0	0	0	14	11	78.6	12	-1	
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	#	%	%	#	%			
07 Administrative & Senior Clerical	2018	17	12	70.6	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	17	12	70.6			0.0	0.0				0.0	0.0	
08 Skilled Sales & Service Personnel	2018	2	1	50.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	2	1	50.0			0.0	0.0				0.0	0.0	
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0				0.0	0.0	
10 Clerical Personnel	2018	2	1	50.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	2	1	50.0			0.0	0.0				0.0	0.0	
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0				0.0	0.0	
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0				0.0	0.0	

Federal Contractors Program Achievement Report

Part 4: Results - Women

Fujitsu Consulting (Canada) Inc.

[Date: 2018-11-26]

003599

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women							All Employees	Women			All Employees	Women			All Employees	Women					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	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																
	2018	0	0	0.0	0.0	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	1,043	305	29.2	30.8	321	-16	94.9																
	2018	806	234	29.0	30.0	242	-8	96.8	345	103	29.9	104	-1	77	26	33.8	23	3	594	185	31.1	174	11	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Goal	Women			Goal	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	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	422	129	30.6	10	1290.0	0.0	0.0	10	1290.0	0.0	0.0		
	2021	422	129	30.6			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Fujitsu Consulting (Canada) Inc.

[Date: 2018-11-26]

003600

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	6	0	0.0	2.9	0	0	0.0																	
	2018	7	0	0.0	3.2	0	0	0.0	4	0	0.0	0	0	0	2	0	0.0	0	0	5	0	0.0	0	0	0
02 Middle & Other Managers	2016	45	0	0.0	2.2	1	-1	0.0																	
	2018	50	0	0.0	2.7	1	-1	0.0	13	0	0.0	0	0	0	9	0	0.0	0	0	23	0	0.0	0	0	0
03 Professionals	2016	868	4	0.5	1.1	10	-6	41.9																	
	2018	665	3	0.5	1.3	9	-6	34.7	286	2	0.7	4	-2	59	1	1.7	0	1	484	3	0.6	2	1	1	
04 Semi-Professionals & Technicians	2016	73	0	0.0	1.8	1	-1	0.0																	
	2018	56	0	0.0	1.4	1	-1	0.0	24	0	0.0	0	0	4	0	0.0	0	0	41	0	0.0	0	0	0	
05 Supervisors	2016	3	0	0.0	0.8	0	0	0.0																	
	2018	2	0	0.0	0.8	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	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	#	%	%	#	%			
01 Senior Managers	2018	6	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	6	0	0.0			0.0	0.0				0.0	0.0	
02 Middle & Other Managers	2018	22	0	0.0	1	0.0	0.0	0.0	0.0	1	0.0	0.0	0.0	
	2021	22	0	0.0			2.7	0.0				2.7	0.0	
03 Professionals	2018	345	3	0.9	1	300.0	0.0	0.0	0.0	1	300.0	0.0	0.0	
	2021	345	3	0.9			1.3	66.9				1.3	66.9	
04 Semi-Professionals & Technicians	2018	28	0	0.0	0	0.0	0.0	0.0	0.0	1	0.0	0.0	0.0	
	2021	28	0	0.0			1.4	0.0				1.4	0.0	
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0				0.0	0.0	
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0				0.0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Fujitsu Consulting (Canada) Inc.

[Date: 2018-11-26]

003601

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	27	0	0.0	1.6	0	0	0.0																
	2018	19	0	0.0	2.0	0	0	0.0	14	0	0.0	0	0	0	3	0	0.0	0	0	24	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	4	0	0.0	1.4	0	0	0.0																
	2018	2	0	0.0	1.1	0	0	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	3	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	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	17	0	0.0	2.5	0	0	0.0																
	2018	5	1	20.0	2.8	0	1	714.3	2	1	50.0	0	1	0	0	0.0	0	0	14	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	#	%	%	#	%			
07 Administrative & Senior Clerical	2018	17	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	17	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2018	2	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	2	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	2	1	50.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	2	1	50.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Fujitsu Consulting (Canada) Inc.

[Date: 2018-11-26]

003602

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 × 100	Part 1: Workforce Analysis	D × G ÷ 100	E - H	E ÷ H × 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K × 100	K × G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P × 100	P × F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U × 100	U × 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																
	2018	0	0	0.0	0.0	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																
	2018	0	0	0.0	0.0	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	1,043	4	0.4	1.2	13	-9	32.0																
	2018	806	4	0.5	1.4	11	-7	35.4	345	3	0.9	5	-2	77	1	1.3	0	1	594	3	0.5	2	1	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D × 100	Part 3: Goals	E ÷ G × 100	Part 3: Goals	F ÷ I × 100	Part 3: Goals	E ÷ K × 100	Part 3: Goals	F ÷ M × 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	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	422	4	0.9	2	200.0	0.0	0.0	3	133.3	0.0	0.0		
	2021	422	4	0.9			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Fujitsu Consulting (Canada) Inc.

[Date: 2018-11-26]

003603

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	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G + 100$	$E - H$	$E + H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L + K \times 100$	$K \times G + 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F + 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F + 100$	$V - X$
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

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	51	0	0.0	4.3	2	-2	0.0																
	2018	57	1	1.8	5.0	3	-2	35.1	17	1	5.9	1	0	11	0	0.0	0	0	0	28	0	0.0	0	0
03 Professionals	2016	868	4	0.5	3.8	33	-29	12.1																
	2018	665	6	0.9	8.9	59	-53	10.1	286	4	1.4	25	-21	59	0	0.0	0	0	0	484	2	0.4	2	0
04 Semi-Professionals & Technicians	2016	73	1	1.4	4.6	3	-2	29.8																
	2018	56	1	1.8	7.6	4	-3	23.5	24	1	4.2	2	-1	4	0	0.0	0	0	0	41	1	2.4	1	0
05 Supervisors	2016	3	0	0.0	13.9	0	0	0.0																
	2018	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	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

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	2018	28	1	3.6	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2021	28	1	3.6			5.0	71.4			5.00	71.4		
03 Professionals	2018	345	4	1.2	3	133.3	0.0	0.0	3	133.3	0.00	0.0		
	2021	345	4	1.2			8.9	13.0			8.90	13.0		
04 Semi-Professionals & Technicians	2018	28	1	3.6	1	100.0	0.0	0.0	1	100.0	0.00	0.0		
	2021	28	1	3.6			7.6	47.0			7.60	47.0		
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2021	0	0	0.0			27.5	0.0			27.50	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2021	0	0	0.0			0.0	0.0			0.00	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Fujitsu Consulting (Canada) Inc.

[Date: 2018-11-26]

003604

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	27	2	7.4	3.4	1	1	217.9																
	2018	19	0	0.0	10.0	2	-2	0.0	14	1	7.1	1	0	3	0	0.0	0	0	24	3	12.5	2	1	
08 Skilled Sales & Service Personnel	2016	4	0	0.0	3.5	0	0	0.0																
	2018	2	0	0.0	8.0	0	0	0.0	2	0	0.0	0	0	0	0	0.0	0	0	3	0	0.0	0	0	
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	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	17	0	0.0	7.0	1	-1	0.0																
	2018	5	0	0.0	9.3	0	0	0.0	2	0	0.0	0	0	0	0	0.0	0	0	14	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	17	1	5.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	17	1	5.9			10.0	58.8			10.0	58.8		
08 Skilled Sales & Service Personnel	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Fujitsu Consulting (Canada) Inc.

[Date: 2018-11-26]

003605

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	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

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							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	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																
	2018	0	0	0.0	0.0	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	1,043	7	0.7	4.0	42	-35	16.8																
	2018	806	8	1.0	8.6	69	-61	11.5	345	7	2.0	30	-23	77	0	0.0	1	-1	594	6	1.0	4	2	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

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			
#	#	#	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
Total	2018	422	7	1.7	4	175.0	0.0	0.0	0.0	4	175.0	0.0	0.0	
	2021	422	7	1.7			0.0	0.0			0.0	0.0	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Fujitsu Consulting (Canada) Inc.

[Date: 2018-11-26]

003606

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	6	1	16.7	10.1	1	0	165.0																
	2018	7	2	28.6	11.5	1	1	248.4	4	1	25.0	0	1	2	0	0.0	0	0	5	0	0.0	1	-1	
02 Middle & Other Managers	2016	45	4	8.9	15.0	7	-3	59.3																
	2018	50	5	10.0	17.6	9	-4	56.8	13	3	23.1	2	1	9	1	11.1	1	0	23	5	21.7	2	3	
03 Professionals	2016	868	123	14.2	31.4	273	-150	45.1																
	2018	665	133	20.0	38.1	253	-120	52.5	286	113	39.5	109	4	59	7	11.9	8	-1	484	106	21.9	69	37	
04 Semi-Professionals & Technicians	2016	73	10	13.7	18.2	13	-3	75.3																
	2018	56	11	19.6	22.7	13	-2	86.5	24	8	33.3	5	3	4	2	50.0	1	1	41	9	22.0	6	3	
05 Supervisors	2016	3	1	33.3	16.7	1	0	199.6																
	2018	2	1	50.0	20.4	0	1	245.1	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants			Goals								Comments
		Flow Data			Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	#	%	#	%	#	%			
01 Senior Managers	2018	6	1	16.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	6	1	16.7			0.0	0.0			0.0	0.0	
02 Middle & Other Managers	2018	22	4	18.2	0	0.0	0.0	0.0	1	400.0	0.0	0.0	
	2021	22	4	18.2			17.6	103.3			17.6	103.3	
03 Professionals	2018	345	120	34.8	10	1,200.0	0.0	0.0	10	1,200.0	0.0	0.0	
	2021	345	120	34.8			38.1	91.3			38.1	91.3	
04 Semi-Professionals & Technicians	2018	28	10	35.7	1	1000.0	0.0	0.0	1	1000.0	0.0	0.0	
	2021	28	10	35.7			22.7	157.3			22.7	157.3	
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Fujitsu Consulting (Canada) Inc.

[Date: 2018-11-26]

003607

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		Actual	Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	27	4	14.8	11.1	3	1	133.5																
	2018	19	3	15.8	13.3	3	0	118.7	14	2	14.3	2	0	3	1	33.3	0	1	24	2	8.3	4	-2	
08 Skilled Sales & Service Personnel	2016	4	0	0.0	15.6	1	-1	0.0																
	2018	2	0	0.0	10.9	0	0	0.0	2	1	50.0	0	1	0	0	0.0	0	0	3	1	33.3	0	1	
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	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	17	3	17.6	10.0	2	1	176.5																
	2018	5	1	20.0	9.8	0	1	204.1	2	1	50.0	0	1	0	0	0.0	0	0	14	3	21.4	2	1	
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants			Goals								Comments	
		Flow Data			Short-term Goals				Long-term Goals					
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	#	%	%	%				
07 Administrative & Senior Clerical	2018	17	3	17.6	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	17	3	17.6			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2018	2	1	50.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	2	1	50.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	2	1	50.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	2	1	50.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Fujitsu Consulting (Canada) Inc.

[Date: 2018-11-26]

003600

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	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

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							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	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																
	2018	0	0	0.0	0.0	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	1,043	146	14.0	28.7	299	-153	48.8																
	2018	806	156	19.4	34.7	280	-124	55.8	345	129	37.4	120	9	77	11	14.3	11	0	594	126	21.2	83	43	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

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	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	
Total	2018	422	140	33.2	11	1272.7	0.0	0.0	12	1166.7	0.0	0.0	
	2021	422	140	33.2			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Fujitsu Consulting (Canada) Inc.
[Date: 2018-11-26]

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.

- Any reorganization or other corporate structural changes.

Consolidation and re-organization of various business units

- Acquisitions, mergers or transfers of employees.

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

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

- Other.

Additional Details

Please provide any additional information (optional):

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Fujitsu Consulting (Canada) Inc.

Primary Location: Montréal (Québec)

Number of Employees: 806

- | | | | |
|---------------|-----|--------------------|-----|
| • Ontario | 89 | • British Columbia | 177 |
| • Québec | 411 | • Saskatchewan | 8 |
| • Nova Scotia | 5 | • Alberta | 115 |

Organization Overview:

NAICS 5416 – Management, Scientific and Technical Consulting Services

Fujitsu Consulting (Canada) Inc. provides Information Technology consulting services to businesses and government in the areas of content management, enterprise compliance management, enterprise resource planning, enterprise risk management, mobility, legacy modernization, and supply chain management, and packaged application implementation, information technology governance, managed services, and business process services.

Key Dates – First Year Assessment

Initiated: 2016-11-06
 Received: 2016-11-11
 Closed: 2016-12-08
 Workforce Analysis: 2016-10-13

Key Dates – Subsequent Assessment

Initiated: 2018-02-25
 Received: 2019-03-20
 Workforce Analysis: 2018-11-26

DATA VERIFICATION

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

Yes No

Comments: None

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

Yes No

Comments: None

ASSESSMENT OF REASONABLE PROGRESS

- The organization established goals in numbers and not in percentages.
- The workforce analysis revealed 14 gaps during the previous assessment and eight goals were set.

Women

03	Professionals	Goal met at 1980%
04	Semi-Professionals & Technicians	Goal not met (60% achieved)
07	Administrative & Senior Clerical Personnel	Goal not required

Assessment/Observations

- EEOG 04: There were 28 new entrants which included three women. This represents a 10.7% hiring rate which is below the Labour Market Availability (LMA) of 20.9%. At this availability rate, five women would have been expected.

Aboriginal Peoples

02	Middle & Other Managers	Goal not met (0% achieved)
03	Professionals	Goal met at 300%
04	Semi-Professionals & Technicians	No goal set

Assessment/Observations

- EEOG 02: There were 22 new entrants and none were Aboriginal persons. This is to be expected given the labour market availability (LMA) of 2.2%.

Persons with Disabilities

01/02	Managers	No goal set
03	Professionals	Goal met at 133%
04	Semi-Professionals & Technicians	Goal met at 100%
10	Clerical Personnel	No goal set

Assessment/Observations

- None

Members of Visible Minorities

02	Middle & Other Managers	No goal set
03	Professionals	Goal met at 1200%
04	Semi-Professionals & Technicians	Goal met at 1000%
08	Skilled Sales & Service Personnel	No goal set

Assessment/Observations

- None

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- The organization set eight goals and achieved six. This equals 75% of goals met, which does not meet the 80% threshold necessary to demonstrate reasonable efforts.
 - Regarding the two goals that were not achieved, there were sufficient hiring and promotion opportunities in one instance to expect reasonable progress. In one instance, there were insufficient hiring to achieve the goal.
 - Despite a decrease in the size of the workforce from 1043 to 806 employees, the organization managed to achieve its goals at 75% overall.
 - An assessment of reasonable efforts was completed and the organization implemented all the required measures and other additional measures.
 - In light of the above and given that the organisation had 25 months between the two assessments; it is possible that additional progress could have been made should they have had a full three-year period.

ASSESSMENT OF GOALS

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

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (+3 years)		
#	Description	#	%	%	%	%
03	Professionals	-9	28.3	28.3	26.9	28.3
04	Semi-Professionals & Technicians	-7	21.2	21.2	8.9	21.2
07	Admin & Senior Clerical Personnel	-2	-	-	68.4	80.1

Observations:

- Goals are not required for EEOG 07 given that the current representation is above 50%.

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
02	Middle & Other Managers	-1	2.7	2.7	0.0	2.7
03	Professionals	-6	1.3	1.3	0.5	1.3
04	Semi-Professionals & Technicians	-1	1.4	1.4	0.0	1.4

Observations: None

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
01/02	Managers	-2	5.0	5.0	1.8	5.0
03	Professionals	-53	8.9	8.9	0.9	8.9
04	Semi-Professionals & Technicians	-3	7.6	7.6	1.8	7.6
05	Supervisors	-1	27.5	27.5	0.0	27.5
07	Admin & Senior Clerical Personnel	-2	10.0	10.0	0.0	10.0

Observations: None

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
02	Middle & Other Managers	-4	17.6	17.6	10.0	17.6
03	Professionals	-120	38.1	38.1	20.0	38.1

04	Semi-Professionals & Technicians	-2	22.7	22.7	19.6	22.7
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Observations: None

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

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

- The workforce analysis revealed high gaps in the professionals' occupational group in each designated group. We recommend paying close attention to the recruitment and promotion of employees in this occupational group. Fujitsu Consulting (Canada) Inc. could focus on the early stages of the recruitment process to ensure that no barriers are in place preventing employment equity.
- We encourage you to conduct an Employment Systems Review (ESR). Guidance on conducting an employment systems review is available on the Workplace Equity Information Management System help page ([Step 2-2](#) of the training modules). Completing an ESR should assist Fujitsu Consulting (Canada) Inc. in achieving its new goals by identifying and eliminating barriers that may be present and preventing it from achieving employment equity.

Name of Analyst: Maurice N. Yakibonge

Date: 2019-03-28

Nyirasafari, Ange AN [NC]

From: Yakibonge, Ntambwe N [NC]
Sent: April 4, 2019 8:47 AM
To: 'craig.smith@fujitsu.com'
Cc: 'Julie.Mercier@ca.fujitsu.com'; 'carol.gray@ca.fujitsu.com'
Subject: Government of Canada Agreement Number: 050023 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Craig Smith:

I am writing to inform you that the subsequent compliance assessment initiated on February 25, 2018 has been completed. As a result of the assessment, Fujitsu Consulting (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 Fujitsu Consulting (Canada) Inc.'s employment equity program.

- The workforce analysis revealed high gaps in the professionals' occupational group in each designated group. We recommend paying close attention to the recruitment and promotion of employees in this occupational group. Fujitsu Consulting (Canada) Inc. could focus on the early stages of the recruitment process to ensure that no barriers are in place preventing employment equity.
- We encourage you to conduct an Employment Systems Review (ESR). Guidance on conducting an employment systems review is available on the Workplace Equity Information Management System help page (Step 2-2 of the training modules). Completing an ESR should assist Fujitsu Consulting (Canada) Inc. in achieving its new goals by identifying and eliminating barriers that may be present and preventing it from achieving employment equity.

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 February 25, 2021. 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, Fujitsu Consulting (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.

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

Sincerely,

Workplace Equity Team

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



Joignez-vous au **Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT)** en ligne, un espace collaboratif pour employeurs. Envoyez-nous un courriel pour vous joindre!

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