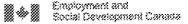
Employment and Emploi at Social Development Canada Développement social Canada

Official use only	
Agreement N°:	***
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Labour Program Federal Contractors Program

Agreement to Implement Employment Equity

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Revised Agreement							
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Fine above named organization: having a combined workforce of 190 or more a 12 weeks or more in Canada, ANO intending to tild on, or being in receipt of, a find Supply Amengement, valued at \$1,500,000 or a	emanent tubdim	s, permanent pert					
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FOTE: The signatory must be the Chief Executive contract on behalf of the organization.	Officer OR on se	shorized person :	an executive pos	fion with legal authority to sign a			
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• The Griginal copy of the signed Agreement is at: (819) 383-8788 or by e-mail at: se-smails:	o impiement En vedc-macc.gc.a	sployment Equity	છા જે દેશના સાચ્યે	n to the Labour Program lax,			



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 survey of their workforce on the representation of the four designated groups using a selfidentification questionnaire;
- b. A workforce analysis (WFA) that compares representation with requisite labour market availability by occupational groups; and
- c. Short-term and tong-term numeric goals on closing gaps that have been identified where underrepresentation 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 underrepresentation 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 \$1th 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 after agreements, or supply agreements of any value with the federal government. In addition, contractors will be placed on a public list of non-compliant contractors. A finding of non-compliance may result in the termination of the contract.

For information on the detailed requirements as well as the framework and standards for assessment of results, please refer to the website: http://www.esdc.gc.ca/eng/labour/squality/spa/index.shimi

Questions and Answers

Subsidiary vs. Division/Branch

- O1 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 lime 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 FCP7

A3 A temporary employee is employed on a temporary basis for any number of hours within a fixed period or periods (start and end data) 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 catendar 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.

O4 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 emloyed 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 layoff 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. Emploi et Développement social Canada

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-ridec.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.
- 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 unforseen 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

Signatu	[_	

Date: <u>9-4-</u>/8

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

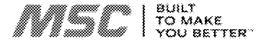
Toll-free: (877) 289-6767 ext. 6362

Mobile: (416) 427-3752 Fax: (866) 590-2635

E-mail: Legen Lafoo@msodirect.com

www.mscdirect.com





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.

Needa 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



Reignez-vous au Forum de l'équité, la diversité et l'inclusion en milieu de travail (F(DMS)).
Sen Figne, un espace collaboratif pour employeurs tinvovez-nous un courrier pour vous joindres pour libre ordine Workplace Equity, Diversity and Inclusion Forum (WCDS), 3 collaborative apace for conployers. Sensi us an email to long.

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

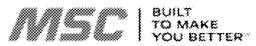
Toll-free: (877) 289-6767 ext. 6362

Mobile: (416) 427-3752 Fax: (866) 590-2635

E-mail: Legen Laloo@macdirect.com

www.msodirect.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) <<u>Bill.Small@mscdirect.com</u>>
Cc: Legen Laloo <<u>Legen.Laloo@mscdirect.com</u>>

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. Thave 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 biring, 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



here to complete the same of t

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 <u>Federal Contractors Program</u> (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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- · 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 <u>Authorization Form to Access WEIMS</u>.

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@hrsdo-rhdoc.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)

	1	Province		
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Ontario	101	0	0	101
Québec	22	0	0	22
Nova Scotia	12	0	0	12
New Brunswick	15	0	0	15
Manitoba	9	0	0	9
British Columbia	9	0	0	g
Prince Edward Island	2	0	0	2
Saskatchewan	2	0	0	2
Alberta	26	0	0	26
Newfoundland and Labrador	3	0	0	3
Total Employees in Can	ada 🕨			20

	Cer	nsus Metropolita	n Areas	
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Calgary	6	0	0	6
Edmonton	14	0	0	14
Montréal	6	0	0	6
Toronto	29	0	0	29
Vancouver	6	0	0	6
Winnipeg	6	0	0	6
St. John's	2	0	0	2
Moncton	8	0	0	8
Saint John	3	0	0	3
Saguenay	1	0	0	1
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

Canada

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 Sudbu	ıry 4	0	0	4
Thunder Bay	2	0	0	2
Saskatoon	2	0	0	2
Barrie	1	0	0	1
Alta, less CMA	As 6	0	0	6
B.C. less CMA	s 3	0	0	3
Man, less CM/	λ 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 CMA	s 25	0	0	25
P.E.I.	2	0	0	2
Que. less CMA	As 6	0	0	6



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MSC Industrial Supply ULC (certificate # 061143)

Form 1

FEDERAL	CONTRACTORS PROGRA	A: TOTA	. CATEGORIES	BYEMP	LOYMENT	STATUS	AND GEOGR	RAPHICAL	AREA
		Reportin	in Period 2015-	12-22 to 1	2018-09-30	1			

201	Total Employees in Canada

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MSC Industrial Supply ULC (certificate # 061143)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

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

Occupational Group			All Employee	s	At	ooriginal Peo	ples	Perso	ons with Disa	bilities	Member	s of Visible f	Ainorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	26	19	7	1	1					3		3
	Total	26	19	7	1	1					3		3
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2		2							2		2
	Total	2		2							2		2
Supervisors	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	3	1	2									
	Total	3	1	2									
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	3	1	2							1	1	
	Total	3	1	2							1	1	

Page 1 of 3

Canada

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MSC Industrial Supply ULC (certificate # 061143)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

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

Occupational Group			All Employee	es .	Αŧ	ooriginal Peo _l	ples		th Disabilities	Members of Visible	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7		Men Women ol. 9 Col. 10	Total Men Col. 11 Col. 12	Women Col. 13
Skilled Sales and Service Personnel	4										
Top Range: Under \$5,000	3										
Bottom Range: Under \$5,000	2										
	1	119	103	16	3	3				8	8
	Total	119	9 103	16	9	3				8	8
Skilled Crafts and Trades Workers	4										
Top Range: Under \$5,000	3	•									
Bottom Range: Under \$5,000	2										
	1	1	1								
	Total	,	1 1								
Clerical Personnel	4										
Top Range: Under \$5,000	3										
Bottom Range: Under \$5,000	2										
	1	?	7 2	5						3	1 2
	Total	î	7 2	5						3	1 ;
Intermediate Sales and Service Personnel	4										
Top Range: Under \$5,000	3										
Bottom Range: Under \$5,000	2	, -,-,-,-,-,-,-,-,-,-,-,-,-,-,-,-,-,- ,-		1							
	1	10	8	2				1	1	1	1
	Total	10) 8	2				1		1	1

Page 2 of 3 Canadã

Employment and Social Emplot et Séreloppement Vocalopment Consta xorast Consta

MSC Industrial Supply ULC (certificate # 061143)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

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

Occupational Group		,	All Employee	S	Ab	original Peop	nies	Perso	ns with Disa	oilities	Member	s of Visible N	finorities
Salary Range	OTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Coł. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Semi-Skilled Manual Workers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	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

Canadã

Form 2 A

Employment and Social Emplot et Séreloppement Vocalopment Consta xorast Consta

MSC Industrial Supply ULC (certificate # 061143)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / National

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

		All Employees		А	boriginal People	98	Pers	sons with Disabilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8 Col. 9	Col. 10	Col. 11	Col. 12
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

Canadã

Form 3 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / National

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

		All Employees		A	boriginal Peop	les	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
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	
Semì-Skilled Manual Workers	18	10	_	2	1	1				2	1	1
Total Number of Employees Hired	110	82	28	7	5	2				15	10	5

Canadã

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED

Full-Time / National

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

	Employ	rees promoted ((Employees pro	omoted during	the year are to	be reported or	aly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
0		All Employees	i	Α	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Cal. 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		

Canada

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / National

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

		All Employees		А	boriginal Peop	les	Pers	ons with Disat	oilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
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

Canada

Workforce Analysis - Summary Report

Date: 2018-09-30

Women

				Women			
Employment Equity Occupational Group	All Employees	Repres	sentation	Avai	ilability	Gap	
	#	#	%	%	#	#	
02 : Middle and Other Managers	26	7	26.9 %	38.9 %	10	***	
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	216	
09 : Skilled Crafts and Trades Workers	1	Ū	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	****	
12 : Semi-Skilled Manual Workers	30	12	40.0 %	16.9 %	5	7	
Total	201	48	23.9 %	31.5 %	64		



Workforce Analysis - Summary Report

Date: 2018-09-30

Aboriginal Peoples

			Aboriç	ginal Peoples	ì		
Employment Equity Occupational Group	All Employees	Represe	entation	Avail	ability	Gap	
	#	#	%	%	#	#	
02 : Middle and Other Managers	26	7	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	



Workforce Analysis - Summary Report

Date: 2018-09-30

Members of Visible Minorities

			Members o	f Visible Mine	orities		
Employment Equity Occupational Group	All Employees	Repres	sentation	Avai	lability	Gар	
	#	#	%	%	#	#	
02 : Middle and Other Managers	26	3	11.5 %	15.0 %	4		
03 : Professionals	2	2	100.0 %	27.5 %	1	1	
05 : Supervisors	3	0	0.0 %	34.8 %	1		
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	*	
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	2	
12 : Semi-Skilled Manual Workers	30	2	6.7 %	10.3 %		*******	
Total	201	20	9.9 %	15.2 %	31	31	



Workforce Analysis - Summary Report

Date: 2018-09-30

Persons with Disabilities

			Persons	with Disabili	ties		
Employment Equity Occupational Group	All Employees	Repres	sentation	Avail	lability	Gар	
	#	#	%	%	#	#	
01/02 : Managers	26	0	0.0 %	4.3 %	1	-1	
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	
					999		
Total	201	2	1.0 %	4.2 %	7 🎇	**	



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



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Data from Si	ibsequent/Curre Analysis	ent Workforce
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	YYYY		MM	DD
	2018		09	30

			Fable 1: Women	
		First/Pr	evious Workforce A	analysis
t.	· · · · · · · · · · · · · · · · · · ·	All Employees	Wes	nen
e:mthn	syment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	2	i)	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.	55,4(
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	2	1	80.50
08	Skilfed Sales & Service Personnel	98	13	26,70
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	7	5	66.90
11	Intermediate Sales & Service Personnel	11	3	65.70
12	Semi-Skilled Manual Workers	29	Ŋ.	16.90
13	Other Sales & Service Personnel]	0	57.00
14	Other Manual Workers	0	0	0.00
Fotal		1.79	43	32.4

·	lable 5: Women	
Subsequent	Current Workford	e Analysis
All Employees	Won	nen
	Representation	Availability*
#	Ħ	4/4
	0	0.0
26	7	38.9
2	2	55.1
0	0	0.0
3	2	54,2
0	0	0.0
3	2	80.3
119	16	26.6
1	0	4.6
7	5	66.9
10	2	65.6
30	12	16,9
0	0	0.0
0	0	0.0
201	48	31.5

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Data Irum r	rst/Previous Wo	rkiorce Analysis
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Data from St	ibsequent/Curr Analysis	ent Workforce
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Data from Fi	rst/Previous Work! 	
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	quent/Current Wo	
YYYY	MM	DD
2018	09	30

			2: Aboriginal Pe	
		All Employees	Aboriginal	
r mpu	oyment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	2	()	2.90
02	Middle & Other Managers	23	1	2.2(
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	0.7
08	Skilled Sales & Service Personnel	98	0	2.10
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	7	0	1,4
11	Intermediate Sales & Service Personnel	1.1	0	3.00
12	Semi-Skilled Manual Workers	29	0	2.8
13	Other Sales & Service Personnel]	0	2.50
14	Other Manual Workers	0	0	0.0
otal		1.79	1	2.

Table	6: Aboriginal P	eoples
Subsequent	Current Workfor	ce Analysis
All Employees	Aborigia:	il 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
201	6	2.1

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YYYY	MM	DD
2018	09	30

		Table 3: Me	mbers of Visible	Minorities
		First/Previous Workforce Analysis		
	For the Original Control (PROCE)	All Employees	Members of Visi	ble Minorities
Employment Equity Occupational Group (EFOG)			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	Skilfed Sales & Service Personnel	98	5	13,10
09	Skilled Crafts & Trades Workers	0	0	0.00
) ()	Clerical Personnel	7	3	35.40
11	Intermediate Sales & Service Personnel	1.1	1	27.10
12	Semi-Skilled Manual Workers	29	2	9.80
13	Other Sales & Service Personnel]	0	15,10
14	Other Manual Workers	0	0	0.00
l'otal		1.79	18	15.1

Table 7: Members of Visible Minorities				
Subsequent	Current Workfore	e Analysis		
All Employees	Members of Visible Minorities			
	Representation	Availability*		
#	#	%		
0	0	0.0		
26	3	15.0		
2	2	27.5		
0	0	0.0		
3	0	34,8		
0	0	0.0		
3	1	28.9		
119	8	13.1		
1	0	22,5		
7	3	35.4		
10	1	27.2		
30	2	10.3		
0	0	0.0		
0	0	0.0		
201	20	15.2		

* Source		

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Data from Fir	al revious wor	kforce Analysis
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Data from S	ubsequent/Curr Analysis	ent Workforce
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Data from Fi	rst/Previous Work!	orce Analysis
YYYY	MM	DD
()	()	0

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	09	30

		Table 4:	Persons with Dis	sabilities
		First/Pro	evious Workforce A	analysis
	Facility Occupation of Course (FFOC)	All Employees	Persons with	Disabilities
e milino	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01/02	Managers	25	0	4.30
03	Professionals	2	0	3.80
()4	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	14	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
Fotal		179	4	4,3

Table 8:	Persons with Di	sabilities
Subsequent	/Current Workford	ce Analysis
All Employees	Persons with	Disabilities
	Representation	Availability*
#	#	6/4
26	0	4.3
2	ol	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	I	5.6
30	1	4.8
0	0	0.0
0	0	0.0
201	2	4.2

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	Data	from Form His		oyees	Data	from Form Prom		loyees	Data	from Forn Termi	ı 6 - Empk nated	yees
	<u> </u>	↓ Table f:	↓ Women	<u> </u>	+	↓ Table 5:	↓ Women	<u> </u>	\	↓ Table 9:	Vamen	<u> </u>
	Full-time	/ National		/ National	Full-time	/ National	666666666666666666	/ National	Full-time	.	Part-time /	National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Wanna Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Pransied	All Employees Promoted	Women Promoted	All Employees ferminated	Wamen Ferminated	All Employees Lecadosted	Women Terminated
	Ħ	#	Ħ	Ŕ	#	#	#	#	#	#	ri .	Ħ
01 Senior Managers	()	0	0	()	0	0	()	0	0	0	0	0
02 Middle & Other Managers	4	ı	θ	0	4	1	0	0	6	3	0	()
03 Professionals	1	1	ŋ	0	0	0	0	0	l i	3	0	Ø
04 Semi-Professionals & Technicians	0	0.	£)	0	0	0	0		0	\mathfrak{g}	0	Q.
05 Supervisors	0	0	0	0	1)	0	0	0	Į.	0	0	Ø
06 Supervisors: Crafts & Trades	0	0	Ð	0	0	0	0			0	0	0
07 Administrative & Senior Clerical Personnel	0	0	θ	0	0	0	0	0	a	0	0	0
08 Skilled Sales & Service Personnel	71	13	0	0	7	3	()	0	72	33	0	0
09 Skilled Crafts & Trades Workers	į)	0.	\mathfrak{g}	0		0	0		0	θ	0	, , , , , , , , , , , , , , , , , , ,
10 Clerical Personnel	4	2	Q	0	υ	0	0	0	4	2	0	()
11 Intermediate Sales & Service Personnel	12	3	()	()	2	1	()		15	4	0	0
12 Semi-Skilled Manual Workers	18	8	θ	0	3	2	0	0	17	6	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0		1	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	l a	0	0	()
Total	110	28	0	0	18	7	0	0	117	29	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	DĐ
()	0	0

End l	Pate of Flow	Data
YYYY	MM	ĐĐ
()	0	0

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

T

	Tab	de 2: Abor	iginal Pec	ples
	Full-time	/ National	Part-time	/ National
Empinyment Equity Occupational Group (EEOG)	All Employers Hired	Aboriginal Peoples Hired	All Employees Hired	Aboraginal Peoples Hired
	į.	Ħ	#	8
01 Senior Managers	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	5	0	Ŋ
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	4	0	()	0
11 Intermediate Sales & Service Personnel	12	0	0	0
12 Semi-Skilled Manual Workers	18	2	0	0
13 Other Sales & Service Personnel	0	0	0	()
14 Other Manual Workers	0	0	0	0
Total	110	7	0	0

Full-time	National	Part-time	/ National
All Employees Prometed	Aboriginal Propies Pransited	All Employees Promoted	Abriginal Peoples Premoted
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0	0	0	()
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0	0	0	0
0	0	0	0
7	0	0	()
0	0	0	0
0	()	0	()
2	0	0	0
5	0	0	0
0	0	0	0
0	0	0	0
18	0	0	0

Tabl	e 10: Abo	riginal Per	ples	
Full-time / National Par		Part-time	t-time / National	
Ali Employees Termnated	Aberiginal Peoples Terminated	All Employees Lerminated	Aboriginal Peoples Terminated	
Ħ	#	4	Ħ	
0	()	0	0	
6	0	0	()	
}	ŋ	0	θ	
0	6)	0	0	
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72	2	0	0	
0	()	0	ŋ	
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17	0	0	0	
}	0	0	0	
0	0	0	()	
117	2	0	(1	

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Msc Industrial Supply ULC

[Date: YYYY-MM-DD]

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Sout	Date of Elect	Data
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End l	ate of Flow	Data
YYYY	MM	ĐĐ
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 Full-time / National Part-time / National **133** Persons with Employment Equity Occupational Group AH Persons with Disphilities Employees Disabilities Employees (EEOG) Hired Hured Hired Hired Ħ # À 01 Senior Managers 02 Middle & Other Managers 03 Professionals 04 Semi-Professionals & Technicians 05 Supervisors

18

110

06 Supervisors: Crafts & Trades

10 Clerical Personnel

08 Skilled Sales & Service Personnel09 Skilled Crafts & Trades Workers

12 Semi-Skilled Manual Workers

14 Other Manual Workers

Total

13 Other Sales & Service Personnel

07 Administrative & Senior Clerical Personnel

11 Intermediate Sales & Service Personnel

Full-time / National		Part-time / National	
All Employees Promoted	Persons with Disabilities Frameted	All Employers Promoted	Persons with Disabilities Promoted
Ħ	#	#	Ħ
0	0	0	()
4	0	0	0
0	0	0	Ŋ
0	0	0	()
0	()	0	p
0	0	0	0
0	0	0	0
7	0	0	()
0	0	0	0
θ	0	0	()
2	0	0	0
5	0	0	0
0	0	0	0
0	0	0	0
18	0	0	0

Ψ	Ψ	Ψ
1: Person	s with Dis:	abilities
/ National	Part-time	/ National
	************	Persons with Disabilities Ferminated
#	4	#
0	0	0
0	0	()
Ø	0	9
6)	0	0
0	0	9
0	0	0
0	0	0
0	0	0
6)	0	t)
0	0	()
0	0	0
1	0	Ð
0	0	0
0	0	()
1.	0	()
	/ National Persons with Elisabilities Terminated # 0 0 0 0 0 0 1 0 0 0 0 0 0	Persons with Main

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Msc Industrial Supply ULC

[Date: YYYY-MM-DD]

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Start	Date of Flow	Data
YYYY	MM	ÐÐ
()	()	0

End I	ate of Flow	Data
XXXX	MM	ÐÐ
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 Minoria			linorities
	Full-time / National		Part-time / National	
mployment Equity Occupational Group SEOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hirod
	#	#	#	8
1 Senior Managers	0	0	()	()
2 Middle & Other Managers	4	ļ:	θ	0
Professionals	1	1	0	0
Semi-Professionals & Technicians	0	0	0	0
Supervisors	0	0	θ	0
Supervisors: Crafts & Trades	0	0	0	Ü
Administrative & Senior Clerical Personnel	0	0	0	0
Skilled Sales & Service Personnel	71	8	0	Ŋ
Skilled Crafts & Trades Workers	0	0	θ	0
Clerical Personnel	4	2	0	0
Intermediate Sales & Service Personnel	12	1	0	()
2 Semi-Skilled Manual Workers	18	2	θ	0
3 Other Sales & Service Personnel	0	0	()	()

110

14 Other Manual Workers

Total

Full-time / National		Part-time / National			
All Employees Promated	Employees	Members of Alsobic Minorities Promoted	Visible Employees Minorates Promoted Man	Visible Employees Minor Minor Proposited Minor	Members of Visible Minorities Promoted
#	#	#	#		
0	0	0			
4	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			
2	0	0			
5	1	0			
0	0	0			
0	0	0			
18	1	0			

Table 12: Members of Visible Minorities				
Full-time	/ National	Part-time	/ National	
All Employees ferminated	······································	All Employees Lecudosted	Mondors of Visible Minorities Terminated	
Ħ	Ħ	#	Ħ	
0	0	0	()	
6	2	0	()	
}	,	0	Ø	
0	6	0	Q	
}	0	0	()	
0	0	0	0	
0	0	0	0	
72	3	0	0	
0	θ	0	Ŋ	
4	2	0	()	
15	1	0	0	
17	1	0	Ø	
}	0	0	0	
0	0	0	()	
117	1.2	0	()	

Federal Contractors Program Achievement Remort Part 3: Goals Msc Industrial Supply ULC (Date: YYYY-MM-ODI

Data for First/Previous Coals Q Frum Flow Date From Frum From From (K - M • From Data Eurovalent (F x O) (K - M + O) + (CWorkforce Workforce Data Entry C x E x 3 Analysis & CxBx3 p + 1Workforce 3 x P Data Entry Workforce Workforce: O) - ((C - $K \oplus C$ Data sources Ext.x3 Entry to B R + M+ F) Analysis Workforce Analysis Analysis Analysis F) x Q) Analysis[†] Analysis[‡] J Table 1: Women First Previous Short-term Coals. AH Employees Momen 3 year tiook Гикано се (Replanencar и Гентајалей Mordec Growth (New Pasialons) Facconsos (Reobjeconsos o Employees) Hires From To Ainticinated Liesforment Liedty Legarororizal Expulsescess Recolore . Кожени Dissected Projected Hices Over 3 \$\$\$\$\ 1313 353 86 Action \$ (00) 3333-333-593 (novement from Secretary and a com-Occupational Group (EEOC) inec3 Angingging Car Years 13366 tteer 3 three 3 tteer 3 Y war. Annockis Axooxile Aototolb: Accoudly. Axouxla X, ×, 4 9/4 0 X, 0 0, 100 01 Senior Managers -1 (x),0% 0.0% 0.0% 27.4% 0.0% 0.0% Middle & Other Managers 23 4.20 24.5% 0.0% 38.9% 34.8% 34.8% 03 Professionals 0.0% 50,0% 0.0% 55.1% 100.0% 100.0% ()4 Semi-Professionals & Tech 0.0% 0.0% 0.0%0.0% #DTV/0! #IDEV/0! 05 -9.1% 28.6% 0.0% 55.4% 50.0% 50.0% Supervisors Supervisors: Crafts & Frades 0.0% 0.0% 0.0% 0.0% #OIV/0! #DIV/0! Administrative & Sr Clerical 14.5% 0.0% 0.0%80.5% 50.0% 50.0% Skilled Sales & Service 6.7% 66.4% 0.0% 26.7% 13.3% 13.3% Skilled Crafts & Trades 0.0% 0.0% #DIV/0! #DIV/03 0.0% 0.0% Clencal Personnel 0.0% 57.19 0.0% 66.9% 71.4% 71.4% Intermediate Sales & Service 11 -3.196 142.9% 0.09%65,7% 27.3% 27.3% Semi-Skilled Manual 29 1.1% 57.6% 0.0% 16.9% 31.0% 31.0% 13 Other Sales & Service -100.05 200.0% 0.0% 57.0% 0.0% 0.0% 14 Other Manual Workers 0.0% 0.0% 0.096().0% #DIV/05 #DIV/0!

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Eotal.

3.9%

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32.4%

-1.5

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24 0%

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- , ,	[Table	2: Wome	tt				(2000)					.0000000	
Liopinyment Liquity Occupational Group (EECC)	Short term Goals	******	ouls							Con	mest								
01 Senior Managers	3 (1)	0	6.0																
02 Middle & Other Managers	} : : : : : : : : : : : : : : : : : : :	0	0.0																
03 Professionals	0 01	0	0.0																
94 Semi-Professionals & Tech] 0,0	9	0.0																
05 Supervisors	[0,0	6	0.0																
06 Supervisors: Crafts & Frades	[6	0.0																
07 Administrative & Sr Clerical	i al ac	0	11.0																
08 Skilled Sales & Service	} 3} 00	3	6.0															999999	
09 Skilled Crafts & Trades	[0] 0.0	8	0,0																
10 (Clerical Personne)	} 0,5	e e	0.0																000000000000000000000000000000000000000
11 Intermediate Sales & Service	1 1 0.6	2	0.0																
12 Semi-Skilled Manual	[0] 0.1	6	0.0																
13 Other Sales & Service	{	()	0.0																

^{61.6%} † Calculated by using the following formula: ((Current number of employees from Workforce Analysis) **Previous number of employees from Workforce Analysis) **Fe + 1) x 100

Colculated by using the following fortunits: (Terminated foll-time comployees 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 Correct Workforce Analysis) = 2) x 100.

				Fede	ral Contractors Proj					
						Goals d Supply ULC				
*****************************		***********	*************		{Date: YYY	Y-MM-DD]	********************	************	************	
14 Other Manusl We Total	urkers	01 0.01 5 0.01	6 0.0 5 0.0							

Federal Contractors Program Achievement Remort Part 3: Goals Msc Industrial Supply ULC (Date: YYYY-MM-ODI

Data for First/Previous Coals Q Frute Flow Date From Frum From From (K - M • From Data Eurovalent (F x O) (K - M + O) + (CWorkforce Workforce Data Entry C x E x 3 Analysis & CxBx3 p + 1Workforce 3 x P Data Entry Workforce Workforce: O) - ((C - $K \oplus C$ Data sources Ext.x3 Entry to B R+M + F) Analysis Workforce Analysis Analysis Analysis F) x Q) Analysis[†] Analysis[‡] J Table 3: Aboriginal Peoples Birst Previous Short-term Cook AR Employees Aberigmal Peoples 3.3 cor troops Гикано се (Replanencar и Гентајалей Mordec Growth (New Pasialons) Facconsos (Reobjeconsos o Employees) Hires From - In Ainticinated Liesforment Liedty Legarororizal Expulsescess Recolore **Есонон** Н Dissected A: tuoi Projectost Hices Over 3 \$\$\$\$\ 1313 353 86 Action 3333-333-593 (novement from Secretary and a com-Occupational Group (EEOG) inec3 Angingging Car Years 13366 tteer 3 three 3 tteer 3 Y war. Annockis Axooxile Aoioiolb Actoudly. Axouxla X, ×, 4 9/4 0 X, 0 0, 100 01 Senior Managers -1 (x),0% 0.0% 0.0% 0.0% 0.0% Middle & Other Managers 23 4.20 24.5% 0.0% 2.2% 4 3% 4 3% 03 Professionals 0.0% 50,0% 0.0% 1.3% 0.0% 0.0% ()4 Semi-Professionals & Tech 0.0% 0.0% 0.09%0.0% #DTV/0! #IDEV/0! 05 -9.1% 28.6% 0.0% 1.3% 0.0% 0.0% Supervisors Supervisors: Crafts & Frades 0.0% 0.0% 0.0% 0.0% #OIV/0! #DIV/0! Administrative & Sr Clerical 14.5% 0.0% 0.0%(), 7% 0.0% 0.0% Skilled Sales & Service 6.7% 66.4% 0.0% 2.1% 0.0% 0.0% Skilled Crafts & Trades 0.0% 0.0% 0.0% 2DIV/03 #DIV/03 0.0% Clencal Personnel 0.0% 57.19 0.0% 1.4% 0.0% 0.0% Intermediate Sales & Service 11 -3.196 142.9% 0.09%3.0% 0.0% 0.0% Semi-Skilled Manual 29 1.1% 57.6% 0.0% 2.8% 0.0% 0.0% 13 Other Sales & Service -100.05 200.0% 0.0% 2.5% 0.0% 0.0% 14 Other Manual Workers 0.0% 0.0% 0.096().0% #DIV/05 #DIV/0!

179

Eotal.

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								Tab	le 4: A	bori	inal	People	" S								
Ereplayment Equity Occupational Group (EECC)	Short-ter	Aboriginai ni Goals	Peoples Long-teri	n Goals									Cor	mment	\$						
	#		•	9/4																	
01 Sceiur Maeagers	Ü	0.03	()	0.0																	
02 Middle & Other Managers	n	0.69	· · · · · · · · · · · · · · · · · · ·	0.0																	
03 Professionals	0	0.0	Q	0.0																	
94 Semi-Professionals & Tech	6	0.0	- 3	0,0																	
05 Supervisors	6	0.0		0.0																	
06 Supervisors: Crafts & Frades	6	9.0	65	0.0[\blacksquare
07 Administrative & Sr Clerical	a	0.0	0	9.0																	▥
08 Skilled Sales & Service	3	1103		0.0																	
09 Skilled Crafts & Trades		0.0	(4)	0.0																	
10 Clerical Personnel	6	0.0	0	0.0																	░
11 Intermediate Sales & Service	6	0.0		0,0																	
12 Semi-Skilled Manual	4	0.0	65	0.0																	
13 Other Sales & Service	ū	9.0	()	0.0																	

0.6%

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^{61.6%} † Calculated by using the following formula: ((Current number of employees from Workforce Analysis) **Previous number of employees from Workforce Analysis) **Fe + 1) x 100

Colculated by using the following fortunits: (Terminated foll-time comployees 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 Correct Workforce Analysis) = 2) x 100.

										F	ederal	l Cont	ractor	s Prog	gram A	schiev	ment	Repur	i							
									 					*******	i Supp		C			 	 	 	 	 	 	
													{Date:	: YYY	Y-MA	1-DD]										
14	Other Manusl W	arkers		0	0.	0	í)	0.0																		
Total			!	3	Ø,	Ω †	3	0.0																		

Federal Contractors Program Achievement Report Part 3: Goals Msc Industrial Supply ULC [Date: YYYY-MM-DD]

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AB	C	l)	E	8	G	H]]	J	K		M	l N	0	P	Q	R	8	T	U
Data sources:	From Workforce Analysis	Analysis [†]	Dam Entry	CxEx3	Frum Flow Date Analysis & Workforce Analysis‡	Data Entry	CxBx3	F÷T	From Workforce Analysis	Equivalent to B	ExLx3	(F x Q) ^ R + M	JxP	Data Entry	Erom Workforce Analysis	From Workforce Analysis		K ÷ C	(K - M + O) ∻ (C + F)
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				AR Equ	playees							•			di Disabilitic				
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Employment Equity Occupational Group (EECC)	1313-166-R6	Action	Proje	xacd	Actual	Pro.	lected	Authoritated Histor Occur 3	3333-3333	1 continue	f:Ежиркуссоз).	Весріокі Пост		- \$ \$\$\$	Fresent Avsifatifits	Рискис-Сан	Projected Gap	Priorial Representation	Риојеской Пертиминнови в 3
incentrations enough (177,040)		Asusoxily	Axeaxis	Orer 3 Vexes	toioielb	Aotondis	Orer 3 Vexes	Yuxen		Amouls	Ores 3 Vexes	tiors	9	3			7	,	Years
	*	×	ж,	*	9%	•	*	*	*	×	*	¥	*	•	9,	*		9,	K 6
01/02 Managers	25	-47.9%		0	12.29%		()	(()	0.0%	. 0	,	(3.8%	-1	1	0.0%	0.0%
03 Professionals	2	0.0%	,	O.	50.0%		()	•	0	0.0%	0	0	(1	0.0%	0	0	0.0%	0.6%
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	(0	0.0%	0	0	+		13.9%	()	()	#DIV/0!	#DIV/0!
05 Supervisors		~9.1%		0	28.6%		} 0	(0	0.0%	0	0	+	1	0.0%	()	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	(0	0.0%	0	0	t	Y	3.4%	tì	0	#D1V/0!	#DFV/0!
07 Administrative & Sr Clerical	1 2	14.5%		0	0.0%		()	(0	0.0%	. 0	0	(3,5%	Ú	Ú	0.0%	0.0%
08 Skilled Sales & Service	98	6.7%		0	66.4%		0	(1 (0.0%	. 0	-3	(1	0.0%;	I	I	3.0%	3.0%
09 Skilled Crafts & Trades	(1	0.0%		0	0.0%		(1	(4	0.0%	. 0	0	(7.0%	0	0	#DIV/0!	#DIV/0t
10 Clerical Personnel	7	6.0%		O	57.1%		} 0	(i o	0.0%	0	0	(·	5.6%	0	0	0.0%	0.6%
11 Intermediate Sales & Service) (-3.1%		0	142.9%		0	())	0.0%	0	0	+		4.8%	0	()	9,1%	9.1%
12 Semi-Skilled Manual	29	1.1%		0	57.6%		0	(2	0.0%	0	0	+		6.3%	()	0	6.9"6	6.9%
13 Other Sales & Service	1	100.0%		o	200.0%		0	(0	0.0%	0	0	(1	0.0%	Ú	0	0.0%	0.0%
14 Other Mauust Workers	0	0.0%		0	0.0%		} 0	(0	0.0%	0	0	(ı	4.3%	Ú	Ú	#DIV/0!	#DIV/0!

61.6% * Calculated by using the following formula: ((Current number of employees from Workforce Analysis) * Previous number of employees from Workforce Analysis) * - 1) x 100.

91/

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 + Foral number of employees from Current Workforce Analysis) + 20 x 100.

Total

Worktoree Analysis) ÷ 2) x H)(1 <u>.</u>				 	 	 	 								 	 	 	 	 	 	
								l'abl	e 6 : P	CTSO	ns witl	Disa	bilitie	5								П
		ersaus with l	llsabBlile	•																		
Employment Equity Occupational Group (EE(X))	Short-to	ren Cosads	Long-ter	rm Goals									· · · · · ·	omm	ents							
(Secupational Labora (EE fus)	#	,	ы	%,																		
01/02 Managers		9.0	()	11.0																		
0.1 Professionals		u u ol	9	6.0																	.777777	M
04 Semi-Professionals & Tech		n nøj	()	0.0																		\mathbb{I}
05 Supervisors		() 0.04	q	0.0																		
66 Supervisors: Crafts & Trades		0.0	(3	0,0																		
07 Administrative & Sr Clerical	(0.0	()	0.0																		
08 Skilled Sales & Service		([0.0]		0.0																		
09 Skilled Crafts & Trades		n (1)	()	91.0																		
10 Clerical Personnel		1 10	()	6.0																		
11 Intermediate Sales & Service	1	0.01	e	6.0																		
12 Semi-Skilled Manual		3] 0.04		0.0																		
13 Other Sales & Service		0.0	3	0.0																		
14 Other Manual Workers		3] 0.04	S)	0.0																		
Foral .		3] (3.0)	3	0.0																		

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	************************	************	 	 	******	 	************	*********	******	{Da	te: Y	YYY.	-MM	-DD]		*********	*********	 **********	 **********	 *******	*********	********	******	**********	*********	*********	**********	*******	******	

Federal Contractors Program Achievement Report Part 3: Goals Msc Industrial Supply ULC {Date: YYYY-MM-DD]

Data for First/Previous Goals Q Frum Flow Data Frum From From From From (K - M • (K - M + O) + (C Data Equivalent (F x Q) ~ Workforce Data Entry CXEX3 Analysis & $K \oplus C$ Data sources: Workforce CxBx3 P = IWorkforce ExLx3 3 x P Data Entry Workforce Workforce Ox-((C-R+M Entry to B + F) Analysis Analysis[†] Workforce Analysis Analysis Analysis F) x Q) Analysis[‡] 1 1 Table 7: Members of Visible Minorities

										first 3	revious Sh	ant-terre t	oab							
					AH Ec	iplayees								34	mbers at	resible Minequ	ties			
£ regios	ment Equity	Зидейне		oda (New Pasi		Taronier (Re	Craptos cas)		Authorpated			eplacomont of Examplescess	Hires Respiozid	Frist	tiook :- fa	Present		Property	Franci	Projected
	timasi Group (EEOG)	1313.888.86	Acrost	Pro	ected	Actual	Proje	ctet	Mice Over 3	3335-333			ther?	3333	****	Avsjasjas	Рисленс-Сези-	(App	Representation	Rispressationism in 3 Years
			Asusoxils	Amoris	Oreer 3 Venus	Actorells	Aotouds	tteor 3 Yexes			Amonth	Veres 3 Veres	k park	9	3					
		¥	X,	X,	*	•//	0	4	,	.	X,	*	¥	*	0 ,	0/		4	9,	16
01 Sc	coiur Maoagers	2	- E(X),0%			0.0%		t)	()	(3)	0.095	0	0	,		10.1%	0	0	0.0%	0.0%
02 M	liddle & Other Managers	23	4.2%			24.5%		ti	Ü	4	0.0%	0	-}	0		15.0%	1	ł	17.4%	17.4%
03 Pr	rofessionals	2	0.0%		(50.0%		0	()	2	0.0%	0	-1	0		27.5%		t	190.9%	\$*0.001
04 Se	emi-Professionals & Tech	0	0.0%		(0.0%		0	(1	0	0.0%	0	0	()		0.0%	- 0	()	#DIV/0!	#IDI \$70!
05 80	upervisors	4	-9,1%		(28.6%		0	0	0	0.0°	0	1	()		27.9%	ન	-1	0.0%	0.0%
06 50	pervisors: Crafts & Frades	9	0.0%		(0.0%		O	0	0	0.09%	0	9	Ú		0.0%	Ú	Ú	#DIV/0!	#DIV/0!
07 A	dministrative & Sr Clerical	2	14.5%		(0.0%		()	()	(0.0%	0	-)	0		24.7%	1	I	50.0%	50.0%
08 Sk	killed Sales & Service	98	6.7%			66.4%		()	()	.5	0.0%	0	8	Ç		13.1%	-8	-8	5 1%	5.1%
09 Sk	killed Crafts & Trades	0	6.0%		(0.0%		0	Û	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DI V/01
] 10 C	loncal Personnel	7	0.0%		(N 57.1%		0	()	3	0.0%	0	-1	0		35.4%	1	1	42.9%	42.9%
] 🖯 հո	normediate Sales & Service	1 (~3.1%		(142.9%		0	(1	1	0.0%	0	2	()		27.1%	-2	-2	9.1%	9.1%
12 Se	ami-Skilled Manual	29	1.1%		(57.6%		0	()	2	0.0%	0	1	Ú		9.8%	.1	- t	6.9%	6.9%
] B (0)	ther Sales & Service	1	-100.0%		(200.0%		O	0	0	0.0%	0	0	Ú		15.1%	Ú	Ú	0.0%	0.0%
14 Or	ther Manual Workers	0	0.0%		(0.0%		()	()	()	().()%i	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total		179	3.9%			61.6%		t)	()	18	0.0%	0	9	0		15.1%	-9	-9	10 1%	10.1%

¹ Calculated by using the following formula; "Carreet number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis 155 - 1) x 190

Colculated by using the following formula: (Terminated foll-time employees from Flow Data Analysis + Terminated part-time employees from Blow Data Analysis) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Corrent Workforce Analysis) + 2) x 100.

						Table	8: Mei	nbers	of Visib	de M	morsti	es .							
	Members	of Visible Minoriti	es.																
Liopia; areat Espair Occupational Group (EEOG)	Short-term Co	iadis Lung-teri	n Goals								Con	messt	8						
	∦ ×	S *	%																
01 Senior Managers	[]	0 (0)	11.0																
02 Middle & Other Managers	[t]	0.0	0.0																
03 Professionals	0	0.04 0	0.0																
64 Semi-Professionals & Tech	0	0.0	0.0																
05 Supervisors	100000000000000000000000000000000000000	0.0	0.0																
66 Supervisors: Crafts & Frade:	, [6.0	0.0																
07 Administrative & Sr Clerical	(i)	0.0	9.0																
08 Skilled Sales & Service	}	110	11.0																
09 Skilled Crafts & Trades	0	0.0	6.0																
10 Clerical Personnel	0	0.0	0.0																
1) Intermediate Sales & Service	-}	0.0	0.0																
12 Semi-Skilled Manual	100000000000000000000000000000000000000	0.0	0.0																
13 Other Sales & Service	g	9.0	0.0																

	Federal Contractors Program Achievement Report Boot 3: Conte
	Msc Industrial Supply ULC
	{Date: YYYY-MM-DD}
14 Other Manual Workers	9 00 6 00 4 00 2 00

Federal Contractors Program Achievement Remort Part 3: Goals Msc Industrial Supply ULC (Date: YYYY-MM-ODI

Data for Subsequent/Current Goals Q Frum Flow Date From Frum From From (K - M • From Data Eurovalent (F x O)-(K - M + O) + (CWorkforce Workforce Data Entry C x E x 3 Analysis & CxBx3 p + 1Workforce 3 x P Data Entry Workforce Workforce: O) - ((C - $K \oplus C$ Data sources Ext.x3 Entry to R R + M+ F) Analysis Workforce Analysis Analysis Analysis F) x Q) Analysis[†] Analysis⁴ J Table 9: Women Subsempent/Correct Short-term Grafic AR Employees Momen 3 year tiook Гикано се (Replanencar и Гентајалей Growth (New Pasialons) Mordace Facconsos (Reobjeconsos o Employees) Hires From To Ainticinated Liesforment Liedty Legarororizal Expulsescess Recolore . Кожени Dissected Projected Hices Over 3 ******** \$\$\$\$\ 1313 353 86 Action \$ (00) Sporper Con Secretary and a com-Occupational Group (EEOC) inec3 Angingging Car Years 13363 tteer 3 three 3 tteer 3 Y war. 2018-09-30 Αρμοσκίδο Axooxile Aoioiolb Accoudly. 2819-09-30 Axouxla 2021 X, ×, 4 9/4 0 X, 0 0, 100 01 Senior Managers -1 (x),0% 0.0% 0.0% 0.0% #DIV/0 #DIV/0 Middle & Other Managers 26 4 20 24.5% 0.0% 40 6 38 9% 26.9% 26.9% 03 Professionals 0.0% 50,0% 0.0% 55.1% 100.0% 100.0% ()4 Semi-Professionals & Tech 0.0% 0.0% 0.0%0.0% #DTV/0! #IDEV/0! 05 -9.1% 28.6% 0.0% 54.2% 66.7% Supervisors 66.7% Supervisors: Crafts & Frades 0.025 0.0% 0.0% 0.0% #OIV/0! #DIV/0!

0.0% 61.6% † Calculated by using the following formula: ((Current number of employees from Workforce Analysis) **Previous number of employees from Workforce Analysis) **Fe + 1) x 100

0.0%

66.4%

0.0%

57.19

142.9%

57.6%

200.0%

Administrative & Sr Clerical

Intermediate Sales & Service

Skilled Sales & Service

Skilled Crafts & Trades

Clencal Personnel

13 Other Sales & Service

14 Other Manual Workers

Eotal.

Semi-Skilled Manual

14.5%

6.7%

0.0%

0.0%

-3.196

1.1%

-100.05

0.0%

3.9%

119

10

30

201

Colculated by using the following fortunits: (Terminated foll-time comployees 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 Correct Workforce Analysis) = 2) x 100

48

0.0%

0.0%

0.0%

0.0%

0.09%

0.0%

0.0%

0.096

0.0%

80.3%

36.6%

4 686

66.9%

65.60 c

16.9%

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31.5%

-1.5

-15

27 6

30 6

15

WORKONG SHRIPSING STATE	W.																				
								Lahl	le 10;	Women											
Employment Equity Occupational Group (EECG)	West Short-term Goods	Long-term Ga	ads s								omn	wsts									-
01 Senior Managers	0.0		0.0																		1
Senior Managers Middle & Other Managers	40.0		40.0																		
0.3 Professionals	0.0		0.0																		
04 Semi-Professionals & Tech	0.0		0.0															30000000			
05 Supervisors	0.0		0.0																		1
05 Supervisors 06 Supervisors: Crafts & Trades	0.0		0.0																		1
107 Administrative & Sr Clerical	0.0		0.0																		1
08 Skilled Sales & Service	27.0		27.0																		1
09 Skilled Crafts & Trades	0.0		11.0																		
10 Clerical Personnel	0.0		11.0																		
11 Intermediate Sales & Service	50.0		50.0																		
12 Semi-Skilled Manual	0.0		0.0																		1
13 Other Sales & Service	0.0		0,0																		1
14 Other Manual Workers	0.0		0.0																n۲	16754	,

66.7%

13 4%

0.0%

71.4%

20.0%

40.0%

#OIV/0!

#DIV/05

23.9%

66.7%

[3.40]

0.6%

71.4%

20.0%

40.0%

4DIV/01

#DIV/0!

23.9%

Federal Contractors Program Achievement Report Part 3: Goals
Msc Industrial Supply ULC
{Date: YYYY-MM-DD]
Join 9.0 6.0

Federal Contractors Program Achievement Remort Part 3: Goals Msc Industrial Supply ULC (Date: YYYY-MM-ODI

Data for Subsequent/Current Goals Q Frum Flow Date From Frum From From (K - M • From Data Eurovalent (F x O) (K - M + O) + (CWorkforce Workforce Data Entry C x E x 3 Analysis & CxBx3 p + 1Workforce 3 x P Data Entry Workforce Workforce: O) - ((C - $K \oplus C$ Data sources Ext.x3 Entry to B R + M+ F) Analysis Analysis[†] Workforce Analysis Analysis Analysis F) x Q) Analysis⁴ J Table 11: Aboriginal Peoples Subscopent/Carrent Short-term Goals AR Employees Aberigmal Peoples 3 year troops Гикано се (Replanencar и Гентајалей Stordice Growth (New Pasialons) Faculty of the collegement of Employees) Hires From To Ainticinated Liesforment Liedty Legarororizal Expulsescess Recolore . Кожени Dissected Projected Hices Over 3 ******** \$\$\$\$\ 1313 353 86 Action \$ (00) Sporper Con Secretary and a com-Occupational Group (EEOC) inec3 Angingging Car Years 13365 tteer 3 three 3 tteer 3 Y war. 2018-09-30 Αρμοσκίδο Axooxile Aoioiolb Accoudly. 2819-09-30 Axouxla 2021 X, ×, 4 9/4 0 X, 0 0, 100 01 Senior Managers -1 (x),0% 0.0% 0.0% #DIV/0 #DIV/01 Middle & Other Managers 26 4 20 24.5% 0.0% 2.2% 3.8% 3.8% 03 Professionals 0.0% 50,0% 0.0% 1.3% 0.0% 0.0% ()4 Semi-Professionals & Tech 0.0% 0.0% 0.09%0.0% #DTV/0! #IDEV/0! 05 -9.1% 28.6% 0.0% 1.3% 0.0% 0.0% Supervisors Supervisors: Crafts & Frades 0.025 0.0% 0.0% 0.0% #OIV/0! #DIV/0! Administrative & Sr Clerical 14.5% 0.0% 0.0%0.8%0.0% 0.0% Skilled Sales & Service 6.7% 66.4% 0.0% 2.0% 2.5% 2.5% 119 Skilled Crafts & Trades 0.0% 0.0% 1.1% 0.0% 0.0% 0.0% Clencal Personnel 0.0% 57.19 0.0% 1.4% 0.0% 0.0% Intermediate Sales & Service 10 -3.196 142.9% 0.09%3.297 0.0% 0.0% Semi-Skilled Manual 30 1.1% 57.6% 0.0% 2.8% 6.7% 6.7% 13 Other Sales & Service -100.05 200.0% 0.0% 0.0% #OIV/0! 4DIV/01

0.0%

3.9%

201

14 Other Manual Workers

Eotal.

0.096

0.0%

	AN OLKRODOG SHRITANIS) A TAX LA	r.v.																							
									1	able	12: A	orig	nal P	coples											
Lup Occi	layment Equity putnosal Croup (EEOC)	Sint-term	Coals	opks Long-term	r Canads										Com	nessis									
01	Senior Managers		0.0		0.0																	*******	*******	**********	
02	Senior Managers Middle & Other Managers		0.0		0.8																				
0.3	Professionals	(1000) (1000) (100)	0.0		0.0																				
04	Semi-Professionals & Tech	::::::::::::::::::::::::::::::::::::::	0.6		0,0															000000					
0.5	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																				
0.9	Skilled Crafts & Trades	(1000) (1000) (100)	0.0		0.0																				
10	Cterical Personnel	::::::::::::::::::::::::::::::::::::::	0.0		0.0																				
] []	Intermediate Sales & Service	::::::::::::::::::::::::::::::::::::::	0.6		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																		n.	05753	

#DIV/0

3.0%

#DIV/0!

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().0%

2.1%

^{0.0%} 61.6% † Calculated by using the following formula: ((Current number of employees from Workforce Analysis) **Previous number of employees from Workforce Analysis) **Fe + 1) x 100

Colculated by using the following fortunits: (Terminated foll-time comployees 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 Correct Workforce Analysis) = 2) x 100

Federal Contractors Program Achievement Report
Part 3: Goals
Msc Industrial Supply ULC
{Date: YYYY-MM-DD]
Fortal 9.00 9.00

Federal Contractors Program Achievement Report Part 3: Goals Msc Industrial Supply ULC [Date: YYYY-MM-DD]

									Data for	Subseque	nt/Curre	nt Goals								
A B	<u>C</u>	B	E	ε] G	H]	J	K]L	M	N	0	P		Q	R	8	r	<u> </u>
Data sources:	From Workforce Analysis	Frum Workforce Analysis ^f	Data Entry	CxEx3	Frum Flow Date Analysis & Workforce Analysis [‡]	Data Entry	C×B×3	Ji + I	From Workforce Analysis	Equivalent to B	KxLx3	(F x Q) ~ R+ M) x P	Data Eu	ny Worl	om kforce dysis	From Workforce Analysis		£÷C	(K - M + O) ÷ (C + F)
	Ţ	4	4	Ţ	1	1	1	Ţ	1	Į.	Ţ	1	4	.		↓	J	Ţ	Į.	.
										: Persons	*****	******								
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	Sugator	Grov	KQ (New Pasi		Taxons cr (Re	placencara Crapterces	(Lerrolasses)		Supplex	Taransos (8	colocomout of	Bires		tioofs						
Employment Equits	1313 MM R6	Action	Pro	ected	Actual		ieciest	Authripated Hices Over 3	3333344390	Resources	(созущих сез)	Respiozi		0+30 - 433 3		sest.	Present-from	Реореня	Prisont	Projected - Исранования и 3
Occupational Group (EEOG)	2618-09-30	Asusaxis	Amazik	Gree 3 Vexes	tororolly	Aosondiy	theory Years	Yukes	2018-09-30	Assaults	tieer 3 Years	tiner3 toors	2018	2023	Avan	ekiBrs		Сар	Representation	Yours
	*	×	ж	- 4	0/4	0	*	*	*	×	*	*	· *	•		/4	*		%	1%
01/02 Managers	26	-47.9%		0	12.2%		()	()	()	0.0%	0	,	, c		15	4.3%	1	1	0.0%	0.6%
03 Professionals	2	6.0%		0	50.0%		6	Ü	0	0.0%	0	0	į c		1000	3.8%	0	0	0.0%	0.6%
04 Semi-Professionals & Tech	0	0.0%		()	0.0%		0	0	0	0.0%	0	0	₹ 1			0.0%	()	()	#DIV/0!	#DIV/0!
05 Supervisors		-9.1%		(28.6%		0	(1	(1	0.0%	0	0	†			13.9%	0	0	0.0%	0.0%
06 Supervisors; Crafts & Trades	0	0.0%		U	0.0%		0	()	1	0.0%	U	0	t.			0.0%	ti c	ti ti	#DIV/0!	#DI V/0!
07 Administrative & Sr Clerical 08 Skilled Sales & Service	119	14.5% 6.7%			0.0% 66.4%		1 %			0.0% 0.0%	, v	, ,			vs.	3,4%	0	0	0.0% 0.0%	9.0% 9.0%
09 Skilled Crafts & Trades	119	0.0%		,	0.0%			0	,	0.0%	,	1 4			79 2]	3.8%	^	7	0.0%	0.0%
10 Clerical Personnel	,	0.0%		,	57.1%		,	(1		0.0%	0		i i			7.0%	0	0	0.0%	0.6%
1) Intermediate Sales & Service	10	-3.1%		6	142.9%		0	0	1	0.0%	0	0	(1			5.6%	0	0	10.0%	10.0%
12 Semi-Skilled Manual	30	1.136		0	57.6%		0	(1	,	0.0%	0	0	(4.8%	0	0	3.3"6	3.3%
13 Other Sales & Service	ŋ	100.0%		0	200.0%		0	0	0	0.0%	0	0	(0.0%	Ú	0	8DIV/0!	#DIV/0!
14 Other Manusl Workers	9	0.0%		0	0.0%		υ	0	0	0.0%	0	0	(0.0%	Ú	Ú	#O1V/0!	#DIV/0!
Total	203	3.9%		0	61.6%		()	()	2	0.0%	0	6	C			4.2%	-6	-6	3.43%ii	3.0%

^{61.6%} * Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)*8 - 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 + Foral number of employees from Current Workforce Analysis) + 20 x 100.

Workforce Analysis) = 2) x 1	OQ.																		
							l'able 1	4: Pers	ns with	Disabili	ties								
	Parsann wi	dr Disabelitien																	
Employment Equits Occupational Group (EECE)	Short-term Cods	Long-term Gon	de l								Como	nents							
Occupational regular (FFFB)	*,	9,																	
01/02 Managers	4	5 0000000000000000000000000000000000000	4.5	•		 ***************************************			•			***************************************	~~~~			~~~~			
0.1 Professionels	!		11.0																
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			9.0																
10 Clerical Personnel			11.0																
11 Intermediate Sales & Service	[0.0																
12 Semi-Skilled Manual			0.0																
13 Other Sales & Service			0.0																
14 Other Manual Workers			0.0																
Foral	[(4)	0.0																

Federal Contractors Program Achievement Report Part 3: Goals Msc Industrial Supply ULC (Date: YYYY-MM-DDI

Data for Subsequent/Current Goals Q Frum Flow Data Frum From From From From (K - M • Data Equivalent (F x Q) ~ (K - M + O) + (CWorkforce Data Entry CXEX3 Analysis & $K \oplus C$ Data sources: Workforce CxBx3 P = IWorkforce Extx3 3 x P Data Entry Workforce Workforce Ox-((C-R+M Entry to B + F) Analysis Analysis[†] Workforce Analysis Analysis Analysis F) x Q1 Analysis[‡] 1 1 1 Table 15: Members of Visible Minorities

									Subseque	nt#Carren	t Shabartela	છ લિઇગ્રીમ						
				AR Ea	pplayees									unbers at V	isible Minerities			
Employment Employ	Supples	Grak	ng (New Pas	zione)	larassec (Re	Crapletices)		Auricipared		Tarsover (R Terroroted	eplacomout (d FE sopheces)	Hires Respiced	Frie	tiook - fa	Fresent	Projected	Privion	Projected
Occupational Group (EECC)	1313 355 86	Action	Po v	ected	Actual	Prop	ciet		1555-1111-00			ther3	3171	****	Availability Present	(cost	Regressentation	Representation in 3
	2618-09-30	Asusoxilis	Axisoxily	Geor 3 Years	Actorolly	Actoudly	Oros 5 Yexes	Venes	2018-09-30	Axosoxlis	Ores 3 Vexes	k sars	2018	2023				Yours
	*	× ₆	×,	*	9/4		*	*	#	×	*	¥	#	0 ₂₈	9,4 #		9,	
01 Sceiur Managers	0	- E(X),0%		0	689.0		()	()	()	0.0%	0	0	Q.		0.0%	0 0	#DIV/05	#DIV/0!
02 Middle & Other Managers	26	4.2%			24.5%		fr	Ü	3	0.0%	0		0	(₹ø	18.0%	-1	11.5%	11.5%
03 Professionals	2	0.0%		(가 50.0%		0	()	2	0.0%	0	-1	0		27.5%	t t	100.0%	[3*0.00]
04 Semi-Professionals & Tech	0	0.0%		(0.0%		0	(1	0	0,0%	0	0	0		0.0%		#DTV/0!	#DEV/0!
05 Supervisors	3	-9.1%		(28.6%		0	()	0	0.0%	0	1	(1)	35.0	34.8%	-1	0.0%	0.0%
06 Supervisors: Crafts & Frades	1	0.0%		0	0.0%		0	0	0	0.0%	0	9	Ú		0.0%	0 0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	1	14.5%		(0.0%		0	()	[]	0.0%	0	0	0		28.9%	0 0	33.3%	33.3%
08 Skilled Sales & Service	119				66.4%		()	()	8	0.0%	0	S.	0	: EF E		⊹8] -8	6 7%	6.7%
09 Skilled Crafts & Trades	[0.0%		() 0.0%		0	Ü	9 9	0.0%	0	0	0		22.5%	0 0	0.0%	0.6%
10 Clerical Personnel	7	0.0%		(기 57.1%		0	()	3	0.0%	0	-1	0		35.4%	1 (1	42,9%	42.9%
11 Intermediate Sales & Service	{	~3.1% i		() 142.9%		0	(1	1	0,0%	0	2	0	27.3	27.2%	2 -2	10,0%	10.0%
12 Semi-Skilled Manual	30	1.1%		ť	57.6%		0	()	2	0.0%	0	1	0	10.3		-1	6.7%	6.7%
13 Other Sales & Service	0	-1(8),0%		0	200.0%		0	0	0	0.0%	0	9	0		0.0%	0 0	#DIV/0!	#DIV/01
14 Other Manual Workers	0	0.0%		9	0.0%		()	()	0	().()%i.	0	0	0		(),0%;	0 0	#DIV/0!	#DIV/0!
Total	201	3.9%		1 0	61.6%		()	()	20	0.0%	0	11	0		15.2%	-11] -11	10.0%	10.0%

[†] Calculated by using the following formula; ((Carrest number of employees from Workforce Analysis) * Previous number of employees from Workforce Analysis) * 100

Coloniated by using the following formula: (Terminated foll-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 Corrent Workforce Analysis) + 2) x 100.

								‡ ;	ihie l	6; Me	mbe	rs of 3	isth	k Mir	garit	ics									
firmedourosof firmeits		bers at Visible																							
Employment Equity Occupational Group (EEOG)	Shart-ter	m €eeals I	.vn2-term	t Coosts											Cm	umess	ts:								
		X,		0/,																					
01 Senior Managers		0.0		0.0	.																				
02 Middle & Other Managers		15.0		15.0																					
03 Professionals		0.0		6.0																					
04 Semi-Professionals & Tech		0.0		0.0																					
05 Supervisors		35.0		35.0																					
06 Supervisors: Crafts & Trades		0.0		0.0																					
67 Administrative & Sr Clerical		0.0		0.0																					
08 Skilled Sales & Service		13.1		(3.)																					
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		30.3																					
13 Other Sales & Service		0.0		0.0																					
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Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples Msc Industrial Supply ULC [Date: YYYY-MM-DD] C E G H M 0 W Đ 0 1) Past in Pag to l'art 1: Part 2: Part 2: Flow Part 2: Flow E + D $D \times G$ 1 + K Part 2: Flow Workforce Workforce Workforce Е- Н Flow Date 6 x G = 100 Flow fiste Q -5 Flow Data C tF + No. . Historianisco \$ 100 2 100 Data Analysis s 100 Duos Applyois E DO Data Analysis 160 - F(X) Arabais Analysia Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis Emolorment Emultr Workforce Hires **Promoticus** Terminations Year Occupational Group Abscenius Peoples shoriginal Peoples ationiclost Peoples Abacecinal Protein 431 a.B ı (t XВ BYOU Coplecto Language Sourceofosion Acadahii (s faigs. Pl Result Actord Loxected Difference Artual Programa Нажение Aoster Expected Difference . 26 8 ø 9 2.9 0 0.0 03 Senior Managers 2018 0 0.0 0.0 0.0 0.0 03 0 0.0 0 0.0 23 2.2 197.6 () 4.3 Middle & Other 02 Managers 2018 26 3.5 2.2 174.8 0.0 () () 0 0.0 0 0 0.0 1.3 0 0.0 03 Professionals 2018 0 0.0 0.0 1.3 0 0.0 0.00 0.0 Semi-Professionals & 0 0. 0.0 0.0 0.0 Technicians 2018 0. 0.0 0.0 0.0 O. 0.0 0.0 0 0.0 () () 0.0 1.3 0.0 05 Supervisors 2018 0 13 0.0 0.0 0.0 0 0.0 0 0.0 Supervisors: Crafts & () 0.0 0.0 0.0 Trades 2018 0.0 0.0 0.0 0.0 0.0 Part 2: Pino Febr Part 3: Partie Post 3 $E \cong K \times$ Page 35 Flow Date ÷ Lz 160 É Part 3: Goals + Nix 100 Data someres Date Anatysis Coass 100 Gods Cools Analysis New Entrants Goals Flow Data Long-term Goals Short-term Goals k mplovment Equity Year Aborigited Propies Afterest teniglentes Absorption Peoples Occupational Group Comments (ELOG) Persent n Employees Actoof Cost Cod Losi Gogl tool No found Mod Spirit May Court Med ۹, ъ, 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 2021 0 0.0 0.00.0 0.0 0.0 2018 0.0 0.0 0.0 0.0 0.0 Middle & Other 0 0.0 0.0 Managers 202 E 0 0.0 0.0 0.0 0.0 -0.02018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 2021 0 0.0 0.0 0.0 0.0 0.0 () () 0.0 0.0 0.0 0.0 2018 0.0 0.0 0.0 Semi-Professionals & Technicians 0.0 0.0 202 E 0.00.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 -0.00.0 05 Supervisors 2023 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 Supervisors: Crafts & 0.0 0.0 Trades 2021 0.0 0.0 0.0 0.0 0.0

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Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities Msc Industrial Supply ULC [Date: YYYY-MM-DD] G H M 0 W Đ Ð Past in Pag to l'art 1: Part 2: Flow E + D $D \times G$ Part 2: Flow Page 2: Flow Workforce Workforce Workforce F - H Flow Date 6 x G = 100 Flow fasts P x F = 100 Q -5 Flow Data C tF + No. V - X . Historianiscos 2 100 Data Analysis s 100 Duos Applyois E DO Data Analysis 160 \$ 100 - F(X) Arabais Analysia Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis Emolorment Emultr Hires Workforce Promotions Terminations Year Occupational Group Persons with Disakifates Persons with Dissisingles Payson on with: His abilities Persons kith Disolofika 431 a.B ı (t XВ #BOG3 Coplecto Language Sourcesonsotion Acadahii (s faags. Pl Result Actual Difference 4. Jual Нажения Aoster Difference 4 26 8 0 3.8 25 0.0 0.0 & Managers 2018 0 0.0 0.0 0.002 26 0.0 4.3 0 0: 0 0.0 (),() (0.0) 0 03 Professionals 0.0 3.8 0.0 0.0 2018 0 0.0 0 0.0 13.9 Semi-Professionals & () () 0.0 0.0 04 Technicians 2018 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 0.0 13.9 0.0 0.0 0.0 0.0 0 0 0.0 3,4 0.0 Supervisors: Crafts & 06 Tractes 2018 0.0 0.0 0.0 6.0 0.0 0.0 Pag 2: Part 2: Flow E+Dx $f_1 \circ G_2$ F = 1x 100 Per 3: Goals $fr \neq \Delta S \propto 1000$ Data sources: Flore District 100 Grain (00) Geois Gods Data Analysis Anghaiz t.oals New Entrants Flow Data Short-term Goals Long-term Goals Employment Equity Year Posseus with Possess with Rivabilities Persons and Disciologes Occupational Group Comments Disont dickes 48 (BEOG) Employers derre of si Persent at Percent of Persont of Actool Cod Last Good 1.0 tool No Court Mon × × • 40 ò 47 14 2/ • Đ, • *77* 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 & Managers 2021 0.0 4.5 0.0 0.0 02 0 0 2018 0.0 0.0 0.0 0,0 0.0 0.0 0.0 03 Professionals 2021 () 0.0 0.0 0.0 0.0 0.0 Senu-Professionals & 2018 0 0.0 0.0 0.0 0.0 0.0 6.0 0.0 Technicians 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 05 Supervisors 2021 0 0.0 0,0 0.0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 2018 0 0.0 0.0 0.0 0.0 Trades 0.0 0.0 2021 0.0 0.0 0.0

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Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities Msc Industrial Supply ULC (Date: YYYY-MM-DD) Đ G H M 0 Ð W Past in Pag to Part 1: Part 2: Flow Part 2: Flow E + D $D \times G$ Part 2: Flow Workforce Workforce Workforce F - H Flow Date 6 x G = 100 Flow Date P x F = 100 Q -5 Flow Data C tF + No. . Historianisco \$ 100 ~ £(X) 2 100 Data Analysis x 100 Duos Applyois 100 Data Anglesis 100 Arabais Analysia Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis Emolorment Emultr Hires Workforce Promotions Terminations Year Occupational Group Persons with Disonifores Persons with Disabilities Personge with His xialifices Persons kith Disolofika 431 a.B ı (t XВ DE OCO Coplecto Language Sourcesonsotion Acadahii (s Pl Result Actoid: Difference Artual Нажения Aoster Dictricoca . 8 Other Sales & Service 0.0 0 0.0 0.6 Personnel 2018 0 0.0 0.0 0.0 0.0 0 0.0 0 0.0 0.0 Other Manual () 0 4.3 0.0 Workers 2018 0.0 0.0 0.0 0.0 () () 0 0.0 0 2.2 0.0 0 3.79 #REFS #REF #REF Total 2018 201 23.7 4.2 110 0.0 0.0 117 0.9 Pari 2: Part 2: Flow $E = D \times$ $E \pm Ks$ Pact 3: $U \neq G \times$ Pert 3: F + Ex 100 | Pag 3; Gods F + M × 100 Data sources: Place Dista Date Analysis Gods (1)() Creats Coocks Analysis Goals New Entrants Flow Data Short-term Goals Long-term Goals Employment Equity Year Persons with Disablidates Passaus with Disabilities Persons with Disabilities Occupational Group Comments Ad (EEOG) eo rekació Proces Permit id Рессия: об temmi k tctoof f 100 Cost Good: Cost Ma Coal Vot Great Mar Cost Met e, ¥ 4. 7/ ۶, ¥. 9. 4 74 Other Sales & Service 2018 0 0.30 0.0 0.0 0.0 0.0Personnel 2021 0.0 0.0 0.0 0.0 0.0 Other Manual 2018 0.0 0.0 (),() 0.0 0.0 0.0 0.0 Workers 0 2021 0.0 0.0 0.0 0.0 0.02018 128 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0

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Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities Msc Industrial Supply ULC [Date: YYYY-MM-DD] C G H M 0 W Đ 10 0 Ð Past in Pag to l'art 1: Part 2: Part 2: Flow Part 2: Flow E + D $D \times G$ 1 + K Part 2: Flow Workforce Workforce Workforce Flow Date 6 x G = 100 Flow fiste Q -5 Flow Data C tF + No. . Historianiscos 2 100 Data Analysis s 100 Duor Appropries TOO. Data Analysis 160 \$ 100 - F(X) Arabais Analysia Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis Emolorment Emultr Workforce Hires **Promotions** Terminations Year Occupational Group Visite Whorites Visible Macorine Cledidy Miniscoles Vishie Macorides 431 a.B ı (t XВ BYOU Coplecto Language Sourceofosion Acadahii (s faigs. Pl Result Actord Difference Artual Programa Нажения Aoster Expected Difference Lowested . 26 8 ø 9 10.1 0 0.0 0.6 03 Senior Managers 2018 0 0.0 0.0 0.0 0.0 03 0 0.0 0 0.0 23 4 [7,5 (15.9 Middle & Other () (5.0) 02 Managers 2018 26 11.5 15.0 76.9 33.3 25.0 0.0 27.5 0 100.6 363.6 03 Professionals 2018 2 27.5 100.0 363.6 100.0 0.0 (0),0 Semi-Professionals & 0 0. 0.0 0.0 0.0 Technicians 2018 0. 0.0 0.0 0.0 oi 0.0 0.0 0 0.0 () () 0.0 27.9 0.0 05 Supervisors 2018 0 34.8 0.0 0.0 0.0 0 0.0 0 0.0 Supervisors: Crafts & () 0.0 0.0 0.0 Trades 2018 0.0 0.0 0.0 0.0 0.0 Part 2: Pino Felix Part 3: Partie Post 3 $E \cong K \times$ Page 35 Flow Date $\Rightarrow f \in 100^{\frac{1}{2}}$ Part 3: Goods + Nix 100 Data someres Date Anatysis Coass 100 Gods Cools Analysis New Entrants Goals Flow Data Long-term Goals Short-term Goals k mplovment Equity Year Visible Minorstors Visible Motorities Misiale Minordies Occupational Group Comments (ELOG) Persent n Employees Actoof Cost Ced Losi Gogl tool No found Mod out the Court Med ъ, 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 2021 0 0.00.0 0.0 0.0 0.0 12.3 2018 0.0 0.0 0.0 0.0 Middle & Other 0.0 0.0 Managers 202 E 15.0 83.3 12.3 83.3 (5.0) 2018 0.0 0.0 100.0 0.0 0.0 0.0 0.0 03 Professionals 2021 100.0 0.0 0.0 0.0 0.0 () () 0.0 0.0 0.0 Semi-Professionals & 2018 0.6 0.0 0.0 0.0 Technicians 0.0 0.0 202 E 0.6 0.0 0.0 2018 0.0 0 0.0 0.0 0.0 0.0 -0.00.0 05 Supervisors 2023 0 0.0 3530 0.0 35,0 0.0 2018 0.0 0.0 0 0.0 0.0 0.0 Supervisors: Crafts & 0.0 0.0 Trades 2021 0.0 0.0 0.0 0.0 0.0

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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.

Requi	red 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

	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):
Oper	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ration's activities during the period between the first/previous and subsequent/current compliance ment.
	Impact of economic and industrial conditions on the organization.
	Any reorganization or other corporate structural changes.
	Acquisitions, mergers or transfers of employees.
	Significant layoffs (include the number of employees affected and the occupational groups of those employees).

Strikes (include dates, the number of employees affected and the occupational groups of those employees).
Other.
ional Details provide any additional information (optional):

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 Scotía	12
•	Manitoba	9
•	British Columbia	9
•	Newfoundland and	3
	Labrador	
•	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

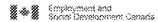
Initiated: 2015-02-09 Received: 2016-01-15 Closed: 2016-01-21 Workforce 2015-12-01

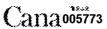
Analysis:

Analysis:

Key Dates – Subsequent Assessment

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





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: \boxtimes Yes \square 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 (achieved0.0%)

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

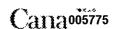
• EEOG 01/02 - Out of eight new entrants, none were from this designated group. The market availability is 3.8%. The company had set a goal of hiring / promoting one person and they hired / promoted none, thus achieved 0.0% of the goal set.

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			
			Short- term	Long- term	Representation	LMA
Emp	Employment Equity Occupational Group			(3	пертезентацин	EIVIM
	(EEOG)	Gap	(1 to 3	years		
			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					
11	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			Go	als		
			Short- term	Long- term	Representation	LMA
Emp	loyment Equity Occupational Group	Present		(3	(tep) escittation	2,4,,,
	(EEOG)	Gap	(1 to 3	years		
			years)	or		
				more)		
#	Description	#	# or %	# or %	%	%
01/	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			als		
		Short- term	Long- term	Representation	LMA
Employment Equity Occupational Group (EEOG)	Present Gap	(1 to 3	(3 years	Representation	LIVIA
		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 <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of 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 underrepresented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

Labour Program officers are available to answer questions and provide guidance. You may also visit our website to access a number of tools and a series of training modules. In particular, we encourage your organization to continue using the <u>Workplace Equity Information Management System</u> (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



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