



s.19(1)

s.24(1)

Labour Program
Federal Contractors Program

Agreement to Implement Employment Equity

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Logistik Unicorp	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° 4141	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 185 To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02l-eng.htm

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

HEAD OFFICE			
Address (building number, street, suite, etc.) 820, chemin du Grand Bernier Nord	City St-jean-sur-richelieu	Province Qc	Postal Code J2W 0A6
	Telephone Number 450-349-9711	Fax Number 514-906-6663	

EMPLOYMENT EQUITY CONTACT	
Name (print) Dominique Duchesne	Title Director of Human Resources
Telephone Number 450-349-9711 x3	E-mail Address dominique_duchesne@logistikunicorp.com

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

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) Martin Duclos	Title Director of Operations
Telephone Number 450-349-9711	E-mail Address martin_duclos@logistikunicorp.com
S [REDACTED]	Date 2014-04-10

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



Logistik Unicorp Inc. (Certificate # V050572)

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION

Period covered by this report: 2018-08-08

EX-101 (REV. 11/13)

Geographic regions

(INDICATE THE NUMBER OF EMPLOYEES IN EACH REGION).

	Province				Census Metropolitan Area	
	Permanent full time	Permanent part-time	Temporary	Total number of employees		
Ontario	1	0	0	1	Montreal	249
Quebec	249	0	0	249	Toronto	1
Total number of employees in Canada				250	Total number of employees in Canada	250



FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / National

Reporting period 2015-11-30 to 2018-08-08

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Management Upper value: \$100,000 and over Lower value: \$100,000 and over	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Middle management and other directors Upper value: \$100,000 and over Lower value: \$65,000 - \$69,999	4	1	1										
	3	1	1										
	2	1	1										
	1	17	12	5							2	2	
	Total	20	15	5							2	2	
Professionals Upper value: \$100,000 and over Lower value: \$35,000 - \$39,999	4	1	1										
	3	1	1										
	2	6	2	4							1		1
	1	11	6	5									
	Total	19	10	9							1		1
Semi-professional and technical staff Upper value: \$100,000 and over Lower value: \$30,000 - \$34,999	4	2	2								1	1	
	3	3	1	2									
	2	13	1	12							3	1	2
	1	26	4	22							2	2	
	Total	44	8	36							6	4	2

Logistik Unicorp Inc. (Certificate # V050572)

Form 2 A

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / National

Reporting period 2015-11-30 to 2018-08-08

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors	4	1		1									
Upper value: \$95,000 - \$99,999	3	1		1									
Lower value: \$40,000 - \$44,999	2	1		1									
	1	6	2	4									
Total		9	2	7									
Foremen	4	3	2	1							1	1	
Upper value: \$75,000 - \$79,999	3												
Lower value: \$45,000 - \$49,999	2												
	1	2	1	1									
Total		5	3	2							1	1	
Administrative and main office staff	4	1	1										
Upper value: \$80,000 - \$84,999	3	8	2	6									
Lower value: \$20,000 - \$24,999	2	12	2	10							2	1	1
	1	1		1									
Total		22	5	17							2	1	1
Specialized sales and service personnel	4	1	1										
Upper value: \$50,000 - \$54,999	3	1	1										
Lower value: \$25,000 - \$29,999	2												
	1	2		2									
Total		4	2	2									

Logistik Unicorp Inc. (Certificate # V050572)

Form 2 A

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / National

Reporting period 2015-11-30 to 2018-08-08

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Skilled workers and artisans Upper value: \$30,000 - \$34,999 Lower value: \$30,000 - \$34,999	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Clerical staff Upper value: \$50,000 - \$54,999 Lower value: \$30,000 - \$34,999	4	2		2									
	3												
	2	4		4							1		1
	1	5		5									
	Total	11		11							1		1
Intermediate sales and service personnel Upper value: \$60,000 - \$64,999 Lower value: \$25,000 - \$29,999	4	2	1	1									
	3	3		3									
	2	4	1	3							1	1	
	1	20	3	17							2		2
	Total	29	5	24							3	1	2
Skilled Manual Workers Upper value: \$50,000 - \$54,999 Lower value: \$25,000 - \$29,999	4	2	1	1									
	3	12	5	7									
	2	22	10	12				2	2		1	1	
	1	34	13	21				1		1	2	2	
	Total	70	29	41				3	2	1	3	3	

Logistik Unicorp Inc. (Certificate # V050572)

Form 2 A

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / National

Reporting period 2015-11-30 to 2018-08-08

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Other sales and service personnel Upper value: \$45,000 - \$49,999 Lower value: \$25,000 - \$29,999	4	1	1										
	3	1	1										
	2	1		1				1		1			
	1	4	2	2									
	Total	7	4	3				1		1			
Other manual workers Upper value: \$25,000 - \$29,999 Lower value: \$20,000 - \$24,999	4	2	1	1									
	3												
	2	2		2									
	1	4		4									
	Total	8	1	7									
Total number of employees		250	86	164				4	2	2	19	12	7

Logistik Unicorp Inc. (Certificate # V050572)

Form 2 A

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / Ontario

Reporting period 2015-11-30 to 2018-08-08

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Skilled Manual Workers Upper value: \$30,000 - \$34,999 Lower value: \$30,000 - \$34,999	4												
	3												
	2												
	1	1	1					1	1				
	Total	1	1					1	1				
Total number of employees		1	1				1	1					

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / Quebec

Reporting period 2015-11-30 to 2018-08-08

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Management Upper value: \$100,000 and over Lower value: \$100,000 and over	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Middle management and other directors Upper value: \$100,000 and over Lower value: \$65,000 - \$69,999	4	1	1										
	3	1	1										
	2	1	1										
	1	17	12	5							2	2	
	Total	20	15	5							2	2	
Professionals Upper value: \$100,000 and over Lower value: \$35,000 - \$39,999	4	1	1										
	3	1	1										
	2	6	2	4							1		1
	1	11	6	5									
	Total	19	10	9							1		1
Semi-professional and technical staff Upper value: \$100,000 and over Lower value: \$30,000 - \$34,999	4	2	2								1	1	
	3	3	1	2									
	2	13	1	12							3	1	2
	1	26	4	22							2	2	
	Total	44	8	36							6	4	2

Logistik Unicorp Inc. (Certificate # V050572)

Form 2 A

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / Quebec

Reporting period 2015-11-30 to 2018-08-08

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Upper value: \$95,000 - \$99,999 Lower value: \$40,000 - \$44,999	4	1		1									
	3	1		1									
	2	1		1									
	1	6	2	4									
	Total	9	2	7									
Foremen Upper value: \$75,000 - \$79,999 Lower value: \$45,000 - \$49,999	4	3	2	1							1	1	
	3												
	2												
	1	2	1	1									
	Total	5	3	2							1	1	
Administrative and main office staff Upper value: \$80,000 - \$84,999 Lower value: \$20,000 - \$24,999	4	1	1										
	3	8	2	6									
	2	12	2	10							2	1	1
	1	1		1									
	Total	22	5	17							2	1	1
Specialized sales and service personnel Upper value: \$50,000 - \$54,999 Lower value: \$25,000 - \$29,999	4	1	1										
	3	1	1										
	2												
	1	2		2									
	Total	4	2	2									

Logistik Unicorp Inc. (Certificate # V050572)

Form 2 A

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / Quebec

Reporting period 2015-11-30 to 2018-08-08

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Skilled workers and artisans Upper value: \$30,000 - \$34,999 Lower value: \$30,000 - \$34,999	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Clerical staff Upper value: \$50,000 - \$54,999 Lower value: \$30,000 - \$34,999	4	2		2									
	3												
	2	4		4							1		1
	1	5		5									
	Total	11		11							1		1
Intermediate sales and service personnel Upper value: \$60,000 - \$64,999 Lower value: \$25,000 - \$29,999	4	2	1	1									
	3	3		3									
	2	4	1	3							1	1	
	1	20	3	17							2		2
	Total	29	5	24							3	1	2
Skilled Manual Workers Upper value: \$50,000 - \$54,999 Lower value: \$25,000 - \$29,999	4	2	1	1									
	3	12	5	7									
	2	21	9	12				1	1		1	1	
	1	34	13	21				1		1	2	2	
	Total	69	28	41				2	1	1	3	3	

Logistik Unicorp Inc. (Certificate # V050572)

Form 2 A

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / Quebec

Reporting period 2015-11-30 to 2018-08-08

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Other sales and service personnel Upper value: \$45,000 - \$49,999 Lower value: \$25,000 - \$29,999	4	1	1										
	3	1	1										
	2	1		1				1		1			
	1	4	2	2									
	Total	7	4	3				1		1			
Other manual workers Upper value: \$25,000 - \$29,999 Lower value: \$20,000 - \$24,999	4	2	1	1									
	3												
	2	2		2									
	1	4		4									
	Total	8	1	7									
Total number of employees		249	85	164				3	1	2	19	12	7



FEDERAL CONTRACT PROGRAMS: EMPLOYEE PROFILE

Full time / National

Reporting period 2015-11-30 to 2018-08-08

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
20 000 \$ - 24 999 \$	5		5									
25 000 \$ - 29 999 \$	46	12	34				1		1	4	2	2
30 000 \$ - 34 999 \$	33	12	21				2	1	1	1	1	
35 000 \$ - 37 499 \$	23	7	16				1	1				
37 500 \$ - 39 999 \$	16	4	12									
40 000 \$ - 44 999 \$	22	8	14							3	2	1
45 000 \$ - 49 999 \$	22	7	15							1	1	
50 000 \$ - 59 999 \$	31	7	24							5	2	3
60 000 \$ - 69 999 \$	15	4	11									
70 000 \$ - 84 999 \$	14	8	6							3	2	1
85 000 \$ - 99 999 \$	8	5	3							1	1	
100,000 and more	15	12	3							1	1	
Total number of employees	250	86	164				4	2	2	19	12	7

Logistik Unicorp Inc. (Certificate # V050572)

Form 3 A

FEDERAL CONTRACT PROGRAMS: EMPLOYEE PROFILE

Full time / Ontario

Reporting period 2015-11-30 to 2018-08-08

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
30 000 \$ - 34 999 \$	1	1					1	1				
Total number of employees	1	1					1	1				

Logistik Unicorp Inc. (Certificate # V050572)

Form 3 A

FEDERAL CONTRACT PROGRAMS: EMPLOYEE PROFILE

Full time / Quebec

Reporting period 2015-11-30 to 2018-08-08

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
20 000 \$ - 24 999 \$	5		5									
25 000 \$ - 29 999 \$	46	12	34				1		1	4	2	2
30 000 \$ - 34 999 \$	32	11	21				1		1	1	1	
35 000 \$ - 37 499 \$	23	7	16				1	1				
37 500 \$ - 39 999 \$	16	4	12									
40 000 \$ - 44 999 \$	22	8	14							3	2	1
45 000 \$ - 49 999 \$	22	7	15							1	1	
50 000 \$ - 59 999 \$	31	7	24							5	2	3
60 000 \$ - 69 999 \$	15	4	11									
70 000 \$ - 84 999 \$	14	8	6							3	2	1
85 000 \$ - 99 999 \$	8	5	3							1	1	
100,000 and more	15	12	3							1	1	
Total number of employees	249	85	164				3	1	2	19	12	7

Logistik Unicorp Inc. (Certificate # V050572)

FEDERAL CONTRACT PROGRAMS: RECRUITMENTS

Full time / Quebec

Reporting period 2015-11-30 to 2018-08-08

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	2	1	1									
Professionals	1	1										
Semi-professional and technical staff	29	2	27							4	2	2
Supervisors	6	1	5									
Foremen	3	2	1							1	1	
Administrative and main office staff	12	2	10							1		1
Clerical staff	5		5							1		1
Intermediate sales and service personnel	10	2	8							3	1	2
Skilled Manual Workers	18	11	7							2	1	1
Other sales and service personnel	2	1	1									
Other manual workers	3	1	2									
Total number of employees hired	91	24	67							12	5	7

Logistik Unicorp Inc. (Certificate # V050572)

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS

Full time / Quebec

~~Reporting period 2015-11-30 to 2016-06-30~~

Occupational Category	Promoted employees (employees promoted during the year should be reported only in the occupational groups in which or to which they were last promoted.)											
	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	1	1										
Semi-professional and technical staff	1		1									
Supervisors	1		1									
Total number of employees promoted	3	1	2									
Total number of promotions	3	1	2									

CONTRACT PROGRAMS: CEASES OF EMPLOYMENT

Full time / Quebec

Reporting period 2015-11-30 to 2018-08-08

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Management	1	1										
Middle management and other directors	2		2									
Semi-professional and technical staff	10	4	6							1	1	
Supervisors	2	1	1									
Administrative and main office staff	3	2	1									
Clerical staff	1		1									
Intermediate sales and service personnel	2	2								1	1	
Skilled Manual Workers	18	11	7							4	3	1
Other sales and service personnel	1		1									
Other manual workers	3		3							2		2
Total number of employees whose employment was terminated	43	21	22							8	5	3

Workplace Equity Information Management System - Logistik Unicorp Inc.
 Default Workforce Analysis System - Detailed Report
 Date: 2018-08-08

Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Availability		Difference #	Place of recruitment
			#	%	%	#		
01: Senior Management	National	1	0	0.0 %	27.4 %	0	0	National
02: Middle and Other Managers	National	20	5	25.0 %	38.9 %	8	-3	National
03: Professionals		19	9	47.4 %	34.9 %	7	2	
1111: Auditors and Accountants	National	2	0	0.0 %	55.1 %	1	-1	National
1112: Financial and Investment Analysts	National	1	1	100.0 %	50.1 %	1	0	National
1122: Business Management Consulting Professionals	National	4	4	100.0 %	42.0 %	2	2	National
1123: Advertising, Marketing and Public Relations Professionals	National	1	1	100.0 %	66.4 %	1	0	National
2141: Industrial and Manufacturing Engineers	National	1	1	100.0 %	17.0 %	0	1	National
2171: Analysts and consultants in computer science	National	1	0	0.0 %	28.3 %	0	0	National
2172: Database Analysts and Data Administrators	National	1	1	100.0 %	35.2 %	0	1	National
2174: Interactive Media Programmers and Developers	National	5	1	20.0 %	17.9 %	1	0	National
2175: Web National Designers and Developers	National	3	0	0.0 %	32.9 %	1	-1	National
04: Semi-professional and technical staff		44	36	81.8 %	60.2 %	26	10	
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Québec	7	5	71.4 %	26.7 %	2	3	Québec
2253: Drafting Technologists and Technicians	Québec	1	0	0.0 %	30.9 %	0	0	Québec
2281: Computer Network Technicians	Québec	2	0	0.0 %	18.5 %	0	0	Québec
2282: User support agents-Quebec		3	1	33.3 %	19.6 %	1	0	Québec
5241: Graphic Designers and Illustrators	Québec	2	2	100.0 %	47.2 %	1	1	Québec
5243: Theatre designers, fashion designers, exhibition designers and other Quebec art designers		21	20	95.2 %	75.1 %	16	4	Québec
5245: Patternmakers of textile products and leather and fur products	Québec	8	8	100.0 %	83.0 %	7	1	Québec
05: Supervisors		9	7	77.8 %	50.8 %	5	2	
Employment Equity Occupational Category	Montreal	9	7	77.8 %	50.8 %	5	2	Montreal
06: Foremen		5	2	40.0 %	38.2 %	2	0	
9217: Supervisors in Textile, Fabric, Fur and Leather Product Processing and Manufacturing		4	1	25.0 %	44.5 %	2	-1	Québec

Workplace Equity Information Management System - Logistik Unicorp Inc.

Default Workforce Analysis System - Detailed Report

Date: 2018-08-08

Women

Employment Equity Occupational Group	Location	All employees internal#	Representation		Women Availability		Differ ence#	Place of recruitment
			#	%	%	#		
9225: NOC 2006 - Supervisors, Fabric, Leather and Furriers, Fabric, Leather and Fur Products Manufacturing	Quebec	1	100.0%	13.2%	0	1	Quebec	
07: Administrative and Senior Clerical Staff		22	17	77.3%	18	-1		
Employment Equity Occupational Group	Montreal	22	17	77.3%	18	-1	Montreal	
08: Specialized sales and service personnel		4	2	50.0%	2	0		
6322: Cooks	Quebec	1	0	0.0%	0	0	Quebec	
6342: Tailors, dressmakers, furriers and milliners	Quebec	2	2	100.0%	2	0	Quebec	
6343: Shoemakers and shoe manufacturers	Quebec	1	0	0.0%	0	0	Quebec	
09: Skilled workers and artisans		1	0	0.0%	0	0		
7342: NOC 2006 - Tailors, Dressmakers, Furriers and Milliners	Quebec	1	0	0.0%	0	0	Quebec	
10: Office staff		11	11	100.0%	7	4		
Employment Equity Occupational Group	Montreal	11	11	100.0%	7	4	Montreal	
11: Intermediate sales and service personnel		29	24	82.8%	18	6		
Employment Equity Occupational Group	Montreal	29	24	82.8%	18	6	Montreal	
12: Skilled Manual Workers		70	41	58.6%	13	28		
Employment Equity Occupational Group	Montreal	69	41	59.4%	13	28	Montreal	
Employment Equity Occupational Group	Toronto	1	0	0.0%	0	0	Toronto	
13: Other sales and service personnel		7	3	42.9%	4	-1		
Employment Equity Occupational Group	Montreal	7	3	42.9%	4	-1	Montreal	
14: Other manual workers		8	7	87.5%	2	5		
Employment Equity Occupational Group	Montreal	8	7	87.5%	2	5	Montreal	
Total		250	164	65.6%	112	52		

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

Sources: 2011 National Household Survey and internal employer data

Workplace Equity Information Management System - Logistik Unicorp Inc.

Default Workforce Analysis System - Detailed Report

Date: 2018-08-08

Aboriginal

Employment Equity Occupational Group	Internal location	All employees #	Aboriginal		Availability %	Differ ence #	Place of recruitment	
			Representation #	%				
01: Senior Management	National	1	0	0.0%	2.9%	0	0	National
02: Middle and Other Managers	National	20	0	0.0%	2.2%	0	0	National
03: Professionals		19	0	0.0%	1.3%	0	0	
1111: Auditors and Accountants	National	2	0	0.0%	1.3%	0	0	National
1112: Financial and Investment Analysts	National	1	0	0.0%	0.9%	0	0	National
1122: Business Management Consulting Professionals	National	4	0	0.0%	1.6%	0	0	National
1123: Advertising, Marketing and Public Relations Professionals	National	1	0	0.0%	2.1%	0	0	National
2141: Industrial and Manufacturing Engineers	National	1	0	0.0%	0.8%	0	0	National
2171 : Analysts and consultants in computer science	National	1	0	0.0%	1.1%	0	0	National
2172: Database Analysts and Data Administrators	National	1	0	0.0%	1.3%	0	0	National
2174: Interactive Media Programmers and Developers	National	5	0	0.0%	1.0%	0	0	National
2175: Web	National Designers and Developers	3	0	0.0%	1.5%	0	0	National
04: Semi-professional and technical staff		44	0	0.0%	0.7%	0	0	
2233 : Industrial and Manufacturing Engineering Technologists and Technicians	Québec	7	0	0.0%	1.4%	0	0	Québec
2253 : Drafting Technologists and Technicians	Québec	1	0	0.0%	1.1%	0	0	Québec
2281 : Computer Network Technicians	Québec	2	0	0.0%	1.1%	0	0	Québec
2282 : User support agents-	Quebec	3	0	0.0%	1.3%	0	0	Quebec
5241 : Graphic Designers and Illustrators	Québec	2	0	0.0%	1.2%	0	0	Quebec
5243: Theatre designers, fashion designers, exhibition designers and other Quebec art designers		21	0	0.0%	0.5%	0	0	Quebec
5245: Patternmakers of textile products and leather and fur products	Québec	8	0	0.0%	0.0%	0	0	Quebec
05: Supervisors		9	0	0.0%	0.8%	0	0	
Employment Equity Occupational Category	Montreal	9	0	0.0%	0.8%	0	0	Montreal
06 : Foremen		5	0	0.0%	0.3%	0	0	
9217: Supervisors in Textile, Fabric, Fur and Leather Product Processing and Manufacturing		4	0	0.0%	0.0%	0	0	Quebec

Workplace Equity Information Management System - Logistik Unicorp Inc.

Default Workforce Analysis System - Detailed Report

Date: 2018-08-08

Aboriginal

Employment Equity Occupational Group	Location	All employees internal#	Aboriginal		Availability %	Differ ence#	Place of recruitment	
			Representation #	%				
9225: NOC 2006 - Supervisors, Fabric, Leather and Furriers, Fabric, Leather and Fur Products Manufacturing		Quebec1	0	0.0%	1.4%	0	0	Quebec
07: Administrative and Senior Clerical Staff		22	0	0.0%	0.7%	0	0	
Employment Equity Occupational Group		Montreal22	0	0.0%	0.7%	0	0	Montreal
08: Specialized sales and service personnel		4	0	0.0%	1.8%	0	0	
6322: Cooks		Quebec1	0	0.0%	2.1%	0	0	Quebec
6342 : Tailors, dressmakers, furriers and milliners		Quebec2	0	0.0%	0.8%	0	0	Quebec
6343 : Shoemakers and shoe manufacturers		Quebec1	0	0.0%	3.6%	0	0	Quebec
09: Skilled workers and artisans		1	0	0.0%	2.0%	0	0	
7342: NOC 2006 - Tailors, Dressmakers, Furriers and Milliners		Quebec1	0	0.0%	2.0%	0	0	Quebec
10 : Office staff		11	0	0.0%	0.8%	0	0	
Employment Equity Occupational Group		Montreal11	0	0.0%	0.8%	0	0	Montreal
11: Intermediate sales and service personnel		29	0	0.0%	0.9%	0	0	
Employment Equity Occupational Group		Montreal29	0	0.0%	0.9%	0	0	Montreal
12: Skilled Manual Workers		70	0	0.0%	0.9%	1	-1	
Employment Equity Occupational Group		Montreal69	0	0.0%	0.9%	1	-1	Montreal
Employment Equity Occupational Group		Toronto1	0	0.0%	0.7%	0	0	Toronto
13: Other sales and service personnel		7	0	0.0%	0.8%	0	0	
Employment Equity Occupational Group		Montreal7	0	0.0%	0.8%	0	0	Montreal
14: Other manual workers		8	0	0.0%	0.8%	0	0	
Employment Equity Occupational Group		Montreal8	0	0.0%	0.8%	0	0	Montreal
Total		250	0	0.0%	1.0%	1	-1	

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

Sources: 2011 National Household Survey and internal employer data

Workplace Equity Information Management System - Logistik Unicorp Inc.

Default Workforce Analysis System - Detailed Report

Date: 2018-08-08

Members of Visible Minorities

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Differ ence #	Place of recruitment
			Representation #	Availability %	Representation %	Availability %		
01: Senior Management	National	1	0	0.0%	10.1%	0	0	National
02: Middle and Other Managers	National	20	2	10.0%	15.0%	3	-1	National
03: Professionals		19	1	5.3%	27.1%	5	-4	
1111: Auditors and Accountants	National	2	0	0.0%	27.5%	1	-1	National
1112: Financial and Investment Analysts	National	1	0	0.0%	35.4%	0	0	National
1122: Business Management Consulting Professionals	National	4	0	0.0%	21.6%	1	-1	National
1123: Advertising, Marketing and Public Relations Professionals	National	1	0	0.0%	16.9%	0	0	National
2141: Industrial and Manufacturing Engineers	National	1	0	0.0%	31.5%	0	0	National
2171 : Analysts and consultants in computer science	National	1	0	0.0%	31.4%	0	0	National
2172: Database Analysts and Data Administrators	National	1	0	0.0%	32.3%	0	0	National
2174: Interactive Media Programmers and Developers	National	5	1	20.0%	31.5%	2	-1	National
2175: Web National Designers and Developers		3	0	0.0%	22.8%	1	-1	National
04: Semi-professional and technical staff		44	6	13.6%	14.2%	6	0	
2233 : Industrial and Manufacturing Engineering Technologists and Technicians	Québec	7	1	14.3%	12.3%	1	0	Québec
2253 : Drafting Technologists and Technicians	Québec	1	1	100.0%	7.7%	0	1	Québec
2281 : Computer Network Technicians	Québec	2	1	50.0%	13.1%	0	1	Québec
2282 : User support agents-Quebec		3	1	33.3%	18.2%	1	0	Québec
5241 : Graphic Designers and Illustrators	Québec	2	0	0.0%	11.2%	0	0	Québec
5243: Theatre designers, fashion designers, exhibition designers and other Quebec art designers		21	1	4.8%	14.9%	3	-2	Québec
5245: Patternmakers of textile products and leather and fur products	Québec	8	1	12.5%	14.3%	1	0	Québec
05: Supervisors		9	0	0.0%	16.7%	2	-2	
Employment Equity Occupational Category	Montreal	9	0	0.0%	16.7%	2	-2	Montreal
06 : Foremen		5	1	20.0%	19.3%	1	0	
9217: Supervisors in Textile, Fabric, Fur and Leather Product Processing and Manufacturing		4	1	25.0%	22.9%	1	0	Québec

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Members of Visible Minorities

Employment Equity Occupational Group	Location	All employees internal#	Members of Visible Minorities				Differ ence#	Place of recruitment
			Representation #	Availability %	Availability %	#		
9225: NOC 2006 - Supervisors, Fabric, Leather and Furriers, Fabric, Leather and Fur Products Manufacturing	Quebec	1	0	0.0%	4.8%	0	0	Quebec
07: Administrative and Senior Clerical Staff		22	2	9.1%	12.2%	3	-1	
Employment Equity Occupational Group	Montreal	22	2	9.1%	12.2%	3	-1	Montreal
08: Specialized sales and service personnel		4	0	0.0%	18.6%	1	-1	
6322: Cooks	Quebec	1	0	0.0%	16.4%	0	0	Quebec
6342 : Tailors, dressmakers, furriers and milliners	Quebec	2	0	0.0%	23.5%	0	0	Quebec
6343 : Shoemakers and shoe manufacturers	Quebec	1	0	0.0%	10.9%	0	0	Quebec
09: Skilled workers and artisans		1	0	0.0%	4.7%	0	0	
7342: NOC 2006 - Tailors, Dressmakers, Furriers and Milliners	Quebec	1	0	0.0%	4.7%	0	0	Quebec
10 : Office staff		11	1	9.1%	17.4%	2	-1	
Employment Equity Occupational Group	Montreal	11	1	9.1%	17.4%	2	-1	Montreal
11: Intermediate sales and service personnel		29	3	10.3%	22.2%	6	-3	
Employment Equity Occupational Group	Montreal	29	3	10.3%	22.2%	6	-3	Montreal
12: Skilled Manual Workers		70	3	4.3%	23.2%	16	-13	
Employment Equity Occupational Group	Montreal	69	3	4.3%	22.7%	16	-13	Montreal
Employment Equity Occupational Group	Toronto	1	0	0.0%	57.5%	1	-1	Toronto
13: Other sales and service personnel		7	0	0.0%	24.3%	2	-2	
Employment Equity Occupational Group	Montreal	7	0	0.0%	24.3%	2	-2	Montreal
14: Other manual workers		8	0	0.0%	22.1%	2	-2	
Employment Equity Occupational Group	Montreal	8	0	0.0%	22.1%	2	-2	Montreal
Total		250	19	7.6%	19.4%	49	-30	

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

Sources: 2011 National Household Survey and internal employer data

Workplace Equity Information Management System - Logistik Unicorp Inc.

Default Workforce Analysis System - Detailed Report

Date: 2018-08-08

Persons with disabilities

Employment Equity Occupational Group	Internal location	All employees #	Persons with disabilities				Differ ence	Place of recruitment
			Representation #	Availability %	Availability %	#		
01/02 : Executives	National	21	0	0.0%	4.3%	1	-1	National
03: Professionals	National	19	0	0.0%	3.8%	1	-1	National
04: Semi-professional and technical staff	National	44	0	0.0%	4.6%	2	-2	National
05: Supervisors	National	9	0	0.0%	13.9%	1	-1	National
06 : Foremen	National	5	0	0.0%	7.8%	0	0	National
07: Administrative and Senior Clerical Staff	National	22	0	0.0%	3.4%	1	-1	National
08: Specialized sales and service personnel	National	4	0	0.0%	3.5%	0	0	National
09: Skilled workers and artisans	National	1	0	0.0%	3.8%	0	0	National
10 : Office staff	National	11	0	0.0%	7.0%	1	-1	National
11: Intermediate sales and service personnel	National	29	0	0.0%	5.6%	2	-2	National
12: Skilled Manual Workers	National	70	3	4.3%	4.8%	3	0	National
13: Other sales and service personnel	National	7	1	14.3%	6.3%	0	1	National
14: Other manual workers	National	8	0	0.0%	5.3%	0	0	National
Total		250	4	1.6 %	5.1 %	12	-8	

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

Sources: 2012 Canadian Disability Survey and internal employer data



Workplace Equity Information Management System - Logistik Unicorp Inc.

Default Workforce Analysis System - Detailed Report

Date: 2018-08-08

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

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



Workplace Equity Information Management System - Logistik Unicorp Inc.

Default Workforce Analysis System - Detailed Report

Date: 2018-08-08

Default Data for Workforce Analysis - Persons with Disabilities

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



Workplace Equity Information Management System - Logistik Unicorp Inc.
Default Workforce Analysis System - Summary Report
 Date: 2018-08-08

Women

Employment Equity Occupational Group	All employees #	Representation		Women Availability		Difference #
		#	%	%	#	
01: Senior Management	1	0	0.0 %	27.4 %	0	0
02: Middle management and other directors	20	5	25.0 %	38.9 %	8	-3
03: Professionals	19	9	47.4 %	34.9 %	7	2
04: Semi-professional and technical staff	44	36	81.8 %	60.2 %	26	10
05: Supervisors	9	7	77.8 %	50.8 %	5	2
06 : Foremen	5	2	40.0 %	38.2 %	2	0
07: Administrative and Senior Clerical Staff	22	17	77.3 %	80.8 %	18	-1
08: Specialized sales and service personnel	4	2	50.0 %	59.6 %	2	0
09: Skilled workers and artisans	1	0	0.0 %	3.6 %	0	0
10 : Office staff	11	11	100.0 %	62.5 %	7	4
11: Intermediate sales and service personnel	29	24	82.8 %	61.8 %	18	6
12: Skilled Manual Workers	70	41	58.6 %	18.5 %	13	28
13: Other sales and service personnel	7	3	42.9 %	51.1 %	4	-1
14: Other manual workers	8	7	87.5 %	23.8 %	2	5
Total	250	164	65.6 %	44.4 %	112	52

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

Workplace Equity Information Management System - Logistik Unicorp Inc.

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Aboriginal

Employment Equity Occupational Group	All employees #	Aboriginal Representation		Aboriginal Availability		Difference #
		#	%	%	#	
01: Senior Management	1	0	0.0%	2.9%	0	0
02: Middle management and other directors	20	0	0.0%	2.2%	0	0
03: Professionals	19	0	0.0%	1.3%	0	0
04: Semi-professional and technical staff	44	0	0.0%	0.7%	0	0
05: Supervisors	9	0	0.0%	0.8%	0	0
06 : Foremen	5	0	0.0%	0.3%	0	0
07: Administrative and Senior Clerical Staff	22	0	0.0%	0.7%	0	0
08: Specialized sales and service personnel	4	0	0.0%	1.8%	0	0
09: Skilled workers and artisans	1	0	0.0%	2.0%	0	0
10 : Office staff	11	0	0.0%	0.8%	0	0
11: Intermediate sales and service personnel	29	0	0.0%	0.9%	0	0
12: Skilled Manual Workers	70	0	0.0%	0.9%	1	-1
13: Other sales and service personnel	7	0	0.0%	0.8%	0	0
14: Other manual workers	8	0	0.0%	0.8%	0	0
Total	250	0	0.0%	1.0%	1	-1

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

Workplace Equity Information Management System - Logistik Unicorp Inc.
 Default Workforce Analysis System - Summary Report
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Members of Visible Minorities

Employment Equity Occupational Group	All employees #	Members of Visible Minorities Representation Availability				#	Difference #
		#	%	%	%		
01: Senior Management	1	0	0.0%	10.1%	0	0	
02: Middle management and other directors	20	2	10.0%	15.0%	3	-1	
03: Professionals	19	1	5.3%	27.1%	5	-4	
04: Semi-professional and technical staff	44	6	13.6%	14.2%	6	0	
05: Supervisors	9	0	0.0%	16.7%	2	-2	
06 : Foremen	5	1	20.0%	19.3%	1	0	
07: Administrative and Senior Clerical Staff	22	2	9.1%	12.2%	3	-1	
08: Specialized sales and service personnel	4	0	0.0%	18.6%	1	-1	
09: Skilled workers and artisans	1	0	0.0%	4.7%	0	0	
10 : Office staff	11	1	9.1%	17.4%	2	-1	
11: Intermediate sales and service personnel	29	3	10.3%	22.2%	6	-3	
12: Skilled Manual Workers	70	3	4.3%	23.2%	16	-13	
13: Other sales and service personnel	7	0	0.0%	24.3%	2	-2	
14: Other manual workers	8	0	0.0%	22.1%	2	-2	
Total	250	19	7.6 %	19.4 %	49	-30	

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

Workplace Equity Information Management System - Logistik Unicorp Inc.
 Default Workforce Analysis System - Summary Report
 Date: 2018-08-08

Persons with disabilities

Employment Equity Occupational Group	All employees #	Persons with disabilities				Differ ence #
		Representation #	Availability %	Availability %	Representation #	
01/02 : Executives	21	0	0.0%	4.3%	1	-1
03: Professionals	19	0	0.0%	3.8%	1	-1
04: Semi-professional and technical staff	44	0	0.0%	4.6%	2	-2
05: Supervisors	9	0	0.0%	13.9%	1	-1
06 : Foremen	5	0	0.0%	7.8%	0	0
07: Administrative and Senior Clerical Staff	22	0	0.0%	3.4%	1	-1
08: Specialized sales and service personnel	4	0	0.0%	3.5%	0	0
09: Skilled workers and artisans	1	0	0.0%	3.8%	0	0
10 : Office staff	11	0	0.0%	7.0%	1	-1
11: Intermediate sales and service personnel	29	0	0.0%	5.6%	2	-2
12: Skilled Manual Workers	70	3	4.3%	4.8%	3	0
13: Other sales and service personnel	7	1	14.3%	6.3%	0	1
14: Other manual workers	8	0	0.0%	5.3%	0	0
Total	250	4	1.6 %	5.1 %	12	-8

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



Workplace Equity Information Management System - Logistik Unicorp Inc.

Default Workforce Analysis System - Summary Report

Date: 2018-08-08

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

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

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Logistik Unicorp
2018-08-08

Data from First/Previous Workforce Analysis
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Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	11	30

Data from Subsequent/Current Workforce Analysis
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↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	08	08

Employment Equity Occupational Group (EEOG)		Table 1: Women		
		First/Previous Workforce Analysis		
		All Employees	Women	
			Representation	Availability*
#	#	%		
01	Senior Managers	2	0	27.4
02	Middle & Other Managers	18	5	38.9
03	Professionals	17	8	35.5
04	Semi-Professionals & Technicians	27	16	55.6
05	Supervisors	5	2	50.8
06	Supervisors: Crafts & Trades	2	1	28.9
07	Administrative & Senior Clerical Personnel	12	7	80.8
08	Skilled Sales & Service Personnel	5	3	64.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	10	9	62.5
11	Intermediate Sales & Service Personnel	20	16	61.8
12	Semi-Skilled Manual Workers	69	40	18.5
13	Other Sales & Service Personnel	6	3	51.1
14	Other Manual Workers	8	8	23.8
Total		201	118	40.3

		Table 5: Women		
		Subsequent/Current Workforce Analysis		
		All Employees	Women	
			Representation	Availability*
#	#	%		
	1	0	27.4	
	20	5	38.9	
	19	9	34.9	
	44	36	60.2	
	9	7	50.8	
	5	2	38.2	
	22	17	80.8	
	4	2	59.6	
	1	0	3.6	
	11	11	62.5	
	29	24	61.8	
	70	41	18.5	
	7	3	51.1	
	8	7	23.8	
	250	164	44.4	

* Source:
2011 National Household Survey

* Source:
2011 National Household Survey

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Logistik Unicorp
2018-08-08

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	11	30

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	08	08

Employment Equity Occupational Group (EEOG)		Table 2: Aboriginal Peoples		
		First/Previous Workforce Analysis		
		All Employees	Aboriginal Peoples	
		#	Representation	Availability*
01	Senior Managers	2	0	2.9
02	Middle & Other Managers	18	0	2.2
03	Professionals	17	0	1.3
04	Semi-Professionals & Technicians	27	0	0.7
05	Supervisors	5	0	0.8
06	Supervisors: Crafts & Trades	2	0	0.7
07	Administrative & Senior Clerical Personnel	12	0	0.7
08	Skilled Sales & Service Personnel	5	0	1.6
09	Skilled Crafts & Trades Workers	0	0	0.8
10	Clerical Personnel	10	0	0.9
11	Intermediate Sales & Service Personnel	20	0	0.9
12	Semi-Skilled Manual Workers	69	0	0.9
13	Other Sales & Service Personnel	6	0	0.8
14	Other Manual Workers	8	0	0.8
Total		201	0	0.0

Employment Equity Occupational Group (EEOG)		Table 6: Aboriginal Peoples		
		Subsequent/Current Workforce Analysis		
		All Employees	Aboriginal Peoples	
		#	Representation	Availability*
01	Senior Managers	1	0	2.9
02	Middle & Other Managers	20	0	2.2
03	Professionals	19	0	1.3
04	Semi-Professionals & Technicians	44	0	0.7
05	Supervisors	9	0	0.8
06	Supervisors: Crafts & Trades	5	0	0.3
07	Administrative & Senior Clerical Personnel	22	0	0.7
08	Skilled Sales & Service Personnel	4	0	1.8
09	Skilled Crafts & Trades Workers	1	0	2.0
10	Clerical Personnel	11	0	0.8
11	Intermediate Sales & Service Personnel	29	0	0.9
12	Semi-Skilled Manual Workers	70	0	0.9
13	Other Sales & Service Personnel	7	0	0.8
14	Other Manual Workers	8	0	0.8
Total		250	0	1.0

*** Source:**
2011 National Household Survey

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Logistik Unicorp

2018-08-08

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	11	30

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	08	08

Table 3: Members of Visible Minorities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Members of Visible Minorities	
			Representation	Availability*
		#	#	%
01	Senior Managers	2	0	10.1
02	Middle & Other Managers	18	2	15.0
03	Professionals	17	1	27.2
04	Semi-Professionals & Technicians	27	3	14.1
05	Supervisors	5	0	16.7
06	Supervisors: Crafts & Trades	2	0	13.9
07	Administrative & Senior Clerical Personnel	12	1	12.2
08	Skilled Sales & Service Personnel	5	0	19.6
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	10	1	17.4
11	Intermediate Sales & Service Personnel	20	0	22.2
12	Semi-Skilled Manual Workers	69	5	23.2
13	Other Sales & Service Personnel	6	0	24.3
14	Other Manual Workers	8	2	22.1
Total		201	15	20.1

Table 7: Members of Visible Minorities

Subsequent/Current Workforce Analysis

All Employees		Members of Visible Minorities	
		Representation	Availability*
#	#	%	
1	0	10.1	
20	2	15.0	
19	1	27.1	
44	6	14.2	
9	0	16.7	
5	1	19.3	
22	2	12.2	
4	0	18.6	
1	0	4.7	
11	1	17.4	
29	3	22.2	
70	3	23.2	
7	0	24.3	
8	0	22.1	
250	19	19.4	

*** Source:**

2011 National Household Survey

*** Source:**

2011 National Household Survey

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Logistik Unicorp

2018-08-08

Start Date of Flow Data		
YYYY	MM	DD
2015	11	30

End Date of Flow Data		
YYYY	MM	DD
2018	08	08

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 1: Women

Table 5: Women

Table 9: Women

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
	01 Senior Managers	2	1	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	1	0	0	0
04 Semi-Professionals & Technicians	29	27	0	0
05 Supervisors	6	5	0	0
06 Supervisors: Crafts & Trades	3	1	0	0
07 Administrative & Senior Clerical Personnel	12	10	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	5	5	0	0
11 Intermediate Sales & Service Personnel	10	8	0	0
12 Semi-Skilled Manual Workers	18	7	0	0
13 Other Sales & Service Personnel	2	1	0	0
14 Other Manual Workers	3	2	0	0
Total	91	67	0	0

Full-time / National		Part-time / National	
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
0	0	0	0
1	0	0	0
0	0	0	0
1	1	0	0
1	1	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
3	2	0	0

Full-time / National		Part-time / National	
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#
1	0	0	0
2	2	0	0
0	0	0	0
10	6	0	0
2	1	0	0
0	0	0	0
3	1	0	0
0	0	0	0
0	0	0	0
1	1	0	0
2	0	0	0
18	7	0	0
1	1	0	0
3	3	0	0
43	22	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Logistik Unicorp

2018-08-08

Start Date of Flow Data		
YYYY	MM	DD
2015	11	30

End Date of Flow Data		
YYYY	MM	DD
2018	08	08

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 2: Aboriginal Peoples

Table 6: Aboriginal Peoples

Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
	01 Senior Managers	2	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	1	0	0	0
04 Semi-Professionals & Technicians	29	0	0	0
05 Supervisors	6	0	0	0
06 Supervisors: Crafts & Trades	3	0	0	0
07 Administrative & Senior Clerical Personnel	12	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	5	0	0	0
11 Intermediate Sales & Service Personnel	10	0	0	0
12 Semi-Skilled Manual Workers	18	0	0	0
13 Other Sales & Service Personnel	2	0	0	0
14 Other Manual Workers	3	0	0	0
Total	91	0	0	0

Full-time / National		Part-time / National	
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
0	0	0	0
1	0	0	0
0	0	0	0
1	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
3	0	0	0

Full-time / National		Part-time / National	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
1	0	0	0
2	0	0	0
0	0	0	0
10	0	0	0
2	0	0	0
0	0	0	0
3	0	0	0
0	0	0	0
0	0	0	0
1	0	0	0
2	0	0	0
18	0	0	0
1	0	0	0
3	0	0	0
43	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Logistik Unicorp

2018-08-08

Start Date of Flow Data		
YYYY	MM	DD
2015	11	30

End Date of Flow Data		
YYYY	MM	DD
2018	08	08

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 3: Persons with Disabilities

Table 7: Persons with Disabilities

Table 11: Persons with Disabilities

Employment Equity Occupational Group (EOG)	Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
	01 Senior Managers	2	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	1	0	0	0
04 Semi-Professionals & Technicians	29	0	0	0
05 Supervisors	6	0	0	0
06 Supervisors: Crafts & Trades	3	0	0	0
07 Administrative & Senior Clerical Personnel	12	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	5	0	0	0
11 Intermediate Sales & Service Personnel	10	0	0	0
12 Semi-Skilled Manual Workers	18	0	0	0
13 Other Sales & Service Personnel	2	0	0	0
14 Other Manual Workers	3	0	0	0
Total	91	0	0	0

Full-time / National		Part-time / National	
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
#	#	#	#
0	0	0	0
1	0	0	0
0	0	0	0
1	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
3	0	0	0

Full-time / National		Part-time / National	
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
1	0	0	0
2	0	0	0
0	0	0	0
10	0	0	0
2	0	0	0
0	0	0	0
3	0	0	0
0	0	0	0
0	0	0	0
1	0	0	0
2	0	0	0
18	0	0	0
1	0	0	0
3	0	0	0
43	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Logistik Unicorp

2018-08-08

Start Date of Flow Data		
YYYY	MM	DD
2015	11	30

End Date of Flow Data		
YYYY	MM	DD
2018	08	08

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 4: Members of Visible Minorities

Table 8: Members of Visible Minorities

Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
	01 Senior Managers	2	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	1	0	0	0
04 Semi-Professionals & Technicians	29	4	0	0
05 Supervisors	6	0	0	0
06 Supervisors: Crafts & Trades	3	1	0	0
07 Administrative & Senior Clerical Personnel	12	1	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	5	1	0	0
11 Intermediate Sales & Service Personnel	10	3	0	0
12 Semi-Skilled Manual Workers	18	2	0	0
13 Other Sales & Service Personnel	2	0	0	0
14 Other Manual Workers	3	0	0	0
Total	91	12	0	0

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

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#
	01 Senior Managers	1	0	0
02 Middle & Other Managers	2	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	10	1	0	0
05 Supervisors	2	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	3	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	1	0	0	0
11 Intermediate Sales & Service Personnel	2	1	0	0
12 Semi-Skilled Manual Workers	18	4	0	0
13 Other Sales & Service Personnel	1	0	0	0
14 Other Manual Workers	3	2	0	0
Total	43	8	0	0

Federal Contractors Program Achievement Report

Part 3: Goals

Logistik Unicorp

2018-08-08

Data for First/Previous Goals

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

Table 1: Women

First/Previous Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Women										
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			Annually	Over 3 Years		From - To YYYY - YYYY	2015					
	2015-11-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-11-30	Annually	Over 3 Years	2015	2018	%	%	%	%	%	%	
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	#	#	%	%	
01 Senior Managers	2	-20.6%		0	66.7%		0	0	0	0.0%	0	1	0	27.4%	-1	-1	0.0%	0.0%	
02 Middle & Other Managers	18	3.6%		0	10.5%		0	0	5	0.0%	0	2	0	38.9%	-2	-2	27.8%	27.8%	
03 Professionals	17	3.8%		0	0.0%		0	0	8	0.0%	0	-2	0	35.5%	2	2	47.1%	47.1%	
04 Semi-Professionals & Tech	27	17.7%		0	28.2%		0	0	16	0.0%	0	-1	0	55.6%	1	1	59.3%	59.3%	
05 Supervisors	5	21.6%		0	28.6%		0	0	2	0.0%	0	1	0	50.8%	-1	-1	40.0%	40.0%	
06 Supervisors: Crafts & Trades	2	35.7%		0	0.0%		0	0	1	0.0%	0	0	0	28.9%	0	0	50.0%	50.0%	
07 Administrative & Sr Clerical	12	22.4%		0	17.6%		0	0	7	0.0%	0	3	0	80.8%	-3	-3	58.3%	58.3%	
08 Skilled Sales & Service	5	-7.2%		0	0.0%		0	0	3	0.0%	0	0	0	64.0%	0	0	60.0%	60.0%	
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	10	3.2%		0	9.5%		0	0	9	0.0%	0	-3	0	62.5%	3	3	90.0%	90.0%	
11 Intermediate Sales & Service	20	13.2%		0	8.2%		0	0	16	0.0%	0	-4	0	61.8%	4	4	80.0%	80.0%	
12 Semi-Skilled Manual	69	0.5%		0	25.9%		0	0	40	0.0%	0	-27	0	18.5%	27	27	58.0%	58.0%	
13 Other Sales & Service	6	5.3%		0	15.4%		0	0	3	0.0%	0	0	0	51.1%	0	0	50.0%	50.0%	
14 Other Manual Workers	8	0.0%		0	37.5%		0	0	8	0.0%	0	-6	0	23.8%	6	6	100.0%	100.0%	
Total	201	7.5%		0	19.1%		0	0	118	0.0%	0	-37	0	40.3%	37	37	58.7%	58.7%	

† 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

Employment Equity Occupational Group (EOG)	Women				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers	0	0.0	1	0.0	
02 Middle & Other Managers	3	0.0	1	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	1	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	5	0.0	2	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Logistik Unicorp

2018-08-08

14	Other Manual Workers	0	0.0	0	0.0
Total		9	0.0	4	0.0

Federal Contractors Program Achievement Report

Part 3: Goals

Logistik Unicorp

2018-08-08

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees	Aboriginal Peoples																		
		Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			Annually	Over 3 Years		From - To YYYY - YYYY	2015					
		2015-11-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-11-30	Annually	Over 3 Years	2015	2018	%	%	%	%	%		
		#	%	%	#	%	%	#	#	%	#	#	#	%	%	#	#	%	%	
01 Senior Managers	2	-20.6%		0	66.7%		0	0	0	0.0%	0	0	0	0	2.9%	0	0	0.0%	0.0%	
02 Middle & Other Managers	18	3.6%		0	10.5%		0	0	0	0.0%	0	0	0	2.2%	0	0	0.0%	0.0%		
03 Professionals	17	3.8%		0	0.0%		0	0	0	0.0%	0	0	0	1.3%	0	0	0.0%	0.0%		
04 Semi-Professionals & Tech	27	17.7%		0	28.2%		0	0	0	0.0%	0	0	0	0.7%	0	0	0.0%	0.0%		
05 Supervisors	5	21.6%		0	28.6%		0	0	0	0.0%	0	0	0	0.8%	0	0	0.0%	0.0%		
06 Supervisors: Crafts & Trades	2	35.7%		0	0.0%		0	0	0	0.0%	0	0	0	0.7%	0	0	0.0%	0.0%		
07 Administrative & Sr Clerical	12	22.4%		0	17.6%		0	0	0	0.0%	0	0	0	0.7%	0	0	0.0%	0.0%		
08 Skilled Sales & Service	5	-7.2%		0	0.0%		0	0	0	0.0%	0	0	0	1.6%	0	0	0.0%	0.0%		
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.8%	0	0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	10	3.2%		0	9.5%		0	0	0	0.0%	0	0	0	0.9%	0	0	0.0%	0.0%		
11 Intermediate Sales & Service	20	13.2%		0	8.2%		0	0	0	0.0%	0	0	0	0.9%	0	0	0.0%	0.0%		
12 Semi-Skilled Manual	69	0.5%		0	25.9%		0	0	0	0.0%	0	1	0	0.9%	-1	-1	0.0%	0.0%		
13 Other Sales & Service	6	5.3%		0	15.4%		0	0	0	0.0%	0	0	0	0.8%	0	0	0.0%	0.0%		
14 Other Manual Workers	8	0.0%		0	37.5%		0	0	0	0.0%	0	0	0	0.8%	0	0	0.0%	0.0%		
Total	201	7.5%		0	19.1%		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 + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	1	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	

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

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2018-08-08

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

First/Previous Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Persons with Disabilities										
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals From - To YYYY - YYYY		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			Annually	Over 3 Years		2015	2018					
	2015-11-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-11-30	Annually	Over 3 Years	2015	2018							
	#	%	%	#	%	%	#	#	%	#	#	%	%	#	#	%	%		
01/02 Managers	20	-8.5%		0	38.6%		0	0	0	0.0%	0	1	0	4.3%	-1	-1	0.0%	0.0%	
03 Professionals	17	3.8%		0	0.0%		0	0	0	0.0%	0	1	0	3.8%	-1	-1	0.0%	0.0%	
04 Semi-Professionals & Tech	27	17.7%		0	28.2%		0	0	0	0.0%	0	1	0	4.6%	-1	-1	0.0%	0.0%	
05 Supervisors	5	21.6%		0	28.6%		0	0	0	0.0%	0	1	0	13.9%	-1	-1	0.0%	0.0%	
06 Supervisors: Crafts & Trades	2	35.7%		0	0.0%		0	0	0	0.0%	0	0	0	7.8%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	12	22.4%		0	17.6%		0	0	0	0.0%	0	0	0	3.4%	0	0	0.0%	0.0%	
08 Skilled Sales & Service	5	-7.2%		0	0.0%		0	0	0	0.0%	0	0	0	3.5%	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	10	3.2%		0	9.5%		0	0	0	0.0%	0	1	0	7.0%	-1	-1	0.0%	0.0%	
11 Intermediate Sales & Service	20	13.2%		0	8.2%		0	0	0	0.0%	0	1	0	5.6%	-1	-1	0.0%	0.0%	
12 Semi-Skilled Manual	69	0.5%		0	25.9%		0	0	3	0.0%	0	0	0	4.8%	0	0	4.3%	4.3%	
13 Other Sales & Service	6	5.3%		0	15.4%		0	0	1	0.0%	0	-1	0	6.3%	1	1	16.7%	16.7%	
14 Other Manual Workers	8	0.0%		0	37.5%		0	0	0	0.0%	0	0	0	5.3%	0	0	0.0%	0.0%	
Total	201	7.5%		0	19.1%		0	0	4	0.0%	0	6	0	5.0%	-6	-6	2.0%	2.0%	

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02 Managers	1	0.0	0	0.0	
03 Professionals	1	0.0	0	0.0	
04 Semi-Professionals & Tech	1	0.0	0	0.0	
05 Supervisors	1	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	1	0.0	1	0.0	
11 Intermediate Sales & Service	1	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	6	0.0	1	0.0	

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Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EOG)		First/Previous Short-term Goals																		
		All Employees								Members of Visible Minorities										
		Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			Annually	Over 3 Years		From - To YYYY - YYYY	2015					
		2015-11-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-11-30	Annually	Over 3 Years	2015	2018	%	%	%	#	#	%	%
01	Senior Managers	2	-20.6%		0	66.7%		0	0	0	0.0%	0	0	0	10.1%	0	0	0.0%	0.0%	0.0%
02	Middle & Other Managers	18	3.6%		0	10.5%		0	2	2	0.0%	0	1	0	15.0%	-1	-1	11.1%	11.1%	11.1%
03	Professionals	17	3.8%		0	0.0%		0	1	1	0.0%	0	4	0	27.2%	-4	-4	5.9%	5.9%	5.9%
04	Semi-Professionals & Tech	27	17.7%		0	28.2%		0	3	3	0.0%	0	1	0	14.1%	-1	-1	11.1%	11.1%	11.1%
05	Supervisors	5	21.6%		0	28.6%		0	0	0	0.0%	0	1	0	16.7%	-1	-1	0.0%	0.0%	0.0%
06	Supervisors: Crafts & Trades	2	35.7%		0	0.0%		0	0	0	0.0%	0	0	0	13.9%	0	0	0.0%	0.0%	0.0%
07	Administrative & Sr Clerical	12	22.4%		0	17.6%		0	1	1	0.0%	0	0	0	12.2%	0	0	8.3%	8.3%	8.3%
08	Skilled Sales & Service	5	-7.2%		0	0.0%		0	0	0	0.0%	0	1	0	19.6%	-1	-1	0.0%	0.0%	0.0%
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	#DIV/0!
10	Clerical Personnel	10	3.2%		0	9.5%		0	1	1	0.0%	0	1	0	17.4%	-1	-1	10.0%	10.0%	10.0%
11	Intermediate Sales & Service	20	13.2%		0	8.2%		0	0	0	0.0%	0	4	0	22.2%	-4	-4	0.0%	0.0%	0.0%
12	Semi-Skilled Manual	69	0.5%		0	25.9%		0	5	5	0.0%	0	11	0	23.2%	-11	-11	7.2%	7.2%	7.2%
13	Other Sales & Service	6	5.3%		0	15.4%		0	0	0	0.0%	0	1	0	24.3%	-1	-1	0.0%	0.0%	0.0%
14	Other Manual Workers	8	0.0%		0	37.5%		0	2	2	0.0%	0	0	0	22.1%	0	0	25.0%	25.0%	25.0%
Total		201	7.5%		0	19.1%		0	15	15	0.0%	0	25	0	20.1%	-25	-25	7.5%	7.5%	7.5%

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EOG)		Members of Visible Minorities				Comments
		Short-term Goals		Long-term Goals		
			%		%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	1	0.0	0	0.0	
03	Professionals	3	0.0	2	0.0	
04	Semi-Professionals & Tech	1	0.0	1	0.0	
05	Supervisors	0	0.0	1	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	1	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	1	0.0	1	0.0	
11	Intermediate Sales & Service	2	0.0	4	0.0	
12	Semi-Skilled Manual	7	0.0	6	0.0	
13	Other Sales & Service	0	0.0	1	0.0	

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14	Other Manual Workers	0	0.0	0	0.0
Total		15	0.0	17	0.0

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Data for Subsequent/Current Goals

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

Table 9: Women

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Women										
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			Annually	Over 3 Years		From - To YYYY - YYYY	2018					
	2018-08-08	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-08-08	Annually	Over 3 Years	2018	2021	%	%	%	%	%	%	
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	#	#	%	%	
01 Senior Managers	1	-20.6%	0.0%	0	66.7%	0.0%	0	0	0	0.0%	0	0	0	0	27.4%	0	0	0.0%	0.0%
02 Middle & Other Managers	20	3.6%	6.0%	4	10.5%	2.0%	1	5	5	2.0%	0	4	3	50.0%	38.9%	-3	-1	25.0%	33.3%
03 Professionals	19	3.8%	5.0%	3	0.0%	6.0%	3	6	9	6.0%	2	1	0	34.9%	2	-1	47.4%	31.8%	
04 Semi-Professionals & Tech	44	17.7%	10.0%	13	28.2%	2.0%	3	16	36	2.0%	2	0	0	60.2%	10	0	81.8%	59.6%	
05 Supervisors	9	21.6%	5.0%	1	28.6%	6.0%	2	3	7	6.0%	1	-1	0	50.8%	2	1	77.8%	60.0%	
06 Supervisors: Crafts & Trades	5	35.7%	10.0%	2	0.0%	6.0%	1	3	2	6.0%	0	1	0	38.2%	0	-1	40.0%	28.6%	
07 Administrative & Sr Clerical	22	22.4%	10.0%	7	17.6%	6.0%	4	11	17	6.0%	3	9	0	80.8%	-1	-9	77.3%	48.3%	
08 Skilled Sales & Service	4	-7.2%	10.0%	1	0.0%	6.0%	1	2	2	6.0%	0	1	0	59.6%	0	-1	50.0%	40.0%	
09 Skilled Crafts & Trades	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	3.6%	0	0	0.0%	0.0%	
10 Clerical Personnel	11	3.2%	10.0%	3	9.5%	6.0%	2	5	11	6.0%	2	0	0	62.5%	4	0	100.0%	64.3%	
11 Intermediate Sales & Service	29	13.2%	10.0%	9	8.2%	6.0%	5	14	24	6.0%	4	3	0	61.8%	6	-3	82.8%	52.6%	
12 Semi-Skilled Manual	70	0.5%	10.0%	21	25.9%	6.0%	13	34	41	6.0%	7	-17	0	18.5%	28	17	58.6%	37.4%	
13 Other Sales & Service	7	5.3%	10.0%	2	15.4%	6.0%	1	3	3	6.0%	1	3	2	50.0%	51.1%	-1	-1	42.9%	44.4%
14 Other Manual Workers	8	0.0%	10.0%	2	37.5%	6.0%	1	3	7	6.0%	1	-4	0	23.8%	5	4	87.5%	60.0%	
Total	250	7.5%		0	19.1%		0	0	164	0.0%	0	-53	0	44.4%	53	53	65.6%	65.6%	

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

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

Table 10: Women

Employment Equity Occupational Group (EOG)	Women		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0	0.0	
02 Middle & Other Managers	50.0	50.0	
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	
13 Other Sales & Service	50.0	50.0	

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14	Other Manual Workers		0.0		0.0
Total			0.0		0.0

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Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Aboriginal Peoples										
	Number YYYY-MM-DD	Growth (New Positions)		Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals From - To YYYY - YYYY		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		Actual	Projected	Actual	Projected	Actual			Projected	Annually		Over 3 Years	2018						2021
	2018-08-08	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-08-08	Annually	Over 3 Years	2018	2021	%	#	#	%	%		
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	#	#	%	%	
01 Senior Managers	1	-20.6%	0.0%	0	66.7%	0.0%	0	0	0.0%	0	0	0	2.9%	0	0	0.0%	0.0%		
02 Middle & Other Managers	20	3.6%	5.0%	3	10.5%	2.0%	1	4	2.0%	0	1	0	2.2%	0	-1	0.0%	0.0%		
03 Professionals	19	3.8%	5.0%	3	0.0%	6.0%	3	6	6.0%	0	0	0	1.3%	0	0	0.0%	0.0%		
04 Semi-Professionals & Tech	44	17.7%	10.0%	13	28.2%	2.0%	3	16	2.0%	0	0	0	0.7%	0	0	0.0%	0.0%		
05 Supervisors	9	21.6%	5.0%	1	28.6%	6.0%	2	3	6.0%	0	0	0	0.8%	0	0	0.0%	0.0%		
06 Supervisors: Crafts & Trades	5	35.7%	10.0%	2	0.0%	6.0%	1	3	6.0%	0	0	0	0.3%	0	0	0.0%	0.0%		
07 Administrative & Sr Clerical	22	22.4%	10.0%	7	17.6%	6.0%	4	11	6.0%	0	0	0	0.7%	0	0	0.0%	0.0%		
08 Skilled Sales & Service	4	-7.2%	10.0%	1	0.0%	6.0%	1	2	6.0%	0	0	0	1.8%	0	0	0.0%	0.0%		
09 Skilled Crafts & Trades	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	2.0%	0	0	0.0%	0.0%		
10 Clerical Personnel	11	3.2%	10.0%	3	9.5%	6.0%	2	5	6.0%	0	0	0	0.8%	0	0	0.0%	0.0%		
11 Intermediate Sales & Service	29	13.2%	10.0%	9	8.2%	6.0%	5	14	6.0%	0	0	0	0.9%	0	0	0.0%	0.0%		
12 Semi-Skilled Manual	70	0.5%	10.0%	21	25.9%	6.0%	13	34	6.0%	0	1	1	2.0%	0.9%	-1	0	1.1%		
13 Other Sales & Service	7	5.3%	10.0%	2	15.4%	6.0%	1	3	6.0%	0	0	0	0.8%	0	0	0.0%	0.0%		
14 Other Manual Workers	8	0.0%	10.0%	2	37.5%	6.0%	1	3	6.0%	0	0	0	0.8%	0	0	0.0%	0.0%		
Total	250	7.5%		0	19.1%		0	0	0.0%	0	3	0	1.0%	-3	-3	0.0%	0.0%		

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EOG)	Aboriginal Peoples		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0	0.0	
02 Middle & Other Managers	0.0	0.0	
03 Professionals	0.0	0.0	
04 Semi-Professionals & Tech	0.0	0.0	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	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	2.0	2.0	
13 Other Sales & Service	0.0	0.0	

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14	Other Manual Workers		0.0		0.0
Total			0.0		0.0

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Part 3: Goals

Logistik Unicorp

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Data for Subsequent/Current Goals

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

**Table 13: Persons with Disabilities
Subsequent/Current Short-term Goals**

Employment Equity Occupational Group (EOG)	All Employees								Persons with Disabilities										
	Number YYYY-MM-DD	Growth (New Positions)		Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals From - To YYYY - YYYY		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		2018-08-08	Annually	Annually	Over 3 Years	Annually			Annually	Over 3 Years		2018-08-08	Annually						Over 3 Years
	#	%	%	#	%	%	#	#	%	#	%	#	%	%	#	#	%	%	
	01/02 Managers	21	-8.5%	5.0%	3	38.6%	2.0%	1	4	0	2.0%	0	1	0	4.3%	4.3%	-1	-1	0.0%
03 Professionals	19	3.8%	5.0%	3	0.0%	6.0%	3	6	0	6.0%	0	1	0	3.8%	3.8%	-1	-1	0.0%	0.0%
04 Semi-Professionals & Tech	44	17.7%	10.0%	13	28.2%	2.0%	3	16	0	2.0%	0	3	1	4.6%	4.6%	-2	-2	0.0%	1.8%
05 Supervisors	9	21.6%	5.0%	1	28.6%	6.0%	2	3	0	6.0%	0	1	0	13.9%	13.9%	-1	-1	0.0%	0.0%
06 Supervisors: Crafts & Trades	5	35.7%	10.0%	2	0.0%	6.0%	1	3	0	6.0%	0	1	0	7.8%	7.8%	0	-1	0.0%	0.0%
07 Administrative & Sr Clerical	22	22.4%	10.0%	7	17.6%	6.0%	4	11	0	6.0%	0	1	0	3.4%	3.4%	-1	-1	0.0%	0.0%
08 Skilled Sales & Service	4	-7.2%	10.0%	1	0.0%	6.0%	1	2	0	6.0%	0	0	0	3.5%	3.5%	0	0	0.0%	0.0%
09 Skilled Crafts & Trades	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	3.8%	3.8%	0	0	0.0%	0.0%
10 Clerical Personnel	11	3.2%	10.0%	3	9.5%	6.0%	2	5	0	6.0%	0	1	0	7.0%	7.0%	-1	-1	0.0%	0.0%
11 Intermediate Sales & Service	29	13.2%	10.0%	9	8.2%	6.0%	5	14	0	6.0%	0	2	1	5.6%	5.6%	-2	-1	0.0%	2.6%
12 Semi-Skilled Manual	70	0.5%	10.0%	21	25.9%	6.0%	13	34	3	6.0%	1	2	0	4.8%	4.8%	0	-2	4.3%	2.2%
13 Other Sales & Service	7	5.3%	10.0%	2	15.4%	6.0%	1	3	1	6.0%	0	0	0	6.3%	6.3%	1	0	14.3%	11.1%
14 Other Manual Workers	8	0.0%	10.0%	2	37.5%	6.0%	1	3	0	6.0%	0	1	0	5.3%	5.3%	0	-1	0.0%	0.0%
Total	250	7.5%		0	19.1%		0	0	4	0.0%	0	9	0	5.1%	5.1%	-9	-9	1.6%	1.6%

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02 Managers		4.3		4.3	
03 Professionals		3.8		3.8	
04 Semi-Professionals & Tech		4.6		4.6	
05 Supervisors		13.9		13.9	
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		3.4		3.4	
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		0.0		0.0	
10 Clerical Personnel		7.0		7.0	
11 Intermediate Sales & Service		5.6		5.6	
12 Semi-Skilled Manual		0.0		0.0	
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		0.0		0.0	
Total		0.0		0.0	

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Data for Subsequent/Current Goals

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

**Table 15: Members of Visible Minorities
Subsequent/Current Short-term Goals**

Employment Equity Occupational Group (EOG)	All Employees								Members of Visible Minorities									
	Number YYYY-MM-DD	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		Actual	Projected	Actual	Projected			Annually	Over 3 Years		Annually	Over 3 Years						From - To YYYY - YYYY
	2018-08-08	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-08-08	Annually	Over 3 Years	2018	2021						
	#	%	%	#	%	%	#	#	%	#	#	%	%	#	#	%	%	
01 Senior Managers	1	-20.6%	0.0%	0	66.7%	0.0%	0	0	0.0%	0	0	0	10.1%	0	0	0.0%	0.0%	
02 Middle & Other Managers	20	3.6%	5.0%	3	10.5%	2.0%	1	4	2.0%	0	1	15.0%	15.0%	-1	0	10.0%	13.0%	
03 Professionals	19	3.8%	5.0%	3	0.0%	6.0%	3	6	6.0%	0	5	27.1%	27.1%	-4	-3	5.3%	13.6%	
04 Semi-Professionals & Tech	44	17.7%	10.0%	13	28.2%	2.0%	3	16	2.0%	0	2	0	14.2%	0	-2	13.6%	10.5%	
05 Supervisors	9	21.6%	5.0%	1	28.6%	6.0%	2	3	6.0%	0	2	1	16.7%	16.7%	-2	-1	0.0%	10.0%
06 Supervisors: Crafts & Trades	5	35.7%	10.0%	2	0.0%	6.0%	1	3	6.0%	0	0	0	19.3%	0	0	20.0%	14.3%	
07 Administrative & Sr Clerical	22	22.4%	10.0%	7	17.6%	6.0%	4	11	6.0%	0	2	1	12.2%	12.2%	-1	-1	9.1%	10.3%
08 Skilled Sales & Service	4	-7.2%	10.0%	1	0.0%	6.0%	1	2	6.0%	0	1	1	25.0%	18.6%	-1	0	0.0%	20.0%
09 Skilled Crafts & Trades	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	4.7%	0	0	0.0%	0.0%	
10 Clerical Personnel	11	3.2%	10.0%	3	9.5%	6.0%	2	5	6.0%	0	1	1	17.4%	17.4%	-1	0	9.1%	14.3%
11 Intermediate Sales & Service	29	13.2%	10.0%	9	8.2%	6.0%	5	14	6.0%	1	6	3	22.2%	22.2%	-3	-3	10.3%	13.2%
12 Semi-Skilled Manual	70	0.5%	10.0%	21	25.9%	6.0%	13	34	6.0%	1	19	8	23.2%	23.2%	-13	-11	4.3%	11.0%
13 Other Sales & Service	7	5.3%	10.0%	2	15.4%	6.0%	1	3	6.0%	0	2	1	24.3%	24.3%	-2	-1	0.0%	11.1%
14 Other Manual Workers	8	0.0%	10.0%	2	37.5%	6.0%	1	3	6.0%	0	2	1	22.1%	22.1%	-2	-1	0.0%	10.0%
Total	250	7.5%		0	19.1%		0	0	0.0%	0	30	0	19.4%	-30	-30	7.6%	7.6%	

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Members of Visible Minorities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0	0.0	
02 Middle & Other Managers	15.0	15.0	
03 Professionals	27.1	27.1	
04 Semi-Professionals & Tech	0.0	0.0	
05 Supervisors	16.7	16.7	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	12.2	12.2	
08 Skilled Sales & Service	25.0	18.6	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	17.4	17.4	
11 Intermediate Sales & Service	22.2	22.2	
12 Semi-Skilled Manual	23.2	23.2	
13 Other Sales & Service	24.3	24.3	

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14	Other Manual Workers		22.1		22.1
Total			0.0		0.0

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Part 4: Results - Women

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires				Promotions				Terminations					
		All Employees	Women			All Employees	Women			All Employees	Women			All Employees	Women									
			Representation	Availability	Gap		EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected	Difference						
#	#	%	%	#	#	%	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
01 Senior Managers	2015	2	0	0.0	27.4	1	-1	0.0																
	2018	1	0	0.0	27.4	0	0	0.0	2	1	50.0	1	0	0	0	0.0	0	0	0	1	0	0.0	0	0
02 Middle & Other Managers	2015	18	5	27.8	38.9	7	-2	71.4																
	2018	20	5	25.0	38.9	8	-3	64.3	0	0	0.0	0	0	1	0	0.0	0	0	2	2	100.0	1	1	
03 Professionals	2015	17	8	47.1	35.5	6	2	132.6																
	2018	19	9	47.4	34.9	7	2	135.7	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
04 Semi-Professionals & Technicians	2015	27	16	59.3	55.6	15	1	106.6																
	2018	44	36	81.8	60.2	26	10	135.9	29	27	93.1	17	10	1	1	100.0	1	0	10	6	60.0	6	0	
05 Supervisors	2015	5	2	40.0	50.8	3	-1	78.7																
	2018	9	7	77.8	50.8	5	2	153.1	6	5	83.3	3	2	1	1	100.0	0	1	2	1	50.0	1	0	
06 Supervisors: Crafts & Trades	2015	2	1	50.0	28.9	1	0	173.0																
	2018	5	2	40.0	38.2	2	0	104.7	3	1	33.3	1	0	0	0	0.0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	#	%	#	%	#	%				
01 Senior Managers	2018	1	1	100.0	0	0.0	0.0	0.0	1	100.0	0.0	0.0		
	2021	1	1	100.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2018	-1	0	0.0	3	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	-1	0	0.0			50.0	0.0			50.0	0.0		
03 Professionals	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2018	20	28	140.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	20	28	140.0			0.0	0.0			0.0	0.0		
05 Supervisors	2018	5	6	120.0	1	600.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	5	6	120.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	3	1	33.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	3	1	33.3			0.0	0.0			0.0	0.0		

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women			All Employees	Women			All Employees	Women			All Employees	Women			All Employees	Women					
			Representation	Availability	Gap		EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected	Difference		
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#		
07 Administrative & Senior Clerical	2015	12	7	58.3	80.8	10	-3	72.2																
	2018	22	17	77.3	80.8	18	-1	95.6	12	10	83.3	10	0	0	0	0.0	0	0	0	3	1	33.3	2	-1
08 Skilled Sales & Service Personnel	2015	5	3	60.0	64.0	3	0	93.8																
	2018	4	2	50.0	59.6	2	0	83.9	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2018	1	0	0.0	3.6	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2015	10	9	90.0	62.5	6	3	144.0																
	2018	11	11	100.0	62.5	7	4	160.0	5	5	100.0	3	2	0	0	0.0	0	0	0	1	1	100.0	1	0
11 Intermediate Sales & Service Personnel	2015	20	16	80.0	61.8	12	4	129.4																
	2018	29	24	82.8	61.8	18	6	133.9	10	8	80.0	6	2	0	0	0.0	0	0	0	2	0	0.0	2	-2
12 Semi-Skilled Manual Workers	2015	69	40	58.0	18.5	13	27	313.4																
	2018	70	41	58.6	18.5	13	28	316.6	18	7	38.9	3	4	0	0	0.0	0	0	0	18	7	38.9	10	-3

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			All Employees	Women			All Employees	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	#	%	%	#	%	%		
07 Administrative & Senior Clerical	2018	9	10	111.1	5	200.0	0.0	0.0	2	500.0	0.0	0.0		
	2021	9	10	111.1			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	4	5	125.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	4	5	125.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	8	8	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	8	8	100.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	0	7	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	7	0.0			0.0	0.0			0.0	0.0		

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women							All Employees	Women			All Employees	Women			All Employees	Women					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2015	6	3	50.0	51.1	3	0	97.8																
	2018	7	3	42.9	51.1	4	-1	83.9	2	1	50.0	1	0	0	0	0.0	0	0	0	1	1	100.0	1	1
14 Other Manual Workers	2015	8	8	100.0	23.8	2	6	420.2																
	2018	8	7	87.5	23.8	2	5	367.6	3	2	66.7	1	1	0	0	0.0	0	0	3	3	100.0	3	0	
Total	2015	201	118	58.7	40.3	81	37	145.7																
	2018	250	164	65.6	44.4	111	53	147.7	91	67	73.6	40	27	3	2	66.7	2	0	43	22	51.2	25	-3	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Goal	Women			Goal	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	1	1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	1	100.0			50.0	200.0			50.0	200.0		
14 Other Manual Workers	2018	0	2	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	2	0.0			0.0	0.0			0.0	0.0		
Total	2018	51	69	135.3	9	766.7	0.0	0.0	4	1725.0	0.0	0.0		
	2021	51	69	135.3			0.0	0.0			0.0	0.0		

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2015	2	0	0.0	2.9	0	0	0.0																
	2018	1	0	0.0	2.9	0	0	0.0	2	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
02 Middle & Other Managers	2015	18	0	0.0	2.2	0	0	0.0																
	2018	20	0	0.0	2.2	0	0	0.0	0	0	0.0	0	0	0	1	0	0.0	0	0	2	0	0.0	0	0
03 Professionals	2015	17	0	0.0	1.3	0	0	0.0																
	2018	19	0	0.0	1.3	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
04 Semi-Professionals & Technicians	2015	27	0	0.0	0.7	0	0	0.0																
	2018	44	0	0.0	0.7	0	0	0.0	29	0	0.0	0	0	0	1	0	0.0	0	0	10	0	0.0	0	0
05 Supervisors	2015	5	0	0.0	0.8	0	0	0.0																
	2018	9	0	0.0	0.8	0	0	0.0	6	0	0.0	0	0	0	1	0	0.0	0	0	2	0	0.0	0	0
06 Supervisors: Crafts & Trades	2015	2	0	0.0	0.7	0	0	0.0																
	2018	5	0	0.0	0.3	0	0	0.0	3	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	#	%	%	#	%	%		
01 Senior Managers	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	1	0	0.0			0.0	0.0			0.0	0.0	0.0	
02 Middle & Other Managers	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	-1	0	0.0			0.0	0.0			0.0	0.0	0.0	
03 Professionals	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	1	0	0.0			0.0	0.0			0.0	0.0	0.0	
04 Semi-Professionals & Technicians	2018	20	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	20	0	0.0			0.0	0.0			0.0	0.0	0.0	
05 Supervisors	2018	5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	5	0	0.0			0.0	0.0			0.0	0.0	0.0	
06 Supervisors: Crafts & Trades	2018	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	3	0	0.0			0.0	0.0			0.0	0.0	0.0	

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2015	12	0	0.0	0.7	0	0	0.0																
	2018	22	0	0.0	0.7	0	0	0.0	12	0	0.0	0	0	0	0	0.0	0	0	0	3	0	0.0	0	0
08 Skilled Sales & Service Personnel	2015	5	0	0.0	1.6	0	0	0.0																
	2018	4	0	0.0	1.8	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.8	0	0	0.0																
	2018	1	0	0.0	2.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2015	10	0	0.0	0.9	0	0	0.0																
	2018	11	0	0.0	0.8	0	0	0.0	5	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2015	20	0	0.0	0.9	0	0	0.0																
	2018	29	0	0.0	0.9	0	0	0.0	10	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
12 Semi-Skilled Manual Workers	2015	69	0	0.0	0.9	1	-1	0.0																
	2018	70	0	0.0	0.9	1	-1	0.0	18	0	0.0	0	0	0	0	0.0	0	0	0	18	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	#	%	%	#	%	%		
07 Administrative & Senior Clerical	2018	9	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	9	0	0.0			0.0	0.0				0.0	0.0	
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0				0.0	0.0	
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0				0.0	0.0	
10 Clerical Personnel	2018	4	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	4	0	0.0			0.0	0.0				0.0	0.0	
11 Intermediate Sales & Service Personnel	2018	8	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	8	0	0.0			0.0	0.0				0.0	0.0	
12 Semi-Skilled Manual Workers	2018	0	0	0.0	1	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			2.0	0.0				2.0	0.0	

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2015	6	0	0.0	0.8	0	0	0.0																
	2018	7	0	0.0	0.8	0	0	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	1	0	0.0	0	0
14 Other Manual Workers	2015	8	0	0.0	0.8	0	0	0.0																
	2018	8	0	0.0	0.8	0	0	0.0	3	0	0.0	0	0	0	0	0	0.0	0	0	3	0	0.0	0	0
Total	2015	201	0	0.0	0.0	0	0	0.0																
	2018	250	0	0.0	1.0	3	-3	0.0	91	0	0.0	1	-1	3	0	0.0	0	0	43	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	51	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	51	0	0.0			0.0	0.0			0.0	0.0		

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Part 6: Results - Persons with Disabilities

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	%	%	#	#	%	#	%	#	%	#	#	%	#	%	#	%	#	%	#	%	#	%		
01&02 Managers	2015	20	0	0.0	4.3	1	-1	0.0																	
	2018	21	0	0.0	4.3	1	-1	0.0	2	0	0.0	0	0	1	0	0.0	0	0	3	0	0.0	0	0	0	0
03 Professionals	2015	17	0	0.0	3.8	1	-1	0.0																	
	2018	19	0	0.0	3.8	1	-1	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0
04 Semi-Professionals & Technicians	2015	27	0	0.0	4.6	1	-1	0.0																	
	2018	44	0	0.0	4.6	2	-2	0.0	29	0	0.0	1	-1	1	0	0.0	0	0	10	0	0.0	0	0	0	0
05 Supervisors	2015	5	0	0.0	13.9	1	-1	0.0																	
	2018	9	0	0.0	13.9	1	-1	0.0	6	0	0.0	1	-1	1	0	0.0	0	0	2	0	0.0	0	0	0	0
06 Supervisors: Crafts & Trades	2015	2	0	0.0	7.8	0	0	0.0																	
	2018	5	0	0.0	7.8	0	0	0.0	3	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
01&02 Managers	2018	0	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			4.3	0.0			4.3	0.0		
03 Professionals	2018	1	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			3.8	0.0			3.8	0.0		
04 Semi-Professionals & Technicians	2018	20	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	20	0	0.0			4.6	0.0			4.6	0.0		
05 Supervisors	2018	5	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	5	0	0.0			13.9	0.0			13.9	0.0		
06 Supervisors: Crafts & Trades	2018	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	3	0	0.0			0.0	0.0			0.0	0.0		

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#			
07 Administrative & Senior Clerical	2015	12	0	0.0	3.4	0	0	0.0																	
	2018	22	0	0.0	3.4	1	-1	0.0	12	0	0.0	0	0	0	0	0	0.0	0	0	0	3	0	0.0	0	0
08 Skilled Sales & Service Personnel	2015	5	0	0.0	3.5	0	0	0.0																	
	2018	4	0	0.0	3.5	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	1	0	0.0	3.8	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2015	10	0	0.0	7.0	1	-1	0.0																	
	2018	11	0	0.0	7.0	1	-1	0.0	5	0	0.0	0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2015	20	0	0.0	5.6	1	-1	0.0																	
	2018	29	0	0.0	5.6	2	-2	0.0	10	0	0.0	1	-1	0	0	0	0.0	0	0	0	2	0	0.0	0	0
12 Semi-Skilled Manual Workers	2015	69	3	4.3	4.8	3	0	90.6																	
	2018	70	3	4.3	4.8	3	0	89.3	18	0	0.0	1	-1	0	0	0	0.0	0	0	0	18	0	0.0	1	-1

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	9	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	9	0	0.0			3.4	0.0			3.4	0.0		
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	4	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	4	0	0.0			7.0	0.0			7.0	0.0		
11 Intermediate Sales & Service Personnel	2018	8	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	8	0	0.0			5.6	0.0			5.6	0.0		
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

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Part 6: Results - Persons with Disabilities

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Part 6: Results - Persons with Disabilities

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2015	6	1	16.7	6.3	0	1	264.6																
	2018	7	1	14.3	6.3	0	1	226.8	2	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
14 Other Manual Workers	2015	8	0	0.0	5.3	0	0	0.0																
	2018	8	0	0.0	5.3	0	0	0.0	3	0	0.0	0	0	0	0	0.0	0	0	0	3	0	0.0	0	0
Total	2015	201	4	2.0	5.0	10	-6	39.8																
	2018	250	4	1.6	5.1	13	-9	31.4	91	0	0.0	5	-5	3	0	0.0	0	0	0	43	0	0.0	1	-1

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	51	0	0.0	6	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	51	0	0.0			0.0	0.0			0.0	0.0		

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Part 7: Results - Members of Visible Minorities

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2015	2	0	0.0	10.1	0	0	0.0																
	2018	1	0	0.0	10.1	0	0	0.0	2	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
02 Middle & Other Managers	2015	18	2	11.1	15.0	3	-1	74.1																
	2018	20	2	10.0	15.0	3	-1	66.7	0	0	0.0	0	0	0	1	0	0.0	0	0	2	0	0.0	0	0
03 Professionals	2015	17	1	5.9	27.2	5	-4	21.6																
	2018	19	1	5.3	27.1	5	-4	19.4	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
04 Semi-Professionals & Technicians	2015	27	3	11.1	14.1	4	-1	78.8																
	2018	44	6	13.6	14.2	6	0	96.0	29	4	13.8	4	0	1	0	0.0	0	0	10	1	10.0	1	0	
05 Supervisors	2015	5	0	0.0	16.7	1	-1	0.0																
	2018	9	0	0.0	16.7	2	-2	0.0	6	0	0.0	1	-1	1	0	0.0	0	0	2	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2015	2	0	0.0	13.9	0	0	0.0																
	2018	5	1	20.0	19.3	1	0	103.6	3	1	33.3	1	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	#	%	%	#	%	%		
01 Senior Managers	2018	1	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	1	0	0.0			0.0	0.0				0.0	0.0	
02 Middle & Other Managers	2018	-1	0	0.0	1	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	-1	0	0.0			15.0	0.0				15.0	0.0	
03 Professionals	2018	1	0	0.0	3	0.0	0.0	0.0	0.0	2	0.0	0.0	0.0	
	2021	1	0	0.0			27.1	0.0				27.1	0.0	
04 Semi-Professionals & Technicians	2018	20	4	20.0	1	400.0	0.0	0.0	0.0	1	400.0	0.0	0.0	
	2021	20	4	20.0			0.0	0.0				0.0	0.0	
05 Supervisors	2018	5	0	0.0	0	0.0	0.0	0.0	0.0	1	0.0	0.0	0.0	
	2021	5	0	0.0			16.7	0.0				16.7	0.0	
06 Supervisors: Crafts & Trades	2018	3	1	33.3	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	3	1	33.3			0.0	0.0				0.0	0.0	

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Part 7: Results - Members of Visible Minorities

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
#	#	%	%	#	#	%	#	%	#	%	#	#	%	#	%	#	#	%	#	%	#	#		
07 Administrative & Senior Clerical	2015	12	1	8.3	12.2	1	0	68.3																
	2018	22	2	9.1	12.2	3	-1	74.5	12	1	8.3	1	0	0	0	0.0	0	0	0	3	0	0.0	0	0
08 Skilled Sales & Service Personnel	2015	5	0	0.0	19.6	1	-1	0.0																
	2018	4	0	0.0	18.6	1	-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2018	1	0	0.0	4.7	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2015	10	1	10.0	17.4	2	-1	57.5																
	2018	11	1	9.1	17.4	2	-1	52.2	5	1	20.0	1	0	0	0	0.0	0	0	0	1	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2015	20	0	0.0	22.2	4	-4	0.0																
	2018	29	3	10.3	22.2	6	-3	46.6	10	3	30.0	2	1	0	0	0.0	0	0	0	2	1	50.0	0	1
12 Semi-Skilled Manual Workers	2015	69	5	7.2	23.2	16	-11	31.2																
	2018	70	3	4.3	23.2	16	-13	18.5	18	2	11.1	4	-2	0	0	0.0	0	0	0	18	4	22.2	1	3

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	9	1	11.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	9	1	11.1			12.2	91.1			12.2	91.1		
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	0	0	0.0			25.0	0.0			18.6	0.0		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	4	1	25.0	1	100.0	0.0	0.0	1	100.0	0.0	0.0		
	2021	4	1	25.0			17.4	143.7			17.4	143.7		
11 Intermediate Sales & Service Personnel	2018	8	3	37.5	2	150.0	0.0	0.0	4	75.0	0.0	0.0		
	2021	8	3	37.5			22.2	168.9			22.2	168.9		
12 Semi-Skilled Manual Workers	2018	0	2	0.0	7	28.6	0.0	0.0	6	33.3	0.0	0.0		
	2021	0	2	0.0			23.2	0.0			23.2	0.0		

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Part 7: Results - Members of Visible Minorities

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	#	%	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#		
13 Other Sales & Service Personnel	2015	6	0	0.0	24.3	1	-1	0.0																
	2018	7	0	0.0	24.3	2	-2	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	1	0	0.0	0	0
14 Other Manual Workers	2015	8	2	25.0	22.1	2	0	113.1																
	2018	8	0	0.0	22.1	2	-2	0.0	3	0	0.0	1	-1	0	0	0.0	0	0	3	2	66.7	1	1	1
Total	2015	201	15	7.5	20.1	40	-25	37.1																
	2018	250	19	7.6	19.4	49	-30	39.2	91	12	13.2	18	-6	3	0	0.0	0	0	43	8	18.6	3	5	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities	Visible Minorities				Visible Minorities						
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	%	#	%	%	%				
13 Other Sales & Service Personnel	2018	1	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	1	0	0.0			24.3	0.0			24.3	0.0		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			22.1	0.0			22.1	0.0		
Total	2018	51	12	23.5	15	80.0	0.0	0.0	17	70.6	0.0	0.0		
	2021	51	12	23.5			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Logistik Unicorp
2018-08-08

Efforts

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

Required measures:

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

Other measures:

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

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

Operational Context

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

- Impact of economic and industrial conditions on the organization.

Context of significant current and future growth.

- 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).

- Other.

Additional Details

Please provide any additional information (optional):

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Logistik Unicorp Inc.

Primary Location: Saint-Jean-sur-Richelieu (Québec)

Number of Employees: 250

Organization Overview:

NAICS 4141 – Textile, Clothing and Footwear Wholesaler - Distributors

Logistik Unicorp Inc. provides managed clothing services. The company provides uniform programs to corporate and government organizations. The company offers textile research, product designing, testing, customer service and communications, warehousing, inventory management, order processing, and distribution services.

Key Dates – First Year Assessment

Initiated: 2015-11-04

Received: 2015-12-08

Closed: 2015-12-09

Workforce Analysis: 2015-11-30

Key Dates – Subsequent Assessment

Initiated: 2018-08-12

Received: 2018-08-09

Workforce Analysis: 2018-08-08

DATA VERIFICATION

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

Yes No

Comments: None

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

Yes No

Comments:

- Forms 1 to 6 submitted have an incorrect reporting period. New forms were requested and the Achievement Report was corrected accordingly.

ASSESSMENT OF REASONABLE PROGRESS

- The organization established goals in number and not in percentages for the previous assessment.

Women

01	Senior Managers	No goal set
02	Middle & Other Managers	Goal not met (0% achieved)
05	Supervisors	Goal met at 600%
07	Administrative & Senior Clerical Personnel	Goal met at 200%

Assessment/Observations

- EEOG 02: There were one new entrant and he was not woman.

Aboriginal Peoples

12	Semi-Skilled Manual Workers	Goal not met (0% achieved)
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Assessment/Observations

- EEOG 12: There were 18 new entrants and none were Aboriginal persons. This is to be expected given the labour market availability (LMA) of 0.9%.

Persons with Disabilities

01/02	Managers	Goal not met (0% achieved)
03	Professionals	Goal not met (0% achieved)
04	Semi-Professionals & Technicians	Goal not met (0% achieved)
05	Supervisors	Goal not met (0% achieved)
10	Clerical Personnel	Goal not met (0% achieved)
11	Intermediate Sales & Service Personnel	Goal not met (0% achieved)

Assessment/Observations

- EEOG 01/02: There were three new entrants and none were persons with disabilities. This is to be expected given the LMA of 4.3%.
- EEOG 03: There were only one new entrant and he was not person with disabilities. This is to be expected.
- EEOG 04: There were 30 new entrants and none were persons with disabilities. At LMA rate of 4.6%, at least one person would have been expected.
- EEOG 05: There were seven new entrants and none were persons with disabilities. This is to be expected given the LMA of 13.9%.
- EEOG 10: There were five new entrants and none were persons with disabilities. This is to be expected given the LMA of 7.0%.

- EEOG 11: There were ten new entrants and none were persons with disabilities. This is to be expected given the LMA of 5.6%.

Members of Visible Minorities

02	Middle & Other Managers	Goal not met (0% achieved)
03	Professionals	Goal not met (0% achieved)
04	Semi-Professionals & Technicians	Goal met at 400%
05	Supervisors	No goal set
08	Skilled Sales & Service Personnel	No goal set
10	Clerical Personnel	Goal met at 100%
11	Intermediate Sales & Service Personnel	Goal met at 150%
12	Semi-Skilled Manual Workers	Goal not met (29% achieved)
13	Other Sales & Service Personnel	No goal set

Assessment/Observations

- EEOG 02: There were only one new entrant and he was not visible minority. This is to be expected.
- EEOG 03: There were only one new entrant and he was not visible minority. This is to be expected.
- EEOG 12: There were 18 new entrants including two members of visible minorities. This represents a hiring rate of 11.1%. At LMA of 23.2%, at least four persons would have been expected.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- Overall, 20 gaps were revealed during the previous assessment but only 16 short-term goals were set.
 - Out of 16 goals set, only five were met at 80% or above.
 - There were insufficient hiring and promotion opportunities in nine instances to expect reasonable progress. In two instances, there were sufficient hiring and promotion opportunities to expect reasonable progress.
 - All the required efforts to implement the Federal Contractors Program and several other initiatives were put in place since the first compliance assessment. The organisation demonstrated a willingness to hire designated group members.

ASSESSMENT OF GOALS

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

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
02	Middle & Other Managers	-3	50	50	25.0	38.9
07	Admin & Senior Clerical Personnel	-1	-	-	77.3	80.8
13	Other Sales & Service Personnel	-1	50	50	42.9	51.1

Observations:

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

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
12	Semi-Skilled Manual Workers	-1	2.0	2.0	0.0	0.9

Observations: None

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
01/02	Managers	-1	4.3	4.3	0.0	4.3
03	Professionals	-1	3.8	3.8	0.0	3.8

04	Semi-Professionals & Technicians	-2	4.6	4.6	0.0	4.6
05	Supervisors	-1	13.9	13.9	0.0	13.9
07	Admin & Senior Clerical Personnel	-1	3.4	3.4	0.0	3.4
10	Clerical Personnel	-1	7.0	7.0	0.0	7.0
11	Intermediate Sales & Service Personnel	-2	5.6	5.6	0.0	5.6

Observations: None

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
02	Middle & Other Managers	-1	15.0	15.0	10.0	15.0
03	Professionals	-4	27.1	27.1	5.3	27.1
05	Supervisors	-2	16.7	16.7	0.0	16.7
07	Admin & Senior Clerical Personnel	-1	12.2	12.2	9.1	12.2
08	Skilled Sales & Service Personnel	-1	18.6	18.6	0.0	18.6
10	Clerical Personnel	-1	17.4	17.4	9.1	17.4
11	Intermediate Sales & Service Personnel	-3	22.2	22.2	10.3	22.2
12	Semi-Skilled Manual Workers	-13	23.2	23.2	4.3	23.2
13	Other Sales & Service Personnel	-2	24.3	24.3	0.0	24.3
14	Other Manual Workers	-2	22.1	22.1	0.0	22.1

Observations: None

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

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

- Logistik Unicorp Inc. met 31% of the objectives set during the first evaluation despite a 20% increase in staff. We encourage you to hire more designated group members and to better promote job opportunities to these groups as opportunities arise. We

recommend that you focus your efforts on the early stages of the recruitment process to ensure that there are no barriers to employment equity.

- Logistik Unicorp Inc. may consider conducting an employment systems review to identify barriers to the recruitment and retention of designated group employees. Guidance on conducting an employment systems review is available on the Workplace Equity Information Management System help page (Step 2-2 of the training modules).

Name of Analyst: Maurice N. Yakibonge

Date: 2018-11-27

From : Yakibonge, Ntambwe N [NC] au nom de EE-EME

Sent : January 11 2019 at 9:19

To : "martin_duclos@logistikunicorp.com

Cc : "dominique_duchesne@logistikunicorp.com" ; "josianne_moriergiroux@logistikunicorp.com

Subject: Government of Canada Agreement Number: V050572 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Martin Duclos:

I am writing to inform you that the subsequent compliance assessment initiated on August 12, 2018, has been completed. As a result of the assessment, Logistik Unicorp Inc. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

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

- Logistik Unicorp Inc. met 31% of the goals set during the first assessment despite a 20% increase in staff. We encourage you to hire more designated group members and to better promote job opportunities to these groups as opportunities arise. We recommend that you focus your efforts on the early stages of the recruitment process to ensure that there are no barriers to employment equity.
- Logistik Unicorp Inc. may consider conducting an employment systems review to identify barriers to the recruitment and retention of designated group employees. Guidance on conducting an employment systems review is available on the Workplace Equity Information Management System help page ([Step 2-2](#) of the training modules).

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 August 12, 2021. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

When Logistik Unicorp 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, Logistik Unicorp 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;

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Canada

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

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish Logistik Unicorp 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!