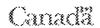
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Labour Program Podanii Contractina Program

# Agreement to implement Employment Equity

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Moneris Soletions Corpora	gion		7.68	<b>*</b>	
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(Ai6) 734-1198	salundd	da kaa <b>f</b> kaa	erik	\$00	3
67	RTFICATION				
The above named organization  • having a constitue's workforce of 190 or more permanent to a 12 weeks or more in Carlada. AND					
<ul> <li>missioning to see out, or using in receipt of, a instant province Supply Assungament, valued at 83 (BPC/DE) or creat footbaff</li> </ul>	ng angskhabberberasi.				
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SECTE: The eligibility must be the Chief Conduiting (Bistor CA) contract on behalf of the unparticular.	~~~	in an ananuliva pasi	Sur with tea	per such control in edgic a	
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<ul> <li>The original copy of the algorid Agreement to Inchance at: (34th 555 2703 or by s-mail at: ee-amelijhrado-finde-</li> </ul>	nt Employment Equ Lipcos	dy form roust by se	est to the L	abour Program bix.	



# 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)

	i	Province		
į	ermanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Ontario	966	4	0	970
Québec	372	5	0	377
Nova Scotia	10	1	0	11
New Brunswick	153	9	0	162
Manitoba	8	1	0	9
British Columbia	94	2	0	96
Saskatchewan	2	0	0	2
Alberta	69	0	0	69
Newfoundland and Labradoε	1	0	0	1
Total Employees in Cana	da 🕨			1697

	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Calcan	49	0	0	49
Calgary		-	· · · · · · · · · · · · · · · · · · ·	
Edmonton	4	0	0	
Halifax	2	0	0	:
Montréal	338	5	0	34:
Toronto	903	2	0	90
Vancouver	81	1	0	83
Winnipeg	2	1	0	;
St. John's	1	0	0	
Québec	6	0	0	
Sherbrooke	2	0	0	:
Trois-Rivières	2	0	0	;
Ottawa - Gatineau	5	0	0	:
Peterborough	1	0	0	
Hamilton	4	0	0	
Kitchener - Cambridge - Waterloo	2	0	0	
London	2	0	0	

# 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 CMA	s 16	0	0	16
B.C. less CMA	s 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 CMA	s 46	2	0	48
Que. less CMA	s 24	0	0	24
Sask. less CM	4 2	0	0	2
Total Employe	es in Canada	3 •		1697

# \*\* Employment and Social Emplot at Mestagrament Special Conscion Special Conscion Special Conscion

# 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		,	All Employee:	S	At	ooriginal Peo	ples	Perso	ns with Disa	bilities	Member	s of Visible f	Ainorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Çol. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Senior Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	64	42	22				1	1		18	14	4
	Total	64	42	22				1	1		18	14	A
Middle and Other Managers	4	1	1										
Top Range: \$ 75,000 - \$79,999	3		***************************************										
Bottom Range: Under \$5,000	2												
	1	142	73	69	1		1	1	1		31	14	17
	Total	143	74	69	1		1	1	1		31	14	17
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	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	4	1		1							1		1
Top Range: \$ 35,000 - \$39,999	3												
Bottom Range: Under \$5,000	2												
	1	114	85	29				3	3		56	41	15
	Total	115	85	30				3	3		57	41	16

Page 1 of 24 Canada

#### Employment and Social Emplot et Véreloppement Verelopment Conacto xoscial Conacto

# 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			All Employee	s		ooriginal Peo	ples	Perso	ons with Disa	bilities	Member	s of Visible N	
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Administrative and Senior Clerical Personnel	4	1		1									
Top Range: \$ 50,000 - \$54,999	3												
Bottom Range: Under \$5,000	2												
	1	51	20	31	1	1		2	1	1	18	9	9
	Total	52	2 20	32	1	1		2	1	1	18	9	9
Skilled Sales and Service Personnel	4	2	2 2										
Top Range: \$ 40,000 - \$44,999	3												
Bottom Range: Under \$5,000	2												
	1	84	54	30	2	2					35	28	7
	Total	86	56	30	2	2					35	28	7
Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	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	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	74	28	46	1	1		3	1	2	23	9	14
	Total	74	28	46	1	1		3	1	2	2 23	9	14

Page 2 of 24

# FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

#### Full-Time / Ontario

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

Occupational Group			All Employee	S	Ab	original Peop	nies	Perso	ns with Disa	oilities	Member	rs of Visible N	finorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Coł. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Other Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	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

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Form 2 A

# FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

### Part-Time / Ontario

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

Occupational Group			Ą	MI Er	nploye	ees				A	boriç	ginal f	⊃eop	les		P	ersor	as wit	n Disa	abilitie	S.		N	embe	rs of \	/isible	Minori <sup>i</sup>	ties
Salary Range	OTR	To	- 1		Men		Wom	1		otal		Mer			men	Total			en 	5	omer	t		otal		/len	•	omen
Col. 1		Col	. 2	Ç	Col. 3		Col.	4	Co	oł. 5		Col.	6	C	ol. 7	 Col. 8	3 {	Co	1, 9	C	oł. 10	$\perp$	Col	. 11	Ç	ol. 12	Co	ol. 13
Middle and Other Managers	4																											
Top Range: Under \$5,000	3																											
Bottom Range: Under \$5,000	2																											
	1		1					1																1				1
	Total		. 1					1																1			Ī	1
Semi-Professionals and Technicians	4																											
Top Range: Under \$5,000	3																											
Bottom Range: Under \$5,000	2						•••••																					
	1		2		1	1		1																1		1		
	Total		2			1		1																1				
Intermediate Sales and Service Personnel	4										T																	
Top Range: Under \$5,000	3																											
Bottom Range: Under \$5,000	2																											
	1		1				*********	1		********																*********		
	Total		- 1					1																				
Total Number of Employees			4			1		3														T		2		1		1

# Employment and Social Scriptol at Développement Verseloppement Occuse Social Conucto

# 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			All Employee	s	At	boriginal Peo	ples	Perso	ns with Disa	bilities	Member	s of Visible N	Minorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Senior Managers	4	1	1										
Top Range: \$100,000 and over	3												
Bottom Range: Under \$5,000	2												
	1	7	6	1									
	Total	8	7	1									
Middle and Other Managers	4												
Top Range: Under \$5,000	3	***************************************											
Bottom Range: Under \$5,000	2												
	1	25	17	8							3	2	1
	Total	25	17	8							3	2	1
Professionals	4	1		1									
Top Range: \$ 65,000 - \$69,999	3												
Bottom Range: Under \$5,000	2												
	1	53	32	21				1		1	10	9	1
	Total	54	32	22				1			10	9	1
Semi-Professionals and Technicians	4	1	1										
Top Range: \$ 30,000 - \$34,999	3												
Bottom Range: Under \$5,000	2												
	1	128	110	18				3	2	1	36	31	5
	Total	129	111	18				3	2	1	36	31	5

Page 5 of 24

# Employment and Social - Emplot at Sécaloppement - Secaloppement Cooksto - Social Consto

# 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			All Employe	es	A	boriginal Peo	ples	Perso	ons with Disa	bilities	Member	s of Visible f	//////////////////////////////////////
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Supervisors	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	2	1	1 1	1 1					1		1
	Total	S	ž	1	1	1 1					1		1
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	4	1	2 :	2						2	1	1
	Total	· ·	Į.	2	2						2	1	1
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	29	1	7 1:	2						8	4	4
	Total	29	) 1	7 1	2						8	4	4
Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	60	2	4 30	6			2	2		27	10	17
	Total	60	) 2	4 3	6			2	2		27	10	17

Page 6 of 24

# FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

#### Full-Time / Québec

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

Occupational Group			All Employe	ees	A	boriginal Pec	ples	Perso	ns with Disa	bilities	Member	s of Visible N	finorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Intermediate Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	57	3	34 23	3			1	1		18	9	g
	Total	57	3	34 2:	3			1	1		18	9	g
Semi-Skilled Manual Workers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1		1	1	1	1	1	1				
	Total	1		1		1	1	1	1				
Other Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	3		1 2	! 1		ŧ						
	Total	3		1 :	Σ	1	1						
Total Number of Employees		372	2×	17 12	3	3	3	8	6	7	105	66	39

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#### Form 2 B

# 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			А	ll En	nploye	ees				A	borig	inal f	⊃eop	les			F	erso	ns wi	h Dis	abilitie	s		1	Membe	ers of	Visible	e Min	orities
Salary Range	QTR	Tot	1		Vien		Wom	1		otal	T	Men			omen	ŧ	Tota			en	5	/ome	t t	ł .	otal		Men		Women
Col. 1		Col.	. 2	Ç	ol. 3		Col.	4	Co	ol. 5		Col.	6	С	ol. 7	$\perp$	Col.	8	Ç	9. Jc		ol. 1	0	Cc	⊳≀. 11		Col. 12		Col. 13
Semi-Professionals and Technicians	4																												
Top Range: Under \$5,000	3																												
Bottom Range: Under \$5,000	2																												
	1		2			1		1																					
	Total		2			1		1																					
Clerical Personnel	4																									T		T	
Top Range: Under \$5,000	3			******	••••••									*******			•••••					•••••			***************************************		•••••		
Bottom Range: Under \$5,000	2			*******	•		********		*********	********				*******	********		•••••			********		******			***************************************		**********		
	1		1					1																					
	Total		1					1																					
Intermediate Sales and Service Personnel	4																												
Top Range: Under \$5,000	3										1														~~~~		•••••		
Bottom Range: ปภder \$5,000	2																												
	1		2			1		1																	,	1		1	
	Total		2			1		1																/		1		1	
Total Number of Employees			5			2		3			1										1				***************************************	1		1	

#### Employment and Social Emplot at Meshapparsent Decelopment Consider Social Consider

# 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			,	All Emp	loyee	8				Abo	origin	al Ped	ople	s			Per	ons \	vith D	isab	ilities			Memt	oers i	of Vis	ible M	linorit	ies
Salary Range Col. 1	QTR	Tota Col.	a)	Me Col	ก	W	omen ol. 4	1	Total Col. 6			fen ol. 6		Wom Col.		t	otal ot. 8		Men Col. 9			men I. 10	t	Total ol. 11		Mei Col.	•		men I. 13
Semi-Professionals and Technicians	4																								$\top$				
Top Range: Under \$5,000	3																												
Bottom Range: Under \$5,000	2																												
	1		7		5		2			1					1					1									
	Total		7		5			2		1					- 1			1		1									
Skilled Sales and Service Personnel	4																												
Top Range: Under \$5,000	3																		•••••					•••••					
Bottom Range: Under \$5,000	2				*******		**********					*********					**********		•••••		********	•••••		•••••					***************************************
	1		1				1																						
	Total		1																										
Intermediate Sales and Service Personnel	4																								T				
Top Range: Under \$5,000	3																												
Bottom Range: Under \$5,000	2																												
	1		2		1		1											T											
	Total		2		1		1																		П				
Total Number of Employees			10		6			l .		1			$\prod$		3			1		1					$\blacksquare$				

Employment and Social Emplot et Séreloppement Vocalopment Consta xorast Consta

Moneris Solutions Corporation (MSC) (certificate # 10000246)

#### Form 2 B

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

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

Occupational Group		/	All Employee	S	Ab	original Peop	nies	Perso	ons with Disa	oilities	Membe	rs of Visible A	Ainorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Intermediate Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		1		1									

Employment and Social — Emplot at Sécaloppeovent Decemporant Conado — Notat Conado

# 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			All Employee			original Peo <sub>l</sub>			ns with Disa	bilities		of Visible f	~~~~~~~~~~
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2									1			
	1	1		1									
	Total	1		1									
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	11	4	7							1		1
	Total	11	4	7							1		1
Professionals	4									-			
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	8	1	7							2		2
	Total	8	1	7							2		2
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	64	28	36				2	1	1	1		1
	Total	64	28	36				2	1		1		1

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# 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			All Employ	ees	A	boriginal Pec	ples	Pers	ons with Disa	abilities	Membe	rs of Visible	Minorities
Salary Range	QTR	Total	Men	Women		Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1		9		9			1		1	1 1		1
	Total		9		9			1			1 1		
Skilled Sales and Service Personnel	4												-
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1		2	1	1								
	Total		2	1	1								
Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1		2		2								
	Total		2		2								
Intermediate Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	5	6	20 ;	36	1	1	1		1	1 2	1	
	Total	5	6	20	36	1		1			1 2	,	

Page 12 of 24 Canada

Employment and Social Emplot et Séreloppement Vocalopment Consta xorast Consta

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		,	All Employees	3	Ab	original Peop	oles	Perso	ons with Disa	bilities	Member	s of Visible for	Ainorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Total Number of Employees		153	54	99	1		1	4	1	3	7	1	6

Canadã

Form 2 A

Form 2 B

# 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				All Employee	es		T		Abo	riginal	Peop	nies		$\top$		Pers	ons w	ith Disa	bilities	i		Memb	ers c	of Visit	ble M	finoritie	 es
Salary Range Col. 1	QTR	Tota Col. :	1	Men Col. 3	W	omen ol. 4	1	Total Col. 5		Me Col.			omen ol. 7	+		otal ot. 8	₹	Aen ol. 9	3	men I. 10	ŧ	otal		Mer Col. 1	•		men . 13
Semi-Professionals and Technicians	4																						$\top$				
Top Range: Under \$5,000	3																										
Bottom Range: Under \$5,000	2																										
	1		5	2		3	3																				
	Total		5	2			3																				
Administrative and Senior Clerical Personnel	4																						T				
Top Range: Under \$5,000	3							••••••		**********	******		********		*******	*********		**********		•••••		**********		********			*********
Bottom Range: Under \$5,000	2					•		•••••		**********	*******		********		*******	*********		**********		•••••		**********					*********
	1		1			1	1									1				1				•••••			
	Total		1				1									1					1						
Intermediate Sales and Service Personnel	4																						T				
Top Range: Under \$5,000	3										••••																
Bottom Range: Under \$5,000	2									•••••						•••••											
	1	***************************************	3			3	3											************						-			
	Total		3				3																				
Total Number of Employees			9	2			7									1											

#### Employment and Social - Emplot at Sécaloppement - Development Conacto - Notes Conacto

# 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			F	All Emplo	yees				Abo	riginal	Peop	nies			Pe	ersor	as wit	h Disa	abiliti	es		P	/lemb	ers c	of Visit	ble M	linorit	ies
Salary Range Col. 1	QTR	Tota Col.	ıl	Men Col. 3		Wome Col. 4	1	Total Col. 5	T	Me Col.	ก	W	men ol. 7	· ·	Total Col. 8			en I. 9	•	Vome Col. 1	*	1	otal ol. 11		Mer Col. 1	•		men ol. 13
Semi-Professionals and Technicians	4																											
Top Range: Under \$5,000	3																											
Bottom Range: Under \$5,000	2																											
	1		2		2																							
	Total		2		2																							
Skilled Sales and Service Personnel	4																											
Top Range: Under \$5,000	3			*****************		•••••		••••••		•••••					••••••			•••••		•••••								*********
Bottom Range: Under \$5,000	2			*************		•				•••••			•••••				***************************************	*********		•••••					********			*********
	1		4		3		1																	2		2		
	Total		4		3		1																	2		2		
Intermediate Sales and Service Personnel	4																											
Top Range: Under \$5,000	3																											
Bottom Range: Under \$5,000	2																							T				
	1		2		1		1		T															T				
	Total		2		1		1																					
Total Number of Employees			8		6		2																	2		2		

#### Form 2 B

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

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

Occupational Group Salary Range			All Employee	:S	At	original Peop	nies	Perso	ons with Disa	bilities	Membe	rs of Visible f	∕linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1								1	1	
	Total	1	1								1	1	
Tatal Number of Employees		1	1								1	1	

# FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / British Columbia

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

Occupational Group			All Employe	 es	Al	boriginal Peo	ples	Perso	ons with Disa	bilities	Member	s of Visible N	Ainorities
Salary Range	OTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Senior Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	13	11	2				1	1		3	3	
	Total	13	11	2							3	3	
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	30	12	18				1	1		17	7	10
	Total	30	12	? 18				1	1		17	7	10
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	19	15	i 4				2	2		8	7	1
	Total	19	1.5	, 4				2	2		8	7	1

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Employment and Social Emplot at Mestagrament Security Sec

# 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			All Employ	es	A	boriginal Peo	ples	Perso	ons with Disa	abilities	Membe	rs of Visible f	Vinorities
Salary Range	OTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1		1	1									
	Total		1	1									
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1:	5	7 8	1		1				8	3	, .
	Total	1:	5	7 8							8	3	ļ
Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1		3	3							1		1
	Total		3	â							1		-
Intermediate Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1	4 7							5	2	:
	Total	1	1	4 7							5	2	,

Page 18 of 24 Canada

Total Number of Employees

# Moneris Solutions Corporation (MSC) (certificate # 10000246)

43

22

21

# FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / British Columbia Reporting Period 2016-03-21 to 2018-12-05

Occupational Group		,	All Employee	s	At	original Peop	nles	Perso	ons with Disa	bilities	Member	rs of Visible f	Ainorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Gol. 12	Women Col. 13
Other Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1		1							1		1
												<b>{</b>	

44

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Employment and Social Emplot et Messiogneovent Vecclopment Conato xornot Conato

# 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			All Employee	es	Al	boriginal Peop	ples	Persons with	Disabilities	Member	rs of Visible M	linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Mer Col. 8 Col.	5	Total Col. 11	Men Çol. 12	Women Col. 13
Professionals	4											
Top Range: Under \$5,000	3											
Bottom Range: Under \$5,000	2											
	1	1		1						1		1
	Total	1		1						1		1
Semi-Professionals and Technicians	4											
Top Range: Under \$5,000	3											
Bottom Range: Under \$5,000	2											
	1	1	1									
	Total	1	1									
Total Number of Employees	•	2	1	1						1		1

Employment and Social Emplot et Séreloppement Vocalopment Consta xorast Consta

# 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			All Employee	S	Ab	original Peop	iles	Perso	ns with Disa	oilities	Member	s of Visible fo	finorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Gol. 12	Col. 13
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	1	1									
	Total	2	1	1									
Total Number of Employees		2	1	1									

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Form 2 A

\*\* Employment and Social Emplot at Mestagrament Special Conscion Special Conscion Special Conscion

# 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			All Employee	S	At	original Peo	ples	Perso	ns with Disa	bilities	Member	s of Visible f	Minorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	4	3	1									
	Total	4	3	1									
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2	***************************************											
	1	1	1										
	Total	1	1										
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	27	20	7							13	9	,
	Total	27	20	7							13	8	,
Skilled Sales and Service Personnel	4	2	1	1							1	1	
Top Range: \$ 40,000 - \$44,999	3												
Bottom Range: Under \$5,000	2												
	1	8	5	3							3	1	
	Total	10	6	4							4	2	,

Page 22 of 24 Canada

Employment and Social - Emplot at Mestoppement - Development florace - Improving Connect

# 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			All Employee	:S	At	boriginal Peo <sub>l</sub>	ples	Persons with Dis	abilities	Member	's of Visible M	linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8 Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Clerical Personnel	4											ĺ
Top Range: Under \$5,000	3											
Bottom Range: Under \$5,000	2											
	*	2	3 7	16				1	1	6	1	5
	Total	2	3 7	16				1	1	6	1	వీ
Intermediate Sales and Service Personnel	4											
Top Range: Under \$5,000	3											
Bottom Range: Under \$5,000	2											
	1		4 3	1						1		1
	Total		4 3	1						1		1
Total Number of Employees		6	9 40	29				1	1	24	12	12

#### Form 2 A

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

Occupational Group Salary Range			All Employee	s	Ab	original Peop	nies	Perso	ons with Disa	bilities	Member	rs of Visible A	Ainorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										
Total Number of Employees		1	1										

#### Form 3 A

# Moneris Solutions Corporation (MSC) (certificate # 10000246)

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

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

		All Employees		Αl	boriginal Peopl	es	Pers	ons with Disab	lities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	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

#### Form 3 B

# Moneris Solutions Corporation (MSC) (certificate # 10000246)

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

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

		All Employees			boriginal People	es	Pers	sons with Disabilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8 Col. 9	Col. 10	Col. 11	Col. 12
Under \$5,000	4	1	3						2	1	1
Total Number of Employees	4		3							1	1

#### Form 3 A

# Moneris Solutions Corporation (MSC) (certificate # 10000246)

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

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

		All Employees		A	boriginal Peop	les	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	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

Employment and Social Emplot at Vivisioppeound Victoriopment Conucts Social Conucts

Moneris Solutions Corporation (MSC) (certificate # 10000246)

#### Form 3 B

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

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

		All Employees			boriginal Peopl	es	Pers	sons with Disabilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8 Col. 9	Col. 10	Col. 11	Col. 12
Under \$5,000	5	2	3						1	1	
Total Number of Employees	5		3							1	

#### Form 3 A

# Moneris Solutions Corporation (MSC) (certificate # 10000246)

## FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Nova Scotia

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

		All Employees			boriginal Peopl	es	Pers	sons with Disabilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8 Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	10		4	1		1	1	1			
Total Number of Employees	10		4	1				1			

## FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / Nova Scotia

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

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	ers of Visible M	inorities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Cot. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$5,000	1		1									
Total Number of Employees	1		1									

#### Form 3 A

# Moneris Solutions Corporation (MSC) (certificate # 10000246)

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

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

		All Employees		A	boriginal Peopl	es	Pers	ons with Disabilit	es	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Cot. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	153	54	99	1		1	4	1	3	7	1	6
Total Number of Employees	153	54	99	1			4	1			1	6

Employment and Social Emplot et Messiogneovent Vecclopment Conato xornot Conato

Moneris Solutions Corporation (MSC) (certificate # 10000246)

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

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

		All Employees		A	boriginal Peopl	es	Pers	ons with Disabili	ities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$5,000	9	2	7				1		1			
Total Number of Emplayees	9	2	7				1		1			

Canada

Form 3 B

#### Form 3 A

# Moneris Solutions Corporation (MSC) (certificate # 10000246)

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

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

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

#### Form 3 B

#### Moneris Solutions Corporation (MSC) (certificate # 10000246)

#### FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / Manitoba

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

		All Employees	;	A	original Peopl	es	Pers	ons with Disab	ilitles	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$5,000	1	1								1	1	
	1										1	

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Employment and Social Emplot at Vivisioppeound Victoriopment Conucts Social Conucts

#### Moneris Solutions Corporation (MSC) (certificate # 10000246)

#### Form 3 A

#### FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / British Columbia

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

		All Employees		А	ooriginal People	:S	Pers	ons with Disabilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8 Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	94	50	44	1		1	4	4	43	22	21
Total Number of Employees	94	50	44	1		1	4	4	43	22	21

Canada

#### Moneris Solutions Corporation (MSC) (certificate # 10000246)

#### FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / British Columbia

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

		All Employees	;	А	boriginal Peopl	es	Pers	sons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Cot. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$5,000	2	1	1							1		1
Total Number of Employees	2		1							1		1

Canadã

#### Form 3 A

#### Moneris Solutions Corporation (MSC) (certificate # 10000246)

#### FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

#### Full-Time / Saskatchewan

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

		All Employees		A	boriginal Peopl	es	Pers	sons with Disabil	ities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	2	1	1									
Total Number of Employees												

Canada

#### Form 3 A

#### Moneris Solutions Corporation (MSC) (certificate # 10000246)

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

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

		All Employees		A	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	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

Canadã

#### Form 3 A

#### Moneris Solutions Corporation (MSC) (certificate # 10000246)

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

		All Employees	;	Α	boriginal Peopl	es	Pers	sons with Disabilities	Membe	rs of Visible Mi	inorities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8 Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	1	1									
Total Number of Employees		1									

Canada

## Moneris Solutions Corporation (MSC) (certificate # 10000246) FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / National

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

		All Employees		A	boriginal Peop	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
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					В	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

Canada

#### Moneris Solutions Corporation (MSC) (certificate # 10000246) FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

#### Part-Time / National

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

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

### Moneris Solutions Corporation (MSC) (certificate # 10000246) FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / National

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

	Employe	es promoted (	Employees pro	moted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they have	e been last pro	moted.)
Occupational Group	,	All Employees		Α	boriginal Peop	les	Perso	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
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		4		3	122	69	53
Total Number of Promotions	412	214	198		1		5	1	4	132	76	56

Canadã

#### Form 5 B

#### Moneris Solutions Corporation (MSC) (certificate # 10000246) FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Part-Time / National

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

	Emplo	yees promoted	(Employees pro	omoted during	the year are to	be reported or	ly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
Consumptional Cycum		All Employees	;	Α	boriginal Peopl	es	Pers	ons with Disabi	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Semi-Professionals and Technicians		t	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

		All Employees		A	poriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
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

Canada

#### Moneris Solutions Corporation (MSC) (certificate # 10000246)

### FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / National

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

			All Employe	es				Abo	original	Peopl	es				Perso	ns wit	h Disa	bilitie	8			Men	nber	s of Visible	Mir	orities
Occupational Group	Tota	ıl	Men		Women	,	Total		Me	173	W	omen	1	Total		M	len	7	Won	ien	T	Total		Men		Women
	Çol.	1	Col. 2		Col. 3	(	Col. 4		Col	. 5	C	ol. 6		Col. 7		Co	sl. 8		Col	. 9		Col. 10		Col. 11		Col. 12
Professionals		2		1	1																					
Semi-Professionals and Technicians		9		6	3																		3		3	
Clerical Personnel		3			3													Τ					1			
Intermediate Sales and Service Personnel		8		3	5																		2		1	
Total Number of Employees Terminated		22		10	12																		6		4	

Canada

#### Workforce Analysis - Detailed Report

Date: 2018-12-05

#### Women

		Women						
Employment Equity Occupational Group	Internal Location	All Employees	•	sentation		ilability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	74	24	32.4 %	27.4 %	20	4	National
2 : Middle and Other Managers	National	197	88	44.7 %	38.9 %	77	11	National
13 : Professionals		425	188	44.2 %	38.2 %	162	26	
1111: Financial auditors and accountants	National	10	8	80.0 %	55.1 %	6	2	National
112 : Financial and investment analysts	National	29	Э	31.0 %	50.1 %	15		National
114 : Other financial officers	National	31	15	48.4 %	44.1 %	14	1	National
121 : Human resources professionals	National	27	18	66.7 %	71.1 %	19		National
122 : Professional occupations in business management consulting	National	85	46	54.1 %	42.0 %	36	10	National
123 : Professional occupations in advertising, marketing and public relations	National	24	18	75.0 %	66.4 %	16	2	National
133 : Electrical and electronics engineers	National	1	1	100.0 %	11.3 %	0	1	National
171 : Information systems analysts and consultants	National	102	35	34.3 %	28.3 %	29	6	National
172 : Database analysts and data administrators	National	24	10	41.7 %	35.2 %	8	2	National
173 : Software engineers and designers	National	11	3	27.3 %	17.4 %	2	1	National
174 : Computer programmers and interactive media developers	National	67	19	28.4 %	17.9 %	12	7	National
175 : Web designers and developers	National	5	2	40.0 %	32.9 %	2	0	National
112 : Lawyers and Quebec notaries	National	4	1	25.0 %	42.5 %	2		National
121 : Authors and writers	National	2	1	50.0 %	54.9 %	1	0	National
125 : Translators, terminologists and interpreters	National	3	2	66.7 %	69.9 %	2	0	National
4 : Semi-Professionals and Technicians		374	102	27.3 %	25.5 %	95	7	
241 : Electrical and electronics engineering technologists and technicians	Québec	17	2	11.8 %	9.1 %	2	0	Québec
242 : Electronic service technicians (household and business equipment)	Alberia	5	3	60.0 %	9.8 %	0	3	Alberta
242 : Electronic service technicians (household and business equipment)	Québec	9	2	22.2 %	7.5 %	1	1	Québec
281 : Computer network technicians	Ontario	1	0	0.0 %	20.8 %	0	0	Ontario
282 : User support technicians	Alberta	22	4	18.2 %	26.7 %	6		Alberta



#### Workforce Analysis - Detailed Report

Date: 2018-12-05

#### Women

Employment Equity Occupational Group	Internal Location	All Employees	•	sentation		-	ip Recruitm	ent Area
		#	#	%	%	#	#	
2282 : User support technicians	British Columbia	14	2	14.3 %	25.1 %	4	British Col	umbia
2282 : User support technicians	Manitoba	3	0	0.0 %	27.1 %	1	Manitoba	
2282 : User support technicians	New Brunswick	69	39	56.5 %	33.0 %	23	16 New Brun	swick
2282 : User support technicians	Nova Scotia	7	2	28.6 %	32.1 %	2	0 Nova Scot	ia
2282 : User support techniciens	Ontario	87	18	20.7 %	24.2 %	21	Ontario	
2282 : User support technicians	Québec	103	13	12.6 %	19.6 %	20	? Québec	
2283 : Information systems testing technicians	British Columbia	6	2	33.3 %	24.7 %	1	1 British Col	umbia
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	
1211 : Paralegal and related occupations	Ontario	1	0	0.0 %	82.0 %	1	Ontario	
5241 : Graphic designers and illustrators	Ontario	1	Ö	0,0 %	44.9 %	0	ooo: 0 Ontario	
95 : Supervisors		2	1	50.0 %	50.8 %	1	0	
Employment Equity Occupational Group	Montréal	2	1	50.0 %	50.8 %	1	0 Montréal	
7 : Administrative and Senior Clerical Personnel		67	45	67.2 %	81.0 %	54	4	
Employment Equity Occupational Group	Montréal	4	2	50.0 %	80.8 %	3	Montréal	
Employment Equity Occupational Group	N.B. less CMA	10	10	100.0 %	86.1 %	9	999. 1 N.B. less (	AMC
Employment Equity Occupational Group	Toronto	52	32	61.5 %	80.1 %	42	<b>10</b> Toronto	
Employment Equity Occupational Group	Vancouver	1	1	100.0 %	79.0 %	1	o Vancouve	
8: Skilled Sales and Service Personnel		150	58	38.7 %	64.0 %	96	<b>%</b>	
8235 : Financial sales representatives	Alberta	10	4	40.0 %	69.8 %	7	Alberta	
3235 : Financial sales representatives	British Columbia	15	8	53.3 %	64.4 %	10	British Col	umbia
235 : Financial sales representatives	Manitoba	4	1	25.0 %	72.6 %	3	Manitoba	
i235 : Financial sales representatives	New Brunswick	2	1	50.0 %	75.2 %	2	888 Mew Brun	swick
5235 : Financial sales representatives	Newfoundland and Labrador	1	θ	0.0 %	79.6 %	1	Newfound	and and



#### Workforce Analysis - Detailed Report

Date: 2018-12-05

#### Women

Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	- '		ap 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	Ontario
6235 : Financial sales representatives	Québec	29	12	41.4 %	68.7 %	20	<b>&amp;</b> Québec
6235 : Financial sales representatives	Saskatchewan	2	1	50.0 %	76.0 %	2	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	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	
Employment Equity Occupational Group	Alta. less CMAs	4	1	25.0 %	74.2 %	3	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	Montréal
Employment Equity Occupational Group	N.B. less CMA	59	39	66.1 %	71.9 %	42	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	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	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



#### Workforce Analysis - Detailed Report

Date: 2018-12-05

#### Women

		Women								
Employment Equity Occupational Group	Internal Location	All Employees	Representation		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 🏽	*	Toronto		
Employment Equity Occupational Group	Vancouver	*	1	100.0 %	57.8 %	1	0	Vancouver		
Total		1697	754	44.4 %	45.6 %	772 🕷				

Total may not equal sum of components due to rounding.

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



#### Workforce Analysis - Detailed Report

Date: 2018-12-05

#### **Aboriginal Peoples**

Internal Location   Inte	:
01 : Sertior Managers         National         74         0         0.0 %         2.9 %         2           02 : Middle and Other Managers         National         197         1         0.5 %         2.2 %         4           03 : Professionals         425         1         0.2 %         1.4 %         6           1111 : Financial auditors and accountants         National         10         0         0.0 %         1.3 %         0         0           1112 : Financial and investment analysts         National         29         0         0.0 %         0.9 %         0         0           1114 : Other financial officers         National         31         0         0.0 %         0.9 %         0         0           1121 : Human resources professionals         National         27         0         0.0 %         2.7 %         1           1122 : Professional occupations in business management consulting         National         85         0         0.0 %         1.6 %         1           1123 : Professional occupations in advertising, marketing and public relations         National         24         1         4.2 %         2.1 %         1         0           2133 : Electrical and electronics engineers         National         102	
O2: Middle and Other Managers       National       197       1       0.5 %       2.2 %       4         O3: Professionals       425       1       0.2 %       1.4 %       6         1111: Financial auditors and accountants       National       10       0       0.0 %       1.3 %       0       0         1112: Financial and investment analysts       National       29       0       0.0 %       0.9 %       0       0         1114: Other financial officers       National       31       0       0.0 %       1.3 %       0       0         1121: Human resources professionals       National       27       0       0.0 %       2.7 %       1         1122: Professional occupations in business management consulting       National       85       0       0.0 %       1.6 %       1         1123: Professional occupations in advertising, marketing and public relations       National       24       1       4.2 %       2.1 %       1       0         2133: Electrical and electronics engineers       National       10       0.0 %       0.7 %       0       0         2171: Information systems analysts and consultants       National       10       0.0 %       1.3 %       0       0         2172: Database a	Š National
03 : Professionals       425       1       0.2 %       1.4 %       6         1111 : Financial auditors and accountants       National       10       0       0.0 %       1.3 %       0       0         1112 : Financial and investment analysts       National       29       0       0.0 %       0.9 %       0       0         1114 : Other financial officers       National       31       0       0.0 %       1.3 %       0       0         1121 : Human resources professionals       National       27       0       0.0 %       2.7 %       1         1122 : Professional occupations in business management consulting       National       85       0       0.0 %       1.6 %       1         1123 : Professional occupations in advertising, marketing and public relations       National       24       1       4.2 %       2.1 %       1       0         2133 : Electrical and electronics engineers       National       102       0       0.0 %       1.1 %       1         2171 : Information systems analysts and data administrators       National       24       0       0.0 %       1.1 %       0	National
1111: Financial auditors and accountants  National  10  0.00% 1.3% 0.00% 1.1112: Financial auditors and accountants  National  10  0.00% 0.9% 0.00% 0.9% 0.00% 1.3% 0.00% 1.114: Other financial officers  National  1121: Human resources professionals  National  1122: Professional occupations in business management consulting  National  National  National  10  0.00% 1.3% 0  10  1121: Professional occupations in advertising, marketing and public relations  National  National  11  12  13  14  15  16  17  17  17  18  18  18  19  19  10  10  10  10  10  10  10  10	National
1112 : Financial and investment analysts       National       29       0       0.0 %       0.9 %       0       0         1114 : Other financial officers       National       31       0       0.0 %       1.3 %       0       0         1121 : Human resources professionals       National       27       0       0.0 %       2.7 %       1         1122 : Professional occupations in business management consulting       National       85       0       0.0 %       1.6 %       1         1123 : Professional occupations in advertising, marketing and public relations       National       24       1       4.2 %       2.1 %       1       0         2133 : Electrical and electronics engineers       National       1       0       0.0 %       0.7 %       0       0         2171 : Information systems analysts and consultants       National       102       0       0.0 %       1.1 %       1         2172 : Database analysts and data administrators       National       24       0       0.0 %       1.3 %       0       0	
1114 : Other financial officers  National  National  1121 : Human resources professionals  National  National  27  0  0.0 %  1.3 %  0  1.0 %  1.3 %  1  1122 : Professional occupations in business management consulting  National  National  85  0  0.0 %  1.6 %  1  1123 : Professional occupations in advertising, marketing and public relations  National  National  1  0  0.0 %  1.6 %  1  2133 : Electrical and electronics engineers  National  1  0  0.0 %  0.7 %  0  0  1.1 %  1  2172 : Database analysts and data administrators  National  24  0  0.0 %  1.1 %  1  1  1  1  1  1  1  1  1  1  1  1  1	n National
1121 : Human resources professionals       National       27       0       0.0 %       2.7 %       1         1122 : Professional occupations in business management consulting       National       85       0       0.0 %       1.6 %       1         1123 : Professional occupations in advertising, marketing and public relations       National       24       1       4.2 %       2.1 %       1       0         2133 : Electrical and electronics engineers       National       1       0       0.0 %       0.7 %       0       0         2171 : Information systems analysts and consultants       National       102       0       0.0 %       1.1 %       1         2172 : Database analysts and data administrators       National       24       0       0.0 %       1.3 %       0       0	0 National
1122 : Professional occupations in business management consulting       National       85       0       0.0 %       1.6 %       1         1123 : Professional occupations in advertising, marketing and public relations       National       24       1       4.2 %       2.1 %       1       0         2133 : Electrical and electronics engineers       National       1       0       0.0 %       0.7 %       0       0         2171 : Information systems analysts and consultants       National       102       0       0.0 %       1.1 %       1         2172 : Database analysts and data administrators       National       24       0       0.0 %       1.3 %       0       0	) National
1123 : Professional occupations in advertising, marketing and public relations       National       24       1       4.2 %       2.1 %       1       0         2133 : Electrical and electronics engineers       National       1       0       0.0 %       0.7 %       0       0         2171 : Information systems analysts and consultants       National       102       0       0.0 %       1.1 %       1         2172 : Database analysts and data administrators       National       24       0       0.0 %       1.3 %       0       0	National
2133 : Electrical and electronics engineers       National       1       0       0.0 %       0.7 %       0       0         2171 : Information systems analysts and consultants       National       102       0       0.0 %       1.1 %       1         2172 : Database analysts and data administrators       National       24       0       0.0 %       1.3 %       0       0	National
2171 : Information systems analysts and consultants  National 102 0 0.0 % 1.1 % 1 2172 : Datebase analysts and data administrators  National 24 0 0.0 % 1.3 % 0 0	) National
2172 : Datebase analysts and data administrators National 24 0 0.0 % 1.3 % 0 0	) National
•	National
2173 : Software engineers and designers National 11 0 0.0 % 0.6 % 0 t	) National
	) 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 0.0	) National
1112 : Lawyers and Quebec notaries National 4 0 0.0 % 1.6 % 0 0.0	0 National
5121 : Authors and writers	0 National
5125 : Translators, terminologists and interpreters National 3 0 0.0 % 2.9 % 0 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 0	·· O 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	0 Québec
2281 : Computer network technicians	Ontario
2282 : User support technicians Alberta 22 0 0.0 % 3.8 % 1	Alberta



#### Workforce Analysis - Detailed Report

Date: 2018-12-05

#### **Aboriginal Peoples**

				Aborig	inal Peoples				
Employment Equity Occupational Group	Internal Location	All Employees	-	entation	Availa	_	Gap	Recruitment Area	
		#	#	%	%	#	#		
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		New Brunswick	
2282 : User support technicians	Nova Scotia	7	1	14.3 %	3.2 %	0	1	Nova Scotia	
2282 : User support technicians	Ontario	87	O	0.0 %	1.6 %	1		Ontario	
2282 : User support technicians	Québec	103	0	0.0 %	1.3 %	1		Québec	
2283 : Information systems testing techniclans	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	Ō	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	
7 : 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		
3235 : Financial sales representatives	Alberta	10	0	0.0 %	3.6 %	0	0	Alberta	
3235 : Financial sales representatives	British Columbia	15	1	6.7 %	1.8 %	0	1	British Columbia	
3235 : Financial sales representatives	Manitoba	4	0	0.0 %	6.4 %	0	0	Manitoba	
5235 : 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	



#### Workforce Analysis - Detailed Report

Date: 2018-12-05

#### **Aboriginal Peoples**

Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Availa	bility	Gap	Recruitment Area
		#	#	%	%	#	#	
6235 : Financial sales representatives	Nova Scotia	1	0	0.0 %	1.7 %	0	0	Nova Scotia
3235 : Financial sales representatives	Ontario	86	2	2.3 %	0.9 %	1	1	Ontario
235 : Financial sales representatives	Québec	29	0	0.0 %	0.7 %	0	0	Québec
235 : Financial sales representatives	Saskatchewan	2	0	0.0 %	3.9 %	0	0	Saskatchewan
0 : Clerical Personnel		186	1	0.5 %	1.1%	2 💥		
Employment Equity Occupational Group	Calgary	23	0	0.0 %	3.0 %	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
: Intermediate Sales and Service Personnel		213	2	0.9 %	2.2 %	5 🎇		
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 💥		N.B. less CMA
Employment Equity Occupational Group	N.S. less CMA	3	Ö	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
2 : 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
3 : Other Sales and Service Personnel		8	1	12.5 %	1.0 %	0	1	



#### Workforce Analysis - Detailed Report

Date: 2018-12-05

#### **Aboriginal Peoples**

		Aboriginal Peoples								
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	lability	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 %			······································		

Total may not equal sum of components due to rounding.

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



#### Workforce Analysis - Detailed Report

Date: 2018-12-05

#### Members of Visible Minorities

				Members o	f Visible Min	orities		
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avai	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	74	18	24.3 %	10.1 %	7	11	National
92 : 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	A	0	0.0 %	12.5 %	1		National
5121 : Authors and writers	National	2	Ö	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	Ö	0.0 %	34.1 %	0	0	Ontario
2282 : User support technicians	Alberta	22	11	50.0 %	28.2 %	6	5	Alberta



#### Workforce Analysis - Detailed Report

Date: 2018-12-05

#### Members of Visible Minorities

	Members of Visible Minorities							
Employment Equity Occupational Group	Internal Location	All Employees	•	entation		lability	Gap	Recruitment Area
		#	#	%	%	#	#	
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 🎆		New Brunswick
2282 : User support technicians	Nova Scotia	7	0	0.0 %	11.3 %	1		Nova Scotia
2282 : User support technicians	Ontario	87	45	51.7 %	35.9 %	31	14	Ontario
2262 : 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 🎇	*	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	Ö	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
77 : 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		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
8235 : Financial sales representatives	Manitoba	4	2	50.0 %	13.7 %	1	1	Manitoba
5235 : Financial sales representatives	New Brunswick	2	Ö	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



#### Workforce Analysis - Detailed Report

Date: 2018-12-05

#### Members of Visible Minorities

				Members o				
Employment Equity Occupational Group	Internal Location	All Employees	•	entation	Availability Gap			Recruitment Area
		#	#	%	%	#	#	
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
3235 : Financial sales representatives	Québec	29	8	27.6 %	12.3 %	4	4	Québec
235 : Financial sales representatives	Saskatchewan	2.	0	0.0 %	7.4 %	0	0	Saskatchewan
0 : 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	<b>919</b>	Toronto
Employment Equity Occupational Group	Vancouver	3	1	33.3 %	42.3 %	1	0	Vancouver
1 : Intermediate Sales and Service Personnel		213	50	23.5 %	23.9 %	51		
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	Ö	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	Torento	66	21	31.8 %	48.9 %	32		Toronto
Employment Equity Occupational Group	Vancouver	10	4	40.0 %	47.5 %	5		Vancouver
2 : Semi-Skilled Manual Workers		1	0	0.0 %	22.7 %	0	0	
Employment Equity Occupational Group	Montréal	1	Ö	0.0 %	22.7 %	0	0	Montréal
13 : Other Sales and Service Personnel		8	3	37.5 %	42.5 %	3	0	



#### Workforce Analysis - Detailed Report

Date: 2018-12-05

#### Members of Visible Minorities

		Members of Visible Minorities								
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Ava	ilability	Gap	Recruitment Area		
		#	#	%	%	#	#			
Employment Equity Occupational Group	Montréal	3	0	0.0 %	24.3 %	1		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



#### Workforce Analysis - Detailed Report

Date: 2018-12-05

#### Persons with Disabilities

				Persons	with Disabili	ies		
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avail	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
01/02 : Managers	National	271	3	1.1 %	4.3 %	12	<b>39</b>	National
03 : Professionals	National	425	4	0.9 %	3.8 %		<b></b>	National
04 : Semi-Professionals and Technicians	National	374	11	2.9 %	4.6 %	17	<b>**</b>	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		National
10 : Clerical Personnel	National	186	7	3.8 %	7.0 %	13	-8	National
11 : Intermediate Sales and Service Personnel	National	213	5	2.3 %	5.6 %	12		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		National
Total		1697	35	2.0 %	4.6 %	78	4.8	

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

				Women			
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	lability	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	9	
08 : Skilled Sales and Service Personnel	150	58	38.7 %	64.0 %		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	21	
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	***	



#### Workforce Analysis - Summary Report

Date: 2018-12-05

#### **Aboriginal Peoples**

			Aborig	inal Peoples	3	
Employment Equity Occupational Group	All Employees	Repres	sentation	Avai	lability	Gар
	#	#	%	%	#	#
01 : Senior Managers	74	0	0.0 %	2.9 %	2	-2
02 : Middle and Other Managers	197	1	0.5 %	2.2 %		3
03 : Professionals	425	1	0.2 %	1.4 %	6	
04 : Semi-Professionals and Technicians	374	1	0.3 %	2.1 %		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 : Skitted Sales and Service Personnel	150	3	2.0 %	1.3 %	2	1
10 : Clerical Personnel	186	1	0.5 %	1.1 %	2	*
11 : Intermediate Sales and Service Personnel	213	2	0.9 %	2.2 %		4
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	***



#### Workforce Analysis - Summary Report

Date: 2018-12-05

#### Members of Visible Minorities

			Members of	f Visible Min	orities		
Employment Equity Occupational Group	All Employees	Repres	sentation	Ava	ilabilíty	Gap	
	#	#	%	%	#	#	
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	***************************************	
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	



#### Workforce Analysis - Summary Report

Date: 2018-12-05

#### Persons with Disabilities

			Persons	with Disabili	ties	
Employment Equity Occupational Group	All Employees	Repres	sentation	Avai	lability	Gap
	#	#	%	%	#	#
01/02 : Managers	271	3	1.1 %	4.3 %	12	-9
03 : Professionals	425	4	0.9 %	3.8 %		12
04 : Semi-Professionals and Technicians	374	11	2.9 %	4.6 %	17	*
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	*
10 : Clerical Personnel	186	7	3.8 %	7.0 %	13	*6
11 : Intermediate Sales and Service Personnel	213	5	2.3 %	5.6 %	12	*
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	4
Total	1697	35	2.0 %	4.6 %	78	48



#### 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 : Míddle 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 1: Workforce Analysis Moneris Solutions Corporation [Date: 2018-12-05]

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		ζ.,	Table 1: Women	
		First/Pr	evious Workforce /	Analysis
	wment Equity Occupational Group (EEOG)	All Employees	Wor	nen
rantan	Ansar Edan's Occubational Croub (EECOC)		Representation	Availability
		#	#	%
01	Senior Managers	68	24	27,40
02	Middle & Other Managers	191	86	38.90
03	Professionals	381	175	38.80
()4	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

	labie 5: Women	
	Current Workfore	
All Employees	Wor	men .
	Representation	Availability*
#	#	%
74	24	27.40
197	88	38.90
425	1881	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	Ó	0.00
1,697	754	0.0

* Sourc	et			
2011 No	itional F	lousehold	Survey	

* Source	ex			
2011 Na	uional	Household	i Survey	

# Federal Contractors Program Achievement Report Part 1: Workforce Analysis Moneris Solutions Corporation [Date: 2018-12-05]

	st/Previous Worl	Cintre Anaivsis
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Data from Sub		
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	rst/Previous Worki	force Analysis
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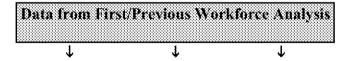
		Table	2: Aboriginal Po	oples
		First/Pr	evious Workfo <b>rce</b> A	analysis
tt	or more Country Course (FEOC)	All Employees	Aborigina	l Peoples
	oyment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	6% 78
01	Senior Managers	68	0	2,90
02	Middle & Other Managers	191	2	2.20
03	Professionals	381	0	1.40
()4	Semi-Professionals & Technicians	380	1	2,10
05	Supervisors	2	0	0.80
06	Supervisors: Crafts & Trades	0	Ü	0.00
07	Administrative & Senior Clerical Personnel	75	l l	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

Table	6: Aboriginal Pe	oples
Subsequent	/Current Workfore	e Analysis
All Employees	Aboriginal	Peoples
	Representation	Availability*
#	#	ν/ <sub>u</sub>
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
1,697	13	0.0

* Source	8\$		
		isehold Survey	

* Source:		
2011 Natio	onal Household Survey	

# Federal Contractors Program Achievement Report Part 1: Workforce Analysis Moneris Solutions Corporation [Date: 2018-12-05]



17.614 11.6121 1.11	rst/Previous Work	lorce Analysis
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2016	03	21

	ibsequent/Curre Analysis	
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Data from Subse		
YYYY	MM	DD
2018	12	05

		Table 3: Members of Visible Minorities		
		First/Previous Workforce Analysis		
tt.	amount Facility Community and Community Office	All Employees	Members of Visible Minorities	
.eten	syment Equity Occupational Group (EEOG)		Representation	Availability
		Ħ	¥	9/4
01	Senior Managers	68	15	10,10
02	Middle & Other Managers	191	36	15.00
03	Professionals	381	130	26.70
()4	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		36.30
14	Other Manual Workers	0	0	0.00
Total		1,765	519	25.7

	1,765	519 25.7
Г	× Source:	
	2011 National Hous	sehold Survey

Table 7: Me	mbers of Visible	Minorities	
Subsequent	Current Workfore	e Analysis	
All Employees	Members of Visible Minorities		
	Representation	Availability*	
#	#	0/u	
74	18	10.10	
197	39	15.00	
425	167	26.90	
374	117	22.80	
2	1	16.70	
0	8	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	
1,697	539	0.0	

* 80	ureei		
2011	National Househol	d Survey	

# Federal Contractors Program Achievement Report Part 1: Workforce Analysis Moneris Solutions Corporation [Date: 2018-12-05]

	t/Previous Wor	klorce Analysis
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Data from Subse	quen/Curr Analysis	eni warkiorce
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	rst/Previous Worki	force Analysis
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2016	03	21

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		Table 4:	Persons with Di	sabilities
		First/Pr	evious Workforce A	enalysis
1l.	amont Early Occupations Come (EEOC)	All Employees	Persons with	Disabilities
rangan	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01/02	Managers	259	द	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 Di	sabilities
Subsequent	Current Workfor	ce Analysis
All Employees	Persons with	ı Disabilities
	Representation	Availability*
#	#	%
271	3	4.30
425	4	3.80
374	11	4,60
2	()	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	Ï	4.80
8	0	6.30
0	0	0.00
1,697	35	0.0

* Source:		
	dian Survey on Disab	

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#### Part 2: Flow Data Analysis

#### **Moneris Solutions Corporation**

[Date: 2018-12-05]

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## Data from Form 4 - Employees Hired

## Data from Form 5 - Employees Promoted

#### Data from Form 6 - Employees Terminated

Table 9: Women

		Table 1:	Women	
	Full-time	National	Part-time	/National
Employment Equity Occupational Group (EEOG)	AB Empioyees Hired	Waesee Hirod	AH Employees Hired	Waesen Hirod
	ų,	ø	jj.	Ħ
01 Senior Managers	ļij	ij	Ŋ	ij
02 Middle & Other Managers	51	18	0	
03 Professionals	192	76	0	0
04 Semi-Professionats & Technicians	138	49	4	
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0)	0
07 Administrative & Senior Clerical Personnel	22	13	0	0
08 Skilled Sales & Service Personnel	159	52	0	ij
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	52	26	0	0
11 Intermediate Sales & Service Personnel	79	31	2	2
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	ŋ	0	ij
14 Other Manual Workers	0	0	0	0
Total	712	274	6	4

Ψ	Ψ	<u> </u>	<u> </u>
	Table 5:	Women	
Fall-time	National	Part-time	National
4H Employees Promated	Wasser Promated	SH Employees Promated	Warnen Fromated
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57	29	()	<b>()</b>
100	53	()	()
52	15	1	1
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0	0	0	0
11	7	0	0
39	16	t)	ij
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34	25	0	0
50	27	2	1
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0	0	0	0
372	179	3	2

Full-time	National	Part-time	National
4H Employees Terminated	Wasses Fermissical	4H Employees Terminated	Wanter ferminated
ij	Ħ	H	11
27	14	Ŋ	
63	29	Ω	
173	77	2	
131	29	9	
1	0	0	
9	0	0	
25	13	0	
178	66		
0	0	0	
77	46	3	
105	57	8	
0	0	0	
2	2	13	
ŋ	0	0	
782	333	22	1.

## Federal Contractors Program Achievement Report Part 2: Flow Data Analysis

**Moneris Solutions Corporation** 

[Date: 2018-12-05]

Start	Date of Flov	Data
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2016	03	21

End I	ate of Flow	Data
YYYY	MM	90
2018	12	05

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

Table 6: Aboriginal Peoples

Data from Form 6 - Employees Terminated

		↓	4	1	1
		Tab	le 2: Abor	iginal Per	ples
		Full-time	/ National	Part-time	/ National
*****	ployment Equity Occupational Group OG)	AH Empinyees Hired	Aheriginal Peoples Hired	433 Employees Hired	Aboriginal Peoples Hirod
		ij	ø	Ħ	ä
01	Senior Managers	19	1)	0	Ŋ
02	Middle & Other Managers	51	0	0	0
03	Professionals	192	t e	θ	0
()4	Semi-Professionals & Technicians	138	ļ.	4	0
05	Supervisors	θ	0	θ	0
06	Supervisors: Crafts & Trades	0	0	0	i)
07	Administrative & Senior Clerical Personnel	22	1	0	0
08	Skilled Sales & Service Personnel	159	4	0	ij
09	Skilled Crafts & Trades Workers	0	0	0	0
10	Clerical Personnel	52	1	0	0

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

Total

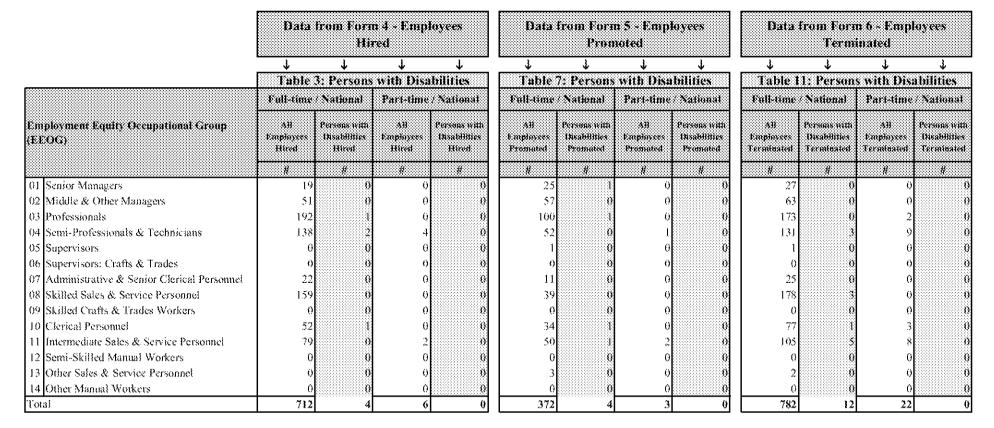
Fall-time	National	Part-time	National
5H Employees Promitted	Aboriginal Peoples Promated	All Employees Properted	Anorginal Peoples Premated
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57	0	0	C
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0	0	0	
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0	0	0	(
372	3	3	0

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	Tabl	e 10: Abo	riginal Per	ples
	Full-time	/ National	Part-time	National
	AH Employees Terminated	Aboraginal Peoples Terminated	All Employees Terminated	Altergrati Peoples Terminated
	ij	ij	ų	н
Ö	27	Ø	θ	(
ρ	63	1	0	
0	173	0	2	(
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9	25	0	0	(
0	178	3	0	
Q	0		0	(
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# Federal Contractors Program Achievement Report Part 2: Flow Data Analysis Moneris Solutions Corporation [Date: 2018-12-05]

Start	Date of Flov	Data
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2016	03	21

End I	ate of Flow	Duta
***	MM	90
2018	12	05



#### Part 2: Flow Data Analysis

#### **Moneris Solutions Corporation**

[Date: 2018-12-05]

J

Start	Date of Flov	Data .
YYYY	MM	99
2016	03	21

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees **Terminated** 

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	Table 4:	Members (	rf Visible I	Minorities	Table 8:	Members (	of Visible	<b>Ainorities</b>	Table 12:	Members	of Visible	Minorities
	Full-time	/ National	Part-time	/ National	Full-time	National	Part-time	/ National	Full-time	National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	AH Employees Hitesi	Members of Visible Miscrities Hires	5H Employees Hired	Members of Visible Minorities Hired	4H Employees Promated	Members of Visible Minorities Promoted	AH Employees Promated	Members of Visitie Minorities Promoted	AH Employees Terminated	Members of Visible Wigorities Terminated	AH Employees Terminated	Members of Visible Minorities Terminated
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01 Senior Managers	19	4	0	ij	25	×	0	Ð	27	3	0	Ø
02 Middle & Other Managers	51	13	0		57	13	0	9)	63	14	0	()
03 Professionals	192	102	θ	0	100	36	θ	0	173	77	2	()
04 Semi-Professionals & Technicians	138	54	4		52	12	1	0	131	48	9	3
05 Supervisors	θ	0	θ	0	1	0	θ	0	1	1	θ	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	Ø	0	0
07 Administrative & Senior Clerical Personnel	22	8	0	0	1.1	4	0	0	25	47	0	0
08 Skilled Sales & Service Personnel	159	66	θ	0	39	22	θ	3)	178	66	θ	0
09 Skilled Crafts & Trades Workers	0	0	0	Ω	0	0	0	0	0	0	0	0
10 Clerical Personnel	52	28	θ	0	34	16	0	0	77	39	3	1
11 Intermediate Sales & Service Personnel	79	24	2	0	50	12	2		105	27	8	2
12 Semi-Skilled Manual Workers	0	0	l o	0	0	0	l e	0	0	0	0	1 0

13 Other Sales & Service Personnel 14 Other Manual Workers

Total

Full-time	National	Part-time	National
All Employees Promoted	Members of Visible Minorities Promoted	AH Employees Promated	Members of Visible Minorities Promoted
Ħ	ij.	ų.	- 4
25	Š	0	Ŋ
57	1.3	0	
100	36	θ	()
52	12	1	0
1	0	θ	0
0	Ď.	0	)
11	4	0	0
39	22	θ	ij
0	0	0	0
34	16	θ	()
50	12	2	J
0	0	0	0
3	2	0	()
0	0	0	0
372	122	3	3

Full-time	National	Part-time	<b>National</b>
4H Employees Terminated	Members of Visible Minorities Terminated	AH Employees Terminated	Members of Visible Minorities Terminated
- 4	g g	Ŋ	4
27	3	0	Ŋ
63	14	θ	0
173	77	2	()
131	48	9	3
1	1	θ	0
0	0	0	0
25	5	0	0
178	66	θ	ij
0	Ω	0	0
77	39	3	1
105	27	8	2
0	0	0	0
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0	0	0	0
782	280	22	6

#### Part 3: Couls

#### Moneris Solutions Corporation

(Date: 2018-12-05)

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									***************	Table 1: Previous Si	********								

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ternup (KR4113)	42.52.48.88.48	Actios	Pro	eetes .	Actord	9.00	(eneg	times tivee 3 Years	\$3\$3.88 <b>9</b> 383			Occe 3	17775	3743	Arxifobildy	Prescot tap	Cap	Ментехенности	Representation to 3
	2016-03-21	Aoxuate	Amounts	1300.7	Axioodle	Cororatis	Over 3		2016-03-21	<b>1030348</b> 3	Disc)	Negra	2816	2016					
				toors			Seers		***************************************		70035								
	#	<b>76</b>	% ***	Я	***	%×		*	*	**************************************	я	#	*	***	%	я	*	9%	<b>%</b>
01 Senior Managers	68	2.9%		0	38.0%		0	0	2.4	0.0%	0	5	0		27.4%		5	35.3%	35,3%
02 Middle & Other Managers	191	3.0%a		Ü	32.5%		()	Ü	56	0.0%	()	-12	0		38.9%	12	12	45.0%	45.0%
03 Professionals	381	3.7%		0	43.4%		t)	0	175	0.0%	0	-27	f)		38.8%	27	27	45.9%	45,9%
04 Semi-Professionals & Tech	380	-0.5%	2,5%	29	37.3%	£3,(8%	171	200	81	15.0%	36	60	47	23.5%	25.6%	-16	-33	23.395	22.5%
05 Supervisors	2	0.0%		0	50.0%		0	0	ŧ	0.0%	0	0	0		50.8%	0	0	50 0%	50.0%
06 Supervisors: Crafts & Trades	0	0.0%		U	0.0%		0	υ	()	0.0%	υ	0	Û		0.0%	υ	0	#DIV/0!	#DIV/0!
67 Administrative & Sr Clerical	75	-3.7%	2.5%	6	35.2%	35,0%	3.4	<b>2</b> ()	50	15.0%	23	39	30	79,0%	81.0%	-11	وب ا	66.7%	70.4%
08 Skifted Sales & Service	182	-6.2%	2.5%	14	107.2%	35.0%	82	96	50	15.0%	36	79	48	500%	62.8%	-34	-31	44.0%	46,9%
69 Skifted Crafts & Trades	0	0.0%		Û	0.0%		-0	Ð.	0	0.0%	Ð	U	ŋ		0.0%	Ð	0	#DIV/05	#D(√/0!
10 Cherical Personnel	212	-4.3%		0	40.2%		()	0	141	0.0%	0	-3	<b>()</b>		65.0%	3	3	66.5%	66,5%
11. Intermediate Sales & Service	268	-7.4%	2.5%	20	47.0%	13,0%	121	343	172	15.0%	77	97	32	65.0%	66.5%	-6	-5	64.295	64.9%
12 Semi-Skilled Manual	ŧ.	0.0%		0	0.0%		0	0	0	0.0%	0	-0	t)		18,4%	0	tı	0.695	0.0%
13 Other Sales & Service	5	17.0%		Ü	30.8%		0	υ	5	0.0%	υ	-2	t)		53.3%	2	2	20.001	100.0%
14 Offier Manual Workers	0	0.0%		- 0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIY/0!	#D(V/0)
Total	1,765	4.3%		- 0	46.4%		0	0	815	9.0%	0	18	0		47.2%	-18	-18	46,2%	46.2%

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)<sup>95</sup> 1) x 100.
- Colculated by using the following formula: (Terminoted full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) + ((Total number of employees from Previous Workforce Analysis) + 2) x 100.

			Ta	able 2: Women		
Емурочанскі Караду Осеорадзінаві Сенор (ЕКОС)	Witnest Sheat-term Goals Long-term	(Gods		Co	naments	
	* * * *	9 <sub>k</sub>				
91 Senior Managers	0 6.0	0.04				
62 Middle & Other Managers	0 9.0 0	13,0				
03 Professionals	e 500 g	659				
04 Semi-Professionals & Teeb	87 23.5 <b>6</b>	0.0				
05 Supervisors	6 00 0	6.0				
96 Supervisors: Crafts & Trades	6 0.0 8	():53				
97 Administrative & Sr Clerical	30 75.0 12	29.0				
98 Skiffed Sales & Service	48 50.0 32	53.0				
69 Skilled Crafts & Trades	0 00 0	va				
10 Clerical Personnel	0 5.0 0	6.0				
11 Imermediate Sales & Service	92 65.0 93	66.0				
12 Semi-Skilled Manual	6 0.0 0	0.0				
13 Other Sales & Service	9 0.0 9	033				
14 Orber Manual Workers	0 0.0 0	(1/0)				
Total	317 337					

Part 3: Coals

Moneris Solutions Corporation

(Date: 2018-12-05)

										Data (	ar First/I	trevious (	ioals							
A	8	į C	<u>l</u> 1)	€.	F	G	<b>{</b> 1	]		į K	<u>L</u>	M	. N	()	P	Q	R	5	3	į U
Data sources:		From Workforce Analysis	From Workforce	Data Cotry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>2</sup>	Data finti	yuC x H x 3	F ÷ 1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R ÷ M	łχ₽	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + (C + M + (C + M + (C + M + (C + M + M + M + M + M + M + M + M + M +	K+C	(K - M + O) ÷ (C + F)
		1	↓	Ţ	1	Ţ	Ţ	<b>1</b>	ţ	ţ	4	ţ	Ţ	Ţ	ţ	1	ţ	1	4	Ţ
											e 3: Abor									

									*************	*****	1864-468.Br (*								
				AHEm	pdarees									Ahaigi	cal Proples				
Employment Equity Our quational	Newber	Carno	siceNew Passi	ione)	Historice P.	iądsacencia id Kaiplosessi	Facinism bril	Anticquated	Symples		ephacomens of Limitor coa	Hites Historiced	3 Year Tren	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,				fressi	Projected
Carrier (KKCH)	43.53.58.88.58	Actual	Proj	eeed	Actord	3100	संस्थ	Unesticest Years	XXXX-9594388			Cleer 3	1117	YYYY	Prosent Avxilability	Present tap	Proposed Gap	Megresentation	Representation to 3 Years
	2856-03-21	Anxuoth	АножВу	ther) Yours	Axmodis	Corocally	Over 3 30005	10022	2016-03-21	Соножий	13107.) 10033	Years	2856	2010					1 curs
	#	W <sub>6</sub>	9 <sub>k</sub>	#	*/•	0 <sub>K</sub>	•	*	***	9,	ý.	¥		×.	•/ <sub>4</sub>	4	*	9,6	V/4
01 Senior Managers	68	2.9%	2.5%	. 5	38.0%	35.0%	33	36	0	15.0%	0	2	£	3.5%	2.9%	-2.	-1	0.0%	1.4%
62 Middle & Other Managers	393	3.0%a	2.5%	14	32.5%	35.0%	86	1(0)	2	15.0%	1	4	3	3.5%	2.2%	-2	1	1.0%	2.0%
03 Professionals	381	3.7%	2,5%	29	43.4%		171	200	(1	15.0%	. 0	6	-	1.0%	1.4%	-5	-4	0.0%	0.5%
04 Semi-Professionals & Teeb	.380	-0.5%	3.5%	29	.37.3%	£3,0%	171	200	1	15.0%	. 0	8	2	€.0%	2.1%	-7	-6	0.096	0.7%
05 Supervisors	2	0.0%		0	50.0%		0	0	0	0.0%	0	0	()		0.8%	0	0	0.0%	0.0%
U6 Supervisors: Crafts & Trades	Ú	0.0%		Ü	0.0%		Ð	υ	e	0.0%	U	49	t)		0.0%	U	n	*DIV/0!	#DIV/0!
67 Administrative & Sr Clerical	75	-3.7%		0	38.2%		0	0	}	0.0%	0	0	1)		1.190	0	0	1.3%	3.39%
08 Skilled Sales & Service	182	-6.2%		0	107.2%		θ	()	3	0.0%	0	-1	0		1.2%	l	1	1.6%	1.696
69 Skilled Crafts & Trades	0	t) (1%)		Ð	0.0%		-0	f)	0	0.0%	Ð	O	0		6.0%	f)	Ü	4DIV/0!	#DIV/0!
10 Clerical Personnel	212	-4.3%	2,5%	16	40.2%		95	111	í	15.0%	0	1	ì	1.0%	1.0%	-1	0	0.5%	0,9%
11. Intermediate Sales & Service	268	-7.4%	3.5%	20	47.0%	£3,0%	121	343	2	15.0%	1	4	2	€,5%	1.9%	-3	-2	0.795	₹.0%
12 Semi-Skilled Maoual	ł l	0.0%		0	0.0%		0	0	\	0.0%	0	}	t)		0.9%	1	1	300 695	£00.0%
13 Other Sales & Service	5	17.0%		Ü	30.8%		θ	Ü	0	0.0%	Ü	6	()		1.2%	U	0	0.0%	0.0%
14 Office Manual Workers	0	0.0%		0	0.0%		- 0	()	0	0.0%	0	0	1)		0.0%	0	0	#DIY/0!	#DIV/01
Total	1,765	J 3%		9	46.4%		{}	9	13	9.0%	- 9	}9	0		1.7%	19	-19	0,6%	0.6%

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis \* Previous number of employees from Workforce Analysis) 10 x 100.
- Colculated by using the following formula: (Terminoted full-time employees from Flow Data Analysis + Total number of employees from Previous Workforce Analysis + Total number of employees from Corrent Workforce Analysis) 2) x 100.

			Table 4:	Aboriginal Peoples		
Emphraient Equity Occupational Geoup (EECO)	Abordginat Peoples Sheat-term Conts Long-term (	Goals		Сонин	ents	
	7 °0 \$	<b>A</b>				
91 Senior Managers	] 3.5% 0	0.0				
62 Middle & Other Managers	3 2.5% 0	63				
03 Professionals	2 1.9% 0	0.0				
04 Semi-Professionals & Teeb	2 1.0% 0	0.0				
05 Supervisors	0 0	0.0				
96 Supervisors: Crafts & Frades	6 6	0.0				
07 Administrative & Sr Clerical	0 12	29.0				
98 Skifted Sales & Service	0 32	53 (0				
69 Skilled Crafts & Trades	0 0	na a				
10 Clerical Personnel	1 1.9% 0	0.0				
11. Imermediate Sales & Service	2 1.5% 36	255				
12 Semi-Skilled Manual	6 6	0.9				
13 Other Sales & Service	9    3	25.0				
14 Other Manual Workers	0 0	(1,1)				
Total	£3 81					

#### Federal Contractors Program Achievement Report Part 3: Couls Moneris Solutions Corporation (Date: 2018-12-05)

									Data t	ar First/I	revious f	soals							
A	C	[ ])	€	F	G	<u> </u>	<u> </u>	Į J	K	<u> </u>	M	N	0	P	Q	R	<u> </u>	3	L
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data fietry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>2</sup>		CxHx3	} ÷ [	From Workforce Analysis	Equivalent to H	Kxtx3	(f x Q) - R ÷ M	3xP	Data Entry	From Workforce Analysis		(K - M + O) - ((C + F) × Q)	K+C	(K - M + O) ∻ (C + F)
		↓	<b>↓</b>	Ť	1	Ļ	<b>.</b>	ţ	<b>.</b>	<u> </u>	į	1	1	ţ	<b>.</b>	<u> </u>	<b>.</b>	4	1
									*******	Persons	*******	***********							
500000000000000000000000000000000000000									t est	Preside St	interestry?	4899							
				AllEn				1							th Okuhi8tie		1		
	Newton	tern	office New Physic	)(196)	Hossoscer.tu	iqdiocencent id Rosploscessi	Francisconi:		Symples	Turnover (2)	cipliacomens of	blices		c Goods					
Евгроузиент Едибу Оссарайналі							cated	Applicated Capyth could		frinisated	Lisples coe	Risjoiced		n-16 -YYNY	Present	Prescotton	Pargerated	ficescos	Реојескиј Верхимијански је 3
Graup (ERCH))	XXXXX88890	ketis65	3,403	ceted	Actord	31.09	100000000000000000000000000000000000000	Years	*2.52.48.8488			Geer 3 Vegrs	******	*************	Armiobildy	элексөн сар	1.ap	Mexicoconocom	X core
	2036-03-21	Аожов	Аножаву	130003	Axwadis	Coroselly	tover 9 Seers		2016-03-21	Оюхиду	10000	20.44	2856	5016					
	***************************************	1/4	•	4	×.	0 <sub>k</sub>	à	#	***************************************	9,	ġ.	á.		***	6/4			96	1/4
01/02 Managers	259	3.9%	2.5%	19	35.3%	15.0%	117	136	/	15.0%	2	10	-	3.0%	4.3%	-7	-6	£.5%	2,2%
03 Professionals	383	3.7%	2.5%	29	43,4%	35.0%	171	2(8)	. 3	15.0%	1	14		3.0%	3.8%	-11	-10	0.8%	3,5%
04 Semi-Professionals & Tech	380	-0.5%	2,5%	29	37.1%	15.19%	171	200	12	15.0%	. 5	12	· ·	4.0%	4.6%	-5	-4	3.2%	3,7%
05 Supervisors	2	0.0%		0	50.0%		0	0	()	0.0%	0	0		)	13.9%	. 0	0	0.095	0.0%
06 Supervisors: Crafts & Trades	()	0,0%		0	0.0%		()	0	()	0.0%	0	0	(	)	0.69%	. 0	0	#DIV/0!	#DIV/0!
U7 Administrative & Sc Clerical	75	1		Ü	35.2%		()	U	4	0.0%	U	1	ť	1	3,4%	1	1	5.3%	5.3%
08 Skilled Sales & Service	380	-6.2%	2.5%	14	£07.2%	15.0%	80	96	2	15.0%	1	6		3,0%	3.5%	-4	-3	E.1%	0.0%
09 Skilled Crafts & Trades	θ	0.0%		0	0.0%		θ	0	()	0.0%	()	0			0.0%	. (9	0	#DJV/0!	#DIV/0!
10 Clerical Personnel	212	4 3%	2.5%	16		35.0%	95	111	¢i	15.0%	3	13	4	8,0%	7.0%	-9	-7	2.8%	3.9%
11 Intermediate Sales & Service	268	-7,4%	2,5%	20	47.0%	1539%	121	141	9	15.0%	. 3	11	, e	4,0%	5.6%	-6	-5	3.4%	3.8%
12 Semi-Skilled Manual	ŧ	0.0%		0	0.0%		0	0	1	0.0%	0	-}		}	4.8%	1	l.	100.095	100.0%
13 Other Sales & Service	.5	37.0%		0	30.8%		()	0	Į į	0.0%	0	}	l t	}	6.3%	1	1	20 695	20.0%
13 Other Manual Workers	()	0.0%		Ü	0.0%		()	Ü	C	0.0%	U	0	ť	1	0.0%	U	0	#DIV/0!	#DIV/0!
Total	1.765	-3.3%	200000000000000000000000000000000000000	0	46.4%		()	()	40	0.0%	()	41	(	)	4,7%	-31	-41	2,3%	0.4%

t Calculated by using the following formula: ((Correct number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis; (S. + 1) x 100.

Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) = (1 × 100.

Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) = (1 × 100.

Workforce Analysis) + 2) × 100.

						Ta	hle 6: Pe	TSARS 3	•ìth Di	sabilities							
Етубулки Едибу Октарабная	Persons wi	ith 1985abBittes															
Капрыулкан Едийу Оссарайная Сегиар (КЕСИЗ)	Short-term Goals	Langarri	R \$50388							L.I	mment	•					
01/02 Managers		3.0	4,3														
93 Professionals	4	2.0 8	4.0														
64 Semi-Professionals & Tech	8	4.0 9	4.3														
05 Supervisors	, v	0.0	0.0														
06 Supervisors: Crafts & Trades	n (	0.0	0.0														
07 Administrative & Sc Cherical	G (	0.0	0.0														
08 Skilled Sales & Service	3	<b>30</b> 4	2.53														
09 Skilled Crafts & Trades	6	0.0	0.0														
10 Cferical Personnel	i i i i i i i i i i i i i i i i i i i	5.0	7.0														
11 Intermediate Sales & Service	6	4.0 8	6.0														
12 Semi-Skilled Manual	<b>v</b>	0.0	0.0														
13 Other Sides & Service	i d	0.0	0.6														***********
14 Other Manual Workers	6	0.00	0.9														
Total	31	43															

Part 3: Coals

Moneris Solutions Corporation

(Date: 2018-12-05)

									Data	tar First/l	Previous I	soals							
<u> </u>	C	<u> </u>	€.	į F	<u>G</u>	<b>{</b> I	<u> </u>		į K	Ĺ.	M	N	()	P	Q	R	<u> </u>	3	į Į:
Data sources:	From Workforce	From Workforce Analysis	₹ Data Cetr	Y CxEx3	From Flow Data Analysis & Workforce Analysis <sup>2</sup>	Data fining	CxHx3	F + 1	From Workièree Analysis	Equivalen to H	Kxtx3	(F x Q) - R ÷ M	JχP	Data Entry	From Workforce Analysis	Worldbree	(K - M - H	K+C	*F)
	<u> </u>	¥	Į.	¥	4	į	<b>↓</b>	į.	<b>↓</b>	4	į	1	¥	ţ	1	¥	1	4	Ţ
									Table 7: 3	lembers o	t Visible	Minoritie	<b>\$</b>						
									f with	fire was N	huct-torox t	-totle							

									taus ( Au	***********		****							
1000000									i i i i i i i i i i i i i i i i i i i	'errigis Sh	Abe-resids e	(986							
				一、代籍 史幼	gdavers								****	100)65% 51°.\	hittle Middel	fies			
		Nender	Carnoth (New Phois		300001501:3B1	еристен то	fromoword:		Skirdice				3 Year	Gods					
	W 22 M					Posplosery):		Anticolated		Tarbover (8) Tarbaigates			*Frein	-16					Projected
	ыулын Барибу Октарабыад. 	131348181818	Actus Froj	cerca	Actord	9700	ester .	*********	<b>\$3</b> \$3,4848\$88			Riojoiced Orec 2	3333	\$ <b>23</b> \$	Prosent Avxilobildy	Prescostiap	Pardener.	ffceson) Henroschatom	Кертинальный ю.3
K H H	ф (КК <del>(</del> 113)						Over 3	Years			0.663	Vears.						A GILL CHARLE	3 cars
		2856-03-21	Аожиой Аножиду	19063 10063	Axioali	Cororativ	5 cors		2016-03-21	Оюжийх	10031		2836	5016					
		***************************************	9% 9%	ý.	×.	9,4		#	<b>*************************************</b>	•,	g.	j.		×.	0/4	4		•,	#%
-01	Serior Managers	68	2.9%	()	38.0%		θ	()	15	0.0%	0	-8	0		10.1%	, ×	8	22.1%	22, 196
62	Middle & Other Managers	191	1.0%a	Ú	32.5%		0	()	36	0.0%	tı.	-7	0		15.0%	7	7	18,8%	18.895
03	Professionals	381	3.7%	0	43.4%		0	0	130	0.0%	0	-28	ß		26.7%	28	28	34.1%	34.1%
04	Semi-Professionals & Tech	.380	-0.5%	0	37.3%		0	0	138	0.6%	0	-29	0		23.3%	29	29	30.196	34.1%
05	Supervisors	2	0.(9%)	0	50.0%		0	0	2	0.0%	0	-2	0		16.7%	2	2	100 004	1(x).0%
06	Supervisors: Crafts & Trades	Û	0.0%	Ü	0.0%		Ú	Ü	Ú	0.0%	υ	0	ũ		0.0%	U	e e	#DIV/0!	#DIV/0!
07	Administrative & Sr Clerical	75	-3.7% 2.5%	- 6	35.2%	15.0%	3.4	A()	16	15.09 n	7	3.5	10)	23,0%	29.3%	-6	-5	21.3%	23,5%
-08	Skilled Sales & Service	182	-6.2% 2.5%	14	107.2%	35.0%	82	96	54	15.0%	24	3.5	30	33,78%	33.0%	-6	-5	29.7%	30,695
69	Skilled Crafts & Trades	0	0 0%	Ð	0.0%		0	Û	0	0.0%	Ð	O	0		0.0%	Ð	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	212	-4.3%	0	40.2%		0	0	86	0.0%	0	-12	0		34.8%	12	12	40.6%	40.6%
11	Intermediate Sales & Service	268	-7.4% 2.5%	20	47.89%	£3,0%	121	343	61	15.0%	27	40	34	24,0%	25.7%	-8	-6	22,896	23.6%
	Semi-Skilled Maoual	ŧ.	0.0%	0	0.0%		0	0	0	0.0%	0	- 8	υ		22,7%	0	t:	0.695	0.0%
	Other Sales & Service	5	17.0%	Ü	30.8%	13.0%	2	2	1	15.0%	U	<b>š</b>	}	25.0%	36.3%	-1	f	20.0%	40,0%
_	Other Manual Workers	0	0.0%	0	0.0%		0	()	()	(9,0%)	0	0	0)		0.0%	0	0	#DIY/0!	#DIV/01
Total		1,765	4.3%	- 9	46.4%		8	0	519	9.0%	9	-65	0		25.7%	65	65	29,4%	29,4%

- † 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.
- Colculated 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 Corrent Workforce Analysis) 2) x 140.

		Table 8: Members of Visible	Minorities	
	Members of Visible Minarities			
Emphysical Equity Occupational Geoup (EECG)	Sheart-term Goals Long-term Goals		Comments	
CHAMPLE CAND	g 00 0 00			
91 Senior Managers	0 0.0 0 0.0			
62 Middle & Other Managers	e 3.0 a ca			
03 Professionals	e 5.0 0 00			
04 Semi-Professionals & Teeb	0 00 0 00			
05 Supervisors	0 00 0 09			
96 Supervisors: Crafts & Frades	6 0.0 9 6.9			
07 Administrative & Sr Clerical	10 25.0 12 29.0			
98 Skiffed Sales & Service	50 31.0 32 53.0			
09 Skilled Crafts & Trades	0 9.0 0 00			
10 Clerical Personnel	0 9.0 0 0.0			
11 Imermediate Sales & Service	34 24.0 36 25.5			
12 Semi-Skilled Manual	6 a6 9 69			
13 Other Sales & Service	1 25.0 1 25.0			
14 Other Manual Workers	0 0.0 0 0.0			
Total	75 81			

Part 3: Couls

Moneris Solutions Corporation

IDate: 2018-12-051

									Data for	Subseque	nt/Curre	at Goals							
A   8	į C	<u> </u>	€.	Į F	G	<b>{</b> I	1		į K	<u> </u>	M	N	. 0	P	Q	8	l S	3	į U
Data sources:	From Warkforce Aualysis	From Workforce Analysis	: Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>2</sup>	Data finhy	CxHx3	F ÷ 1	From Workforce Analysis	Equivalent to H	Kxtx3	(F x Q) - R ÷ M	JxP	Data Entry	From Workforce Analysis	From Worldorce Analysis		K÷C	(K - M + O) + (C + F)
		<b>↓</b>	Į.	Ţ	4	Ļ	<b>‡</b>	ţ	ţ	<b>+</b>	į.	ţ	ţ	ţ	1	Ţ.	<b>↓</b>	4	ţ
									***************************************	Table 9:	*******	n Goods							

										*******	ан Сарчан	******	n Gods							
					AllEn	gdavees									W	ROXI				
	ыулюн Гариту Октарайная)	Nendee	tým	diceNew Pools	0016)	Taxweer (U)	qdsa encent of Kaiplosersi	Fagritisechrif	Anticquated	эхийст	furnosus (de furnamated		Histor National	\$500	Gods r-16				fress)	Projectus
	ıp (KK(N))	\$3.\$355889PB	Action	Frei	cetes	Actord	Proj	क्ल	threstrees.	1212-444 <b>3</b> 80			Clear 3	3333	3333	Втозою Акжібової ду	Present tap	Progressed Gapt	Monresentation	Кертиновня ю.3. Усого
		2038-32-95	АожиоЯс	Auosady	tNor) Yours	Axoodis	Consistly	Overs Score		2018-32-95	CHONNERS	Disc) Years	\$eqre	2818	2021					
		#	V/6	9 <sub>k</sub>	я	×.	0 N	ě	*	#	9,	蜂	g .	•	×.	•/4	¥	*	9,	<i>1</i> %
-01	Senior Managers	7.4	2.9%		()	38.0%		0	0	2.4	0.0%	0	. ي	0		27.4%	4	-3	32.4%	32,4%
02	Middle & Other Managers	397	3.0%a		()	32.5%		0	()	88	0.0%	()	-3 {	0		38.9%	11	13	44.7%	44.79
03	Professionals	425	3.7%		0	43.4%		()	0	188	0.0%	0	-26	()		38.2%	26	26	44.2%	44,2%
04	Semi-Professionals & Teeb	374	-0.5%		0	37.3%		0	0	102	0.0%	0	-7	()		25.5%	7	7	27.395	27.3%
0.5	Supervisors	2	0.(7%		0	50.0%		()	0	1	0.0%	0	0	0		50.8%	0	0	\$0.0%	50.0%
96	Supervisors: Crafts & Trades	0	0.0%		Û	0.0%		O	Ü	()	0.0%	Û	()	ũ		0.0%	Ü	n	#DIV/0!	#DIV/01
02	Administrative & Sr Clerical	67	-3.7%		()	35.2%		0	0	45	0.0%	()	1)	0		81.0%	-9	وہ	67,2%	67.2%
08	Skilled Sales & Service	3.50	-6.2%	-7.6%	-14	107.2%	33.0%	149	13.5	.58	33.0%	57	86	68	50.0%	64.0%	-38	-18	38.7%	50.7%
69	Skilled Crafts & Trades	0	0.0%		Û	0.0%		0	Û	0	0.0%	Û	()	0		0.0%	Û	0	4DIV/0!	#D(√/0!
10	Clerical Personnel	186	-4.3%		0	40.2%		0	0	123	0.0%	0	-3	f)		65.1%	2	2	66.1%	66,1%
11	Intermediate Sales & Service	23.3	-7.4%		0	47.0%		0	0	121	0.0%	0	23	()		66.5%	-21	-21	56.895	56.8%
12	Semi-Skilled Maoual	ŧ	0.0%		0	0.0%		0	0	0	0.0%	0	-0	t)		18.4%	0	tı	0.695	0.0%
1.3	Other Sales & Service	8	17.0%		Û	30.8%		Û	Ü	4	0.0%	Û	0	ũ		54.1%	Ü	n	50.0%	50.0%
13	Other Manual Workers	0	0.095		()	0.0%		0	0	()	0.0%	()	0	0		0.0%	0	0	*DJY/0!	#DIV/01
Tota		1,697	4.3%		9	46.4%		()	- 0	754	9.0%	()	-754	0		0.0%	754	754	44,4%	44,4%

- † 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.
- Colculated by using the following formula: (Terminoted full-time employees from Flow Data Analysis = Terminated part-time employees from Flow Data Analysis) = ((Total number of employees from Previous Workforce Analysis) = 2) x 100.

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N ON	ovaest Equity Occupational p.(EEM))		Wigge	н																						
GHA	o (KKAN)	Sika t-te	ran Goals	Long terr	н Соодх										Con	mest	•									
000000			g % (c		**								******		******						<u> </u>	<u> </u>	<u> </u>	<u> 200000</u>	<u> 200000</u>	200000
01	Senior Managers		9 00																							3313333
0.2	Middle & Other Managers		0.0																							
0.3	Professionals		0.0																			1000000	200000			
().1	Semi-Professionals & Tech		0.0																			1000000	200200			
65	Supervisors		9.0																				303303			
06	Supervisors: Crafts & Trades		9.0																							
07	Administrative & Sr Clerical		§ 0.0[§																			//////////////////////////////////////				
08	Skilled Sales & Service		50.0		(5.11%)																					
(19	Skilled Crafts & Trades		0.0																				20000			
10	Clerical Personnel		0.0																			20000000°	<i>9999999</i>	<u> </u>		
11	Intermediate Sate: & Service		0.0																		.::::::::::		<u> </u>			
12	Semi-Skilled Manual		0.0																							
13	Other Sales & Service		0.0																							2000000
14	Other Manual Workers		0.08																							300000
Tota			្ស																							

Part 3: Goals

Moneris Solutions Corporation

IDate: 2018-12-051

A =	8	C	l D	€.	Į F		G [	fl	1	1	Oata for	Subseque L	st/Carre	ut Goals	0	P	Q	<u> </u>	8	3	U
Data sources:		From Workforce Analysis	From Workforn Analysis	a 1	try: C x E	x 3 Ana Wo	m Flow Data Hysis & ark8nce ork8nce	Data finti	C x H x	3 F ÷ 1	From Workforce Analysis	Equivalent to El	KxLx3	(F x Q) - R ÷ M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + e O) - ((C + F) × Q)	K + €,	*F)
5x		4	Į.	Ţ	Ţ	•	Ţ	Ţ	1	ţ	¥	<b>↓</b>	į	Ţ	Ţ	ţ	<b></b>	Ţ	1	<b>.</b>	Ţ
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	ыумен Едибу Октарайналі	Newton	Carro	the New Positi	X05)	Tomeseritti	placement of Larplaceres	F297.11678615715	Anticquated	Skadice	furnosis (&) feminated			\$500	Giods (- To					Projectal
1,000,000	p (EE(1))	42.52.48.83.bit	Actisof	Proje	शंख	Actord	Proj	etest	threstrees.	1212-444 <b>3</b> 8			Risjoiced Circle 3	7775	2512	Prosent Avxifebildy	Prescos Cop	Proposed	1500001 Вентоминающ	Representation to 3 Years
		2038-32-95	АожиоВс	Amosady	(Nec) Years	Axnoxlic	Corocally	Over 3 3 cers		2018-32-05	(Sexes)	Disc) Years	Segra	2818	2021					
		#	- W	%	#	×.	o <sub>w</sub>	ė.	æ	*	9 k	<b>#</b>	g.		×.,	9/4	4	*	0,	<i></i>
-01	Serior Managers	7.4	2.9%	11.6%	()	38.0%	33.0%	29	29	0	13.0%	0	2	E	<b>3</b> .7	% 2.9%	-2.	-1	0.0%	1,496
62	Middle & Other Managers	397	3.0%a	0.0%	()	32.5%	31.6%	65	65	3	11.0%	i)		£	3.0	2.2%	-,3	3	0.5%	3.695
03	Professionals	425	3.7%	0.9%	0	43.4%	1439%	179	179	f	14.0%	0	5	2	1.0	% 1.4%	-5	-3	0.2%	0,7%
04	Semi-Professionals & Tech	374	-0.5%	0.0%	0	37.3%	83,0%	ŧ46	146	ŧ	13.9%	0	7	3	23	98 2.1%	-7	-4	0.095	₹.1%
05	Supervisors	2	0.0%		0	50.0%		()	0	Ł	0.0%	0	}	0		0.8%	1	1	\$0.0%	50.0%
06	Supervisors: Crafts & Trades	0	0.085		Û	0.0%		O	Ü	O	0.0%	Û	()	o o		0.0%	Ü	0	#DIV/0!	#DIV/01
07	Administrative & Sr Clerical	67	-3.7%		()	35.2%		0	0	}	0.0%	()	0	0		1.1%	0	0	1.5%	3.595
-08	Skilted Sales & Service	3.50	-6.2%		()	107.2%		0	0	3	0.0%	()	- {	0		1.3%	l t	1	2.0%	2.0%
69	Skifted Crafts & Trades	0	0.0%		fì	0.0%		()	Û	()	6.0%	Û	()	ŋ		6.0%	fì	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	186	-4.3%		0	40.2%		Ð	0	i	0.0%	0	1	1)		1.1%	-1	-]	0.5%	0.5%
11	Intermediate Sales & Service	23.3	-7.4%	0.0%	0	47.0%	{to0%	102	302	2	16.9%	1	4	2	23	986 2.2%	-3	-2	0.995	1.4%
12	Sent-Skilled Maoual	ŧ.	0.0%		0	0.0%		0	0	ŧ	0.0%	0	}	t)		0.9%	1	1	100 695	180.0%
1.3	Other Sales & Service	8	17.0%		Û	30.8%		Û	Ü	1	0.0%	Û	- 1	ū		1.0%	1	1	12.5%	12.5%
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	()	0.0%	()	0	1)		0.0%	()	0	#DIY/0!	#DIV/01
Total	·	1,697	4.3%		9	46.4%		()	0	13	9.0%	0	-3.3	0		9.0%	13	13	0.8%	0.8%

- † 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.
- Colculated by using the following formula: (Terminoted full-time employees from Flow Data Analysis + Total number of employees from Previous Workforce Analysis + Total number of employees from Corrent Workforce Analysis) + 2) x 100.

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No.	ovaest Equity Occupational p.(EEM))		Aboraginal Progres																			
Caro	o (KK4M)	Nikq:1-te	rantions Longaer	m (and)										omu	lessia							
200000			* * * * * * * * * * * * * * * * * * * *	***																		
01	Senior Managers		4.0	4.0%																		
02	Middle & Other Managers		2.0	2,0%																		
03	Professionals		1.0	1,0%																		
(54	Semi-Professionals & Tech		2.0	2.0%																		
05	Supervisors		0.0																			
06	Supervisors: Crafts & Trades		0.0																			
07	Administrative & Sr Clerical		0.0																		00000000	
08	Skilled Sales & Service		0.0			((000)															(00000000)	
()9	Skilled Crafts & Trades		0.0																			
LO	Clerical Personnel		0.0																			
11	Intermediate Sales & Service		2.0	2.0%																		
12	Semi-Skilled Manual		9.0																			
13	Other Sales & Service		9.0																			
14	Other Manual Workers		0.6																			
Tota			0.0																			

# Federal Contractors Program Achievement Report Part 3: Goals Moneris Solutions Corporation [Date: 2018-12-95]

									Data for	88.48888888									
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A 8	Ċ	l)	€.	F.	G	<b>{</b> 1	1	J	K	<u> </u>	M	N	0	P	Q	R	S	3	U
Data sources:	From Warkfarce	Fran Workforce	Data fotry	CxFx3	From Flow Data Analysis &	Data feetiv	CsHx3	F ÷ 1	From Workforce	Equivalent	Kxlx3	(F x Q) -	)xP	Data Entry	From Workforce	From Worldorce	(K - M · O) · ((C ÷	K + €	(K - M + O) + (C
	Anatysis	Analysis <sup>(</sup>	,		Workforce Analysis <sup>2</sup>	,			Anatysis	to fl		R÷M			Analysis	Analysis	2		÷· F`)
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									*************	: Persons	******	***********							
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Етирызмент Едибу Октарабиал						Laiplaserst		Anticquated			Cisples con	Histor Hastoriced		N-16	Prosono		Pargessleet	ffcosos	Projected
Graup (KKCU3)	43.53.88.83.88	Actual	Proj	eerest .	Actord	Pros	क्ल	thres there?	1212-888-88			Orce 3	****	***	Avxilobildy	Prescortisqu	Cap	Megaresentation	Representation to 3 Years
	2038-32-05	Aosusth	Anoxady	ther)	Amodis	Consistly	10466 3 34665		2018-32-95	Оюживу	1007)	\$eqre	2818	2021					
	*	· • • • • • • • • • • • • • • • • • • •	9,	#	*.	0 N	· e		*	9,	#	- 4	- 4	×	9/4	#		%	1%
01/02 Managers	271	3.9%	1.0%	()	35.3%	32.0%	98	98	3	12.0%	Į.	10	3	3/8/8	4.3%	9	-8	£.1%	1.5%
63 Professionals	425	3.7%a	0.6%	()	43,4%	34.0%	179	179	A	14.0%	2	14		3.0%	3.8%	-12	-9	0.9%	3.6%
04 Semi-Professionals & Tech	374	-0.5%	0,0%	0	37.1%	12.09%	135	135	11	12.0%	्र	10	5	4.0%	4.6%	-6	-5	2.9%	3,2%
05 Supervisors	2	0.0%		0	50.0%		0	0	()	0.0%	0	0		}	13.9%	0	0	0.095	0.0%
06 Supervisors: Crafts & Trades	()	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%		Ü	35.2%		()	Ü	4	0.0%	0	-2		1	3.4%	2	2	6.0%	6.0%
08 Skilled Sales & Service	350	-6.2%	~3.0%	-14		33,0%	149	135	(0	33.0%	0			3,3%	3.5%		Ü	0.0%	3.7%
Skilled Crafts & Trades     Clerical Personnel	186	0.0% 4.3%	0.0%	, ti	0.0% 40.2%	33.6%	73	73	9	0.0% 13.0%	"	"		7.0%	0.0% 7.0%	1	0	#DIV/0! 3.8%	#DEV/0! 4.8%
10 Clerical Personnel 11 Intermediate Sales & Service	213	-7,4%	0.0%	10	47.0%	1639%	102	107	,	15.9%	.1		;	3.0%	7.9% 5.6%	1		2.3%	2.8%
12 Semi-Skilled Manual	41.5	0.0%	W22.0	١	0.0%	14577.0	102			0.0%	ا أ	,	"	2.020	4.8%	1	1	100.095	100.0%
13 Other Sales & Service	g g	37.0%		0	30.8%		6	0	ď	0.0%	1 6	-,	] ;		6.3%	, ,	_1	0.0%	6.0%
13 Other Manual Workers	(1	0.0%		11	0.0%		0	, ,	(1)	0.0%	"	, 'a	;		0.0%	1	ا ا	*DIV/0!	#DIV/0!
Total	1,697	-1.3%		()	46.4%		0	()	35	0.0%	0	-35		)	0.0%	3.5	35	2.1%	2.1%

<sup>†</sup> Calculated by using the following formula: ((Correct mumber of employees from Worldorce Analysis + Previous number of employees from Worldorce Analysis; <sup>165</sup> - 1) x 100.

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

Winkinger rollingslag - 272 TV							3	able 1	k Per	saus y	vith I	ísabi	રેદદેશ્ય								
Каңыулка Едибу Остарайнай Сегар (ККСИ);	Pers	ons with Disabilities Goali Lang-tern											f	menti							
Graup (KKEH)		70	9%										. ,,,,,	********							
01/02 Managers		2.0	2.0%																		
93 Professionals		3.0	5,0%																		
64 Semi-Professionals & Tech		4.0	4.0%																		
05 Supervisors		9.0																			
06 Supervisors: Crafts & Trades		0.0	· · · · · · · · · · · · · · · · · · ·																		
07 Administrative & Sr Chrisal		0.0																			
08 Skilled Sales & Service		3.5																			
09 Skilled Crafts & Trades		0.0				2000000															
10 Cferical Personnel		7.0	7,01%1																		
11 Intermediate Sales & Service		3.0	3.0%																		
12 Semi-Skilled Manual		0.0																			
13 Other Sales & Service		0.0				3000000		900000													
14 Other Manual Workers		0.0																			
Total		0.0																			

## Federal Contractors Program Achievement Report Part 3: Guals

Moneris Solutions Corporation [Date: 2018-12-05]

									Data for	Subseque	nt/Curre	it Goals							
A	C	<u> </u>	€.	Į F	G	<b>{</b> I	<u> </u>		K	<u>(</u>	M	N	()	P	Q	R	<u> </u>	<u>T</u>	ļ.
Data sources:	From Workforce Analysis	From Workforce Analysis	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>2</sup>	Data Entry	CAHAJ	F ÷ [	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R ÷ M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + Q) - ((C + F) × Q)	K + €,	(K - M + O) + (C + F)

								able 15:30	embers o	t Visible	Minoritie	8						
								Subseque	и Ситей	<b>अस्ट्रस्य स्ट्रा</b> म	i Goods							
			AllEr	провичест								N.	ambers of \	Wille Misser	fiex			
Employment Equity Occupational Graup (EECH);	Newbor 2525-888-pti	Carnoth (New Prec Actual Pre	(ions) (ceted	tomicerit Asiad	Laiplosers)	Francocki Kelek	Anticquited Unexticera		Turnover (its ferrurated		Hitos Risjaiced Occe 3	\$swn	Gods - To VYNV	Prosent Arxifolólity	Prescot Cap	Projected Gap	Freezes Stepresentation	Projectus Representation to 3
(mag) (cc(m)	2018-32-95	Australia Amusella	tker? Years	Amodis	Consults	Over 3 Scors	Yoan	2018-32-05	Оножийх	131467.7 14607	Vegrs	2818	2021					Years
Ol Contra Manager	<b>#</b> 7.1	2.9%	#	38.0%	***	* * *	******	****	0.0%	<b>#</b>	-11	* *	*6	10.1%	#	<b>*****</b>	24.3%	24.3%
61 Senior Managers 62 Middle & Other Managers	197	1.0%	1 7	32.5%		, o		10	0.0%		-) { _0	0		15.0%	1 1		19,8%	19.8%
03 Professionals	425	300000000000000000000000000000000000000	,	43.4%		í	0	167	0.0%	0	-53	0		26.9%	53	53	39.3%	39.3%
04 Semi-Professionals & Tech	374	100000000000000000000000000000000000000		37.3%		0	o o	137	0.6%	o	-32	0		22.8%	312	32	33.384	31.3%
05 Supervisors	2	0.(%)		50.0%		()	0	ł.	0.0%	0	}	0		16.7%	1	.  1	50.0%	50.0%
06 Supervisors: Crafts & Trades	(c	0.0%	ŧ	0.0%		()	υ	0	0.0%	υ	0	ũ		0.0%	, o	e e	#DIV/0!	#DIV/0!
67 Administrative & Sr Clerical	67	-3.7%	(	35.2%		()	()	23	0.0%	0	-1	1)		30,3%	. 1	1	31.3%	33,39%
98 Skilled Sales & Service	3.50	200000000000000000000000000000000000000	(	107.2%		0	0	57	0.0%	0	-12	0		29.9%	12	! 12	38.0%	38,0%
69 Skifted Crafts & Trades	0	0.0%	f	0.0%		()	Û	9	0.0%	Ð	O	ŋ		0.0%	i fi	i o	#DIV/0!	#DIV/0!
10 Clerical Personnel	186	200,000,000,000	(	40.2%		()	0	66	0.0%	0	-2	()		34.5%	2	2	35.5%	35,5%
11. Intermediate Sales & Service	23.3	-7.4%	(	47.6%		0	0	50	0.6%	0	3	0		23.9%	-1	-1	23,5%	2.5.5%
12 Semi-Skilled Manual	<b> </b>	. 0.0%	(	0.0%		9	0	0	0.0%	0	- 0	()		22.7%	·  0	· ·	0.693	0.0%
13 Other Sates & Service	8	s 17.0%	1	30.8%		0	l o	] 3	0.0%	U	0	0		42.5%	0	9 0	37.5%	37.5%
13 Officer Manual Workers	0	0.0%	(	0.090		0	0	0	0.0%	0	- 0	0		0.0%	(9	0	#DIY/0!	#DIV/01
Total	1,697	4 3% 00000000	4	46.4%		:  8	0	5.39	9.0%	- 9	-539	0		9.0%	539	5.39	3 E.8%	31.8%

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 1/3 1/3 (90,
- Colculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Corrent Workforce Analysis) 2) x 100.

						Table	16: Me	mbers	if Visibi	e Minor	ities									
Katubumani Kanin Chamani	, ж	mbers of Visible Min	iritica																	
Емуючаюн Едийу Осгарай Сохир (КЕСИЗ)	Ning1-t	erpitSoals Long	derm Lands							• •	mmes	19								
		**************************************	· · · · · · · · · · · · · · · · · · ·										********		******			<u> </u>	<u> </u>	<u> </u>
01 Senior Managers		0.0																		
02 Middle & Other Manager	-	0.6																	2000000	
93 Professionals		0.0																30000000	20000000	200000
64 Semi-Professionals & Tec	h [	0.0																		
05 Supervisors		0.0																		
06 Supervisors: Crafts & Tra		0.0																	20000000	
07 Administrative & Se Clori	cal	0.0																	2000000	
08 Skilled Sales & Service	F S S S S	0.0																	2000000	
69 Skilled Crafts & Trades		0.0																2000000		200000
10 Clerical Personnel		0.0																		
11 Intermediate Sales & Serv	Ke S	0.0																	<u> </u>	
12 Semi-Skilled Manual	[ [ [ ]	0.0																	20000000	
13 Other Sales & Service		0.0																<u> </u>	20000000	30000
14 Other Manual Workers	100000	0.0																	3000000	
Total	P0000000000000000000000000000000000000	3] 0.0[33€333€	24																	

#### Federal Contractors Program Achievement Report Part 4: Results - Women Moneris Solutions Corporation |Date: 2018-12-05| 33 ( Ð €. T. G £} 3 .... К š. M N) O P 0 R S Έ. V W X Past in Part Er Part E Part 2: Flow Part 2: Flow Part 2: How Pari In Priory $V \oplus U|_X$ $U \in \mathfrak{D}$ $D \times G$ £÷H Part 2: Flow $L \div K$ Part 2: Flow Workforce Westelforce Workhoos F · ff Days K x G ± 100 f. - X Dota O+P < 100 P × F + 100 0.8 Dates U x F + 100 $V \in X$ Data scorces: z 1(ii) Diga Analysis Deta Analysis Data Audysis v (Di ÷ 1 (9) s 400 Analysis Antonis America Appresis Analysis Amalysis Ţ Ł L Ţ Ł T 1 T T Ł Ł £ Ł Workforce Analysis Flow Data Analysis Emplerment Equity Workforce Hires Promotions Terminations Year Occupational Graup Wieron Ужино. S onsen 44-020121 R Losofoxx R Fotofoto EECH Availabilita Юјиомижен (íon F1 Result Action Lanceted Difference Await Expected Difference Kud Ехрегия Поветения **,** 4 e/ ж 24 0 \* 4 4 4 4 4 1 4 ж 2016 24 35. 27.4 128. 01 Senior Managers 2018 24 74 32.4 27.4 20 118.4 [0 Q. 47.4 25 7 28.0 27 14 51.9 10 2016 191 74 86 45.0 38.9 12 115. Middle & Other 02 Managers 27 2018 197 88 44.3 38.9 [] 114.8 20 18 35.3 20 57 20 50.9 26 63 29 46.0 28 381 175 148 2016 45.9 38.8 27 D8.4 03 Professionals 2018 425 188 44.1 38.2 162 26 D5.8 192 76 30.6 73 100 53 53.0 46 175 78 44.6 86 380 Semi-Professionals & 2016 81 21.3 25.6 97 -16 83.3 Technicians 2018 374 102 27.3 25.5 95 107.0 142 51 35.9 36 1.5 53 16 30.3 31 140 32 22.9 30 2016 Į. 50.0 50.8 98.4 Supervisors 2018 50.0 50.8 98.4 n 0.0 0 0.0 0 0.0 0 0.0 Supervisors: Crafts & 2016 0.0 0.0 Trades 2018 0.0 0.0 0.0 0.0 () 0.0 0 0.0 Part 3: Flow Part 2: Pless Parr 3: Part 3 Page 3: Data E + D x 100 E + G < 100 Part 3: Goals | U = K x 100 F ≈ M × 100 Data suggest Dato Analysis Gords Gogls Analysis Goals New Entrants Flow Data Long-term Goals Short-term Coals Employment Equity Year Women White Sypoten Occupational Group Comments M Lauphoys is (PEOG) Person of Passant of Percent of Personal Acqual Losi 44031 tarel Sjuat Good Met Goof Met 27 u, u, 4 2.7 w 2018 2 3 L8 0.0 0.0 0.0 1.7 0.0 -0.00.0 Senior Managers 202 E 3.7 2 11.8 0.0 0.0 0.0 0.0 Middle & Other 2018 45 18 40.0 0.00.0 0.0 0.0 0.0 0.0 Managers 2021 45 18 40.0 0.0 0.0 0.0 0.0 117 51 0.0 0.0 2018 43.6 0.0 0.0 0.0 -0.003 Professionals 2021 117 5( 43.6 0.0 0.0 0.0 0.0 35 2018 55 63.6 47 74.5 23.5 270.8 0.0 0.0 0.0 Semi-Professionals & Technicians 202 t 55 35 63.6 0.0 0.0 0.0 0.0 0.0 0.0 0,0 0.0 2018 0 0.0 -0.00.0 05 Supervisors

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#### Federal Contractors Program Achievement Report Part 4: Results - Wamen Moneris Solutions Corporation |Date: 2018-12-05| 33 ( Ð €. ı. G £} 3 .... К š M N) O P 0 R S **'5**' V W Past in Part E Part E Part 2: Flow Part 2: Flow Part 2: Holos Park In Pleas $U \neq \mathcal{D}$ $D \times G$ Part 2: Flow $L \div K$ Part 2: Flow $V + U \times$ O+1 < 100 P × F + 100 Workforce Westelforce Workhoos F · ff Days K x G ± 100 f. - X Dota 0.8 $10 \times 30 + 100$ $V \in X$ facta sources Dense Diga Analysis Deta Analysis Data Audysis v (Di ÷ 1 (9) z 1(ii) s 400 Analysis Antonis America Appresis Analysis Amalysis T Ł L Ţ L T 1 T 1 Ł Ł £ Ł Workforce Analysis Flow Data Analysis Emplerment Equity Workforce Promotions Hires Terminations Year Occupational Graup W 1010's Ужино. 44 (2002) St opposit R Losofoxx R Fotofoto EECH Юјиомижен Aviálabílás (for Ft Result Action. Lanceted Distorence Await Expected Difference Kud Ехреиев Поветения **4** 4 × X . 9 \* . u/\_\_\_\_\_ 4 • ź 4 ń. 4 2016 50 82. 81.0 -33 Administrative & Senior Clerical 2018 67 45 67.2 81.0 54 82.5 22 13 59.1 18 7 63.6 25 1.3 523) 17 -34 2016 182 801 62.8 114 70.0 Skilled Sales & 44.0 Service Personnel 2018 150 58 38.7 64.0 96 - 38 60.4 159 52 32.7 103 -50 30 16 41.0 17 178 37.1 75 -12 66 2016 () [ 0.0 0.0 0.0 Skilled Crafts & Trades Workers 2018 () 0.0 ត្តត 0.0 0.0 () 0.0 61 0.0 0 2016 212 141 66.5 65.0 138 102.3 Clemeal Personnet 2018 186 123 66.I 65.1 121 101.6 52 26 50.0 34 3.4 25 73.5 23 80 40 61.3 53 2016 268 172 64.2 66.5 178 96.5 Intermediate Sales & Service Personnel -21 2018 213 121 56.8 142 85.4 81 33 40.7 4 -21 52 28 53.8 33 113 62 54.9 73 66.5 2016 0 0.0 18.4 0.0 Semi-Skilled Manual Workers 2018 0 0.0 18.4 0.0 0 0.00 0.0 0 0.0 Part 3: Flow Part 2: Pless Parr 3 Part 3 Page 3: Data E + D x 100 • G s 100 Part 3: Goals | U = K x 100 F ≈ M × 100 Data suggest Data Analysis Gords Coals Croass Analysis New Entrants Coals Flow Data Short-term Coals Long-term Goals Employment Equity Year Norman White Sypoten Occupational Group Comments M Lauphoys is (PEOG) Persont 98 Passon of Percent of Personal Acqual Losi 44031 tarel Sout Good Met Goof Met u, 4 52. 2.7 w u, 2018 87.5 23.3 75.0 D6.5 58.3 29.0 301. Administrative & 7 30 12 Senior Clerical 202 E 7 87.5 0.0 0.0 0.0 0.0 2018 20 2 10.0 48 4.0 50.0 20.0 32 6.3 33.0 30.3 Skilled Sales & aunched Pilot program for Home Based Agents - exploring opportunities to target persons with disabilities and women for Service Personnel 2021 20 2 20.0 6666. 10.0 50.0 0.2 2018 () 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & +0.0Trades Workers 2021 0 9.0 0.0 0.0 0.0 0.0 2018 2 33.3 0.0 0.0 0.0 0.0 0.0 -0.0Clerical Personnel 202 t 3.3.3 0.0 0.0 0.0 0.0 -5.( -7.7 -7.6 ntermediate Sales & 2018 20 -} 92 -1.3 65.0 93 -3.1 66.0

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#### Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples Moneris Solutions Corporation |Date: 2018-12-05| 33 ( Ð 8. T. G £} 3 .... К š. M N) O P 0 R S **'5**' V W Past in Part E Part E Part 2: Flow Part D: Flow Part 2: Holos Park In Pleas $U \neq \mathcal{D}$ $D \times G$ Part 2: Flow Part 2: Flow $V + U \times$ Workforce Westelforce Workhoos F · ff Days K x G ± 100 f. - X Dota O+P < 100 P × F + 100 0.8 Date U x F + 100 $V \in X$ Cate suppose Diga Analysis Deta Analysis Data Audysis v (Di ÷ 1 (9) z 1(ii) s 400 Analysis Antonis America Appresis Analysis Amalysis Ţ Ł L Ţ £ T 1 T T Ł Ł £ Ł Workforce Analysis Flow Data Analysis Emplerment Equity Workforce Promotions Hires Terminations Year Occupational Graup Aboriginal Propies Abiorgical Propies Ationigiosi Pengiles Aloreigorol Peoplex R Losofoxx EECH Availabilita Юјиомижен (íon F1 Result Action Lanceted. Distorence Await Expected Difference Kud Ехреиев Поветения **.** 4 e, y × a. \* 4 4 0 4 ź . 4 4 2016 () 1 0.0 2.9 Senior Managers 2018 74 () 0.0 2.9 0.0 [0 0 0.0 25 0 0.0 27 0 0.0 2 2016 191 2.2 47.6 1.0 Middle & Other 02 Managers 2018 197 1 0.5 2.2 23.1 51 0 0.0 57 0 0.0 63 1 1.6 381 2016 0 0.0 1.4 0.0 Professionals 2018 425 ) 0.0 1,4 16.8 192 0.5 100 () 0.0 175 61 ůθ 380 Semi-Professionals & 2016 1 0.3 2.1 12.5 Technicians 2018 374 ΕÌ 0.3 2.1 12.7 142 3 0.7 53 0 0.0 140 ΙÌ 0.7 2016 () 0.0 0.8 0.0 Supervisors 0.8 6.250.6 2018 50.0 n 0.0 100.0 () 0.0 0.0 Supervisors: Crafts & 2016 0.0 0.0 Trades 2018 0.0 0.0 0.0 0.0 () Ē 0.0 0 0.0 Part 3: Flow Part 2: Pless Parr 3 Part 3 Page 3: Data E + D x 100 E + G < 100 Part 3: Goals | U = K x 100 F ≈ M × 100 Data suggest Data Analysis Gords Coals Analysis New Entrants Coals Flow Data Short-term Coals Long-term Goals Employment Equity Year Aboriginal Peoples Alteriginal Peoples Abangiasi Peoples Occupational Group Comments M Lasploys in (PEOG) Persont 98 Passont of Percent of Personal Acqual Losi 44031 tarel Sjuat Good Met Good Met 1 27. 2.7 w u, u, 2018 0.0 0.0 0.0 0.0 17 0 0.6 -0.00.0 Senior Managers Our Student Hiring and Intern programs are targeted towards aboriginal people. 0.0 202 E 1.7 0 0.0 4.0 0.0 0.0 2018 45 -} -2.2 -33.3 0.0 -8,888.9 0.0 0.0 0.0 Middle & Other Managers 2021 45 -1 -2.2 2.0 -titit. -11(.) 0.0 117 8,547.0 2018 I. 0.950.0 0.0 0.0 0.0 0.0Professionals 8547.6 2021 117 ( i 0.9 1.0 85,5 0.0 0 2018 55 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & -0.0Technicians 202 t 55 0 0.0 2.0 0.0 0.0 0.0 0.0 0.0 0.0 0,0 0.0 2018 ) [ 0.00.0 05 Supervisors

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#### Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples Moneris Solutions Corporation |Date: 2018-12-05| 33 ( Ð 8. T. G £} 3 .... К š. M N) O P 0 R S Έ. V W Past in Part Er Part E Part 2: Flow Part D: Flow Part 2: How Park In Pleas $U \neq \mathcal{D}$ $D \times G$ Part 2: Flow $L \div K$ Part 2: Flow $V + U \times$ O+1 < 100 P × F + 100 Workforce Westelforce Workhoos F · ff Days K x G ± 100 f. - X Dota 0.8 Dates U x F + 100 $V \in X$ Data scorces: Diga Analysis Deta Analysis Data Audysis v (Di ÷ 1 (9) z 1(ii) s 400 Analysis Antonis America Appresis Analysis Amalysis Ţ Ł L Ţ £ T 1 T T Ł Ł £ Ł Workforce Analysis Flow Data Analysis Emplerment Equity Workforce Promotions Hires Terminations Year Occupational Graup Aboriginal Propies Abiorgical Propies Ationigiosi Pengiles Aloreigorol Peoplex R Losofoxx (EECH) Юјиомижен Aviálabílás (íon F1 Result Action. Lanceted Distorence Await Expected Difference Kud Ехреиев Поветения y u e, y ж . 4 4 0 4 ź 4 4 \* \*\* 2016 321. Administrative & E 3.3 3.1 Senior Clerical 2018 67 ŧ. 3.5 1.1 335. 22 1 4.5 31 0 0.0 25 0 0.0 182 2016 3 1.6 1.2 137.4 Skilled Sales & Service Personnel 2018 150 3 2.0 1.3 153.8 159 4 2.5 30 0 0.0 178 3 1.7 2016 0 0.0 0.0 0.0 Skilled Crafts & Trades Workers 2018 () 0.0 0.0 0.0 0 0.0 () 0.0 61 ůθ 2016 212 1 0.5 1.0 47.3 10 Clerical Personnet 2018 186 ΕÌ 0.5 3.6 48.9 52 1 1.9 3.4 0 0.0 80 ΙÌ 1.3 2016 268 2 0.7 1.9 39.3 Intermediate Sales & Service Personnel 2.2 2018 213 6.9 42.1 81 n 0.0 52 0 0.0 113 0 0.0 0.9 н.ш. 2016 100.0 Semi-Skilled Manual Workers 2018 100.0 0.9 D.B.L 0.0 0 0.0 0 0.0 Part 3: Flow Part 2: Pless Parr 3: Part 3 Page 3: Data E + D x 100 E + G < 100 Part 3: Goals | U = K x 100 F ≈ M × 100 Data suggest Dato Analysis Gords Gogls Croass Analysis New Entrants Coals Flow Data Short-term Coals Long-term Goals Employment Equity Year Aboriginal Peoples Alteriginal Peoples Abangiasi Peoples Occupational Group Comments M Lasploys in (PEOG) Persont 98 Passont of Person of Personal Acqual Losi 44031 tarel Sunt Good Met Good Met Good Met 27. u, 4 2.7 v. u, 2018 12.5 0.0 29.0 43.1 Administrative & ) [ 0.0 0.012 8.3 Senior Clerical 202 E ) [ 12.5 0.0 0.0 0.0 0.0 2018 20 } } 5.0 0.00.0 0.0 32 3.1 33.0 15.2 Skilled Sales & Service Personnel 2021 20 ı 0.0 0.0 5.0 0.0 0.0 () 0.0 2018 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 0.0 Trades Workers 2021 0 9.0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 -0.0Clerical Personnel 202 L 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 25.5 ntermediate Sales & 2018 20 0 0.00.0 36 0.0 0.0

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#### Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples Moneris Solutions Corporation |Date: 2018-12-05| 33 C Ð €. I. G £} 3 К š. M N O P 0 R S Έ. ν W Past in Part Er Part E Part 2: Flow Part J: Flow Part 2: How Part 2: Elow Paol It Flow Port 2: Flow $U \in \mathfrak{D}$ $D \times G$ £ ÷ 11 $L \div K$ U · ff Work force Westkhores Workhoose Days K x G ± 100 $f_* \cdot N$ Deta $Q + V + 100 P \times F + 100$ 0.8Dates U x F + 100 $V \cdot X$ Data scorces: Deta Analysis Data Analysis z 1(ii) Diez Analysis v (Di ÷ 1661 × 100 Analysis Amorais Audvsis Appropris Analysis Analysis Ł Ţ Ţ Ł Ţ 1 Ţ T Ł £ Workforce Analysis Flow Data Analysis Employment Equity Workforce Hires Promotions l'erminations Year Occupational Group Aboriginal Propies Aborgiod Propies Ationigiost Peoples Aloreigorol Feordix AR Leseforz (EECH) Availabilita Юјхомихом Ft Result Action Lanceted Difference Await Expected Difference Kud Ехрегией Поветения y u w<sub>A</sub> ж 24 4. **,** \* - 4 į. Ŕ 4 4 4 0.0 Other Sales & Service 3.2 Personuel 2018 ŧ. 12.5 1.0 L.250.0 0 0.0 O. 0.0 0 0.0 0.0 2016 0.0 0 0.0 14 Other Manual Worker 2018 0 0.0 0.0 0.0 0 0.0 0 0.0 () 0.0 2016 1.765 ÐĒ 0.6 1.7 -[9 36.7 Total 2018 1,697 (3 0.8 0.0 13 0.0 718 8 1.1 375 H 0.3 804 6 0.7 ert 2: Hew Page 2: Plays Part 3: Post 3. Port 3: → G < 100 </p> F#1x100 Port3 Gook F#Kx100 F ~ M \ 100 Date sources. Date f. ~ f) < 100 Data Analysis Goods Clocks Analysis Coals New Entrants Flow Data Short-term Coals Long-term Goals Employment Favity Year Anorigioid Pincilles Aborgood Propies Abscription! Propies Comments Occupational Group (FE(XG) pricent of Percent of Percipit of Process of Action 1,488 (.os| tion Stoi Closs Mit Cost Met 4 4% 47 Φ, Đ, Þ . 2018 25.0 () 0.0 0.0 0.0 0.0 Other Sales & Service 0.0 Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 2018 () [ 0.0 0.0 0.0 0.0 0.0 0.0

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#### Part 6: Results - Persons with Disabilities

#### Moneris Solutions Corporation

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612	Professionals	2016	381	3	0.8	3.8	14	-11	20.7															
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O1	Semi-Professionals &	2016	380	12	3.2	4.6	17	-5	68.6															
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66	Supervisors: Crafts &	2018	0	()	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0	
17(1	Trades	2021	0	0	0,0			0,0	0.0			0,00	0.0	

#### Comments

annehed Pilot program for Home Based. Agents - exploring opportunities to target persons with disabilities for these full

Work From Home policy has been introduced in 2018.

#### Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities Moneris Solutions Corporation |Date: 2018-12-05| 33 ( Ð €. T. G £} 3 .... К š. M N) O P 0 R S **'5**' V W Past in Part Er Part E Part 2: Flow Part D: Flow Part 2: How Part In Pleas $U \neq \mathcal{D}$ $D \times G$ Part 2: Flow Part 2: Flow $V + U \times$ Workforce Westelforce Workhoose F · ff Days K x G ± 100 f. - X Dota O+P < 100 P × F + 100 0.8 Dates U x F + 100 $V \in X$ Cate suppose Diga Analysis Deta Analysis Data Audysis v (Di ÷ 1 (9) z 1(ii) s 100 Analysis Antonis America Appresis Analysis Amalysis T Ł L Ţ £ L 1 T Ł £ Ł Workforce Analysis Flow Data Analysis Emplerment Equity Workforce Hires Promotions Terminations Year Occupational Graup Persons with Blockblidge Personant Skinbhister PERMIT Person with think didner R Losofoxx EECH Юджозожіхбю Aviálalálás (íon F1 Result A tital Lanceted. Difference Await Expected Difference Kud Ехреиев Поветени y u × . \* 4 \*4 × 4 0 • ń . 4 1 4 4 2016 4 356.9 Administrative & 5.3 3.4 Senior Clerical 2018 67 4 6.0 3.4 175.6 22 0 0.0 0 0.0 25 0 0.0 182 2016 3.5 31.4 Skilled Sales & 1.1 Service Personnel 2018 150 () 0.0 3.5 0.0 159 0 0.0 30 0 0.0 178 3 1.7 2016 0 0.0 0.0 0.0 Skilled Crafts & Trades Workers 2018 () 0.0 0.0 0.0 0 0.0 () 0.0 61 0.0 2016 212 6 2.8 7.0 15 40.4 10 Clerical Personnet 2018 186 7 3.8 7.0 1.3 53.8 52 7 1.9 3.4 1Ĭ 2.9 80 ΙÌ 1.3 2016 268 Q. 3.4 5.6 35 60.0 Intermediate Sales & Service Personnel 2.3 2018 213 S 5.6 12 41.5 81 n 0.0 52 [,9 113 3 4.4 2016 100.0 4.8 2.083.3 Semi-Skilled Manual Workers 2018 100.0 4.8 2.083. 0.0 () Ē 0.0 0 0.0 Part 3: Flow Part 2: Pless Parr 3: Part 3 Page 3: Data E + D x 100 E + G < 100 Part 3: Goals | U = K x 100 F ≈ M × 100 Data suggest Dato Analysis Gords Coals Croass: Analysis New Entrants Coals Flow Data Short-term Coals Long-term Goals Emploxisent Egaity Year Persons who Occupational Group Partial wood being district Рээхнээ хэнь Тахаыйнох Comments Readilities EF (M.) Percens of Persons of Percent Percent of Actual Gud Abet Gast Atec Gool Met Liket Met V<sub>A</sub> - 5 Administrative & 2018 () 0.0 -0.00.00.0 0.6 0.0 0.0Senior Clerical 2021 0 0.0 0.0 0.0 0.0 0.6 -3 3.0 -375.0 2018 20 -15.0-500.0 -75.0 4,0 Skilled Sales & -100.0Service Personnel 2021 20 -3 3.5 -428.6 -15.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 0.6 Trades Workers 202 E () į 0.0 0.0 0.0 0.0 0.0 7.0 2018 } [ 16.3 5.0 333.3 12.5 238.1 16.7 30 Clerical Personnet 2021 Į į 7.0 238.1 23809.5 16.7 0.1 2018 20 -4 -20.0 -66. 4.0 -500.0 ~50.0 6.0 -333. Intermediate Sales & Service Personnel 2021 20 -4 -20.0 3.0 -666.7 0.0 -66666.

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#### Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities Moneris Solutions Corporation |Date: 2018-12-05| 33 C Ð €. ľ G £} 3 К š. M N) O P 0 R S Έ. ν W Past in Part Er Part E Part 2: Flow Part 2: Flow Part 2: How Part 2: Elow Paol It Flow Port 2: Flow $U \in \mathfrak{D}$ $D \times G$ £ ÷ 11 U · ff Work force Westkhores Workhoose Days K × O ← 100 $f_* \cdot N$ Deta Q + V + 100 $P \times V + 100$ 0.8Dates U x F + 100 $V \cdot X$ Data scorces: Deta Analysis Data Analysis z 1(ii) Diez Analysis v (Di ÷ 1661 × 100 Analysis Amorais Audvsis Appropris Analysis Analysis Ł Ţ Ł Ţ 1 Ţ T Ł £ Workforce Analysis Flow Data Analysis Employment Equity Workforce Promotions Hires Terminations Year Occupational Group Persons with Blockblidge Persons was fixublishes PERMIT Fersion with Disputition AR Leseforz (EECH) Availabilita Юјиомижен F1 Result Action Lanceted Difference Await Expected Difference Kud Ехрегией Поветения e y ж 24 4. \* - 4 į. Ŕ 4 4 4 ( i 203 317.: Other Sales & Service 6.3 Personuel 2018 () 0.0 6.3 0.0 0 0.0 O. 0.0 0 0.0 0.0 2016 0.0 0.0 0 Other Manual Worker 2018 () 0.0 0.0 0.0 0 0.0 0 0.0 () 0.0 42 2016 1.765 2.4 4.7 83 -41 50.6 Total 2018 1,697 35 2.3 0.0 35 0.0 718 4 0.6 375 4 1.1 804 (2 1.5 19 ert 2: Hew Page 2: Plays Part 3: Post 3. Port 3: → G < 100 </p> F#1x100 Port3 Gook F#Kx100 Date sources. Date f. ~ f) < 100 F ~ M \ 100 Data Analysis Goods Clocks Analysis Coals New Entrants Flow Data Short-term Coals Long-term Goals Employment Equity ) car Persons with Persons with Disphiliples Previous scale Disabilities Comments Occupational Group **Woodsibline** AR Lasales (LEOG) ermat id Perment ich Percent of Actual Congl fiest Gad Abri Guil Add troop stat Caout Mari × **74** 17. 3/4 4 4.0 4. 47 2018 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Other Sales & Service () Personnel 2021 0 0.0 0.0 0.0 0.0 0.0

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#### Part 7: Results - Members of Visible Minorities

#### Moneris Solutions Corporation

[Date: 2018-12-05]

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133	Middle & Other	2016	191	36	18.8	15.0	29	7	125.7															
172	Managers	2018	197	39	19.8	15.0	30	9	£32.0	51	1.3	25.5	8	5	57	13	22.8	H	2	63	<b>[</b> 4	22.2	12	2
0.2	Professionals	2016	381	1.30	34.1	26.7	102	. 28	127.8															
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ns.	Supervisors	2018	0	-}	0.0	. 0	0.0	0.0	0.0	0	0.0	0.0	0.0	
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Comments

#### Part 7: Results - Members of Visible Minorities

#### Moneris Solutions Corporation

[Date: 2018-12-05]

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07	Administrative &	2016	75	16	23.3	29.3	22	-6	72.8												all the second			
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108	Skilled Sales &	2016	182	54	29.7	33.0	60	-6	89.9															
	Service Personnel	2018	150	57	38.0	29.9	45	12	127.1	159	66	41.5	48	18	39	22	56.4	12	10	178	60	37.1	53	13
/(0)	Skilled Crafts &	2016	0	0	0.0	0.0	()	()	0.0		-										an an a			
	Frades Workers	2018	0	() <u>[</u>	0.0	0.0	0	0	0.0	0	0	0.0	0	()	()	0	(1,0)	()	0	()	() <u>[</u>	0.0	()	()
10	Clerical Personnet	2016	212	86	40.6	34.8	74	12	116.6												- I			
	CACACCO I CISCIONA	2018	186	66	35.5	34.5	64	2	102.9	52	28	53.8	Es	10	34	36	47,]	1-1	2	80	40	50.0	3.2	8
11	Intermediate Sales &	2016	268	61	22.8	25.7	69	-8	88.6															
	Service Personnel	2018	213	50	23.5	23.9	51	-1	98.2	81	24	29.6	19	5	52	13	25.0	12	1	113	20	25.7	26	3
122	Semi-Skilled Manual	2016	1	0	0.0	22.7	0	0	0.0															
	Workers	2018	)	()	0.0	22.7	()	()	0.0	0	0	0.0	0	()	()	()	(0,0)	-{)	0	0	()	0,0	0	()

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			*		1.		16	16	9,				1.0	
07	Administrative &	2018	8	7	87.5	10	70.0	25.0	350.0	12	58.3	29.0	303.2	
07	Senior Clerical	202 E	8	7	87.5			0.0	0.0			0.0	0.0	
68	Skilled Sales &	2018	20	22	0.041	30	73.3	31.0	354.8	32	68.8	33.0	333.3	
(24)	Service Personnel	2021	20	2.2	110.0			0.0	0.0			0.0	0.0	
(9)	Skilled Crafts &	2018	0	()	0.0	0	0.0	0.0	0.0	()	0.0	0.0	0.0	
	Trades Workers	202)	0	0	0.0			0.0	0,0			0.0	0.0	
10	Clerical Personnel	2018	6	4		0	0.0	0.0	0.0	0	0,0	0.0	0.0	
	C TOTAL S CONTROL	2021	Ć,	4	66.7			0.0	0.0			0.0	0.0	
11	Intermediate Sales &	2018	20			.34	23.5	24.0	166.7	36	22.2	25.5	356.9	
	Service Personnel	2021	20	8	40.0			0,0	0.0			0.0	0.0	
12	Semi-Skilled Manual	2018	0			0	0.0	0.0	0.0	()	0.0	0.0	0.0	
	Workers	2023	()	()	0.0			0.0	0.0			0.0	0.0	

Comments

#### Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities Moneris Solutions Corporation |Date: 2018-12-05| 33 C Ð €. I. G £} 3 К M N) O P 0 R S Έ. ν W Past in Part Er Part E Part 2: Flow Part J: Flow Part 2: How Part 2: Elow Paol It Flow Port 2: Flow $U \in \mathfrak{D}$ $D \times G$ £ ÷ 11 $L \div K$ U · ff Work force Westkhores Workhoose Days Kx6 ± 100 $f_* \cdot N$ Deta $Q + V + 100 P \times F + 100$ 0.8Dates U x F + 100 $V \cdot Y$ Data scorces: Deta Analysiz Data Analysis z 1(ii) Diez Analysis v (Di ÷ 1661 × 100 Analysis Antonis America Appropris Analysis Analysis Ţ Ł Ţ Ţ Ł Ţ 1 Ţ T Ł £ Workforce Analysis Flow Data Analysis Employment Equity Workforce Hires Promotions l'erminations Year Occupational Group જે ક્લોઝોલ એને અલ્લેઇન્ડ A isible Motorities Visdib: Abioscopes Yearde Micoristes R Losofoxx (EECH) Availabilita Юјиомижен (íon F1 Result Action Lanceted Difference Await Expected Difference Kud Ехрегией Поветения y u **4** × 24 4. \* - 4 4 Ŕ 4 4 4 ( i 203 36.3 55. Other Sales & Service Personuel 37.5 2018 3 42.5 88.2 0 0.0 2 66.7 0 0.0 2016 0.0 0.0 0.0 0 Other Manual Worker 2018 () 0.0 0.0 0.0 0 0.0 0 0.0 () 0.0 2016 1,765 519 29.4 25.7 454 65 D4.4 Total 2018 1,697 539 3 L.8 0.0 539 0.0 718 300 41.8 300 375 123 32.8 110 1.3 804 286 35.6 236 ert 2: Hew Page 2: Plays Part 3: Post 3. Port 3: → G < 100 </p> F#1x100 Port3 Gook F#Kx100 F ~ M \ 100 Date sources. Date f. ~ f) < 100 Data Analysis Goals Clocks Analysis Coals New Entrants Flow Data Short-term Coals Long-term Goals Employment Favity Year Cadde Ministres k sable Morocidie VISIBLE MINERRY Comments Occupational Group (FE(XG) pricent of Percent of Percipit of Process of Action 1,488 (.os| tion Stoi Closs Mit Cost Met

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Other Sales & Service Personnel

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# 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:

Ø	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
Ø.	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.
Ø	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.
<b></b>	Ensured that any new gaps identified are addressed accordingly.
Ø	Maintained appropriate records in all required areas.

#### Other measures:

Ø	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.
7	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.
Ø	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.
Oper	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ration's activities during the period between the first/previous and subsequent/current compliance nent.
Ø	Impact of economic and industrial conditions on the organization.
	Moneris relies on talent with scarce technology skills and knowledge to remain competive. This talent pool is specialized and presents recruitment and attraction challenges.
Ø	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.
Ø	Significant layoffs (include the number of employees affected and the occupational groups of those employees).
	Divested US hosiness in 2016, took precedence over other people intiatives

	Strikes (include dates, the number of employees affected and the occupational groups of those employees).
IJ	Other.
	Moneris Inclusive Workplace Council has evolved to include a broader mandate supporting the achievement of our Diversity and Equity goals.
Addi	tional Details
Please	provide any additional information (optional):

## 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 2 Saskatchewan Newfoundland & 1 Labrador

#### 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**

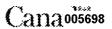
Initiated: 2016-03-01 Received: 2016-03-31 Closed: 2016-04-07 Workforce 2016-03-24

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: $\boxtimes$ Yes $\square$ No
Comments:
I have verified that the data provided in the Achievement Report is consistent with that found in Forms 1 to 6: $\boxtimes$ Yes $\square$ No
Comments:

The period reported on the Achievement report is 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	Admín. & 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			
Employment Equity Occupational Group (EEOG)		Present Gap	Short- term (1 to 3 years)	Long- term (3+ years)	Representation	LMA
#	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				
Employment Equity Occupational Group (EEOG)		Present Gap	Short- term (1 to 3 years)	Long- term (3 + years)	Representation	LMA
#	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				
Employment Equity Occupational Group (EEOG)		Present Gap	Short- term (1 to 3	Long- term (3+	Representation	LMA
			years)	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				
			Short-	Long-	Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	term	term	nepresentation	LIVIA
			(1 to 3	(3+		
			years)	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

Ì	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/sgiemtweims/emp/W.2.3msM.1intlnf.4%40-eng.jsp?&&cid=aidehelp&\_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 <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of the 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/sgiemt.weims/emp/W 2 3msM.1intlnf.4%40-eng.jsp?&&cid=aidehelp&\_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 underrepresented; and

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

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



- Laignez-veusca Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDISE) 🚜 🗽 en ligas, un espace sullativa até pour moploverurs. Envoyez actual un coam let pour voirs joindisé. From the extense Workplace Equity, Diversity and Inclusion Forum (VEEVE) is collected as the Apace for employers. Send up an email to join!