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Employment and Social Development Canada

Emploi et Développement social Canada

Labour Program
Partners Contractors Program

OFFICIAL USE ONLY
Agreement No. 13-096

Agreement to Implement Employment Equity

- New Agreement
- Revised Agreement

ORGANIZATION	
Legal Name of Organization Moneris Solutions Corporation	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) Moneris Solutions	Province [Redacted]
Organization's Non-American Security Classification System (NAICS) Code (if applicable) 7309	Employment Type (if Full-Time/Part-Time/Temporary) 1013 For this year organization's NAICS code number please visit: http://www.csb.gc.ca/objectifs-et-priorites/naics/naics2009-2012-2013.html

Provincial Business Number	Total number of employees in Canada	Organization's NAICS Code No.
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HEAD OFFICE			
Address (Building number, street name, etc.) 3300 Bloor Street West, West Tower	City Toronto	Province ON	Postal Code M8X 2A2
	Telephone Number (416) 734-1000	Telephone Number (416) 734-1153	

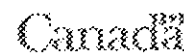
EMPLOYMENT EQUITY CONTACT	
Name (with Telephone Number) Denise Hayes (416) 734-1198	Title Chief Human Resources Officer E-mail Address denise.hayes@moneris.com

CERTIFICATION
The above-named organization: <ul style="list-style-type: none"> • having a combined workforce of 100 or more permanent full-time, permanent part-time and temporary employees having worked 12 weeks or more in Canada, AND • intending to bid on, or being in receipt of, a federal government goods or services contract, starting after its contract is awarded under a Supply Arrangement, valued at \$1,000,000 or more (including applicable taxes). hereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procurement instrument, in keeping with the Partners Contractors Program requirements. For more information on how to implement employment equity please refer to: http://www.csb.gc.ca/objectifs-et-priorites/naics/naics2009-2012-2013.html Important note: if in breach of the Agreement to implement Employment Equity under its representation on the part of the organization, the procurement instrument(s) with the Government of Canada may be terminated.

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (with Telephone Number) Denise Hayes (416) 734-1198	Title Chief Human Resources Officer E-mail Address denise.hayes@moneris.com

October 8, 2014

INSTRUCTIONS
IMPORTANT <ul style="list-style-type: none"> • The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (916) 966-8708 or by e-mail at: ee-ans@hrmhc-hrhc.gc.ca



FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA
 Reporting Period 2016-03-21 to 2018-12-05

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	966	4	0	970	Calgary	49	0	0	49
Québec	372	5	0	377	Edmonton	4	0	0	4
Nova Scotia	10	1	0	11	Halifax	2	0	0	2
New Brunswick	153	9	0	162	Montréal	338	5	0	343
Manitoba	8	1	0	9	Toronto	903	2	0	905
British Columbia	94	2	0	96	Vancouver	81	1	0	82
Saskatchewan	2	0	0	2	Winnipeg	2	1	0	3
Alberta	69	0	0	69	St. John's	1	0	0	1
Newfoundland and Labrador	1	0	0	1	Québec	6	0	0	6
Total Employees in Canada				1697	Sherbrooke	2	0	0	2
					Trois-Rivières	2	0	0	2
					Ottawa - Gatineau	5	0	0	5
					Peterborough	1	0	0	1
					Hamilton	4	0	0	4
					Kitchener - Cambridge - Waterloo	2	0	0	2
					London	2	0	0	2



Moneris Solutions Corporation (MSC) (certificate # 10000246)

Form 1

FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA
Reporting Period 2016-03-21 to 2018-12-05

Census Metropolitan Areas

	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Windsor	1	0	0	1
Barrie	2	0	0	2
Victoria	1	1	0	2
Alta. less CMAs	16	0	0	16
B.C. less CMAs	12	0	0	12
Man. less CMA	6	0	0	6
N.B. less CMA	153	9	0	162
N.S. less CMA	8	1	0	9
Ont. less CMAs	46	2	0	48
Que. less CMAs	24	0	0	24
Sask. less CMA	2	0	0	2
Total Employees in Canada				1697

Moneris Solutions Corporation (MSC) (certificate # 10000246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Ontario
Reporting Period 2016-03-21 to 2018-12-05

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	64	42	22				1	1		18	14	4
	Total	64	42	22				1	1		18	14	4
Middle and Other Managers Top Range: \$ 75,000 - \$79,999 Bottom Range: Under \$5,000	4	1	1										
	3												
	2												
	1	142	73	69	1		1	1	1		31	14	17
	Total	143	74	69	1		1	1	1		31	14	17
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	331	191	140	1		1	2	1	1	137	84	53
	Total	331	191	140	1		1	2	1	1	137	84	53
Semi-Professionals and Technicians Top Range: \$ 35,000 - \$39,999 Bottom Range: Under \$5,000	4	1		1							1		1
	3												
	2												
	1	114	85	29				3	3		56	41	15
	Total	115	85	30				3	3		57	41	16

Moneris Solutions Corporation (MSC) (certificate # 10000246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Ontario
Reporting Period 2016-03-21 to 2018-12-05

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Administrative and Senior Clerical Personnel Top Range: \$ 50,000 - \$54,999 Bottom Range: Under \$5,000	4	1		1									
	3												
	2												
	1	51	20	31	1	1		2	1	1	18	9	9
	Total	52	20	32	1	1		2	1	1	18	9	9
Skilled Sales and Service Personnel Top Range: \$ 40,000 - \$44,999 Bottom Range: Under \$5,000	4	2	2										
	3												
	2												
	1	84	54	30	2	2					35	28	7
	Total	86	56	30	2	2					35	28	7
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	97	32	65	1		1	4	2	2	32	12	20
	Total	97	32	65	1		1	4	2	2	32	12	20
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	74	28	46	1	1		3	1	2	23	9	14
	Total	74	28	46	1	1		3	1	2	23	9	14

Moneris Solutions Corporation (MSC) (certificate # 10000246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Ontario
Reporting Period 2016-03-21 to 2018-12-05

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Other Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	4	3	1							2	2	
	Total	4	3	1							2	2	
Total Number of Employees		966	531	435	7	4	3	16	10	6	353	213	140



Moneris Solutions Corporation (MSC) (certificate # 10000246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / Ontario
Reporting Period 2016-03-21 to 2018-12-05

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1							1		1
	Total	1		1							1		1
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	1	1							1	1	
	Total	2	1	1							1	1	
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		4	1	3							2	1	1

Moneris Solutions Corporation (MSC) (certificate # 10000246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Québec
Reporting Period 2016-03-21 to 2018-12-05

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: \$100,000 and over Bottom Range: Under \$5,000	4	1	1										
	3												
	2												
	1	7	6	1									
	Total	8	7	1									
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	25	17	8							3	2	1
	Total	25	17	8							3	2	1
Professionals Top Range: \$ 65,000 - \$69,999 Bottom Range: Under \$5,000	4	1		1									
	3												
	2												
	1	53	32	21				1		1	10	9	1
	Total	54	32	22				1		1	10	9	1
Semi-Professionals and Technicians Top Range: \$ 30,000 - \$34,999 Bottom Range: Under \$5,000	4	1	1										
	3												
	2												
	1	128	110	18				3	2	1	36	31	5
	Total	129	111	18				3	2	1	36	31	5

Moneris Solutions Corporation (MSC) (certificate # 10000246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Québec
Reporting Period 2016-03-21 to 2018-12-05

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	1	1	1	1					1		1
	Total	2	1	1	1	1					1		1
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	4	2	2							2	1	1
	Total	4	2	2							2	1	1
Skilled Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	29	17	12							8	4	4
	Total	29	17	12							8	4	4
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	60	24	36				2	2		27	10	17
	Total	60	24	36				2	2		27	10	17

Moneris Solutions Corporation (MSC) (certificate # 10000246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Québec
Reporting Period 2016-03-21 to 2018-12-05

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	57	34	23				1	1		18	9	9
	Total	57	34	23				1	1		18	9	9
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1		1	1		1	1				
	Total	1	1		1	1		1	1				
Other Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	1	2	1	1							
	Total	3	1	2	1	1							
Total Number of Employees		372	247	125	3	3		8	6	2	105	66	39

Moneris Solutions Corporation (MSC) (certificate # 10000246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / Québec
Reporting Period 2016-03-21 to 2018-12-05

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

Moneris Solutions Corporation (MSC) (certificate # 10000246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Nova Scotia
Reporting Period 2016-03-21 to 2018-12-05

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

Moneris Solutions Corporation (MSC) (certificate # 10000246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / Nova Scotia
Reporting Period 2016-03-21 to 2018-12-05

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

Moneris Solutions Corporation (MSC) (certificate # 10000246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / New Brunswick
Reporting Period 2016-03-21 to 2018-12-05

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	11	4	7							1		1
	Total	11	4	7							1		1
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	8	1	7							2		2
	Total	8	1	7							2		2
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	64	28	36				2	1	1	1		1
	Total	64	28	36				2	1	1	1		1

Moneris Solutions Corporation (MSC) (certificate # 10000246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / New Brunswick
Reporting Period 2016-03-21 to 2018-12-05

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	9		9				1		1	1		1
	Total	9		9				1		1	1		1
Skilled Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	1	1									
	Total	2	1	1									
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2		2									
	Total	2		2									
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	56	20	36	1		1	1		1	2	1	1
	Total	56	20	36	1		1	1		1	2	1	1

Moneris Solutions Corporation (MSC) (certificate # 10000246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / New Brunswick
Reporting Period 2016-03-21 to 2018-12-05

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total Number of Employees		153	54	99	1		1	4	1	3	7	1	6

Moneris Solutions Corporation (MSC) (certificate # 10000246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / New Brunswick
Reporting Period 2016-03-21 to 2018-12-05

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	5	2	3									
	Total	5	2	3									
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1				1		1			
	Total	1		1				1		1			
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3		3									
	Total	3		3									
Total Number of Employees		9	2	7				1		1			

Moneris Solutions Corporation (MSC) (certificate # 10000246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / Manitoba
 Reporting Period 2016-03-21 to 2018-12-05

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

Moneris Solutions Corporation (MSC) (certificate # 10000246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / Manitoba
Reporting Period 2016-03-21 to 2018-12-05

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1								1	1	
	Total	1	1								1	1	
Total Number of Employees		1	1							1	1		

Moneris Solutions Corporation (MSC) (certificate # 10000246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / British Columbia
Reporting Period 2016-03-21 to 2018-12-05

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	13	11	2				1	1		3	3	
	Total	13	11	2				1	1		3	3	
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	30	12	18				1	1		17	7	10
	Total	30	12	18				1	1		17	7	10
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	19	15	4				2	2		8	7	1
	Total	19	15	4				2	2		8	7	1

Moneris Solutions Corporation (MSC) (certificate # 10000246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / British Columbia
Reporting Period 2016-03-21 to 2018-12-05

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Skilled Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	15	7	8	1		1				8	3	5
	Total	15	7	8	1		1				8	3	5
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3		3							1		1
	Total	3		3							1		1
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	11	4	7							5	2	3
	Total	11	4	7							5	2	3

Moneris Solutions Corporation (MSC) (certificate # 10000246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / British Columbia
Reporting Period 2016-03-21 to 2018-12-05

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Other Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1							1		1
	Total	1		1							1		1
Total Number of Employees		94	50	44	1		1	4	4		43	22	21

Moneris Solutions Corporation (MSC) (certificate # 10000246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / British Columbia
Reporting Period 2016-03-21 to 2018-12-05

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1							1		1
	Total	1		1							1		1
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Total Number of Employees		2	1	1							1		1

Moneris Solutions Corporation (MSC) (certificate # 10000246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Saskatchewan
Reporting Period 2016-03-21 to 2018-12-05

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

Moneris Solutions Corporation (MSC) (certificate # 10000246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Alberta
Reporting Period 2016-03-21 to 2018-12-05

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	4	3	1									
	Total	4	3	1									
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	27	20	7							13	9	4
	Total	27	20	7							13	9	4
Skilled Sales and Service Personnel Top Range: \$ 40,000 - \$44,999 Bottom Range: Under \$5,000	4	2	1	1							1	1	
	3												
	2												
	1	8	5	3							3	1	2
	Total	10	6	4							4	2	2

Moneris Solutions Corporation (MSC) (certificate # 10000246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Alberta
Reporting Period 2016-03-21 to 2018-12-05

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	23	7	16				1		1	6	1	5
	Total	23	7	16				1		1	6	1	5
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	4	3	1							1		1
	Total	4	3	1							1		1
Total Number of Employees		69	40	29				1		1	24	12	12

Moneris Solutions Corporation (MSC) (certificate # 10000246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Newfoundland and Labrador
Reporting Period 2016-03-21 to 2018-12-05

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

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Ontario

Reporting Period 2016-03-21 to 2018-12-05

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	961	528	433	7	4	3	16	10	6	352	213	139
\$ 35,000 - \$37,499	1		1							1		1
\$ 40,000 - \$44,999	2	2										
\$ 50,000 - \$59,999	1		1									
\$ 70,000 - \$84,999	1	1										
Total Number of Employees	966	531	435	7	4	3	16	10	6	353	213	140

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Part-Time / Ontario

Reporting Period 2016-03-21 to 2018-12-05

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

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Québec

Reporting Period 2016-03-21 to 2018-12-05

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	369	245	124	3	3		8	6	2	105	66	39
\$ 30,000 - \$34,999	1	1										
\$ 60,000 - \$69,999	1		1									
\$100,000 and over	1	1										
Total Number of Employees	372	247	125	3	3		8	6	2	105	66	39

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Part-Time / Québec

Reporting Period 2016-03-21 to 2018-12-05

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

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Nova Scotia

Reporting Period 2016-03-21 to 2018-12-05

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

Moneris Solutions Corporation (MSC) (certificate # 10000246)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Part-Time / Nova Scotia

Reporting Period 2016-03-21 to 2018-12-05

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

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / New Brunswick

Reporting Period 2016-03-21 to 2018-12-05

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	153	54	99	1		1	4	1	3	7	1	6
Total Number of Employees	153	54	99	1		1	4	1	3	7	1	6

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Part-Time / New Brunswick

Reporting Period 2016-03-21 to 2018-12-05

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

Moneris Solutions Corporation (MSC) (certificate # 10000246)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Manitoba

Reporting Period 2016-03-21 to 2018-12-05

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

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Part-Time / Manitoba

Reporting Period 2016-03-21 to 2018-12-05

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

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / British Columbia

Reporting Period 2016-03-21 to 2018-12-05

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	94	50	44	1		1	4	4		43	22	21
Total Number of Employees	94	50	44	1		1	4	4		43	22	21

Moneris Solutions Corporation (MSC) (certificate # 10000246)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Part-Time / British Columbia

Reporting Period 2016-03-21 to 2018-12-05

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

Moneris Solutions Corporation (MSC) (certificate # 10000246)

Form 3 A

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Saskatchewan

Reporting Period 2016-03-21 to 2018-12-05

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

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Alberta

Reporting Period 2016-03-21 to 2018-12-05

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	67	39	28				1		1	23	11	12
\$ 40,000 - \$44,999	2	1	1							1	1	
Total Number of Employees	69	40	29				1		1	24	12	12

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Full-Time / Newfoundland and Labrador
 Reporting Period 2016-03-21 to 2018-12-05

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

Moneris Solutions Corporation (MSC) (certificate # 10000246)

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / National

Reporting Period 2016-03-21 to 2018-12-05

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	19	10	9							4	3	1
Middle and Other Managers	51	33	18							13	7	6
Professionals	192	116	76	1		1	1	1		102	63	39
Semi-Professionals and Technicians	138	89	49	1	1		2	2		54	38	16
Administrative and Senior Clerical Personnel	22	9	13	1	1					8	3	5
Skilled Sales and Service Personnel	159	107	52	4	3	1				66	49	17
Clerical Personnel	52	26	26	1	1		1	1		28	16	12
Intermediate Sales and Service Personnel	79	48	31							24	13	11
Total Number of Employees Hired	712	438	274	8	6	2	4	4		299	192	107

Moneris Solutions Corporation (MSC) (certificate # 10000246)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Part-Time / National

Reporting Period 2016-03-21 to 2018-12-05

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Semi-Professionals and Technicians	4	2	2							1	1	
Intermediate Sales and Service Personnel	2		2									
Total Number of Employees Hired	6	2	4							1	1	

Moneris Solutions Corporation (MSC) (certificate # 10000246)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / National
Reporting Period 2016-03-21 to 2018-12-05

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	25	18	7				1	1		5	4	1
Middle and Other Managers	57	28	29							13	7	6
Professionals	100	47	53				1		1	36	18	18
Semi-Professionals and Technicians	52	37	15							12	10	2
Supervisors	1	1		1	1							
Administrative and Senior Clerical Personnel	11	4	7							4	2	2
Skilled Sales and Service Personnel	39	23	16							22	16	6
Clerical Personnel	34	9	25				1		1	16	5	11
Intermediate Sales and Service Personnel	50	23	27				1		1	12	5	7
Other Sales and Service Personnel	3	3								2	2	
Total Number of Employees Promoted	372	193	179	1	1		4	1	3	122	69	53
Total Number of Promotions	412	214	198	1	1		5	1	4	132	76	56

Moneris Solutions Corporation (MSC) (certificate # 10000246)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Part-Time / National
Reporting Period 2016-03-21 to 2018-12-05

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

Moneris Solutions Corporation (MSC) (certificate # 10000246)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / National
Reporting Period 2016-03-21 to 2018-12-05

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	27	13	14							3	1	2
Middle and Other Managers	63	34	29	1	1					14	12	2
Professionals	173	96	77							77	40	37
Semi-Professionals and Technicians	131	102	29	1	1		3	3		48	40	8
Supervisors	1	1								1	1	
Administrative and Senior Clerical Personnel	25	12	13							5	2	3
Skilled Sales and Service Personnel	178	112	66	3	3		3	2	1	66	50	16
Clerical Personnel	77	31	46	1	1		1	1		39	21	18
Intermediate Sales and Service Personnel	105	48	57				5	2	3	27	16	11
Other Sales and Service Personnel	2		2									
Total Number of Employees Terminated	782	449	333	6	6		12	8	4	280	183	97

Moneris Solutions Corporation (MSC) (certificate # 10000246)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Part-Time / National
Reporting Period 2016-03-21 to 2018-12-05

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	2	1	1									
Semi-Professionals and Technicians	9	6	3							3	3	
Clerical Personnel	3		3							1		1
Intermediate Sales and Service Personnel	8	3	5							2	1	1
Total Number of Employees Terminated	22	10	12							6	4	2

Workplace Equity Information Management System - Moneris Solutions Corporation (MSC)

Workforce Analysis - Detailed Report

Date: 2018-12-05

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	74	24	32.4 %	27.4 %	20	4	National
02 : Middle and Other Managers	National	197	88	44.7 %	38.9 %	77	11	National
03 : Professionals		425	188	44.2 %	38.2 %	162	26	
1111 : Financial auditors and accountants	National	10	8	80.0 %	55.1 %	6	2	National
1112 : Financial and investment analysts	National	29	9	31.0 %	50.1 %	15	6	National
1114 : Other financial officers	National	31	15	48.4 %	44.1 %	14	1	National
1121 : Human resources professionals	National	27	18	66.7 %	71.1 %	19	1	National
1122 : Professional occupations in business management consulting	National	85	46	54.1 %	42.0 %	36	10	National
1123 : Professional occupations in advertising, marketing and public relations	National	24	18	75.0 %	66.4 %	16	2	National
2133 : Electrical and electronics engineers	National	1	1	100.0 %	11.3 %	0	1	National
2171 : Information systems analysts and consultants	National	102	35	34.3 %	28.3 %	29	6	National
2172 : Database analysts and data administrators	National	24	10	41.7 %	35.2 %	8	2	National
2173 : Software engineers and designers	National	11	3	27.3 %	17.4 %	2	1	National
2174 : Computer programmers and interactive media developers	National	67	19	28.4 %	17.9 %	12	7	National
2175 : Web designers and developers	National	5	2	40.0 %	32.9 %	2	0	National
4112 : Lawyers and Quebec notaries	National	4	1	25.0 %	42.5 %	2	3	National
5121 : Authors and writers	National	2	1	50.0 %	54.9 %	1	0	National
5125 : Translators, terminologists and interpreters	National	3	2	66.7 %	69.9 %	2	0	National
04 : Semi-Professionals and Technicians		374	102	27.3 %	25.5 %	95	7	
2241 : Electrical and electronics engineering technologists and technicians	Québec	17	2	11.8 %	9.1 %	2	0	Québec
2242 : Electronic service technicians (household and business equipment)	Alberta	5	3	60.0 %	9.8 %	0	3	Alberta
2242 : Electronic service technicians (household and business equipment)	Québec	9	2	22.2 %	7.5 %	1	1	Québec
2281 : Computer network technicians	Ontario	1	0	0.0 %	20.8 %	0	0	Ontario
2282 : User support technicians	Alberta	22	4	18.2 %	26.7 %	6	4	Alberta

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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women		Gap #	Recruitment Area
			#	%	Availability %	#		
2282 : User support technicians	British Columbia	14	2	14.3 %	25.1 %	4	2	British Columbia
2282 : User support technicians	Manitoba	3	0	0.0 %	27.1 %	1	3	Manitoba
2282 : User support technicians	New Brunswick	69	39	56.5 %	33.0 %	23	16	New Brunswick
2282 : User support technicians	Nova Scotia	7	2	28.6 %	32.1 %	2	0	Nova Scotia
2282 : User support technicians	Ontario	87	18	20.7 %	24.2 %	21	3	Ontario
2282 : User support technicians	Québec	103	13	12.6 %	19.6 %	20	3	Québec
2283 : Information systems testing technicians	British Columbia	6	2	33.3 %	24.7 %	1	1	British Columbia
2283 : Information systems testing technicians	Ontario	27	13	48.1 %	46.8 %	13	0	Ontario
2283 : Information systems testing technicians	Québec	2	2	100.0 %	32.5 %	1	1	Québec
4211 : Paralegal and related occupations	Ontario	1	0	0.0 %	82.0 %	1	4	Ontario
5241 : Graphic designers and illustrators	Ontario	1	0	0.0 %	44.9 %	0	0	Ontario
05 : Supervisors		2	1	50.0 %	50.8 %	1	0	
Employment Equity Occupational Group	Montréal	2	1	50.0 %	50.8 %	1	0	Montréal
07 : Administrative and Senior Clerical Personnel		67	45	67.2 %	81.0 %	54	3	
Employment Equity Occupational Group	Montréal	4	2	50.0 %	80.8 %	3	1	Montréal
Employment Equity Occupational Group	N.B. less CMA	10	10	100.0 %	86.1 %	9	1	N.B. less CMA
Employment Equity Occupational Group	Toronto	52	32	61.5 %	80.1 %	42	10	Toronto
Employment Equity Occupational Group	Vancouver	1	1	100.0 %	79.0 %	1	0	Vancouver
08 : Skilled Sales and Service Personnel		150	58	38.7 %	64.0 %	96	38	
6235 : Financial sales representatives	Alberta	10	4	40.0 %	69.8 %	7	3	Alberta
6235 : Financial sales representatives	British Columbia	15	8	53.3 %	64.4 %	10	3	British Columbia
6235 : Financial sales representatives	Manitoba	4	1	25.0 %	72.6 %	3	4	Manitoba
6235 : Financial sales representatives	New Brunswick	2	1	50.0 %	75.2 %	2	3	New Brunswick
6235 : Financial sales representatives	Newfoundland and Labrador	1	0	0.0 %	79.6 %	1	1	Newfoundland and Labrador

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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
6235 : Financial sales representatives	Nova Scotia	1	1	100.0 %	66.4 %	1	0	Nova Scotia
6235 : Financial sales representatives	Ontario	86	30	34.9 %	60.5 %	52	22	Ontario
6235 : Financial sales representatives	Québec	29	12	41.4 %	68.7 %	20	8	Québec
6235 : Financial sales representatives	Saskatchewan	2	1	50.0 %	76.0 %	2	1	Saskatchewan
10 : Clerical Personnel		186	123	66.1 %	65.1 %	121	2	
Employment Equity Occupational Group	Calgary	23	16	69.6 %	70.2 %	16	0	Calgary
Employment Equity Occupational Group	Montréal	61	37	60.7 %	62.5 %	38	3	Montréal
Employment Equity Occupational Group	N.B. less CMA	2	2	100.0 %	72.6 %	1	1	N.B. less CMA
Employment Equity Occupational Group	Toronto	97	65	67.0 %	65.2 %	63	2	Toronto
Employment Equity Occupational Group	Vancouver	3	3	100.0 %	70.0 %	2	1	Vancouver
11 : Intermediate Sales and Service Personnel		213	121	56.8 %	66.5 %	142	21	
Employment Equity Occupational Group	Alta. less CMAs	4	1	25.0 %	74.2 %	3	2	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	1	1	100.0 %	72.4 %	1	0	B.C. less CMAs
Employment Equity Occupational Group	Man. less CMA	2	1	50.0 %	72.9 %	1	0	Man. less CMA
Employment Equity Occupational Group	Montréal	55	21	38.2 %	61.8 %	34	13	Montréal
Employment Equity Occupational Group	N.B. less CMA	59	39	66.1 %	71.9 %	42	3	N.B. less CMA
Employment Equity Occupational Group	N.S. less CMA	3	2	66.7 %	72.7 %	2	0	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	9	6	66.7 %	72.4 %	7	1	Ont. less CMAs
Employment Equity Occupational Group	Que. less CMAs	4	3	75.0 %	70.2 %	3	0	Que. less CMAs
Employment Equity Occupational Group	Toronto	66	41	62.1 %	63.9 %	42	3	Toronto
Employment Equity Occupational Group	Vancouver	10	6	60.0 %	64.2 %	6	0	Vancouver
12 : Semi-Skilled Manual Workers		1	0	0.0 %	18.4 %	0	0	
Employment Equity Occupational Group	Montréal	1	0	0.0 %	18.4 %	0	0	Montréal
13 : Other Sales and Service Personnel		8	4	50.0 %	54.1 %	4	0	

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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Montréal	3	2	66.7 %	51.1 %	2	0	Montréal
Employment Equity Occupational Group	Toronto	4	1	25.0 %	55.5 %	2	3	Toronto
Employment Equity Occupational Group	Vancouver	1	1	100.0 %	57.8 %	1	0	Vancouver
Total		1697	754	44.4 %	45.6 %	772	166	

Total may not equal sum of components due to rounding.

Sources: 2011 National Household Survey and employer's internal data

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Recruitment Area
			Representation #	%	Availability %	Gap #	
01 : Senior Managers	National	74	0	0.0 %	2.9 %	2	National
02 : Middle and Other Managers	National	197	1	0.5 %	2.2 %	4	National
03 : Professionals		425	1	0.2 %	1.4 %	6	
1111 : Financial auditors and accountants	National	10	0	0.0 %	1.3 %	0	National
1112 : Financial and investment analysts	National	29	0	0.0 %	0.9 %	0	National
1114 : Other financial officers	National	31	0	0.0 %	1.3 %	0	National
1121 : Human resources professionals	National	27	0	0.0 %	2.7 %	1	National
1122 : Professional occupations in business management consulting	National	85	0	0.0 %	1.6 %	1	National
1123 : Professional occupations in advertising, marketing and public relations	National	24	1	4.2 %	2.1 %	1	National
2133 : Electrical and electronics engineers	National	1	0	0.0 %	0.7 %	0	National
2171 : Information systems analysts and consultants	National	102	0	0.0 %	1.1 %	1	National
2172 : Database analysts and data administrators	National	24	0	0.0 %	1.3 %	0	National
2173 : Software engineers and designers	National	11	0	0.0 %	0.6 %	0	National
2174 : Computer programmers and interactive media developers	National	67	0	0.0 %	1.0 %	1	National
2175 : Web designers and developers	National	5	0	0.0 %	1.5 %	0	National
4112 : Lawyers and Quebec notaries	National	4	0	0.0 %	1.6 %	0	National
5121 : Authors and writers	National	2	0	0.0 %	1.9 %	0	National
5125 : Translators, terminologists and interpreters	National	3	0	0.0 %	2.9 %	0	National
04 : Semi-Professionals and Technicians		374	1	0.3 %	2.1 %	8	
2241 : Electrical and electronics engineering technologists and technicians	Québec	17	0	0.0 %	0.8 %	0	Québec
2242 : Electronic service technicians (household and business equipment)	Alberta	5	0	0.0 %	3.3 %	0	Alberta
2242 : Electronic service technicians (household and business equipment)	Québec	9	0	0.0 %	1.0 %	0	Québec
2281 : Computer network technicians	Ontario	1	0	0.0 %	1.4 %	0	Ontario
2282 : User support technicians	Alberta	22	0	0.0 %	3.8 %	1	Alberta

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Recruitment Area	
			Representation #	%	Availability %	Gap #		
2282 : User support technicians	British Columbia	14	0	0.0 %	1.8 %	0	0	British Columbia
2282 : User support technicians	Manitoba	3	0	0.0 %	4.9 %	0	0	Manitoba
2282 : User support technicians	New Brunswick	69	0	0.0 %	4.2 %	3	3	New Brunswick
2282 : User support technicians	Nova Scotia	7	1	14.3 %	3.2 %	0	1	Nova Scotia
2282 : User support technicians	Ontario	87	0	0.0 %	1.6 %	1	1	Ontario
2282 : User support technicians	Québec	103	0	0.0 %	1.3 %	1	1	Québec
2283 : Information systems testing technicians	British Columbia	6	0	0.0 %	0.0 %	0	0	British Columbia
2283 : Information systems testing technicians	Ontario	27	0	0.0 %	1.0 %	0	0	Ontario
2283 : Information systems testing technicians	Québec	2	0	0.0 %	0.0 %	0	0	Québec
4211 : Paralegal and related occupations	Ontario	1	0	0.0 %	1.5 %	0	0	Ontario
5241 : Graphic designers and illustrators	Ontario	1	0	0.0 %	1.6 %	0	0	Ontario
05 : Supervisors		2	1	50.0 %	0.8 %	0	1	
Employment Equity Occupational Group	Montréal	2	1	50.0 %	0.8 %	0	1	Montréal
07 : Administrative and Senior Clerical Personnel		67	1	1.5 %	1.1 %	1	0	
Employment Equity Occupational Group	Montréal	4	0	0.0 %	0.7 %	0	0	Montréal
Employment Equity Occupational Group	N.B. less CMA	10	0	0.0 %	2.7 %	0	0	N.B. less CMA
Employment Equity Occupational Group	Toronto	52	1	1.9 %	0.8 %	0	1	Toronto
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	2.1 %	0	0	Vancouver
08 : Skilled Sales and Service Personnel		150	3	2.0 %	1.3 %	2	1	
6235 : Financial sales representatives	Alberta	10	0	0.0 %	3.6 %	0	0	Alberta
6235 : Financial sales representatives	British Columbia	15	1	6.7 %	1.8 %	0	1	British Columbia
6235 : Financial sales representatives	Manitoba	4	0	0.0 %	6.4 %	0	0	Manitoba
6235 : Financial sales representatives	New Brunswick	2	0	0.0 %	4.1 %	0	0	New Brunswick
6235 : Financial sales representatives	Newfoundland and Labrador	1	0	0.0 %	1.8 %	0	0	Newfoundland and Labrador

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Availability %	Gap #	Recruitment Area	
			Representation #	Representation %				
6235 : Financial sales representatives	Nova Scotia	1	0	0.0 %	1.7 %	0	0	Nova Scotia
6235 : Financial sales representatives	Ontario	86	2	2.3 %	0.9 %	1	1	Ontario
6235 : Financial sales representatives	Québec	29	0	0.0 %	0.7 %	0	0	Québec
6235 : Financial sales representatives	Saskatchewan	2	0	0.0 %	3.9 %	0	0	Saskatchewan
10 : Clerical Personnel		186	1	0.5 %	1.1 %	2	3	
Employment Equity Occupational Group	Calgary	23	0	0.0 %	3.0 %	1	1	Calgary
Employment Equity Occupational Group	Montréal	61	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	N.B. less CMA	2	0	0.0 %	3.0 %	0	0	N.B. less CMA
Employment Equity Occupational Group	Toronto	97	1	1.0 %	0.7 %	1	0	Toronto
Employment Equity Occupational Group	Vancouver	3	0	0.0 %	2.4 %	0	0	Vancouver
11 : Intermediate Sales and Service Personnel		213	2	0.9 %	2.2 %	5	3	
Employment Equity Occupational Group	Alta. less CMAs	4	0	0.0 %	7.7 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	1	0	0.0 %	9.6 %	0	0	B.C. less CMAs
Employment Equity Occupational Group	Man. less CMA	2	0	0.0 %	21.9 %	0	0	Man. less CMA
Employment Equity Occupational Group	Montréal	55	0	0.0 %	0.9 %	0	0	Montréal
Employment Equity Occupational Group	N.B. less CMA	59	1	1.7 %	3.4 %	2	3	N.B. less CMA
Employment Equity Occupational Group	N.S. less CMA	3	0	0.0 %	4.0 %	0	0	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	9	0	0.0 %	4.9 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Que. less CMAs	4	0	0.0 %	3.1 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Toronto	66	1	1.5 %	0.6 %	0	1	Toronto
Employment Equity Occupational Group	Vancouver	10	0	0.0 %	2.3 %	0	0	Vancouver
12 : Semi-Skilled Manual Workers		1	1	100.0 %	0.9 %	0	1	
Employment Equity Occupational Group	Montréal	1	1	100.0 %	0.9 %	0	1	Montréal
13 : Other Sales and Service Personnel		8	1	12.5 %	1.0 %	0	1	

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Montréal	3	1	33.3 %	0.8 %	0	1	Montréal
Employment Equity Occupational Group	Toronto	4	0	0.0 %	0.8 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	2.7 %	0	0	Vancouver
Total		1697	13	0.8 %	1.8 %	30		

Total may not equal sum of components due to rounding.

Sources: 2011 National Household Survey and employer's internal data

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities				Gap #	Recruitment Area
			Representation		Availability			
			#	%	%	#		
01 : Senior Managers	National	74	18	24.3 %	10.1 %	7	11	National
02 : Middle and Other Managers	National	197	39	19.8 %	15.0 %	30	9	National
03 : Professionals		425	167	39.3 %	26.9 %	114	53	
1111 : Financial auditors and accountants	National	10	5	50.0 %	27.5 %	3	2	National
1112 : Financial and investment analysts	National	29	18	62.1 %	35.4 %	10	8	National
1114 : Other financial officers	National	31	8	25.8 %	21.7 %	7	1	National
1121 : Human resources professionals	National	27	6	22.2 %	14.1 %	4	2	National
1122 : Professional occupations in business management consulting	National	85	31	36.5 %	21.6 %	18	13	National
1123 : Professional occupations in advertising, marketing and public relations	National	24	8	33.3 %	16.9 %	4	4	National
2133 : Electrical and electronics engineers	National	1	0	0.0 %	34.9 %	0	0	National
2171 : Information systems analysts and consultants	National	102	42	41.2 %	31.4 %	32	10	National
2172 : Database analysts and data administrators	National	24	8	33.3 %	32.3 %	8	0	National
2173 : Software engineers and designers	National	11	4	36.4 %	40.5 %	4	0	National
2174 : Computer programmers and interactive media developers	National	67	31	46.3 %	31.5 %	21	10	National
2175 : Web designers and developers	National	5	5	100.0 %	22.8 %	1	4	National
4112 : Lawyers and Quebec notaries	National	4	0	0.0 %	12.5 %	1	3	National
5121 : Authors and writers	National	2	0	0.0 %	10.7 %	0	0	National
5125 : Translators, terminologists and interpreters	National	3	1	33.3 %	22.2 %	1	0	National
04 : Semi-Professionals and Technicians		374	117	31.3 %	22.8 %	85	32	
2241 : Electrical and electronics engineering technologists and technicians	Québec	17	3	17.6 %	9.5 %	2	1	Québec
2242 : Electronic service technicians (household and business equipment)	Alberta	5	2	40.0 %	23.2 %	1	1	Alberta
2242 : Electronic service technicians (household and business equipment)	Québec	9	3	33.3 %	12.9 %	1	2	Québec
2281 : Computer network technicians	Ontario	1	0	0.0 %	34.1 %	0	0	Ontario
2282 : User support technicians	Alberta	22	11	50.0 %	28.2 %	6	5	Alberta

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Availability %	Gap #	Recruitment Area	
			Representation #	Representation %				
2282 : User support technicians	British Columbia	14	6	42.9 %	32.5 %	5	1	British Columbia
2282 : User support technicians	Manitoba	3	1	33.3 %	17.3 %	1	0	Manitoba
2282 : User support technicians	New Brunswick	69	1	1.4 %	3.0 %	2	3	New Brunswick
2282 : User support technicians	Nova Scotia	7	0	0.0 %	11.3 %	1	4	Nova Scotia
2282 : User support technicians	Ontario	87	45	51.7 %	35.9 %	31	14	Ontario
2282 : User support technicians	Québec	103	29	28.2 %	18.2 %	19	10	Québec
2283 : Information systems testing technicians	British Columbia	6	2	33.3 %	54.5 %	3	3	British Columbia
2283 : Information systems testing technicians	Ontario	27	13	48.1 %	46.6 %	13	0	Ontario
2283 : Information systems testing technicians	Québec	2	1	50.0 %	20.0 %	0	1	Québec
4211 : Paralegal and related occupations	Ontario	1	0	0.0 %	22.3 %	0	0	Ontario
5241 : Graphic designers and illustrators	Ontario	1	0	0.0 %	24.0 %	0	0	Ontario
05 : Supervisors		2	1	50.0 %	16.7 %	0	1	
Employment Equity Occupational Group	Montréal	2	1	50.0 %	16.7 %	0	1	Montréal
07 : Administrative and Senior Clerical Personnel		67	21	31.3 %	30.3 %	20	1	
Employment Equity Occupational Group	Montréal	4	2	50.0 %	12.2 %	0	2	Montréal
Employment Equity Occupational Group	N.B. less CMA	10	1	10.0 %	1.0 %	0	1	N.B. less CMA
Employment Equity Occupational Group	Toronto	52	18	34.6 %	37.3 %	19	3	Toronto
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	35.3 %	0	0	Vancouver
08 : Skilled Sales and Service Personnel		150	57	38.0 %	29.9 %	45	12	
6235 : Financial sales representatives	Alberta	10	4	40.0 %	19.2 %	2	2	Alberta
6235 : Financial sales representatives	British Columbia	15	8	53.3 %	36.6 %	5	3	British Columbia
6235 : Financial sales representatives	Manitoba	4	2	50.0 %	13.7 %	1	1	Manitoba
6235 : Financial sales representatives	New Brunswick	2	0	0.0 %	2.0 %	0	0	New Brunswick
6235 : Financial sales representatives	Newfoundland and Labrador	1	0	0.0 %	0.0 %	0	0	Newfoundland and Labrador

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
6235 : Financial sales representatives	Nova Scotia	1	0	0.0 %	5.9 %	0	0	Nova Scotia
6235 : Financial sales representatives	Ontario	86	35	40.7 %	38.4 %	33	2	Ontario
6235 : Financial sales representatives	Québec	29	8	27.6 %	12.3 %	4	4	Québec
6235 : Financial sales representatives	Saskatchewan	2	0	0.0 %	7.4 %	0	0	Saskatchewan
10 : Clerical Personnel		186	66	35.5 %	34.5 %	64	2	
Employment Equity Occupational Group	Calgary	23	6	26.1 %	24.3 %	6	0	Calgary
Employment Equity Occupational Group	Montréal	61	27	44.3 %	17.4 %	11	16	Montréal
Employment Equity Occupational Group	N.B. less CMA	2	0	0.0 %	1.9 %	0	0	N.B. less CMA
Employment Equity Occupational Group	Toronto	97	32	33.0 %	48.1 %	47	13	Toronto
Employment Equity Occupational Group	Vancouver	3	1	33.3 %	42.3 %	1	0	Vancouver
11 : Intermediate Sales and Service Personnel		213	50	23.5 %	23.9 %	51	3	
Employment Equity Occupational Group	Alta. less CMAs	4	1	25.0 %	6.7 %	0	1	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	1	1	100.0 %	5.3 %	0	1	B.C. less CMAs
Employment Equity Occupational Group	Man. less CMA	2	0	0.0 %	2.7 %	0	0	Man. less CMA
Employment Equity Occupational Group	Montréal	55	18	32.7 %	22.2 %	12	6	Montréal
Employment Equity Occupational Group	N.B. less CMA	59	2	3.4 %	1.7 %	1	1	N.B. less CMA
Employment Equity Occupational Group	N.S. less CMA	3	0	0.0 %	2.4 %	0	0	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	9	2	22.2 %	2.3 %	0	2	Ont. less CMAs
Employment Equity Occupational Group	Que. less CMAs	4	1	25.0 %	0.9 %	0	1	Que. less CMAs
Employment Equity Occupational Group	Toronto	66	21	31.8 %	48.9 %	32	13	Toronto
Employment Equity Occupational Group	Vancouver	10	4	40.0 %	47.5 %	5	3	Vancouver
12 : Semi-Skilled Manual Workers		1	0	0.0 %	22.7 %	0	0	
Employment Equity Occupational Group	Montréal	1	0	0.0 %	22.7 %	0	0	Montréal
13 : Other Sales and Service Personnel		8	3	37.5 %	42.5 %	3	0	

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Montréal	3	0	0.0 %	24.3 %	1	3	Montréal
Employment Equity Occupational Group	Toronto	4	2	50.0 %	52.7 %	2	0	Toronto
Employment Equity Occupational Group	Vancouver	1	1	100.0 %	55.9 %	1	0	Vancouver
Total		1697	539	31.8 %	24.8 %	419	120	

Total may not equal sum of components due to rounding.

Sources: 2011 National Household Survey and employer's internal data

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Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities				Recruitment Area	
			Representation #	%	Availability %	Gap #		
01/02 : Managers	National	271	3	1.1 %	4.3 %	12	9	National
03 : Professionals	National	425	4	0.9 %	3.8 %	16	12	National
04 : Semi-Professionals and Technicians	National	374	11	2.9 %	4.6 %	17	6	National
05 : Supervisors	National	2	0	0.0 %	13.9 %	0	0	National
07 : Administrative and Senior Clerical Personnel	National	67	4	6.0 %	3.4 %	2	2	National
08 : Skilled Sales and Service Personnel	National	150	0	0.0 %	3.5 %	5	5	National
10 : Clerical Personnel	National	186	7	3.8 %	7.0 %	13	6	National
11 : Intermediate Sales and Service Personnel	National	213	5	2.3 %	5.6 %	12	7	National
12 : Semi-Skilled Manual Workers	National	1	1	100.0 %	4.8 %	0	1	National
13 : Other Sales and Service Personnel	National	8	0	0.0 %	6.3 %	1	1	National
Total		1697	35	2.0 %	4.6 %	78	43	

Total may not equal sum of components due to rounding.

Sources: 2012 Canadian Survey on Disability and employer's internal data



Workforce Analysis - Detailed Report

Date: 2018-12-05

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
05 : Supervisors	EEOG	CMA
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA
13 : Other Sales and Service Personnel	EEOG	CMA



Workforce Analysis - Detailed Report

Date: 2018-12-05

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
05 : Supervisors	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National
13 : Other Sales and Service Personnel	EEOG	National

Workforce Analysis - Summary Report

Date: 2018-12-05

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	74	24	32.4 %	27.4 %	20	4
02 : Middle and Other Managers	197	88	44.7 %	38.9 %	77	11
03 : Professionals	425	188	44.2 %	38.2 %	162	26
04 : Semi-Professionals and Technicians	374	102	27.3 %	25.5 %	95	7
05 : Supervisors	2	1	50.0 %	50.8 %	1	0
07 : Administrative and Senior Clerical Personnel	67	45	67.2 %	81.0 %	54	13
08 : Skilled Sales and Service Personnel	150	58	38.7 %	64.0 %	96	38
10 : Clerical Personnel	186	123	66.1 %	65.1 %	121	2
11 : Intermediate Sales and Service Personnel	213	121	56.8 %	66.5 %	142	23
12 : Semi-Skilled Manual Workers	1	0	0.0 %	18.4 %	0	0
13 : Other Sales and Service Personnel	8	4	50.0 %	54.1 %	4	0
Total	1697	754	44.4 %	45.6 %	772	38

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-12-05

Aboriginal Peoples

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #
		#	%	%	#	
01 : Senior Managers	74	0	0.0 %	2.9 %	2	2
02 : Middle and Other Managers	197	1	0.5 %	2.2 %	4	3
03 : Professionals	425	1	0.2 %	1.4 %	6	5
04 : Semi-Professionals and Technicians	374	1	0.3 %	2.1 %	8	7
05 : Supervisors	2	1	50.0 %	0.8 %	0	1
07 : Administrative and Senior Clerical Personnel	67	1	1.5 %	1.1 %	1	0
08 : Skilled Sales and Service Personnel	150	3	2.0 %	1.3 %	2	1
10 : Clerical Personnel	186	1	0.5 %	1.1 %	2	1
11 : Intermediate Sales and Service Personnel	213	2	0.9 %	2.2 %	5	3
12 : Semi-Skilled Manual Workers	1	1	100.0 %	0.9 %	0	1
13 : Other Sales and Service Personnel	8	1	12.5 %	1.0 %	0	1
Total	1697	13	0.8 %	1.8 %	30	17

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-12-05

Members of Visible Minorities

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities				Gap #
		Representation		Availability		
		#	%	%	#	
01 : Senior Managers	74	18	24.3 %	10.1 %	7	11
02 : Middle and Other Managers	197	39	19.8 %	15.0 %	30	9
03 : Professionals	425	167	39.3 %	26.9 %	114	53
04 : Semi-Professionals and Technicians	374	117	31.3 %	22.8 %	85	32
05 : Supervisors	2	1	50.0 %	16.7 %	0	1
07 : Administrative and Senior Clerical Personnel	67	21	31.3 %	30.3 %	20	1
08 : Skilled Sales and Service Personnel	150	57	38.0 %	29.9 %	45	12
10 : Clerical Personnel	186	66	35.5 %	34.5 %	64	2
11 : Intermediate Sales and Service Personnel	213	50	23.5 %	23.9 %	51	3
12 : Semi-Skilled Manual Workers	1	0	0.0 %	22.7 %	0	0
13 : Other Sales and Service Personnel	8	3	37.5 %	42.5 %	3	0
Total	1697	539	31.8 %	24.8 %	419	120

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-12-05

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	271	3	1.1 %	4.3 %	12	9
03 : Professionals	425	4	0.9 %	3.8 %	16	12
04 : Semi-Professionals and Technicians	374	11	2.9 %	4.6 %	17	6
05 : Supervisors	2	0	0.0 %	13.9 %	0	0
07 : Administrative and Senior Clerical Personnel	67	4	6.0 %	3.4 %	2	2
08 : Skilled Sales and Service Personnel	150	0	0.0 %	3.5 %	5	5
10 : Clerical Personnel	186	7	3.8 %	7.0 %	13	6
11 : Intermediate Sales and Service Personnel	213	5	2.3 %	5.6 %	12	7
12 : Semi-Skilled Manual Workers	1	1	100.0 %	4.8 %	0	1
13 : Other Sales and Service Personnel	8	0	0.0 %	6.3 %	1	1
Total	1697	35	2.0 %	4.6 %	78	43

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-12-05

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
05 : Supervisors	EEOG	CMA
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA
13 : Other Sales and Service Personnel	EEOG	CMA

Workforce Analysis - Summary Report

Date: 2018-12-05

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
05 : Supervisors	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National
13 : Other Sales and Service Personnel	EEOG	National

Federal Contractors Program Achievement Report

Part I: Workforce Analysis

Moneris Solutions Corporation

[Date: 2018-12-05]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	03	21

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	12	05

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees		Women	
		#	Representation		Availability*
			#	%	%
01	Senior Managers	68	24	27.40	
02	Middle & Other Managers	191	86	38.90	
03	Professionals	381	175	38.80	
04	Semi-Professionals & Technicians	380	81	25.60	
05	Supervisors	2	1	50.80	
06	Supervisors: Crafts & Trades	0	0	0.00	
07	Administrative & Senior Clerical Personnel	75	50	81.00	
08	Skilled Sales & Service Personnel	182	80	62.80	
09	Skilled Crafts & Trades Workers	0	0	0.00	
10	Clerical Personnel	212	141	65.00	
11	Intermediate Sales & Service Personnel	268	172	66.50	
12	Semi-Skilled Manual Workers	1	0	18.40	
13	Other Sales & Service Personnel	5	5	53.30	
14	Other Manual Workers	0	0	0.00	
Total		1,765	815	47.2	

* Source:
2011 National Household Survey

Table 5: Women

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees		Women	
		#	Representation		Availability*
			#	%	%
		74	24	27.40	
		197	88	38.90	
		425	188	38.20	
		374	102	25.50	
		2	1	50.80	
		0	0	0.00	
		67	45	81.00	
		150	58	64.00	
		0	0	0.00	
		186	123	65.10	
		213	121	66.50	
		1	0	18.40	
		8	4	54.10	
		0	0	0.00	
		1,697	754	0.0	

* Source:
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Moneris Solutions Corporation

[Date: 2018-12-05]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	03	21

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	12	05

Table 2: Aboriginal Peoples

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
01	Senior Managers	68	0	2.90
02	Middle & Other Managers	191	2	2.20
03	Professionals	381	0	1.40
04	Semi-Professionals & Technicians	380	1	2.10
05	Supervisors	2	0	0.80
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	75	1	1.10
08	Skilled Sales & Service Personnel	182	3	1.20
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	212	1	1.00
11	Intermediate Sales & Service Personnel	268	2	1.90
12	Semi-Skilled Manual Workers	1	1	0.90
13	Other Sales & Service Personnel	5	0	1.20
14	Other Manual Workers	0	0	0.00
Total		1,765	11	1.7

* Source:
2011 National Household Survey

Table 6: Aboriginal Peoples

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
		74	0	2.90
		197	1	2.20
		425	1	1.40
		374	1	2.10
		2	1	0.80
		0	0	0.00
		67	1	1.10
		150	3	1.30
		0	0	0.00
		186	1	1.10
		213	2	2.20
		1	1	0.90
		8	1	1.00
		0	0	0.00
Total		1,697	13	0.0

* Source:
2011 National Household Survey

Federal Contractors Program Achievement Report

Part I: Workforce Analysis

Moneris Solutions Corporation

[Date: 2018-12-05]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	03	21

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	12	05

Table 3: Members of Visible Minorities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees		
		Members of Visible Minorities		Availability*
		#	Representation	
01	Senior Managers	68	15	10.10
02	Middle & Other Managers	191	36	15.00
03	Professionals	381	130	26.70
04	Semi-Professionals & Technicians	380	118	23.30
05	Supervisors	2	2	16.70
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	75	16	29.30
08	Skilled Sales & Service Personnel	182	54	33.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	212	86	34.80
11	Intermediate Sales & Service Personnel	268	61	25.70
12	Semi-Skilled Manual Workers	1	0	22.70
13	Other Sales & Service Personnel	5	1	36.30
14	Other Manual Workers	0	0	0.00
Total		1,765	519	25.7

* Source:
2011 National Household Survey

Table 7: Members of Visible Minorities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees		
		Members of Visible Minorities		Availability*
		#	Representation	
		74	18	10.10
		197	39	15.00
		425	167	26.90
		374	117	22.80
		2	1	16.70
		0	0	0.00
		67	21	30.30
		150	57	29.90
		0	0	0.00
		186	66	34.50
		213	50	23.90
		1	0	22.70
		8	3	42.50
		0	0	0.00
Total		1,697	539	0.0

* Source:
2011 National Household Survey

Federal Contractors Program Achievement Report

Part I: Workforce Analysis

Moneris Solutions Corporation

[Date: 2018-12-05]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	03	21

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	12	05

Table 4: Persons with Disabilities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
01/02	Managers	259	4	4.30
03	Professionals	381	3	3.80
04	Semi-Professionals & Technicians	380	12	4.60
05	Supervisors	2	0	13.90
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	75	4	3.40
08	Skilled Sales & Service Personnel	182	2	3.50
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	212	6	7.00
11	Intermediate Sales & Service Personnel	268	9	5.60
12	Semi-Skilled Manual Workers	1	1	4.80
13	Other Sales & Service Personnel	5	1	6.30
14	Other Manual Workers	0	0	0.00
Total		1,765	42	4.7

Table 8: Persons with Disabilities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
		271	3	4.30
		425	4	3.80
		374	11	4.60
		2	0	13.90
		0	0	0.00
		67	4	3.40
		150	0	3.50
		0	0	0.00
		186	7	7.00
		213	5	5.60
		1	1	4.80
		8	0	6.30
		0	0	0.00
Total		1,697	35	0.0

* Source:

2012 Canadian Survey on Disability

* Source:

2012 Canadian Survey on Disability

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Moneris Solutions Corporation

[Date: 2018-12-05]

Start Date of Flow Data		
YYYY	MM	DD
2016	03	21

End Date of Flow Data		
YYYY	MM	DD
2018	12	05

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)		Table 1: Women				Table 5: Women				Table 9: Women			
		Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
		All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
		#	#	#	#	#	#	#	#	#	#	#	#
01	Senior Managers	19	9	0	0	25	7	0	0	27	14	0	0
02	Middle & Other Managers	51	18	0	0	57	29	0	0	63	29	0	0
03	Professionals	192	76	0	0	100	53	0	0	173	77	2	1
04	Semi-Professionals & Technicians	138	49	4	2	52	15	1	1	131	29	9	3
05	Supervisors	0	0	0	0	1	0	0	0	1	0	0	0
06	Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07	Administrative & Senior Clerical Personnel	22	13	0	0	11	7	0	0	25	13	0	0
08	Skilled Sales & Service Personnel	159	52	0	0	39	16	0	0	178	66	0	0
09	Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10	Clerical Personnel	52	26	0	0	34	25	0	0	77	46	3	3
11	Intermediate Sales & Service Personnel	79	31	2	2	50	27	2	1	105	57	8	5
12	Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13	Other Sales & Service Personnel	0	0	0	0	3	0	0	0	2	2	0	0
14	Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total		712	274	6	4	372	179	3	2	782	333	22	12

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Moneris Solutions Corporation

[Date: 2018-12-05]

Start Date of Flow Data		
YYYY	MM	DD
2016	03	21

End Date of Flow Data		
YYYY	MM	DD
2018	12	05

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)		Table 2: Aboriginal Peoples				Table 6: Aboriginal Peoples				Table 10: Aboriginal Peoples			
		Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
		All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
		#	#	#	#	#	#	#	#	#	#	#	#
01	Senior Managers	19	0	0	0	25	0	0	0	27	0	0	0
02	Middle & Other Managers	51	0	0	0	57	0	0	0	63	1	0	0
03	Professionals	192	1	0	0	100	0	0	0	173	0	2	0
04	Semi-Professionals & Technicians	138	1	4	0	52	0	1	0	131	1	9	0
05	Supervisors	0	0	0	0	1	1	0	0	1	0	0	0
06	Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07	Administrative & Senior Clerical Personnel	22	1	0	0	11	0	0	0	25	0	0	0
08	Skilled Sales & Service Personnel	159	4	0	0	39	0	0	0	178	3	0	0
09	Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10	Clerical Personnel	52	1	0	0	34	0	0	0	77	1	3	0
11	Intermediate Sales & Service Personnel	79	0	2	0	50	0	2	0	105	0	8	0
12	Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13	Other Sales & Service Personnel	0	0	0	0	3	0	0	0	2	0	0	0
14	Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total		712	8	6	0	372	1	3	0	782	6	22	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Moneris Solutions Corporation

[Date: 2018-12-05]

Start Date of Flow Data		
YYYY	MM	DD
2016	03	21

End Date of Flow Data		
YYYY	MM	DD
2018	12	05

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)

↓ ↓ ↓ ↓

Table 3: Persons with Disabilities

Full-time / National		Part-time / National	
All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
#	#	#	#

↓ ↓ ↓ ↓

Table 7: Persons with Disabilities

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

↓ ↓ ↓ ↓

Table 11: Persons with Disabilities

Full-time / National		Part-time / National	
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#

01 Senior Managers	19	0	0	0
02 Middle & Other Managers	51	0	0	0
03 Professionals	192	1	0	0
04 Semi-Professionals & Technicians	138	2	4	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	22	0	0	0
08 Skilled Sales & Service Personnel	159	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	52	1	0	0
11 Intermediate Sales & Service Personnel	79	0	2	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	712	4	6	0

25	1	0	0
57	0	0	0
100	1	0	0
52	0	1	0
1	0	0	0
0	0	0	0
11	0	0	0
39	0	0	0
0	0	0	0
34	1	0	0
50	1	2	0
0	0	0	0
3	0	0	0
0	0	0	0
372	4	3	0

27	0	0	0
63	0	0	0
173	0	2	0
131	3	9	0
1	0	0	0
0	0	0	0
25	0	0	0
178	3	0	0
0	0	0	0
77	1	3	0
105	5	8	0
0	0	0	0
2	0	0	0
0	0	0	0
782	12	22	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Moneris Solutions Corporation

[Date: 2018-12-05]

Start Date of Flow Data		
YYYY	MM	DD
2016	03	21

End Date of Flow Data		
YYYY	MM	DD
2018	12	05

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	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
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	19	4	0	0	25	5	0	0	27	3	0	0
02 Middle & Other Managers	51	13	0	0	57	13	0	0	63	14	0	0
03 Professionals	192	102	0	0	100	36	0	0	173	77	2	0
04 Semi-Professionals & Technicians	138	54	4	1	52	12	1	0	131	48	9	3
05 Supervisors	0	0	0	0	1	0	0	0	1	1	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	22	8	0	0	11	4	0	0	25	5	0	0
08 Skilled Sales & Service Personnel	159	66	0	0	39	22	0	0	178	66	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	52	28	0	0	34	16	0	0	77	39	3	1
11 Intermediate Sales & Service Personnel	79	24	2	0	50	12	2	1	105	27	8	2
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	3	2	0	0	2	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	712	299	6	1	372	122	3	1	782	280	22	6

Federal Contractors Program Achievement Report

Part 3: Goals

Moneris Solutions Corporation

[Date: 2018-12-05]

Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis ¹	Data Entry ²	C x E x 3	From Flow Data Analysis & Workforce Analysis ²	Data Entry ²	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - (R + M)	I x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K + C	(K - M + O) ÷ (C + F)	

Table 1: Women

Employment Equity Occupational Group (EEOG)	All Employees										Women									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Allocated Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	5 Year Goals		Percent Availability	Percent Cap	Percent Exp.	Percent Representation	Projector Representation in 3 Years	
		Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			Annually	Over 3 Years		From- To	2016						2019
	2016-03-21	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-03-21	Annually	Over 3 Years	2016	2019	%	#	%	#	%	%		
	#	%	%	#	%	%	#	#	%	%	#	%	#	%	%	#	%	%	%	
01 Senior Managers	68	2.9%			0	38.0%	0	0	24	0.0%	0	-5	0	27.4%	5	5	35.3%	35.3%		
02 Middle & Other Managers	191	1.0%			0	32.5%	0	0	86	0.0%	0	-12	0	38.9%	12	12	45.0%	45.0%		
03 Professionals	381	3.7%			0	43.4%	0	0	175	0.0%	0	-27	0	38.8%	27	27	45.9%	45.9%		
04 Semi-Professionals & Tech	380	-0.3%	2.8%	29	17.1%	15.0%	171	200	81	15.0%	36	60	47	23.8%	-16	-13	21.3%	22.5%		
05 Supervisors	2	0.0%			0	50.0%	0	0	1	0.0%	0	0	0	50.8%	0	0	50.0%	50.0%		
06 Supervisors, Crafts & Trades	0	0.0%			0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07 Administrative & Sr Clerical	75	-3.7%	2.5%	6	35.2%	15.0%	34	40	50	15.0%	23	39	30	75.0%	-11	-9	66.7%	70.4%		
08 Skilled Sales & Service	182	-6.2%	2.5%	14	107.3%	15.0%	82	96	80	15.0%	36	79	48	80.0%	-34	-31	44.0%	46.9%		
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	212	-4.3%			0	40.2%	0	0	141	0.0%	0	-3	0	65.0%	3	3	66.5%	66.5%		
11 Intermediate Sales & Service	268	-7.4%	2.8%	20	47.0%	15.0%	121	141	172	15.0%	77	97	92	65.0%	-6	-5	64.2%	64.9%		
12 Semi-Skilled Manual	1	0.0%			0	0.0%	0	0	0	0.0%	0	0	0	18.4%	0	0	0.0%	0.0%		
13 Other Sales & Service	5	17.0%			0	30.8%	0	0	5	0.0%	0	-2	0	53.3%	2	2	100.0%	100.0%		
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	1,765	-1.3%			0	46.4%	0	0	815	0.0%	0	18	0	47.2%	-18	-18	46.2%	46.2%		

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

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

Table 2: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	47	23.5	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	50	75.0	12	29.0	
08 Skilled Sales & Service	48	50.0	32	33.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	92	65.0	93	66.0	
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	217		137		

Federal Contractors Program Achievement Report

Part 3: Goals

Moneris Solutions Corporation

[Date: 2018-12-05]

Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis ¹	Data Entry ²	C x E x 3	From Flow Data Analysis & Workforce Analysis ²	Data Entry ²	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	I x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K + C	(K - M + O) ÷ (C + F)

Table 3: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	All Employees										Aboriginal Peoples									
	Number (2013-03-31)	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Allocated Over 3 Years	Number (2013-03-31)	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	5 Year Goals		Percent Availability	Percent Cap	Experienced Exp.	Percent Representation	Projected Representation in 3 Years	
		Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			Annually	Over 3 Years		From- To	2016						2019
	2016-03-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-03-31	Annually	Over 3 Years	2016	2019								
	#	%	%	#	%	%	#	#	%	%	%	%								
01 Senior Managers	68	2.9%	2.5%	5	38.0%	15.0%	31	36	0	15.0%	0	2	1	1.5%	2.9%	-2	-1	0.0%	1.4%	
02 Middle & Other Managers	191	1.0%	2.5%	14	32.5%	15.0%	86	100	2	15.0%	1	4	3	2.5%	2.7%	-2	-1	1.0%	2.6%	
03 Professionals	381	3.7%	2.5%	29	43.4%	15.0%	171	200	0	15.0%	0	6	2	1.0%	1.4%	-5	-4	0.0%	0.5%	
04 Semi-Professionals & Tech	380	-0.3%	2.5%	29	17.1%	15.0%	171	200	1	15.0%	0	8	2	1.0%	2.1%	-7	-6	0.3%	0.7%	
05 Supervisors	2	0.0%		0	50.0%		0	0	0	0.0%	0	0	0	0.8%	0	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	75	-3.7%		0	35.2%		0	0	1	0.0%	0	0	0	1.1%	0	0	0	1.3%	1.3%	
08 Skilled Sales & Service	182	-6.2%		0	107.3%		0	0	3	0.0%	0	-1	0	1.2%	1	1	1	1.6%	1.6%	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	212	-4.3%	2.5%	16	46.2%	15.0%	95	111	1	15.0%	0	1	1	1.0%	1.0%	-1	0	0.5%	0.9%	
11 Intermediate Sales & Service	268	-7.4%	2.5%	20	47.0%	15.0%	121	141	2	15.0%	1	4	2	1.5%	1.9%	-3	-2	0.7%	1.0%	
12 Semi-Skilled Manual	1	0.0%		0	0.0%		0	0	1	0.0%	0	-1	0	0.9%	1	1	1	100.0%	100.0%	
13 Other Sales & Service	5	17.0%		0	30.8%		0	0	0	0.0%	0	0	0	1.2%	0	0	0	0.0%	0.0%	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
Total	1,765	-1.3%		0	46.4%		0	0	11	0.0%	0	19	0	1.7%	-19	-19		0.6%	0.6%	

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

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	1	1.5%	0	0.0	
02 Middle & Other Managers	3	2.5%	0	0.0	
03 Professionals	2	1.0%	0	0.0	
04 Semi-Professionals & Tech	2	1.0%	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	12	29.0	
08 Skilled Sales & Service	0	0.0	32	33.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	1	1.0%	0	0.0	
11 Intermediate Sales & Service	2	1.8%	36	25.5	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	1	25.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	13		81		

Federal Contractors Program Achievement Report

Part 3: Goals

Moneris Solutions Corporation

[Date: 2018-12-05]

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	All Employees										Persons with Disabilities									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Allocated Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Percent Availability	Percent Cap	Employed Exp.	Percent Representation	Projected Representation in 3 Years
		Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			From- To	2016	2019								
	2016-03-21	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-03-21	Annually	Over 3 Years	2016	2019	%	#	%	#	%	#		
	#	%	%	#	%	%	#	#	%	#	#	#	#	%	#	%	#	%	#	
01/02 Managers	259	1.9%	2.5%	19	35.3%	15.0%	117	136	4	15.0%	2	10	4	3.0%	4.3%	-7	-6	1.5%	2.2%	
03 Professionals	381	3.7%	2.5%	29	43.4%	15.0%	171	200	3	15.0%	1	14	-3	2.0%	3.8%	-11	-10	0.8%	1.5%	
04 Semi-Professionals & Tech	380	-0.5%	2.5%	29	37.1%	15.0%	171	200	12	15.0%	5	12	8	4.0%	3.6%	-5	-4	3.2%	3.7%	
05 Supervisors	2	0.0%	0	0	50.0%	0	0	0	0	0.0%	0	0	0	0	13.9%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	75	-3.7%	0	0	35.2%	0	0	0	4	0.0%	0	-1	0	0	3.4%	1	1	5.3%	5.3%	
08 Skilled Sales & Service	182	-6.2%	2.5%	14	107.2%	15.0%	82	96	2	15.0%	1	6	3	3.0%	3.5%	-4	-3	1.1%	2.0%	
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	212	4.3%	2.5%	16	40.2%	15.0%	95	111	6	15.0%	3	13	6	5.0%	7.0%	-9	-7	2.8%	3.9%	
11 Intermediate Sales & Service	268	-7.4%	2.5%	20	47.0%	15.0%	121	141	9	15.0%	4	11	6	4.0%	5.6%	-6	-5	3.4%	3.8%	
12 Semi-Skilled Manual	1	0.0%	0	0	0.0%	0	0	0	1	0.0%	0	-1	0	0	4.8%	1	1	100.0%	100.0%	
13 Other Sales & Service	5	17.0%	0	0	30.8%	0	0	0	1	0.0%	0	-1	0	0	6.3%	1	1	20.0%	20.0%	
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	1,765	-1.3%		0	46.4%		0	0	42	0.0%	0	41	0		4.7%	-41	-41	2.4%	2.4%	

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities					Comments
	Short-term Goals		Long-term Goals			
	#	%	#	%		
01/02 Managers	4	3.0	5	4.3		
03 Professionals	4	2.0	8	4.0		
04 Semi-Professionals & Tech	8	4.0	9	4.5		
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	3.0	4	4.0		
09 Skilled Crafts & Trades	0	0.0	0	0.0		
10 Clerical Personnel	6	5.0	8	7.0		
11 Intermediate Sales & Service	6	4.0	8	6.0		
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	33		43			

Federal Contractors Program Achievement Report

Part 3: Goals

Moneris Solutions Corporation

[Date: 2018-12-05]

Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis ¹	Data Entry ²	C x E x 3	From Flow Data Analysis & Workforce Analysis ²	Data Entry ²	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K + C	(K - M + O) x (C + F)

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	All Employees										Members of Visible Minorities									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Allocated Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Percent Availability	Percent Cap	Expected Exp.	Percent Representation	Projected Representation in 3 Years	
		Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			Annually	Over 3 Years		From- To	2016						2019
	2016-03-21	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-03-21	Annually	Over 3 Years	2016	2019	%	#	%	#	%	%		
	#	%	%	#	%	%	#	#	%	%	#	#	%	%	#	%	%	%	%	
01 Senior Managers	68	2.9%		0	38.0%		0	0	15	0.0%	0	-8	0	10.1%	8	8	22.1%	22.1%		
02 Middle & Other Managers	191	1.0%		0	32.5%		0	0	56	0.0%	0	-7	0	15.0%	7	7	18.8%	18.8%		
03 Professionals	381	3.7%		0	43.4%		0	0	130	0.0%	0	-28	0	26.7%	28	28	34.1%	34.1%		
04 Semi-Professionals & Tech	380	-0.3%		0	17.1%		0	0	118	0.0%	0	-29	0	23.2%	29	29	31.1%	31.1%		
05 Supervisors	2	0.0%		0	50.0%		0	0	2	0.0%	0	-2	0	16.7%	2	2	100.0%	100.0%		
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	75	-3.7%	2.5%	6	35.2%	15.0%	34	40	16	15.0%	7	15	10	25.0%	-6	-5	21.3%	23.8%		
08 Skilled Sales & Service	182	-6.2%	2.5%	14	107.3%	15.0%	82	96	54	15.0%	24	35	30	33.0%	-6	-5	29.7%	30.6%		
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	212	-4.3%		0	46.2%		0	0	86	0.0%	0	-12	0	34.8%	12	12	40.6%	40.6%		
11 Intermediate Sales & Service	268	-7.4%	2.8%	20	47.0%	15.0%	121	141	64	15.0%	27	40	34	24.0%	-8	-6	22.8%	21.6%		
12 Semi-Skilled Manual	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	22.7%	0	0	0.0%	0.0%		
13 Other Sales & Service	5	17.0%	2.5%	0	30.8%	15.0%	2	2	1	15.0%	0	1	1	25.0%	-1	0	20.0%	40.0%		
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	1,765	-1.3%		0	46.4%		0	0	519	0.0%	0	-65	0	25.7%	65	65	29.4%	29.4%		

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors, Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	10	25.0	12	29.0	
08 Skilled Sales & Service	30	31.0	32	33.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	34	28.0	36	25.5	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	1	25.0	1	25.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	75		81		

Federal Contractors Program Achievement Report

Part 3: Goals

Moneris Solutions Corporation

[Date: 2018-12-05]

Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis ¹	Data Entry ²	C x E x J	From Flow Data Analysis & Workforce Analysis ²	Data Entry ²	C x H x J	F + I	From Workforce Analysis	Equivalent to H	K x L x J	(F x Q) - (R + M)	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K + C	(K - M + O) ÷ (C + F)

Table 9: Women

Employment Equity Occupational Group (EEOG)	All Employees										Women										
	Number	Growth (New Positions)				Turnover (Replacement of Terminated Employees)				Allocated Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			5 Year Goals		Percent Availability	Percent Cap	Employed Exp.	Percent Representation	Projected Representation in 3 Years
		Actual	Projected	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Annually			Over 3 Years	Annually	Over 3 Years	2018	2021					
	2018-12-05	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-12-05	Annually	Over 3 Years	Annually	Over 3 Years	2018	2021							
	#	%	%	#	%	%	#	#	%	%	#	%	#	%							
01 Senior Managers	74	2.9%			0	38.0%		0	0	24	0.0%	0	-4	0	27.4%	4	4	32.4%	32.4%		
02 Middle & Other Managers	197	1.0%			0	32.5%		0	0	88	0.0%	0	-11	0	38.9%	11	11	44.7%	44.7%		
03 Professionals	425	1.7%			0	43.4%		0	0	188	0.0%	0	-26	0	38.2%	26	26	44.2%	44.2%		
04 Semi-Professionals & Tech	374	-0.3%			0	17.1%		0	0	102	0.0%	0	-7	0	25.5%	7	7	27.3%	27.3%		
05 Supervisors	2	0.0%			0	50.0%		0	0	1	0.0%	0	0	0	50.8%	0	0	50.0%	50.0%		
06 Supervisors: Crafts & Trades	0	0.0%			0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07 Administrative & Sr Clerical	67	-3.7%			0	35.2%		0	0	45	0.0%	0	9	0	81.0%	-9	-9	67.2%	67.2%		
08 Skilled Sales & Service	150	-6.2%	-3.0%	-14	107.3%	33.0%	149	135	58	33.0%	57	86	68	50.0%	64.0%	-38	-18	38.7%	50.7%		
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	186	-4.3%			0	46.2%		0	0	123	0.0%	0	-2	0	65.1%	2	2	66.1%	66.1%		
11 Intermediate Sales & Service	213	-7.4%			0	47.0%		0	0	121	0.0%	0	21	0	66.5%	-21	-21	56.8%	56.8%		
12 Semi-Skilled Manual	1	0.0%			0	0.0%		0	0	0	0.0%	0	0	0	18.4%	0	0	0.0%	0.0%		
13 Other Sales & Service	8	17.0%			0	30.8%		0	0	4	0.0%	0	0	0	54.1%	0	0	50.0%	50.0%		
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	1,697	-1.3%			0	46.4%		0	0	754	0.0%	0	-754	0	0.0%	754	754	44.4%	44.4%		

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

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

Table 10: Women

Employment Equity Occupational Group (EEOG)	Women		Comments
	Short-term Goals	Long-term Goals	
	%	%	
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	50.0	15.0%	
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		

Federal Contractors Program Achievement Report

Part 3: Goals

Moneris Solutions Corporation

[Date: 2018-12-05]

Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis ¹	Data Entry ²	C x E x J	From Flow Data Analysis & Workforce Analysis ²	Data Entry ²	C x H x J	F + I	From Workforce Analysis	Equivalent to H	K x L x J	(F x Q) - (R + M)	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K + C	(K - M + O) ÷ (C + F)	

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples										
	Number 2018-12-05	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Allocated Over 3 Years	Number 2018-12-05	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	5 Year Goals		Percent Availability	Percent Cap	Employed Exp.	Percent Representation	Projected Representation in 3 Years
		Actual	Projected	Over 3 Years	Annually	Annually	Over 3 Years			Annually	Over 3 Years		From 2018-2021	From 2021-2025					
	#	%	%	#	%	%	#	#	%	%	#	%	2018	2021	%	#	#	%	%
	01 Senior Managers	74	2.9%	0.0%	0	38.0%	11.0%	29	29	0	13.0%	0	2	1	4.0%	2.9%	-2	-1	0.0%
02 Middle & Other Managers	197	1.0%	0.0%	0	32.5%	11.0%	65	65	1	11.0%	0	3	1	2.0%	2.7%	-3	-2	0.5%	1.0%
03 Professionals	425	3.7%	0.0%	0	43.4%	14.0%	179	179	1	14.0%	0	5	2	1.0%	1.4%	-5	-3	0.2%	0.7%
04 Semi-Professionals & Tech	374	-0.3%	0.0%	0	17.1%	13.0%	146	146	1	13.0%	0	7	3	2.0%	2.1%	-7	-4	0.3%	1.1%
05 Supervisors	2	0.0%		0	50.0%		0	0	1	0.0%	0	-1	0	0.8%	0.8%	1	1	50.0%	50.0%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	67	-3.7%		0	35.2%		0	0	1	0.0%	0	0	0	1.1%	1.1%	0	0	1.5%	1.5%
08 Skilled Sales & Service	150	-6.2%		0	107.3%		0	0	3	0.0%	0	-1	0	1.3%	1.3%	1	1	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%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	186	-4.3%		0	46.2%		0	0	1	0.0%	0	1	0	1.1%	1.1%	-1	-1	0.5%	0.5%
11 Intermediate Sales & Service	213	-7.4%	0.0%	0	47.0%	16.0%	102	102	2	16.0%	1	4	2	2.0%	2.2%	-3	-2	0.9%	1.4%
12 Semi-Skilled Manual	1	0.0%		0	0.0%		0	0	1	0.0%	0	-1	0	0.9%	0.9%	1	1	100.0%	100.0%
13 Other Sales & Service	8	17.0%		0	30.8%		0	0	1	0.0%	0	-1	0	1.0%	1.0%	1	1	12.5%	12.5%
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total	1,697	-1.3%		0	46.4%		0	0	13	0.0%	0	-13	0	0.0%	0.0%	13	13	0.8%	0.8%

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers		4.0		4.0%	
02 Middle & Other Managers		2.0		2.0%	
03 Professionals		1.0		1.0%	
04 Semi-Professionals & Tech		2.0		2.0%	
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		2.0		2.0%	
12 Semi-Skilled Manual		0.0			
13 Other Sales & Service		0.0			
14 Other Manual Workers		0.0			
Total		0.0			

Federal Contractors Program Achievement Report

Part 3: Goals

Moneris Solutions Corporation

[Date: 2018-12-05]

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	All Employees										Persons with Disabilities											
	Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Allocated Over 3 Years	Number		Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	5 Year Goals		Percent Availability	Percent Cap	Employed Exp.	Percent Representation	Projected Representation in 3 Years
	2018-12-05	2018-09-30	Actual	Projected	Actual	Projected	Actual	Projected		2018-12-05	Annually	Over 3 Years	2018	2021								
	#	%	%	%	#	%	%	#	#	%	#	#	%	#	%							
	01/02 Managers	271	1.9%	0.0%	0	35.3%	12.0%	98	98	3	12.0%	1	10	2	2.0%	4.3%	-9	-8	1.1%	1.5%		
03 Professionals	425	3.7%	0.0%	0	43.4%	14.0%	179	179	4	14.0%	2	14	5	3.0%	3.8%	-12	-9	0.9%	1.6%			
04 Semi-Professionals & Tech	374	-0.5%	0.0%	0	37.1%	12.0%	135	135	11	12.0%	3	10	5	4.0%	3.6%	-6	-5	2.9%	3.2%			
05 Supervisors	2	0.0%	0	50.0%	0	0	0	0	0	0.0%	0	0	0	0	13.9%	0	0	0.0%	0.0%			
06 Supervisors: Crafts & Trades	0	0.0%	0	0.0%	0	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
07 Administrative & Sr Clerical	67	-3.7%	0	35.2%	0	0	0	0	4	0.0%	0	-2	0	0	3.4%	2	2	6.0%	6.0%			
08 Skilled Sales & Service	150	-6.2%	-3.0%	-14	107.2%	33.0%	149	138	0	33.0%	0	5	5	3.3%	3.5%	-5	0	0.0%	3.7%			
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	186	-4.3%	0.0%	0	40.2%	13.0%	73	73	7	13.0%	3	9	5	7.0%	7.0%	-6	-4	3.8%	4.5%			
11 Intermediate Sales & Service	213	-7.4%	0.0%	0	47.0%	16.0%	102	102	5	16.0%	2	9	3	3.0%	5.6%	-7	-6	2.3%	2.8%			
12 Semi-Skilled Manual	1	0.0%	0	0.0%	0	0	0	0	1	0.0%	0	-1	0	0	4.8%	1	1	100.0%	100.0%			
13 Other Sales & Service	8	17.0%	0	50.8%	0	0	0	0	0	0.0%	0	1	0	0	6.3%	-1	-1	0.0%	0.0%			
14 Other Manual Workers	0	0.0%	0	0.0%	0	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
Total	1,697	-1.3%			46.4%		0	0	73	0.0%	0	-35	0		0.0%	35	35	2.1%	2.1%			

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02 Managers		2.0		2.0%	
03 Professionals		3.0		3.0%	
04 Semi-Professionals & Tech		4.0		4.0%	
05 Supervisors		0.0			
06 Supervisors: Crafts & Trades		0.0			
07 Administrative & Sr Clerical		0.0			
08 Skilled Sales & Service		3.5			
09 Skilled Crafts & Trades		0.0			
10 Clerical Personnel		7.0		7.0%	
11 Intermediate Sales & Service		3.0		3.0%	
12 Semi-Skilled Manual		0.0			
13 Other Sales & Service		0.0			
14 Other Manual Workers		0.0			
Total		0.0			

Federal Contractors Program Achievement Report

Part 3: Goals

Moneris Solutions Corporation

[Date: 2018-12-05]

Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis ¹	Data Entry ²	C x E x J	From Flow Data Analysis & Workforce Analysis ²	Data Entry ²	C x H x J	F + I	From Workforce Analysis	Equivalent to H	K x L x J	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K + C	(K - M + O) + (C + F)

Table 15: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	All Employees										Members of Visible Minorities									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Allocated Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Percent Availability	Percent Cap	Employed Exp.	Percent Representation	Projected Representation in 3 Years	
		Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			Annually	Over 3 Years		From - To	2018						2021
	2018-12-05	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-12-05	Annually	Over 3 Years	2018	2021								
	#	%	%	#	%	%	#	#	%	#	%	%	%							
01 Senior Managers	74	2.9%			0	38.0%	0	0	18	0.0%	0	-11	0	10.1%	11	11	24.3%	24.3%		
02 Middle & Other Managers	197	1.0%			0	32.5%	0	0	39	0.0%	0	-9	0	15.0%	9	9	19.8%	19.8%		
03 Professionals	425	1.7%			0	43.4%	0	0	167	0.0%	0	-53	0	26.9%	53	53	39.3%	39.3%		
04 Semi-Professionals & Tech	374	-0.3%			0	17.1%	0	0	137	0.0%	0	-32	0	22.8%	32	32	31.3%	31.3%		
05 Supervisors	2	0.0%			0	50.0%	0	0	1	0.0%	0	-1	0	16.7%	1	1	50.0%	50.0%		
06 Supervisors: Crafts & Trades	0	0.0%			0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07 Administrative & Sr Clerical	67	-3.7%			0	35.2%	0	0	21	0.0%	0	-1	0	30.3%	1	1	31.3%	31.3%		
08 Skilled Sales & Service	150	-6.2%			0	107.3%	0	0	57	0.0%	0	-12	0	29.9%	12	12	38.0%	38.0%		
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	186	-4.3%			0	46.2%	0	0	66	0.0%	0	-2	0	34.5%	2	2	35.5%	35.5%		
11 Intermediate Sales & Service	213	-7.4%			0	47.0%	0	0	30	0.0%	0	1	0	23.9%	-1	-1	23.5%	21.5%		
12 Semi-Skilled Manual	1	0.0%			0	0.0%	0	0	0	0.0%	0	0	0	22.7%	0	0	0.0%	0.0%		
13 Other Sales & Service	8	17.0%			0	30.8%	0	0	3	0.0%	0	0	0	42.5%	0	0	37.5%	37.5%		
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	1,697	-1.3%			0	46.4%	0	0	539	0.0%	0	-539	0	0.0%	539	539	31.8%	31.8%		

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals	Long-term Goals			
01 Senior Managers			0.0		
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		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Moneris Solutions Corporation

[Date: 2018-12-05]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees		Women								All Employees		Women		All Employees		Women		All Employees		Women			
		#	%	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
01 Senior Managers	2016	68	24	35.3	27.4	19	5	128.8																	
	2018	74	24	32.4	27.4	20	4	118.4	19	9	47.4	5	4	25	7	28.0	9	-2	27	14	51.9	10	4		
02 Middle & Other Managers	2016	191	86	45.0	38.9	74	12	115.7																	
	2018	197	88	44.7	38.9	77	11	114.3	51	18	35.3	20	-2	57	29	50.9	26	3	63	29	46.0	28	1		
03 Professionals	2016	381	173	45.9	38.8	148	27	138.4																	
	2018	425	186	44.2	38.2	162	26	115.8	192	70	39.6	73	3	100	53	53.0	46	7	175	78	44.6	80	-2		
04 Semi-Professionals & Technicians	2016	386	81	21.3	25.6	97	-16	83.3																	
	2018	374	102	27.3	25.5	95	7	107.0	142	51	35.9	36	15	53	16	30.2	13	5	140	32	22.9	30	2		
05 Supervisors	2016	2	1	50.0	50.8	1	0	98.4																	
	2018	2	1	50.0	50.8	1	0	98.4	0	0	0.0	0	0	1	0	0.0	1	-1	1	0	0.0	1	-1		
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$F \div D \times 100$	Part 2: Goals	$F \div G \times 100$	Part 2: Goals	$F \div I \times 100$	Part 3: Goals	$F \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	Goals												Comments
		New Entrants				Short-term Goals				Long-term Goals				
		Flow Data		Women		Women		Women		Women		Women		
		Actual	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
01 Senior Managers	2018	17	2	11.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	17	2	11.8			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2018	45	18	40.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	45	18	40.0			0.0	0.0			0.0	0.0		
03 Professionals	2018	117	51	43.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	117	51	43.6			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2018	55	35	63.6	47	74.5	23.5	270.8	0	0.0	0.0	0.0		
	2021	55	35	63.6			0.0	0.0			0.0	0.0		
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Moneris Solutions Corporation

[Date: 2018-12-05]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees		Women		Availability		Gap		EE Result		All Employees		Women		All Employees		Women		All Employees		Women		
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
07 Administrative & Senior Clerical	2016	75	66.7	50	81.0	61	-11	82.3																
	2018	67	67.2	45	81.0	54	-9	82.9	22	13	59.1	18	-5	11	7	63.6	7	0	25	15	52.0	17	-4	
08 Skilled Sales & Service Personnel	2016	182	44.0	80	62.8	114	-34	70.0																
	2018	150	38.7	58	64.0	96	-38	60.4	159	52	32.7	102	-50	39	16	41.0	17	-1	178	66	37.1	78	-12	
09 Skilled Crafts & Trades Workers	2016	0	0.0	0	0.0	0	0	0.0																
	2018	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
10 Clerical Personnel	2016	212	66.5	141	65.0	138	3	102.3																
	2018	186	66.1	123	65.1	121	2	101.6	52	26	50.0	34	-8	34	25	73.5	23	2	80	49	61.3	53	-4	
11 Intermediate Sales & Service Personnel	2016	268	64.2	172	66.5	178	-6	96.5																
	2018	213	56.8	121	66.5	142	-21	85.4	81	35	40.7	54	-21	52	28	53.8	33	-5	113	62	54.9	73	-11	
12 Semi-Skilled Manual Workers	2016	1	0.0	0	18.4	0	0	0.0																
	2018	1	0.0	0	18.4	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$F \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div H \times 100$
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Employment Equity Occupational Group (EEOG)	Year	Goals												Comments
		New Entrants				Short-term Goals				Long-term Goals				
		Flow Data		Women		Women		Women		Women		Women		
		All Employees	Women	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	%	#	%	#	%	#	%	#	%	#	%	#	%	
07 Administrative & Senior Clerical	2018	8	87.5	30	23.3	75.0	116.7	12	58.3	29.0	301.7			
	2021	8	87.5	0.0	0.0	0.0	0.0			0.0	0.0			
08 Skilled Sales & Service Personnel	2018	20	10.0	48	4.2	50.0	20.0	32	6.3	33.0	30.3	Launched Pilot program for Home Based Agents - exploring opportunities to target persons with disabilities and women for		
	2021	20	10.0			50.0	20.0			0.2	666.7			
09 Skilled Crafts & Trades Workers	2018	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
	2021	0	0.0			0.0	0.0			0.0	0.0			
10 Clerical Personnel	2018	6	33.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
	2021	6	33.3			0.0	0.0			0.0	0.0			
11 Intermediate Sales & Service Personnel	2018	20	-5.0	92	-1.1	65.0	-7.7	93	-1.1	66.0	-7.6			
	2021	20	-5.0			0.0	0.0			0.0	0.0			
12 Semi-Skilled Manual Workers	2018	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
	2021	0	0.0			0.0	0.0			0.0	0.0			

Federal Contractors Program Achievement Report

Part 4: Results - Women

Moneris Solutions Corporation

[Date: 2018-12-05]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees		Women								All Employees		Women		All Employees		Women		All Employees		Women			
		#	%	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
13 Other Sales & Service Personnel	2016	5	5	100.0	53.3	3	2	187.6																	
	2018	8	4	50.0	54.1	4	0	92.4	0	0	0.0	0	0	0	3	0	0.0	3	-3	2	2	100.0	2	0	
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
Total	2016	1,765	815	46.2	47.2	833	-18	97.8																	
	2018	1,697	754	44.4	0.0	0	754	0.0	718	278	38.7	0	278	375	181	48.3	173	8	804	345	42.9	371	-26		

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$F \cdot D \times 100$	Part 3: Goals	$F + G \times 100$	Part 3: Goals	$F \times I \times 100$	Part 3: Goals	$F + K \times 100$	Part 3: Goals	$F \cdot M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees		Women				Women					
		#	%	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met
13 Other Sales & Service Personnel	2018	1	-2	-200.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	1	-2	-200.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	
Total	2018	289	114	39.4	217	52.5	0.0	0.0	137	83.2	0.0	0.0	
	2021	289	114	39.4			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Moneris Solutions Corporation

[Date: 2018-12-05]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis															
		Workforce										Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples									All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference						
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
01 Senior Managers	2016	68	0	0.0	2.9	2	-2	0.0																			
	2018	74	0	0.0	2.9	2	-2	0.0	19	0	0.0	1	-1	25	0	0.0	0	0	0	0	0	0	0	2.7	0	0.0	0
02 Middle & Other Managers	2016	191	2	1.0	2.2	4	-2	47.6																			
	2018	197	1	0.5	2.2	4	-3	23.1	51	0	0.0	1	-1	57	0	0.0	1	-1	63	1	1.6	1	0				
03 Professionals	2016	381	0	0.0	1.4	5	-5	0.0																			
	2018	425	1	0.2	1.4	6	-5	16.8	192	1	0.5	3	-2	100	0	0.0	0	0	0	0	0	0	175	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	380	1	0.3	2.1	8	-7	12.5																			
	2018	374	1	0.3	2.1	8	-7	12.7	142	1	0.7	3	-2	53	0	0.0	0	0	0	0	0	0	140	1	0.7	0	1
05 Supervisors	2016	2	0	0.0	0.8	0	0	0.0																			
	2018	2	1	50.0	0.8	0	1	6,250.0	0	0	0.0	0	0	1	1	100.0	0	1	1	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																			
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$F \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div H \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants										Goals										Comments
		Flow Data					Short-term Goals					Long-term Goals										
		All Employees	Aboriginal Peoples				Goal	Aboriginal Peoples				Goal	Aboriginal Peoples				Goal	Aboriginal Peoples				
			Actual	Target	Diff	%		Actual	Target	Diff	%		Actual	Target	Diff	%		Actual	Target	Diff	%	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
01 Senior Managers	2018	17	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	Our Student Hiring and Intern programs are targeted towards aboriginal people.
	2021	17	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
02 Middle & Other Managers	2018	45	-1	-2.2	3	-33.3	0.0	-8,888.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	45	-1	-2.2	3	-33.3	0.0	-8,888.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
03 Professionals	2018	117	1	0.9	2	50.0	0.0	8,547.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	117	1	0.9	2	50.0	0.0	8,547.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
04 Semi-Professionals & Technicians	2018	55	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	
	2021	55	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	
05 Supervisors	2018	0	1	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	1	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Moneris Solutions Corporation

[Date: 2018-12-05]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples									All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference					
Y	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	
07 Administrative & Senior Clerical	2016	75	1	1.3	1.1	1	0	121.2																		
	2018	67	1	1.5	1.1	1	0	135.7	22	1	4.5	0	1	11	0	0.0	0	0	0	0	2.5	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2016	182	3	1.6	1.2	2	1	137.4																		
	2018	150	3	2.0	1.3	2	1	153.8	159	4	2.5	2	2	39	0	0.0	1	-1	178	3	1.7	3	0	0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																		
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0
10 Clerical Personnel	2016	212	1	0.5	1.0	2	-1	47.2																		
	2018	186	1	0.5	1.1	2	-1	48.9	52	1	1.9	1	0	34	0	0.0	0	0	0	0	80	1	1.3	0	1	
11 Intermediate Sales & Service Personnel	2016	268	2	0.7	1.9	5	-3	39.3																		
	2018	213	2	0.9	2.2	5	-3	42.7	81	0	0.0	2	-2	52	0	0.0	0	0	0	0	113	0	0.0	1	-1	
12 Semi-Skilled Manual Workers	2016	1	1	100.0	0.9	0	1	1111.1																		
	2018	1	1	100.0	0.9	0	1	1111.1	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$F \div D \times 100$	Part 2: Goals	$E \div G \times 100$	Part 2: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div H \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants										Goals										Comments			
		Flow Data					Short-term Goals					Long-term Goals													
		All Employees	Aboriginal Peoples				Goal	Aboriginal Peoples				Goal	Aboriginal Peoples												
			Actual	Target	Percent of Goal Met	Gap		Actual	Target	Percent of Goal Met	Gap		Actual	Target	Percent of Goal Met	Gap									
Y	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
07 Administrative & Senior Clerical	2018	8	1	12.5	0	0.0	0.0	0.0	0.0	12	8.3	29.0	43.1												
	2021	8	1	12.5	0	0.0	0.0	0.0	0.0	12	8.3	29.0	43.1												
08 Skilled Sales & Service Personnel	2018	20	1	5.0	0	0.0	0.0	0.0	0.0	32	3.1	33.0	15.2												
	2021	20	1	5.0	0	0.0	0.0	0.0	0.0	32	3.1	33.0	15.2												
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0												
	2021	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0												
10 Clerical Personnel	2018	6	0	0.0	1	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0												
	2021	6	0	0.0	1	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0												
11 Intermediate Sales & Service Personnel	2018	20	0	0.0	2	0.0	0.0	0.0	0.0	36	0.0	25.5	0.0												
	2021	20	0	0.0	2	0.0	0.0	0.0	0.0	36	0.0	25.5	0.0												
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0												
	2021	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0												

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Moneris Solutions Corporation

[Date: 2018-12-05]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Aboriginal Peoples									All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples				
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference				
#	%	%	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
13 Other Sales & Service Personnel	2016	5	0	0.0	1.2	0	0	0.0																	
	2018	8	1	12.5	3.0	0	1	1,250.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	2016	1,765	11	0.6	1.7	30	-19	36.7																	
	2018	1,697	13	0.8	0.0	0	13	0.0	718	8	1.1	0	8	3.75	1	0.3	2	-1	804	6	0.7	5	1		

Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$F \cdot D \times 100$	Part 3: Goals	$F + G \times 100$	Part 3: Goals	$F + I \times 100$	Part 3: Goals	$F + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants										Goals								Comments
		Flow Data					Short-term Goals					Long-term Goals								
		All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples							
			Actual	Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met							
#	%	%	%	#	%	%	%	#	%	%	%									
13 Other Sales & Service Personnel	2018	1	0	0.0	0	0	0.0	0.0	0.0	1	0.0	25.0	0.0							
	2021	1	0	0.0			0.0	0.0			0.0	0.0								
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0							
	2021	0	0	0.0			0.0	0.0			0.0	0.0								
Total	2018	289	3	1.0	11	27.3	0.0	0.0	0.0	81	3.7	0.0	0.0							
	2021	289	3	1.0			0.0	0.0			0.0	0.0								

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Moneris Solutions Corporation

[Date: 2018-12-05]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis																				
		Workforce									Hires				Promotions				Terminations												
		All Employees	Persons with Disabilities								All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities											
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference										
a	b	c	%	%	d	e	%	f	g	h	%	i	j	k	l	m	n	%	o	p	q	r	s	t	u	v	w	x	y		
01 & 02 Managers	2016	259	4	1.5	4.3	11	-7	35.9																							
	2018	271	3	1.1	4.3	12	-9	25.7	70	0	0.0	3	-3	82	1	1.2	1	0	90	0	0.0	1	-1								
03 Professionals	2016	381	3	0.8	3.8	14	-11	20.7																							
	2018	425	4	0.9	3.8	16	-12	24.8	192	1	0.5	7	-6	100	1	1.0	1	0	175	0	0.0	1	-1								
04 Semi-Professionals & Technicians	2016	380	12	3.2	4.6	17	-5	68.6																							
	2018	374	11	2.9	4.6	17	-6	63.9	142	2	1.4	7	-5	53	0	0.0	2	-2	140	3	2.1	4	-1								
05 Supervisors	2016	2	0	0.0	13.9	0	0	0.0																							
	2018	2	0	0.0	13.9	0	0	0.0	0	0	0.0	0	0	1	0	0.0	0	0	1	0	0.0	0	0								
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																							
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0								

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$F + H \times 100$	Part 3: Goals	$F + G \times 100$	Part 3: Goals	$F + I \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	Goals												Comments
		New Entrants				Goals								
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
Actual	Goal		Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
a	b	c	%	d	e	f	g	h	i	j	k	l		
01 & 02 Managers	2018	62	1	1.6	4	25.0	3.0	53.8	6	16.7	4.50	35.8	Launched Pilot program for Home Based Agents - exploring opportunities to target persons with disabilities for these full time positions.	
	2021	62	1	1.6			2.0	80.6			0.02	8064.5		
03 Professionals	2018	117	2	1.7	4	50.0	2.0	85.5	8	25.0	4.00	42.7	Work From Home policy has been introduced in 2018.	
	2021	117	2	1.7			3.0	57.0			0.03	5698.0		
04 Semi-Professionals & Technicians	2018	53	-1	-1.8	8	-12.5	4.0	-45.5	9	-11.1	4.50	-40.4		
	2021	55	-1	-1.8			4.0	-45.5			0.04	-4545.5		
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2021	0	0	0.0			0.0	0.0			0.00	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2021	0	0	0.0			0.0	0.0			0.00	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Moneris Solutions Corporation

{Date: 2018-12-05}

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Persons with Disabilities									All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities				
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference				
x	y	z	%	%	x	y	z	%	x	y	z	%	x	y	z	%	x	y	z	%	x	y	z	%	
07 Administrative & Senior Clerical	2016	75	4	5.3	3.4	3	1	156.9																	
	2018	67	4	6.0	3.4	2	2	175.6	22	0	0.0	1	-1	11	0	0.0	1	-1	25	0	0.0	1	-1		
08 Skilled Sales & Service Personnel	2016	182	2	1.1	3.5	6	-4	31.4																	
	2018	150	0	0.0	3.5	5	-5	0.0	159	0	0.0	6	-6	39	0	0.0	0	0	178	3	1.7	2	1		
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0		
10 Clerical Personnel	2016	212	6	2.8	7.0	15	-9	40.4																	
	2018	186	7	3.8	7.0	13	-6	53.8	52	1	1.9	4	-3	34	1	2.9	1	0	80	1	1.3	2	-1		
11 Intermediate Sales & Service Personnel	2016	268	9	3.4	5.6	15	-6	60.0																	
	2018	213	5	2.3	5.6	12	-7	41.9	81	0	0.0	5	-5	52	1	1.9	2	-1	113	5	4.4	4	1		
12 Semi-Skilled Manual Workers	2016	1	1	100.0	4.8	0	1	2,083.3																	
	2018	1	1	100.0	4.8	0	1	2,083.3	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0		

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$F + D \times 100$	Part 2: Goals	$F + G \times 100$	Part 2: Goals	$F + I \times 100$	Part 2: Goals	$F + K \times 100$	Part 2: Goals	$F + S \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants										Goals										Comments
		Flow Data					Short-term Goals					Long-term Goals										
		All Employees	Persons with Disabilities				All Employees	Persons with Disabilities				All Employees	Persons with Disabilities									
			Actual	Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met									
x	y	z	%	x	y	z	%	x	y	z	%	x	y	z	%							
07 Administrative & Senior Clerical	2018	8	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0										
	2021	8	0	0.0			0.0	0.0				0.0	0.0									
08 Skilled Sales & Service Personnel	2018	20	-3	-15.0	3	-100.0	3.0	-500.0	4	-75.0	4.0	-375.0										
	2021	20	-3	-15.0			3.5	-428.6			0.0	0.0										
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0										
	2021	0	0	0.0			0.0	0.0			0.0	0.0										
10 Clerical Personnel	2018	6	1	16.7	6	16.7	5.0	333.3	8	12.5	7.0	238.1										
	2021	6	1	16.7			7.0	238.1			0.1	23809.5										
11 Intermediate Sales & Service Personnel	2018	20	-4	-20.0	6	-66.7	4.0	-500.0	8	-50.0	6.0	-333.3										
	2021	20	-4	-20.0			3.0	-666.7			0.0	-66666.7										
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0										
	2021	0	0	0.0			0.0	0.0			0.0	0.0										

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Moneris Solutions Corporation

[Date: 2018-12-05]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees		Persons with Disabilities								All Employees		Persons with Disabilities		All Employees		Persons with Disabilities		All Employees		Persons with Disabilities		
				Representation	Availability	Gap	EE Result						Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference
13 Other Sales & Service Personnel	2016	5	1	20.0	6.3	0	1	317.5																
	2018	8	0	0.0	6.3	1	-1	0.0	0	0	0.0	0	0	0	3	0	0.0	1	-1	2	0	0.0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Total	2016	1,765	42	2.4	4.7	83	-41	50.6																
	2018	1,697	35	2.1	0.0	0	35	0.0	718	4	0.6	0	4	375	4	1.1	9	-5	804	12	1.5	19	-7	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	F + D x 100	Part 3: Goals	F + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	F + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees		Persons with Disabilities		Persons with Disabilities				Persons with Disabilities				
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
13 Other Sales & Service Personnel	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	289	-4	-1.4	31	-12.9	0.0	0.0	43	-9.3	0.0	0.0		
	2021	289	-4	-1.4			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Moneris Solutions Corporation

[Date: 2018-12-05]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Visible Minorities									All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities				
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference				
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	
01 Senior Managers	2016	68	15	22.1	10.1	7	8	218.4																	
	2018	74	18	24.3	10.1	7	11	240.8	19	4	21.1	2	2	25	5	20.0	6	-1	2.7	5	13.1	6	-3		
02 Middle & Other Managers	2016	191	36	18.8	15.0	29	7	125.7																	
	2018	197	39	19.8	15.0	30	9	132.0	51	13	25.5	8	5	57	13	22.8	11	2	63	14	22.2	12	2		
03 Professionals	2016	381	130	34.1	26.7	102	28	127.8																	
	2018	425	167	39.3	26.9	114	53	146.1	192	102	53.1	52	50	100	36	36.0	34	2	175	77	44.0	60	17		
04 Semi-Professionals & Technicians	2016	380	118	31.1	23.3	89	29	133.3																	
	2018	374	117	31.3	22.8	85	32	137.2	142	55	38.7	32	23	53	12	22.6	16	-4	140	51	36.4	43	8		
05 Supervisors	2016	2	2	100.0	16.7	0	2	598.8																	
	2018	2	1	50.0	16.7	0	1	299.4	0	0	0.0	0	0	1	0	0.0	1	-1	1	1	100.0	1	0		
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$F + D \times 100$	Part 3: Goals	$F + G \times 100$	Part 3: Goals	$F + I \times 100$	Part 3: Goals	$F + K \times 100$	Part 3: Goals	$F + S \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants										Goals										Comments
		Flow Data					Short-term Goals					Long-term Goals										
		All Employees	Visible Minorities				Goal	Visible Minorities				Goal	Visible Minorities				Goal	Visible Minorities				
			Actual	Goal	Percent of Goal Met	Percent of Goal Met		Actual	Goal	Percent of Goal Met	Percent of Goal Met		Actual	Goal	Percent of Goal Met	Percent of Goal Met						
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%				
01 Senior Managers	2018	17	6	35.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0					
	2021	17	6	35.3					0	0.0	0.0	0.0										
02 Middle & Other Managers	2018	45	12	26.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0					
	2021	45	12	26.7					0	0.0	0.0	0.0										
03 Professionals	2018	117	61	52.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0					
	2021	117	61	52.1					0	0.0	0.0	0.0										
04 Semi-Professionals & Technicians	2018	55	16	29.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0					
	2021	55	16	29.1					0	0.0	0.0	0.0										
05 Supervisors	2018	0	-1	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0					
	2021	0	-1	0.0					0	0.0	0.0	0.0										
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0					
	2021	0	0	0.0					0	0.0	0.0	0.0										

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Moneris Solutions Corporation

[Date: 2018-12-05]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y		
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$F \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$F \div H$	$F \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L \div N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$G \div P \times 100$	$P \times F \div 100$	$O \div S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V \div X$			
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓		
Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires				Promotions				Terminations						
		All Employees	Visible Minorities									All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference					
Y	Z	AA	AB	AC	AD	AE	AF	AG	AH	AI	AJ	AK	AL	AM	AN	AO	AP	AQ	AR	AS	AT	AU	AV	AW	AX	AY
07 Administrative & Senior Clerical	2016	75	16	21.3	29.3	22	-6	72.8																		
	2018	67	21	31.3	30.3	20	1	103.4	22	8	36.4	7	1	11	4	36.4	2	2	25	5	20.0	5	0			
08 Skilled Sales & Service Personnel	2016	182	54	29.7	33.0	60	-6	89.9																		
	2018	150	57	38.0	29.9	45	12	127.1	159	66	41.5	48	18	39	22	56.4	12	10	178	66	37.1	53	13			
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																		
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0			
10 Clerical Personnel	2016	212	86	40.6	34.8	74	12	116.6																		
	2018	186	66	35.5	34.5	64	2	102.9	52	28	53.8	18	10	34	16	47.1	14	2	80	40	50.0	32	8			
11 Intermediate Sales & Service Personnel	2016	268	61	22.8	25.7	69	-8	88.6																		
	2018	213	50	23.5	23.9	51	-1	98.2	81	24	29.6	19	5	52	13	25.0	12	1	113	29	25.7	26	3			
12 Semi-Skilled Manual Workers	2016	1	0	0.0	22.7	0	0	0.0																		
	2018	1	0	0.0	22.7	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0			

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$F \div D \times 100$	Part 2: Goals	$F \div G \times 100$	Part 2: Goals	$F \div H \times 100$	Part 2: Goals	$F \div K \times 100$	Part 2: Goals	$F \div M \times 100$
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Goals												Comments
		New Entrants				Short-term Goals				Long-term Goals				
		Flow Data				Visible Minorities				Visible Minorities				
		All Employees	Visible Minorities			Goal	Percent of Goal Met			Goal	Percent of Goal Met			
Y	Z	AA	AB	AC	AD	AE	AF	AG	AH	AI	AJ	AK	AL	
07 Administrative & Senior Clerical	2018	8	7	87.5	10	70.0	25.0	350.0	12	58.3	29.0	301.7		
	2021	8	7	87.5		0.0	0.0			0.0	0.0			
08 Skilled Sales & Service Personnel	2018	20	22	110.0	30	73.3	31.0	354.8	32	68.8	33.0	323.3		
	2021	20	22	110.0		0.0	0.0			0.0	0.0			
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0		0.0	0.0			0.0	0.0			
10 Clerical Personnel	2018	6	4	66.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	6	4	66.7		0.0	0.0			0.0	0.0			
11 Intermediate Sales & Service Personnel	2018	20	8	40.0	34	23.5	24.0	166.7	36	22.2	25.5	156.9		
	2021	20	8	40.0		0.0	0.0			0.0	0.0			
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0		0.0	0.0			0.0	0.0			

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Moneris Solutions Corporation

[Date: 2018-12-05]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires				Promotions				Terminations						
		All Employees	Visible Minorities									All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference					
#	%	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
13 Other Sales & Service Personnel	2016	5	1	20.0	36.3	2	-1	55.1																		
	2018	8	3	37.5	42.5	3	0	88.2	0	0	0.0	0	0	0	3	2	66.7	1	1	2	0	0.0	0	0	0	
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																		
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0
Total	2016	1,765	519	29.4	25.7	454	65	134.4																		
	2018	1,697	539	31.8	0.0	0	539	0.0	718	300	41.8	0	300	375	123	32.8	110	13	804	286	35.6	236	50			

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$F + D \times 100$	Part 3: Goals	$F + G \times 100$	Part 3: Goals	$F + I \times 100$	Part 3: Goals	$F + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Visible Minorities	Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	%	#	%	#	%	#	%	#	%				
13 Other Sales & Service Personnel	2018	1	2	200.0	1	200.0	25.0	800.0	1	200.0	25.0	800.0	
	2021	1	2	200.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	
Total	2018	289	137	47.4	75	182.7	0.0	0.0	81	169.1	0.0	0.0	
	2021	289	137	47.4			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Moneris Solutions Corporation
[Date: 2018-12-05]

Efforts

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

Required measures:

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

Other measures:

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

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

In 2019 we launched a pilot program for Home Based Agents which provides our organization with the opportunity to target persons with disabilities and women for these full time positions. Partnered with ASPertise to Pilot a program for contract IT skills. ASPertise provides opportunities for candidates with Asperger Syndrome, Autism etc meaningful opportunities in the workplace.

Operational Context

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

- Impact of economic and industrial conditions on the organization.

Moneris relies on talent with scarce technology skills and knowledge to remain competitive. This talent pool is specialized and presents recruitment and attraction challenges.

- Any reorganization or other corporate structural changes.

A good example of specialized, niche talent skills is reflected in the creation of a new data and analytics team.

- Acquisitions, mergers or transfers of employees.

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

Divested US business in 2016, took precedence over other people initiatives.

[Redacted]

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

[Redacted]

- Other.

Moneris Inclusive Workplace Council has evolved to include a broader mandate supporting the achievement of our Diversity and Equity goals.

Additional Details

Please provide any additional information (optional):

[Redacted]

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

Employer Name: Moneris Solutions Corporation

Primary Location: Toronto, Ontario

Number of Employees: 1697

Ontario	970
Quebec	377
New Brunswick	162
British Columbia	96
Alberta	69
Nova Scotia	11
Manitoba	9
Saskatchewan	2
Newfoundland & Labrador	1

Organization Overview:

NAICS # 8129 (Other Personal Services)

Moneris Solutions Corporation provides payment processing solutions for businesses in North America. The Company offers digital wallets, enterprise fraud management, and business financing solutions. Moneris Solutions serves retail, restaurants, non-profit, and enterprises in Canada.

Key Dates – First Year Assessment

Initiated: 2016-03-01
 Received: 2016-03-31
 Closed: 2016-04-07
 Workforce: 2016-03-24
 Analysis:

Key Dates – Subsequent Assessment

Initiated: 2018-12-24
 Received: 2019-01-30
 Workforce: 2018-12-05
 Analysis:

DATA VERIFICATION

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

Yes No

Comments:

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

Yes No

Comments:

The period reported on the Achievement report is 2016-03-21 to 2018-12-05. 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 and percentage format. For the purpose of this assessment percentage format only will be used.

Women

04	Semi-Professionals & Technicians	Goal met (achieved 146.2%)
07	Admin. & Senior Clerical Personnel	Goal met (achieved 80.8%)
08	Skilled Sales & Service Personnel	Goal not met (achieved 68.7%)
11	Inter. Sales & Service Personnel	Goal not met (achieved 70.6%)

Assessment/Observations

- EEOG 04 - Out of 195 new entrants, sixty-seven were from this designated group. The market availability is 25.6%. The company had set a goal of hiring or promoting 23.5% and achieved 146.2% of the goal set.
- EEOG 07 - Out of 33 new entrants, twenty were from this designated group. The market availability is 81.0%. The company had set a goal of hiring or promoting 75.0% and achieved 80.8% of the goal set.
- EEOG 08 - Out of 198 new entrants, sixty-eight were from this designated group. The market availability is 62.8%. The company had set a goal of hiring or promoting 50.0% and achieved 68.7% of the goal set.

- EEOG 11 - Out of 133 new entrants, sixty one were from this designated group. The market availability is 66.5%. The company had set a goal of hiring or promoting 65.0% and achieved 70.6% of the goal set.

Aboriginal Peoples

01	Senior Managers	Goal not met (achieved 0.0%)
02	Middle & Other Managers	Goal not met (achieved 0.0%)
03	Professionals	Goal not met (achieved 34.2%)
04	Semi-Professionals & Technicians	Goal not met (achieved 51.3%)
10	Clerical Personnel	Goal met (achieved 116.3%)
11	Inter. Sales & Service Personnel	Goal not met (achieved 0.0%)

Assessment/Observations

- EEOG 01 - Out of 44 new entrants, none were from this designated group. The market availability is 2.9%. The company had set a goal of hiring or promoting 1.5% and by hiring/promoting no one from this designated group achieved 0.0% of the goal set.
- EEOG 02 - Out of 108 new entrants, none were from this designated group. The market availability is 2.2%. The company had set a goal of hiring or promoting 2.5% and by hiring/promoting no one from this designated group achieved 0.0% of the goal set.
- EEOG 03 - Out of 292 new entrants, one was from this designated group. The market availability is 1.4%. The company had set a goal of hiring or promoting 1.0% and achieved 34.2% of the goal set.
- EEOG 04 - Out of 195 new entrants, one was from this designated group. The market availability is 2.1%. The company had set a goal of hiring or promoting 1.0% and achieved 51.3% of the goal set.
- EEOG 10 - Out of 86 new entrants, one was from this designated group. The market availability is 1.0%. The company had set a goal of hiring or promoting 1.0% and achieved 116.3% of the goal set.
- EEOG 11 - Out of 133 new entrants, none was from this designated group. The market availability is 1.9%. The company had set a goal of hiring or promoting 1.5% and achieved 0.0% of the goal set.

Person with Disabilities

01/02	Managers	Goal not met (achieved 21.9%)
03	Professionals	Goal not met (achieved 34.2%)
04	Semi-Professionals & Technicians	Goal not met (achieved 25.6%)
08	Skilled Sales & Service Personnel	Goal not met (achieved 0.0%)
10	Clerical Personnel	Goal not met (achieved 46.5%)
11	Inter. Sales & Service Personnel	Goal not met (achieved 18.8%)

Assessment/Observations

- EEOG 01/02 - Out of 152 new entrants, one was from this designated group. The market availability is 4.3%. The company had set a goal of hiring or promoting 3.0% and achieved 21.9% of the goal set.
- EEOG 03 - Out of 292 new entrants, two were from this designated group. The market availability is 3.8%. The company had set a goal of hiring or promoting 2.0% and achieved 34.2% of the goal set.
- EEOG 04 - Out of 195 new entrants, two were from this designated group. The market availability is 4.6%. The company had set a goal of hiring or promoting 4.0% and achieved 25.6% of the goal set.
- EEOG 08 - Out of 198 new entrants, none were from this designated group. The market availability is 3.5%. The company had set a goal of hiring or promoting 3.0% and by hiring / promoting none from this designated group they achieved 0.0% of the goal set.
- EEOG 10 - Out of 86 new entrants, two were from this designated group. The market availability is 7.0%. The company had set a goal of hiring or promoting 5.0% and achieved 46.5% of the goal set.
- EEOG 11 - Out of 133 new entrants, one was from this designated group. The market availability is 5.6%. The company had set a goal of hiring or promoting 4.0% and achieved 18.8% of the goal set.

Members of Visible Minorities

07	Admin. & Senior Clerical Personnel	Goal met (achieved 145.5%)
08	Skilled Sales & Service Personnel	Goal met (achieved 143.4%)
11	Inter. Sales & Service Personnel	Goal met (achieved 115.9%)
13	Other Sales & Service Personnel	Goal met (achieved 266.7%)

Assessment/Observations

- EEOG 07 - Out of 33 new entrants, twelve were from this designated group. The market availability is 29.3%. The company had set a goal of hiring or promoting 25.0% and achieved 14.5% of the goal set.
- EEOG 08 - Out of 198 new entrants, eighty-eight were from this designated group. The market availability is 33.0%. The company had set a goal of hiring or promoting 31.0% and achieved 143.4% of the goal set.
- EEOG 11 - Out of 133 new entrants, thirty-seven were from this designated group. The market availability is 25.7%. The company had set a goal of hiring or promoting 24.0% and achieved 115.9% of the goal set.
- EEOG 13 - Out of 3 new entrants, two were from this designated group. The market availability is 36.3%. The company had set a goal of hiring or promoting 25.0% and achieved 266.7% of the goal set.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
 - This assessment covers the data from 2016-03-21 to 2018-12-05. During their initial assessment, the organization had set 20 short-term goals. They achieved 7 goals over 80.0% of the short term goals set and while 13 goals were not met.
 - The workforce has shrunk by 3.8% (from 1765 to 1697) overall. This has impacted the hiring goals set in 2016.
 - Moneris relies on talent with scarce technology skills and knowledge to remain competitive. The talent pool is specialized and presents recruitment and attraction challenges.

ASSESSMENT OF GOALS

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

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	# or %	# or %	%	%
07	Admin. & Senior Clerical Personnel	-9	NR	NR	67.2	81.0
08	Skilled Sales & Service Personnel	-38	50.0	50.0	38.7	64.0
11	Inter. Sales & Service Personnel	-21	NR	NR	56.8	66.5

Observations:

- Even though gaps exist in EEOG 07 and EEOG 11 goals are not required to be set since the present representation is 67.2% and 66.5% respectively.
- Also the goal set for EEOG 08 is appropriate i.e. 50.0% even though the market availability is 64.0%. This is acceptable in order to avoid segregation.

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 + years)		
#	Description	#	# or %	# or %	%	%
01	Senior Managers	-2	2.9	2.9	0.0	2.9
02	Middle & Other Managers	-3	2.2	2.2	0.5	2.2
03	Professionals	-5	1.4	1.4	0.2	1.4
04	Semi-Professionals & Technicians	-7	2.1	2.1	0.3	2.1
10	Clerical Personnel	-1	1.1	1.1	0.5	1.1
11	Inter. Sales & Service Personnel	-3	2.2	2.2	0.9	2.2

Observations:

- Short and long-term goals are set as per the labour market availability.

Person with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	# or %	# or %	%	%
01/02	Managers	-9	4.3	4.3	1.1	4.3
03	Professionals	-12	3.8	3.8	0.9	3.8
04	Semi-Professionals & Technicians	-6	4.6	4.6	2.9	4.6
08	Skilled Sales & Service Personnel	-5	3.5	3.5	0.0	3.5
10	Clerical Personnel	-6	7.0	7.0	3.8	7.0
11	Inter. Sales & Service Personnel	-7	5.6	5.6	2.3	5.6
13	Other Sales & Service Personnel	-1	6.3	6.3	0.0	6.3

Observations:

- Short and long-term goals are set as per the labour market availability.

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	# or %	# or %	%	%
11	Inter. Sales & Service Personnel	-1	23.9	23.9	23.5	23.9

Observations:

- Short and long-term goals are set as per the labour market availability.

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

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

- Given that there are a number of gaps in women, person with disabilities and members of visible minorities, the organization may want to consider collaborating with universities or reaching out to professional associations in order to identify qualified potential employees that are members of the designated groups.
- Large gaps present in EEOG 08 in women. The organization may want to consider conducting an Employment Systems Review (ESR) of the recruitment and hiring policies and practices, in order to identify any potential barriers to the recruitment and retention of individuals specifically in the mentioned designated groups.
- Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): https://equity.esdc.gc.ca/sgiemt-weirms/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&_ga=2.252268041.1845905918.1519931408-1912045188.1507820070.

Name of Analyst: Neena Sharan

Date: February 14, 2019

Nyirasafari, Ange AN [NC]

From: Sharan, Neena N [NC] on behalf of EE-EME
Sent: March 22, 2019 9:04 AM
To: 'denise.hayes@moneris.com'; 'sarah.thurston@moneris.com'; 'Naqvi, Sumbul Fatima (Sumbul)'; Robesco, Sandra
Subject: Government of Canada Agreement Number: 10000246 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Denise Hayes:

I am writing to inform you that the subsequent compliance assessment initiated on December 24, 2018 has been completed. As a result of the assessment, Moneris Solutions Corporation has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

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

- Given that there are a number of gaps in women, person with disabilities and members of visible minorities, the organization may want to consider collaborating with universities or reaching out to professional associations in order to identify qualified potential employees that are members of the designated groups.
- Large gaps present in EEOG 08 in women. The organization may want to consider conducting an Employment Systems Review (ESR) of the recruitment and hiring policies and practices, in order to identify any potential barriers to the recruitment and retention of individuals specifically in the mentioned designated groups.
- Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): https://equity.esdc.gc.ca/sqiemf-weims/emp/W_2_3msM_1intInf.4%40-eng.jsp?&cid=aide-help&_ga=2.252268041.1845905918.1519931408-1912045188.1507820070.

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 December 24, 2021. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

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

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

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

- the implementation of initiatives to foster a diverse and inclusive workplace;
- measures to remove employment barriers;
- tailored programs to attract and retain designated group members in areas where they are under-represented; and

- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish Moneris Solutions Corporation continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

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



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