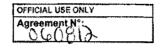
Ressources humaines et Skills Development Canada Développement des compétences Canada

Labour Program Federal Contractors Program



## **Agreement to Implement Employment Equity**

⊠Revised Agreement					
		ret a tel state		<b></b>	······
Legal Name of Organization	UKGAN	IZATION			
Microsoft Canada Inc			Parent company is	s located outside	Canada
			Œ	Yes	No
Operating Name (if different from Legal Name of Organi	zation)		Procurement ""		
					G0001
			Total number of er (Full-Time/Part-Tir		ada 1300
Organization's North American Industry Classification 8)	ystem (NAICS) Code N	<i>o</i>			Code Number please
54151			visit: nttp://www.s norme/naics-scian		jects-sujets/standard- n02i-eng.htm
Official use only (if information above is Incorrect) Procurement Business Number	T	-1			U4/00 0
From the business Number	Total number of em	ployees in Canada		Organization's	NAICS Code No
	HEAD	OFFICE	***		
Address (building number, street, sulle, etc.)	C	ity	***************************************	Province	Postal Code
1950 Meadowvale Blvd Mississauga, Ontario	<b>j</b>	ississauga		Ontario	L5M 8L9
arantoneedal Attestio	1	elephone Number		Fax Number	
	<u> </u>	89-305-9975			and the state of the second state of the second state of the second state of the second secon
	EMPLOYMENT E	QUITY CONT	VCT		
Vame (print)	Ti	le			
Michael McGuire			Resources 1	Manager	error error error er en
Telephone Number 416-562-5757		mail Address imogui@mior	osoft.com		
	CERTIFI	CATION	**********************		
he above-named organization:	GERTIFI	CATION	***	·····	
<ul> <li>having a combined workforce of 100 or more p 12 weeks or more in Canada, AND</li> </ul>	ermanent full-time, p	permanent part-l	ime and tempora	ry employees l	naving worked
<ul> <li>intending to bid on, or being in receipt of, a fed Supply Arrangement, valued at \$1,000,000 or r</li> </ul>	eral government god	ods or services o	ontract, standing	offer or contra	ct issued under a
fereby certifies its commitment to implement or many			naisu baasa basu	الممتمعة مطاطعة	- f the annual reasons
nstrument, in keeping with the Federal Contractor	s Program requirem	equity on all on- ents. For more i	going basis, beyo Normation on ho	w to implement	employment equity
				,	, , , , , , , , , , , , , , , , , , , ,
lease refer to: http://www.hrsdc.gc.ca/eng/labour/					of the onesnization
•	plement Employmer	nt Equity uncove	rs misrepresental	lion on the part	
ilease refer to. <a href="http://www.tirsdc.gc.ca/eng/labour/">http://www.tirsdc.gc.ca/eng/labour/</a> <a href="mailto:mportant.note:">mportant.note:</a> If an audit of the Agreement to Imperocurement instrument(s) with the Government.	plement Employmer at of Canada may be	nt Equity uncove terminated.	rs misrepresental	lion on the pair	or the organication,
mportant note: If an audit of the Agreement to Im	plement Employmer nt of Canada may be SIGNA	terminated.	rs misrepresental	lion on the part	or the organization,
mportant note: If an audit of the Agreement to Im ne procurement instrument(s) with the Governmen	nt of Canada may be SIGNA	terminated. TORY			
mportant note: If an audit of the Agreement to Imne procurement instrument(s) with the Government  IOTE: The signatory must be the Chief Executive contract on behalf of the organization.	nt of Canada may be SIGNA	TORY prized person in			
mportant note: If an audit of the Agreement to Imme procurement instrument(s) with the Government instrument(s) with the Government instrument instrument in the Chief Executive contract on behalf of the organization.  Identify a Congello	SIGNA Officer OR an autho	TORY prized person in		ition with legal	
mportant note: If an audit of the Agreement to Imme procurement instrument(s) with the Government instrument(s) with the Government instrument(s) with the Government instrument in the Chief Executive contract on behalf of the organization.  The contract on behalf of the organization is a colyn Buccongello elephone Number	SIGNA  Officer OR an author  Vi  E-i	TORY prized person in ference Preside mail Address	an executive pos	ition with legal	
mportant note: If an audit of the Agreement to Im ne procurement instrument(s) with the Governmen OTE: The signatory must be the Chief Executive	SIGNA SIGNA Officer OR an author Vi E-i	TORY  prized person in  ference Preside mail Address arbuc@micro	an executive pos	ition with legal	
mportant note: If an audit of the Agreement to Imme procurement instrument(s) with the Government instrument(s) with the Government instrument(s) with the Government instrument in the Chief Executive contract on behalf of the organization.  The contract on behalf of the organization is a colyn Buccongello elephone Number	SIGNA SIGNA Officer OR an author U  E-  CZ	TORY  prized person in  le .ce Preside mail Address arbuc@micro	an executive pos	ition with legal	
mportant note: If an audit of the Agreement to Imme procurement instrument(s) with the Government instrument(s) with the Government instrument(s) with the Government instrument in the Chief Executive contract on behalf of the organization.  The contract on behalf of the organization is a colyn Buccongello elephone Number	SIGNA SIGNA Officer OR an author U  E-  CZ	TORY  prized person in  ference Preside mail Address arbuc@micro	an executive pos	ition with legal	
mportant note: If an audit of the Agreement to Imme procurement instrument(s) with the Government instrument(s) with the Government instrument(s) with the Government instrument in the Chief Executive contract on behalf of the organization.  The contract on behalf of the organization is a colyn Buccongello elephone Number	SIGNA SIGNA Officer OR an author U  E-  CZ	TORY  prized person in  le  .ce Preside mail Address arbuc@micro  lto  8/28/2013	an executive pos	ition with legal	
mportant note: If an audit of the Agreement to Imme procurement instrument(s) with the Government instrument(s) with the Government instrument(s) with the Government instrument in the Chief Executive contract on behalf of the organization.  The contract on behalf of the organization is a colyn Buccongello elephone Number	SIGNA SIGNA Officer OR an author Care Care Care O8	TORY  prized person in  le  .ce Preside mail Address arbuc@micro  lto  8/28/2013	an executive pos	ition with legal	

## Employment and Social Emploi et Développement Development Canada social Canada

#### Microsoft Canada Inc. (certificate # 060812)

# FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA Reporting Period 2015-01-01 to 2017-09-01

## GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	I	Province		
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Ontario	866	0	0	866
Québec	201	0	0	201
Nova Scotia	5	0	0	5
New Brunswick	4	0	0	4
Manitoba	32	0	0	32
British Columbia	107	0	0	107
Saskatchewan	7	0	0	7
Alberta	119	0	0	119
Total Employees in	Canada			1341

	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Calgary	88	0	0	88
Edmonton	31	0	0	31
Halifax	4	0	0	4
Montréal	162	0	0	162
Regina	6	0	0	6
Toronto	762	0	0	762
Vancouver	107	0	0	107
Winnipeg	32	0	0	32
Moncton	1	0	0	1
Saint John	1	0	0	1
Québec	29	0	0	29
Kingston	1	0	0	1
Ottawa - Gatineau	103	0	0	103
Kitchener - Cambridge - Waterloo	4	0	0	4
London	1	0	0	1
Guelph	1	0	0	1

### FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA Reporting Period 2015-01-01 to 2017-09-01

#### **Census Metropolitan Areas**

	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Saskatoon	1	0	0	1
N.B. less CMA	. 2	0	0	2
N.S. less CMA	1	0	0	1
Ont. less CMA	s 1	0	0	1
Que. less CMA	\s 3	0	0	3
Total Employe	es in Canada	<b>&gt;</b>		1341

#### Employment and Social Emploi et Développement Development Canada social Canada

### Microsoft Canada Inc. (certificate # 060812)

## FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Ontario

#### Reporting Period 2015-01-01 to 2017-09-01

Occupational Group			All Employee:			original Peop			ns with Disa	bilities		s of Visible N	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers	4	J J J J		Jo., 1		001.0	0011	000	30,, 0	000.70	33 , .		30% 10
								-					
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	9	3	6							2	1	1
	Total	9	3	6							2	1	1
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	88	64	24	3	2	1	2	1	1	20	17	3
	Total	88	64	24	3	2	1	2	1	1	20	17	3
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	485	357	128	4	3	1	4	1	3	177	122	55
	Total	485	357	128	4	3	1	4	1	3	177	122	55
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2		2									
	Total	2		2									

Page 1 of 9 Canada

Employment and Social Emploi et Développement Development Canada social Canada

#### Form 2 A

## Microsoft Canada Inc. (certificate # 060812)

## FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

## Full-Time / Ontario

#### Reporting Period 2015-01-01 to 2017-09-01

Occupational Group		ļ	All Employees	5	Ab	original Peop	les	Perso	ns with Disa	bilities	Member	s of Visible N	finorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2		2							1		1
	Total	2		2							1		1
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	280	204	76	1	1		4	2	2	60	42	18
	Total	280	204	76	1	1		4	2	2	60	42	18
Total Number of Employees		866	628	238	8	6	2	10	4	6	260	182	78

#### Employment and Social Emploi et Développement Development Canada social Canada

### Microsoft Canada Inc. (certificate # 060812)

## FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Québec

### Reporting Period 2015-01-01 to 2017-09-01

Occupational Group		ļ	All Employee:	S	Al	original Peo	ples	Perso	ns with Disa	bilities	Member	s of Visible N	/linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	11	7	4							2	2	
	Total	11	7	4							2	2	
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	127	108	19	1	1		1	1		24	20	
	Total	127	108	19	1	1		1	1		24	20	
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	63	48	15				2	1	1	4	4	
	Total	63	48	15				2	1	1	4	4	
Total Number of Employees		201	163	38	1	1		3	2	1	30	26	

Employment and Social Emploi et Développement Development Canada social Canada

#### Microsoft Canada Inc. (certificate # 060812)

## FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Nova Scotia

#### Reporting Period 2015-01-01 to 2017-09-01

Occupational Group			All Employee	S	At	original Peo	ples	Perso	ons with Disa	bilities	Membe	rs of Visible N	√inorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers	4								•				1
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	2										
	Total	2	2										
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	2										
	Total	2	2										
Total Number of Employees		5	5										

#### Form 2 A

#### Microsoft Canada Inc. (certificate # 060812)

### FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

#### Full-Time / New Brunswick Reporting Period 2015-01-01 to 2017-09-01

Occupational Group		,	All Employee:	S	Ab	original Peop	oles	Perso	ns with Disa	bilities	Member	rs of Visible N	/linorities
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
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	1	1									
	Total	2	1	1									
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	1	1									
	Total	2	1	1									
Total Number of Employees		4	2	2									

## FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Manitoba

#### Reporting Period 2015-01-01 to 2017-09-01

Occupational Group		,	All Employee	3	At	original Peo	ples	Perso	ons with Disa	bilities	Member	rs of Visible N	/linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	27	23	4	1		1	1	1		4	3	1
	Total	27	23	4	1		1	1	1		4	3	1
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	4	4										
	Total	4	4										
Total Number of Employees		32	28	4	1		1	1	1		4	3	1

#### Employment and Social Emploi et Développement Development Canada social Canada

#### Microsoft Canada Inc. (certificate # 060812)

## FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

## Full-Time / British Columbia

Reporting Period 2015-01-01 to 2017-09-01

Occupational Group		,	All Employee:	5	At	ooriginal Peo	ples	Perso	ns with Disa	bilities	Member	s of Visible N	/linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	6	3	3				1		1			
	Total	6	3	3				1		1			
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	58	47	11							24	20	4
	Total	58	47	11							24	20	
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	43	34	9							11	8	3
	Total	43	34	9							11	8	
Total Number of Employees		107	84	23				1		1	35	28	7

Form 2 A

#### Microsoft Canada Inc. (certificate # 060812)

### FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

#### Full-Time / Saskatchewan

#### Reporting Period 2015-01-01 to 2017-09-01

Occupational Group		į	All Employee:	3	Ab	original Peop	oles	Perso	ons with Disa	bilities	Member	rs of Visible N	/linorities
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
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	5	5										
	Total	5	5										
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	2										
	Total	2	2										
Total Number of Employees		7	7										

#### Employment and Social Emploi et Développement Development Canada social Canada

#### Microsoft Canada Inc. (certificate # 060812)

## FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Alberta

#### Reporting Period 2015-01-01 to 2017-09-01

Occupational Group		,	All Employee:	5	At	original Peo	ples	Perso	ons with Disa	bilities	Member	s of Visible N	1inorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	9	8	1				1	1		1	1	
	Total	9	8	1				1	1		1	1	
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	61	52	9				2	1	1	21	17	4
	Total	61	52	9				2	1	1	21	17	4
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	49	38	11							6	4	2
	Total	49	38	11							6	4	2
Total Number of Employees		119	98	21				3	2	1	28	22	6

#### FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Ontario

Reporting Period 2015-01-01 to 2017-09-01

		All Employees		Al	poriginal People	es	Pers	ons with Disab	llities	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	866	628	238	8	6	2	10	4	6	260	182	78
Total Number of Employees	866	628	238	8	6	2	10	4	6	260	182	78

Form 3 A

#### FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Québec

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	lities	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	163	38	1	1		3	2	1	30	26	4
Total Number of Employees	201	163	38	1	1		3	2	1	30	26	4



#### Form 3 A

#### Microsoft Canada Inc. (certificate # 060812)

### FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

### Full-Time / Nova Scotia

#### Reporting Period 2015-01-01 to 2017-09-01

		All Employees		Al	poriginal Peopl	es	Pers	ons with Disab	ilities	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	5	5										
Total Number of Employees	5	5										

#### FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / New Brunswick

#### Reporting Period 2015-01-01 to 2017-09-01

		All Employees		Al	poriginal Peopl	es	Pers	ons with Disab	ilities	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	4	2	2									
Total Number of Employees	4	2	2									

Form 3 A

### FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

#### Full-Time / Manitoba

#### Reporting Period 2015-01-01 to 2017-09-01

		All Employees		At	original Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible M	inorities
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	32	28	4	1		1	1	1		4	3	1
Total Number of Employees	32	28	4	1		1	1	1		4	3	1

#### Form 3 A

#### Microsoft Canada Inc. (certificate # 060812)

#### FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

#### Full-Time / British Columbia

#### Reporting Period 2015-01-01 to 2017-09-01

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	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	107	84	23				1		1	35	28	7
Total Number of Employees	107	84	23				1		1	35	28	7

#### FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Saskatchewan

#### Reporting Period 2015-01-01 to 2017-09-01

		All Employees	:	А	poriginal Peopl	es	Pers	ons with Disab	ilities	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	7	7										
Total Number of Employees	7	7										

#### Form 3 A

## FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Alberta

#### Reporting Period 2015-01-01 to 2017-09-01

	All Employees Total Men Women Col. 1 Col. 2 Col. 3			А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men		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	119	98	21				3	2	1	28	22	6
Total Number of Employees	119	98	21				3	2	1	28	22	6

## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Ontario

#### Reporting Period 2015-01-01 to 2017-09-01

		All Employees		А	boriginal Peop	les	Pers	ons with Disab	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
Senior Managers	3		3									
Middle and Other Managers	16	11	5				1		1	2	2	
Professionals	163	117	46	1	1					49	32	17
Semi-Professionals and Technicians	1		1									
Skilled Sales and Service Personnel	115	81	34							28	14	14
Total Number of Employees Hired	298	209	89	1	1		1		1	79	48	31

## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Québec

		All Employees		Al	original Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	5	4	1							2	2	
Professionals	76	64	12	1	1		1	1		20	18	2
Skilled Sales and Service Personnel	29	21	8							2	1	1
Total Number of Employees Hired	110	89	21	1	1		1	1		24	21	3

## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Nova Scotia

#### Reporting Period 2015-01-01 to 2017-09-01

		All Employees	;	А	poriginal Peopl	es	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
Professionals	1	1										
Total Number of Employees Hired	1	1										

## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Manitoba

		All Employees	;	А	boriginal Peopl	es	Pers	ons with Disab	oilities	Membe	ers of Visible M	inorities
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
Professionals	1	1										
Skilled Sales and Service Personnel	2	2										
Total Number of Employees Hired	3	3										

### FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

#### Full-Time / British Columbia

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	2	1	1									
Professionals	22	14	8							10	6	4
Skilled Sales and Service Personnel	16	11	5							6	4	2
Total Number of Employees Hired	40	26	14							16	10	6

## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Saskatchewan

#### Reporting Period 2015-01-01 to 2017-09-01

		All Employees	3	А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	1	1										
Skilled Sales and Service Personnel	1	1										
Total Number of Employees Hired	2	2										

## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Alberta

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	3	3								1	1	
Professionals	26	22	4							9	8	1
Skilled Sales and Service Personnel	25	17	8				1		1	2	1	1
Total Number of Employees Hired	54	42	12				1		1	12	10	2

## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Ontario

	Employ	ees promoted (	Employees pro	omoted during t	he year are to	be reported or	nly in the occup	ational groups	in which or to	which they have	e been last pro	moted.)
One with a st Course		All Employees		At	original Peopl	es	Perso	ons with Disat	oilíties	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
Senior Managers	3	2	1							2	1	1
Middle and Other Managers	43	36	7	2	2					8	7	1
Professionals	216	157	59				1		1	92	63	29
Semi-Professionals and Technicians	1		1									
Administrative and Senior Clerical Personnel	1		1									
Skilled Sales and Service Personnel	117	81	36	1	1		1		1	33	26	7
Total Number of Employees Promoted	381	276	105	3	3		2		2	135	97	38
Total Number of Promotions	434	318	116	3	3		3		3	148	106	42



## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Québec

	Employ	ees promoted (	Employees pro	moted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
Occupational Crown		All Employees		Α	boriginal Peopl	es	Pers	ons with Disat	oilítíes	Membe	ers of Visible M	inorities
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	5	3	2									
Professionals	30	26	4							5	3	2
Skilled Sales and Service Personnel	38	31	7				1	1		2	2	
Total Number of Employees Promoted	73	60	13				1	1		7	5	2
Total Number of Promotions	77	63	14				1	1		7	5	2



## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Nova Scotia

	Employ	ees promoted	(Employees pro	omoted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
Occupational Crown		All Employees			boriginal Peop	es	Pers	ons with Disab	oilítíes	Membe	rs of Visible M	inorities
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
Professionals	1	1										
Skilled Sales and Service Personnel	1	1										
Total Number of Employees Promoted	2	2										
Total Number of Promotions	3	3										



## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / New Brunswick

	Employ	ees promoted	(Employees pro	omoted during	the year are to	be reported or	ly in the occup	ational groups	in which or to	which they have	e been last pro	moted.)
Occupational Crown		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilíties	Membe	rs of Visible Mi	inorities
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
Professionals	2	1	1									
Skilled Sales and Service Personnel	1		1									
Total Number of Employees Promoted	3	1	2									
Total Number of Promotions	3	1	2									

## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Manitoba

	Employ	ees promoted (	Employees pro	omoted during	the year are to	be reported on	ly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
Oppupational Crown		All Employees  Total Man Waman			ooriginal Peopl	es	Pers	ons with Disab	ilítíes	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	1	1										
Professionals	14	11	3	1		1				2	1	1
Total Number of Employees Promoted	15	12	3	1		1				2	1	1
Total Number of Promotions	17	13	4	1		1				3	2	1



## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED

#### Full-Time / British Columbia

	Employe	ees promoted (	Employees pro	omoted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they have	e been last pro	moted.)
Occupational Crown		All Employees		Al	boriginal Peopl	es	Pers	ons with Disat	oilítíes	Membe	s of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	4	2	2				1		1			
Professionals	23	19	4	1	1					9	7	2
Skilled Sales and Service Personnel	21	17	4							6	4	2
Total Number of Employees Promoted	48	38	10	1	1		1		1	15	11	4
Total Number of Promotions	51	39	12	1	1		1		1	17	12	5



## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED

## Full-Time / Saskatchewan

	Employ	ees promoted	(Employees pro	omoted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
Occupational Crown		All Employees	i	Al	boriginal Peopl	es	Pers	ons with Disab	oilities	Membe	rs of Visible M	inorities
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
Professionals	1	1										
Skilled Sales and Service Personnel	1	1										
Total Number of Employees Promoted	2	2										
Total Number of Promotions	2	2										

## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Alberta

	Employe	ees promoted (	Employees pro	omoted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
Occupational Crown		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible M	inorities
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	5	1				1	1				
Professionals	21	16	5				1		1	5	3	2
Skilled Sales and Service Personnel	18	15	3							2	2	
Total Number of Employees Promoted	45	36	9				2	1	1	7	5	2
Total Number of Promotions	50	40	10				2	1	1	7	5	2



## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Ontario

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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
Senior Managers	5	4	1									
Middle and Other Managers	22	17	5	1	1					3	3	
Professionals	86	58	28	1		1				24	19	5
Skilled Sales and Service Personnel	97	75	22				1		1	24	17	7
Clerical Personnel	2	1	1									
Total Number of Employees Terminated	212	155	57	2	1	1	1		1	51	39	12

# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Québec

#### Reporting Period 2015-01-01 to 2017-09-01

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible M	inorities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	2	2										
Professionals	18	17	1							3	3	
Skilled Sales and Service Personnel	22	17	5							1		1
Total Number of Employees Terminated	42	36	6							4	3	1



# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Manitoba

#### Reporting Period 2015-01-01 to 2017-09-01

		All Employees		A	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	4	3	1				1		1			
Skilled Sales and Service Personnel	2	1	1									
Total Number of Employees Terminated	6	4	2				1		1			



#### FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

#### Full-Time / British Columbia

#### Reporting Period 2015-01-01 to 2017-09-01

		All Employees	;	А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible M	inorities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	2	1	1									
Professionals	9	6	3							3	2	1
Skilled Sales and Service Personnel	15	12	3							1	1	
Total Number of Employees Terminated	26	19	7							4	3	1

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# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Alberta

#### Reporting Period 2015-01-01 to 2017-09-01

		All Employees		Al	ooriginal Peopl	les	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	3	3								1	1	
Professionals	8	6	2							1	1	
Skilled Sales and Service Personnel	18	14	4	1	1		1		1	2	2	
Total Number of Employees Terminated	29	23	6	1	1		1		1	4	4	

# **Workforce Analysis - Summary Report**

Date: 2017-10-17

#### Women

				Women			
Employment Equity Occupational Group	All Employees	Repres	sentation	Avai	lability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	10	6	60.0 %	27.4 %	3	3	
02 : Middle and Other Managers	115	31	27.0 %	38.9 %	45	-14	
03 : Professionals	767	171	22.3 %	32.4 %	249	-78	
04 : Semi-Professionals and Technicians	2	2	100.0 %	82.0 %	2	0	
07 : Administrative and Senior Clerical Personnel	2	2	100.0 %	80.1 %	2	0	
08 : Skilled Sales and Service Personnel	445	113	25.4 %	27.6 %	123	-10	
Total	1341	325	24.2 %	31.5 %	424	-99	



## **Workforce Analysis - Summary Report**

Date: 2017-10-17

#### **Aboriginal Peoples**

			Aborig	jinal Peoples			
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	ability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	10	0	0.0 %	2.9 %	0	0	
02 : Middle and Other Managers	115	3	2.6 %	2.2 %	3	0	
03 : Professionals	767	6	0.8 %	1.2 %	9	•	
04 : Semí-Professionals and Technicians	2	0	0.0 %	1.5 %	0	0	
07 : Administrative and Senior Clerical Personnel	2	0	0.0 %	0.8 %	0	0	
08 : Skilled Sales and Service Personnel	445	1	0.2 %	1.3 %	6	-5	
Total	1341	10	0.7 %	1.3 %	18	-8	



## **Workforce Analysis - Summary Report**

Date: 2017-10-17

#### **Members of Visible Minorities**

			Members o	f Visible Min	orities		
Employment Equity Occupational Group	All Employees	Repres	entation	Ava	ilability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	10	2	20.0 %	10.1 %	1	1	
02 : Middle and Other Managers	115	23	20.0 %	15.0 %	17	6	
03 : Professionals	767	249	32.5 %	30.3 %	232	17	
04 : Semi-Professionals and Technicians	2	0	0.0 %	22.3 %	0	0	
07 : Administrative and Senior Clerical Personnel	2	1	50.0 %	37.3 %	1	0	
08 : Skilled Sales and Service Personnel	445	81	18.2 %	17.9 %	80	1	
Total	1341	356	26.6 %	24.7 %	331	25	



## **Workforce Analysis - Summary Report**

Date: 2017-10-17

#### Persons with Disabilities

			Persons	with Disabilit	ties		
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	ability	Gap	
	#	#	%	%	#	#	
01/02 : Managers	125	4	3.2 %	4.3 %	5	-1	
03 : Professionals	767	8	1.0 %	3.8 %	29	-21	
04 : Semi-Professionals and Technicians	2	0	0.0 %	4.6 %	0	0	
07 : Administrative and Senior Clerical Personnel	2	0	0.0 %	3.4 %	0	0	
08 : Skilled Sales and Service Personnel	445	6	1.3 %	3.5 %	16	-10	
Total	1341	18	1.3 %	3.7 %	50	-32	



## **Workforce Analysis - Summary Report**

Date: 2017-10-17

### WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



## **Workforce Analysis - Summary Report**

Date: 2017-10-17

### WFA Defaults - Persons with Disabilities

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



# Part 1: Workforce Analysis

## Microsoft Canada

[Date: 2018-01-18]

# Data from First/Previous Workforce Analysis

Data from Fi	rst/Previous Work	orce Analysis
YYYY	MM	DD
2015	09	01

Data from S	Subsequent/Curr Analysis	ent Workforce
J	Ţ	J

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2017	09	01

		Table 1: Women			
		First/Previous Workforce Analysis			
Frankrich (Frankrich (		All Employees	Women		
Empic	oyment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01	Senior Managers	9	3	27.40	
02	Middle & Other Managers	101	29	38.90	
03	Professionals	616	138	36.20	
04	Semi-Professionals & Technicians	1	1	82.00	
05	Supervisors	0	0	0.00	
06	Supervisors: Crafts & Trades	0	0	0.00	
07	Administrative & Senior Clerical Personnel	2	2	80.10	
08	Skilled Sales & Service Personnel	445	108	27.70	
09	Skilled Crafts & Trades Workers	0	0	0.00	
10	Clerical Personnel	1	1	65.20	
11	Intermediate Sales & Service Personnel	0	0	0.00	
12	Semi-Skilled Manual Workers	0	0	0.00	
13	Other Sales & Service Personnel	0	0	0.00	
14	Other Manual Workers	0	0	0.00	
Total		1,175	282	33.3	

Table 5: Women Subsequent/Current Workforce Analysis				
	Representation	Availability*		
#	#	%		
9	6	27.4		
116	32	38.9		
767	172	32.5		
2	2	82.0		
0	0	0.0		
0	0	0.0		
2	2	80.1		
445	112	27.6		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	o	0.0		
0	0	0.0		
0	o	0.0		
1,341	326	31.5		

* Source	:			
2011 Nat	ional Hou	isehold Su	rvey	

* Source:			
2011 Natio	nal Househol	d Survey	

# Part 1: Workforce Analysis

## Microsoft Canada

[Date: 2018-01-18]

# Data from First/Previous Workforce Analysis

1 1

2015	09	01
YYYY	MM	DD
Data from Fi	rst/Previous Workf	orce Analysis

2017	09	01
YYYY	MM	DD
Data from Subse	quent/Current Wo	rkforce Analysis

		Table	2: Aboriginal Po	eoples		
		First/Previous Workforce Analysis				
Emple	yment Equity Occupational Group (EEOG)	All Employees	Aborigina	Aboriginal Peoples		
Empie	yment Equity Occupational Group (EEOG)		Representation	Availability*		
Γ		#	#	%		
01	Senior Managers	9	0	2.90		
02	Middle & Other Managers	101	3	2.20		
03	Professionals	616	5	1.30		
04	Semi-Professionals & Technicians	1	0	1.50		
05	Supervisors	0	0	0.00		
06	Supervisors: Crafts & Trades	0	0	0.00		
07	Administrative & Senior Clerical Personnel	2	0	0.80		
08	Skilled Sales & Service Personnel	445	5	1.20		
09	Skilled Crafts & Trades Workers	0	0	0.00		
10	Clerical Personnel	1	0	0.70		
11	Intermediate Sales & Service Personnel	0	0	0.00		
12	Semi-Skilled Manual Workers	0	0	0.00		
13	Other Sales & Service Personnel	0	0	0.00		
14	Other Manual Workers	0	0	0,00		
Total	•	1,175	13	1.4		

Table 6: Aboriginal Peoples				
Subsequent/Current Workforce Analysis				
All Employees	Aborigina	l Peoples		
	Representation	Availability*		
#	#	%		
9	0	2.9		
116	3	2.2		
767	6	1.2		
2	0	1.5		
0	0	0.0		
0	0	0.0		
2	0	0.8		
445	1	1.3		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
1,341	10	1.3		

* Source:	
2011 National Household	Survey

	* So	urce:			
1	2011	Natio	nal House	hold Survey	

# Part 1: Workforce Analysis

## Microsoft Canada

[Date: 2018-01-18]

# Data from First/Previous Workforce Analysis

2015	09	01
YYYY	MM	DD
Data from Fi	rst/Previous Work	force Analysis

# Data from Subsequent/Current Workforce Analysis

2017	09	01
YYYY	MM	DD
Data from Subse	equent/Current Wo	rkforce Analysis

		Table 3: Members of Visible Minorities			
		First/Previous Workforce Analysis			
Emple	yment Equity Occupational Group (EEOG)	All Employees	Members of Vis	ible Minorities	
Embic	yment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01	Senior Managers	9	0	10.10	
02	Middle & Other Managers	101	16	15.00	
03	Professionals	616	184	28.40	
04	Semi-Professionals & Technicians	1	0	22.30	
05	Supervisors	0	0	0.00	
06	Supervisors: Crafts & Trades	0	0	0.00	
07	Administrative & Senior Clerical Personnel	2	1	37.30	
08	Skilled Sales & Service Personnel	445	81	18.30	
09	Skilled Crafts & Trades Workers	0	0	0.00	
10	Clerical Personnel	1	0	48.10	
11	Intermediate Sales & Service Personnel	0	ol	0.00	
12	Semi-Skilled Manual Workers	0	0	0.00	
13	Other Sales & Service Personnel	0	0	0.00	
14	Other Manual Workers	0	ol	0.00	
Total	•	1,175	282	23.0	

Table 7: Me	mbers of Visible	Minorities		
Subsequent	/Current Workford	e Analysis		
All Employees	Members of Vis	Visible Minorities		
	Representation	Availability*		
#	#	%		
9	2	10.1		
116	23	15.0		
767	250	30.3		
2	0	22.3		
0	0	0.0		
0	0	0.0		
2	1	37.3		
445	81	18.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
1,341	357	24.8		

,	* Soi	urce	:				
	2011	Nat	ional	House	hold Su	ırvey	

* Se	oure	e:			
201	1 Na	ationa	l Household	Survey	

# Part 1: Workforce Analysis

### Microsoft Canada

[Date: 2018-01-18]

# Data from First/Previous Workforce Analysis

2015	09	01
YYYY	MM	DD
Data from Fi	rst/Previous Work	force Analysis

# Data from Subsequent/Current Workforce Analysis

2017	09	01
YYYY	MM	DD
Data from Subse	quent/Current Wo	rkforce Analysis

		Table 4: Persons with Disabilities First/Previous Workforce Analysis			
rmbio	yment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01/02	Managers	110	2	4.30	
03	Professionals	616	15	3.80	
04	Semi-Professionals & Technicians	1	0	4.60	
05	Supervisors	0	0	0.00	
06	Supervisors: Crafts & Trades	0	0	0.00	
07	Administrative & Senior Clerical Personnel	2	0	3.40	
08	Skilled Sales & Service Personnel	445	9	3.50	
09	Skilled Crafts & Trades Workers	0	0	0.00	
10	Clerical Personnel	1	o	7.00	
11	Intermediate Sales & Service Personnel	0	0	0.00	
12	Semi-Skilled Manual Workers	0	0	0.00	
13	Other Sales & Service Personnel	0	0	0.00	
14	Other Manual Workers	0	0	0.00	
Total		1,175	26	3.7	

Table 8:	Persons with Dis	abilities	
Subsequent	/Current Workford	e Analysis	
All Employees	Persons with Disabilities		
	Representation	Availability*	
#	#	%	
125	4	4.3	
767	8	3.8	
2	0	4.6	
0	0	0.0	
0	0	0.0	
2	ol	3.4	
445	6	3.5	
0	0	0.0	
0	o	0.0	
0	ol	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
1,341	18	3.7	

* Source:	
2012 Canadian Survey on Disability	

* Source:			
2012 Canadia	ın Survey on Di	sability	

### Part 2: Flow Data Analysis

Microsoft Canada

[Date: 2018-01-18]

Start	Date of Flov	v Data
YYYY	MM	DD
2015	06	17

End I	Date of Flow	Data
YYYY	MM	DD
2017	09	01

# Data from Form 4 - Employees Hired

# Data from Form 5 - Employees Promoted

# Data from Form 6 - Employees Terminated

Table 9: Women

	Table 1: Women			
	Full-time /	National	Part-time	/National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	3	3	0	0
02 Middle & Other Managers	26	7	0	0
03 Professionals	290	70	0	0
04 Semi-Professionals & Technicians	1	1	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	188	55	0	0
09 Skilled Crafts & Trades Workers	o	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	o	0	0	0
14 Other Manual Workers	o	0	0	0
Total	508	136	0	0

	Table 5:	Women	
Full-time /	National	Part-time	National
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
3	1	0	0
59	12	0	0
308	76	0	0
1	1	0	0
0	0	0	0
0	0	0	0
1	1	0	0
197	51	0	0
0	0	0	0
0	0	0	C
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
569	142	0	0

Full-time / National		Part-time	/ National
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#
5	1	0	0
29	6	0	0
125	35	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
154	35	0	0
0	0	0	0
2	1	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
315	78	0	0

### Part 2: Flow Data Analysis

Microsoft Canada

[Date: 2018-01-18]

Start	Date of Flov	v Data
YYYY	MM	DD
2015	06	17

2017	09	0.1
YYYY	MM	DD
End I	Date of Flow	Data

# Data from Form 4 - Employees Hired

# Data from Form 5 - Employees Promoted

# Data from Form 6 - Employees Terminated

	lat	Table 2: Aboriginal Peoples			
	Full-time	/ National	Part-time	/ National	
Employment Equity Occupational Group (EEOG)	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	
	#	#	#	#	
01 Senior Managers	3	0	0	0	
02 Middle & Other Managers	26	0	0	0	
03 Professionals	290	2	0	0	
04 Semi-Professionals & Technicians	1	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	188	0	0	0	
09 Skilled Crafts & Trades Workers	0	0	0	0	
10 Clerical Personnel	0	0	0	0	
11 Intermediate Sales & Service Personnel	0	0	0	0	
12 Semi-Skilled Manual Workers	0	0	0	0	
13 Other Sales & Service Personnel	0	0	0	0	
14 Other Manual Workers	0	0	0	0	
Total	508	2	0	0	

Full-time	National	Part-time	/ National
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
3	0	0	0
59	2	0	0
308	2	0	0
1	0	0	0
0	0	0	0
0	0	0	0
1	0	0	0
197	1	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
569	5	0	0

Full-time	e 10: Abor	Part-time	
run-ume	. National	rant-ume	/ National
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
5	0	0	0
29	1	0	0
125	1	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
154	1	0	0
0	0	0	0
2	0	0	0
0	0	0	()
0	0	0	0
0	0	0	0
0	0	0	0
315	3	0	0

#### Part 2: Flow Data Analysis

Microsoft Canada

[Date: 2018-01-18]

2015	06	17
YYYY	MM	DD
Start	Date of Flov	v Data

2017	09	0.1
YYYY	MM	DD
End l	Date of Flow	Data

Data from Form 4 - Employees Hired Data from Form 5 - Employees Promoted Data from Form 6 - Employees Terminated

	Table 3: Persons with Disabiliti										
	Full-time	/ National	Part-time / National								
Employment Equity Occupational Group (EEOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired							
	#	#	#	#							
01 Senior Managers	3	0	0	0							
02 Middle & Other Managers	26	1	0	0							
03 Professionals	290	1	0	0							
04 Semi-Professionals & Technicians	1	0	0	0							
05 Supervisors	0	0	0	n							

188

06 Supervisors: Crafts & Trades

08 Skilled Sales & Service Personnel

09 Skilled Crafts & Trades Workers

11 Intermediate Sales & Service Personnel
12 Semi-Skilled Manual Workers
13 Other Sales & Service Personnel
14 Other Manual Workers

10 Clerical Personnel

Total

07 Administrative & Senior Clerical Personnel

Full-time	/ National	Part-time	/ National				
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted				
#	#	#	#				
3	0	0	0				
59	2	0	0				
308	2	0	0				
1	0	0	0				
0	0	0	0				
0	0	0	0				
1	0	0	0				
197	2	0	0				
0	0	0	0				
0	0	0	0				
0	0	0	0				
0	0	0	0				
0	0	0	0				
0	0	0	0				
569	6	0	0				

	1: Persons / National		/ National
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
5	0	0	0
29	0	0	0
125	1	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
154	2	0	0
0	0	0	0
2	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
315	3	0	0

#### Part 2: Flow Data Analysis

Microsoft Canada

[Date: 2018-01-18]

Start	Date of Flov	v Data
YYYY	MM	DD
2015	06	17

End I	Date of Flow	Data
YYYY	MM	DD
2017	09	01

Data from Form 4 - Employees Hired

131

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

**Table 4: Members of Visible Minorities** Full-time / National Part-time / National Members of Members of All All **Employment Equity Occupational Group** Visible Visible **Employees Employees** (EEOG) Minorities Minorities Hired Hired Hired Hired # 01 Senior Managers 02 Middle & Other Managers 26 03 Professionals 290 88 04 Semi-Professionals & Technicians 05 Supervisors 06 Supervisors: Crafts & Trades 07 Administrative & Senior Clerical Personnel 08 Skilled Sales & Service Personnel 188 09 Skilled Crafts & Trades Workers 10 Clerical Personnel 11 Intermediate Sales & Service Personnel 12 Semi-Skilled Manual Workers 13 Other Sales & Service Personnel 14 Other Manual Workers

Total

Full-time	/ National	Part-time	/ National	Full-time	/ National	Part-time	/ National		
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated		
#	#	#	#	#	#	#	#		
3	2	0	0	5	0	0	0		
59	8	0	0	29	4	0	0		
308	113	0	0	125	31	0	0		
1	0	0	0	0	0	0	0		
0	0	0	0	0	0	0	0		
0	0	0	0	0	0	0	0		
1	0	0	0	0	0	0	0		
197	43	0	0	154	28	0	0		
0	0	0	0	0	0	0	0		
0	0	0	0	2	0	0	0		
0	0	0	0	0	0	0	0		
0	0	0	0	0	0	0	0		
0	0	0	0	0	0	0	0		
0	0	0	0	0	0	0	0		
569	166	0	0	315	63	0	0		

Full-time	/ National	Part-time	/ National
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
5	0	0	0
29	4	0	0
125	31	0	0
0	0	0	0
0	0	0	0
0	0	0	C
0	0	0	C
154	28	0	0
0	0	0	0
2	0	0	0
0	0	0	0
0	0	0	C
0	0	0	0
0	0	0	0
315	63	0	0

Part 3: Goals

Microsoft Canada

		Data for First/Previous Goals																	
A B		D	E	F	G	Н		J	К	L	М	N	0	P	Q	R	s	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry		From Flow Data Analysis & Workforce Analysis	Data Entry	CxHx3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) ~ R * M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) + (C + F)
Santing and the santing and th	<b>↓</b>	Ţ	1	Į.	Ţ	Ţ	1	1	1	Į.	Ţ	1	J	1	, T	Ţ	Į	Ų.	J
										Table 1:									
				All En	ployees				First/	Previous SI	hort-term G	ioals		W	omen				

									First/Previous Short-term Goals												
				All En	ployees									N.	omen	ien					
	Number	Grov	oth (New Posi	tions)	Turnover (R	eplacement of	Terminated		Number	Turnover (Re	untanoment of		3 Year								
Employment Equity Occupational			,			Employees)		Anticipated		Terminated		Hires Required		ı-To	Present		Projected	Present	Projected		
Group (EEOG)	YYYY-MM-00	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Vears		
	2015-09-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	tens	2015-09-01	Annually	Over 3 Years	Years	2015	2018					tears		
	#	%	%	#	%	%	#	#	#	%	#	#	#	9/6	%	#	#	%	%		
01 Senior Managers	9	0.0%		0	55.6%		0	0	3	0.0%	0	~1	0		27.4%	1	1	33.3%	33.3%		
02 Middle & Other Managers	101	4.7%		0	26.7%		0	0	29	0.0%	0	10	0		38.9%	-10	-10	28.7%	28.7%		
03 Professionals	616	7.6%		0	18.1%		0	0	138	0.0%	0	85	0		36.2%	-85	-85	22.4%	22.4%		
04 Semi-Professionals & Tech	1	26.0%		0	0.0%		0	0	1	0.0%	0	0	0		82.0%	0	0	100.0%	100.0%		
05 Supervisors	0	0,0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
06 Supervisors; Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
07 Administrative & Sr Clerical	2	0.0%		0	0.0%		0	0	2	0.0%	0	0	0		80.1%	0	0	100.0%	100.0%		
08 Skilled Sales & Service	445	0.0%		0	34.6%		0	0	108	0.0%	0	15	0		27.7%	-15	-15	24.3%	24.3%		
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	1	~100.0%		0	400.0%		0	0	1	0.0%	0	0	0		65.2%	0	0	100.0%	100.0%		
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
Total	1,175	4.5%		0	25.0%		0	0	282	0.0%	0	109	0		33.3%	-109	-109	24.0%	24.0%		

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 1) x 100.

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

	Workforce Analysis) + 2) x 10	0.				
						Table 2: Women
£			Wom	ien		
	oyment Equity Occupational p (EEOG)	Short-ter	m Goals	Long-ter	m Goals	Comments
0,00	p (EEOO)	#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	2	0.0	8	0.0	
03	Professionals	13	0.0	40	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	2	0.0	13	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		17	30.0%	61	31.5%	

# Federal Contractors Program Achievement Report Part 3: Goals

Microsoft Canada

		Data for First/Previous Goals																		
A	В	С	D	E	F	G	н		J	K	L	М	N	0	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From			From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data	CxHx3		From Workforce Analysis	Equivalent to H		(F x Q) ~ R + M	J x P		From	From	(K - M +		(K - M + O) + (C + F)
3		1	Ţ	1	Į.	Ţ	1	1	,	Ţ	J	Ţ	Ţ	J	1	, T	Ţ	Ţ	Į.	J ,
										Tabl	e 3: Abor	iginal Peo	ples							
												nort-term G								
					All En	iployees									Aborigi	nal Peoples				

										First/Previous Short-term Goals													
					All Em	ployees									Aborigi	rinal Peoples							
		Number	Grow	th (New Posit	ions)	Turnover (Re		Terminated		Number	Turnover (Re	inforcement of		3 Vear									
Empl	oyment Equity Occupational						Employees)		Anticipated Hires Over 3		Terminated		Hires Required	From		Present		Projected	Present	Projected			
Grou	p (EEOG)	YYYY-MM-00	Actual	Proj	ected	Actual	Proje		Years	VVVV-MM-DD			Over 3	1111	1111	Availability	Present Gap	Gap	Representation	Representation in 3 Years			
		2015-09-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2015-09-01	Annually	Over 3 Years	Years	2015	2018								
		#	%	%	#	%	%	#	#	#	%	#	#	Ħ	%	%	#	#	%	%			
01	Senior Managers	9	0.0%		0	55.6%		0	0	0	0.0%	0	0	0		2.9%	0	0	0.0%	0.0%			
02	Middle & Other Managers	101	4.7%		0	26.7%		0	0	3	0.0%	0	-1	0		2.2%	1	1	3.0%	3.0%			
-03	Professionals	616	7.6%		0	18.1%		0	0	5	0.0%	0	3	0		1.3%	-3	-3	0.8%	0.8%			
1	Semi-Professionals & Tech	1	26.0%		0	0.0%		0	0	0	0.0%	0	0	0		1.5%	0	0	0.0%	0.0%			
05	Supervisors	0	0,0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!			
-06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	θ	#DIV/0!	#DIV/0!			
07	Administrative & Sr Clerical	2	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.8%	0	0	0.0%	0.0%			
08	Skilled Sales & Service	445	0.0%		0	34.6%		0	0	5	0.0%	0	0	0		1.2%	0	0	1.1%	1.1%			
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!			
10	Clerical Personnel	1	-100.0%		0	400.0%		0	0	0	0.0%	0	0	0		0.7%	0	0	0.0%	0.0%			
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!			
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!			
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!			
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!			
Total		1,175	4.5%		0	25.0%		0	0	13	0.0%	0	3	0		1.4%	-3	-3	1.1%	1.1%			

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 10.

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

Workforce Analysis)	00.			
				Table 4: Aboriginal Peoples
Employment Equity Occupational		Aboriginal	Peoples	
Group (EEOG)	Short-ter	m Goals	Long-term Goals	Comments
Group (EEGG)	#	%	# %	
01 Senior Managers	0	0.0	0 0	.0
02 Middle & Other Managers	0	0.0	0 0	.0
03 Professionals	0	0.0	3 0	.0
04 Semi-Professionals & Tech	0	0.0	0 0	.0
05 Supervisors	0	0.0	0 0	.0
06 Supervisors: Crafts & Trades	0	0.0	0 0	.0
07 Administrative & Sr Clerical	0	0.0	0 0	.0
08 Skilled Sales & Service	0	0.0	0 0	.0
09 Skilled Crafts & Trades	0	0.0	0 0	.0
10 Clerical Personnel	0	0.0	0 0	.0
11 Intermediate Sales & Service	0	0.0	0 0	.0
12 Semi-Skilled Manual	0	0.0	0 0	.0
13 Other Sales & Service	0	0.0	0 0	.0
14 Other Manual Workers	0	0.0	0 0	.0
Total	0	1.0%	3 1.3	$\gamma_6$

# Federal Contractors Program Achievement Report Part 3: Goals Microsoft Canada

									Data I	or First/P	revious (	Poals							
AB	С	D	E	F	G	Н	I	J	К	L	М	N	0	P	Q	R	s	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	J <sub>X</sub> P	Data Entry	From Workforce Analysis	From Workforce Analysis		K÷C	(K - M + O) + (C + F)
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										Persons									
				AHEo	ployees				First	Previous Sh	ori-term G	oais		Parenne w	th Disabilitie				
				Anta	Turnover (Re					<u> </u>			3 Yea		in Disabilitie	, 			
	Number	Grov	oth (New Posit	ions)		parcement o Employees)	i i ei iimateu	Anticipated	Number		eplacement of	140.00		1 - To					Projected
Employment Equity Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Pro	ected	Hires Over 3	VYYY-MM-DD	Terminated	Employees)	Required Over 3	YYYY	- YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
Group (EECOS)	2015-09-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2015-09-01	Annually	Over 3 Vears	Years	2015	2018	***************************************		Oup	econ Communication	Vears
	#	%	%	#	%	%	#	#	#	%	#	ú	Ħ	9/0	%	#	#	%	%
01/02 Managers	110	2.4%		0			0	0	2	0.0%	0	3	0	-	4.3%	-3	-3	1.8%	1.8%
03 Professionals	616	7.6%		0	18.1%		0	0	15	0.0%	0	8	0		3.8%	-8	-8	2.4%	2.4%
04 Semi-Professionals & Tech	1	26.0%		0	0.0%		0	0	0	0.0%	0	0	0		4.6%	0	0	0.0%	0.0%
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	2	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		3,4%	0	θ	0.0%	0.0%
08 Skilled Sales & Service	445	0.0%		0	34.6%		0	0	9	0.0%	0	7	θ		3.5%	-7	-7	2.0%	2.0%
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	1	-100.0%		0	400.0%		0	0	0	0.0%	0	0	0		7.0%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	1,175	4.5%		0	25.0%		0	0	26	0.0%	0	17	0		3.7%	-17	-17	2.2%	2.2%

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 100.

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

* Workforce Analysis) ± 2) x 10	Ю.				
					Table 6: Persons with Disabilities
ranta are to o and to	I	ersons with	Disabilities		
Employment Equity Occupational Group (EEOG)	Short-ter	rm Goals	Long-te	rm Goals	Comments
Group (EEOG)	#	9/0	#	%	
01/02 Managers	1	0.0	2	0.0	
03 Professionals	4	0.0	5	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	3	0.0	4	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	8	2.0%	11	3.7%	

# Federal Contractors Program Achievement Report Part 3: Goals Microsoft Canada

									Data	for First/I	Previous C	Pouls							
A B	С	D	E	F	G	н	<u> </u>	J	К	L	М	N	0	Р	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis	Data Entry	CxHx3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R ∻ M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
		J	↓	Į.	J	1	1	↓	Ţ	Į.	↓	1	Ţ	Ţ	Ţ	Ų.	Į.	↓	J.
									Table 7: M				<u> </u>						
									First	Previous SI	hort-term G	oals							
				All En	iployees										isible Minori	ties			
	Number	Grov	oth (New Posi	tions)	Turnover (R	eplacement of	Terminated		Number	Turnaver (R	teplacement of		3 Year						
<b>Employment Equity Occupational</b>						Employees)		Anticipated		Terminated	i Employees)	Hires Required		ı - Tu	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-00	Actual	Pro	ected	Actual	Proj	ected	Hires Over 3 Years	YYYY-MM-DD		,	Over 3	1111	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2015-09-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2015-09-01	Annually	Over 3 Years	Years	2015	2018					
		%	%	i cars	%	%	" "	#		%	#	ú	##	9%	%	#		%	%
01 Senior Managers		2 <b>e</b> 0.0%	70		55.6%	/0	- 0			0.0%		# 1		/8	10.1%	.1	.1	0.0%	0.0%
02 Middle & Other Managers	101	4.7%		0	26.7%		1 0	0	16	1		-1	0		15.0%	1	1	15.8%	15.8%
03 Professionals	616	7.6%		0	18.1%		0	0	184	1	0	-9	0		28.4%	9	9	29.9%	29.9%
04 Semi-Professionals & Tech	1	26.0%		0	0.0%		0	0	0	0.0%	0	0	0		22.3%	0	0	0.0%	0.0%
05 Supervisors	0	0.0%		0	0.0%		0	0	(	0.0%	. 0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	(	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	2	0.0%		0	0.0%		0	0	1	0.0%	0	0	0		37.3%	0	0	50.0%	50.0%
08 Skilled Sales & Service	445	0.0%		0	34.6%		0	0	81	0.0%	0	0	0		18.3%	0	0	18.2%	18.2%
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	(	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	ı	-100.0%		0	400.0%		0	0	0	0.0%	0	0	0		48.1%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0		0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	(	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	1,175	4.5%		0	25.0%		0	0	282	0.0%	0	-12	0		23.0%	12	12	24.0%	24.0%

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 10.

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

	Workforce Analysis) * 2) x 10	· · ·				2.11.4.24.11.20.14
						Table 8: Members of Visible Minorities
Emp	loyment Equity Occupational	Men	nbers of Visi	ble Minorities	•	
	ip (EEOG)	Short-ter	m Goals	Long-term	Goals	Comments
GIU	ih (EEOO)	#	%	#	%	
01	Senior Managers	()	0.0	1	0.0	
02	Middle & Other Managers	0	0.0	0	0.0	
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	0,0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0		0.0	
- 11	Intermediate Sales & Service	0	0.0		0.0	
12	Semi-Skilled Mamal	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0,0	0	0.0	
Total		0	26.6%	1	26.6%	Maintain or increase representation further

Part 3: Goals

Microsoft Canada

										Data for	Subseque	nt/Curre	nt Goals							
A	В	С	D	E	F	G	H		J	К	L	М	l n	Ð	P	Q	R	s	T	l u
Data sources:		From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry		From Flow Data Analysis & Workforce Analysis	Data Entry	C x H x 3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) + (C + F)
*******************************	***************************************	<u> </u>	J.	·	<b>.</b>	J	<b></b>	<u></u>	<b></b>	ı l	<u>.</u>	Ļ	J	1	·············	<u></u>	J.	Ţ	1	1
											Table 9:	Women								
										Subsequ	ent/Current	Short-teri	n Goals							
					All Em	ployees									W	omen				
			ı					1								•				

									Subsequ	ent/Current	Short-tern	ı Goals							
				All Em	ployees									W	omen				
Employment Equity Occupational	Number	Grant	h (New Positi	ions)	Turnover (R	eplacement of Employees)	Terminated	Anticipated	Number	Turnover (Re Terminated	eplacement of LEmployees)	Hires Required	3 Year From		Present		Projected	Present	Projected
Group (EEOG)	VVVV-MM-DD	Actual	Proje	eted	Actual	Proje	ected		YYYY-MM-DD			Over 3	WW.	YYYY	Availability	Present Gap	Gap	Representation	Representation in 3
	2017-09-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2017-09-01	Annually	Over 3 Years	Years	2017	2020					Vears
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	9	0.0%	0.0%	0	55.6%	1.0%	0	0	6	1.0%	0	~4	0		27.4%	4	4	66.7%	66.7%
02 Middle & Other Managers	116	4.7%	2.0%	7	26.7%	2.0%	7	14	32	2.0%	2	1.8	5	38.9%	38.9%	-13	-13	27.6%	28.5%
03 Professionals	767	7.6%	2.0%	46	18.1%	5.0%	115	161	172	5.0%	26	118	56	35.0%	32.5%	-77	-62	22.4%	24.8%
04 Semi-Professionals & Tech	2	26.0%	0.0%	0	0.0%	0.0%	0	0	2	0.0%	0	0	0		82.0%	0	0	100.0%	100.0%
05 Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors; Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	2	0.0%	0.0%	0	0.0%	0.0%	0	0	2	0.0%	0	0	0		80.1%	0	0	100.0%	100.0%
08 Skilled Sales & Service	445	0.0%	2.0%	27	34.6%	5.0%	67	94	112	5.0%	17	35	33	35.0%	27.6%	-11	-2	25.2%	27.1%
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%	0.0%	0	400.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	1,341	4.5%		0	25.0%		0	0	326	0.0%	0	96	0		31.5%	-96	-96	24.3%	24.3%

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 10.

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

Working Thingsis - 27 A D					Table 10: Women
Employment Equity Occupational		Wom	ien		
Group (EEOG)	Short-tern	n Goals	Long-te	rm Goals	Comments
		%		%	
01 Senior Managers		0.0%			
02 Middle & Other Managers		38.9%		38.9%	
03 Professionals		35.0%		35.0%	
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		35,0%		35.0%	
09 Skilled Crafts & Trades		0.0%			
10 Clerical Personnel		0.0%			
11 Intermediate Sales & Service		0.0%			
12 Semi-Skilled Manual		0.0%			
13 Other Sales & Service		0.0%			
14 Other Manual Workers		0.0%			
Total		0.0%			

Part 3: Goals

Microsoft Canada

										Data for	Subseque	nt/Curre	nt Goals							
A	В	] C	D	E	F	G	Н	1	J	К	L	М	l N	O	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	CxHx3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) ~ R * M	JxP	Data Entry	From Workforce Analysis	3	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) + (C + F)
3		1	Ţ	1	J.	1	J	<u> </u>	<b>V</b>	Ţ	Ţ	, T	Ţ	<u>ا</u>	1	J	1	Ţ	<b>1</b>	J
										Table	· 11: Abor ent/Curren	riginal Pe	oples							
										Subsequ	ent/Curren	t Short-teri	n Goals							
					All En	nployees									Aborigi	nal Peoples				
											1							1		

									Subsequ	ent/Current	Short-tern	n Goals							
				All Em	ployees									Aborigi	nal Peoples				
Employment Equity Occupational	Number	Grow	th (New Positi	ions)	Turnover (R	eplacement of Employees)	Terminated	Anticipated	Number	Turnover (Re		Hires Required	3 Year Fron		Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-00	Actual	Proje	ected	Actual	Proje	cted		YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3
3,	2017-09-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2017-09-01	Annually	Over 3 Years	Years	2017	2020					Vears
	#	%	%	#	%	%	#	#	#	%	#	#	Ħ	%	%	#	#	%	%
01 Senior Managers	9	0.0%	0.0%	0	55.6%	1.0%	0	0	(	1.0%	0	0	0		2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	116	4.7%	2.0%	7	26.7%	2.0%	7	14	3	2.0%	0	0	0		2.2%	0	0	2.6%	2.4%
03 Professionals	767	7.6%	2.0%	46	18.1%	5.0%	115	161	6	5.0%	1	5	2	1.2%	1.2%	-3	-3	0.8%	0.9%
04 Semi-Professionals & Tech	2	26.0%	0.0%	0	0.0%	0.0%	0	0	C	0.0%	0	0	0		1.5%	0	0	0.0%	0.0%
05 Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	0	C	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	C	0.0%	0	0	θ		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	2	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	θ		0.8%	0	0	0.0%	0.0%
08 Skilled Sales & Service	445	0.0%	2.0%	27	34.6%	5.0%	67	94	1	5.0%	0	5	1	1.3%	1.3%	-5	-4	0.2%	0.4%
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	•	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%	0.0%	0	400.0%	0.0%	0	0	•	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	(	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	1,341	4.5%		0	25.0%		0	0	10	0.0%	0	7	0		1.3%	-7	-7	0.7%	0.7%

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 1) x 100.

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

* Workforce Analysis) ÷ 2) x 10	90.				
					Table 12: Aboriginal Peoples
Employment Equity Occupational		Aboriginal	Peoples		
Group (EEOG)	Short-teri		Long-ter	m Goals	Comments
		%		%	
01 Senior Managers		0.0%		L	
02 Middle & Other Managers		0.0%			
03 Professionals		1.2%		1,2%	
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		1.3%		1.3%	
09 Skilled Crafts & Trades		0.0%		L	
10 Clerical Personnel		0.0%			
11 Intermediate Sales & Service		0.0%			
12 Semí-Skilled Manual		0.0%		L	
13 Other Sales & Service		0.0%			
14 Other Manual Workers		0.0%			
Total		0.0%			

#### Federal Contractors Program Achievement Report Part 3: Goals Microsoft Canada

***************************************									Data for	Subseque	nt/Currei	nt Goals							
A B	С	D	E	F	G	н	1	J	K	L	М	N	0	Р	Q	R	s	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R ∻ M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) + (C + F)
F	↓	1	<b>1</b>	1	Į	<b>↓</b>	1	↓	<b>1</b>	<u></u>	<b>.</b>	1	1	1	1	J.	1	<u> </u>	<u> </u>
											with Dis								
				10 C	-1				Subseque	ent/Current	t Short-tern	n Goals		n .	th Disabilitie				
				All Elli	ployees		- 1						3 Yea		in Disabilitie	,			
	Number	Employees)									eplacement of	Hires		n - To					
Employment Equity Occupational	YYYY-MM-DD	(Y-MM-DD Actual Projected Actual Projected					unted	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	l Employees)	Required		- 1777	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)		Actual		Over 3	CC1444	,	Over 3	Vears			Over 3	Over 3 Years	••••		Availability		Gap	Representation	Vears
	2017-09-01	Annually	Annually	Years	Annually	Annually	Years		2017-09-01	Annually	Years		2017	2020					
	#	%	%	#	%	%	#	#	#	%	#	#	#	9/0	%	#	#	%	%
01/02 Managers	125	2.4%	0.0%	0	41.1%	1.0%	4	4	4	1.0%	- 0	1	1	4.3%	4.3%	~]	0	3.2%	4.0%
03 Professionals	767	7.6%	2.0%	46	18.1%	2.0%	46	92	8	2.0%	0	23	6	3.8%	3.8%	-21	-17	1.0%	1.7%
04 Semi-Professionals & Tech	2	26.0%	2.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0		4.6%	0	0	0.0%	0.0%
05 Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	2	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		3.4%	0	0	0.0%	0.0%
08 Skilled Sales & Service	445	0.0%	2.0%	27 0	34.6%	5.0%	67	94	6	5.0%	1	12	3	3.5%	3.5%	-10	-9	1.3%	1.7%
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	U	0	0.0%	0	0	U		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel 11 Intermediate Sales & Service	0	-100.0% 0.0%	0.0%	0	400.0% 0.0%	0.0% 0.0%	9	U	0	0.0% 0.0%	0	0	0		0.0%	0	ŧ)	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	٥	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	a		0.0%		0	#DIV/0: #DIV/0!	#DIV/0!
14 Other Manual Workers	n	0.0%	0.0%	0	0.0%	0.0%	١	n	n	0.0%	0	0	ก		0.0%	٥	n	#DIV/0: #DIV/0!	#DIV/0!
Total	1,341	4.5%	V.V.0	0	25.0%	o	0	0	18	<b>ļ</b>	0	32	0		3.7%	-32	-32	1.3%	1.3%

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 100.

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

	Workforce Analysis) = 2) x 10	Ю.				
						Table 14: Persons with Disabilities
	ar is one deal	Po	ersous with Dis:	abilities		
	oyment Equity Occupational o (EEOG)	Short-ter	m Goals I	ong-term Go:	als	Comments
CHOO	(LEOG)		%	%	0	
01/02	Managers		4.3%	-	4.3%	
03	Professionals		3.8%		3.8%	
04	Semi-Professionals & Tech		0.0%			
05	Supervisors		0.0%			
06	Supervisors: Crafts & Trades		0.0%			
07	Administrative & Sr Clerical		0.0%			
08	Skilled Sales & Service		3.5%		3.5%	
09	Skilled Crafts & Trades		0.0%			
10	Clerical Personnel		0.0%			
11	Intermediate Sales & Service		0.0%			
12	Semi-Skilled Manual		0.0%	600		
13	Other Sales & Service		0.0%	200		
14	Other Manual Workers		0.0%	4.50		
Total			0.0%			

#### Federal Contractors Program Achievement Report Part 3: Goals

Microsoft Canada

									Data for	Subseque	nt/Curre	nt Goals							
АВ	] C	D	E	F	<u> </u>	Н	<u> </u>	J	K		М	I N	0	P	Q	R		T	Ù
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	CxHx3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) ~ R + M	JxP	Data Entry	From Workforce Analysis	3	(K - M + c O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
34	<u> </u>	J	1	Ţ	J.	Ţ	1	1	ţ	Ţ	<b>L</b>	1	J	1	1	Į.	Į	Į.	1
									Table 15: N	1embers	of Visible	Minoritie	es .						
									Subsequ	ent/Curren	t Short-teri	n Goals							
				All En	aployees								N	lembers of \	isible Minor	ities			
		T			Townson (Do	mla accessoret /	f Tarminutad			1			3 Ye.	ir Goals		1			

									Subseque	ent/Current	Short-tern	n Goals							
				All Em	ployees								Mi	embers of <mark>\</mark>	isible Minori	ties			
	Number	Grow	oth (New Positi	onel	Turnover (R	eplacement of	Ferminated		Number	Turnover (Re			3 Year	Goals					
Employment Equity Occupational						Employees)		Anticipated		Terminated		Hires Required	Fron	- To	Present		Projected	Present	Projected
Group (EEOG)	VVVV-MM-00	Actual	Proje	eted	Actual	Proje	cted	Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY	·YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2017-09-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	sears	2017-09-01	Annually	Over 3 Years	Years	2017	2020					tears
	#	%	%	#	%	%	#	#	#	%	#	#	Ħ	%	%	#	#	%	9/0
01 Senior Managers	9	0.0%	0.0%	0	55.6%	1.0%	0	0	2	1.0%	0	~1	0		10.1%	1	1	22.2%	22.2%
02 Middle & Other Managers	116	4.7%	2.0%	7	26.7%	2.0%	7	14	23	2.0%	1	-4	0		15.0%	6	4	19.8%	17.9%
03 Professionals	767	7.6%	2.0%	46	18.1%	5.0%	115	161	250	5.0%	38	34	0		30.3%	18	-34	32.6%	26.1%
04 Semi-Professionals & Tech	2	26.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		22.3%	0	0	0.0%	0.0%
05 Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	2	0.0%	0.0%	0	0.0%	0.0%	0	0	1	0.0%	0	0	0		37.3%	0	0	50.0%	50.0%
08 Skilled Sales & Service	445	0.0%	2.0%	27	34.6%	5.0%	67	94	81	5.0%	12	16	0		18.0%	1	-16	18.2%	14.6%
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%	0.0%	0	400.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	1,341	4.5%		0	25.0%		0	0	357	0.0%	0	-24	0		24.8%	24	24	26.6%	26.6%

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 10.

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

	Workforce Analysis) * 2) x 10					
						Table 16: Members of Visible Minorities
Emm	oyment Equity Occupational	Mem	bers of Visi	ble Minori	ties	
	p (EEOG)	Short-teri	m Goals	Long-te	rm Goals	Comments
(3100	p (EEOO)		%		%	
01	Senior Managers		0.0%			
02	Middle & Other Managers		0.0%			
03	Professionals		0.0%			
04	Semi-Professionals & Tech		0.0%			
05	Supervisors		0.0%			
06	Supervisors: Crafts & Trades		0.0%			
07	Administrative & Sr Clerical		0.0%			
08	Skilled Sales & Service		0.0%			
09	Skilled Crafts & Trades		0.0%			
10	Clerical Personnel		0.0%			
11	Intermediate Sales & Service		0.0%			
12	Semi-Skilled Manual		0.0%			
13	Other Sales & Service		0.0%			
14	Other Manual Workers		0.0%			
Total			0.0%			

										P	'art 4: F	Results	- Wome	n										
											Micro	osoft C	anada											
											[Date	: 2018-	01-18]											
			**	······································	**	~	***	:	***************************************	**					**			es	P#S	¥ 2	***	**;	***	*7
I.A.	B	С	D	<u>E</u> [	F	G	H		J	<u>K</u>	L.L.	M	N	0	P	Q	R	S	T	<u> </u>	V	W	X	<u>Y</u> j
Data	sources:	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 100	Е-Н	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ± 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F ± 100	Q-S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F + 100	V-X
\$	+0.40×0.40×0.40×0.40×0.40×0.40×0.40×0.40	**************			¥	L	L	l	<b></b>	Į	J	<b>J</b>	ii	•••••• <del>•</del>	.i	J	J	i	J	↓ ↓	<u>†</u> i			↓
				1	Workfe	orce An	alysis									Flow D	ata A	nalysis						
	ployment Equity apational Group	Year			W	orkforce						Hires				Pr	omotio				Teri	ninatio		
E0000000	OG)		All Employees	Represe	ntation	Woi Avails		Gap	EE Result	All Employees	Act		omen Expected	Difference	All Employers	Actu		omen Expected	Difference	All Employees	Actua		men Expected	Difference
		И	н	#	%	9%	- #	#	*,	#	,	%	"	H	9	н	%	, ,	И	н	и	**	#	4
01	Senior Managers	2015	9	3		27.4		1	121.7	,	3	100.0		?	,	***************************************	22.2		Λ.			20.0		
02	Middle & Other	2017 2015	101	6 29	66.7 28.7	27.4 38.9		-10	243.3 73.8	3	3	100.0			. 3	* 1	33.3		U	5	100	20.0	- 4	-1
02	Managers	2017	116	32	27.6	38.9		-13	70.9	26	7	26.9	10	-3	59	12	20.3	17	-5	29	6	20.7	8	-2
03	Professionals	2015 2017	616 767	138 172	22.4 22.4	36.2 32.5		-85 -77	61.9 69.0	290	70	24.1	94	-24	308	76	24,7	69	7	125	35	28.0	28	7
04	Semi-Professionals &	2015	1	1	100.0	82.0	1	0	122.0												***************************************			
-	Technicians	2017 2015	2	2 0		82.0 0.0		0	122.0	1	1	100.0	1	0	) I	- 1	100.0	1.	0	0	01	0.0	0	0
	Supervisors	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
06	Supervisors: Crafts & Trades	2015 2017	0	0	0.0 0.0	0.0 0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
**************************************	*********************						··········	<u>,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,</u>	**********	<u>,</u>	· · · · · · · · · · · · · · · · · · ·		<u>;</u> ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			•				<b></b>		L		
Data :	sources;	***************************************	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E+Dx 100	Part 3; Goals	E÷Gx 100	Part 3: Goals	F÷1x100	Part 3: Goals	E+Kx 100	Part 3: Goals	F + M x 100											
5		i	Įi	1	J.	1	<u> </u>	<u> </u>	1	1	Τ	<u> </u>	·											
				Entrai	its					oals														
	ployment Equity	Year	FI	ow Data Wor	non			rm Goals			Long-teri Wom							,						
	upational Group OG)		All Employees	Acti		Goal	Percent of		Percent of	Goal	Percent of	Goal	Percent of					C	Commen	IS .				
		#	Ħ	#	%	#	Goal Met	9,4	Goal Met	Ħ	Goal Met	9%	Goal Met	iaal Met										
01	Senior Managers	2017	6	4	66.7	0	0.0	0.0	0.0	0	0.0	0.0	II											
	Middle & Other	2020 2017	6 85	19	66.7 22.4	2	950.0	0.0	0.0	8	237.5	0.0	0.0 0.0											
02	Managers	2020	85	19	22.4	_		0.4	5746.3			0.4	5746.3											
03	Professionals	2017 2020	598 598	146 146	24.4 24.4	13	1,123.1	0.0 0.4	0.0 6975.6	40	365.0	0.0 0.4	0.0 6975.6											
04	Semi-Professionals &	2017	2	2	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	Technicians	2020 2017	2	2 0		n	0.0	0.0	0.0	n	0.0	0.0												
	Supervisors	2017	0	0		U	0.0	0.0	0.0	U	0.0	0.0	i											
06	Supervisors: Crafts & Trades	2017 2020	0	0 0	0.0 0.0	0	0.0	0.0	0.0 0.0	0	0.0	0.0	0.0											
	110003	2020	0	υ:	0.0			0.0	0.0			0.0	0.0											

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											Micro	osoft C	anada											
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I.A.	<b>B</b>	C	D	E	F	G	H	<u> </u>	J	<u>K</u>	<u>iL</u> i	M	<u> </u>	O	P	Q į	R	S	T	<u> </u>	V	W j	X	<u>Y</u> j
Data	sources:		Part 1: Workforce	Part 1: Workforce	E ÷ D x 100	Part 1: Workforce	DxG +100	E-H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data	L + K x 100	K x G ± 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data	Q + P x 100	PxF+100	Q - S	Part 2: Flow Data Analysis	Flow Data	V + U x 100	U x F + 100	V-X
	*************		Analysis	Analysis	**********	Analysis		laaaqaa.k	2 190		Analysis	×************	l	••••••••		Analysis	·<><>		****************		Analysis			
			<u> </u>	<u> </u>	↓ Wackfe	↓ orce An	↓ olveic	Į.	<u> </u>	1	<u> </u>		<u> </u>			Flow E	↓ Nata A	↓ nalveic		<u> </u>	<u> </u>	<u> </u>	1	
Em	ployment Equity	Year				orkforce						Hires					omotio				Teri	ninatio	ns	
	upational Group	rear	All			Wes				All			omen		All			omen		All			men	
(E.E.	(OG)		Employees	Represe	ntation %	Avail:	ability #	Gap #	EE Result	Employees	Act	nal %	Expected	Difference #	Employees	Acn	ial %	Expected	Difference #	Employees #	Actua	9%	Expected	Difference
07	Administrative &	2015	2	2		80.1	2	0	124.8			74	,	#	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,				,	,		70	"	,,
07	Senior Clerical	2017	2	2		80.1	2	0	124.8	0	0	0.0	0	0	) 1	1	100.0	1	0	0	0	0.0	0	0
08	Skilled Sales & Service Personnel	2015 2017	445 445	108 112	24.3 25.2	27.7 27.6	123 123	44-	87.6 91.2	188	55	29.3	52	3	197	51	25.9	48	3	154	35	22.7	37	-2
09	Skilled Crafts &	2015	0	0		0.0		0	0.0	100		27.3		~			20.7	10		101		22.7	31	
07	Trades Workers	2017	0	0		0.0	·	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2015 2017	0	1		65.2 0.0		0	153.4 0.0	0	0	0.0	0	0	0	0	0.0	0	0	2	1	50.0	2	-1
11	Intermediate Sales &	2015	0	0		0.0		0	0.0															
-	Service Personnel Semi-Skilled Manual	2017 2015	0	0		0.0 0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
12	Workers	2017	0	0		0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
:	**********************	**************		************	**************	**************	**********	***************************************	************		***************************************	*************	·;·······											
Data	sources;	1	Part 2: Flow Data Analysis	Part 2: Flow Data	E+Dx 100	Part 3: Goals	E + G x 100	Part 3: Goals	F÷1x100	Part 3: Goals	E+Kx 100	Part 3: Goals	F = M x 100											
į				Analysis		*******************	L. J		L		ll	J	<u></u>											
				Entrai	nts .	Ţ	<u> </u>	Ψ		ioals	Ψ	Ψ	<del> </del>											
Fm	ployment Equity			low Data			Short-te	rm Goals		•	Long-teri	n Goals												
Occ	upational Group	Year	All	Wes	men		Wo	anen			Wom	ien						C	ommen	ts				
(EE	OG)		Employees	Act	ual	Goal	Percent of Goal Met		Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	#	%	#	%	e <sub>6</sub>	%	#	6,	%	9/6											
07	Administrative & Senior Clerical	2017 2020	1	1	100.0 100.0	0	0.0	0.0	0.0	0	0.0	0.0	II											
08	Skilled Sales &	2017	385	106	27.5	2	5300.0	0.0	0.0	13	815.4	0.0	0.0											
	Service Personnel Skilled Crafts &	2020 2017	385 0	106 0		Λ	0.0	0.4	7866.4 0.0	0	0.0	0.4 0.0	4											
09	Trades Workers	2017	0	0		0.0000000000000000000000000000000000000	0.0	0.0	0.0	0	0.0	0.0	1											
10	Clerical Personnel	2017	0	0		0	0.0	0.0	0.0		0.0	0.0	1											
-	Intermediate Sales &	2020 2017	0	0		0	0.0	0.0	0.0	0	0.0	0.0	<del></del>											
	Service Personnel	2020	0	0		V	***	0.0	0.0	V		0.0	0.0											
12	Semi-Skilled Manual Workers	2017	0	0		0	0.0	0.0	0.0	0	0.0	0.0	1											
L	WOIKEIS	2020	0	0	0.0			0.0	0.0	L	I l	0.0	0.0											

									Feder	al Contr	actors	Prograi	n Achie	vement	Report									
										P	art 4: I	Results	- Wome	en										
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											Date	: 2018-	01-18]											
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A	В	С	D	E	F	G	Н	I	J	K	L	М	N	0	Р	Q	R	S	Т	U	V	W	X	Y
Data	sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	DxG +100	E-H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L+K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q-S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	Ux F ÷ 100	V-X
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				1	Workf	orce An	alysis									Flow I	)ata A	nalysis						
	ployment Equity	Year			N	orkforce/						Hires				P	romotio	ns			Te	rminati	ons	
	cupational Group EOG)		All Employees			We				All Employees			omen		All Employees			Vomen	1	All Employees			omen	
\ <u>`</u>	,	#	4	Represer	ntation %	Avail.	ibinty #	Gap #	EE Result	a a a a a a a a a a a a a a a a a a a	A C	inal %	Expected #	Difference #	# #	Act	uai %	Expected	Difference #	# #	Act	**	Expected #	Difference #
13	Other Sales & Service	2015	0	0	0.0	0.0	0	0	0.0															
1.3	Personnel	2017	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
14	Other Manual Workers	2015	0	0	0.0	0.0		0	0.0			0.0												
-	WOLKEIS	2017 2015	1,175	0 282	24.0	0.0 33.3		-109	72.1	0	0	0.0	0	<u> </u>	0	0	0.0	0	1 0	1 0	0	0.0	1 0	- 0
Tota	ıl	2017	1,341	326	24.3	31.5		-96	77.2	508	136	26.8	160	-24	569	142	25.0	137	5	315	78	24.8	76	2
*******	******************************			*************		·			*******		<u> </u>	·		;									-	*
Data	sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3; Goals	E ÷ G x 100	Part 3; Goals	F + 1 x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F = M x 100	***************************************										
5			<b>V</b>	<b>1</b>	Ų.	<b>.</b>	<b>1</b>	Ţ	Ţ	1	1	1	1	2										
			New	Entran	its				G	oals														
	ployment Equity	Year	Fl	ow Data			Short-ter		i		Long-ter													
	cupational Group	. ca.	All	Won	aen		Wor				Won Percent of	ien	Percent of					C	Commen	its				
(E.F	(OG)		Employees	Actu		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Goal Met	Goal	Goal Met											
	lost on the t	# 2012	#	# 0	%	#	%	%	%	#	%	0.0	%											
13	Other Sales & Service Personnel	2017	0	0	0.0	U	0.0	0.0 0.0	0.0 0.0	U	0.0	0.0	0.0 0.0	l										
14	Other Manual	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
1 **	Workers	2020	0	0	0.0			0.0	0.0			0.0	0.0											
Tota	ıl	2017	1,077	278 278	25.8 25.8	17	1635.3	0.3	8604.1	61	455.7	0.3	8194.4											
L		2020	1,077	2/8	25.8			0.0	0.0			0.0	0.0	L										

										Part 5:	Result	s - Abo	riginal l	Peoples 2										
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i.A.	B	С	D	E	F	G	H		J	<u>K</u>	L	M	N	O	P	Q	R	S	T	L U	<u>V</u>	<u> W</u>	X	Yj
Data s	ources:		Part 1: Workforce	Part 1: Workforce	E+D x 100	Part 1: Workforce	DxG +100	E-H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data	L + K x 100	K x G ± 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data	Q + P x 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data	/÷Ux 100	x F + 100	V-X
	D0000000000000000000000000000000000000	*************	Analysis	Analysis		Analysis			*********		Analysis	*******		*************	***********	Analysis	>4>4>4>4		******		Analysis	**********		
			•	<u> </u>	↓ Workfe	yrce An	ualveie	<u> </u>	<u> </u>	1 -	Ψ.	<u> </u>	<u> </u>		<u> </u>	↓ Flow I	) Yata A	↓ nalveic	<u> </u>	<u> </u>	<u> </u>	Ψ	<u> </u>	
Em	oloyment Equity	Year				orkforce						Hires					romotio	-			Terr	nination	S	
E	upational Group	ı car	All				al Peoples			All			nal Peoples		All		Aborigi	nal Peoples		All		Aborigina		
(EE	OG)	#	Employees	Repres	entation %	Avail.	ability #	Gap #	EE Result	Employees	Act	ual %	Expected #	Difference #	Employees #	Act	ual %	Expected	Difference	Employees #	Actua #	%	Expected #	Difference #
01	Saalaa Maaaaaa	2015	9	0		2.9		0	0.0				,	ff					*		*	*		*
Ш	Senior Managers	2017 2015	9 101	0		2.9 2.2	:	0	0.0	3	0	0.0	0	0	3	0	0.0	0	0	5	0	0.0	0	0
1.07/1	Middle & Other Managers	26	0	0.0	I	-1	59	2	3.4	2	()	29	1	3.4										
	Professionals	117.6 62.4																						
	Semi-Professionals &	767	6 0	<u>.</u>	1.2 1.5		-3 0	65.2 0.0	290	2	0.7	3	-1	308	2	0.6	3	-1	125	1 1	0.8		0	
04	Technicians	0.0	I	0	0.0	0	0	1	0	0.0	0	0	0	0	0.0	0	0							
05	Supervisors																							
	Supervisors: Crafts &	0.0	0	0	0.0	0	0	0	0	0.0	0	U)	0	0	0.0	-	-							
06	Supervisors: Crafts & 2015         0         0         0.0         0.0         0         0.0         0.0         0         0.0         0         0.0         0         0         0.0         0														0	0	0.0	0	0	0	0	0.0	0	0
	**********************			n					**************			***************************************												
Data s	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E+Dx 100	Part 3: Goals	E+Gx 100	Part 3: Goals	F÷1x100	Part 3: Goals	E+Kx 100	Part 3: Goals	F = M x 100											
	***************************************				lL		LL	LJ		iI	LJ	J	J											
			New	Entra	nts				G	ioals			•											
Em	oloyment Equity	Year	FI	low Data			Short-te	rm Goals			Long-teri	n Goals												
	upational Group	1 cai	All		al Peoples		Aborigin: Percent of	at Peoples	Percent of		Aboriginal Percent of	Peoples	Percent of					C	Commen	ts				
(EE	0G)		Employees	Ac	tual	Goal	Goal Met	Goat	Goal Met	Goal	Goal Met	Goal	Goal Met											
		# 2017	# 6	# 0	0.0	# 0	0.0	0.0	0.0	# ()	0.0	0.0	% 0.0											
01	Senior Managers	2020	6	0	0.0			0.0	0.0			0.0	0.0											
02	Middle & Other Managers	2017 2020	85 85	2 2		0	0.0	0.0	0.0	0	0.0	0.0 0.0	0,0 0.0											
		2017	598		<b></b>	0	0.0	0.0	0.0	3	133.3	0.0	·											
0.3	Professionals	2020	598	4	<del>!</del>		0.0	0.0	5574.1		0.0	0.0	······································											
04	Semi-Professionals & Technicians	2017 2020	2 2	0	<u> </u>	()	0.0	0.0	0.0	()	0.0	0.0												
05	Supervisors	2017	0	0	\$	0	0.0	0.0	0.0	0	0.0	0.0												
$\blacksquare$	Supervisors: Crafts &	2020 2017	0	0	-	0	0.0	0.0	0.0	n	0.0	0.0	0.0											
06	06         Supervisors: Crans & 2017         0         0         0.0																							
																							_	

										Part 5:	Result	s - Abo	riginal	Peoples										
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A	В	С	Д	Е	F	G	Н		J	K	L	М	N	0	Р	Q	R	S	T	U	<u>v</u> [	W	X	Y
			Part 1:	Part 1:	E+D	Part 1:	DxG		E + H	Part 2: Flow	Part 2:	L + K	*		Part 2: Flow	Part 2:	Q+Px			Part 2: Flow	Part 2: V	+Ux,		
Data:	sources:		Workforce Analysis	Workforce Analysis	x 100	Workforce Analysis	÷100	Е-Н	x 100	Data Analysis	Flow Data Analysis	x 100	K x G ± 100	L-N	Data Analysis	Flow Data Analysis	100	PxF+100	Q-S	Data Analysis	Flow Data Analysis	100	x F + 100	V - X
\$	+4>+0>+0>+0>+0>+0>+0>+0>+0>+0>+0>+0>+0>+0>	**************	••••••••••••••••••••••••••••••••••••••	<u> </u>	<b></b>	<u> </u>	¥	† hannaanana	Ţ	1	, <u>†</u>	<u> </u>	<b>J</b>	<b></b>	······································	,	<b>V</b>	·	<b></b>	<del> </del>	t	<u> </u>	J	b0000000000000000000000000000000000000
					Workfo	orce An	alysis									Flow I	)ata A	nalysis						
	ployment Equity upational Group	Year			W	orkforce						Hires				P	romotio					inatior		
	og)		All Employees	Renres	entation	Aborigin: Avail.	al Peoples	Gap	EE Result	All Employees	Act		nal Peoples Expected	Difference	All Employees	Act		nal Peoples Expected	Difference	All Employees	Actual	Aborigina	Expected	Difference
		u	н	H	%	%	#	#	%	#	H	%	H	#	#	ı	%	#	#	#	u	%	#	и
07	Administrative &	2015	2	0	<u> </u>	0.8		0	0.0															
H	Senior Clerical Skilled Sales &	2017 2015	2 445	5		0.8		0	93.6	0	0	0.0	0	0	1	0	0.0	0	0	0	0	0.0	0	0
08	Service Personnel	2013	445	1		1.3	<u>}</u>	-5	17.3	188	0	0.0	2	-2	197	1	0.5	2	-1	154	1	0.6	2	-1
09	Skilled Crafts &	2015	0	0	4	0.0		0	0.0															
	Trades Workers	2017 2015	0	0	<u> </u>	0.0 0.7	<del></del>	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2017	0	0	÷	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	2	0	0.0	0	0
11	Intermediate Sales &	2015	0	0	0.0	0.0	0	0	0.0															
	Service Personnel	2017 2015	0	0	<b></b>	0.0 0.0	·	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
12	Semi-Skilled Manual Workers	2017	0	0	1	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	. 0
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Data	sources;		Part 2: Flow	Part 2: Flow Data	E+Dx	Part 3:	E÷Gx	Part 3:	F÷1x100	Part 3: Goals	E+Kx	Part 3:	F = M x 100											
	*******************************		Data Analysis	Analysis	100	Goals	100	Goals			100	Goals	\$ \$ \$ \$ \$											
			<u> </u>		<u> </u>	1			1	1	1													
				Entra			C1	~ .		oals														
	ployment Equity upational Group	Year		ow Data	al Peoples			rm Goals at Peoples			Long-teri Aboriginal							(	Commen	te				
E00000000	OG)		All Employees		tual	Goal	Percent of		Percent of	Goal	Percent of	Goal	Percent of					•	/Jimmell					
		#	#	#	%	Ħ	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met	4										
07	Administrative &	2017	1	0	!	0	0.0	0.0	0.0	0	0.0	0,0												
0,	Senior Clerical	2020	1	0	<del></del>			0.0	0.0			0.0	<del> </del>											
08	Skilled Sales & Service Personnel	2017 2020	385 385	1		0	0.0	0.0	0.0 1998.0	()	0.0	0.0	<b></b>											
09	Skilled Crafts &	2017	0		<del></del>	0	0.0	0.0	0.0	()	0,0	0.0	ŧ											
U9	Trades Workers	2020	0	0	<del>!</del>			0.0	0.0			0.0	<u> </u>											
10	Clerical Personnel	2017 2020	0	0	Į		0.0	0.0	0.0	0	0,0	0.0	ŧ											
	Intermediate Sales &	2017	0	0	<del></del>		0.0	0.0	0.0	0	0.0	0.0												
11	Service Personnel	2020	0	0	-			0.0	0.0			0.0	<del></del>											
12	Semi-Skilled Manual Workers	2017 2020	0 n	0	·	0	0.0	0.0	0.0	0	0.0	0.0												
	OTROLO	2020	0		: 0.0			0.0	0.0			0.0	0.0											

									Feder	al Contr	actors l	Prograi	n Achie	vement	Report									
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A	В	С	D	E	F	G	Н	I	J	K	L	М	N	О	P	Q	R	S	Т	U	V	W	X	Y
Data sources:			Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 100	Е-Н	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	PxF+100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F + 100	V-X
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			•	•	Workfe	orce An	alvsis	•	•	•	•	•	•	•	*	Flow I	)ata A	nalvsis	•	•	•		•	•
Employn	nent Equity	Year				orkforce	•					Hires					romotio	•			Te	rminati	ons	
	ional Group	1 Cai	All			Aborigin	il Peoples			All		Aborigi	nal Peoples		All		Aborigi	nal Peoples		All		Aborig	inal Peoples	
(EEOG)			Employees	Represe		Avail		Gap	EE Result	Employees	Ac	tual	Expected	Difference	Employers	Aei		Expected	Difference	Employees	Acti		Expected	Difference
Other	Sales & Service	# 2015	# 0	0	0.0	% 0.0	# 0	# 0	% 0.0	*	#	9/4	l)	#	#		%	ü	#	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	%	#	н
13 Person		2017	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
141	Manual	2015	0	0	0.0	0.0	0	0	0.0															
Work	ers	2017	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Total		2015 2017	1,175 1,341	13 10	1.1 0.7	1.4 1.3		-3 -7	79.0 57.4	508	2	0.4	7	-5	569	5	0.9	6	_1	315	3	1.0	3	n
<u></u>			*,5*,11]	L		L	<u></u>			40,000	<u> </u>	ž	<u> </u>	L	1	L		<u> </u>	l	1	L		1	لـــــــــــــــــــــــــــــــــــــ
Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F+1x100	Part 3; Goals	E + K x 100	Part 3: Goals	F → M x 100											
ś		i	<b></b>	i	J.	Ţ	<b></b>	Ţ	<b>1</b>	Ţ	<u> </u>	↓	<b>.</b>	ž										
			New	Entrar	its				G	oals														
	nent Equity	Year	F	low Data				rm Goals	ì		Long-ter													
	ional Group	1 Cai	All	Aborigina	l Peoples		Aborigin	il Peoples			Aborigina	Peoples						C	Commen	ts				
(EEOG)			Employees	Acti	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
To t	0 1 0 0 /	#	#	# 0	%	#	%	%	%	#	%	9/4	%											
13 Other Person	Sales & Service nnel	2017 2020	n	0	0.0	U	0.0	0.0 0.0	0.0	θ	0.0	0.0	0.0											
	Manual	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
Work	ers	2020	0	0	0.0			0.0	0.0			0.0	0.0											
Total		2017	1,077	7	0.6	0	0.0	0.0	6499.5	3	233.3	0.0	4999.6											
L		2020	1,077	7	0.6			0.0	0.0			0.0	0.0											

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A	В	С	D	E	F	G	Н	ı	J	К	L	М	N	0	Р	0	R	s	Т	U	v	w	x	Y
L.A.	<u> </u>			**************	i	**************************************	i		••••••	i	·····		:					i	i					
Data	sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E+D x 100	Part 1: Workforce Analysis	DxG +100	Е-Н	E ∻ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q-S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	JxF + 100	V - X
\$	43-43-43-43-43-43-43-43-43-43-43-48-48-48-48-48-48-48-48-48-48-48-48-48-	***************************************	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	<del>-</del>	J	<b></b>	Į Į	l	<b>.</b>	ļ V	<b>J</b>	<b></b>	į V		l	jk.	<b></b>	l↓	ļ Ļ	<b>J</b>	l	<b></b>		
					Workfo	orce An	alysis									Flow D	ata A	nalysis						
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E000000000	OG)		All Employees	Repres		Avail		Gap	EE Result	All Employees	Ac		Expected	Difference	All Employees	Actus		Expected	Difference	All Employees	Actua	·····	Expected	Difference
		ij	и	#	%	9/9	#	ij	%	#	H	%	II	#	,	f .	%	ı	#	- //	"	%	ü	H
01 &	Managers	2015	110	2	1.8	4.3	5	-3	42.3															
02		2017	125	4	<u> </u>			-1	74.4	29	1	3.4	1	0	62	2	3.2	1	I	34	0	0.0	1	-1
03	Professionals	2015 2017	616 767	15 8			\$	-8 -21	64.1 27.4	290	1	0.3	11	-10	308	2	0.6	0		125		0.8	2	-2
04	Semi-Professionals &	2015	1	0	·		<b>*</b>	()	0.0	270	1	7.5	* 1	-10	200				-0	122		0.0		
04	Technicians	2017	2	0		4.6	<u>*</u>	0	0.0	1	0	0.0	0	0	1	0	0.0	0	0	0	0	0.0	0	0
05	Supervisors	2015 2017	0	0	4	0.0 0.0	ž	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
06	Supervisors: Crafts &	2015	0	0	į	0.0	ŝ	0	0.0															
	Trades	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	()	0	0	0.0	0]	0]
			Part 2: Flow	Part 2: Flow Data	E+Dx	Part 3:	E+Gx	Part 3:	r	Part 3: Goals	E+Kx	Part 3:	F = M x 100											
Data	sources:		Data Analysis	Analysis	100	Goals	100	Goals	F = 1X 100	Part 5: Goals	100	Goals	F = M X 100											
			<u> </u>		1	<u> </u>		1	<u> </u>	1		↓												
				Entra ow Data			Chart to	rm Goals		oals	Long-ter	Cools												
	ployment Equity upational Group	Year		Persor	ns with		Persons with				Persons with							(	Sommen	te				
<b>*</b>	OG)		All Employees	Disal	oilities tual	Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of						Johnnen	15				
		#	#	#	%	#	Goal Met	***	Goal Met	#	Goal Met	%	Goal Met											
01		2017	91	3	!	1	300.0	0.0	0.0	2	150.0	0.00												
& 02	Managers	2020	91	3	3.3			0.0	7666.8			0.04	7666.8											
-	Professionals	2017	598	3	÷	4	75.0	0.0	0.0	5	60.0	0.00	<b>‡</b>											
	Semi-Professionals &	2020 2017	598 2	3 0	÷	n	0.0	0.0 0.0	1320.2 0.0	n	0.0	0.04 0.00	1320.2 0.0											
04	Technicians	2020	2	0		U	0.0	0.0	0.0	V	0.0	0.00												
05	Supervisors	2017	0	0		0	0.0	0.0 0.0	0.0	0	0.0	0.00	0.0											
06	Supervisors: Crafts &	2020 2017	0	0	İ	0	0.0	0.0	0.0	0	0.0	00.0 00.0	0.0											
06	Trades	2020	0	0	0.0			0.0	0.0			0.00	0.0											

Federal Contractors Program Achievement Report
Part 6: Results - Persons with Disabilities

									1	Part 6: R	esults – :	Person	s with E	Disabiliti	ies									
											Micro	osoft C	anada											
											[Date	: 2018-	-01-18]											
A	В	С	D	E	F	G	н	I	J	K	L	М	N	O	P	Q	R	s	Т	l U	l V	W	X	Y
**********			Part 1:	Part 1:	****************	Part 1:		*************	*······	***************************************	Part 2:	***************		***************	***************************************	Part 2:	**************************************		***************************************	***************************************	Part 2:	#*************************************	***************************************	da
Data s	ources:		Workforce Analysis	Workforce Analysis	E + D x 100	Workforce Analysis	Dx G +100	E-H	E ÷ H x 100	Part 2: Flow Data Analysis	Flow Data Analysis	L + K x 100	K x G = 100	L-N	Part 2: Flow Data Analysis	Flow Data Analysis	Q+Px 100	P x F ÷ 100	Q-S	Part 2: Flow Data Analysis	Flow Data Analysis	V+Ux 100	U x F + 100	V-X
******	343 4343 4344 4444 4545 4545 4545 4644 4644	**************		J	i	4	i	<b>1</b>	Ţ	1	J	1	å	••••••••••••••••••••••••••••••••••••••	J	<u> </u>	\$ <b>\</b>	ļ	<u></u>		<u></u>	1	doonoooooo	<u> </u>
					Workf	orce An	alysis									Flow	Data A	nalysis						
	oloyment Equity upational Group	Year				orkforce						Hires	ith Disabilitie			ľ	'romotio				Te	erminati	ONS ith Disabilitie	
(EE			All Employees	Repres	entation	Persons with	h Disabilities ability	Gap	EE Result	All Employees	Act		Expected	Difference	All Employees	Ac	Persons w	Expected	Difference	All Employees	Ac	Persons v	Expected	Difference
		H	#	į.	%	%	"	И	9/6		g g	9/6	"	#	,	H	9/4	· #	Н	И	#	%	#	- 4
	Administrative & Senior Clerical	2015	2	0	<u> </u>	<b>+</b>	÷	0	0.0			0.0												
_	Skilled Sales &	2017 2015	445	9			-	-7	0.0 57.8	1	0	0.0	0	0	1	0	0.0	0	,	0	0	0.0	0	0
DX I	Service Personnel	2017	445	6	\$		\$ <b>-</b>	-10	38.5	188	1	0.5	7	-6	197	2	1.0	4	-2	2 154	2	1.3	3	-1
09	Skilled Crafts & Trades Workers	2015 2017	0	0				0	0.0		0	0.0		n		0	0.0				0	0.0		0
10		2017	1	0	<u> </u>	ļ	·	0	0.0	1	0	0.0	0	0	1	- 0	9.0	- 0	<u> </u>	1	- 0		1	9
	Clerical Personnel	0	0	<u> </u>	·	<u></u>	0	0.0	0	0	0.0	0	0	0	0	0.0	0	(	2	0	0.0	0	0	
11													0	0	0	0	0.0	0	ſ	) 0	0	0.0	) 0	0
12	Semi-Skilled Manual	2015	0	0	<b>;</b>	4	·	0	0.0				· ·											
	Workers	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	(	0	0	0.0	0	0
	***********************************			Part 2;						***************************************			***************************************											
Data s	ources:		Part 2: Flow Data Analysis	Flow Data Analysis	E+Dx 100	Part 3: Goals	E+Gx 100	Part 3: Goals	F÷1x100	Part 3: Goals	E+Kx 100	Part 3: Goals	F = M x 100											
*******		Data Analysis FibW Data 100 Gook 100 Gook F*1X 100 Part St Goals 100 Gook F*M X 100																						
			New	Entra	nts				C	Goals														
Emi	oloyment Equity	_	F	low Data			Short-ter	m Goal	S		Long-terr	n Goals												
Occ	upational Group	Year	All	Persor Disal	as with oilities		Persons with	Disabilitie	•	1	Persons with	Disabilities						(	Commen	its				
(EE	0G)		Employees	Ac	tual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	ų.	#	%	Ħ	9,	%	%	ä	%	%	%											
617	Administrative & Senior Clerical	2017 2020	1	0	·		0.0	0.0	·	<b>1</b>	0.0	0.0	·											
00	Skilled Sales &	2017	385	3	L		100.0	0.0	·	4	75.0	0.0	<del></del>											
Service Personnel 2020 385 3 0.8 0.0 0.0  Skilled Crafts & 2017 0 0 0.0 0 0.0 0.0												0.0	·‡											
	Skilled Crafts & Trades Workers	2017 2020	0	0		100000000000000000000000000000000000000	0.0	0.0	0.0	1 - a - company and company	0.0	0.0	<b>†</b>											
$\neg \neg$	Clerical Personnel	2017	0	0	<del>}</del>	-	0.0	0.0	<del></del>		0.0	0.0	<del> </del>											
		2020	0	0	ļ		0.0	0.0	<b></b>		0.0	0.0	4											
	Intermediate Sales & Service Personnel	2017 2020	0	0	<b>!</b>		0.0	0.0			0.0	0.0	<b>1</b>											
12	Semi-Skilled Manual	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	12 Workers 2020 0 0 0.0 0.0 0.0 0.0 0.0 0.0																							

Federal Contractors Program Achievement Report																								
	Part 6: Results - Persons with Disabilities																							
											Micr	osoft C	anada											
											[Date	: 2018-	01-18]											
LA	В	С	D	E	F	G	Н	1	J	K	L	M	N	О	P	Q	R	S	<u> </u>	U	V	W	X	Y
Data	Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	DxG +100	Е-Н	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L+K x100	K x G = 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q+Px 100	P x F + 100	Q-S	Part 2: Flow Data Analysis	Part 2; Flow Data Analysis	V ÷ U x 100	U x F + 100	V - X
21111111	++++++++++++++++++++++++++++++++++++++		J	Ψ.	1	1	1	1	1	Ţ	1	<u> </u>	Ţ	1	Ţ	Ţ	<u> </u>	\	Ţ	<u> </u>	<u> </u>	1	1	<u> </u>
		Year	Workforce Analysis										Flow Data Analysis											
B	ployment Equity cupational Group					orkforce				Hires				Promotions							Terminations			
	OG)		All Employees	Represe		Persons with Availa		Gap	EE Result	All Employees	Ac	Persons w	ith Disabilitie	Difference	All Employers	Act	Persons w	Expected	Difference	All Employees	Act		th Disabilitie Expected	
		#	4	#	%	%	ŧ.	И	%	#	H	%	И	#	9	- 6	%	4	Н	И	#	%	#	"
13	Other Sales & Service	2015	0	0	0.0	0.0		0	0.0															
H	Personnel Other Manual	2017 2015	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
14	Workers	2017	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Tot	l	2015	1,175	26	2.2	3.7		-17	59.8															
L		2017	1,341	18	1.3	3.7	50	-32	36.3	508	3	0.6	19	-16	569	6	1.1	13	7	315	3	1.0	7	-4
Data	Data sources:		Part 2: Flow Data Data Analysis Part 2: Flow Data Analysis Data Analysis Data Data Data Data Data Data Data Dat		$\begin{array}{c cccc} Part 3; & E \div G x & Part 3; \\ Goals & 100 & Goals & F + I x 100 \end{array}$		Part 3: Goals			F * M x 100														
			Į.	1	Ų.	<b>.</b>	1	Ţ	1	1	Ţ	<b>\</b>	1											
			New Entrants							oals														
En	ployment Equity	Year	FI	low Data Persons with		Short-term Goals			i	Long-term Goals														
	cupational Group EOG)	rear	All	Disabilities		Persons with				Persons with								(	Commen	ts				
(E)	20G)		Employees	Acti	ual	Geal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
	T	#	#	#	%	#	9/6	*/4	6/6	ŧ	9/6	9/4	%											
13	Other Sales & Service Personnel	2017	0 A	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	I											
5.4	Other Manual	2017	0	0	0.0	0	0.0	0.0	0.0	0	0,0	0.0												
L14	Workers	2020	0	0	0.0			0.0	0.0			0,0												
Tot	al	2017 2020	1,077 1,077	9	0.8	8	112.5	0.0	4178.3 0.0	11	81.8	0.0	2258.5 0,0											
L		4020	1,977	9	0.8			0.0	0.0		L	0.0	1 0.0											

Part 7: Results - Members of Visible Minorities																									
Microsoft Canada																									
											[Date	: 2018-	01-18]												
											***************	······································													
I.A.	В	С	D	E	F	G	H		J	K	LL	M	N	0	P	Q	R	S	<u> </u>	U	V į	W	X	Y	
Data	Data sources:		Part 1: Workforce	Part 1: Workforce	E+D	Part 1: Workforce	DxG	E-H	E + H	Part 2: Flow	Part 2: Flow Data	L ÷ K	K x G = 100	L - N	Part 2: Flow	Part 2: Flow Data	$\mathbf{Q}+\mathbf{P}\mathbf{x}$	PxF+100	Q-S	Part 2: Flow	Part 2: Flow Data	V÷Ux	U x F ± 100	V-X	
			Analysis	Analysis	x 100	Analysis	÷100		x 100	Data Analysis	Analysis	x 100			Data Analysis	Analysis	100		~ ~	Data Analysis	Analysis	100			
			Į.	1	1	1	1	1	1	1	1	↓	1	1	1	1	1	1	↓	<b>1</b>	Ψ	Ψ	1		
	Employment Equity		Workforce Analysis												1	nalysis									
	cupational Group	Year	All		W	Vorkforce Visible Minorities				All	Hires  All Visible Minorities				Promotions  All Visible Minorities					Terminations  Nu Visible Mine					
(EF	OG)		Employees	Represe	ntation	Availability		Gap EE Result		Employees	Act	Actual Expected		Difference	Employees	Actual Expecte			Difference	All Employees			Expected		
	T	11	#	ij	%	2/8	#	ij	%		-	%	,	Ħ	#	-	%	ij	H	,	u	**	#	,,	
01	Senior Managers	2015 2017	9	0		10.1 10.1	ŧ	+1	0.0 220.0	3	0	0.0	0	0	3	2	66.7	0	2	۲	0	0.0		0	
02	Middle & Other	2015	101	16		15.0	•	1	105.6		V	0.0	·			-	00.7					0.0			
02	Managers	2017	116	23	19.8	15.0	-	6	132.2	26	5	19.2	4	1	59	8	13.6	9	-1	29	4	13.8	5	-1	
03	Professionals	2015 2017	616 767	184 250	29.9 32.6	28.4 30.3	\$	18	105.2 107.6	290	88	30.3	88	()	308	113	36.7	92	21	125	31	24.8	37	-6	
04	Semi-Professionals &	2015	1	0		22.3	0	0	0.0		i i														
L'	Technicians	2017	2	0		22.3		0	0.0	I	0	0.0	0	0	1	0	0.0	0	0	0	0	0.0	0	0	
05	Supervisors	2015 2017	0	0	0.0	0.0 0.0	<b></b>	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
06	Supervisors: Crafts &	2015	0	0		0.0	0	0	0.0																
L	Trades	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0]	0]	
	**************************************	***************************************		Part 2:			***************************************																		
Data	sources:		Part 2: Flow Data Analysis	Flow Data Analysis	E+Dx 100	Part 3: Goals	E+Gx 100	Part 3: Goals	F ÷ I x 100	0 Part 3: Goals	E+Kx 100	Part 3: Goals	F * M x 100												
š	***************************************	·····	······································	i			i	<u> </u>		i↓		↓	·												
		New Entrants							G	Goals															
	ployment Equity	Year	Flow Data				rm Goals		Long-term Goals																
	cupational Group COG)		All	Visible Minorities		Visible Percent o		Minorities  f Percent of			Visible Minorities Percent of		Percent of					C	Commen	ts					
1.5	.00)		Employees			Goal Met		Geal	Goal Met	Goal	Goal Met	Goal	Goal Met												
	Ι	# 2017	# 6	# 2	% 33.3	# ()	% 0.0	0.0	0.0	#	200.0	0.0	% 0,0												
01	Senior Managers	2020	6	2		V	V.U	0.0	0.0	ĺ '	200.0	0.0	0.0												
02	Middle & Other	2017	85	13		0	0.0	0.0	0.0	0	0.0	0.0	0.0												
ļ	Managers	2020 2017	85 598	13 201		0	0.0	0.0	0.0	0	0.0	0.0	0.0												
03	Professionals	2020	598	201	33.6		V.V	0.0	0.0	,	0.0	0.0													
04	Semi-Professionals & Technicians	2017	2	0		0	0.0	0.0	0.0	0	0.0	0.0													
-		2020 2017	0	0		0	0.0	0.0	0.0		0.0	0.0	<del></del>												
05	Supervisors	2020	0	0		V	5.0	0.0	0.0	V		0.0	0.0												
06	Supervisors: Crafts &	2017	0	0			0.0	0.0	0.0	b	0.0	0.0													
L	Trades	2020	0	0	0.0			0.0	0.0			0.0	0.0												

									Par	t 7: Resu	lts - Me	mbers	of Visib	le Mino	rities									
											Micro	osoft C	anada											
											[Date	: 2018-	01-18]											
A	В	С	D	E	F	G	Н	ı	J	К	L	М	N ]	O	P	Q	R	S	Т	U	v	w	X	Y
			Part 1:	Part 1:	E+D	Part 1:			1" - 2 F	Part 2: Flow	Part 2:	*************		***************	Part 2: Flow	Part 2:	)+Px		********************	Part 2: Flow	Part 2:	V+Ux		
Data	sources:		Workforce Analysis	Workforce Analysis	x 100	Workforce Analysis	DxG +100	E-H	E + H x 100	Data Analysis	Flow Data Analysis	L ÷ K x 100	K x G ± 100	L-N	Data Analysis	Flow Data Analysis	100	PxF + 100	Q·S	Data Analysis	Flow Data Analysis	100	U x F + 100	V-X
1	D 404 C 40 40 40 40 40 40 40 40 40 40 40 40 40	***************************************	J	J		<u>T</u>	<u>.</u>	haaaaaaa	Ţ	<u> </u>	<b>J</b>	<b>Ψ</b>	Lonnonnon L	<b>V</b>	J	¥	<b></b>	J	<u> </u>		J	<u> </u>	J	••••••••••••••••••••••••••••••••••••••
						orce An									,	Flow Da				,				
<b>8</b> 000000000000000000000000000000000000	ployment Equity cupational Group	Year			W	orkforce Visible V						Hires	Minorities			Pro	motion Visible	1S Minorities			Teri	ninatio	HS dinorities	
	eo'G)		All Employees	Represe	ntation	Avail		Gap	EE Result	All Employees	Aet		Expected	Difference	All Employees	Actual		Expected	Difference	All Employees	Actua		Expected	Difference
	T	#	4	#	%	%	#	μ	9. 79	#	4	%	u	#	#	fi .	%	#	#	#	#	9%	#	и
07	Administrative & Senior Clerical	2015 2017	2	1	50.0 50.0	37.3 37.3	<b></b>	0	134.0 134.0	0	0	0.0	0	0	1	0	0.0	1	-1	0	0	0.0	0	
08	Skilled Sales &	2015	445	81	18.2	18.3	81	0	99.5															
F	Service Personnel Skilled Crafts &	2017 2015	445	81 0	18.2 0.0	18.0		1	101.1	188	38	20.2	34	4	197	43	21.8	36	7	154	28	18.2	28	0
09	Trades Workers	2017	0	0		0.0	\$	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2015	1	0		48.1	•	0	0.0	n	0	0.0	0	0			6.0				ni	0.0		
	Intermediate Sales &	2017 2015	0	0		0.0		0	0.0	Ü	0	0.0	U	U	U	0	0.0	0	υ	2	0	0.0	U	V
111	Service Personnel	2017	0	0	0.0	0.0	•	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
12	Semi-Skilled Manual Workers	2015 2017	0	0 0		0.0 0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
	DATA CANADA CANADA DA BABARA D				***************************************	***********	**************************************			*	*************	**********	***************************************											
Data	sources:		Part 2: Flow Data Analysis	Part 2: Flow Data	E+Dx 100	Part 3: Goals	E+Gx 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E+Kx 100	Part 3: Goals	F = M x 100											
į			J	Analysis			I	L J	L	<u>.</u>	T	T	[] ]											
			i	Entrai	<u>-</u>	·		· · ·		ioals	·	·	¥											
Em	ployment Equity		FI	ow Data			Short-te	rm Goals			.ong-teri	n Goals												
	cupational Group	Year	All	Visible M			Visible N	Imorities	Percent of		Visible Mi Percent of		Percent of					C	ommen	ts				
(LE	EOG)		Employees	Act		Goal	Goal Met	Gear	Goal Met	Goal	Goal Met	Goal	Goal Met											
07	Administrative &	# 2017	# 1	0	0.0	# ()	0.0	0.0	0.0	# 0	0.0	0.0	0.0											
	Senior Clerical	2020	1	0				0.0	0.0			0.0	0.0											
08	Skilled Sales & Service Personnel	2017 2020	385 385	81 81	21.0 21.0	0	0.0	0.0	0.0	0	0.0	0.0 0.0	0.0											
09	Skilled Crafts &	2017	0	0	0.0	0	0.0	0.0	0.0	()	0.0	0.0	0.0											
ļ	Trades Workers	2020 2017	0	0		0	0.0	0.0	0.0	n	0.0	0.0												
10	Clerical Personnel	2020	0	0		V	0.0	0.0	0.0		0.0	0.0												
11	Intermediate Sales & Service Personnel	2017	0	0		0	0.0	0.0	0.0	0	0.0	0.0												
<u> </u>	Semi-Skilled Manual	2020 2017	0	0		0	0.0	0.0	0.0	0	0.0	0.0												
12	Workers	2020	0	0				0.0	0.0			0.0												

Federal Contractors Program Achievement Report

									Feder	al Contr	actors	Prograi	m Achie	evement	Report									
									Par	t 7: Resu	lts - Mo	embers	of Visil	ole Mino	rities									
											Micr	osoft C	anada											
											Date	: 2018-	01-18]											
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A	В	С	D	E	F	G	Н	I	J	K	L	М	N	0	Р	Q	R	S	T	U	V	W	X	Y
Data	sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G + 100	E-H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L+K x 100	K x G ± 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q-S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	UxF+100	V-X
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				1	Workf	orce An	alysis									Flow I	)ata A	nalysis						
	ployment Equity	Year			N	orkforce/						Hires				P	romotio	ns			rminati	ons		
	cupational Group EOG)		All			Visible V				All			Minorities		All			Minorities		All			Minorities	
(	.00)	ı,	Employees	Represe	ntation %	Avail	ibility #	Gap	EE Result	Employees	Ac	tual : %	Expected	Difference #	Employees	Act	ual %	Expected #	Difference #	Employees	Act	ual %	Expected #	Difference
	Other Sales & Service	2015	. 0	0	0.0	0.0	, ,	0	0.0			*	,,	"			74	"	"	,	,,	76	-	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
13	Personnel	2017	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
14	Other Manual	2015	0	0	0.0	0.0		0	0.0															
	Workers	2017 2015	0 1,175	0 282	24.0	0.0 23.0		0	0.0 104.3	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Tota	al	2013	1,173	357	26.6	24.8		12 24	104.3	508	131	25.8	126	5	5 569	166	29,2	137	29	315	63	20.0	76	-13
											1	*	L		1 227				1	1			4	11
Daia	sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3; Goals	E ÷ G x 100	Part 3: Goals	F÷1x100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ≈ M x 100	, * * * * * * * * * * * * * * * * * * *										
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			New	Entran	its				G	oals														
	ployment Equity	Year	F	ow Data			Short-tei		ŝ		Long-ter													
	cupational Group	. ca.	All	Visible M	inorities		Visible V	linorities			Visible M	inorities	Comments											
(E.E	COG)		Employees	Acti		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
	los es en e	2012	#	# 0	%	#	%	%	%	#	%	% 0.0	**											
13	Other Sales & Service Personnel	2017 2020	0	0	0.0	U	0.0	0.0	0.0	υ	0.0	0.0	0.0											
14	Other Manual	2017	0	0	0.0	0	0.0	0.0		0	0.0	0.0		ļ										
14	Workers	2020	0	0	0.0			0.0	0.0			0.0	0.0											
Tota	al	2017 2020	1,077 1.077	297 297	27.6	0	0.0	0.3	10367.1		29700.0	0.3	10367.1											
L		27.6			0.0	0.0		<u> </u>	0.0	0.0	<u> </u>													

Feder	al Contractors Program Achievemen	it Report
	Part 8: Reasonable Efforts	
	Microsoft Canada	
	[Date: 2018-01-18]	

# **Efforts**

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

Contra	ctors 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 equity.

	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	rational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your zation'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.
Addit	tional Details
Please 1	provide any additional information (optional):

Short-term Goal Setting Tool	
Microsoft Canada 18-Dec-17	

P Q R
J+L) H+B (H-J+L)
-D) x N) + (B+D)

Employment Equity	All	Growth (Nev	w Positions)	Turnover (Re	placement of	Anticipated	- · · · <b></b>										
Occupational Group	Employees			Terminated	Employees)	Hires Over	Number	Turnover (Re	lacement of	Hires	3 Ye	ar Goals	Present	Present Gap	Projected Gap	Present	Projected
(EEOG)	2017/10/17	Annually	Over 3	Annually	Over 3	3 Years		Terminated	Employees)	Required	201	8-2021	Availability			Representation	Representation
			Years		Years			Annually	Over 3				1				in 3 Years
								ĺ	Years								
	#	%	#	%	#	#	#	%	#	#	#	%	%	#	#	%	%
Senior Managers	10	0.0%	0	1.0%	0	0	6	1.0%	0	-3		0 35.0%	27.4%	3	3	60.0%	60.0%
Middle & Other Managers	115	2.0%	7	2.0%	7	14	31	2.0%	2	19		5 38.9%	38.9%	-14	-13	27.0%	27.9%
Professionals	767	2.0%	46	5.0%	115	161	171	5.0%	26	119	9	6 35.0%	32.4%	-78	-62	22.3%	24.7%
Semi-Professionals & Technicians	2	0.0%	0	0.0%	0	0	2	0.0%	0	0		0 35.0%	82.0%	q	0	100.0%	100.0%
Supervisors	0	0.0%	0	0.0%	0	0	0	0.0%	0	0		0			0	#DIV/0!	#DIV/0!
Supervisors: Crafts & Trades	0	0.0%	0	0.0%	0	0	0	0.0%	0	0		0			0	#DIV/0!	#DIV/0!
Administrative & Senior Clerical Personnel	2	0.0%	0	0.0%	0	0	2	0.0%	0	0		0 35.0%	80.1%	q	0	100.0%	100.0%
Skilled Sales & Service Personnel	445	2.0%	27	5.0%	67	94	113	5.0%	17	34	3	3 35.0%	27.6%	-10	-1	25.4%	27.3%
Skilled Crafts & Trades Workers	0	0.0%	0	0.0%	0	0	0	0.0%	0	0		0			0	#DIV/0!	#DIV/0!
Clerical Personnel	0	0.0%	0	0.0%	0	0	0	0.0%	0	0		0			0	#DIV/0!	#DIV/0!
Intermediate Sales & Service Personnel	0	0.0%	0	0.0%	0	0	0	0.0%	0	0		0			0	#DIV/0!	#DIV/0!
Semi-Skilled Manual Workers	0	0.0%	0	0.0%	0	0	0	0.0%	0	0		0			0	#DIV/0!	#DIV/0!
Other Sales & Service Personnel	0	0.0%	0	0.0%	0	0	0	0.0%	0	0		D			0	#DIV/0!	#DIV/0!
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Short-term Goal Setting Tool	
Microsoft Canada 2017-12-18	

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Employment Equity	All	Growth (Ne	w Positions)	Turnover (Re	placement of	Anticipated					ABOR	IGINAL PEOI	PLES								
Occupational Group	Employees			Terminated	Employees)	Hires Over	Number	Turnover (Repl	acement of	Hires	3 Year C	ioals	Present	Present Gap	Projected Gap	Present	Projected				
(EEOG)	2017/10/17	Annually	Over 3	Annually	Over 3	3 Years		Terminated E	npłoyees)	Required	2018-2	021	Availability			Representation	Representation				
			Years		Years			Annually	Over 3	1						•	in 3 Years				
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	#	%	#	%	#	#	#	%	#	#	#	%	%	#	#	%	%				
Senior Managers	10	0.0%	0	1.0%	0	0	0	1.0%	-{	0	0	2.9%	2.9%	(	0	0.0%	0.0%				
Middle & Other Managers	115	2.0%	7	2.0%	7	14	3	2.0%	(	0	0	2.2%	2.2%		0	2.6%	2.5%				
Professionals	767	2.0%	46	5.0%	115	161	6	5.0%	1	5	2	1.2%	1.2%		-3	0,8%	0.9%				
Semi-Professionals & Technicians	2	0.0%	0	0.0%	0	0	0	0.0%	(	0	0	1.5%	1.5%	(	0	0.0%	0.0%				
Supervisors	0	0.0%	0	0.0%	0	0	0	0.0%	(	0	0				0	#DIV/0!	#D[V/0!				
Supervisors: Crafts & Trades	0	0.0%	0	0.0%	0	0	0	0.0%	(	0	0				0	#DIV/0!	#DIV/0!				
Administrative & Senior Clerical Personnel	2	0.0%	0	0.0%	0	0	0	0.0%	(	0	0	0.8%	0.8%		0	0.0%	0.0%				
Skilled Sales & Service Personnel	445	2.0%	27	5.0%	67	94	1	5.0%	(	5	1	1.3%	1,3%		-4	0.2%	0.4%				
Skilled Crafts & Trades Workers	0	0.0%	8	0.0%	0	0	0	0.0%	(	0	0				0	#DIV/0!	#DIV/0!				
Clerical Personnel	0	0.0%	0	0.0%	0	0	0	0.0%	(	) 0	0				0	#DIV/0!	#DIV/0!				
Intermediate Sales & Service Personnel	0	0.0%	Ð	0.0%	0	0	0	0.0%		0	0				0	#DIV/0!	#DIV/0!				
Semi-Skilled Manual Workers	0	0.0%	0	0.0%	0	0	0	0.0%	(	0	0				0	#DIV/0!	#DIV/0!				
Other Sales & Service Personnel	o	0.0%	0	0.0%	0	0	0	0.0%		0	0				0	#DIV/0!	#DIV/0!				
Other Manual Workers	0	0.0%	0	0.0%	0	0	(	0.0%	(	0	0				0	#DIV/0!	#DIV/0!				

	Short-term Goal Setting Tool	
	Microsoft Canada 18-Dec-17	

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	Data entry from	Date entry	BxCx3	Data entry	BxEx3	D+F	Data entry from	Equivalent	Hx1x3	(D x N)	GxM	Data entry	Data entry from	Data entry from	(H - J + L)	H · B	(H - J + L)
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Employment Equity	All	Growth (Ne	w Positions)	Turnover (Re	placement of	Anticipated					PERSO?	S WITH DISAR	HLITIES				
Occupational Group	Employees			Terminated	Employees)	Hires Over	Number	Turnover (Repl	acement of	Hires	3 Year	Goals	Present	Present Gap	Projected Gap	Present	Projected
(EEOG)	2017/10/17	Annually	Over 3	Annually	Over 3	3 Years		Terminated E	mployees)	Required	2018-	2021	Availability			Representation	Representation
			Years		Years			Annually	Over 3	1 '			1				in 3 Years
		1							Years								
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Senior Managers	10	0.0%	(	1.0%	0	0		1.0%	(	) 0	0				0	0.0%	0.0%
Middle & Other Managers	115	2.0%	7	2.0%	7	14	4	2.0%	(	) 1		4.3%	4.3%	-1	0	3.5%	4.1%
Professionals	767	2.0%	46	5.0%	115	161	8	5.0%	-	24	6	3.8%	3.8%	-21	-18	1.0%	1.6%
Semi-Professionals & Technicians	2	0.0%	6	0.0%	0	0	0	0.0%	(	) 0	0	4.6%	4.6%		0	0.0%	0.0%
Supervisors	0	0.0%	6	0.0%	0	0		0.0%	1	0	0				0	#DIV/0!	#D(V/0!
Supervisors: Crafts & Trades	0	0.0%	€	0.0%	0	0		0.0%	(	) 0	0				0	#DIV/0!	#DIV/0!
Administrative & Senior Clerical Personnel	2	0.0%	6	0.0%	0	0	0	0.0%	ŧ	) 0	0	3,4%	3.4%		0	0.0%	0.0%
Skilled Sales & Service Personnel	445	2.0%	27	5.0%	67	94	6	5.0%		12	3	3.5%	3.5%	-16	.0	1.3%	1.7%
Skilled Crafts & Trades Workers	0	0.0%	€	0.0%	0	0		0.0%	(	) 0	0				0	#DIV/0!	#DIV/0!
Clerical Personnel	0	0.0%	6	0.0%	0	0		0.0%	- (	0	0				0	#DIV/0!	#DIV/0!
Intermediate Sales & Service Personnel	0	0.0%	6	0.0%	0	0		0.0%	- 1	0	0				0	#DIV/0!	#DJV/0!
Semi-Skilled Manual Workers	0	0.0%	€	0.0%	0	0		0.0%	(	) 0	0				0	#DIV/0!	#DIV/0!
Other Sales & Service Personnel	o	0.0%	6	0.0%	0	0		0.0%		) 0	0				0	#DIV/0!	#DIV/0!
Other Manual Workers	0	0.0%	6	0.0%	0	0		0.0%	(	) 0	0				0	#DIV/0!	#DIV/0!

	Short-term Goal Setting Tool	
	Microsoft Canada 18-Dec-17	

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	Data entry from	Date entry	BxCx3	Data entry	BxEx3	D+F	Data entry from	Equivalent	Hx1x3	(D x N)	GxM	Data entry	Data entry from	Data entry from	(H - J + L)	H · B	(H - J + L)
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Employment Equity	All	Growth (Ne	w Positions)	Turnover (Re	placement of	Anticipated					MEMBERS (	F VISIBLE M	INORITIES				
Occupational Group	Employees			Terminated	Employees)	Hires Over	Number	Turnover (Repl	acement of	Hires	3 Year 0	ioals	Present	Present Gap	Projected Gap	Present	Projected
(EEOG)	2017/10/17	Annually	Over 3	Annually	Over 3	3 Years		Terminated E	npłoyees)	Required	2018-2	021	Availability			Representation	Representation
			Years		Years			Annually	Over 3	1							in 3 Years
									Years								
	#	%	#	%	#	#	#	%	#	#	#	%	%	#	#	%	%
Senior Managers	10	0.0%	(	1.0%	0	0	2	1.0%	G	-1	0	10.1%	10.1%	,	1	20.0%	20.0%
Middle & Other Managers	115	2.0%	7	2.0%	7	14	23	2.0%	J	-4	2	15.0%	15.0%		5 6	20.0%	19,7%
Professionals	767	2.0%	46	5.0%	115	161	249	5.0%	37	34	49	30.3%	30.3%		15	32.5%	32.1%
Semi-Professionals & Technicians	2	0.0%	6	0.0%	0	0	0	0.0%	0	0	0	22.3%	22.3%	. (	) 0	0.0%	0.0%
Supervisors	0	0.0%	6	0.0%	0	0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
Supervisors: Crafts & Trades	0	0.0%	£	0.0%	0	0		0.0%	G	0	0				0	#DIV/0!	#DIV/01
Administrative & Senior Clerical Personnel	2	0.0%	6	0.0%	0	0	ı	0.0%	Ð	0	0	37.3%	37.3%		0	50.0%	50.0%
Skilled Sales & Service Personnel	445	2.0%	27	5.0%	67	94	81	5.0%	12	16	17	17.9%	17,9%		2	18.2%	18.2%
Skilled Crafts & Trades Workers	0	0.0%	€	0.0%	0	0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
Clerical Personnel	0	0.0%	6	0.0%	0	0		0.0%	0	) 0	0,				0	#DIV/0!	#DIV/0!
Intermediate Sales & Service Personnel	0	0.0%	6	0.0%	0	0		0.0%	Û	0	0				0	#DIV/0!	#DIV/0!
Semi-Skilled Manual Workers	0	0.0%	€	0.0%	0	0		0.0%	g	0	0				0	#DIV/0!	#DIV/0!
Other Sales & Service Personnel	0	0.0%	€	0.0%	0	0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
Other Manual Workers	0	0.0%	6	0.0%	0	0		0.0%	Ü	0	0				0	#DIV/0!	#DIV/0!

Summary of Goals
Microsoft Canada
<b>December 18, 2017</b>

# Women

	Workforce Analysis Rest	ults	Goals				
E	mployment Equity Occupational Group (EEOG)	Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	Comments		
#	Description	#	# or %	# or %			
02	Middle and Other Managers	-14	5	10			
03	Professionals	-78	56	65			
08	Skilled Sales and Service Personnel	-10	33	40			

# **Aboriginal Peoples**

	Workforce Analysis Res	ults	Goals						
E	mployment Equity Occupational Group (EEOG)	Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	Comments				
#	Description	#	# or %	# or %					
03	Professionals	-3	2	3					
08	Skilled Sales and Service Personnel	-5	1	2					

# **Persons with Disabilities**

	<b>Workforce Analysis Resu</b>	Goals					
Emplo	yment Equity Occupational Group (EEOG)	Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	Comments		
#	Description	#	# or %	# or %			
01/02	Managers	-1	1	2			
03	Professionals	-21	6	8			
08	Skilled Sales and Service Personnel	-10	3	5			

# **Members of Visible Minorities**

1	<b>Workforce Analysis Res</b>	sults	Goals					
Emp	oloyment Equity Occupational Group (EEOG)	Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	Comments			
#	Description	#	# or %	# or %				

# **Federal Contractors Program Report of the Subsequent Compliance Assessment**

**Employer Name:** Microsoft Canada Inc.

Primary Location: Mississauga, Ontario

**Number of Employees: 1341** 

Ontario 866 Quebec 201 Alberta 119 107 British Columbia Saskatchewan 7 5 Nova Scotia New Brunswick 4

#### **Organization Overview:**

NAICS # 5415 (Computer Systems Design and Related Services

Microsoft Canada Inc. is the Canadian subsidiary of Microsoft Corp. Microsoft Canada Inc. provides nationwide sales, marketing, consulting and local support services. It has nine regional offices in Canada.

#### **Key Dates - First Year Assessment**

Initiated: 2014-10-17 Received: 2015-09-01 Closed: 2015-11-19 WFA: 2015-02-18

#### **Key Dates – Subsequent Assessment**

Initiated: 2017-16-11 Received: 2018-12-11 WFA: 2017-09-01

#### **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:

# Comments:

The period reported on the Achievement report is 2015-01-01 to 2017-09-01. 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 group. In the previous assessment short and long-term goals were set in numerical format.

#### Women

02	Middle & Other Managers	Goal met (achieved 950%)
03	Professionals	Goal met (achieved 1123.1%)
08	Skilled Sales & Service Personnel	Goal met (achieved 5300.0%)

#### Assessment/Observations

- EEOG 02 Out of 85 new entrants, 19 were from this designated group. The market availability is 38.9%. The company had set a goal of hiring/promoting 2 individuals while they hired/promoted 19 individuals, thus achieved 950% of the goal set.
- EEOG 03 Out of 598 new entrants, 146 were from this designated group. The market availability is 36.2%. The company had set a goal of hiring/promoting 13 individuals while they hired/promoted 146 individuals, thus achieved 1123.1% of the goal set.
- EEOG 08 Out of 385 new entrants, 106 were from this designated group. The market availability is 27.7%. The company had set a goal of hiring/promoting 2 individuals while they hired/promoted 106 individuals, thus achieved 5300.0% of the goal set.

### **Aboriginal Peoples**

03	Professionals	No short term goal set, Long term goal
		achieved 133.3%

#### Assessment/Observations

 EEOG 03 - Out of 598 new entrants, 4 were from this designated group. The market availability is 2.2%. The company had not set a short term goal and thus reasonable effort could not be assessed. The Employer did set a Long term goal of hiring / promoting 3 individuals while they hired / promoted 3, thus achieved 133.3% of the goal set.

#### Person with Disabilities

1./2.	Managers	Goal met (achieved 300.0%)
3.	Professionals	Goal not met (achieved 75.0%)
8.	Skilled Sales & Service Personnel	Goal met (achieved 100.0%)

#### Assessment/Observations

- EEOG 01/02 Out of 91 new entrants, 3 were from this designated group. The market availability is 4.3%. The company had set a goal of hiring/ promoting 1 individual while they hired / promoted 3, thus achieved 300.0% of the goal set.
- EEOG 03 Out of 598 new entrants, 3 were from this designated group. The market availability is 3.8%. The company had set a goal of hiring/promoting 4 individual while they hired / promoted 3, thus achieved 75.0% of the goal set.
- EEOG 08 Out of 385 new entrants, 3 were from this designated group. The market availability is 3.5%. The company had set a goal of hiring/promoting 3 individuals and they hired / promoted 3, thus achieved 100.0% of the goal set.

# Members of Visible Minorities

01	Senior Managers	No short term goal set, Long term goal				
		achieved 133.3%				

# Assessment/Observations

• EEOG 01 - Out of 6 new entrants, 2 were from this designated group. The market availability is 10.1%. The company had not set a short term goal and thus reasonable effort could not be assessed. The Employer did set a Long term goal of hiring / promoting 1 individual while they hired / promoted 2, thus achieved 200.0% 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 a period of three years, from 2015-01-01 to 2017-09-01.
  - Of the 6 short term goals and 2 long term goals were set by the organization during their first compliance assessment, only 1 short term goal was achieved less than 80.0%.

#### ASSESSMENT OF SHORT-TERM 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				
Emp	loyment Equity Occupational Group	Present	Short- term	Long- term	Representation	LMA
	(EEOG)	Gap	(1 to 3	(3+		
			years)	years)		
#	# Description		# or %	# or %	%	%
02	Middle & Other Managers	-13	38.9	38.9	27.6	38.9
03	Professionals	-77	35.0	35.0	22.4	35.0
08	Skilled Sales & Service	-11	35.0	35.0	25.2	35.0

# Observations:

All short and long term goals are set as per the market availability.

### **Aboriginal Peoples**

Workforce Analysis Results	Goals	Representation	LMA	
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Emp	ployment Equity Occupational Group	Present	Short- term	Long- term		
l .	(EEOG)	Gap	(1 to 3	(3+		
			years)	years)		
#	Description	#	# or %	# or %	%	%
03	Professionals	-3	1.2	1.2	0.8	1.2
08	Skilled Sales & Service Personnel	-5	1.3	1.3	0.2	1.3

Observations:

All short and long-term goals are set as per the market availability.

#### Person with Disabilities

	Workforce Analysis Results	Goals				
Emp	oloyment Equity Occupational Group	Present Gap	Short- term	Long- term	Representation	LMA
	(EEOG)		(1 to 3	(3+		
			years)	years)		
#	Description	#	# or %	# or %	%	%
01/ 02	Managers	-1	4.3	4.3	3.2	4.3
03	Professionals	-21	3.8	3.8	1.0	3.8
08	Skilled Sales & Service Personnel	-10	3.5	3.5	1.3	3.5

Observations:

• All short and long-term goals are set as per the market availability.

# Members of Visible Minorities

## Observations:

• No goals are required to be set since no gaps / under representation exists.

# RECOMMENDATION

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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 there are a number of gaps in Women, Indigenous People and Persons with
  Disabilities, the organization may want to consider partnering with universities or
  reaching out to professional associations in order to identify qualified potential
  employees that are members of the designated groups to help them in reducing /
  eliminating the gaps.
- As a there are some large gaps present in the Women and Persons with Disabilities groups, the organization may want to consider conducting an Employment Systems Review (ESR) of their recruitment and hiring policies and practices, in order to identify any potential barriers to the recruitment and retention of individuals specifically in the two mentioned designated groups.
- Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): <a href="https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intlnf.4%40-eng.jsp?&&cid=aide-help&ga=2.252268041.1845905918.1519931408-1912045188.1507820070">https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intlnf.4%40-eng.jsp?&&cid=aide-help&ga=2.252268041.1845905918.1519931408-1912045188.1507820070</a>.

Name of Analyst: Neena Sharan

Date: December 20, 2018

From: Sharan, Neena N [NC] On Behalf Of EE-EME

Sent: January 15, 2019 8:19 AM

To: 'cherisem@microsoft.com' <cherisem@microsoft.com>; 'Kate Russell'

<Kate.E.Russell@microsoft.com>

Subject: Government of Canada Agreement Number: 060812 – Notification of Compliance with the

Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Cherise Mendoza:

I am writing to inform you that the subsequent compliance assessment initiated on October 21, 2017 has been completed. As a result of the assessment, Microsoft Canada Inc. has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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

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

- Given that there are a number of gaps in women, Aboriginal Peoples and persons with
  disabilities, the organization may want to consider partnering with universities or reaching out to
  professional associations in order to identify qualified potential employees that are members of
  the designated groups to help them in reducing / eliminating the gaps.
- As there are some large gaps present in the women and persons with disabilities groups, the
  organization may want to consider conducting an Employment Systems Review (ESR) of their
  recruitment and hiring policies and practices, in order to identify any potential barriers to the
  recruitment and retention of individuals specifically in the two mentioned designated groups.
- Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): <a href="https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intlnf.4%40-eng.jsp?&&cid=aide-help&ga=2.252268041.1845905918.1519931408-1912045188.1507820070">https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intlnf.4%40-eng.jsp?&&cid=aide-help&ga=2.252268041.1845905918.1519931408-1912045188.1507820070</a>.

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 October 21, 2020. 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:

- 1. Workforce data (Forms 1 to 6) at the national level;
- 2. An updated workforce analysis; and
- 3. 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, Microsoft Canada Inc. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

- the implementation of initiatives to foster a diverse and inclusive workplace;
- · measures to remove employment barriers;
- tailored programs to attract and retain designated group members in areas where they are 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 <a href="Workplace Equity Information Management System">Workplace Equity Information Management System</a> (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 <a href="mailto:ee-eme@hrsdc-rhdcc.gc.ca">ee-eme@hrsdc-rhdcc.gc.ca</a>.

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

Sincerely.

Workplace Equity Team

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



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

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