Emploi et Développement social Canada

PRC	TECT	FN WH	FN COL	MPLE	TED

OFFICIAL USE ONLY	
Agreement N°: 1000089	

s.24(1)

Labour Program Federal Contractors Program

Agreement	to Impl	ement Emi	plovment	Equity

New Agreement	(All sections n	must be complet	ed)					
Revised Agreement								
* Newsea Agreement								
Legal Name of Organization	ORGA	ANIZATION	Parent company	is located outside	Canada			
Les Entreprises Fervel			гаген сопрану	is located outside	Canada			
				Yes	✓ No			
Operating Name (if different from Legal Name	of Organization)		Business Numb	ber				
		ią.	Total number of					
Consciention's Needle Secretary Indicate: Classic	Easting Contons (MAICC) Con-	ndo 2012 Code	(Permanent Full-	l-time and/or Part-tir	me) 2/3			
Organization's North American Industry Classi Number. To find your organization's four-digit I http://www23.statcan.gc.ca/imdb/p3VD.pl?Fun 561722	NAICS code please visit:	ada 2012 Code	Federally F	.7				
	HEA	D OFFICE						
Address (building number, street, suite, etc.)		City		Province	Postal Code			
401, avenue St-Croix		Saint-Laurer	ıt	Qc	H4N 2L3			
		Telephone Number						
		514-744-4627	ñ-					
	EMPLOYMENT	EQUITY CONTA	ACT					
Name (print)		Title						
Danita Lopes Telephone Number	E-mail Address	Director Gen		Proformed Language	e of Correspondence			
514-821-5440	danita.lopes@ferv	rel.ca		English				
	CEDT	TFICATION		<u> </u>				
The above-named organization: • having a combined workforce of 100 or intending to bid on, or being in receip supply arrangement, valued at \$1,000 hereby certifies its commitment to implem instrument, in keeping with the Federal C please contact the Labour Program at the Important note: If an audit of the Agreem the procurement instrument(s) with the Grand Company of the Important note of the Agreement instrument(s) with the Grand Company of the Agreement in the Agre	t of, a federal government 0,000 or more (including ap ent or maintain employme Contractors Program requin e email address provided at nent to Implement Employr	goods or services of oplicable taxes) ent equity on an on- ements. For more in the bottom of this ment Equity uncove	contract, standin going basis, bey nformation on h form.	ng offer or contract yond the period on now to implement	ct issued under a f the procurement employment equity			
	SIG	NATORY						
NOTE: The signatory must be the Chief contract on behalf of the organization	Executive Officer OR an a		an executive pr	osition with legal	authority to sign a			
Name (print)		Title						
Lino Lopes	ak.	President						
Telephone Number	E-mail Address			Preferred Langua	age of Correspondence			
514-744-4627	info@fervel.ca			English	h 🗸 French			
Signature	air	Date (YYYY-MM-DD))	-				
		2016-01-06						
Privacy Notice:								
The information you provide on this form is coll Contractors Program (FCP).				*				
Completion of this form is mandatory. Refusal to Bid List, loss of the right to bid on federal go	vernment goods or services o	contracts of any value	and may also res	sult in the terminatio	n of the contract.			
The information you provide may be used and/ disclosures of your personal information will ne	ever result in an administrative	decision being made	aluation purposes about you.	i. However, these a	dditional uses and/or			
	RETURN II	NSTRUCTIONS						
IMPORTANT								
The signed Agreement to Implement ee-eme@hrsdc-rhdcc.gc.ca	nt Employment Equity for	rm must be sent to	the Labour P	rogram by e-ma	il at:			



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) <u>Les Entreprises Fervel Inc.</u> (hereafter referred to as "the organization") and (Agreement to Implement Employment Equity number) <u>10000089</u>, 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) <u>November 2, 2018</u> for the following reason(s):

(Please describe) Office staff absent due to family and medical emergencies. Management must take on additional duties to compensate during this period, which limits the ability to complete the required documentation. Please allow an additional 3 weeks for us to complete the paperwork.

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: **Danita Lopes** Position Title: **General Manager**

Email address: danita.lopes@fervel.ca

Telephone number: <u>514-744-4627</u>

Business address: 401 Sainte-Croix Avene, Saint-Laurent, QC, H4N 2L3

Signature:

Date: October 15, 2018

From: Yakibonge, Mauritius [NC]
Sent: October 15, 2018 10:17 AM

To: Danita Lopes

Subject: Extension of Time to Submit Documentation to Complete the

Conformity Assessment under the Federal Contractors Program -

10000089

Attachments: SKM_C36818101508550.pdf

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 until November 2, 2018.

If you have any questions regarding your employment equity report, please contact us at <u>ee-eme@hrsdc-rhdsc.gc.ca.</u>

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



Iniques: vous ou Forum de l'équité, la diversité et l'inclusion en milieu de travail (FERM) en illom un equace callaboraté pous employeurs i invoyez-noca un cere réligion vous inlabret doin its online Workplace Equity. Diversity and inclusion Forum (VEDE), a cellaborative space for employers. Send us an email to join:

From: Danita Lopes [mailto:danita.lopes@fervel.ca]

Sent: October-15-18 9:53 AM **To:** Yakibonge, Mauritius [NC]

Subject: BR: Government of Canada Agreement 10000089 - Subsequent Conformity

Assessment under the Federal Contractors Program - New Tool

Hello Mr. Yakibonge,

Here is the completed form. Thank you very much for your understanding. When can I call you for help?

Thank you!

Danita Lopes
Managing Director
Les Entreprises Fervel Inc
401, ave Ste-Croix
City of Saint-Laurent (QC) H4N

2L3 Tel: 514-744-4627 Fax: 514-744-6223 Email: danita.lopes@fervel.ca

Web: www.fervel.ca



Les Entreprises Fervel (Certificate # 10000089)

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION

Period covered by tre20/IDE=12-15to2018-11-02 REFORT20/IDE=12-15to2018-11-02

			Province								
			Permanent full time	Permanent part- time	Temporary	Total number of employees					
eographic regions		Quebec219		0	0	, ,					
						219					
(INDICATE THE	•	Total number of employ in Canada	rees			219					

Census Metropolitan Area											
Montreal2190		0	219								
Total number of employees in Canada	•		219								

Ged

NUMBER OF **EMPLOYEES IN EACH** REGION).

Employment and Social Emploi et Développement Development Canada social Canada

Les Entreprises Fervel (Certificate # 10000089)

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES Full time / National

Reporting period 2016-12-15 to 2018-11-02

Occupational Category			employees			Aboriginal			ns with disal			of Visible M	
Salary Range Col. 1	Quarte r	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Management	4	0011.2	301. 0	301. 1	000	333	331.7	000	000	0010	30 11	331. 12	0010
Upper value: Less than \$5,000													
Lower value: Less than \$5,000	3												
Lower value. Less than \$5,000	2												
	1	2	1	1							2	1	1
	Total	2	1	1							2	1	1
Middle management and other directors	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	1	1								1	1	
	Total	1	1								1	1	
Supervisors	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	4	3	1							3	3	
	Total	4	3	1							3	3	
Administrative and main office staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	2	1	1							2	1	1
	Total	2	1	1							2	1	1

Page 1 of 2 Canada

Les Entreprises Fervel (Certificate # 10000089)

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES Full time / National

Reporting period 2016-12-15 to 2018-11-02

Occupational Category		All employees		Aboriginal			Perso	ons with disal	oilities	Members of Visible Minorities			
Salary Range	Quarte		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Other sales and service personnel	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	210	140	70							186	128	58
	Total	210	140	70							186	128	58
Total number of employees		219	146	73							194	134	60

Les Entreprises Fervel (Certificate # 10000089)

Form 3 A

FEDERAL CONTRACT PROGRAMS: EMPLOYEE PROFILE

Full time / National

Reporting period 2016-12-15 to 2018-11-02

	All employees			Aboriginal			Pers	sons with disab	ilities	Members of Visible Minorities		
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Less than \$15,000	219	146	73							194	134	60
Total number of employees	219	146	73							194	134	60

Les Entreprises Fervel (Certificate # 10000089) FEDERAL

CONTRACT PROGRAMS: RECRUITMENTS

Full time / National

Reporting period 2016-12-15 to 2018-11-02

	Al	All employees			Aboriginal			sons with disab	ilities	Members of Visible Minorities		
Occupational Category	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 Management	1		1							1		1
Middle management and other directors	1	1								1	1	
Supervisors	2	2								2	2	
Administrative and main office staff	2	1	1							2	1	1
Other sales and service personnel	439	305	134							393	275	118
Total number of employees hired	445	309	136							399	279	120

Les Entreprises Fervel (Certificate # 10000089) FEDERAL

CONTRACT PROGRAMS: EMPLOYMENT TERMINATIONS

Full time / National

Reporting period 2016-12-15 to 2018-11-02

	All employees		Aboriginal			Persons with disabilities			Members of Visible Minorities			
Occupational Category	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Other sales and service personnel	293	206	87							264	186	78
Total number of employees whose employment was terminated	293	206	87							264	186	78

Default Workforce Analysis System - Detailed Report

Date: 2018-11-02

Women

			Women							
Employment Equity Occupational Group	Internal	All employees	Repres	entation	Availa	bility	Differ	Place of recruitment		
	location	#	#	%	%	#	ence _#			
01: Senior Management	National	2	1	50.0 %	27.4 %	1	0	National		
02: Middle management and other directors	National	1	0	0.0 %	38.9 %	0	0	National		
05: Supervisors		4	1	25.0 %	50.8 %	2	-1			
Employment Equity Occupational Group	Montreal	4	1	25.0 %	50.8 %	2	-1	Montreal		
07: Administrative and Senior Clerical Staff		2	1	50.0 %	80.8 %	2	-1			
Employment Equity Occupational Group	Montreal	2	1	50.0 %	80.8 %	2	-1	Montreal		
13: Other sales and service personnel		210	70	33.3 %	51.1 %	107	-37			
Employment Equity Occupational Group	Montreal	210	70	33.3 %	51.1 %	107	-37	Montreal		
Total		219	73	33.3 %	51.1 %	112	-39			

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

Sources: 2011 National Household Survey and internal employer data



Default Workforce Analysis System - Detailed Report

Date: 2018-11-02

Aboriginal

	Aboriginal							
Employment Equity Occupational Group	Internal	All employees	Repres	entation	Availab	ility	Differ	Place of recruitment
	location	#	#	%	% #		ence _#	
01: Senior Management	National	2	0	0.0 %	2.9 %	0	0	National
02: Middle management and other directors	National	1	0	0.0 %	2.2 %	0	0	National
05: Supervisors		4	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Montreal	4	0	0.0 %	0.8 %	0	0	Montreal
07: Administrative and Senior Clerical Staff		2	0	0.0 %	0.7 %	0	0	
Employment Equity Occupational Group	Montreal	2	0	0.0 %	0.7 %	0	0	Montreal
13: Other sales and service personnel		210	0	0.0 %	0.8 %	2	-2	
Employment Equity Occupational Group	Montreal	210	0	0.0 %	0.8 %	2	-2	Montreal
Total		219	0	0.0 %	0.8 %	2	-2	

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

Sources: 2011 National Household Survey and internal employer data



Default Workforce Analysis System - Detailed Report

Date: 2018-11-02

Members of Visible Minorities

	Members of Visible Minorities								
Employment Equity Occupational Group			All employees RepresentationAvailability		oyees RepresentationAvailability			Differ	Place of recruitment
	location	#	#	%	%	#	ence#		
01: Senior Management	National	2	2	100.0 %	10.1 %	0	2	National	
02: Middle management and other directors	National	1	1	100.0 %	15.0 %	0	1	National	
05: Supervisors		4	3	75.0 %	16.7 %	1	2		
Employment Equity Occupational Group	Montreal	4	3	75.0 %	16.7 %	1	2	Montreal	
07: Administrative and Senior Clerical Staff		2	2	100.0 %	12.2 %	0	2		
Employment Equity Occupational Group	Montreal	2	2	100.0 %	12.2 %	0	2	Montreal	
13: Other sales and service personnel		210	186	88.6 %	24.3 %	51	135		
Employment Equity Occupational Group	Montreal	210	186	88.6 %	24.3 %	51	135	Montreal	
		219	194	88.6 %	23.9 %	52	142		

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

Sources: 2011 National Household Survey and internal employer data



Employment and Social Emploi et Développement Development Canada social Canada

Workplace Equity Information Management System - Les Entreprises Fervel

Default Workforce Analysis System - Detailed Report

Date: 2018-11-02

Persons with disabilities

		Persons						
Employment Equity Occupational Group	Internal All employe location	Internal All employees RepresentationAvailability			Differ	Place of recruitment		
location		#	#	%	%	#	ence#	
01/02 : Executives	National	3	0	0.0 %	4.3 %	0	0	National
05: Supervisors	National	4	0	0.0 %	13.9 %	1	-1	National
07: Administrative and Senior Clerical Staff	National	2	0	0.0 %	3.4 %	0	0	National
13: Other sales and service personnel	National	210	0	0.0 %	6.3 %	13	-13	National
Total		219	0	0.0 %	6.4 %	14	-14	

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

Sources: 2012 Canadian Disability Survey and internal employer data



Default Workforce Analysis System - Detailed Report

Date: 2018-11-02

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

1. Senior Management EEOG National	
2. Middle management and other directors EEOG National	
05: Supervisors EEOG CMA	
07: Administrative and Senior Clerical Staff EEOG CMA	
13: Other sales and service personnel EEOG CMA	



Default Workforce Analysis System - Detailed Report

Date: 2018-11-02

Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02:	СРЕМЕ	National
Managers 05:	СРЕМЕ	National
Supervisors	СРЕМЕ	National
07: Administrative and Senior Clerical Personnel	СРЕМЕ	
13: Other Sales and Service Personnel	СРЕМЕ	
	СРЕМЕ	



2018-11-05

Workplace Equity Information Management System - Les Entreprises Fervel

Default Workforce Analysis System - Summary Report

Date: 2018-11-02

Women

			,	Women			
Employment Equity Occupational Group	All employees	Repres	entation	Availa	bility	Differ	
	#	#	%	%	#	ence#	
01: Senior Management	2	1	50.0 %	27.4 %	1	0	
02: Middle management and other directors	1	0	0.0 %	38.9 %	0	0	
05: Supervisors	4	1	25.0 %	50.8 %	2	-1	
07: Administrative and Senior Clerical Staff	2	1	50.0 %	80.8 %	2	-1	
13: Other sales and service personnel	210	70	33.3 %	51.1 %	107	-37	
Total	219	73	33.3 %	51.1 %	112	-39	



Default Workforce Analysis System - Summary Report

Date: 2018-11-02

Aboriginal

	Aboriginal						
Employment Equity Occupational Group	All employees	Represe	entation	Availab	ility	Differ	
	#	#	%	%	#	ence#	
01: Senior Management	2	0	0.0 %	2.9 %	0	0	
02: Middle management and other directors	1	0	0.0 %	2.2 %	0	0	
05: Supervisors	4	0	0.0 %	0.8 %	0	0	
07: Administrative and Senior Clerical Staff	2	0	0.0 %	0.7%	0	0	
13: Other sales and service personnel	210	0	0.0 %	0.8 %	2	-2	
Total	219	0	0.0 %	0.8 %	2	-2	



Default Workforce Analysis System - Summary Report

Date: 2018-11-02

Members of Visible Minorities

	Members of Visible Minorities						
Employment Equity Occupational Group	All employees	Repres	sentationAv	ailability		Differ	
	#	#	%	%	#	ence#	
01: Senior Management	2	2	100.0 %	10.1 %	0	2	
02: Middle management and other directors	1	1	100.0 %	15.0 %	0	1	
05: Supervisors	4	3	75.0 %	16.7 %	1	2	
07: Administrative and Senior Clerical Staff	2	2	100.0 %	12.2 %	0	2	
13: Other sales and service personnel	210	186	88.6 %	24.3 %	51	135	
Total	219	194	88.6 %	23.9 %	52	142	



2018-11-05

Workplace Equity Information Management System - Les Entreprises Fervel

Default Workforce Analysis System - Summary Report

Date: 2018-11-02

Persons with disabilities

	Persons with disabilities					
Employment Equity Occupational Group	All employees	Repres	entationAva	ailability	D	Differ
	#	#	%	%	# e	nce _#
01/02 : Executives	3	0	0.0 %	4.3 %	0	0
05: Supervisors	4	0	0.0 %	13.9 %	1	•
07: Administrative and Senior Clerical Staff	2	0	0.0 %	3.4 %	0	0
13: Other sales and service personnel	210	0	0.0 %	6.3 %	13	-13
Total	219	0	0.0 %	6.4 %	14	-14



Default Workforce Analysis System - Summary Report

Date: 2018-11-02

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

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
1. Senior Management	EEOG	National
2. Middle management and other directors	EEOG	National
05: Supervisors	EEOG	СМА
07: Administrative and Senior Clerical Staff	EEOG	СМА
13: Other sales and service personnel	EEOG	СМА



Default Workforce Analysis System - Summary Report

Date: 2018-11-02

Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02:	СРЕМЕ	National
Managers 05:	СРЕМЕ	National
Supervisors	СРЕМЕ	National
07: Administrative and Senior Clerical Personnel	CPEME	
13: Other Sales and Service Personnel	CPEME	
	CPEME	



Part 1: Workforce Analysis

Les entreprises Fervel Inc.

2018-11-02

Data from Firs	t/Previous Worl	kforce Analysis
\downarrow	\downarrow	\downarrow

Data from Sub	osequent/Curr Analysis	ent Workforce
		

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2016	12	15

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	11	02

		Table 1: Women				
		First/Previous Workforce Analysis				
Emal	oyment Equity Occupational Group (EEOG)	All Employees	Wor	Women		
Embr	dyment Equity Occupational Group (EEOG)		Representation	Availability*		
		#	#	%		
01	Senior Managers	2	1	27.4		
02	Middle & Other Managers	1	0	38.9		
03	Professionals	0	0	0.0		
04	Semi-Professionals & Technicians	0	0	0.0		
05	Supervisors	3	0	50.8		
06	Supervisors: Crafts & Trades	0	0	0.0		
07	Administrative & Senior Clerical Personnel	1	1	80.8		
08	Skilled Sales & Service Personnel	0	0	0.0		
09	Skilled Crafts & Trades Workers	0	0	0.0		
10	Clerical Personnel	0	0	0.0		
11	Intermediate Sales & Service Personnel	0	0	0.0		
12	Semi-Skilled Manual Workers	0	0	0.0		
13	Other Sales & Service Personnel	159	54	51.1		
14	Other Manual Workers	0	0	0.0		
Total		166	56	50.9		

Subsequent/Current Workforce Analysis			
All Employees	Won	ien	
	Representation	Availability*	
#	#	%	
2	1	27.4	
1		38.9	
0	0	0.0	
0	0	0.0	
4	1	50.8	
0	0	0.0	
2	1	80.8	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
210	70	51.1	
0	o	0.0	
219	73	0.0	

* Source:				
2011 Natio	onal Househo	old Survey	,	

* Source:			
2011 Natio	nal Househ	old Survey	

Part 1: Workforce Analysis

Les entreprises Fervel Inc.

2018-11-02

Data from Firs	t/Previous Worl	kforce Analysis
\downarrow	\downarrow	\downarrow

Data from Sub	osequent/Curr Analysis	ent Workforce
		

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2016	12	15

Data from Subse	equent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	11	02

		Table 2: Aboriginal Peoples			
		First/Previous Workforce Analysis			
Emal	oyment Equity Occupational Group (EEOG)	All Employees	Aborigina	Aboriginal Peoples	
Embr	by ment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01	Senior Managers	2	0	2.9	
02	Middle & Other Managers	1	0	2.2	
03	Professionals	0	0	0.0	
04	Semi-Professionals & Technicians	0	0	0.0	
05	Supervisors	3	0	0.8	
06	Supervisors: Crafts & Trades	0	0	0.0	
07	Administrative & Senior Clerical Personnel	1	0	0.7	
08	Skilled Sales & Service Personnel	0	0	0.0	
09	Skilled Crafts & Trades Workers	0	0	0.0	
10	Clerical Personnel	0	0	0.0	
11	Intermediate Sales & Service Personnel	0	0	0.0	
12	Semi-Skilled Manual Workers	0	0	0.0	
13	Other Sales & Service Personnel	159	1	0.8	
14	Other Manual Workers	0	0	0.0	
Total	_	166	1	0.8	

Table 6: Aboriginal Peoples					
Subsequent/Current Workforce Analysis					
All Employees	Aborigina	l Peoples			
	Representation	Availability*			
#	#	%			
2	0	2.9			
1	0	2.2			
0	0	0.0			
0	0	0.0			
4	0	0.8			
0	0	0.0			
2	0	0.7			
0	0	0.0			
0	0	0.0			
0	0	0.0			
0	0	0.0			
0	o	0.0			
210	o	0.8			
0	0	0.0			
219	0	0.0			

* Source:	
2011 National Household Survey	

Part 1: Workforce Analysis

Les entreprises Fervel Inc.

2018-11-02

Data from First	t/Previous Worl	cforce Analysis
\downarrow	\downarrow	\downarrow

Data from Su	bsequent/Curro Analysis	ent Workforce
\downarrow	1	\

Data from Fi	rst/Previous Workt	force Analysis
YYYY	MM	DD
2016	12	15

Data from Subse	equent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	11	02

			embers of Visibl			
		First/Previous Workforce Analysis				
Emplo	yment Equity Occupational Group (EEOG)	All Employees	Members of Vi	sible Minorities		
Emplo	yment Equity Occupational Group (EEOG)		Representation	Availability*		
		#	#	%		
01	Senior Managers	2	0	10.1		
02	Middle & Other Managers	1	1	15.0		
03	Professionals	0	0	0.0		
04	Semi-Professionals & Technicians	0	0	0.0		
05	Supervisors	3	0	16.7		
06	Supervisors: Crafts & Trades	0	0	0.0		
07	Administrative & Senior Clerical Personnel	1	0	12.2		
08	Skilled Sales & Service Personnel	0	0	0.0		
09	Skilled Crafts & Trades Workers	0	0	0.0		
10	Clerical Personnel	0	0	0.0		
11	Intermediate Sales & Service Personnel	0	0	0.0		
12	Semi-Skilled Manual Workers	0	0	0.0		
13	Other Sales & Service Personnel	159	77	24.3		
14	Other Manual Workers	0	0	0.0		
Total		166	78	23.9		

Table 7: Members of Visible Minorities					
Subsequent/Current Workforce Analysis					
All Employees	Members of Vis	ible Minorities			
	Representation	Availability*			
#	#	%			
2	2	10.1			
1	1	15.0			
0	0	0.0			
0	0	0.0			
4	3	16.7			
0	0	0.0			
2	2	12.2			
0	0	0.0			
0	0	0.0			
0	0	0.0			
0	0	0.0			
0	0	0.0			
210	186	24.3			
0	0	0.0			
219	194	0.0			

* Sou	rce:				
2011	National	Househol	ld Surve	y	

20		ional H	ousehol	d Surve	ey		
* 5	Source	:					

Federal Contractors Program Achievement Report Part 1: Workforce Analysis Les entreprises Fervel Inc. 2018-11-02

Data from Firs	t/Previous Wor	kforce Analysis
\	\	\

Data from Sub	sequent/Curre Analysis	ent Workforce
\downarrow	\downarrow	\downarrow

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2016	12	15

Data from Subse	equent/Current Wo	orkforce Analysis
YYYY	MM	DD
2018	11	02

		Table 4:	Persons with Di	isabilities
		First/Pr	evious Workforce	Analysis
Emplo	yment Equity Occupational Crown (EFOC)	All Employees	Persons with	n Disabilities
rmbio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01/02	Managers	3	0	4.3
03	Professionals	0	0	0.0
04	Semi-Professionals & Technicians	0	0	0.0
05	Supervisors	3	0	13.9
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	1	0	3.4
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	0	0	0.0
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	159	0	6.3
14	Other Manual Workers	0	0	0.0
Total		166	0	6.4

Table 8: Persons with Disabilities											
Subsequent	/Current Workfore	e Analysis									
All Employees	Persons with	Disabilities									
	Representation	Availability*									
#	#	%									
3	0	4.3									
0	0	0.0									
0	0	0.0									
4	0	13.9									
0	0	0.0									
2	0	3.4									
0	0	0.0									
0	0	0.0									
0	0	0.0									
0	0	0.0									
0	0	0.0									
210	0	6.3									
0	o	0.0									
219	0	0.0									

* Source:				
2012 Canad	dian Survey	on Disabi	lity	

l* Som							
	~	~					
2012 6	7 1'	C		D'1	*1*4		
2012 (⁷ anadi	on Sur	vev on	Dical	sility		
2012 (`anadi	an Sur	vev on	Disab	ility		
2012 C	Canadi	an Sur	vev on	Disab	oility		
2012 (Canadi	an Sur	vey on	Disat	oility		

Part 2: Flow Data Analysis

Les entreprises Fervel Inc.

2018-11-02

0

0

0

2016	12	15
YYYY	MM	DD
Start	Date of Flov	v Data

2018	11	02
YYYY	MM	DD
End l	Date of Flow	Data

Data from Form 4 - Employees Hired

↓ ↓ ↓ ↓

		I																																				
																									l													

Data from Form 6 - Employees
Terminated

Employment Equity Occupational Group (EEOG) Full-time / National Part-time / National	
(EEOG) Employees Hired Women Hired Employees Hired Hi	ational
	men Hired
01 Senior Managers 1 1 0	#
or semior managers	0
02 Middle & Other Managers 1 0 0	0
03 Professionals 0 0 0	0
04 Semi-Professionals & Technicians 0 0 0	0
05 Supervisors 2 0 0	0
06 Supervisors: Crafts & Trades 0 0 0	0
07 Administrative & Senior Clerical Personnel 2 1 0	0
08 Skilled Sales & Service Personnel 0 0 0	0
09 Skilled Crafts & Trades Workers 0 0 0	0
10 Clerical Personnel 0 0	0
11 Intermediate Sales & Service Personnel 0 0 0	0
12 Semi-Skilled Manual Workers 0 0 0	0
13 Other Sales & Service Personnel 439 134 0	0

445

136

14 Other Manual Workers

Total

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

Table 9: Women				
Full-time / National		Part-time / National		
All Employees Terminated Women Terminated	All Employees Terminated	Women Terminated		
#	#	#	#	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
293	87	0	0	
0	0	0	0	
293	87	0	0	

Part 2: Flow Data Analysis

Les entreprises Fervel Inc.

2018-11-02

Start	Date of Flov	v Data
YYYY	MM	DD
2016	12	15

End I	Date of Flow	Data
YYYY	MM	DD
2018	11	02

Data from Form 4 - Employees Hired

1

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

1

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Table 2: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		Full-time	/ National	Part-time	/ National
		All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
		#	#	#	#
01 Senior Manage	ers	1	0	0	0
02 Middle & Oth	er Managers	1	0	0	0
03 Professionals		0	0	0	0
04 Semi-Profession	onals & Technicians	0	0	0	0
05 Supervisors		2	0	0	0
06 Supervisors: C	Crafts & Trades	0	0	0	0
07 Administrative	e & Senior Clerical Personnel	2	o	0	0
08 Skilled Sales &	& Service Personnel	0	0	0	0
09 Skilled Crafts	& Trades Workers	0	0	0	0
10 Clerical Person	nnel	0	0	0	0
11 Intermediate S	ales & Service Personnel	0	0	0	0
12 Semi-Skilled I	Manual Workers	0	0	0	0
13 Other Sales &	Service Personnel	439	0	0	0
14 Other Manual	Workers	0	0	0	0
Total		445	0	0	0

Table 6: Aboriginal Peoples			
Full-time / National		Part-time	/ National
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	0
0	0	0	(
0	0	0	0

Table 10: Aboriginal Peoples			
Full-time	/ National	Part-time	/ National
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	o	0	0
0	0	0	0
0	o	0	0
0	o	0	0
293	0	0	0
0	o	0	0
293	0	0	0

Part 2: Flow Data Analysis

Les entreprises Fervel Inc.

2018-11-02

0

0

Start	Date of Flov	v Data
YYYY	MM	DD
2016	12	15

2018	11	02
YYYY	MM	DD
End I	Date of Flow	Data

Data from Form 4 - Employees Hired

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

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Table 3: Persons with Disabilities

	Table 3. Fersons with Disabilities				
	Full-time / National Part-time / Nation			/ National	
Employment Equity Occupational Group (EEOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	
	#	#	#	#	
01 Senior Managers	1	0	0	0	
02 Middle & Other Managers	1	0	0	0	
03 Professionals	0	0	0	0	
04 Semi-Professionals & Technicians	0	0	0	0	
05 Supervisors	2	0	0	0	
06 Supervisors: Crafts & Trades	0	0	0	0	
07 Administrative & Senior Clerical Personnel	2	0	0	0	
08 Skilled Sales & Service Personnel	0	0	0	0	
09 Skilled Crafts & Trades Workers	0	0	0	0	
10 Clerical Personnel	0	0	0	0	
11 Intermediate Sales & Service Personnel	0	0	0	0	
12 Semi-Skilled Manual Workers	0	0	0	0	
13 Other Sales & Service Personnel	439	0	0	0	
14 Other Manual Workers	0	0	0	0	

Total

445

0

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

Table 11: Persons Full-time / National			/ National
All Persons with Employees Disabilities Terminated Terminated	All Employees Terminated	Persons with Disabilities Terminated	
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
293	0	0	0
0	0	0	0
293	0	0	0

Part 2: Flow Data Analysis

Les entreprises Fervel Inc.

2018-11-02

Start	Date of Flov	v Data
YYYY	MM	DD
2016	12	15

ſ	2018	11	02
	YYYY	MM	DD
	End l	Date of Flow	Data

Data from Form 4 - Employees Hired

1 **Table 4: Members of Visible Minorities** Data from Form 5 - Employees Promoted

Table 8: Members of Visible Minorities

Data from Form 6 - Employees Terminated \downarrow 1

Full-time / National Part-time / National Members of Members of **Employment Equity Occupational Group** All All Visible Visible **Employees Employees** (EEOG) Minorities Minorities Hired Hired Hired Hired # # # # 01 Senior Managers 0 02 Middle & Other Managers 0 03 Professionals 0 04 Semi-Professionals & Technicians 0 05 Supervisors 0 06 Supervisors: Crafts & Trades 07 Administrative & Senior Clerical Personnel 0 08 Skilled Sales & Service Personnel 09 Skilled Crafts & Trades Workers 10 Clerical Personnel 0 11 Intermediate Sales & Service Personnel 12 Semi-Skilled Manual Workers 0 0 13 Other Sales & Service Personnel 439 393 14 Other Manual Workers 0 445 399 0 Total

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

Table 12:	Members	of Visible	Minorities
Full-time	/ National	Part-time	/ National
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
293	264	0	0
0	0	0	0
293	264	0	0

Federal Contractors Program Achievement Report Part 3: Goals Les entreprises Fervel Inc. 2018-11-02

									Data	for First/I	Previous (Goals							
A B	С	D	Е	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		1	1	1	↓	↓	\	↓	\	↓	↓	1	↓	↓	↓	↓	↓	1	↓
										Table 1:									
				E	•				First/	Previous St	nort-term C	voals		***					
				All Er	nployees			1		1			1 32	r Goals	omen	1		ı	1
	Number	Grov	wth (New Posi	tions)			placement of Terminated Employees)		Number Turnover (Replacement of		Hires	From - To							
Employment Equity	YYYY-MM-DD	Actual	Pro	jected	Actual	Projected Hires Ove			YYYY-MM-DD		f Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	1111-313-55	Actual		Over 3	Actual		Over 3	Years			Over 3	Over 3 Years		1	Availability		Gap	Representation	Years
	2016-12-15	Annually	Annually	Years	Annually	Annually	Years		2016-12-15	Annually	Years		2016	2019					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	2	0.0%	,	(0.0%		0	0	1	0.0%	0	0	C)	27.4%	0	0	50.0%	50.0%
02 Middle & Other Managers	1	0.0%		(0.0%		0	0	C	0.0%	0	0	()	38.9%	1	0	0.0%	0.0%
03 Professionals	0	0.0%		(0.0%		0	0	C	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	0.0%	,	(0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	3	10.1%		(0.0%		0	0	C	0.0%	0	2	0)	50.8%	-2	-2	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%		(0.0%		0	0		0.0%	0	0	0)	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	1	26.0%		(0.0%		0	0	1	0.0%	0	0)	80.8%	1	0	100.0%	100.0%
08 Skilled Sales & Service	0	0.0%	,	(0.0%		0	0		0.0%	0	0)	0.0%	1	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		(0.0%		0	0		0.0%		0)	0.0%		0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	0.0%		(0.0%		0	0		0.0%		0)	0.0%	1	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	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	1	0.0%	0	0)	0.0%		0	#DIV/0!	#DIV/0!
13 Other Sales & Service	159] (158.8%] 0	0	54	0.0%] 0	27			51.1%	1	-27	34.0%	34.0%
14 Other Manual Workers	0	0.070	1)	0.0%		1 0	0	1	0.0%	0	0	(0.0%		0	#DIV/0!	#DIV/0!
Total	166	9.7%			152.2%		0	L 0	56	0.0%	<u>1 0</u>	28		7	50.9%	-28	-28	33.7%	33.7%

- † 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 2: Women
F	1	V	omen		
	loyment Equity pational Group (EEOG)	Short-term Goals	Long-to	erm Goals	Comments
		%		%	
01	Senior Managers	0	0,0	0.0	
02	Middle & Other Managers	0	0.0	0.0	
03	Professionals	0	0.0	0.0	
04	Semi-Professionals & Tech	0	0.0	0,0	
05	Supervisors	2	0.0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0.0	
07	Administrative & Sr Clerical	0	0.0	0.0	
08	Skilled Sales & Service	0	0.0	0.0	
09	Skilled Crafts & Trades	0	0.0	0.0	
10	Clerical Personnel	0	0.0	0.0	
11	Intermediate Sales & Service	0	0.0	0.0	
12	Semi-Skilled Manual	0	0.0	0.0	005076
13	Other Sales & Service	8	0.0	0.0	

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	Les entreprises Fervel Inc.
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14 Other Manual Workers	0 0.0 0 0.0
Total	10 19

Federal Contractors Program Achievement Report Part 3: Goals Les entreprises Fervel Inc. 2018-11-02

																		-	
									Data	or First/F	Previous (Foals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Doto	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	.	1	1	1	1	↓	\	↓	\	1	1	1	1	1	1	1	1	1	↓
										3: Abori		•							
									First/	Previous Sh	iort-term G	oals							
				All Er	nployees								ı	е.	nal Peoples	1		ı	1
	Number	mber Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Number Turnover (Replacement of			Hires		r Goals						
Employment Equity		YYYY-MM-DD Actual Projected			-			Anticipated Hires Over 3		Terminated	Employees)	Required		n - To	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Pro		Actual	Pro	jected T	Years	YYYY-MM-DD			Over 3	1111	- YYYY	Availability	rresent Gap	Gap	Representation	Years
	2016-12-15	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-12-15	Annually	Over 3 Years	Years	2016	2019					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	2	0.0%	,	(0.0%		0	0	C	0.0%	0	0	0		2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	1	0.0%	,	(0.0%		0	0	0	0.0%	0	0	0		2.2%	0	0	0.0%	0.0%
03 Professionals	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	0.0%		(0.0%		0	0	C	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	3	10.1%		(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	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	1	26.0%	,	(0.0%		0	0	0	0.0%	0	0	0		0.7%	0	0	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	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	#DIV/0!	#DIV/0!
13 Other Sales & Service	159	9.7%		(158.8%		0	0	1	0.0%	0	0	0		0.8%	0	0	0.6%	0.6%
14 Other Manual Workers	0	0.0%	1	(0.0%		1 0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	166	9.7%			152.2%		0	0	1	0.0%	0	0	0		0.8%	0	0	0.6%	0.6%

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} 1) x 100.
- Laculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

					Table 4: Aboriginal Peoples
F	1	Aborigina	d Peoples		
	loyment Equity pational Group (EEOG)	Short-term Goals	Long-te	rm Goals	Comments
		%		%	
01	Senior Managers	0.0	0	0.0	
02	Middle & Other Managers	0 0.0	0	0.0	
03	Professionals	0.0	0	0.0	
04	Semi-Professionals & Tech	0 0.0	0	0,0	
05	Supervisors	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0 0.0	0	0.0	
07	Administrative & Sr Clerical	0.0	0	0.0	
08	Skilled Sales & Service	0.0	0	0.0	
09	Skilled Crafts & Trades	0 0.0	0	0.0	
10	Clerical Personnel	0 0.0	0	0.0	
11	Intermediate Sales & Service	0.0	0	0.0	
12	Semi-Skilled Manual	0.0	0	0.0	005078
13	Other Sales & Service	0.0	0	0.0	

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	Les entreprises Fervel Inc.
	2018-11-02
14 Other Manual Workers	0 0.0 0 0.0
Total	0 0

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									Data 1	or First/I	Previous (Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	↓	Ţ	↓	Ţ	\	1	` ↓	↓	` ↓	1	1	Ţ	↓	` ↓	\	Ţ	1	↓	↓
										Persons									
	First/Previous Short-term Goals All Employees Persons with Disabilities																		
				All En	iployees							1	3.0		th Disabilitie	S		1	
	Number	Grov	wth (New Posi	tions)	Turnover (R	eplacement of Employees)	f Terminated		Number Turnover (Replacement of		Hires	3 Year Goals Hires From - To							
Employment Equity	YYYY-MM-DD	Actual Projected Actual Projected						Anticipated Hires Over 3	VVVV MM DD	Terminated Employees) YYYY-MM-DD		Required	VVVV - VVVV		Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	2016-12-15	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Vears	2016-12-15	Annually	Over 3 Years	Over 3 Years	2016	2019	Availability		Gap	Representation	Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	3	0.0%)	0	0.0%		0	0	0	0.0%	0	0	0		4.3%	0	0	0.0%	0.0%
03 Professionals	0	0.0%	,	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	0.0%	,	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	3	10.1%	,	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	1	26.0%	,	0	0.0%		0	0	0	0.0%	0	0	0		3.4%	0	0	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%)	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	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	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	1
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	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!	
13 Other Sales & Service	159			0	158.8%		0	0	0	0.0%	0	10	0		6.3%	-10	-10	0.0%	0.0%
14 Other Manual Workers	0	0.0%)	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!

152.2% † 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.

9.7%

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.

0.0%

				Table 6: Persons with Disabilities								
r	Persons with	n Disabilities										
Employment Equity Occupational Group (EEOG)	Short-term Goals	Long-term Go	als	Comments								
excupational Group (EEGG)	%	9/	0									
01/02 Managers	0 0.0	0 0	0.0									
03 Professionals	0 0.0	0 0	0.0									
04 Semi-Professionals & Tech	0 0.0	0 0	0.0									
05 Supervisors	0 0.0	0 0	0.0									
06 Supervisors: Crafts & Trades	0 0,0	0 0	0.0									
07 Administrative & Sr Clerical	0 0.0	0 0	0.0									
08 Skilled Sales & Service	0 0.0	0 0	0.0									
09 Skilled Crafts & Trades	0.0	0 0	0.0									
10 Clerical Personnel	0 0.0	0 0	0.0									
11 Intermediate Sales & Service	0 0.0	0 0	0.0									
12 Semi-Skilled Manual	0 0.0	0 0	0.0									
13 Other Sales & Service	3 0.0	0 7	0.0									
14 Other Manual Workers	0 0.0	0 0	0.0	005080								
Total	3	7										

0.0%

0.0%

6.4%

-11

-11

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ı																						
									Data 1	or First/I	revious (Goals										
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U			
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)			
	↓	1	↓	1	Ţ	1	Ţ	1	\	Ţ	1	1	1	\	1	1	1	1	↓			
								<i>'</i>	Table 7: Members of Visible Minorities													
									First/Previous Short-term Goals Members of Visible Minorities													
				All En	aployees					ı					isible Minor	ities	ı		ı			
	Number Growth (New Positions) Turnover (Replacement of Terminated Employees)					Number Turnover (Replacement of			Hires		r Goals n - To											
Employment Equity	ment Equity				Anticipated Hires Over 3	YYYY-MM-DD		Employees)	Required		n - 10 - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3						
Occupational Group (EEOG)	TTTT-MM-DD	Actual	110	1	Actual	110	1	Years	1111-000-00			Over 3 Years		-,,,,	Availability	i resem cup	Gap	Representation	Years			
	2016-12-15	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-12-15	Annually	Over 3 Years	rears	2016	2019								
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%			
01 Senior Managers	2	0.0%		C	0.0%		0	0	0	0.0%	0	0	0		10.1%	0	0	0.0%	0.0%			
02 Middle & Other Managers	1	0.0%		(0.0%		0	0	1	0.0%	0	-1	0		15.0%	1	1	100.0%	100.0%			
03 Professionals	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!			
04 Semi-Professionals & Tech	0	0.0%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!			
05 Supervisors	3	10.1%		(0.0%		0	0	0	0.0%	0	1	0		16.7%	-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	#DIV/0!	#DIV/0!			
07 Administrative & Sr Clerical	1	26.0%		(0.0%		0	0	0	0.0%	0	0	0		12.2%	0	0	0.0%	0.0%			
08 Skilled Sales & Service	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!			
09 Skilled Crafts & Trades	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!			
10 Clerical Personnel	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!			
11 Intermediate Sales & Service	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	159	9.7%		0	158.8%		0	0	77	0.0%	0	-38	0		24.3%	38	38	48.4%	48.4%			
14 Other Manual Workers	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!			
Total	166	9.7%		C	152.2%		0	0	78	0.0%	0	-38	0		23.9%	38	38	47.0%	47.0%			

- † 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
	Members of Vi	sible Minorities		
Employment Equity Occupational Group (EEOG)	Short-term Goals	Long-term G	Foals	Comments
Occupational Group (EEOG)	%		%	
01 Senior Managers	0 0.0	0	0.0	
02 Middle & Other Managers	0 0.0	0	0.0	
03 Professionals	0.0	0	0.0	
04 Semi-Professionals & Tech	0.0	0	0.0	
05 Supervisors	1 0.0	0 0	0.0	
06 Supervisors: Crafts & Trades	0 0.0	0 0	0.0	
07 Administrative & Sr Clerical	0 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	0.0	005082
13 Other Sales & Service	l ol o	ol ol	0.0	

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14 Other Manual Workers	0 0.0 0 0.0
Total	1 0

									Data for	Subseque	nt/Curre	nt Goals									
A B	C	D	Е	F	G	Н	I	J	K	L	М	N	О	P	Q	R	S	Т	U		
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)		
		↓	1	1	1	↓	↓	↓	1	1	1	↓	↓	1	↓	↓	↓	↓			
									Table 9: Women												
									Subsequ	ent/Current	t Short-terr	n Goals									
		ı		All En	nployees							ı			omen	1		ı			
	Number Growth (New Positions) Turnover (Replacement of Terminated								Number	Turnover (R	eplacement of	Hires		r Goals							
Employment Equity						Anticipated			Employees)	Required		m - To	Present	B	Projected	Present	Projected				
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	1	Actual	Proj	1	Hires Over 3 Years	YYYY-MM-DD			Over 3	1111	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years		
	2018-11-02	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2018-11-02	Annually	Over 3 Years	Years	2018	2021							
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%		
01 Senior Managers	2	0.0%	70		0.0%	7.0	0	0	1	0.0%	0	0	0)	27.4%	. 0	0	50.0%	50.0%		
02 Middle & Other Managers	1	0.0%		0	0.0%		0	0	(0.0%	0	0	0		38.9%	0	0	0.0%	0.0%		
03 Professionals	0	0.0%		0	0.0%		0	0	C	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	(0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
05 Supervisors	4	10.1%	10.0%	1	0.0%	10.0%	1	2	1	10.0%	0	2	1	50.0%	50.8%	-1	-1	25.0%	40.0%		
06 Supervisors: Crafts & Trades	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	2	26.0%		0	0.0%		0	0	1	0.0%	0	1	0)	80.8%	-1	-1	50.0%	50.0%		
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0)	0.0%	0	0	#DIV/0!	#DIV/0!		
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	C	0.0%	0	0	0)	0.0%	0	0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	0	0.0%		0	0.0%		0	0		0.0%	0	0	0)	0.0%	0	0	#DIV/0!	#DIV/0!		
11 Intermediate Sales & Service	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%	10.007		0.0%	10.00/	0	126	[0.0%	1 0	0		50.00/	0.0%	1 0	0	#DIV/0!	#DIV/0!		
13 Other Sales & Service 14 Other Manual Workers	210	9.7%	10.0%	63	158.8%	10.0%	63	126	70	10.0%	21	91	63	50.0%	51.1% 0.0%	-37	-28	33.3% #DIV/0!	41.0% #DIV/0!		
14 Other Manual Workers Total	219	0.0% 9.7%		0	152.2%		0	0	73	0.0%	0	-73	1 0) 	0.0%	73	73		#DIV/0! 33.3%		
1 Otal	L 219	9.7%		L '	132.2%		1 0	<u> </u>	L /3	0.0%	1 0	L -/3	1 0	1	0.0%	1 /3	13	33.5%	33.5%		

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

, , ,				Table 10: Women
F	Won	nen		
Employment Equity Occupational Group (EEOG)	Short-term Goals	Long-term (Comments
01 Senior Managers	9%		0.0	
02 Middle & Other Managers	0.0		0.0	
03 Professionals	0.0		0.0	
04 Semi-Professionals & Tech	0.0		0.0	
05 Supervisors	50.0		50.0	
06 Supervisors: Crafts & Trades	0.0		0.0	
07 Administrative & Sr Clerical	0.0		0.0	
08 Skilled Sales & Service	0.0		0.0	
09 Skilled Crafts & Trades	0.0		0.0	
10 Clerical Personnel	0.0		0.0	
11 Intermediate Sales & Service	0.0		0.0	
12 Semi-Skilled Manual	0.0		0.0	005084
13 Other Sales & Service	50.0		50.0	

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14 Other Manual Workers	0.0					
Total	0.0					

									Data for	Subseque	nt/Currei	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	О	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	_ ↓	1	↓	1	1	1	↓	↓	1	1	1	1	1	1	1	Ţ	Ţ	1	<u> </u>
		Table 11: Aboriginal Peoples Subsequent/Current Short-term Goals																	
		Subsequent/Current Short-term Goals All Employees Aboriginal Peoples																	
				All En	nployees			,	Aboriginal Peoples									,	
	Number	ber Growth (New Positions) Turnover (Replacement of Terminat							Number	Turnover (Replacement of			3 Year Goals						
Employment Equity						Employees)		Anticipated		Terminated		Hires Required		n - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Pro	jected	Actual	Pro	jected	Hires Over 3	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2018-11-02	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Tears	2018-11-02	Annually	Over 3 Years	Years	2018	2021					rears
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	2	0.0%		(0.0%		0	0	0	0.0%	0	0	0		2.9%	0	0	0.0%	
02 Middle & Other Managers	1	0.0%		(0.0%		0	0	0	0.0%	0	0	0		2.2%	0	0	0.0%	0.0%
03 Professionals	0	0.0%			0.0%		0	0	0	0.0%	0	0	0		0.0%		0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%		0	#DIV/0!	#DIV/0!
05 Supervisors	4	10.1%			0.0%		1 0			0.0%			0		0.8%			0.0%	0.0%
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	"	0.0% 26.0%			0.0%		0			0.0% 0.0%					0.0% 0.7%] ,		#DIV/0! 0.0%	#DIV/0! 0.0%
08 Skilled Sales & Service		0.0%		1 6	0.0%		1 0		"	0.0%			"		0.7%] "	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades		0.0%			0.0%		"		"	0.0%	"	ا ا			0.0%] ,] ,	#DIV/0!	#DIV/0!
10 Clerical Personnel	"	0.0%]	0.0%		1 0		١	0.0%	١ ،		۱ °		0.0%	1 6	1 6	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	ا ،	0.0%			0.0%] o	ا م	ا م	0.0%	ه ا	ا م	ں ا		0.0%	ه ا	ا ،	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	ن ا	0.0%			0.0%] 0	0	ا ٥	0.0%	ه ا	ا ا	ا ٥		0.0%	ه ا	ه ا	#DIV/0!	#DIV/0!
13 Other Sales & Service	210	9.7%	10.0%	63	1	160.0%	1,008	1,071	Ö	160.0%	Ö	2	9	0.8%	0.8%	-2	, ž	0.0%	3.3%
14 Other Manual Workers	0	0.0%			0.0%		0	0	0	0.0%	0	0	0		0.0%	, o	0	#DIV/0!	#DIV/0!
Total	219	9.7%		C	152.2%		0	0	0	0.0%	0	0	0		0.0%	0	0	0.0%	0.0%

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} 1) x 100.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

· · · · · · · · · · · · · · · · · · ·				Table 12: Aboriginal Peoples
Employment Equity	Aborigina	l Peoples		<u> </u>
Occupational Group (EEOG)	Short-term Goals	Long-tern	i	Comments
01 E : M	%		%	
01 Senior Managers	0.0		0.0	
02 Middle & Other Managers	0.0		0.0	
03 Professionals	0.0		0.0	
04 Semi-Professionals & Tech	0.0		0.0	
05 Supervisors	0.0		0.0	
06 Supervisors: Crafts & Trades	0.0		0.0	
07 Administrative & Sr Clerical	0.0		0.0	
08 Skilled Sales & Service	0.0		0.0	
09 Skilled Crafts & Trades	0.0		0.0	
10 Clerical Personnel	0.0		0.0	
11 Intermediate Sales & Service	0.0		0.0	
12 Semi-Skilled Manual	0.0		0.0	005086
13 Other Sales & Service	0.8		0.8	

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14 Other Ma	anual Workers	0.0				
Total		0.0				

								Data for Subsequent/Current Goals													
С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U			
From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)			
	↓	↓	↓	↓	↓	↓	↓	<u> </u>		<u>\</u>	<u>↓</u>	↓	↓	↓	↓	↓	↓	↓			
			411 F					Subseque	nt/Current	Snort-tern	n Goals		D	d. Disselling	_						
			An En						<u> </u>		<u> </u>	,		in Disabilitie	S I	Ι		ı			
Number	Grow	th (New Posit	tions)		Familianae)			Number Turnover (Replacement of		Hires											
VANA ABY BB	D Actual Projected			Ant				NANA AMA DD	Terminated	Employees)	Required			Present	Present Can	Projected	Present	Projected Representation in 3			
ATTT-MINI-DD	Actuai	110]		Actual	rroje		Vears	1111-8181-00		0.3	1		_,,,,	Availability	resent dap	Gap	Representation	Years			
2018-11-02	Annually	Annually	Years	Annually	Annually	Years		2018-11-02	Annually	Years	rears	2018	2021								
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%			
3	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		4.3%	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!			
0			0	1		0	0	0	I	0	0	0		0.0%	0	0		#DIV/0!			
4		10.0%	1	1	10.0%	1	2	0		0	1	0	13.9%		-1	-1		0.0%			
0			0	1		0	0	0		0	0	0			0	0		#DIV/0!			
2			0	1		0	0	0		0	0	0			0	0		0.0%			
0			0	1		0	0	0	l .	0	0	0			0	0		#DIV/0!			
0			0	1		0	0	0	I	0	0	0			0	0		#DIV/0!			
0			0	1		0	0	0		0	0	0			0	0		#DIV/0!			
0			0	1		0	0	0		0	0	0			0	0		#DIV/0!			
0				1		1 000	0			0	0	0	(20)		1 .0	0		#DIV/0! 24.5%			
210	9.7% 0.0%	10.0%	63	158.8%	160.0%	1,008	1,071	0	160.0% 0.0%	0	1/	67	6.3%	6.3% 0.0%	-13	30	0.0% #DIV/0!	#DIV/0!			
Y	From Workforce Analysis	From Workforce Analysis Workforce Analysis	From Workforce Analysis The Prom Workforce Analysis Analysis Data Entry Analysis Data Entry Analysis The Project Analysis Analysis The Project Analysis Annually Annually The Project Analysis Annually The Project Analysis Annually The Project Analysis Annually The Project Analysis The Project The Project Analysis The Project The	From Workforce Analysis	From Workforce Analysis Analysis Analysis & Workforce Analysis & Workfo	From Workforce Analysis * Data Entry C x E x 3	From Workforce Analysis Analysis	From Workforce Analysis	C D E F G H I J K	C D E F G H I J K L	From Workforce Analysis	From Workforce Analysis From Flow Workforce Analysis Prom Flow Workforce Analysis Prom Flow Workforce Analysis Prom Flow Workforce Analysis Prom Flow Workforce Entry Prom Flow Workforce Prom Flo	From Workforce Analysis Analysis Analysis From Flow Workforce Analysis Analysis Analysis From Flow Workforce From Workforce From Flow Workforce From Flow Workforce From Flow Workforce From Flow Flow Flow Flow Flow Flow Flow Flow	From Workforce Analysis Prom How Post Pr	C D E F G H I J K L M N O P Q	C	C	C			

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

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

				Table 14: Persons with Disabilities
r	Persons with D	Disabilities		
Employment Equity Occupational Group (EEOG)	Short-term Goals	Long-term G	ioals	Comments
	%		%	
01/02 Managers	0.0		0.0	
03 Professionals	0.0		0.0	
04 Semi-Professionals & Tech	0.0		0.0	
05 Supervisors	13.9		13.9	
06 Supervisors: Crafts & Trades	0.0		0.0	
07 Administrative & Sr Clerical	0.0		0.0	
08 Skilled Sales & Service	0.0		0.0	
09 Skilled Crafts & Trades	0.0		0.0	
10 Clerical Personnel	0.0		0.0	
11 Intermediate Sales & Service	0.0		0.0	
12 Semi-Skilled Manual	0.0		0.0	
13 Other Sales & Service	6.3		6.3	
14 Other Manual Workers	0.0		0.0	005088
Total	0.0		0.0	

									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	О	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	J		,		Ţ	J		J		V		,	J		\	,		,	↓
								7	able 15: N	lembers o	of Visible	Minoritie	es						
									Subseque	ent/Current	t Short-teri	n Goals							
				All En	aployees								M	embers of \	isible Minor	ities			
	Number	· ·	vth (New Posi	.:	Turnover (R	eplacement o	of Terminated		Number				3 Yea	r Goals					
Employment Equity	Mumber	Grow	vai (ixew rosi	uons)		Employees)		Anticipated	Number		eplacement of LEmployees)	Hires	Froi	n - To				_	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual Projected I			Hires Över 3	YYYY-MM-DD	1	· comprovices	Required Over 3	YYYY	- YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
occupational oroup (EEOO)	2018-11-02	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Vears	2018-11-02	Annually	Over 3 Years	Years	2018	2021					Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	2	0.0%		0	0.0%		0	0	2	0.0%	0	-2	0		10.1%	2	2	100.0%	100.0%
02 Middle & Other Managers	1	0.0%		0	0.0%		0	0	1	0.0%	0	-1	0		15.0%	1	1	100.0%	100.0%
03 Professionals	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	4	10.1%		0	0.0%		0	0	3	0.0%	0	-2	0		16.7%	2	2	75.0%	75.0%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	1 0	0			0.0%		0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical 08 Skilled Sales & Service	2	26.0% 0.0%			0.0%			0	2	0.0%		-2			12.2% 0.0%		2	100.0% #DIV/0!	100.0% #DIV/0!
09 Skilled Sales & Service 09 Skilled Crafts & Trades	0	0.0%			0.0%			0		0.0%	"				0.0%	1 ,	0	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
10 Clerical Personnel		0.0%		"	0.0%			0		0.0%	1 ,	"			0.0%	"		#DIV/0! #DIV/0!	#DIV/0!
11 Intermediate Sales & Service	۰ ۱	0.0%		"	0.0%			0	"	0.0%] ,	0	"		0.0%] ,	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	o	0.0%		"	0.0%			0	"	0.0%] "	0	"		0.0%] ,	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	210	9.7%		"	158.8%		ا م	0	186	0.0%	ن ا	-135	"		24.3%	135	135		88.6%
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	o o	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	219			0	152.2%		0	0	194		0	-194	0		0.0%	194	194		88.6%

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} 1) x 100.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) ÷ ((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 Minor Short-term Goals Long-to	erm Goals	Comments
01 Senior Managers	0.0	0.0	
02 Middle & Other Managers	0.0	0.0	
03 Professionals	0.0	0.0	
04 Semi-Professionals & Tech	0.0	0.0	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	0.0	0.0	
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	0.0	0.0	
11 Intermediate Sales & Service	0.0	0.0	
12 Semi-Skilled Manual	0.0	0.0	005089
13 Other Sales & Service	0.0	0.0	

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14 Other Ma	anual Workers	0.0				
Total		0.0				

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Federal Contractors Program Achievement Report Part 4: Results - Women Les entreprises Fervel Inc. 2018-11-02 В C F G J N О P Q R Т U V W X Y D E Н Ι L M S Part 1: Part 1: Part 2: Part 1: Part 2: Part 2: $\mathbf{E} \div \mathbf{D}$ $\mathbf{E} \div \mathbf{H}$ Part 2: Flow Part 2: Flow Part 2: Flow V ÷ U x DxG $L \div K$ P x F ÷ 100 U x F ÷ 100 V - X Data sources Workforce Workforce Workforce E - H Flow Data K x G ÷ 100 L - N Flow Data Q - S Flow Data Data Analysis 100 100 Data Analysis Data Analysis x 100 ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis 1 1 1 1 \downarrow 1 1 1 \downarrow Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Women Women All Employe All Employe All Employe (EEOG) Representation Availability Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % % 2016 100.0 80.8 123.8 Administrative & 1 Senior Clerical 50.0 0.0 2018 1 80.8 61.9 50.0 0.0 0 2016 0.0 0.0 Skilled Sales & 0 0.0 Service Personnel 2018 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 2016 Skilled Crafts & 0 0.0 0.0 0.0 09 Trades Workers 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0 0 2016 0 0.0 0.0 0.0 10 Clerical Personnel 2018 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 0 2016 0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 2018 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 0.0 0.0 0.0 2016 0 Semi-Skilled Manual Workers 2018 0.0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 Part 2: Part 2: Flow $E \div Dx$ Part 3: $E \div G \; x$ Part 3: Part 3: F ÷ I x 100 Part 3: Goals ÷ M x 100 Data sources Flow Data Data Analysis 100 Goals 100 Goals Goals Analysis 1 1 1 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Women Women Women Occupational Group Comments All Employees (EEOG) Percent of Percent o Percent of Percent of Goal Goal Goal Goal Goal Met Goal Met Goal Met Goal Met # # % % % # % % % Administrative & 2018 50.0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 2021 50.0 0.0 0.0 0.0 0.0 1 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & Service Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 09 Trades Workers 2021 0 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 10 Clerical Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 0.0 0.0 Workers 2021 0 0.0 0.0 0.0 0.0 0.0

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A	В	C	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	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	Е-Н	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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				V	Vorkfo	orce An	alysis									Flow	Data A	nalysis						
	ployment Equity cupational Group Year Workforce Hires Women Women															P	romotio				Tei	minatio		
	пранован Group (ЮС)		All Employees	Represen	station	Wor Avail:		Gap	EE Result	All Employees	Act		omen Expected	Difference	All Employees	Λ.	V tual	/omen Expected	Difference	All Employees	Acti		Expected	Difference
ľ		#	#	# #	%	%	#	Gap #	E.E. Result	#	#		Expected #	#	#	#	.uai %	Expected #	##	#	# 1	%	Expected #	##
13	Other Sales & Service	2016	159	54	34.0	51.1	81	-27	66.5															
13	Personnel	2018	210	70	33.3	51.1	107	-37	65.2	439	134	30.5	224	-90	0	0	0.0	0	0	293	87	29.7	100	-13
14	Other Manual Workers	2016 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
		2018	166		33.7	50.9		-28	66.3	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Tota	վ	2018	219	73	33.3	0.0	0	73	0.0	445	136	30.6	0	136	0	0	0.0	0	0	293	87	29.7	99	-12
				I B-42 I							· · · · · · · · · · · · · · · · · · ·													
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÷Kx 100	Part 3: Goals	F ÷ M x 100											
			<u> </u>	↓	1	<u> </u>	1	1	1	↓	↓	1	↓											
				v Entran	ts					oals														
	ployment Equity	Year	F	low Data			Short-ter		S		Long-teri													
	upational Group OG)		All Employees	Wom Actu		Goal	Wor Percent of	nen Goal	Percent of	Goal	Wom Percent of	Goal	Percent of					(Commen	ts				
		#	#		%	Guai	Goal Met	%	Goal Met	goar #	Goal Met	%	Goal Met											
	Other Sales & Service		146	134	91.8	8	1675.0	0.0	0.0	# 19	% 705.3	0.0	0.0											
13	Personnel	2021	146		91.8	U	10,5.0	50.0	183.6		, 00.0	50.0	183.6											
14	Other Manual	2018	0	0	0.0	11000011000011000011000	0.0	0.0	0.0	0	0.0	0.0	0.0											
Ë	Workers	2021	0	0	0.0	300003000030003	1260.0	0.0	0.0	10	715.0	0.0	0.0											
Tota	ıl	2018	152 152	136 136	89.5 89.5	10	1360.0	0.0	0.0	19	715.8	0.0	0.0											
		2021	132	1.50	07.5			0.0	1 0.0		1	0.0	I 0.0											

Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples Les entreprises Fervel Inc. 2018-11-02 В C F G J L N О P Q R S Т U V W X Y D E Н M Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: $\mathbf{E} \div \mathbf{D}$ $\mathbf{E} \div \mathbf{H}$ Part 2: Flow Part 2: Flow Part 2: Flow V ÷ U x DxG $L \div K$ E - H L-N P x F ÷ 100 Q-S U x F ÷ 100 V - X Data sources Workforce Workforce Workforce Flow Data K x G ÷ 100 Flow Data Flow Data Data Analysis 100 100 Data Analysis Data Analysis x 100 ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis 1 1 1 \downarrow 1 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group **Aboriginal Peoples** Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples All Employe All Employe All Employe (EEOG) Representation Availability Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % 2016 2.9 0 0.0 0 0.0 01 Senior Managers 2018 0 0.0 2.9 0.0 0.0 0 0.0 0.0 0 2016 0.0 2.2 0.0 Middle & Other 0 0 Managers 2018 0 0.0 2.2 0.0 0 0.0 0.0 0 0.0 2016 0.0 0 0.0 0.0 03 Professionals 2018 0 0.0 0.0 0.0 0.0 0.0 0 0.0 0 2016 0 0.0 0.0 0.0 Semi-Professionals & Technicians 2018 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 0 2016 0 0.0 0.8 0.0 05 Supervisors 2018 0 0.0 0.8 0.0 0.0 0 0.0 0.0 0 0.0 0.0 0.0 2016 0 Supervisors: Crafts & 06 Trades 2018 0.0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 Part 2: Part 2: Flow $E \div Dx$ Part 3: $E \div G \; x$ Part 3: Part 3: F ÷ I x 100 Part 3: Goals ÷ M x 100 Data sources Flow Data Data Analysis Goals 100 Goals 100 Goals Analysis 1 1 1 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Aboriginal Peoples Aboriginal Peoples **Aboriginal Peoples** Occupational Group Comments All Employee (EEOG) Percent o Percent o Percent of Percent of Goal Goal Goal Goal Met Goal Met Goal Me Goal Met # # % % % % # % % % 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 2021 0 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 Middle & Other Managers 2021 0 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 03 Professionals 2021 0 0.0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & 0.0 0.0 Technicians 2021 0 0.0 0.0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 2021 0 0.0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 0.0 Trades 2021 0 0.0 0.0 0.0 0.0 0.0

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Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples Les entreprises Fervel Inc. 2018-11-02 В C F G J N О P Q R Т U V W X Y D E Н L M S Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: $\mathbf{E} \div \mathbf{D}$ $\mathbf{E} \div \mathbf{H}$ Part 2: Flow Part 2: Flow Part 2: Flow V ÷ U x DxG $L \div K$ P x F ÷ 100 U x F ÷ 100 V - X Data sources Workforce Workforce Workforce E - H Flow Data K x G ÷ 100 L-N Flow Data Q - S Flow Data Data Analysis 100 100 Data Analysis Data Analysis x 100 ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis 1 1 1 \downarrow 1 1 1 Flow Data Analysis Workforce Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group **Aboriginal Peoples** Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples All Employe All Employe All Employe (EEOG) Representation Availability Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % 2016 Administrative & 0 0.0 0.7 0.0 0 Senior Clerical 2018 0 0.0 0.0 0.7 0.0 0.0 0.0 0 0 2016 0.0 0.0 0.0 Skilled Sales & 0 0 Service Personnel 2018 0 0.0 0.0 0.0 0 0.0 0.0 0.0 2016 Skilled Crafts & 0 0.0 0.0 0.0 09 Trades Workers 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0 0 2016 0 0.0 0.0 0.0 10 Clerical Personnel 2018 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 0 2016 0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 2018 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 0.0 0.0 0.0 2016 Semi-Skilled Manual Workers 2018 0.0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 Part 2: Part 2: Flow $E \div Dx$ Part 3: $E \div G \; x$ Part 3: Part 3: F ÷ I x 100 Part 3: Goals ÷ M x 100 Data sources Flow Data Data Analysis 100 Goals 100 Goals Goals Analysis 1 1 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples Occupational Group Comments All Employee (EEOG) Percent o Percent o Percent of Percent of Goal Goal Goal Goal Met Goal Met Goal Me Goal Met # # % % % % # % % % Administrative & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 2021 0 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 Skilled Sales & Service Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 09 Trades Workers 2021 0 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 Clerical Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 0.0 0.0 Workers 2021 0 0.0 0.0 0.0 0.0 0.0

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A	В	C	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U	V	W	X	Y		
Data sc	ources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X		
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				1	Vorkf	orce An	alysis									Flow	Data A	nalysis								
	ployment Equity upational Group Year Workforce Hires Aboriginal Peoples Aboriginal Peoples														Promotions Termination Termina								ns			
Occi (EE)			All Employee	s				All Employees			inal Peoples		All Employees			nal Peoples										
(LLL)	<i>3</i> (1)	#	All Employees	Represer	ntation %	Avail	ability	Gap #	EE Result	#	Act	ual %	Expected #	Difference #	#	Ac	tual %	Expected #	Difference	#	Act	ual %	Expected #	Difference #		
	Other Sales & Service		159	1	0.6	0.8	1	# 0	78.6	#	"	70	,,	rr .	#	*	/6	17	*	*	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	/8	#	#		
	Personnel	2018	210	0	0.0	0.8		-2	0.0	439	0	0.0	4	-4	0	0	0.0	0	C	293	0	0.0	2	-2		
	Other Manual	2016	0	0	0.0		:	0	0.0																	
<u></u>	Workers	2018	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	C	0	0	0.0	0	0		
Total		2016 2018	166 219	1 0	0.6			0	75.3 0.0	445	0	0.0		0	0	0	0.0	0		293	0	0.0	2	-2		
		2010	217	I ':	0.0	0.0	: 0	0	0.0	143	<u>1 </u>	0.0	<u> </u>		<u> </u>		0.0		1	2)3	<u> </u>	0.0		-2		
Data sc	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100													
ŧ			J	↓	J	\	 J	\	,			↓	; ↓													
			New	/ Entran	its				(loals																
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	ipational Group	Year		Aboriginal	Peoples		Aborigina	nl Peoples			Aborigina	Peoples	,					C	Commen	ts						
(EEC	OG)		All Employees	Actu	ial	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met													
		#	#	#	%	#	%	%	%	#	%	%	%													
	Other Sales & Service Personnel		146		0.0	0	0.0	0.0	0.0		0.0	0.0	0.0													
Η,	Other Manual	2021 2018	146	0	0.0	n	0.0	0.8	1	0	0.0	0.8	0.0													
	Workers	2013	0	0	0.0		0.0	0.0			V.0	0.0	0.0													
Total		2018	152	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0													
Liotal		2021	152	0	0.0			0.0	0.0			0.0	0.0													

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									I	Part 6: R	esults -	Person	s with I	Disabiliti	es									
										L	es entre	prises	Fervel I	nc.										
											20	018-11-	-02											
Α	В	C	D	Е	F	G	Н	I	J	K	L	M	N	О	Р	Q	R	s	Т	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
				↓	1	1	J	1	Ţ	J	↓	↓	↓	\	↓	\	\	\	\	\	1		↓	
Fm	ployment Equity					orce Ai forkforc						Hires			T		Data A Promotio	nalysis		ı	т	erminatio		
Occ	cupational Group	Year			V)		e th Disabilitie	s					ith Disabilitie	es		1		us ith Disabilitie	·s		1		ith Disabilitie	es
(EE	OG)		All Employees	Represe	ntation	Avai	lability	Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	Ac	tual	Expected	Difference	All Employees	Ac	tual	Expected	Difference
		# # # % % # # % # # % # 2016 3 0 0.0 4.3 0 0 0.0													#	#	%	#	#	#	#	%	#	#
01& 02	Managers	2016	3	0	0.0			0	0.0	2	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	
03	Professionals	2016	0	0	0.0		i 	0	0.0		<u> </u>	***		<u> </u>		•		·			Ť	***		
0.5		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
04	Semi-Professionals & Technicians	2016 2018	0	0	0.0			0	0.0	0	0	0.0		0		0	0.0	0	0	0	0	0.0	0	
0.5		2016	3	0	0.0			0	0.0			0.0	-	ľ			0.0	0	0			0.0		1
	Supervisors	2018	4	0	0.0			-1		2	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
06	Supervisors: Crafts & Trades	2016 2018	0	0	0.0			0	0.0	0	0	0.0	0			0	0.0	0	0	0	0	0.0	0	
	Trades	2016		<u> </u>	0.0	0.0	<u>'i</u> 0		0.0	0		1 0.0			1 0	<u> </u>	: 0.0		0		1	1 0.0		<u> </u>
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													
				<u> </u>		<u> </u>					<u> </u>		<u> </u>											
				Entrar	its		01	~ .		oals	-	G .												
	ployment Equity	Year	F	low Data Person	s with		Short-te				Long-ter													
	cupational Group COG)		All Employees				Percent of	h Disabilities	Percent of		Persons with Percent of		Percent of					(Commen	ts				
				Act		Goal	Goal Met	Goai	Goal Met	Goal	Goal Met	Goal	Goal Met											
01&		# 2018	# 2	0	0.0	# 0	0.0	%	%	# 0	0.0	%	0.0											
02	Managers	2021	2	0	0.0			0.0	0.0			0.0	0.0											
03	Professionals	2018	0				0.0	4	0.0	0	0.0													
	Semi-Professionals &	2021 2018	0	0	0.0	3000 1000 1000 1000 1000	0.0	0.0	0.0	0	0.0	0.0												
04	Technicians	2021	0	0	0.0			0.0	0.0			0.0	0.0											
05	Supervisors	2018	2	0		221100211002110021	0.0	0.0	0.0	0	0.0	0.0		1										
		2021 2018	0	0	0.0	C.1.0000 (1.0000 (1.0000 (1.00	0.0	13.9	0.0	0	0.0	13.9	0.0											
06	Trades	2021	0	0	0.0		0	0.0		9	0	0.0		1										

Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities Les entreprises Fervel Inc. 2018-11-02 В C F G J N О P Q Т U V W X Y D E Н L M R S Part 1: Part 1: Part 2: Part 1: Part 2: Part 2: $\mathbf{E} \div \mathbf{D}$ Part 2: Flow Part 2: Flow Part 2: Flow V ÷ U x DxG $\mathbf{E} \div \mathbf{H}$ $L \div K$ U x F ÷ 100 V - X Data sources Workforce Workforce Workforce E - H Flow Data K x G ÷ 100 L-N Flow Data P x F ÷ 100 Q - S Flow Data Data Analysis 100 100 Data Analysis Data Analysis x 100 ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis 1 1 1 1 1 1 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Persons with Disabilities Persons with Disabilities Persons with Disabilities Persons with Disabilities All Employe All Employe All Employe (EEOG) Representation Availability Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % % 2016 Administrative & 0 0.0 3.4 0 0.0 Senior Clerical 0 0.0 3.4 0.0 2018 0.0 0.0 0.0 0 0 2016 0.0 0.0 0.0 Skilled Sales & 0 0 Service Personnel 2018 0 0.0 0.0 0.0 0 0.0 0.0 0.0 2016 Skilled Crafts & 0 0.0 0.0 0.0 09 Trades Workers 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0 0 2016 0 0.0 0.0 0.0 10 Clerical Personnel 2018 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 0 2016 0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 2018 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 0.0 0.0 0.0 2016 0 Semi-Skilled Manual Workers 2018 0.0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 Part 2: Part 2: Flow $E \div Dx$ Part 3: $E \div G \; x$ Part 3: Part 3: F ÷ I x 100 Part 3: Goals ÷ M x 100 Data sources Flow Data Data Analysis 100 Goals 100 Goals 100 Goals Analysis 1 1 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Persons with Persons with Disabilities Persons with Disabilities Occupational Group Comments Disabilities All Employee (EEOG) Percent o Percent o Percent of Percent of Actual Goal Met Goal Met Goal Met % % 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Administrative & Senior Clerical 0.0 2021 0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 2018 0.0 Skilled Crafts & 0 0.0 0.0 0.0 0.0 0.0 0.0 09 Trades Workers 2021 0.0 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 Clerical Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 2021 0.0 0.0 0.0 0.0 0.0 0 Semi-Skilled Manual 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 Workers 2021 0.0 0.0 0.0 0.0 0.0 Page 35 of 45 005102

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A	В	C	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U	V	W	X	Y
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				1	Workfo	orce An	alysis									Flow	Data A	nalysis						
	loyment Equity	Year				orkforce						Hires				P	romotio				Te	rminatio		
(EEC	pational Group)G)		All Employees	D.		Persons with		-	lees i	All Employee:			ith Disabilities		All Employees			ith Disabilitie		All Employees			th Disabilitie	
	,	#	#	Represei	ntation %	Avail:	#	Gap #	EE Result	#	Act	uai %	Expected #	Difference #	#	#	tual %	Expected #	Difference #	#	Ac	tuai %	Expected #	Difference #
13	Other Sales & Service		159	0	0.0	6.3	10	-10				,,				,	*	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			.,		,,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
	ersonnel	2018	210	0	0.0	6.3	13	-13	0.0	439	0	0.0	28	-28	0	0	0.0	0	0	293	0	0.0	0	0
14	Other Manual	2016	0	0	0.0			0	0.0															
\coprod^{\vee}	Vorkers	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
Total		2016 2018	166 219	0	0.0	6.4 0.0	11	-11 0	0.0	445	0	0.0		0	0	0	0.0	0	0	293	0	0.0	0	0
		2010	217	· · · ·			· ·		0.0		I ;			v			0.0			250		0.0		
Data so	urces:		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÷Kx 100	Part 3: Goals	F ÷ M x 100											
ŧ			↓	↓	J	:		J	i↓	↓	.i	J	 J											
			New	Entran	its				(oals														
Emp	Employment Equity Flow Data Short-term								S		Long-ter	n Goals												
Occu	pational Group	Year		Person Disabi			Persons with	n Disabilitie	5		Persons with	Disabilities						C	ommen	ts				
(EEC)G)		All Employees	Acti	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	#	%	#	%	%	%	#	%	%	0/0											
1 131	Other Sales & Service Personnel	2018	146 146	0	0.0	3	0.0	6.3	0.0	7	0.0	6.3	0.0											
	Other Manual	2021	0	0	0.0	0	0.0	0.0		0	0.0	0.0												
	Vorkers	2021	0	0	0.0	V	۷.۷	0.0		V		0.0												
Total		2018	152	0	0.0	3	0.0	0.0	0.0	7	0.0	0.0	1											
1 otal		2021	152	0	0.0			0.0	0.0			0.0	0.0											

Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities Les entreprises Fervel Inc. 2018-11-02 Ĵ В C F G L N О P Q R S Т U V W X Y D E Н M Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: $\mathbf{E} \div \mathbf{D}$ $\mathbf{E} \div \mathbf{H}$ Part 2: Flow Part 2: Flow Part 2: Flow V ÷ U x DxG $L \div K$ E - H L-N P x F ÷ 100 Q-S U x F ÷ 100 V - X Data sources Workforce Workforce Workforce Flow Data K x G ÷ 100 Flow Data Flow Data Data Analysis 100 Data Analysis 100 Data Analysis x 100 ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis 1 1 1 1 1 1 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All Employe All Employe All Employe (EEOG) Representation Availability Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % 2016 0.0 10.1 0.0 0 0 01 Senior Managers 2018 2 100.0 990.1 100.0 0.0 10.1 0.0 0 2016 100.0 15.0 666.7 Middle & Other 1 0 Managers 2018 100.0 15.0 666.7 100.0 0.0 0 0.0 2016 0 0.0 0.0 0.0 03 Professionals 2018 0 0.0 0.0 0.0 0.0 0.0 0 0.0 0 2016 0 0.0 0.0 0.0 Semi-Professionals & Technicians 2018 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 0 2016 0 0.0 16.7 0.0 05 Supervisors 2018 3 75.0 16.7 449.1 100.0 0.0 2 0.0 0 2016 0 0.0 0.0 0.0 Supervisors: Crafts & 06 Trades 2018 0.0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 Part 2: Part 2: Flow $E \div Dx$ Part 3: $E \div G \; x$ Part 3: Part 3: F ÷ I x 100 Part 3: Goals ÷ M x 100 Data sources Flow Data Data Analysis 100 Goals 100 Goals Goals Analysis 1 1 1 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments All Employee (EEOG) Percent o Percent o Percent of Percent of Goal Goal Goal Goal Met Goal Met Goal Met Goal Met # # % % % % # % % % 2018 100.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 2021 100.0 0.0 0.0 0.0 0.0 1 2018 100.0 0.0 0.0 0.0 0.0 0.0 0.0 Middle & Other 1 Managers 2021 1 100.0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 2021 0 0.0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & 0.0 0.0 Technicians 2021 0 0.0 0.0 0.0 0.0 0.0 100.0 0.0 2018 2 200.0 0.0 0.0 0.0 0.0 05 Supervisors 2021 2 100.0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 0.0 0.0 Trades 2021 0 0.0 0.0 0.0 0.0 0.0

Federal Contractors Program Achievement Report						
Part 7: Results - Members of Visible Minorities						
Les entreprises Fervel Inc.						
2018-11-02						

Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities Les entreprises Fervel Inc. 2018-11-02 В C F G J N О P Q R Т U V W X Y D E Н I L M S Part 1: Part 1: Part 2: Part 2: Part 1: Part 2: $\mathbf{E} \div \mathbf{D}$ $\mathbf{E} \div \mathbf{H}$ Part 2: Flow Part 2: Flow Part 2: Flow V ÷ U x DxG $L \div K$ P x F ÷ 100 U x F ÷ 100 V - X Data sources Workforce Workforce Workforce E - H Flow Data K x G ÷ 100 L-N Flow Data Q - S Flow Data Data Analysis 100 100 Data Analysis Data Analysis x 100 ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis 1 1 1 1 1 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions **Terminations** Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All Employe All Employe All Employe (EEOG) Representation Availability Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % 2016 12.2 0.0 Administrative & 0 0.0 0 Senior Clerical 2018 2 100.0 819.7 100.0 0.0 12.2 0.0 0 2 2016 0.0 Skilled Sales & 0 0.0 0 0.0 Service Personnel 2018 0 0.0 0.0 0.0 0 0.0 0.0 0.0 2016 0.0 Skilled Crafts & 0 0.0 0.0 09 Trades Workers 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0 0 2016 0 0.0 0.0 0.0 10 Clerical Personnel 2018 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 0 2016 0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 2018 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 0.0 0.0 0.0 2016 0 Semi-Skilled Manual Workers 2018 0.0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 Part 2: Part 2: Flow $E \div Dx$ Part 3: $E \div G \; x$ Part 3: Part 3: F ÷ I x 100 Part 3: Goals ÷ M x 100 Data sources Flow Data Data Analysis 100 Goals 100 Goals Goals Analysis 1 1 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments All Employee (EEOG) Percent of Percent o Percent o Percent of Goal Goal Goal Goal Met Goal Met Goal Met Goal Met # # % % % % # % % % Administrative & 2018 2 100.0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 2021 2 100.0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & Service Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 09 Trades Workers 2021 0 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 Clerical Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 0.0 0.0 Workers 2021 0 0.0 0.0 0.0 0.0 0.0

Federal Contractors Program Achievement Report					
Part 7: Results - Members of Visible Minorities					
Les entreprises Fervel Inc.					
2018-11-02					

	Federal Contractors Program Achievement Report																							
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				V		orce An										Flow	Data A	nalysis						
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13 Otl	her Sales & Service	2016	159	77	48.4	24.3	39	38	199.3															
Per	rsonnel	2018	210	186	88.6	24.3		135	364.5	439	393	89.5	107	286	0	0	0.0	0	0	293	264	90.1	142	122
	her Manual orkers	2016 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
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Total		2018	219	194	88.6	0.0		194	0.0	445	399	89.7	0	399	0	0	0.0	0	0	293	264	90.1	138	126
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Total		2018	152	399	262.5	1	39900.0	0.0	0.0	0	0.0	0.0	0.0											
_ 0		2021	152	399	262.5			0.0	0.0			0.0	0.0											

Efforts

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

Required measures:

7	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
7	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.
7	Adjusted survey results to reflect hires, promotions and terminations.
V	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.
V	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).
V	Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
v	Ensured that any new gaps identified are addressed accordingly.

Maintained appropriate records in all required areas.

Other measures:

V

V	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.
V	Ensured ongoing senior-level support for employment equity and its implementation.
V	Established accountability mechanisms to ensure that the short-term goals would be met.
V	Communicated the goals to relevant managers as well as monitored and recorded the results.
7	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.

V	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.
V	Put in place a strategy to ensure a barrier-free workplace.
V	Undertook initiatives to increase representation where gaps in representation were found.
V	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
	Other (please describe):
Opera	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ation's activities during the period between the first/previous and subsequent/current compliance nent.
	Impact of economic and industrial conditions on the organization.
	Any reorganization or other corporate structural changes.
	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).							
V	Other.							
A 1 10								
	provide any additional information (optional):							

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Les Entreprises Fervel Inc.
Primary Location: Saint-Laurent (Québec)
Number of Employees: 219
Organization Overview: NAICS 5617 – Services to Buildings and Dwellings Les Entreprises Fervel Inc. offers building cleaning and maintenance services.

Key Dates – First Year Assessment

Initiated: 2016-09-23 Received: 2016-12-15 Closed: 2017-01-12 Workforce Analysis: 2016-12-15

Key Dates – Subsequent Assessment

Initiated: 2018-09-22 Received: 2018-11-05 Workforce Analysis: 2018-11-02

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:

\boxtimes	Yes		No
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Comments: None

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

\boxtimes	Ves	П	No
	1 - >	1 1	131

Comments: None

ASSESSMENT OF REASONABLE PROGRESS

The organization established goals in numbers and not in percentages during the previous assessment.

Women

05	Supervisors	Goal not met (0% achieved)
13	Other Sales & Service Personnel	Goal met at 1675%

Assessment/Observations

• EEOG 05: There were two new entrants and none were women. This is to be expected given the labour market availability (LMA) of 27.4%.

Aboriginal Peoples

Assessment/Observations

There were no gaps.

Persons with Disabilities

13	Other Sales & Service Personnel	Goal not met (0% achieved)
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Assessment/Observations

There were 439 new entrants and none were Aboriginal persons. With an availability rate of 6.3%, at least 27 would have been expected.

Members of Visible Minorities

05	Supervisors	Goal met at 200%
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Assessment/Observations

None.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
 - The organization set four goals and achieved two. This equals 50% of goals met, which does not meet the 80% threshold necessary to demonstrate reasonable efforts.
 - In one instance the goal was not met given that the organisation did not see sufficient new entrants.
 - In one instance where goal was not met, there were sufficient new entrants to expect reasonable progress. The employer explained that they are in the situation of having to hire people available without having a real power of selection given that this industry is characterised by chronic shortage of workers and high turnover.

An assessment of reasonable effort form was submitted and shows that Les Entreprises Fervel Inc. made all the required measures and other specific measures to implement the Federal Contractors Program.

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			
5		Gap	Short- term	Long- term	Representation	LMA
Employ	Employment Equity Occupational Group (EEOG)		(1 to 3	(+3		
			years)	years)		
#	Description	#	%	%	%	%
05	Supervisors	-1	50.0	50.0	25.0	50.8
07	Admin & Senior Clerical Personnel	-1	-	-	50.0	80.8
13	Other Sales & Service Personnel	-37	50.0	50.0	33.3	51.1

Observations:

EEOG 07: Short and long-term goals are not required given that the current representation is 50%.

Aboriginal Peoples

	Workforce Analysis Results		Goals			
	Employment Equity Occupational Group (EEOG)		Short-	Long-	Representation	LMA
Empley			term	term		
Embio			(1 to 3	(+3		
			years)	years)		
#	Description	#	%	%	%	%
13	Other Sales & Service Personnel	-2	0.8	0.8	0.0	0.8

Observations: None.

Members of Visible Minorities

Observations:

No gaps revealed in the workforce analysis.

Persons with Disabilities

Workforce Analysis Results			Goals			
			Short- term	Long- term	Representation	LMA
Employ	Employment Equity Occupational Group (EEOG)		(1 to 3	(+3		
			years)	years)		
#	Description	#	%	%	%	%
05	Supervisors	-1	13.9	13.9	0.0	13.9
13	Other Sales & Service Personnel	-13	6.3	6.3	0.0	6.3

Observations: None.

RECOMMENDATION

I recommend that the employer be found:

 \boxtimes in compliance \square 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:

- Fervel Enterprises Inc. met 50% of the objectives set during the first evaluation. We encourage you to continue your efforts to put in place hiring measures and practices that encourage the recruitment of designated group members.
- We have noted a very high turnover rate in Occupational Category 13 Other Skilled Manual Workers. It may be beneficial for your organization to conduct exit interviews when employees in this category are terminated. This could help the organization identify barriers or obstacles that may prevent the retention of employees in this occupational category.

Name of Analyst: Maurice N. Yakibonge

Date: 2018-12-05

From: Yakibonge, Ntambwe N [NC]

Sent: January 11 2019 10:37

To: "info@fervel.ca

Cc: 'danita.lopes@fervel.ca

Subject: Government of Canada Agreement Number: 10000089– Notification of Compliance with

the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Danita Lopes:

I am writing to inform you that the subsequent compliance assessment initiated on September 22, 2018, has been completed. As a result of the assessment, Les Entreprises Fervel Inc. has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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 Les Entreprises Fervel Inc.'s employment equity program.

- Les Enterprises Fervel Inc. met 50% of the objectives set in the first assessment. We encourage you to continue your efforts to put in place hiring measures and practices that encourage the recruitment of designated group members.
- We noted a very high turnover rate in Occupational Category 13 Other Skilled Manual Workers.
 It may be beneficial for your organization to conduct exit interviews when employees in this
 category are terminated. This could help the organization identify any barriers or obstacles that
 may prevent the retention of employees in this occupational category.

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 September 22, 2021. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

When Les Enterprises Fervel Inc. 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, Les Enterprises Fervel Inc. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

- the implementation of initiatives to foster a diverse and inclusive workplace;
- measures to remove employment barriers;



- tailored programs to attract and retain designated group members in areas where they are underrepresented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish Les Enterprises Fervel 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!