



OFFICIAL USE ONLY Agreement N°:

Agreement to Implement Employment Equity

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Sid Tool Company, Inc. acting through its Class C Solutions Group a business of MSC Industrial Supply Company	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) Class C Solutions Group a business of MSC Industrial Supply Company	Procurement Business Number: Total number of employees in Canada (Full-Time/Part-Time/Temporary) 210
Organization's North American Industry Classification System (NAICS) Code N° 317220	To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subject-sujets/standard-normal/naics-standard/naics-2007/naics-2007-eng.htm

Official use only (if information above is incorrect)		
Procurement Business Number:	Total number of employees in Canada:	Organization's NAICS Code N°:

HEAD OFFICE			
Address (building number, street, suite, etc.) 2835 Skymark Avenue, Ste. 202	City Mississauga	Province Ontario	Postal Code L4W 3L5
	Telephone Number 905 219-8300	Fax Number 905 219-8303	

EMPLOYMENT EQUITY CONTACT	
Name (print) Legen Laloo	Title Human Resources Manager
Telephone Number (905) 219-8362	E-mail Address legen.laloo@mscdirect.com

CERTIFICATION
The above named organization: <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 \$1,500,000 or more (including applicable taxes). Hereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procurement instrument, in keeping with the Federal Contractors Program requirements. For more information on how to implement employment equity please refer to http://www.esdc.gc.ca/english/contractors/contractors.shtml
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.

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.						
<table style="width: 100%;"> <tr> <td style="width: 50%;"> Name (print) Bill Small </td> <td style="width: 50%;"> Title DIRECTOR, SALES & CUSTOMER SUPPORT </td> </tr> <tr> <td> Telephone Number 704-987-7610 </td> <td> E-mail Address Bill.Small@MSCDIRECT.COM </td> </tr> <tr> <td> Signature </td> <td> Date 5/28/14 </td> </tr> </table>	Name (print) Bill Small	Title DIRECTOR, SALES & CUSTOMER SUPPORT	Telephone Number 704-987-7610	E-mail Address Bill.Small@MSCDIRECT.COM	Signature 	Date 5/28/14
Name (print) Bill Small	Title DIRECTOR, SALES & CUSTOMER SUPPORT					
Telephone Number 704-987-7610	E-mail Address Bill.Small@MSCDIRECT.COM					
Signature 	Date 5/28/14					

RETURN INSTRUCTIONS
IMPORTANT <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) 953-8758 or by e-mail at: ea-eme@hradc-rhdcc.gc.ca



Federal Contractors Program (FCP)

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

Contractors are required to conduct, develop and maintain:

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

Contractors are required to submit to ESDC-Labour:

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

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

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

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

Questions and Answers

Subsidiary vs. Division/Branch

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

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

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

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

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

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

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

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

Q3 When should a new Agreement be completed and signed?

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

Employment Status

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

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

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

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

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

Q3 Who is considered to be a temporary employee under the FCP?

A3 A temporary employee is employed on a temporary basis for any number of hours within a fixed period or periods (start and end date) totalling 12 weeks or more during a calendar year. This does not include a person in full-time attendance at a secondary or post-secondary educational institution who is employed during a school break. Whether the hours are regular or irregular is not a factor to consider in determining temporary employment status.

The total number of weeks worked by temporary employees is calculated according to the cumulative number of weeks worked, not by the cumulative number of days. For example, an employee may be called to work two days one week, three days the following week and one day per week for ten other weeks during the calendar year. This employee would be considered a temporary employee for employment equity purposes.

The most significant distinction between temporary staff and permanent staff is job security, where permanence usually means employment for an indefinite duration. The duration of employment or the benefits received do not indicate employment status. Even if an employee is hired for a length of employment that is long term, the employee does not have permanent status if the duration of employment can be defined.

Q4 How are students counted under the FCP?

A4 Students employed during a school break, even if this period exceeds 12 weeks, and who are returning to school, are not counted as employees for employment equity purposes.

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

Q5 How are casual or other employees counted under the FCP?

A5 Casual employees are employed to work less than 12 weeks during a calendar year and whose contracts have designated start and end dates.

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


**APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT
 INFORMATION**
Federal Contractors Program

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

I, the undersigned, on behalf of (legal name of organization) **MSC Industrial Supply ULC** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) **061143**, agree to the following statements:

1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
3. I am therefore requesting an extension until (date) 9/30/2018 for the following reason(s):

(Please describe) The required filings were not made according to the deadline due to extenuating and unforeseen personal circumstances of the program administrator.

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

Name: Brian McKay

Position Title: Director, Associate Relations

Email address: Brian.McKay@mscdirect.com

Telephone number: (704) 987-5585

Business address: MSC Industrial Supply Co.
525 Harbour Place Drive
Davidson, NC 2803675 Maxess Road
Melville, New York 11747

Signature _____



Employment and
Social Development Canada

Emploi et
Développement social Canada

Date: 9-4-18

Nyirasafari, Ange AN [NC]

From: Sharan, Neena [NC]
Sent: September 5, 2018 1:16 PM
To: 'Legen Laloo'
Subject: RE: Government of Canada Agreement 061143 – Notice of Subsequent Compliance Assessment under the Federal Contractors Program

Good afternoon Legen,

You have requested an extension to submit your organization's information for the compliance assessment under the Federal Contractors Program beyond the initial deadline set by the Labour Program of Employment and Social Development Canada.

Hereby, your request for an extension to submit your organization's information for the compliance assessment on September 30, 2018, is approved.

Should you have any questions regarding your compliance assessment, do not hesitate to contact me.

Neena Sharan.

From: Legen Laloo [mailto:Legen.Laloo@mscdirect.com]
Sent: September-05-18 12:40 PM
To: Sharan, Neena [NC]
Subject: RE: Government of Canada Agreement 061143 – Notice of Subsequent Compliance Assessment under the Federal Contractors Program

Hello Neena,

Thank you for your patience. Please find the signed extension request attached for your consideration.

Thanks,

Legen Laloo
Human Resources Business Partner Manager

MSC Industrial Supply Co.
202-2595 Skymark Avenue
Mississauga, ON, L4W 4L5
Office: (905) 219-6362
Toll-free: (877) 289-6767 ext. 6362
Mobile: (416) 427-3752
Fax: (866) 590-2635
E-mail: Legen.Laloo@mscdirect.com
www.mscdirect.com



MSC | BUILT
TO MAKE
YOU BETTER™

From: neena.sharan@labour-travail.gc.ca [mailto:neena.sharan@labour-travail.gc.ca]
Sent: Wednesday, August 22, 2018 9:44 AM
To: Legen Laloo <Legen.Laloo@mscdirect.com>
Subject: EXTERNAL: RE: Government of Canada Agreement 061143 – Notice of Subsequent Compliance Assessment under the Federal Contractors Program

Good morning,

You have requested an extension to submit your organization's information for the compliance assessment under the Federal Contractors Program beyond the initial deadline set by the Labour Program of Employment and Social Development Canada.

Please complete the form attached and send it to me for the extension to be granted.

Thank you and have a nice day.

Neena Sharan

Assessment Officer, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
neena.sharan@labour-travail.gc.ca / Tél. : 873-396-0405

Assessment Officer, Labour Program
Employment and Social Development Canada / Government of Canada
neena.sharan@labour-travail.gc.ca / Tel: 873-396-0405



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

From: Legen Laloo [mailto:Legen.Laloo@mscdirect.com]
Sent: August-22-18 9:27 AM
To: Sharan, Neena [NC]
Subject: RE: Government of Canada Agreement 061143 – Notice of Subsequent Compliance Assessment under the Federal Contractors Program

Good morning Neena,

That time works perfectly. I will call you in a few minutes.

Thanks,

Legen Laloo
Human Resources Business Partner Manager
MSC Industrial Supply Co.
202-2595 Skymark Avenue
Mississauga, ON, L4W 4L5

Office: (905) 219-6362
Toll-free: (877) 289-6767 ext. 6362
Mobile: (416) 427-3752
Fax: (866) 590-2635
E-mail: Legen.Laloo@mscdirect.com
www.mscdirect.com



From: neena.sharan@labour-travail.gc.ca [<mailto:neena.sharan@labour-travail.gc.ca>]
Sent: Wednesday, August 22, 2018 8:01 AM
To: Legen Laloo <Legen.Laloo@mscdirect.com>
Subject: EXTERNAL: RE: Government of Canada Agreement 061143 – Notice of Subsequent Compliance Assessment under the Federal Contractors Program

Hi Legen,

How about we speak around 9.30 - 10.00 am this morning?

Thank you.

Neena Sharan.

From: Legen Laloo [<mailto:Legen.Laloo@mscdirect.com>]
Sent: August-21-18 4:29 PM
To: Sharan, Neena [NC]
Cc: William Small (DAV)
Subject: RE: Government of Canada Agreement 061143 – Notice of Subsequent Compliance Assessment under the Federal Contractors Program

Hello Neena,

I will contact you tomorrow. Please indicate a preferred time that I may reach you by telephone.

Thanks,

Legen Laloo
Human Resources Business Partner Manager
MSC Industrial Supply Co.
202-2595 Skymark Avenue
Mississauga, ON, L4W 4L5

Office: (905) 219-6362
Toll-free: (877) 289-6767 ext. 6362
Mobile: (416) 427-3752
Fax: (866) 590-2635
E-mail: Legen.Laloo@mscdirect.com
www.mscdirect.com



From: neena.sharan@labour-travail.gc.ca [<mailto:neena.sharan@labour-travail.gc.ca>]

Sent: Friday, August 17, 2018 12:35 PM

To: William Small (DAV) <Bill.Small@mscdirect.com>

Cc: Legen Laloo <Legen.Laloo@mscdirect.com>

Subject: EXTERNAL: RE: Government of Canada Agreement 061143 – Notice of Subsequent Compliance Assessment under the Federal Contractors Program

Hi Laloo Legen,

My name is Neena Sharan, Assessment Officer working for the Employment Equity Program. I have been assigned to work on the MSC Industrial Supply ULC file. In reviewing this file, I noticed that we have not received any submission for the subsequent assessment that was required under Federal Contractors Program. These reports were due on February 12, 2018 and thus is quite late. Please contact me as soon as possible.

For this subsequent assessment, MSC Industrial Supply ULC was required to submit the following information to the Labour Program:

- forms 1 to 6 covering your workforce data at the national level (including hiring, promotion and termination data between the previous and subsequent compliance assessment);
- an updated workforce analysis including the Summary Report and Detailed Report; and
- a completed Achievement Report in excel format that includes revised short-term and long-term numerical goals for any gaps in representation.

Tools and Resources

In order to support this work, we encouraged you to use the Workplace Equity Information Management System (WEIMS). For your reference, please refer to the Quick Reference Guide for Contractors: How to Complete a Compliance Assessment Submission under the Federal Contractors Program. This document can be accessed under FCP Documents of WEIMS Help page.

WEIMS is a secure, cost-free, web-based reporting system available to assist your organization in meeting its obligations. Through this application, you can upload your workforce data, then conduct and submit your workforce analysis (step 3 above). This application has the capability to:

- store and maintain your organization's employment equity information;
- create backup files of your data; and
- generate a workforce analysis using the latest Census data.

If your organization does not have access to WEIMS, please complete and submit an Authorization Form to Access WEIMS.

Thank you and have a nice day.

Neena Sharan

Assessment Officer, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
neena.sharan@labour-travail.gc.ca / Tél. : 873-396-0405

Assessment Officer, Labour Program
Employment and Social Development Canada / Government of Canada
neena.sharan@labour-travail.gc.ca / Tel: 873-396-0405



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

From: Yakibonge, Maurice [NC] **On Behalf Of** EE-EME
Sent: January-11-18 2:56 PM
To: 'bill.small@mscdirect.com'
Cc: 'Legen.Laloo@mscdirect.com'
Subject: Government of Canada Agreement 061143 – Notice of Subsequent Compliance Assessment under the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Bill Small,

Further to your initial compliance assessment which was concluded on 21/01/2016, MSC INDUSTRIAL SUPPLY ULC is now subject to a subsequent compliance assessment under the Federal Contractors Program (FCP). The goal of this subsequent assessment is to evaluate your organization's progress and/or effort to achieve full representation of the four designated groups – women, Aboriginal peoples, persons with disabilities and members of visible minorities – within your workforce.

For this subsequent assessment, MSC INDUSTRIAL SUPPLY ULC is required to submit the following information to the Labour Program by **February 12, 2018**:

- forms 1 to 6 covering your workforce data at the national level (including hiring, promotion and termination data between the previous and subsequent compliance assessment);
- an updated workforce analysis including the Summary Report and Detailed Report; and
- a completed Achievement Report in excel format that includes revised short-term and long-term numerical goals for any gaps in representation.

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- store and maintain your organization's employment equity information;
- create backup files of your data; and
- generate a workforce analysis using the latest Census data.

If your organization does not have access to WEIMS, please complete and submit an [Authorization Form to Access WEIMS](#).

Should you have any questions or require assistance, please contact your Program Officer, Maurice Yakibonge, at maurice.yakibonge@labour-travail.gc.ca.

Workplace Equity Team

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

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FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA
 Reporting Period 2015-12-22 to 2018-09-30

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	101	0	0	101	Calgary	6	0	0	6
Québec	22	0	0	22	Edmonton	14	0	0	14
Nova Scotia	12	0	0	12	Montréal	6	0	0	6
New Brunswick	15	0	0	15	Toronto	29	0	0	29
Manitoba	9	0	0	9	Vancouver	6	0	0	6
British Columbia	9	0	0	9	Winnipeg	6	0	0	6
Prince Edward Island	2	0	0	2	St. John's	2	0	0	2
Saskatchewan	2	0	0	2	Moncton	8	0	0	8
Alberta	26	0	0	26	Saint John	3	0	0	3
Newfoundland and Labrador	3	0	0	3	Saguenay	1	0	0	1
Total Employees in Canada				201	Québec	2	0	0	2
					Sherbrooke	2	0	0	2
					Trois-Rivières	1	0	0	1
					Ottawa - Gatineau	7	0	0	7
					Peterborough	1	0	0	1
					Hamilton	8	0	0	8
					St. Catharines - Niagara	19	0	0	19



MSC Industrial Supply ULC (certificate # 061143)

Form 1

FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA
Reporting Period 2015-12-22 to 2018-09-30

Census Metropolitan Areas

	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Kitchener - Cambridge - Waterloo	3	0	0	3
London	2	0	0	2
Windsor	4	0	0	4
Greater Sudbury	4	0	0	4
Thunder Bay	2	0	0	2
Saskatoon	2	0	0	2
Barrie	1	0	0	1
Alta. less CMAs	6	0	0	6
B.C. less CMAs	3	0	0	3
Man. less CMA	3	0	0	3
N.B. less CMA	4	0	0	4
N.S. less CMA	12	0	0	12
Nfld. Lab. less CMA	1	0	0	1
Ont. less CMAs	25	0	0	25
P.E.I.	2	0	0	2
Que. less CMAs	6	0	0	6



MSC Industrial Supply ULC (certificate # 061143)

FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA
Reporting Period 2015-12-22 to 2018-09-30

Total Employees in Canada ▶

201

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2015-12-22 to 2018-09-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	26	19	7	1	1					3		3
	Total	26	19	7	1	1					3		3
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2		2							2		2
	Total	2		2							2		2
Supervisors Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	1	2									
	Total	3	1	2									
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	1	2							1	1	
	Total	3	1	2							1	1	

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2015-12-22 to 2018-09-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Skilled Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	119	103	16	3	3					8	8	
	Total	119	103	16	3	3					8	8	
Skilled Crafts and Trades Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	7	2	5							3	1	2
	Total	7	2	5							3	1	2
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	10	8	2				1	1		1	1	
	Total	10	8	2				1	1		1	1	

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2015-12-22 to 2018-09-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	30	18	12	2	1	1	1	1		2	1	1
	Total	30	18	12	2	1	1	1	1		2	1	1
Total Number of Employees		201	153	48	6	5	1	2	2		20	12	8

MSC Industrial Supply ULC (certificate # 061143)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / National
Reporting Period 2015-12-22 to 2018-09-30

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	201	153	48	6	5	1	2	2		20	12	8
Total Number of Employees	201	153	48	6	5	1	2	2		20	12	8

MSC Industrial Supply ULC (certificate # 061143)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / National
Reporting Period 2015-12-22 to 2018-09-30

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	4	3	1							1		1
Professionals	1		1							1		1
Skilled Sales and Service Personnel	71	58	13	5	4	1				8	7	1
Clerical Personnel	4	2	2							2	1	1
Intermediate Sales and Service Personnel	12	9	3							1	1	
Semi-Skilled Manual Workers	18	10	8	2	1	1				2	1	1
Total Number of Employees Hired	110	82	28	7	5	2				15	10	5

MSC Industrial Supply ULC (certificate # 061143)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / National
Reporting Period 2015-12-22 to 2018-09-30

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	4	3	1									
Skilled Sales and Service Personnel	7	4	3									
Intermediate Sales and Service Personnel	2	1	1									
Semi-Skilled Manual Workers	5	3	2						1			1
Total Number of Employees Promoted	18	11	7						1			1
Total Number of Promotions	18	11	7						1			1

MSC Industrial Supply ULC (certificate # 061143)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / National

Reporting Period 2015-12-22 to 2018-09-30

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	6	3	3							2		2
Professionals	1		1							1		1
Supervisors	1	1										
Skilled Sales and Service Personnel	72	59	13	2	1	1	1		1	5	4	1
Clerical Personnel	4	2	2							2	2	
Intermediate Sales and Service Personnel	15	11	4							1		1
Semi-Skilled Manual Workers	17	11	6				1	1		1		1
Other Sales and Service Personnel	1	1										
Total Number of Employees Terminated	117	88	29	2	1	1	2	1	1	12	6	6

Workforce Analysis - Summary Report

Date: 2018-09-30

Women

Employment Equity Occupational Group	Women					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
02 : Middle and Other Managers	26	7	26.9 %	38.9 %	10	3
03 : Professionals	2	2	100.0 %	55.1 %	1	1
05 : Supervisors	3	2	66.7 %	54.2 %	2	0
07 : Administrative and Senior Clerical Personnel	3	2	66.7 %	80.3 %	2	0
08 : Skilled Sales and Service Personnel	119	16	13.4 %	26.6 %	32	16
09 : Skilled Crafts and Trades Workers	1	0	0.0 %	4.6 %	0	0
10 : Clerical Personnel	7	5	71.4 %	66.9 %	5	0
11 : Intermediate Sales and Service Personnel	10	2	20.0 %	65.6 %	7	5
12 : Semi-Skilled Manual Workers	30	12	40.0 %	16.9 %	5	7
Total	201	48	23.9 %	31.5 %	64	16

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-09-30

Aboriginal Peoples

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples				Gap #
		Representation		Availability		
		#	%	%	#	
02 : Middle and Other Managers	26	1	3.8 %	2.2 %	1	0
03 : Professionals	2	0	0.0 %	1.3 %	0	0
05 : Supervisors	3	0	0.0 %	1.3 %	0	0
07 : Administrative and Senior Clerical Personnel	3	0	0.0 %	0.8 %	0	0
08 : Skilled Sales and Service Personnel	119	3	2.5 %	2.0 %	2	1
09 : Skilled Crafts and Trades Workers	1	0	0.0 %	1.1 %	0	0
10 : Clerical Personnel	7	0	0.0 %	1.4 %	0	0
11 : Intermediate Sales and Service Personnel	10	0	0.0 %	3.2 %	0	0
12 : Semi-Skilled Manual Workers	30	2	6.7 %	2.8 %	1	1
Total	201	6	3.0 %	2.1 %	4	2

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-09-30

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
02 : Middle and Other Managers	26	3	11.5 %	15.0 %	4	3
03 : Professionals	2	2	100.0 %	27.5 %	1	1
05 : Supervisors	3	0	0.0 %	34.8 %	1	3
07 : Administrative and Senior Clerical Personnel	3	1	33.3 %	28.9 %	1	0
08 : Skilled Sales and Service Personnel	119	8	6.7 %	13.1 %	16	8
09 : Skilled Crafts and Trades Workers	1	0	0.0 %	22.5 %	0	0
10 : Clerical Personnel	7	3	42.9 %	35.4 %	2	1
11 : Intermediate Sales and Service Personnel	10	1	10.0 %	27.2 %	3	3
12 : Semi-Skilled Manual Workers	30	2	6.7 %	10.3 %	3	3
Total	201	20	9.9 %	15.2 %	31	31

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-09-30

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	26	0	0.0 %	4.3 %	1	3
03 : Professionals	2	0	0.0 %	3.8 %	0	0
05 : Supervisors	3	0	0.0 %	13.9 %	0	0
07 : Administrative and Senior Clerical Personnel	3	0	0.0 %	3.4 %	0	0
08 : Skilled Sales and Service Personnel	119	0	0.0 %	3.5 %	4	4
09 : Skilled Crafts and Trades Workers	1	0	0.0 %	3.8 %	0	0
10 : Clerical Personnel	7	0	0.0 %	7.0 %	0	0
11 : Intermediate Sales and Service Personnel	10	1	10.0 %	5.6 %	1	0
12 : Semi-Skilled Manual Workers	30	1	3.3 %	4.8 %	1	0
Total	201	2	1.0 %	4.2 %	7	5

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-09-30

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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

Workforce Analysis - Summary Report

Date: 2018-09-30

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
05 : Supervisors	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
09 : Skilled Crafts and Trades Workers	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National
13 : Other Sales and Service Personnel	EEOG	National

Federal Contractors Program Achievement Report

Part I: Workforce Analysis

Msc Industrial Supply ULC

[Date: YYYY-MM-DD]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	09	30

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)	All Employees	Women	
		Representation	Availability*
		#	%
		#	%
01 Senior Managers	2	0	27.40
02 Middle & Other Managers	23	8	38.90
03 Professionals	2	2	55.10
04 Semi-Professionals & Technicians	0	0	0.00
05 Supervisors	4	2	55.40
06 Supervisors: Crafts & Trades	0	0	0.00
07 Administrative & Senior Clerical Personnel	2	1	80.50
08 Skilled Sales & Service Personnel	98	13	26.70
09 Skilled Crafts & Trades Workers	0	0	0.00
10 Clerical Personnel	7	5	66.90
11 Intermediate Sales & Service Personnel	11	3	65.70
12 Semi-Skilled Manual Workers	29	9	16.90
13 Other Sales & Service Personnel	1	0	57.00
14 Other Manual Workers	0	0	0.00
Total	179	43	32.4

Table 5: Women

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)	All Employees	Women	
		Representation	Availability*
		#	%
		#	%
01 Senior Managers		0	0.0
02 Middle & Other Managers	26	7	38.9
03 Professionals	2	2	55.1
04 Semi-Professionals & Technicians	0	0	0.0
05 Supervisors	3	2	54.2
06 Supervisors: Crafts & Trades	0	0	0.0
07 Administrative & Senior Clerical Personnel	3	2	80.3
08 Skilled Sales & Service Personnel	119	16	26.6
09 Skilled Crafts & Trades Workers	1	0	4.6
10 Clerical Personnel	7	5	66.9
11 Intermediate Sales & Service Personnel	10	2	65.6
12 Semi-Skilled Manual Workers	30	12	16.9
13 Other Sales & Service Personnel	0	0	0.0
14 Other Manual Workers	0	0	0.0
Total	201	48	31.5

* Source:

* Source:
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Msc Industrial Supply ULC

[Date: YYYY-MM-DD]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
0	0	0

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	09	30

Table 2: Aboriginal Peoples

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
01	Senior Managers	2	0	2.90
02	Middle & Other Managers	23	1	2.20
03	Professionals	2	0	1.30
04	Semi-Professionals & Technicians	0	0	0.00
05	Supervisors	4	0	1.30
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	2	0	0.70
08	Skilled Sales & Service Personnel	98	0	2.10
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	7	0	1.40
11	Intermediate Sales & Service Personnel	11	0	3.00
12	Semi-Skilled Manual Workers	29	0	2.80
13	Other Sales & Service Personnel	1	0	2.50
14	Other Manual Workers	0	0	0.00
Total		179	1	2.2

* Source:
0

Table 6: Aboriginal Peoples

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
		0	0	0.0
		26	1	2.2
		2	0	1.3
		0	0	0.0
		3	0	1.3
		0	0	0.0
		3	0	0.8
		119	3	2.0
		1	0	1.1
		7	0	1.4
		10	0	3.2
		30	2	2.8
		0	0	0.0
		0	0	0.0
Total		201	6	2.1

* Source:
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Msc Industrial Supply ULC

[Date: YYYY-MM-DD]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
0	0	0

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	09	30

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	10.10
02 Middle & Other Managers	23	4	15.00
03 Professionals	2	2	27.50
04 Semi-Professionals & Technicians	0	0	0.00
05 Supervisors	4	0	27.90
06 Supervisors: Crafts & Trades	0	0	0.00
07 Administrative & Senior Clerical Personnel	2	1	24.70
08 Skilled Sales & Service Personnel	98	5	13.10
09 Skilled Crafts & Trades Workers	0	0	0.00
10 Clerical Personnel	7	3	35.40
11 Intermediate Sales & Service Personnel	11	1	27.10
12 Semi-Skilled Manual Workers	29	2	9.80
13 Other Sales & Service Personnel	1	0	15.10
14 Other Manual Workers	0	0	0.00
Total	179	18	15.1

* Source:
0

Table 7: Members of Visible Minorities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)	All Employees	Members of Visible Minorities	
		Representation	Availability*
		#	%
01 Senior Managers	0	0	0.0
02 Middle & Other Managers	26	3	15.0
03 Professionals	2	2	27.5
04 Semi-Professionals & Technicians	0	0	0.0
05 Supervisors	3	0	34.8
06 Supervisors: Crafts & Trades	0	0	0.0
07 Administrative & Senior Clerical Personnel	3	1	28.9
08 Skilled Sales & Service Personnel	119	8	13.1
09 Skilled Crafts & Trades Workers	1	0	22.5
10 Clerical Personnel	7	3	35.4
11 Intermediate Sales & Service Personnel	10	1	27.2
12 Semi-Skilled Manual Workers	30	2	10.3
13 Other Sales & Service Personnel	0	0	0.0
14 Other Manual Workers	0	0	0.0
Total	201	20	15.2

* Source:
2011 National Household Survey

Federal Contractors Program Achievement Report

Part I: Workforce Analysis

Msc Industrial Supply ULC

[Date: YYYY-MM-DD]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
0	0	0

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	09	30

Table 4: Persons with Disabilities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
01/02	Managers	25	0	4.30
03	Professionals	2	0	3.80
04	Semi-Professionals & Technicians	0	0	0.00
05	Supervisors	4	0	13.90
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	2	0	3.40
08	Skilled Sales & Service Personnel	98	1	3.50
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	7	0	7.00
11	Intermediate Sales & Service Personnel	11	1	5.60
12	Semi-Skilled Manual Workers	29	2	4.80
13	Other Sales & Service Personnel	1	0	6.30
14	Other Manual Workers	0	0	0.00
Total		179	4	4.3

Table 8: Persons with Disabilities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
		26	0	4.3
		2	0	3.8
		0	0	0.0
		3	0	13.9
		0	0	0.0
		3	0	3.4
		119	0	3.5
		1	0	3.8
		7	0	7.0
		10	1	5.6
		30	1	4.8
		0	0	0.0
		0	0	0.0
Total		201	2	4.2

* Source:

* Source:
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Msc Industrial Supply ULC

[Date: YYYY-MM-DD]

Start Date of Flow Data		
YYYY	MM	DD

End Date of Flow Data		
YYYY	MM	DD

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 1: Women			
	Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	4	1	0	0
03 Professionals	1	1	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	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	71	13	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	4	2	0	0
11 Intermediate Sales & Service Personnel	12	3	0	0
12 Semi-Skilled Manual Workers	18	8	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	110	28	0	0

Employment Equity Occupational Group (EEOG)	Table 5: Women			
	Full-time / National		Part-time / National	
	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	4	1	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	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	7	3	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	2	1	0	0
12 Semi-Skilled Manual Workers	5	2	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	18	7	0	0

Employment Equity Occupational Group (EEOG)	Table 9: Women			
	Full-time / National		Part-time / National	
	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	6	3	0	0
03 Professionals	1	1	0	0
04 Semi-Professionals & Technicians	0	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	72	13	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	4	2	0	0
11 Intermediate Sales & Service Personnel	15	4	0	0
12 Semi-Skilled Manual Workers	17	6	0	0
13 Other Sales & Service Personnel	1	0	0	0
14 Other Manual Workers	0	0	0	0
Total	117	29	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Msc Industrial Supply ULC

[Date: YYYY-MM-DD]

Start Date of Flow Data		
YYYY	MM	DD
0	0	0

End Date of Flow Data		
YYYY	MM	DD
0	0	0

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	0	0	0	0	0	0	0
02 Middle & Other Managers	4	0	0	0	0	0	0	
03 Professionals	1	0	0	0	0	0	0	
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	
05 Supervisors	0	0	0	0	0	0	0	
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	
08 Skilled Sales & Service Personnel	71	5	0	0	0	0	0	
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	
10 Clerical Personnel	4	0	0	0	0	0	0	
11 Intermediate Sales & Service Personnel	12	0	0	0	0	0	0	
12 Semi-Skilled Manual Workers	18	2	0	0	0	0	0	
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	
14 Other Manual Workers	0	0	0	0	0	0	0	
Total	110	7	0	0	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	0	0	0	0
4	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0

Full-time / National				Part-time / National			
All Employees Terminated		Aboriginal Peoples Terminated		All Employees Terminated		Aboriginal Peoples Terminated	
#	#	#	#	#	#	#	#
0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
72	2	0	0	0	0	0	0
0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
117	2	0	0	0	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Msc Industrial Supply ULC

[Date: YYYY-MM-DD]

Start Date of Flow Data		
YYYY	MM	DD
0	0	0

End Date of Flow Data		
YYYY	MM	DD
0	0	0

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 3: Persons with Disabilities

Table 7: Persons with Disabilities

Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities			
	Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	4	0	0	0
03 Professionals	1	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	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	71	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	4	0	0	0
11 Intermediate Sales & Service Personnel	12	0	0	0
12 Semi-Skilled Manual Workers	18	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	110	0	0	0

	Table 7: Persons with Disabilities			
	Full-time / National		Part-time / National	
	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
	#	#	#	#
	0	0	0	0
	4	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	7	0	0	0
	0	0	0	0
	0	0	0	0
	2	0	0	0
	5	0	0	0
	0	0	0	0
	0	0	0	0
Total	18	0	0	0

	Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National	
	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#
	0	0	0	0
	6	0	0	0
	1	0	0	0
	0	0	0	0
	1	0	0	0
	0	0	0	0
	0	0	0	0
	72	0	0	0
	0	0	0	0
	4	0	0	0
	15	0	0	0
	17	1	0	0
	1	0	0	0
	0	0	0	0
Total	117	1	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Msc Industrial Supply ULC

[Date: YYYY-MM-DD]

Start Date of Flow Data		
YYYY	MM	DD
0	0	0

End Date of Flow Data		
YYYY	MM	DD
0	0	0

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	0	0	0
02 Middle & Other Managers	4	1	0	0
03 Professionals	1	1	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	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	71	8	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	4	2	0	0
11 Intermediate Sales & Service Personnel	12	1	0	0
12 Semi-Skilled Manual Workers	18	2	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	110	15	0	0

Full-time / National		Part-time / National	
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
#	#	#	#
0	0	0	0
4	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
7	0	0	0
0	0	0	0
0	0	0	0
2	0	0	0
5	1	0	0
0	0	0	0
0	0	0	0
18	1	0	0

Full-time / National		Part-time / National	
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
0	0	0	0
6	2	0	0
1	1	0	0
0	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
72	5	0	0
0	0	0	0
4	2	0	0
15	1	0	0
17	1	0	0
1	0	0	0
0	0	0	0
117	12	0	0

Federal Contractors Program Achievement Report

Part 3: Goals

Msc Industrial Supply ULC

[Date: YYYY-MM-DD]

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 B	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K + C	(K - M + O) + (C + F)	

Table 1: Women

Employment Equity Occupational Group (EEOG)	First/Previous Short-term Goals																		
	All Employees								Women										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Percent Gap	Targeted Gap	Present Representation	Projected Representation in 3 Years
		XXXX-YYYY-00	Actual	Projected	Over 3 Years	Actual	Projected			Over 3 Years	XXXX-YYYY-00		Annually	Over 3 Years					
	--	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	%	%	#	#	%	%	%	#	#	%	%
#	%	%	#	%	%	#	#	%	%	#	#	%	%	%	#	#	%	%	
01 Senior Managers	2	-100.0%		0	0.0%		0	0	0.0%	0	1	0		27.4%	-1	-1	0.0%	0.0%	
02 Middle & Other Managers	23	4.2%		0	24.5%		0	8	0.0%	0	1	0		38.9%	-1	-1	34.8%	34.8%	
03 Professionals	2	0.0%		0	50.0%		0	2	0.0%	0	-1	0		55.1%	1	1	100.0%	100.0%	
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
05 Supervisors	4	-9.1%		0	28.6%		0	2	0.0%	0	0	0		55.4%	0	0	50.0%	50.0%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	2	14.5%		0	0.0%		0	1	0.0%	0	1	0		80.5%	-1	-1	50.0%	50.0%	
08 Skilled Sales & Service	98	6.7%		0	66.4%		0	13	0.0%	0	13	0		26.7%	-13	-13	13.3%	13.3%	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	7	0.0%		0	57.1%		0	5	0.0%	0	0	0		66.9%	0	0	71.4%	71.4%	
11 Intermediate Sales & Service	11	-3.1%		0	142.9%		0	3	0.0%	0	4	0		65.7%	-4	-4	27.3%	27.3%	
12 Semi-Skilled Manual	29	1.1%		0	57.6%		0	9	0.0%	0	-4	0		16.9%	4	4	31.0%	31.0%	
13 Other Sales & Service	1	-100.0%		0	200.0%		0	0	0.0%	0	1	0		57.0%	-1	-1	0.0%	0.0%	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
Total	179	3.9%		0	61.6%		0	43	0.0%	0	15	0		32.4%	-15	-15	24.0%	24.0%	

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) / 2) - 1) x 100

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

Table 2: Women

Employment Equity Occupational Group (EEOG)	Women					Comments
	Short-term Goals		Long-term Goals			
	#	%	#	%		
01 Senior Managers	1	0.0	0	0.0		
02 Middle & Other Managers	1	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	1	0.0	3	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	1	0.0	2	0.0		
12 Semi-Skilled Manual	0	0.0	0	0.0		
13 Other Sales & Service	1	0.0	0	0.0		

Federal Contractors Program Achievement Report

Part 3: Goals

Msc Industrial Supply ULC

[Date: YYYY-MM-DD]

14	Other Manual Workers	0	0.0	0	0.0
Total		5	0.0	5	0.0

Federal Contractors Program Achievement Report

Part 3: Goals

Msc Industrial Supply ULC

[Date: YYYY-MM-DD]

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 B	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K + C	(K - M + O) + (C + F)	

Table 3: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	First/Previous Short-term Goals																		
	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Percent Gap	Targeted Gap	Present Representation	Projected Representation in 3 Years
		XXXX-YYYY-00	Actual	Projected	Over 3 Years	Actual	Projected			Over 3 Years	XXXX-YYYY-00		Annually	Over 3 Years					
	#	%	%	#	%	%	#	#	%	%	#	#	%	%	#	#	%	%	
01 Senior Managers	2	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0	2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	23	4.2%		0	24.5%		0	1	0.0%	0	0	0	0	2.2%	0	0	4.3%	4.3%	
03 Professionals	2	0.0%		0	50.0%		0	0	0.0%	0	0	0	0	1.3%	0	0	0.0%	0.0%	
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
05 Supervisors	4	-9.1%		0	28.6%		0	0	0.0%	0	0	0	0	1.3%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	2	14.5%		0	0.0%		0	0	0.0%	0	0	0	0	0.7%	0	0	0.0%	0.0%	
08 Skilled Sales & Service	98	6.7%		0	66.4%		0	0	0.0%	0	2	0	0	2.1%	-2	-2	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	7	0.0%		0	57.1%		0	0	0.0%	0	0	0	0	1.4%	0	0	0.0%	0.0%	
11 Intermediate Sales & Service	11	-3.1%		0	142.9%		0	0	0.0%	0	0	0	0	3.0%	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	29	1.1%		0	57.6%		0	0	0.0%	0	1	0	0	2.8%	-1	-1	0.0%	0.0%	
13 Other Sales & Service	1	-100.0%		0	200.0%		0	0	0.0%	0	0	0	0	2.5%	0	0	0.0%	0.0%	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	179	3.9%		0	61.6%		0	0	0.0%	0	3	0	0	2.2%	-3	-3	0.6%	0.6%	

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) / 2) - 1) x 100

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

Table 4: Aboriginal Peoples

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

Federal Contractors Program Achievement Report

Part 3: Goals

Msc Industrial Supply ULC

[Date: YYYY-MM-DD]

14	Other Manual Workers	0	0.0	6	0.0
Total		2	0.0	1	0.0

Federal Contractors Program Achievement Report

Part 3: Goals

Msc Industrial Supply ULC

[Date: YYYY-MM-DD]

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 B	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K + C	(K - M + O) + (C + F)	

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	First/Previous Short-term Goals																		
	All Employees								Persons with Disabilities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Percent Gap	Targeted Gap	Present Representation	Projected Representation in 3 Years
		XXXX-YYYY-00	Actual	Projected	Over 3 Years	Actual	Projected			Over 3 Years	XXXX-YYYY-00		Annually	Over 3 Years					
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	#	#	%	%	
01/02 Managers	25	-47.9%		0	12.2%		0	0	0	0.0%	0	1	0		3.8%	-1	-1	0.0%	0.0%
03 Professionals	2	0.0%		0	50.0%		0	0	0.0%	0	0	0	0		0.0%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0		13.9%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	4	-9.1%		0	28.6%		0	0	0.0%	0	0	0	0		0.0%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0		3.4%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	2	14.5%		0	0.0%		0	0	0.0%	0	0	0	0		3.5%	0	0	0.0%	0.0%
08 Skilled Sales & Service	98	6.7%		0	66.4%		0	1	0.0%	0	-1	0	0		0.0%	1	1	1.0%	1.0%
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0		7.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	7	0.0%		0	57.1%		0	0	0.0%	0	0	0	0		5.6%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	11	-3.1%		0	142.9%		0	1	0.0%	0	0	0	0		4.3%	0	0	9.1%	9.1%
12 Semi-Skilled Manual	29	1.1%		0	57.6%		0	2	0.0%	0	0	0	0		6.3%	0	0	6.9%	6.9%
13 Other Sales & Service	1	-100.0%		0	200.0%		0	0	0.0%	0	0	0	0		0.0%	0	0	0.0%	0.0%
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0		4.3%	0	0	#DIV/0!	#DIV/0!
Total	179	1.9%		0	61.6%		0	4	0.0%	0	#REF!	0	0		#REF!	#REF!	#REF!	2.2%	2.2%

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01/02 Managers	1	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	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	1	0.0	1	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	3	0.0	1	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Msc Industrial Supply ULC

{Date: YYYY-MM-DD}

Federal Contractors Program Achievement Report

Part 3: Goals

Msc Industrial Supply ULC

[Date: YYYY-MM-DD]

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 B	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K + C	(K - M + O) + (C + F)	

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	First/Previous Short-term Goals																		
	All Employees								Members of Visible Minorities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Percent Gap	Targeted Gap	Present Representation	Projected Representation in 3 Years
		XXXX-YYYY-00	Actual	Projected	Actual	Projected	Over 3 Years			XXXX-YYYY-00	Annually		Over 3 Years	From - To					
	--	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	%	%	#	#	%	%	%	#	%	%	%
#	%	%	#	%	%	#	#	%	%	#	#	%	%	%	#	%	%	%	
01 Senior Managers	2	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0	10.1%	0	0	0.0%	0.0%
02 Middle & Other Managers	23	4.2%		0	24.5%		0	4	0.0%	0	-1	0	0	15.0%	1	1	17.4%	17.4%	
03 Professionals	2	0.0%		0	50.0%		0	2	0.0%	0	-1	0	0	27.5%	1	1	100.0%	100.0%	
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
05 Supervisors	4	-9.1%		0	28.6%		0	0	0.0%	0	1	0	0	27.9%	-1	-1	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	2	14.5%		0	0.0%		0	1	0.0%	0	-1	0	0	24.7%	1	1	50.0%	50.0%	
08 Skilled Sales & Service	98	6.7%		0	66.4%		0	5	0.0%	0	8	0	0	13.1%	-8	-8	5.1%	5.1%	
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	7	0.0%		0	57.1%		0	3	0.0%	0	-1	0	0	35.4%	1	1	42.9%	42.9%	
11 Intermediate Sales & Service	11	-3.1%		0	142.9%		0	1	0.0%	0	2	0	0	27.1%	-2	-2	9.1%	9.1%	
12 Semi-Skilled Manual	29	1.1%		0	57.6%		0	2	0.0%	0	1	0	0	9.8%	-1	-1	6.9%	6.9%	
13 Other Sales & Service	1	-100.0%		0	200.0%		0	0	0.0%	0	0	0	0	15.1%	0	0	0.0%	0.0%	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	179	3.9%		0	61.6%		0	18	0.0%	0	9	0	0	15.1%	-9	-9	10.1%	10.1%	

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) / 2) - 1) x 100

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities					Comments
	Short-term Goals		Long-term Goals			
	#	%	#	%		
01 Senior Managers	0	0.0	0	0.0		
02 Middle & Other Managers	0	0.0	0	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	0	0.0	0	0.0		
08 Skilled Sales & Service	1	0.0	1	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	1	0.0	1	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	6	0.0
Total		4	0.0	2	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 B	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K + C	(K - M + O) + (C + F)	

Table 9: Women

Employment Equity Occupational Group (EOG)	All Employees										Subsequent/Current Short-term Goals									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Targeted Gap	Present Representation	Projected Representation in 3 Years
		XXXX-YYYY-00	Actual	Projected	Over 3 Years	Actual	Projected			Over 3 Years	XXXX-YYYY-00	Annually		Over 3 Years	XXXX-YYYY					
	2018-09-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-09-30	Annually	Over 3 Years	Annually	Over 3 Years	2018	2021						
	#	%	%	#	%	%	#	#	%	%	#	%	#	%						
01 Senior Managers	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
02 Middle & Other Managers	26	4.2%		0	24.5%		0	0	0.0%	0	3	0	40.0	38.9%	-3	0	-3	26.9%	26.9%	
03 Professionals	2	0.0%		0	50.0%		0	2	0.0%	0	-1	0		55.1%	1	1	100.0%	100.0%		
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
05 Supervisors	3	-9.1%		0	28.6%		0	2	0.0%	0	0	0	0	54.2%	0	0	0	66.7%	66.7%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	3	14.5%		0	0.0%		0	2	0.0%	0	0	0	0	80.3%	0	0	0	66.7%	66.7%	
08 Skilled Sales & Service	119	6.7%		0	66.4%		0	16	0.0%	0	16	0	27.0	26.6%	-16	-16	13.4%	13.4%		
09 Skilled Crafts & Trades	1	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	4.6%	0	0	0	0.0%	0.0%	
10 Clerical Personnel	7	0.0%		0	57.1%		0	5	0.0%	0	0	0	0	66.9%	0	0	0	71.4%	71.4%	
11 Intermediate Sales & Service	10	-3.1%		0	142.9%		0	2	0.0%	0	5	0	50.0	65.0%	-8	-5	20.0%	20.0%		
12 Semi-Skilled Manual	30	1.1%		0	57.6%		0	12	0.0%	0	-7	0	0	16.9%	7	7	40.0%	40.0%		
13 Other Sales & Service	0	-100.0%		0	200.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
Total	201	3.9%		0	61.6%		0	48	0.0%	0	15	0	0	31.5%	-15	-15	23.9%	23.9%		

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) / 2) - 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	40.0	40.0	
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	27.0	27.0	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	0.0	0.0	
11 Intermediate Sales & Service	50.0	50.0	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	0.0	0.0	
14 Other Manual Workers	0.0	0.0	

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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 B	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)	

Employment Equity Occupational Group (EEOG)		Table 11: Aboriginal Peoples Subsequent/Current Short-term Goals																			
		All Employees								Aboriginal Peoples											
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Targeted Gap	Present Representation	Projected Representation in 3 Years
			XXXX-YYYY-09	Actual	Projected	Over 3 Years	Actual	Projected			Over 3 Years	XXXX-YYYY-09	Annually		Over 3 Years	XXXX-YYYY					
		2018-09-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-09-30	Annually	Over 3 Years	Years	2018	2021	%	#	#	%	%		
#	%	%	#	%	%	#	#	%	#	#	#	#	%	%	#	#	%	%			
01	Senior Managers	0	-100.0%	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
02	Middle & Other Managers	26	4.2%	0	24.5%	0	0	1	0.0%	0	0	0	0	2.2%	0	0	0	3.8%	3.8%		
03	Professionals	2	0.0%	0	50.0%	0	0	0	0.0%	0	0	0	0	1.3%	0	0	0	0.0%	0.0%		
04	Semi-Professionals & Tech	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!		
05	Supervisors	3	-9.1%	0	28.6%	0	0	0	0.0%	0	0	0	0	1.3%	0	0	0	0.0%	0.0%		
06	Supervisors: Crafts & Trades	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!		
07	Administrative & Sr Clerical	3	14.5%	0	0.0%	0	0	0	0.0%	0	0	0	0	0.8%	0	0	0	0.0%	0.0%		
08	Skilled Sales & Service	119	6.7%	0	66.4%	0	0	3	0.0%	0	-1	0	0	2.0%	1	1	0	2.5%	2.5%		
09	Skilled Crafts & Trades	1	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0	1.1%	0	0	0	0.0%	0.0%		
10	Clerical Personnel	7	0.0%	0	57.1%	0	0	0	0.0%	0	0	0	0	1.4%	0	0	0	0.0%	0.0%		
11	Intermediate Sales & Service	10	-3.1%	0	142.9%	0	0	0	0.0%	0	0	0	0	3.2%	0	0	0	0.0%	0.0%		
12	Semi-Skilled Manual	30	1.1%	0	57.6%	0	0	2	0.0%	0	-1	0	0	2.8%	1	1	0	6.7%	6.7%		
13	Other Sales & Service	0	-100.0%	0	200.0%	0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!		
14	Other Manual Workers	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!		
Total		201	3.9%	0	61.6%	0	0	6	0.0%	0	-2	0	0	2.1%	2	2	0	3.0%	3.0%		

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) / 2) - 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

Employment Equity Occupational Group (EEOG)		Table 12: Aboriginal Peoples				Comments
		Aboriginal Peoples				
		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	0.0	0.0			
13	Other Sales & Service	0.0	0.0			
14	Other Manual Workers	0.0	0.0			

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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 B	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K + C	(K - M + O) + (C + F)

Table 13: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Subsequent/Current Short-term Goals																		
	All Employees								Persons with Disabilities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Percent Gap	Targeted Gap	Present Representation	Projected Representation in 3 Years
		XXXX-YYYY-09	Actual	Projected	Actual	Projected	Over 3 Years			XXXX-YYYY-09	Annually		Over 3 Years	XXXX-YYYY					
	2018-09-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-09-30	Annually	Over 3 Years	Years	2018	2021	%	#	#	%	%	
#	%	%	#	%	%	#	#	%	#	#	#	#	%	#	#	%	%		
01/02 Managers	26	-47.9%		0	12.2%		0	0	0	0.0%	0	1	0	4.5	4.3%	-1	-1	0.0%	0.0%
03 Professionals	2	0.0%		0	50.0%		0	0	0.0%	0	0	0	0	3.8%	0	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
05 Supervisors	3	-9.1%		0	28.6%		0	0	0.0%	0	0	0	0	13.9%	0	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	3	14.5%		0	0.0%		0	0	0.0%	0	0	0	0	3.4%	0	0	0	0.0%	0.0%
08 Skilled Sales & Service	119	6.7%		0	66.4%		0	0	0.0%	0	4	0	0	3.5	3.5%	-3	-4	0.0%	0.0%
09 Skilled Crafts & Trades	1	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	2.8%	0	0	0	0.0%	0.0%
10 Clerical Personnel	7	0.0%		0	57.1%		0	0	0.0%	0	0	0	0	7.0%	0	0	0	0.0%	0.0%
11 Intermediate Sales & Service	10	-3.1%		0	142.9%		0	1	0.0%	0	0	0	0	5.6%	0	0	0	10.0%	10.0%
12 Semi-Skilled Manual	30	1.1%		0	57.6%		0	1	0.0%	0	0	0	0	-4.8%	0	0	0	3.3%	3.3%
13 Other Sales & Service	0	-100.0%		0	200.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
Total	201	1.9%		0	61.6%		0	2	0.0%	0	6	0	0	4.2%	-6	-6	0	1.0%	1.0%

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities			Comments
	Short-term Goals	Long-term Goals		
	#	%	%	
01/02 Managers		4.5	4.5	
03 Professionals			0.0	
04 Semi-Professionals & Tech			0.0	
05 Supervisors			0.0	
06 Supervisors: Crafts & Trades			0.0	
07 Administrative & Sr Clerical			0.0	
08 Skilled Sales & Service		3.5	3.5	
09 Skilled Crafts & Trades			0.0	
10 Clerical Personnel			0.0	
11 Intermediate Sales & Service			0.0	
12 Semi-Skilled Manual			0.0	
13 Other Sales & Service			0.0	
14 Other Manual Workers			0.0	
Total		0.0	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 B	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K + C	(K - M + O) + (C + F)

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Members of Visible Minorities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Percent Gap	Targeted Gap	Present Representation	Projected Representation in 3 Years
		XXXX-YYYY-00	Actual	Projected	Over 3 Years	Actual	Projected			Over 3 Years	XXXX-YYYY-00	Annually		Over 3 Years	XXXX-YYYY					
	2018-09-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-09-30	Annually	Over 3 Years	Annually	Over 3 Years	2018	2021	%	#	%	#	%	#
	#	%	%	#	%	%	#	#	%	%	#	%	#	%	%	#	#	%	#	%
01 Senior Managers	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	26	4.2%		0	24.5%		0	0	0.0%	0	1	0	0	15.0%	15.0%		-1	-1	11.5%	11.5%
03 Professionals	2	0.0%		0	50.0%		0	0	0.0%	0	-1	0	0	27.5%	27.5%		1	1	100.0%	100.0%
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0.0%		0	0	#DIV/0!	#DIV/0!
05 Supervisors	3	-9.1%		0	28.6%		0	0	0.0%	0	1	0	0	35.0%	34.8%		-1	-1	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0.0%		0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	3	14.5%		0	0.0%		0	1	0.0%	0	0	0	0	28.9%	28.9%		0	0	33.3%	33.3%
08 Skilled Sales & Service	119	6.7%		0	66.4%		0	8	0.0%	0	5	0	0	13.1%	13.1%		-8	-8	6.7%	6.7%
09 Skilled Crafts & Trades	1	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	22.5%	22.5%		0	0	0.0%	0.0%
10 Clerical Personnel	7	0.0%		0	57.1%		0	3	0.0%	0	-1	0	0	35.4%	35.4%		1	1	42.9%	42.9%
11 Intermediate Sales & Service	10	-3.1%		0	142.9%		0	1	0.0%	0	2	0	0	27.2%	27.2%		-2	-2	10.0%	10.0%
12 Semi-Skilled Manual	30	1.1%		0	57.6%		0	2	0.0%	0	1	0	0	10.3%	10.3%		-1	-1	6.7%	6.7%
13 Other Sales & Service	0	-100.0%		0	200.0%		0	0	0.0%	0	0	0	0	0.0%	0.0%		0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0.0%		0	0	#DIV/0!	#DIV/0!
Total	201	3.9%		0	61.6%		0	20	0.0%	0	11	0	0	15.2%	15.2%		-11	-11	10.0%	10.0%

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) / 2) - 1) x 100

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0	0.0	
02 Middle & Other Managers	15.0	15.0	
03 Professionals	0.0	0.0	
04 Semi-Professionals & Tech	0.0	0.0	
05 Supervisors	35.0	35.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	0.0	0.0	
08 Skilled Sales & Service	13.1	13.1	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	0.0	0.0	
11 Intermediate Sales & Service	27.2	27.2	
12 Semi-Skilled Manual	10.3	10.3	
13 Other Sales & Service	0.0	0.0	
14 Other Manual Workers	0.0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Msc Industrial Supply ULC

[Date: YYYY-MM-DD]

Total		0.0	0.0
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Federal Contractors Program Achievement Report

Part 4: Results - Women

Msc Industrial Supply ULC

[Date: YYYY-MM-DD]

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	F - H	F + 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 ÷ F x 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	G 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					
		Actual	%	Representation	Availability	Exp.	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
01 Senior Managers	2018	0	2	0	0.0	27.4	1	-1	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0	0	0	0	
02 Middle & Other Managers	2018	0	23	8	34.8	38.9	9	-1	88.4	0	1	25.0	2	-1	4	1	25.0	1	0	6	3	50.0	2	1	
03 Professionals	2018	0	2	2	100.0	55.1	1	1	181.5	1	1	100.0	1	0	0	0	0.0	0	1	1	100.0	1	0	0	
04 Semi-Professionals & Technicians	2018	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0.0	0	0	0	0
05 Supervisors	2018	0	4	2	50.0	55.4	2	0	90.3	0	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	1	-1	
06 Supervisors: Crafts & Trades	2018	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0.0	0	0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	F ÷ D x 100	Part 3: Goals	F ÷ G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	F + K x 100	Part 3: Goals	F - N x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees		Women		Women		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	0	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	0.0
02 Middle & Other Managers	2018	8	2	25.0	1	200.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
	2021	8	2	25.0			40.0	62.5			40.0	62.5		
03 Professionals	2018	1	1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
	2021	1	1	100.0			0.0	0.0			0.0	0.0	0.0	0.0
04 Semi-Professionals & Technicians	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	0.0
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	0.0
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	0.0

Federal Contractors Program Achievement Report

Part 4: Results - Women

Msc Industrial Supply ULC

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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 x 100	F - H	F + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	1 + K x 100	K x G x 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P + F x 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	G x F x 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					
		Actual	%	Representation	Availability	Exp.	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
07 Administrative & Senior Clerical	2018	0	2	1	50.0	80.5	2	-1	62.1	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0	0	0	0	
	2021	3	2	66.7	80.3	2	0	83.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0	0	0	0	0	
08 Skilled Sales & Service Personnel	2018	0	98	13	13.3	26.7	26	-13	49.7	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0	0	0	0	0
	2021	119	16	13.4	26.6	32	-16	50.5	71	13	18.3	19	-6	7	3	42.9	1	2	72	13	18.1	10	3		
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	0.0	0	0	0.0	0	0	0	0
	2021	1	0	0.0	4.6	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	2018	0	7	5	71.4	66.9	5	0	106.8	0	2	50.0	3	-1	0	0	0.0	0	0	4	2	50.0	3	-1	
	2021	7	5	71.4	66.9	5	0	106.8	4	2	50.0	3	-1	0	0	0.0	0	0	4	2	50.0	3	-1		
11 Intermediate Sales & Service Personnel	2018	0	11	3	27.3	65.7	7	-4	41.5	0	3	25.0	8	-5	2	1	50.0	1	0	15	4	26.7	4	0	
	2021	10	2	20.0	65.6	7	-5	30.5	12	3	25.0	8	-5	2	1	50.0	1	0	15	4	26.7	4	0		
12 Semi-Skilled Manual Workers	2018	0	29	9	31.0	16.9	5	4	183.6	0	8	44.4	3	5	5	2	40.0	2	0	17	6	35.3	5	1	
	2021	30	12	40.0	16.9	5	7	236.7	18	8	44.4	3	5	5	2	40.0	2	0	17	6	35.3	5	1		

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	F + D x 100	Part 3: Goals	F + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	F + K x 100	Part 3: Goals	F + N x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees		Women		Women		Women		Women		Women		
		Actual	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
07 Administrative & Senior Clerical	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
08 Skilled Sales & Service Personnel	2018	78	16	20.5	1	1600.0	0.0	0.0	3	533.3	0.0	0.0		
	2021	78	16	20.5	1	1600.0	27.0	76.0	3	533.3	27.0	76.0		
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	0.0	0.0	0.0		
10 Clerical Personnel	2018	4	2	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	4	2	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	14	4	28.6	1	400.0	0.0	0.0	2	200.0	0.0	0.0		
	2021	14	4	28.6	1	400.0	50.0	57.1	2	200.0	50.0	57.1		
12 Semi-Skilled Manual Workers	2018	23	10	43.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	23	10	43.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Msc Industrial Supply ULC

[Date: YYYY-MM-DD]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires				Promotions				Terminations						
		All Employees		Women				Exp.	EE Result	All Employees		Women		Actual	Women		Actual	All Employees		Women						
		#	%	Representation	Availability	Gap	Actual			%	Expected	Difference	Actual		%	Expected		Difference	Actual	%	Expected	Difference				
13 Other Sales & Service Personnel	2018	0	1	0	0.0	57.0	1	-1	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	2018	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	2018	0	179	43	24.0	32.4	8	-15	74.1	110	28	25.5	35	-7	18	7	38.9	4	3	117	29	24.8	28	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 + L x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees		Women				Women						
		#	%	Actual	Goal	Percent of Goal Met	Total	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
13 Other Sales & Service Personnel	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			0.0	0.0			0.0	0.0	0.0	
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
Total	2018	128	35	27.3	5	700.0	0.0	0.0	5	700.0	0.0	0.0	0.0	
	2021	128	35	27.3			0.0	0.0			0.0	0.0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Msc Industrial Supply ULC

[Date: YYYY-MM-DD]

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 x 100	F - H	F + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	1 + K x 100	K x G x 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F x 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F x 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	Exp.	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
01 Senior Managers	2018	0	2.0	0.0	0.0	2.9	0.0	0.0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2018	0	23.0	1.0	4.3	2.2	1.0	0	197.6	4	0	0.0	0	0	0	4	0	0.0	0	0	0	6	0	0.0	0	0
03 Professionals	2018	0	2.0	0.0	0.0	1.3	0.0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
04 Semi-Professionals & Technicians	2018	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2018	0	4.0	0.0	0.0	1.3	0.0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
06 Supervisors: Crafts & Trades	2018	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0	0	0.0	0	0	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 + U x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F - N x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples		
		#	%	Actual	Goal	Actual	Goal	Actual	Goal	Actual	Goal	Actual	Goal	
01 Senior Managers	2018	0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0.0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2018	8	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	0.0		
03 Professionals	2018	1	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		
04 Semi-Professionals & Technicians	2018	0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0.0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	2018	0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0.0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0.0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Msc Industrial Supply ULC

[Date: YYYY-MM-DD]

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 x 100	F - H	F + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	U + K x 100	K x G x 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F x 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F x 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	Exp.	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
07 Administrative & Senior Clerical	2018	0	2	0	0.0	0.7	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2018	0	98	0	0.0	2.1	2	-2	0.9	71	5	7.0	1	4	7	0	0.0	0	0	0	72	2	2.8	0	2	
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	0.0	0	0	0	0	0	0.0	0	0	
10 Clerical Personnel	2018	0	7	0	0.0	1.4	0	0	0.0	4	0	0.0	0	0	0	0	0.0	0	0	0	4	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2018	0	11	0	0.0	3.0	0	0	0.0	12	0	0.0	0	0	2	0	0.0	0	0	0	15	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2018	0	29	0	0.0	2.8	1	-1	0.9	18	2	11.1	1	1	5	0	0.0	0	0	0	17	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 + U x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F - N x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments				
		Flow Data				Short-term Goals				Long-term Goals								
		All Employees	Aboriginal Peoples			Goal	Aboriginal Peoples			Goal	Aboriginal Peoples				Goal			
			Actual	Goal	Percent of Goal Met		Actual	Goal	Percent of Goal Met		Actual	Goal	Percent of Goal Met					
#	#	#	%	#	%	%	#	%	%	#	%	%						
07 Administrative & Senior Clerical	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
08 Skilled Sales & Service Personnel	2018	78	5	6.4	1	500.0	0.0	0.0	1	500.0	0.0	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	0.0	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	0.0	0.0	0.0	0.0	
11 Intermediate Sales & Service Personnel	2018	14	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
12 Semi-Skilled Manual Workers	2018	23	2	8.7	1	200.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Msc Industrial Supply ULC

[Date: YYYY-MM-DD]

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	F - H	F + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	U + 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 + V + 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	Exp.	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference								
#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
13 Other Sales & Service Personnel	2018	0	1	0	0.0	2.5	0	0	0.0																
	2021	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	
14 Other Manual Workers	2018	0	0	0	0.0	0.0	0	0	0.0																
	2021	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	
Total	2018	0	179	1	0.6	2.2	4	-3	25.4	110	7	6.4	2	5	18	0	0.0	0	0	0	117	2	1.7	1	1
	2021	0	201	6	3.0	2.1	4	2	142.1	110	7	6.4	2	5	18	0	0.0	0	0	0	117	2	1.7	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
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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	Target	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	%	#	%	%	#	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	128	7	5.5	2	350.0	0.0	0.0	1	700.0	0.0	0.0		
	2021	128	7	5.5			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Msc Industrial Supply ULC

{Date: YYYY-MM-DD}

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 x 100	F - H	F + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G x 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	Exp.	FE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference					
01 & 02 Managers	2018	0	2.5	0	0.0	3.8	1	-1	0.0	4	0	0.0	0	0	4	0	0.0	0	0	6	0	0.0	0	0
	2018	26	0	0.0	4.3	1	-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
03 Professionals	2018	0	2	0	0.0	0.0	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0
	2018	2	0	0.0	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
04 Semi-Professionals & Technicians	2018	0	0	0	0.0	13.9	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
	2018	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
05 Supervisors	2018	0	4	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0
	2018	3	0	0.0	0.0	13.9	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2018	0	0	0	0.0	3.4	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
	2018	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	F + G x 100	Part 3: Goals	F + L x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees		Persons with Disabilities		Persons with Disabilities				Persons with Disabilities				
		Actual	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
01 & 02 Managers	2018	8	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	8	0	0.0			4.5	0.0			4.5	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	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		
05 Supervisors	2018	0	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Msc Industrial Supply ULC

[Date: YYYY-MM-DD]

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 x 100	F - H	F + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	U + K x 100	K x G x 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F x 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U + V x 100	V - X	

Employment Equity Occupational Group (EOG)	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					
		g	h	Representation	Availability	Exp.	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference			
07	Administrative & Senior Clerical	0	2	0	0.0	3.5	0	0	0.0																
	2018	3	0	0.0	3.4	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
08	Skilled Sales & Service Personnel	0	98	1	1.0	0.0	0	1	0.9																
	2018	119	0	0.0	3.5	4	-4	0.0	71	0	0.0	2	-2	7	0	0.0	0	0	0	0	72	0	0.0	1	-1
09	Skilled Crafts & Trades Workers	0	0	0	0.0	7.0	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	0	7	0	0.0	5.6	0	0	0.0																
	2018	7	0	0.0	7.0	0	0	0.0	4	0	0.0	0	0	0	0	0.0	0	0	0	0	4	0	0.0	0	0
11	Intermediate Sales & Service Personnel	0	11	1	9.1	4.8	1	0	189.4																
	2018	10	1	10.0	5.6	1	0	178.6	12	0	0.0	1	-1	2	0	0.0	0	0	0	0	15	0	0.0	1	-1
12	Semi-Skilled Manual Workers	0	29	2	6.9	6.3	2	0	109.5																
	2018	30	1	3.3	4.8	1	0	69.4	18	0	0.0	1	-1	5	0	0.0	0	0	0	0	17	1	5.9	1	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + U x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + N x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		
		g	h	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	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	
08	Skilled Sales & Service Personnel	2018	78	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0	
		2021	78	0	0.0			3.5	0.0			3.5	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	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	14	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2021	14	0	0.0			0.0	0.0			0.0	0.0	
12	Semi-Skilled Manual Workers	2018	23	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2021	23	0	0.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Msc Industrial Supply ULC

[Date: YYYY-MM-DD]

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	F - H	F + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	U + 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 + V + 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	Exp.	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference									
13 Other Sales & Service Personnel	2018	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	1	0	0.0	0	0	
14 Other Manual Workers	2018	0	0	0	0.0	4.3	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0.0	0	0
Total	2018	0	179	4	2.2	#REF!	#REF!	#REF!	0.0	110	0	0.0	5	-5	18	0	0.0	0	0	0	0	117	1	0.9	3	-2		

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	U + G x 100	Part 3: Goals	F + L x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees		Persons with Disabilities		Persons with Disabilities				Persons with Disabilities				
		#	%	Actual	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
Total	2018	128	0	0.0	3	0.0	0.0	0.0	1	0.0	0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Msc Industrial Supply ULC

[Date: YYYY-MM-DD]

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 x 100	F - H	F + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	1 + K x 100	K x G x 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F x 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F x 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				
		Count	%	Representation	Availability	Exp.	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference					
01 Senior Managers	2018	0	2	0	0.0	10.1	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2018	0	23	4	17.4	15.0	3	1	115.9	4	1	25.0	1	0	4	0	0.0	1	-1	6	2	33.3	1	1
03 Professionals	2018	0	2	2	100.0	27.5	1	1	363.6	1	1	100.0	0	1	0	0	0.0	0	0	1	1	100.0	1	0
04 Semi-Professionals & Technicians	2018	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
05 Supervisors	2018	0	4	0	0.0	27.9	1	-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0
06 Supervisors: Crafts & Trades	2018	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	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 + U x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F - N x 100
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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		Visible Minorities		Visible Minorities		
		Count	%	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	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	0.0
02 Middle & Other Managers	2018	8	1	12.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
	2021	8	1	12.5			15.0	83.3			15.0	83.3		
03 Professionals	2018	1	1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
	2021	1	1	100.0			0.0	0.0			0.0	0.0	0.0	0.0
04 Semi-Professionals & Technicians	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	0.0
05 Supervisors	2018	0	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
	2021	0	0	0.0			35.0	0.0			35.0	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	0.0

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Msc Industrial Supply ULC

[Date: YYYY-MM-DD]

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 x 100	F - H	F + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	U + K x 100	K x G x 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F x 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F x 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	Exp.	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
07 Administrative & Senior Clerical	2018	0	2	1	50.0	24.7	0	1	202.4	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0	0	0	0.0	0	0
	2021	3	1	33.3	28.9	1	0	115.3	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0.0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2018	0	98	5	5.1	13.1	13	-8	38.9	71	8	11.3	9	-1	7	0	0.0	0	0	0	72	5	6.9	4	1	
	2021	119	8	6.7	13.1	16	-8	51.3	8	11.3	9	-1	7	0	0.0	0	0	0	72	5	6.9	4	1			
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	0.0	0	0	0	0	0	0.0	0	0	
	2021	1	0	0	0.0	22.5	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	2018	0	7	3	42.9	35.4	2	1	121.1	4	2	50.0	1	1	0	0	0.0	0	0	0	4	2	50.0	2	0	
	2021	7	3	42.9	35.4	2	1	121.1	2	50.0	1	1	0	0	0.0	0	0	0	4	2	50.0	2	0			
11 Intermediate Sales & Service Personnel	2018	0	11	1	9.1	27.1	3	-2	33.5	12	1	8.3	3	-2	2	0	0.0	0	0	15	1	6.7	1	0		
	2021	10	1	10.0	27.2	3	-2	36.8	1	8.3	3	-2	2	0	0.0	0	0	0	15	1	6.7	1	0			
12 Semi-Skilled Manual Workers	2018	0	29	2	6.9	9.8	3	-1	70.4	18	2	11.1	2	0	5	1	20.0	0	1	17	1	5.9	1	0		
	2021	30	2	6.7	10.3	3	-1	64.7	2	11.1	2	0	5	1	20.0	0	1	17	1	5.9	1	0				

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + U x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + N x 100
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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		Visible Minorities		Visible Minorities		
		#	%	Actual	Goal	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	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
08 Skilled Sales & Service Personnel	2018	78	8	10.3	1	800.0	0.0	0.0	1	800.0	0.0	0.0		
	2021	78	8	10.3	1	800.0	13.1	78.3	1	800.0	13.1	78.3		
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	0.0	0.0	0.0		
10 Clerical Personnel	2018	4	2	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	4	2	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	14	1	7.1	1	100.0	0.0	0.0	1	100.0	0.0	0.0		
	2021	14	1	7.1	1	100.0	27.2	26.3	1	100.0	27.2	26.3		
12 Semi-Skilled Manual Workers	2018	23	3	13.0	1	300.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	23	3	13.0	1	300.0	10.3	126.6	0	0.0	10.3	126.6		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Msc Industrial Supply ULC

[Date: YYYY-MM-DD]

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	F - H	F + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	U + 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 + V + 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	Exp.	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
13	Other Sales & Service Personnel	0	1	0	0.0	15.1	0	0	0.0																
	2018	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14	Other Manual Workers	0	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	0	179	18	10.1	15.1	27	-9	66.6																	
	2018	201	20	10.0	15.2	31	-11	65.5	110	15	13.6	17	-2	18	1	5.6	2	-1	117	12	10.3	12	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 + L x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		Visible Minorities		Visible Minorities				Visible Minorities						
		All Employees	Actual	Goal	Percent of Goal Met	Total	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
13	Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0		0.0	0.0				0.0	0.0		
14	Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0		0.0	0.0				0.0	0.0		
Total	2018	128	16	12.5	4	400.0	0.0	0.0	2	800.0	0.0	0.0		
	2021	128	16	12.5		0.0	0.0				0.0	0.0		

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Msc Industrial Supply ULC
[Date: YYYY-MM-DD]

Efforts

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

Required measures:

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

Other measures:

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

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

Operational Context

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

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

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

[Redacted]

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

[Redacted]

- Other.

[Redacted]

Additional Details

Please provide any additional information (optional):

[Redacted]

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: MSC Industrial Supply ULC

Primary Location: Mississauga, Ontario

Number of Employees: 201

- Ontario 101
- Alberta 26
- Quebec 22
- New Brunswick 15
- Nova Scotia 12
- Manitoba 9
- British Columbia 9
- Newfoundland and Labrador 3
- Saskatchewan 2
- Prince Edward Island 2

Organization Overview:

NAICS # 4172 (Construction, Forestry, Mining, and Industrial Machinery, Equipment and Supplies Merchant Wholesalers)

MSC Industrial Supply ULC operates as a subsidiary of MSC Industrial Direct Co. Inc. MSC Industrial Supply, Inc. engages in the distribution of metalworking and maintenance, repair and operations supplies to manufacturing companies throughout the USA.

Key Dates – First Year Assessment

Initiated: 2015-02-09
 Received: 2016-01-15
 Closed: 2016-01-21
 Workforce 2015-12-01
 Analysis:

Key Dates – Subsequent Assessment

Initiated: 2018-02-12
 Received: 2018-12-04
 Workforce 2018-09-30
 Analysis:

DATA VERIFICATION

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

Yes No

Comments:

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

Yes No

Comments:

- The period reported on the Achievement report is 2015-12-22 to 2018-09-30.
- The data from the current workforce analysis included in the Achievement table is consistent with that found in Forms 1 to 6 from WEIMS.

ASSESSMENT OF REASONABLE PROGRESS

- In the previous assessment many gaps were found in different EEOG's in each designated groups.
- The period for which the data was submitted and analyzed was from 2015-12-22 to 2018-09-30.
- The Company had set short-term and long-term goals in numerical format only.

Women

01	Senior Managers	Goal not met (achieved 0.0%).
02	Middle & Other Managers	Goal met (achieved 200.0%).
07	Admin & Senior Clerical Personnel	Goal not set
08	Skilled Sales & Service Personnel	Goal met (achieved 1600.0%)
11	Intermediate Sales & Service Personnel	Goal met (achieved 400.0%)
13	Other Sales & Service Personnel	Goal not met (achieved 0.0%)

Assessment/Observations

- EEOG 01 - There were new entrants, in this designated group. The market availability is 27.4%. The company had set a goal of hiring / promoting one person and they hired / promoted none. Thus achieved 0.0% of the goal set.
- EEOG 02 - Out of eight new entrants, two were women. The market availability is 38.9%. The company had set a goal of hiring / promoting one person and they hired / promoted two, thus achieved 200.0% of the goal set.
- EEOG 07 – There were new entrants, in this designated group. The market availability is 80.5%. The company did not set any goal in the previous submission thus reasonable progress cannot be assessed.

- EEOG 08 - Out of 78 new entrants, 16 were women. The market availability is 26.7%. The company had set a goal of hiring / promoting one person and they hired / promoted 16, thus achieved 1600.0% of the goal set.
- EEOG 11 - Out of 14 new entrants, four were women. The market availability is 65.7%. The company had set a goal of hiring / promoting one person and they hired / promoted four, thus achieved 400.0% of the goal set.
- EEOG 13 - There were new entrants, in this designated group. The market availability is 57.0%. The company had set a goal of hiring / promoting one person and they hired / promoted none. Thus achieved 0.0% of the goal set.

Aboriginal Peoples

08	Skilled Sales & Service Personnel	Goal met (achieved 500.0%)
12	Semi-Skilled Manual Workers	Goal met (achieved 200.0%)

Assessment/Observations

- EEOG 08 - Out of 78 new entrants, five were from this designated group. The market availability is 2.1%. The company had set a goal of hiring / promoting one person and they hired / promoted five, thus achieved 500.0% of the goal set.
- EEOG 12 - Out of 23 new entrants, two were from this designated group. The market availability is 2.8%. The company had set a goal of hiring / promoting one person and they hired / promoted two, thus achieved 200.0% of the goal set.

Person with Disabilities

01/02	Managers	Goal not met (achieved 0.0%)
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Assessment/Observations

- EEOG 01/02 - Out of eight new entrants, none were from this designated group. The market availability is 3.8%. The company had set a goal of hiring / promoting one person and they hired / promoted none, thus achieved 0.0% of the goal set.

Members of Visible Minorities

05	Supervisors	Goal not met (achieved 0.0%)
08	Skilled Sales & Service Personnel	Goal met (achieved 800.0%)
11	Intermediate Sales & Service Personnel	Goal met (achieved 100.0%)
12	Semi-Skilled Manual Workers	Goal met (achieved 300.0%)

Assessment/Observations

- EEOG 05 - There were new entrants, in this designated group. The market availability is 27.9%. The company had set a goal of hiring / promoting one person and they hired / promoted none. Thus achieved 0.0% of the goal set.

- EEOG 08 - Out of 78 new entrants, eight were from this designated group. The market availability is 13.1%. The company had set a goal of hiring / promoting one person and they hired / promoted eight, thus achieved 800.0% of the goal set.
- EEOG 11 - Out of 14 new entrants, one was from this designated group. The market availability is 27.1%. The company had set a goal of hiring / promoting one person and they hired / promoted five, thus achieved 100.0% of the goal set.
- EEOG 12 - Out of 23 new entrants, three were from this designated group. The market availability is 9.8%. The company had set a goal of hiring / promoting one person and they hired / promoted three, thus achieved 300.0% of the goal set.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- This assessment covers the data from 2015-12-22 to 2018-09-30. During their initial assessment, the organization had set 13 short and long term goals. Out of these 13, four goals were not met, eight were met above 80%, while no goals were set for one gaps identified.

ASSESSMENT OF GOALS

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

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)		
#	Description	#	# or %	# or %	%	%
02	Middle & Other Managers	-3	40.0	40.0	26.9	38.9
08	Skilled Sales & Service Personnel	-16	27.0	27.0	13.4	26.6
11	Intermediate Sales & Service Personnel	-5	50.0	50.0	20.0	65.6

Observations:

- Although availability is higher in EEOG's 11, goal has been appropriately set at 50% so as not to encourage the occupational clustering of women in these occupations, and to ensure that they are inclusive of all genders.

Aboriginal Peoples

Observations:

- No goals required to be set since no gap exists.

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)		
#	Description	#	# or %	# or %	%	%
01/02	Managers	-1	4.5	4.5	0.0	4.3
08	Skilled Sales & Service Personnel	-4	3.5	3.5	0.0	3.5

Observations:

- The short and long term goals for EEOG 01/02 and EEOG 08 are both set as per the market availability.

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)		

#	Description	#	# or %	# or %	%	%
02	Middle & Other Managers	-1	15.0	15.0	11.5	15.0
05	Supervisors	-1	35.0	35.0	0.0	34.8
08	Skilled Sales & Service Personnel	-8	13.1	13.1	6.7	13.1
11	Intermediate Sales & Service Personnel	-2	27.2	27.2	10.0	27.2
12	Semi-Skilled Manual Workers	-1	10.3	10.3	6.7	10.3

Observations:

- The short and long term goals for all above mentioned EEOG's are set as per the market availability.

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

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

- Given that MSC Industrial Supply ULC has quite a few gaps in the Women, Persons with Disabilities and Members of Visible Minorities, it may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified individuals that are part of these designated groups.

Name of Analyst: Neena Sharan

Date: December 06, 2018

Nyirasafari, Ange AN [NC]

From: Sharan, Neena N [NC] on behalf of EE-EME
Sent: December 19, 2018 9:26 AM
To: 'bill.small@mscdirect.com'; 'Legen.Laloo@mscdirect.com'
Subject: Government of Canada Agreement Number: 061143 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Bill Small:

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

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

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

- Given that MSC Industrial Supply ULC has quite a few gaps in the Women, Persons with Disabilities and Members of Visible Minorities, it may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified individuals that are part of these designated groups.

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on February 12, 2021. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

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

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If over the three year period reasonable progress has not been made, MSC INDUSTRIAL SUPPLY ULC will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish MSC INDUSTRIAL SUPPLY ULC 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



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