



s.19(1)

Labour Program
Federal Contractors Program

s.24(1)

Agreement to Implement Employment Equity

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization NOVEXCO	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number 206
Organization's North American Industry Classification System (NAICS) Code N° 417910	Total number of employees in Canada (Full-Time/Part-Time/Temporary) To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-acian/2002/naics-acian02-eng.htm

Official use only (if information above is incorrect)		
Procurement Business Number [REDACTED]	Total number of employees in Canada 206	Organization's NAICS Code No

HEAD OFFICE			
Address (building number, street, suite, etc.) 950, Place-Kane	City Laval	Province QC	Postal Code H7C 2T2
	Telephone Number 450 686-1010	Fax Number 514-335-8818	

EMPLOYMENT EQUITY CONTACT	
Name (print) Nicolas Curiale	Title Director, HR
Telephone Number 514-335-8549	E-mail Address nicolas.curiale@novexco.ca

CERTIFICATION
The above-named organization: <ul style="list-style-type: none"> having a combined workforce of 100 or more permanent full-time, permanent part-time and temporary employees having worked 12 weeks or more in Canada, AND intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a Supply Arrangement, valued at \$1,000,000 or more (including applicable taxes). Hereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procurement instrument, in keeping with the Federal Contractors Program requirements. For more information on how to implement employment equity please refer to: http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml <p>Important note: If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization, the procurement instrument(s) with the Government of Canada may be terminated.</p>

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) Nicolas Curiale	Title Director, HR
Telephone Number 514-335-8549	E-mail Address nicolas.curiale@novexco.ca
[REDACTED]	Date 2013-07-23

RETURN INSTRUCTIONS
IMPORTANT <ul style="list-style-type: none"> The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (819) 953-8768 or by e-mail at: ee-eme@hrsdc-rhdcc.gc.ca



EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION

Period covered by the certificate: 2018-08-18 to 2019-06-20

Geographic regions

(INDICATE THE NUMBER OF EMPLOYEES IN EACH REGION).

	Province				Census Metropolitan Area	
	Permanent full time	Permanent part-time	Temporary	Total number of employees		
Ontario	47	0	0	47	Calgary	25
Quebec	348	2	0	350	Halifax	14
Nova Scotia	14	0	0	14	Toronto	30
New-Brunswick	1	0	0	1	Vancouver	3
Manitoba	1	0	0	1	Winnipeg	1
Colombia-British	3	0	0	3	Moncton	1
Alberta	25	0	0	25	Ont. minus CMA	17
					Qc minus CMAs	3482
Total number of employees in Canada				441	Total number of employees as of Canada	441



FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / National

Reporting period 2016-08-18 to 2019-06-20

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Management Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	5	4	1									
	Total	5	4	1									
Middle management and other directors Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	30	22	8							3	3	
	Total	30	22	8							3	3	
Professionals Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	38	20	18							5	4	1
	Total	38	20	18							5	4	1
Semi-professional and technical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	8	7	1							4	3	1
	Total	8	7	1							4	3	1



FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / National

Reporting period 2016-08-18 to 2019-06-20

006072

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	12	7	5	1	1					1		1
	Total	12	7	5	1	1					1		1
Administrative and main office staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	14	3	11							5	2	3
	Total	14	3	11							5	2	3
Specialized sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	5		5									
	Total	5		5									
Skilled workers and artisans Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	3	3										
	Total	3	3										



FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / National

Reporting period 2016-08-18 to 2019-06-20

006073

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	208	124	84				2	1	1	44	31	13
	Total	208	124	84				2	1	1	44	31	13
Intermediate sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	116	32	84	1	1					16	6	10
	Total	116	32	84	1	1					16	6	10
Total number of employees		439	222	217	2	2		2	1	1	78	49	29



FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Part-time / National

Reporting period 2016-08-18 to 2019-06-20

006074

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	1		1									
	Total		1		1								
Intermediate sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	1		1									
	Total		1		1								
Total number of employees		2		2									



FEDERAL CONTRACT PROGRAMS: SALARY PROFILE

Full time / National

Reporting period 2016-08-18 to 2019-06-20

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Less than \$15,000	439	222	217	2	2		2	1	1	78	49	29
Total number of employees	439	222	217	2	2		2	1	1	78	49	29



FEDERAL CONTRACT PROGRAMS: SALARY PROFILE

Part-time / National

Reporting period 2016-08-18 to 2019-06-20

006076

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Less than \$5,000	2		2									
Total number of employees	2		2									



CONTRACT PROGRAMS: RECRUITMENTS

Full time / National

Reporting period 2016-08-18 to 2019-06-20

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Management	1	1										
Middle management and other directors	8	7	1							2	2	
Professionals	14	8	6							2	1	1
Semi-professional and technical staff	4	4								2	2	
Supervisors	4	1	3									
Administrative and main office staff	6	1	5							2		2
Specialized sales and service personnel	1		1									
Skilled workers and artisans	3	3										
Clerical staff	68	44	24							33	26	7
Intermediate sales and service personnel	38	5	33							9	2	7
Total number of employees hired	147	74	73							50	33	17



Novexco (Certificate # 050576)

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS

Full time / National

Reporting period 2016-08-18 to 2019-06-20

Occupational Category	Promoted employees (employees promoted during the year should be reported only in the occupational groups in which or to which they were last promoted.)											
	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	3	3										
Professionals	6	1	5							1		1
Supervisors	1	1										
Administrative and main office staff	2	1	1							1	1	
Clerical staff	25	9	16							7	5	2
Intermediate sales and service personnel	8	1	7									
Total number of employees promoted	45	16	29							9	6	3
Total number of promotions	45	16	29							9	6	3



Novexco (Certificate # 050576)

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS
Part-time / National

Reporting period 2016-08-18 to 2019-06-20

Occupational Category	Promoted employees (employees promoted during the year should be reported only in the occupational groups in which or to which they were last promoted.)											
	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Clerical staff	1		1									
Total number of employees promoted	1		1									
Total number of promotions	1		1									



FEDERAL CONTRACTING PROGRAMS: TERMINATIONS OF EMPLOYEES

Full time / National

Occupational Category	All employees			Reporting period 2016-08-18 to 2019-06-20 Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Management	1	1										
Middle management and other directors	2	2										
Professionals	13	6	7							6	3	3
Semi-professional and technical staff	1	1										
Supervisors	2		2									
Specialized sales and service personnel	1		1									
Clerical staff	25	12	13							6	4	2
Intermediate sales and service personnel	24	12	12							4		4
Total number of employees whose employment was terminated	69	34	35							16	7	9



Workplace Equity Information Management System - Novexco
Default Workforce Analysis System - Detailed Report
 Date: 2019-06-20

Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Availability		Difference #	Place of recruitment
			#	%	%	#		
01: Senior Management	National	5	1	20.0 %	27.6 %	1	0	National
02: Middle management and other directors	National	30	8	26.7 %	39.4 %	12	-4	National
03: Professionals		38	18	47.4 %	42.4 %	16	2	
1111: Auditors and Accountants	National	5	1	20.0 %	56.0 %	3	-2	National
1112: Financial and investment analysts	National	3	3	100.0 %	44.9 %	1	2	National
1121: Human Resources Professionals	National	3	2	66.7 %	73.2 %	2	0	National
1123: Advertising, marketing and public relations professionals	National	9	6	66.7 %	66.6 %	6	0	National
2171 : IT Analysts and Consultants	National	3	2	66.7 %	27.7 %	1	1	National
2172 : Database Analysts and Data Administrators	National	1	0	0.0 %	33.0 %	0	0	National
2174: Programmers and Interactive Media Developers	National	12	3	25.0 %	16.6 %	2	1	National
2175 : Web Designers and Developers	National	2	1	50.0 %	30.8 %	1	0	National
04: Semi-professional and technical staff		8	1	12.5 %	25.7 %	2	-1	
2281 : Computer Network Technicians	Quebec	3	0	0.0 %	14.0 %	0	0	Quebec
2282: User Support Agents	Quebec	3	1	33.3 %	22.1 %	1	0	Quebec
5241 : Graphic designers and illustrators	Quebec	2	0	0.0 %	48.7 %	1	-1	Quebec
05: Supervisors		12	5	41.7 %	58.3 %	7	-2	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	53.8 %	1	-1	Calgary
Employment Equity Occupational Group	Halifax	1	0	0.0 %	59.4 %	1	-1	Halifax
Employment Equity Occupational Group	Ont. minus CMAs	1	0	0.0 %	61.6 %	1	-1	Ont. minus CMAs
Employment Equity Occupational Group	Qc minus CMAs	8	4	50.0 %	59.1 %	5	-1	Qc minus CMAs
Employment Equity Occupational Group	Toronto	1	1	100.0 %	52.0 %	1	0	Toronto
07: Administrative and Senior Clerical Staff		14	11	78.6 %	85.7 %	12	-1	
Employment Equity Occupational Group	Ont. minus CMAs	1	1	100.0 %	86.8 %	1	0	Ont. minus CMAs
Employment Equity Occupational Group	Qc minus CMAs	10	8	80.0 %	87.6 %	9	-1	Qc minus CMAs



Workplace Equity Information Management System - Novexco
Default Workforce Analysis System - Detailed Report
 Date: 2019-06-20

006082

Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Women Availability		Differ ence#	Place of recruitment
			#	%	%	#		
Employment Equity Occupational Group	Toronto	3	2	66.7 %	79.1 %	2	0	Toronto
08: Specialized sales and service personnel		5	5	100.0 %	42.1 %	2	3	
6221: Technical Sales Specialists - Wholesale Trade	Quebec	1	1	100.0 %	29.9 %	0	1	Quebec
6222: Retail and Wholesale Buyers	Quebec	4	4	100.0 %	45.2 %	2	2	Quebec
09: Skilled workers and artisans		3	0	0.0 %	15.5 %	0	0	
7381: Printing Press Operators	Quebec	3	0	0.0 %	15.5 %	0	0	Quebec
10 : Office staff		209	85	40.7 %	65.7 %	137	-52	
Employment Equity Occupational Group	Calgary	14	7	50.0 %	70.7 %	10	-3	Calgary
Employment Equity Occupational Group	Halifax	7	2	28.6 %	69.7 %	5	-3	Halifax
Employment Equity Occupational Group	Ont. minus CMAs	10	0	0.0 %	73.9 %	7	-7	Ont. minus CMAs
Employment Equity Occupational Group	Qc minus CMAs	170	68	40.0 %	64.6 %	110	-42	Qc minus CMAs
Employment Equity Occupational Group	Toronto	8	8	100.0 %	65.5 %	5	3	Toronto
11: Intermediate sales and service personnel		117	85	72.6 %	70.4 %	82	3	
Employment Equity Occupational Group	Calgary	9	7	77.8 %	67.8 %	6	1	Calgary
Employment Equity Occupational Group	Halifax	5	4	80.0 %	65.7 %	3	1	Halifax
Employment Equity Occupational Group	Moncton	1	0	0.0 %	64.2 %	1	-1	Moncton
Employment Equity Occupational Group	Ont. minus CMAs	5	5	100.0 %	73.9 %	4	1	Ont. minus CMAs
Employment Equity Occupational Group	Qc minus CMAs	82	61	74.4 %	71.7 %	59	2	Qc minus CMAs
Employment Equity Occupational Group	Toronto	11	5	45.5 %	65.7 %	7	-2	Toronto
Employment Equity Occupational Group	Vancouver	3	2	66.7 %	66.0 %	2	0	Vancouver
Employment Equity Occupational Group	Winnipeg	1	1	100.0 %	66.3 %	1	0	Winnipeg



Workplace Equity Information Management System - Novexco
Default Workforce Analysis System - Detailed Report
 Date: 2019-06-20

Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Women Availability		Difference #	Place of recruitment
			#%	%	#			
Total		441	219	49.7 %	61.8 %	271	-52	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2016 Census and internal employer data



Workplace Equity Information Management System - Novexco Default Workforce Analysis System - Detailed Report

Date: 2019-06-20

006084

Aboriginal

Employment Equity Occupational Group	Internal location	All employees #	Representation		Aboriginal Availability		Difference#	Place of recruitment
			#	%	%	#		
01: Senior Management	National	5	0	0.0 %	3.2 %	0	0	National
02: Middle management and other directors	National	30	0	0.0 %	2.7 %	1	-1	National
03: Professionals		38	0	0.0 %	1.6 %	1	-1	
1111: Auditors and Accountants	National	5	0	0.0 %	1.4 %	0	0	National
1112: Financial and investment analysts	National	3	0	0.0 %	0.8 %	0	0	National
1121: Human Resources Professionals	National	3	0	0.0 %	3.1 %	0	0	National
1123: Advertising, marketing and public relations professionals	National	9	0	0.0 %	2.1 %	0	0	National
2171 : IT Analysts and Consultants	National	3	0	0.0 %	1.3 %	0	0	National
2172 : Database Analysts and Data Administrators	National	1	0	0.0 %	1.5 %	0	0	National
2174: Programmers and Interactive Media Developers	National	12	0	0.0 %	1.1 %	0	0	National
2175 : Web Designers and Developers	National	2	0	0.0 %	1.6 %	0	0	National
04: Semi-professional and technical staff		8	0	0.0 %	1.4 %	0	0	
2281 : Computer Network Technicians	Quebec	3	0	0.0 %	1.1 %	0	0	Quebec
2282: User Support Agents	Quebec	3	0	0.0 %	1.3 %	0	0	Quebec
5241: Graphic Designers and Illustrators	Quebec	2	0	0.0 %	2.0 %	0	0	Quebec
05: Supervisors		12	1	8.3 %	3.6 %	0	1	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	3.1 %	0	0	Calgary
Employment Equity Occupational Group	Halifax	1	0	0.0 %	3.6 %	0	0	Halifax
Employment Equity Occupational Group	Ont. minus CMAs	1	0	0.0 %	6.2 %	0	0	Ont. minus CMAs
Employment Equity Occupational Group	Qc minus CMAs	8	1	12.5 %	3.7 %	0	1	Qc minus CMAs
Employment Equity Occupational Group	Toronto	1	0	0.0 %	0.9 %	0	0	Toronto
07: Administrative and Senior Clerical Staff		14	0	0.0 %	3.3 %	0	0	
Employment Equity Occupational Group	Ont. minus CMAs	1	0	0.0 %	5.7 %	0	0	Ont. minus CMAs
Employment Equity Occupational Group	Qc minus CMAs	10	0	0.0 %	3.8 %	0	0	Qc minus CMAs



Workplace Equity Information Management System - Novexco
 Default Workforce Analysis System - Detailed Report

Date: 2019-06-20

006085

Aboriginal

Employment Equity Occupational Group	Internal location	All employees #	Aboriginal Representation		Aboriginal Availability		Difference#	Place of recruitment
			#	%	%	#		
Employment Equity Occupational Group	Toronto	3	0	0.0 %	0.8 %	0	0	Toronto
08: Specialized sales and service personnel		5	0	0.0 %	0.8 %	0	0	
6221: Technical Sales Specialists - Wholesale Trade	Quebec	1	0	0.0 %	1.1 %	0	0	Quebec
6222: Retail and Wholesale Buyers	Quebec	4	0	0.0 %	0.8 %	0	0	Quebec
09: Skilled workers and artisans		3	0	0.0 %	1.1 %	0	0	
7381: Printing Press Operators	Quebec	3	0	0.0 %	1.1 %	0	0	Quebec
10 : Office staff		209	0	0.0 %	4.2 %	9	-9	
Employment Equity Occupational Group	Calgary	14	0	0.0 %	3.1 %	0	0	Calgary
Employment Equity Occupational Group	Halifax	7	0	0.0 %	3.9 %	0	0	Halifax
Employment Equity Occupational Group	Ont. minus CMAs	10	0	0.0 %	6.4 %	1	-1	Ont. minus CMAs
Employment Equity Occupational Group	Qc minus CMAs	170	0	0.0 %	4.4 %	7	-7	Qc minus CMAs
Employment Equity Occupational Group	Toronto	8	0	0.0 %	0.8 %	0	0	Toronto
11: Intermediate sales and service personnel		117	1	0.9 %	3.9 %	5	-4	
Employment Equity Occupational Group	Calgary	9	0	0.0 %	3.0 %	0	0	Calgary
Employment Equity Occupational Group	Halifax	5	0	0.0 %	4.3 %	0	0	Halifax
Employment Equity Occupational Group	Moncton	1	0	0.0 %	3.3 %	0	0	Moncton
Employment Equity Occupational Group	Ont. minus CMAs	5	0	0.0 %	6.9 %	0	0	Ont. minus CMAs
Employment Equity Occupational Group	Qc minus CMAs	82	1	1.2 %	4.2 %	3	-2	Qc minus CMAs
Employment Equity Occupational Group	Toronto	11	0	0.0 %	0.8 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	3	0	0.0 %	2.5 %	0	0	Vancouver
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	10.6 %	0	0	Winnipeg



Workplace Equity Information Management System - Novexco
Default Workforce Analysis System - Detailed Report

Date: 2019-06-20

980900

Aboriginal

Employment Equity Occupational Group	Internal location	All employees #	Aboriginal		Availability #	Difference #	Place of recruitment
			Representation #				
Total		441	2	0.5 %	3.6 %	16	-14

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2016 Census and internal employer data



Workplace Equity Information Management System - Novexco
Default Workforce Analysis System - Detailed Report
 Date: 2019-06-20

006087

Members of Visible Minorities

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Difference #	Place of recruitment
			Representation #	Availability %	Representation %	Availability %		
01: Senior Management	National	5	0	0.0 %	11.5 %	1	-1	National
02: Middle management and other directors	National	30	3	10.0 %	17.6 %	5	-2	National
03: Professionals		38	5	13.2 %	29.2 %	11	-6	
1111: Auditors and Accountants	National	5	0	0.0 %	32.3 %	2	-2	National
1112: Financial and investment analysts	National	3	0	0.0 %	37.8 %	1	-1	National
1121: Human Resources Professionals	National	3	0	0.0 %	16.7 %	1	-1	National
1123: Advertising, marketing and public relations professionals	National	9	0	0.0 %	18.8 %	2	-2	National
2171 : IT Analysts and Consultants	National	3	2	66.7 %	38.6 %	1	1	National
2172 : Database Analysts and Data Administrators	National	1	0	0.0 %	35.5 %	0	0	National
2174: Programmers and Interactive Media Developers	National	12	3	25.0 %	34.2 %	4	-1	National
2175 : Web Designers and Developers	National	2	0	0.0 %	27.5 %	1	-1	National
04: Semi-professional and technical staff		8	4	50.0 %	16.9 %	1	3	
2281 : Computer Network Technicians	Quebec	3	1	33.3 %	16.5 %	0	1	Quebec
2282: User Support Agents	Quebec	3	2	66.7 %	20.8 %	1	1	Quebec
5241 : Graphic designers and illustrators	Quebec	2	1	50.0 %	11.9 %	0	1	Quebec
05: Supervisors		12	1	8.3 %	8.9 %	1	0	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	36.7 %	0	0	Calgary
Employment Equity Occupational Group	Halifax	1	0	0.0 %	6.9 %	0	0	Halifax
Employment Equity Occupational Group	Ont. minus CMAs	1	0	0.0 %	3.0 %	0	0	Ont. minus CMAs
Employment Equity Occupational Group	Qc minus CMAs	8	0	0.0 %	1.1 %	0	0	Qc minus CMAs
Employment Equity Occupational Group	Toronto	1	1	100.0 %	51.5 %	1	0	Toronto
07: Administrative and Senior Clerical Staff		14	5	35.7 %	9.4 %	1	4	
Employment Equity Occupational Group	Ont. minus CMAs	1	1	100.0 %	1.9 %	0	1	Ont. minus CMAs
Employment Equity Occupational Group	Qc minus CMAs	10	2	20.0 %	0.8 %	0	2	Qc minus CMAs



Workplace Equity Information Management System - Novexco
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Members of Visible Minorities

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Difference #	Place of recruitment
			Representation #	Availability %	Representation %	Availability #		
Employment Equity Occupational Group	Toronto	3	2	66.7 %	40.6 %	1	1	Toronto
08: Specialized sales and service personnel		5	0	0.0 %	10.7 %	1	-1	
6221: Technical Sales Specialists - Wholesale Trade	Quebec	1	0	0.0 %	10.9 %	0	0	Quebec
6222: Retail and Wholesale Buyers	Quebec	4	0	0.0 %	10.7 %	0	0	Quebec
09: Skilled workers and artisans		3	0	0.0 %	8.3 %	0	0	
7381: Printing Press Operators	Quebec	3	0	0.0 %	8.3 %	0	0	Quebec
10 : Office staff		209	44	21.1 %	5.2 %	11	33	
Employment Equity Occupational Group	Calgary	14	1	7.1 %	30.6 %	4	-3	Calgary
Employment Equity Occupational Group	Halifax	7	0	0.0 %	8.1 %	1	-1	Halifax
Employment Equity Occupational Group	Ont. minus CMAs	10	3	30.0 %	1.9 %	0	3	Ont. minus CMAs
Employment Equity Occupational Group	Qc minus CMAs	170	36	21.2 %	1.0 %	2	34	Qc minus CMAs
Employment Equity Occupational Group	Toronto	8	4	50.0 %	52.2 %	4	0	Toronto
11: Intermediate sales and service personnel		117	16	13.7 %	11.4 %	13	3	
Employment Equity Occupational Group	Calgary	9	1	11.1 %	37.7 %	3	-2	Calgary
Employment Equity Occupational Group	Halifax	5	0	0.0 %	11.3 %	1	-1	Halifax
Employment Equity Occupational Group	Moncton	1	0	0.0 %	5.1 %	0	0	Moncton
Employment Equity Occupational Group	Ont. minus CMAs	5	4	80.0 %	3.2 %	0	4	Ont. minus CMAs
Employment Equity Occupational Group	Qc minus CMAs	82	10	12.2 %	1.5 %	1	9	Qc minus CMAs
Employment Equity Occupational Group	Toronto	11	1	9.1 %	54.7 %	6	-5	Toronto
Employment Equity Occupational Group	Vancouver	3	0	0.0 %	52.6 %	2	-2	Vancouver
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	31.4 %	0	0	Winnipeg



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Members of Visible Minorities

Employment Equity Occupational Group	Internal location	Members of Visible Minorities					Difference #	Place of recruitment
		All employees #	#	Representation %	Availability %	#		
Total		441	78	17.7 %	10.4 %	45	33	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2016 Census and internal employer data



Workplace Equity Information Management System - Novexco
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060900

Persons with disabilities

Employment Equity Occupational Group	Internal location	All employees #	Persons with disabilities				Differ ence #	Place of recruitment
			Representation #	Availability %	Availability %	Representation #		
01/02 : Executives	National	35	0	0.0 %	5.0 %	2	-2	National
03: Professionals	National	38	0	0.0 %	8.9 %	3	-3	National
04: Semi-professional and technical staff	National	8	0	0.0 %	7.6 %	1	-1	National
05: Supervisors	National	12	0	0.0 %	27.5 %	3	-3	National
07: Administrative and Senior Clerical Staff	National	14	0	0.0 %	10.0 %	1	-1	National
08: Specialized sales and service personnel	National	5	0	0.0 %	8.0 %	0	0	National
09: Skilled workers and artisans	National	3	0	0.0 %	7.8 %	0	0	National
10 : Office staff	National	209	2	1.0 %	9.3 %	19	-17	National
11: Intermediate sales and service personnel	National	117	0	0.0 %	10.8 %	13	-13	National
Total		441	2	0.5 %	9.8 %	42	-40	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2017 Canadian Disability Survey and internal employer data.



Workplace Equity Information Management System - Novexco
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Date: 2019-06-20

006091

Default Data for Workforce Analysis - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01: Senior Management	EEOG	National
02: Middle management and other directors	EEOG	National
03: Professionals	CNP	National
04: Semi-professional and technical staff	CNP	Provincial
05: Supervisors	EEOG	CMA
07: Administrative and Senior Clerical Staff	EEOG	CMA
08: Specialized sales and service personnel	CNP	Provincial
09: Skilled workers and artisans	CNP	Provincial
10 : Office staff	EEOG	CMA
11: Intermediate sales and service personnel	EEOG	CMA



Workplace Equity Information Management System - Novexco
Default Workforce Analysis System - Detailed Report
 Date: 2019-06-20

006092

Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	CPEME	National
3. : Professionals	CPEME	National
4.: Semi-professional and technical staff 05 : Supervisors	CPEME	National
07: Administrative and Senior Clerical Personnel 08: Specialized Sales and Service Personnel 09: Skilled Workers and Craftspeople	CPEME	National
10 : Clerical staff	CPEME	National
11 Intermediate sales and service personnel	CPEME	National
	CPEME	
	CPEME	
	CPEME	



Workplace Equity Information Management System - Novexco
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Women

Employment Equity Occupational Group	All employees #	Representation		Women Availability		Difference #
		#	%	%	#	
01: Senior Management	5	1	20.0 %	27.6 %	1	0
02: Middle management and other directors	30	8	26.7 %	39.4 %	12	-4
03: Professionals	38	18	47.4 %	42.4 %	16	2
04: Semi-professional and technical staff	8	1	12.5 %	25.7 %	2	-1
05: Supervisors	12	5	41.7 %	58.3 %	7	-2
07: Administrative and Senior Clerical Staff	14	11	78.6 %	85.7 %	12	-1
08: Specialized sales and service personnel	5	5	100.0 %	42.1 %	2	3
09: Skilled workers and artisans	3	0	0.0 %	15.5 %	0	0
10 : Office staff	209	85	40.7 %	65.7 %	137	-52
11: Intermediate sales and service personnel	117	85	72.6 %	70.4 %	82	3
Total	441	219	49.7 %	61.8 %	271	-52

The total does not necessarily equal the sum of the components due to rounding.



Workplace Equity Information Management System - Novexco
Default Workforce Analysis System - Summary Report

Date: 2019-06-20

006094

Aboriginal

Employment Equity Occupational Group	All employees #	Aboriginal Representation		Aboriginal Availability		Difference #
		#	%	%	#	
01: Senior Management	5	0	0.0 %	3.2 %	0	0
02: Middle management and other directors	30	0	0.0 %	2.7 %	1	-1
03: Professionals	38	0	0.0 %	1.6 %	1	-1
04: Semi-professional and technical staff	8	0	0.0 %	1.4 %	0	0
05: Supervisors	12	1	8.3 %	3.6 %	0	1
07: Administrative and Senior Clerical Staff	14	0	0.0 %	3.3 %	0	0
08: Specialized sales and service personnel	5	0	0.0 %	0.8 %	0	0
09: Skilled workers and artisans	3	0	0.0 %	1.1 %	0	0
10 : Office staff	209	0	0.0 %	4.2 %	9	-9
11: Intermediate sales and service personnel	117	1	0.9 %	3.9 %	5	-4
Total	441	2	0.5 %	3.6 %	16	-14

The total does not necessarily equal the sum of the components due to rounding.



Workplace Equity Information Management System - Novexco
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Members of Visible Minorities

Employment Equity Occupational Group	All employees #	Members of Visible Minorities		Differ ence#		
		Representation #	Availability %			
01: Senior Management	5	0	0.0 %	11.5 %	1	-1
02: Middle management and other directors	30	3	10.0 %	17.6 %	5	-2
03: Professionals	38	5	13.2 %	29.2 %	11	-6
04: Semi-professional and technical staff	8	4	50.0 %	16.9 %	1	3
05: Supervisors	12	1	8.3 %	8.9 %	1	0
07: Administrative and Senior Clerical Staff	14	5	35.7 %	9.4 %	1	4
08: Specialized sales and service personnel	5	0	0.0 %	10.7 %	1	-1
09: Skilled workers and artisans	3	0	0.0 %	8.3 %	0	0
10 : Office staff	209	44	21.1 %	5.2 %	11	33
11: Intermediate sales and service personnel	117	16	13.7 %	11.4 %	13	3
Total	441	78	17.7 %	10.4 %	45	33

The total does not necessarily equal the sum of the components due to rounding.



Workplace Equity Information Management System - Novexco
Default Workforce Analysis System - Summary Report
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Persons with disabilities

Employment Equity Occupational Group	All employees #	Persons with disabilities		Differ ence#		
		Representation #	Availability %			
01/02 : Executives	35	0	0.0 %	5.0 %	2	-2
03: Professionals	38	0	0.0 %	8.9 %	3	-3
04: Semi-professional and technical staff	8	0	0.0 %	7.6 %	1	-1
05: Supervisors	12	0	0.0 %	27.5 %	3	-3
07: Administrative and Senior Clerical Staff	14	0	0.0 %	10.0 %	1	-1
08: Specialized sales and service personnel	5	0	0.0 %	8.0 %	0	0
09: Skilled workers and artisans	3	0	0.0 %	7.8 %	0	0
10 : Office staff	209	2	1.0 %	9.3 %	19	-17
11: Intermediate sales and service personnel	117	0	0.0 %	10.8 %	13	-13
Total	441	2	0.5 %	9.8 %	42	-40

The total does not necessarily equal the sum of the components due to rounding.



Workplace Equity Information Management System - Novexco
Default Workforce Analysis System - Summary Report

Date: 2019-06-20

006097

Default Data for Workforce Analysis - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01: Senior Management	EEOG	National
02: Middle management and other directors	EEOG	National
03: Professionals	CNP	National
04: Semi-professional and technical staff	CNP	Provincial
05: Supervisors	EEOG	CMA
07: Administrative and Senior Clerical Staff	EEOG	CMA
08: Specialized sales and service personnel	CNP	Provincial
09: Skilled workers and artisans	CNP	Provincial
10 : Office staff	EEOG	CMA
11: Intermediate sales and service personnel	EEOG	CMA



Workplace Equity Information Management System - Novexco
Default Workforce Analysis System - Summary Report
 Date: 2019-06-20

Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	CPEME	National
3. : Professionals	CPEME	National
4.: Semi-professional and technical staff 05 : Supervisors	CPEME	National
07: Administrative and Senior Clerical Personnel 08: Specialized Sales and Service Personnel 09: Skilled Workers and Craftspeople	CPEME	National
10 : Clerical staff	CPEME	National
11 Intermediate sales and service personnel	CPEME	National
	CPEME	
	CPEME	
	CPEME	

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Novexco

2019-06-20

Data from First/Previous Workforce Analysis

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Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	08	18

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	06	20

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees		
		Women		
		Representation	Availability*	
#	#	%		
01	Senior Managers	5	1	27.4
02	Middle & Other Managers	23	7	38.9
03	Professionals	37	19	41.9
04	Semi-Professionals & Technicians	5	1	19.2
05	Supervisors	10	4	58.8
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	7	5	87.5
08	Skilled Sales & Service Personnel	5	5	46.8
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	172	78	66.8
11	Intermediate Sales & Service Personnel	97	61	70.2
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		361	181	62.1

Table 5: Women

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees		
		Women		
		Representation	Availability*	
#	#	%		
		5	1	27.6
		30	8	39.4
		38	18	42.4
		8	1	25.7
		12	5	58.3
		0	0	0.0
		14	11	85.7
		5	5	42.1
		3	0	15.5
		209	85	65.7
		117	85	70.4
		0	0	0.0
		0	0	0.0
		0	0	0.0
Total		441	219	61.8

*** Source:**

2011 National Household Survey

*** Source:**

2016 Census

Federal Contractors Program Achievement Report
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Novexco
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Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	08	18

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	06	20

Employment Equity Occupational Group (EEOG)		Table 2: Aboriginal Peoples		
		First/Previous Workforce Analysis		
		All Employees	Aboriginal Peoples	
			Representation	Availability*
#	#	%		
01	Senior Managers	5	0	2.9
02	Middle & Other Managers	23	0	2.2
03	Professionals	37	0	1.4
04	Semi-Professionals & Technicians	5	0	1.2
05	Supervisors	10	1	2.8
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	7	0	2.9
08	Skilled Sales & Service Personnel	5	0	0.8
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	172	0	3.2
11	Intermediate Sales & Service Personnel	97	1	3.1
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		361	2	2.8

		Table 6: Aboriginal Peoples		
		Subsequent/Current Workforce Analysis		
		All Employees	Aboriginal Peoples	
			Representation	Availability*
#	#	%		
	5	0	3.2	
	30	0	2.7	
	38	0	1.6	
	8	0	1.4	
	12	1	3.6	
	0	0	0.0	
	14	0	3.3	
	5	0	0.8	
	3	0	1.1	
	209	0	4.2	
	117	1	3.9	
	0	0	0.0	
	0	0	0.0	
	0	0	0.0	
	441	2	3.6	

*** Source:**
2011 National Household Survey

*** Source:**
2016 Census

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Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	08	18

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	06	20

Employment Equity Occupational Group (EEOG)		Table 3: Members of Visible Minorities		
		First/Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
		#	Representation	Availability*
01	Senior Managers	5	0	10.1
02	Middle & Other Managers	23	1	15.0
03	Professionals	37	9	26.1
04	Semi-Professionals & Technicians	5	2	16.2
05	Supervisors	10	1	0.7
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	7	3	0.6
08	Skilled Sales & Service Personnel	5	0	9.9
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	172	18	0.6
11	Intermediate Sales & Service Personnel	97	10	0.9
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		361	44	4.7

Employment Equity Occupational Group (EEOG)		Table 7: Members of Visible Minorities		
		Subsequent/Current Workforce Analysis		
		All Employees	Members of Visible Minorities	
		#	Representation	Availability*
		5	0	11.5
		30	3	17.6
		38	5	29.2
		8	4	16.9
		12	1	8.9
		0	0	0.0
		14	5	9.4
		5	0	10.7
		3	0	8.3
		209	44	5.2
		117	16	11.4
		0	0	0.0
		0	0	0.0
		0	0	0.0
Total		441	78	10.4

*** Source:**
2011 National Household Survey

*** Source:**
2016 Census

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Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	08	18

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	06	20

Employment Equity Occupational Group (EEOG)		Table 4: Persons with Disabilities		
		First/Previous Workforce Analysis		
		All Employees	Persons with Disabilities	
			Representation	Availability*
#	#	%		
01/02	Managers	28	0	4.3
03	Professionals	37	0	3.8
04	Semi-Professionals & Technicians	5	0	4.6
05	Supervisors	10	0	13.9
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	7	0	3.4
08	Skilled Sales & Service Personnel	5	0	3.5
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	172	2	7.0
11	Intermediate Sales & Service Personnel	97	0	5.6
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		361	2	6.1

		Table 8: Persons with Disabilities		
		Subsequent/Current Workforce Analysis		
		All Employees	Persons with Disabilities	
			Representation	Availability*
#	#	%		
	35	0	5.0	
	38	0	8.9	
	8	0	7.6	
	12	0	27.5	
	0	0	0.0	
	14	0	10.0	
	5	0	8.0	
	3	0	7.8	
	209	2	9.3	
	117	0	10.8	
	0	0	0.0	
	0	0	0.0	
	0	0	0.0	
	441	2	9.8	

*** Source:**
2012 Canadian Survey on Disability

*** Source:**
2017 Canadian Survey on Disability

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Part 2: Flow Data Analysis

Novexco

2019-06-20

Start Date of Flow Data		
YYYY	MM	DD
2016	08	18

End Date of Flow Data		
YYYY	MM	DD
2019	06	20

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EOG)

Table 2: Aboriginal Peoples

Table 6: Aboriginal Peoples

Table 10: Aboriginal Peoples

EOG	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
	01 Senior Managers	1	0	0
02 Middle & Other Managers	8	0	0	0
03 Professionals	14	0	0	0
04 Semi-Professionals & Technicians	4	0	0	0
05 Supervisors	4	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	6	0	0	0
08 Skilled Sales & Service Personnel	1	0	0	0
09 Skilled Crafts & Trades Workers	3	0	0	0
10 Clerical Personnel	68	0	0	0
11 Intermediate Sales & Service Personnel	38	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	147	0	0	0

Full-time / National		Part-time / National	
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
3	0	0	0
0	0	0	0
6	0	0	0
0	0	0	0
1	0	0	0
0	0	0	0
2	0	0	0
0	0	0	0
0	0	0	0
25	0	0	0
8	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
45	0	0	0

Full-time / National		Part-time / National	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
1	0	0	0
2	0	0	0
13	0	0	0
1	0	0	0
2	0	0	0
0	0	0	0
0	0	0	0
1	0	0	0
0	0	0	0
25	0	0	0
24	0	0	0
0	0	0	0
0	0	0	0
69	0	0	0

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Part 2: Flow Data Analysis

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Start Date of Flow Data		
YYYY	MM	DD
2016	08	18

End Date of Flow Data		
YYYY	MM	DD
2019	06	20

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EOG)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	1	0	0	0	3	0	0	0	1	0	0	0
02 Middle & Other Managers	8	0	0	0	0	0	0	0	2	0	0	0
03 Professionals	14	0	0	0	6	0	0	0	13	0	0	0
04 Semi-Professionals & Technicians	4	0	0	0	0	0	0	0	1	0	0	0
05 Supervisors	4	0	0	0	1	0	0	0	2	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	6	0	0	0	2	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	1	0	0	0	0	0	0	0	1	0	0	0
09 Skilled Crafts & Trades Workers	3	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	68	0	0	0	25	0	0	0	25	0	0	0
11 Intermediate Sales & Service Personnel	38	0	0	0	8	0	0	0	24	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	147	0	0	0	45	0	0	0	69	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Novexco

2019-06-20

Start Date of Flow Data		
YYYY	MM	DD
2016	08	18

End Date of Flow Data		
YYYY	MM	DD
2019	06	20

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	1	0	0	0	3	0	0	0	1	0	0	0
02 Middle & Other Managers	8	2	0	0	0	0	0	0	2	0	0	0
03 Professionals	14	2	0	0	6	1	0	0	13	6	0	0
04 Semi-Professionals & Technicians	4	2	0	0	0	0	0	0	1	0	0	0
05 Supervisors	4	0	0	0	1	0	0	0	2	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	6	2	0	0	2	1	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	1	0	0	0	0	0	0	0	1	0	0	0
09 Skilled Crafts & Trades Workers	3	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	68	33	0	0	25	7	0	0	25	6	0	0
11 Intermediate Sales & Service Personnel	38	9	0	0	8	0	0	0	24	4	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	147	50	0	0	45	9	0	0	69	16	0	0

Federal Contractors Program Achievement Report

006107

Part 3: Goals

Novexco

2019-06-20

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EEOG)		All Employees										Women											
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Actual	Projected		From - To									
		2016-08-18	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-08-18	Annually	Over 3 Years	2016	2019										
		#	%	%	#	%	%	#	#	%	#	#	%	%	#	#	%	%					
01	Senior Managers	5	0.0%		0	20.0%		0	0	1	0.0%	0	0	0	0	27.4%	0	0	20.0%	20.0%			
02	Middle & Other Managers	23	9.3%		0	7.5%		0	0	7	0.0%	0	2	0	38.9%	-2	-2	30.4%	30.4%				
03	Professionals	37	0.9%		0	34.7%		0	0	19	0.0%	0	-3	0	41.9%	3	3	51.4%	51.4%				
04	Semi-Professionals & Tech	5	17.0%		0	15.4%		0	0	1	0.0%	0	0	0	19.2%	0	0	20.0%	20.0%				
05	Supervisors	10	6.3%		0	18.2%		0	0	4	0.0%	0	2	0	58.8%	-2	-2	40.0%	40.0%				
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!				
07	Administrative & Sr Clerical	7	26.0%		0	0.0%		0	0	5	0.0%	0	1	0	87.5%	-1	-1	71.4%	71.4%				
08	Skilled Sales & Service	5	0.0%		0	20.0%		0	0	5	0.0%	0	-3	0	46.8%	3	3	100.0%	100.0%				
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!				
10	Clerical Personnel	172	6.7%		0	13.1%		0	0	78	0.0%	0	37	0	66.8%	-37	-37	45.3%	45.3%				
11	Intermediate Sales & Service	97	6.4%		0	22.4%		0	0	61	0.0%	0	7	0	70.2%	-7	-7	62.9%	62.9%				
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!				
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!				
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!				
Total		361	6.9%		0	17.2%		0	0	181	0.0%	0	43	0	62.1%	-43	-43	50.1%	50.1%				

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

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

Table 2: Women

Employment Equity Occupational Group (EEOG)		Women				Comments
		Short-term Goals		Long-term Goals		
			%		%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	0.0	2	0.0	
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	1	0.0	1	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	1	0.0	10	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		2		13		

Federal Contractors Program Achievement Report

Part 3: Goals

Novexco

2019-06-20

006108

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples
First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Turnover (Replacement of Terminated Employees)			YYYY - YYYY						
	2016-08-18	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-08-18	Annually	Over 3 Years	#	2016	2019	%	#	#	%	%		
	#	%	%	#	%	%	#	#	%	#	#	#	#	%	%	#	#	%	%	
01 Senior Managers	5	0.0%		0	20.0%		0	0	0	0.0%	0	0	0	0	2.9%	0	0	0.0%	0.0%	
02 Middle & Other Managers	23	9.3%		0	7.5%		0	0	0	0.0%	0	1	0	2.2%	-1	-1	0.0%	0.0%		
03 Professionals	37	0.9%		0	34.7%		0	0	0	0.0%	0	1	0	1.4%	-1	-1	0.0%	0.0%		
04 Semi-Professionals & Tech	5	17.0%		0	15.4%		0	0	0	0.0%	0	0	0	1.2%	0	0	0.0%	0.0%		
05 Supervisors	10	6.3%		0	18.2%		0	0	1	0.0%	0	-1	0	2.8%	1	1	10.0%	10.0%		
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07 Administrative & Sr Clerical	7	26.0%		0	0.0%		0	0	0	0.0%	0	0	0	2.9%	0	0	0.0%	0.0%		
08 Skilled Sales & Service	5	0.0%		0	20.0%		0	0	0	0.0%	0	0	0	0.8%	0	0	0.0%	0.0%		
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	172	6.7%		0	13.1%		0	0	0	0.0%	0	6	0	3.2%	-6	-6	0.0%	0.0%		
11 Intermediate Sales & Service	97	6.4%		0	22.4%		0	0	1	0.0%	0	2	0	3.1%	-2	-2	1.0%	1.0%		
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total	361	6.9%		0	17.2%		0	0	2	0.0%	0	8	0	2.8%	-8	-8	0.6%	0.6%		

† 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.

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	1	0.0	
03 Professionals	0	0.0	1	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	6	0.0	
11 Intermediate Sales & Service	0	0.0	2	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	0		10		

Federal Contractors Program Achievement Report

Part 3: Goals

Novexco

2019-06-20

006109

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	All Employees								Persons with Disabilities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Over 3 Years		Over 3 Years	Over 3 Years					
	2016-08-18	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2016-08-18	Annually	Over 3 Years	#	2016	2019	%	#	#	%	%
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%
01/02 Managers	28	4.6%		0	13.8%		0	0	0	0.0%	0	1	0		4.3%	-1	-1	0.0%	0.0%
03 Professionals	37	0.9%		0	34.7%		0	0	0	0.0%	0	1	0		3.8%	-1	-1	0.0%	0.0%
04 Semi-Professionals & Tech	5	17.0%		0	15.4%		0	0	0	0.0%	0	0	0		4.6%	0	0	0.0%	0.0%
05 Supervisors	10	6.3%		0	18.2%		0	0	0	0.0%	0	1	0		13.9%	-1	-1	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	7	26.0%		0	0.0%		0	0	0	0.0%	0	0	0		3.4%	0	0	0.0%	0.0%
08 Skilled Sales & Service	5	0.0%		0	20.0%		0	0	0	0.0%	0	0	0		3.5%	0	0	0.0%	0.0%
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	172	6.7%		0	13.1%		0	0	2	0.0%	0	10	0		7.0%	-10	-10	1.2%	1.2%
11 Intermediate Sales & Service	97	6.4%		0	22.4%		0	0	0	0.0%	0	5	0		5.6%	-5	-5	0.0%	0.0%
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	361	6.9%		0	17.2%		0	0	2	0.0%	0	20	0		6.1%	-20	-20	0.6%	0.6%

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)¹³ - 1) x 100.

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02 Managers	0	0.0	1	0.0	
03 Professionals	1	0.0	2	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	1	0.0	2	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	2	0.0	
11 Intermediate Sales & Service	0	0.0	1	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	2		8		

Federal Contractors Program Achievement Report

006110

Part 3: Goals

Novexco

2019-06-20

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		All Employees							Members of Visible Minorities												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	From - To		YYYY - YYYY								
		2016-08-18	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-08-18	Annually	Over 3 Years	2016	2019								
		#	%	%	#	%	%	#	#	%	#	#	%	%	#	#	%	%			
01	Senior Managers	5	0.0%		0	20.0%		0	0	0	0.0%	0	1	0		10.1%	-1	-1	0.0%	0.0%	
02	Middle & Other Managers	23	9.3%		0	7.5%		0	0	1	0.0%	0	2	0		15.0%	-2	-2	4.3%	4.3%	
03	Professionals	37	0.9%		0	34.7%		0	0	9	0.0%	0	1	0		26.1%	-1	-1	24.3%	24.3%	
04	Semi-Professionals & Tech	5	17.0%		0	15.4%		0	0	2	0.0%	0	-1	0		16.2%	1	1	40.0%	40.0%	
05	Supervisors	10	6.3%		0	18.2%		0	0	1	0.0%	0	-1	0		0.7%	1	1	10.0%	10.0%	
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	7	26.0%		0	0.0%		0	0	3	0.0%	0	-3	0		0.6%	3	3	42.9%	42.9%	
08	Skilled Sales & Service	5	0.0%		0	20.0%		0	0	0	0.0%	0	0	0		9.9%	0	0	0.0%	0.0%	
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	172	6.7%		0	13.1%		0	0	18	0.0%	0	-17	0		0.6%	17	17	10.5%	10.5%	
11	Intermediate Sales & Service	97	6.4%		0	22.4%		0	0	10	0.0%	0	-9	0		0.9%	9	9	10.3%	10.3%	
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
Total		361	6.9%		0	17.2%		0	0	44	0.0%	0	-27	0		4.7%	27	27	12.2%	12.2%	

† 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.

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		Members of Visible Minorities				Comments
		Short-term Goals		Long-term Goals		
			%		%	
01	Senior Managers	0	0.0	1	0.0	
02	Middle & Other Managers	0	0.0	2	0.0	
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		0		3		

Federal Contractors Program Achievement Report

006111

Part 3: Goals

Novexco

2019-06-20

Data for Subsequent/Current Goals

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

Table 9: Women

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Women											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Over 3 Years	Actual	Projected			Over 3 Years	YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2019-06-20	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-06-20	Annually	Over 3 Years	Over 3 Years	2019	2022							
	#	%	%	#	%	%	#	#	%	#	#	#	%							
01 Senior Managers	5	0.0%		0	20.0%		0	0	1	0.0%	0	0	0	0	27.6%	0	0	20.0%	20.0%	
02 Middle & Other Managers	30	9.3%		0	7.5%		0	0	8	0.0%	0	4	0	39.4%	39.4%	-4	-4	26.7%	26.7%	
03 Professionals	38	0.9%		0	34.7%		0	0	18	0.0%	0	-2	0	42.4%	42.4%	2	2	47.4%	47.4%	
04 Semi-Professionals & Tech	8	17.0%		0	15.4%		0	0	1	0.0%	0	1	0	25.7%	25.7%	-1	-1	12.5%	12.5%	
05 Supervisors	12	6.3%		0	18.2%		0	0	5	0.0%	0	2	0	50.0%	58.3%	-2	-2	41.7%	41.7%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07 Administrative & Sr Clerical	14	26.0%		0	0.0%		0	0	11	0.0%	0	1	0	85.7%	85.7%	-1	-1	78.6%	78.6%	
08 Skilled Sales & Service	5	0.0%		0	20.0%		0	0	5	0.0%	0	-3	0	42.1%	42.1%	3	3	100.0%	100.0%	
09 Skilled Crafts & Trades	3	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	15.5%	15.5%	0	0	0.0%	0.0%	
10 Clerical Personnel	209	6.7%		0	13.1%		0	0	85	0.0%	0	52	0	50.0%	65.7%	-52	-52	40.7%	40.7%	
11 Intermediate Sales & Service	117	6.4%		0	22.4%		0	0	85	0.0%	0	-3	0	70.4%	70.4%	3	3	72.6%	72.6%	
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	441	6.9%		0	17.2%		0	0	219	0.0%	0	54	0	61.8%	61.8%	-54	-54	49.7%	49.7%	

† 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.

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

Table 10: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0			
02 Middle & Other Managers		39.4		39.4	
03 Professionals		0.0			
04 Semi-Professionals & Tech		25.7		25.7	
05 Supervisors		50.0		50.0	
06 Supervisors: Crafts & Trades		0.0			
07 Administrative & Sr Clerical		0.0		50.0	
08 Skilled Sales & Service		0.0			
09 Skilled Crafts & Trades		0.0			
10 Clerical Personnel		50.0		50.0	
11 Intermediate Sales & Service		0.0			
12 Semi-Skilled Manual		0.0			
13 Other Sales & Service		0.0			
14 Other Manual Workers		0.0			
Total		0.0		0.0	

Federal Contractors Program Achievement Report

006112

Part 3: Goals

Novexco

2019-06-20

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years		YYYY - YYYY						
	2019-06-20	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-06-20	Annually	Over 3 Years		2019	2022							
	#	%	%	#	%	%	#	#	%	#		#	%	%	#	#	%	%		
01 Senior Managers	5	0.0%		0	20.0%		0	0	0	0.0%	0	0	0	0	3.2%	0	0	0.0%	0.0%	
02 Middle & Other Managers	30	9.3%		0	7.5%		0	0	0	0.0%	0	1	0	2.7%	2.7%	-1	-1	0.0%	0.0%	
03 Professionals	38	0.9%		0	34.7%		0	0	0	0.0%	0	1	0	1.6%	1.6%	-1	-1	0.0%	0.0%	
04 Semi-Professionals & Tech	8	17.0%		0	15.4%		0	0	0	0.0%	0	0	0		1.4%	0	0	0.0%	0.0%	
05 Supervisors	12	6.3%		0	18.2%		0	0	1	0.0%	0	-1	0		3.6%	1	1	8.3%	8.3%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	14	26.0%		0	0.0%		0	0	0	0.0%	0	0	0		3.3%	0	0	0.0%	0.0%	
08 Skilled Sales & Service	5	0.0%		0	20.0%		0	0	0	0.0%	0	0	0		0.8%	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	3	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		1.1%	0	0	0.0%	0.0%	
10 Clerical Personnel	209	6.7%		0	13.1%		0	0	0	0.0%	0	9	0	4.2%	4.2%	-9	-9	0.0%	0.0%	
11 Intermediate Sales & Service	117	6.4%		0	22.4%		0	0	1	0.0%	0	4	0	3.9%	3.9%	-4	-4	0.9%	0.9%	
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
Total	441	6.9%		0	17.2%		0	0	2	0.0%	0	14	0		3.6%	-14	-14	0.5%	0.5%	

† 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.

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0		0.0	
02 Middle & Other Managers		2.7		2.7	
03 Professionals		1.6		1.6	
04 Semi-Professionals & Tech		0.0		0.0	
05 Supervisors		0.0		0.0	
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		0.0		0.0	
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		0.0		0.0	
10 Clerical Personnel		4.2		4.2	
11 Intermediate Sales & Service		3.9		3.9	
12 Semi-Skilled Manual		0.0		0.0	
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		0.0		0.0	
Total		0.0		0.0	

Federal Contractors Program Achievement Report

006113

Part 3: Goals

Novexco

2019-06-20

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Persons with Disabilities											
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Actual	Projected		Actual	Projected				From - To YYYY - YYYY	2019	2022								
	2019-06-20	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-06-20	Annually	Over 3 Years	#	%	%	#	%	%	#	#	%	%
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%	
01/02 Managers	35	4.6%		0	13.8%		0	0	0	0.0%	0	2	0	5.0%	5.0%	-2	-2	0.0%	0.0%	
03 Professionals	38	0.9%		0	34.7%		0	0	0	0.0%	0	3	0	8.9%	8.9%	-3	-3	0.0%	0.0%	
04 Semi-Professionals & Tech	8	17.0%		0	15.4%		0	0	0	0.0%	0	1	0	7.6%	7.6%	-1	-1	0.0%	0.0%	
05 Supervisors	12	6.3%		0	18.2%		0	0	0	0.0%	0	3	0	27.5%	27.5%	-3	-3	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	14	26.0%		0	0.0%		0	0	0	0.0%	0	1	0	10.0%	10.0%	-1	-1	0.0%	0.0%	
08 Skilled Sales & Service	5	0.0%		0	20.0%		0	0	0	0.0%	0	0	0	8.0%	8.0%	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	3	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	7.8%	7.8%	0	0	0.0%	0.0%	
10 Clerical Personnel	209	6.7%		0	13.1%		0	0	2	0.0%	0	17	0	9.3%	9.3%	-17	-17	1.0%	1.0%	
11 Intermediate Sales & Service	117	6.4%		0	22.4%		0	0	0	0.0%	0	13	0	10.8%	10.8%	-13	-13	0.0%	0.0%	
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	441	6.9%		0	17.2%		0	0	2	0.0%	0	41	0	9.8%	9.8%	-41	-41	0.5%	0.5%	

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)¹³ - 1) x 100.

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02 Managers		5.0		5.0	
03 Professionals		8.9		8.9	
04 Semi-Professionals & Tech		7.6		7.6	
05 Supervisors		27.5		27.5	
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		10.0		10.0	
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		0.0		0.0	
10 Clerical Personnel		9.3		9.3	
11 Intermediate Sales & Service		10.8		10.8	
12 Semi-Skilled Manual		0.0		0.0	
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		0.0		0.0	
Total		0.0		0.0	

Federal Contractors Program Achievement Report

006114

Part 3: Goals

Novexco

2019-06-20

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Members of Visible Minorities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Over 3 Years		Over 3 Years	Over 3 Years						From - To
	2019-06-20	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2019-06-20	Annually	Over 3 Years	#	2019	2022	%	%	#	#	%	%
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%
01 Senior Managers	5	0.0%		0	20.0%		0	0	0	0.0%	0	1	0	11.5%	11.5%	-1	-1	0.0%	0.0%	
02 Middle & Other Managers	30	9.3%		0	7.5%		0	0	3	0.0%	0	2	0	17.6%	17.6%	-2	-2	10.0%	10.0%	
03 Professionals	38	0.9%		0	34.7%		0	0	5	0.0%	0	6	0	29.2%	29.2%	-6	-6	13.2%	13.2%	
04 Semi-Professionals & Tech	8	17.0%		0	15.4%		0	0	4	0.0%	0	-3	0	16.9%	16.9%	3	3	50.0%	50.0%	
05 Supervisors	12	6.3%		0	18.2%		0	0	1	0.0%	0	0	0	8.9%	8.9%	0	0	8.3%	8.3%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	14	26.0%		0	0.0%		0	0	5	0.0%	0	-4	0	9.4%	9.4%	4	4	35.7%	35.7%	
08 Skilled Sales & Service	5	0.0%		0	20.0%		0	0	0	0.0%	0	1	0	10.7%	10.7%	-1	-1	0.0%	0.0%	
09 Skilled Crafts & Trades	3	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	8.3%	8.3%	0	0	0.0%	0.0%	
10 Clerical Personnel	209	6.7%		0	13.1%		0	0	44	0.0%	0	-33	0	5.2%	5.2%	33	33	21.1%	21.1%	
11 Intermediate Sales & Service	117	6.4%		0	22.4%		0	0	16	0.0%	0	-3	0	11.4%	11.4%	3	3	13.7%	13.7%	
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	441	6.9%		0	17.2%		0	0	78	0.0%	0	-32	0	10.4%	10.4%	32	32	17.7%	17.7%	

† 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.

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		11.5		11.5	
02 Middle & Other Managers		17.6		17.6	
03 Professionals		29.2		29.2	
04 Semi-Professionals & Tech		0.0		0.0	
05 Supervisors		0.0		0.0	
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		0.0		0.0	
08 Skilled Sales & Service		10.7		10.7	
09 Skilled Crafts & Trades		0.0		0.0	
10 Clerical Personnel		0.0		0.0	
11 Intermediate Sales & Service		0.0		0.0	
12 Semi-Skilled Manual		0.0		0.0	
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		0.0		0.0	
Total		0.0		0.0	

Federal Contractors Program Achievement Report

Part 4: Results - Women

Novexco

2019-06-20

006115

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women							
		#	Representation	Availability	Gap	EE Result	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference		
01 Senior Managers	2016	5	1	20.0	27.4	1	0	73.0																
	2019	5	1	20.0	27.6	1	0	72.5	1	0	0.0	0	0	0	3	0	0.0	1	-1	1	0	0.0	0	0
02 Middle & Other Managers	2016	23	7	30.4	38.9	9	-2	78.2																
	2019	30	8	26.7	39.4	12	-4	67.7	8	1	12.5	3	-2	0	0	0.0	0	0	0	2	0	0.0	1	-1
03 Professionals	2016	37	19	51.4	41.9	16	3	122.6																
	2019	38	18	47.4	42.4	16	2	111.7	14	6	42.9	6	0	6	5	83.3	3	2	13	7	53.8	7	0	
04 Semi-Professionals & Technicians	2016	5	1	20.0	19.2	1	0	104.2																
	2019	8	1	12.5	25.7	2	-1	48.6	4	0	0.0	1	-1	0	0	0.0	0	0	1	0	0.0	0	0	
05 Supervisors	2016	10	4	40.0	58.8	6	-2	68.0																
	2019	12	5	41.7	58.3	7	-2	71.5	4	3	75.0	2	1	1	0	0.0	0	0	2	2	100.0	1	1	
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
01 Senior Managers	2019	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	3	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2019	6	1	16.7	0	0.0	0.0	0.0	2	50.0	0.0	0.0		
	2022	6	1	16.7			39.4	42.3			39.4	42.3		
03 Professionals	2019	7	11	157.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	7	11	157.1			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2019	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	3	0	0.0			25.7	0.0			25.7	0.0		
05 Supervisors	2019	3	3	100.0	1	300.0	0.0	0.0	1	300.0	0.0	0.0		
	2022	3	3	100.0			50.0	200.0			50.0	200.0		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Novexco

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006116

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women								
		#	Representation	Availability	%	#	%	#	%	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference				
07	Administrative & Senior Clerical	2016	7	5	71.4	87.5	6	-1	81.6																
	2019	14	11	78.6	85.7	12	-1	91.7	6	5	83.3	5	0	2	1	50.0	1	0	0	0	0.0	0	0	0	
08	Skilled Sales & Service Personnel	2016	5	5	100.0	46.8	2	3	213.7																
	2019	5	5	100.0	42.1	2	3	237.5	1	1	100.0	0	1	0	0	0.0	0	0	1	1	100.0	1	0	0	
09	Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	3	0	0.0	15.5	0	0	0.0	3	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	
10	Clerical Personnel	2016	172	78	45.3	66.8	115	-37	67.9																
	2019	209	85	40.7	65.7	137	-52	61.9	68	24	35.3	45	-21	25	16	64.0	11	5	25	13	52.0	11	2		
11	Intermediate Sales & Service Personnel	2016	97	61	62.9	70.2	68	-7	89.6																
	2019	117	85	72.6	70.4	82	3	103.2	38	33	86.8	27	6	8	7	87.5	5	2	24	12	50.0	15	-3		
12	Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
07	Administrative & Senior Clerical	2019	8	6	75.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	8	6	75.0			0.0	0.0			50.0	150.0		
08	Skilled Sales & Service Personnel	2019	0	1	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	1	0.0			0.0	0.0			0.0	0.0		
09	Skilled Crafts & Trades Workers	2019	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	3	0	0.0			0.0	0.0			0.0	0.0		
10	Clerical Personnel	2019	68	40	58.8	1	4000.0	0.0	0.0	10	400.0	0.0	0.0	
	2022	68	40	58.8			50.0	117.6			50.0	117.6		
11	Intermediate Sales & Service Personnel	2019	22	40	181.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	22	40	181.8			0.0	0.0			0.0	0.0		
12	Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

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Part 4: Results - Women

Novexco

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							Hires				Promotions				Terminations							
			Women							Women				Women				Women							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
Total	2016	361	181	50.1	62.1	224	-43	80.7																	
	2019	441	219	49.7	61.8	273	-54	80.4	147	73	49.7	91	-18	45	29	64.4	23	6	69	35	50.7	35	0		

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		Women				Women				Women				
		Actual	Goal	Percent of Goal Met	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										
Total	2019	123	102	82.9	2	5100.0	0.0	0.0	13	784.6	0.0	0.0		
	2022	123	102	82.9										

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Novexco

2019-06-20

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis																
		Workforce								Hires				Promotions				Terminations								
		All Employees	Aboriginal Peoples			Gap	EE Result	All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples									
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
01 Senior Managers	2016	5	0	0.0	2.9	0	0	0.0																		
	2019	5	0	0.0	3.2	0	0	0.0	1	0	0.0	0	0	0	3	0	0.0	0	0	1	0	0.0	0	0	0	0
02 Middle & Other Managers	2016	23	0	0.0	2.2	1	-1	0.0																		
	2019	30	0	0.0	2.7	1	-1	0.0	8	0	0.0	0	0	0	0	0	0.0	0	0	2	0	0.0	0	0	0	0
03 Professionals	2016	37	0	0.0	1.4	1	-1	0.0																		
	2019	38	0	0.0	1.6	1	-1	0.0	14	0	0.0	0	0	0	6	0	0.0	0	0	13	0	0.0	0	0	0	0
04 Semi-Professionals & Technicians	2016	5	0	0.0	1.2	0	0	0.0																		
	2019	8	0	0.0	1.4	0	0	0.0	4	0	0.0	0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	0	0
05 Supervisors	2016	10	1	10.0	2.8	0	1	357.1																		
	2019	12	1	8.3	3.6	0	1	231.5	4	0	0.0	0	0	0	1	0	0.0	0	0	2	0	0.0	0	0	0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																		
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	#	%	%	#	%	%		
01 Senior Managers	2019	3	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	3	0	0.0			0.0	0.0				0.0	0.0	
02 Middle & Other Managers	2019	6	0	0.0	0	0.0	0.0	0.0	0.0	1	0.0	0.0	0.0	
	2022	6	0	0.0			2.7	0.0				2.7	0.0	
03 Professionals	2019	7	0	0.0	0	0.0	0.0	0.0	0.0	1	0.0	0.0	0.0	
	2022	7	0	0.0			1.6	0.0				1.6	0.0	
04 Semi-Professionals & Technicians	2019	3	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	3	0	0.0			0.0	0.0				0.0	0.0	
05 Supervisors	2019	3	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	3	0	0.0			0.0	0.0				0.0	0.0	
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0				0.0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

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2019-06-20

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis																
		Workforce								Hires				Promotions				Terminations								
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference									
#	#	%	%	#	#	%	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	7	0	0.0	2.9	0	0	0.0																		
	2019	14	0	0.0	3.3	0	0	0.0	6	0	0.0	0	0	0	2	0	0.0	0	0	0	0	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2016	5	0	0.0	0.8	0	0	0.0																		
	2019	5	0	0.0	0.8	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																		
	2019	3	0	0.0	1.1	0	0	0.0	3	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
10 Clerical Personnel	2016	172	0	0.0	3.2	6	-6	0.0																		
	2019	209	0	0.0	4.2	9	-9	0.0	68	0	0.0	3	-3	25	0	0.0	0	0	0	25	0	0.0	0	0	0	0
11 Intermediate Sales & Service Personnel	2016	97	1	1.0	3.1	3	-2	33.3																		
	2019	117	1	0.9	3.9	5	-4	21.9	38	0	0.0	1	-1	8	0	0.0	0	0	0	24	0	0.0	0	0	0	0
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																		
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	#	%	%	%				
07 Administrative & Senior Clerical	2019	8	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	8	0	0.0		0.0	0.0			0.0	0.0			
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0		0.0	0.0			0.0	0.0			
09 Skilled Crafts & Trades Workers	2019	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	3	0	0.0		0.0	0.0			0.0	0.0			
10 Clerical Personnel	2019	68	0	0.0	0	0.0	0.0	0.0	6	0.0	0.0	0.0		
	2022	68	0	0.0		4.2	0.0			4.2	0.0			
11 Intermediate Sales & Service Personnel	2019	22	0	0.0	0	0.0	0.0	0.0	2	0.0	0.0	0.0		
	2022	22	0	0.0		3.9	0.0			3.9	0.0			
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0		0.0	0.0			0.0	0.0			

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Part 5: Results - Aboriginal Peoples

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
Total	2016	361	2	0.6	2.8	10	-8	19.8																	
	2019	441	2	0.5	3.6	16	-14	12.6	147	0	0.0	5	-5	45	0	0.0	0	0	0	69	0	0.0	0	0	

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
#	#	%	#	%	#	%	#	%	#	%				
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2019	123	0	0.0	0	0.0	0.0	0.0	10	0.0	0.0	0.0		
	2022	123	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Novexco

2019-06-20

006121

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities						
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
01&02 Managers	2016	28	0	0.0	4.3	1	-1	0.0																	
	2019	35	0	0.0	5.0	2	-2	0.0	9	0	0.0	0	0	0	3	0	0.0	0	0	0	3	0	0.0	0	0
03 Professionals	2016	37	0	0.0	3.8	1	-1	0.0																	
	2019	38	0	0.0	8.9	3	-3	0.0	14	0	0.0	1	-1	6	0	0.0	0	0	0	13	0	0.0	0	0	0
04 Semi-Professionals & Technicians	2016	5	0	0.0	4.6	0	0	0.0																	
	2019	8	0	0.0	7.6	1	-1	0.0	4	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0	0
05 Supervisors	2016	10	0	0.0	13.9	1	-1	0.0																	
	2019	12	0	0.0	27.5	3	-3	0.0	4	0	0.0	1	-1	1	0	0.0	0	0	0	2	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities						
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
#	#	%	#	%	%	#	%	%	#	%	%			
01&02 Managers	2019	9	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	9	0	0.0			5.0	0.0			5.0	0.0		
03 Professionals	2019	7	0	0.0	1	0.0	0.0	0.0	2	0.0	0.0	0.0		
	2022	7	0	0.0			8.9	0.0			8.9	0.0		
04 Semi-Professionals & Technicians	2019	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	3	0	0.0			7.6	0.0			7.6	0.0		
05 Supervisors	2019	3	0	0.0	1	0.0	0.0	0.0	2	0.0	0.0	0.0		
	2022	3	0	0.0			27.5	0.0			27.5	0.0		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

006122

Part 6: Results - Persons with Disabilities

Novexco

2019-06-20

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities						
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	7	0	0.0	3.4	0	0	0.0																	
	2019	14	0	0.0	10.0	1	-1	0.0	6	0	0.0	1	-1	2	0	0.0	0	0	0	0	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2016	5	0	0.0	3.5	0	0	0.0																	
	2019	5	0	0.0	8.0	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	3	0	0.0	7.8	0	0	0.0	3	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
10 Clerical Personnel	2016	172	2	1.2	7.0	12	-10	16.6																	
	2019	209	2	1.0	9.3	19	-17	10.3	68	0	0.0	6	-6	25	0	0.0	0	0	0	25	0	0.0	0	0	0
11 Intermediate Sales & Service Personnel	2016	97	0	0.0	5.6	5	-5	0.0																	
	2019	117	0	0.0	10.8	13	-13	0.0	38	0	0.0	4	-4	8	0	0.0	0	0	0	24	0	0.0	0	0	0
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	8	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	8	0	0.0			10.0	0.0			10.0	0.0		
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2019	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	3	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2019	68	0	0.0	0	0.0	0.0	0.0	2	0.0	0.0	0.0		
	2022	68	0	0.0			9.3	0.0			9.3	0.0		
11 Intermediate Sales & Service Personnel	2019	22	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	22	0	0.0			10.8	0.0			10.8	0.0		
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

006123

Part 6: Results - Persons with Disabilities

Novexco

2019-06-20

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis																
		Workforce								Hires				Promotions				Terminations								
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference									
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																		
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																		
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
Total	2016	361	2	0.6	6.1	22	-20	9.1																		
	2019	441	2	0.5	9.8	43	-41	4.6	147	0	0.0	14	-14	45	0	0.0	0	0	0	69	0	0.0	0	0	0	

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2019	123	0	0.0	2	0.0	0.0	0.0	8	0.0	0.0	0.0		
	2022	123	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Novexco

2019-06-20

006124

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Representation			Availability			Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
		#	#	%	%	#	#	%	#	%	#	#	%	Expected	Difference	#	#	%	Expected	Difference	#	#	%	Expected	Difference
01 Senior Managers	2016	5	0	0.0	10.1	1	-1	0.0																	
	2019	5	0	0.0	11.5	1	-1	0.0	1	0	0.0	0	0	0	3	0	0.0	0	0	1	0	0.0	0	0	
02 Middle & Other Managers	2016	23	1	4.3	15.0	3	-2	29.0																	
	2019	30	3	10.0	17.6	5	-2	56.8	8	2	25.0	1	1	0	0	0.0	0	0	2	0	0.0	0	0	0	
03 Professionals	2016	37	9	24.3	26.1	10	-1	93.2																	
	2019	38	5	13.2	29.2	11	-6	45.1	14	2	14.3	4	-2	6	1	16.7	1	0	13	6	46.2	3	3		
04 Semi-Professionals & Technicians	2016	5	2	40.0	16.2	1	1	246.9																	
	2019	8	4	50.0	16.9	1	3	295.9	4	2	50.0	1	1	0	0	0.0	0	0	1	0	0.0	0	0		
05 Supervisors	2016	10	1	10.0	0.7	0	1	1,428.6																	
	2019	12	1	8.3	8.9	1	0	93.6	4	0	0.0	0	0	1	0	0.0	0	0	2	0	0.0	0	0		
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0		

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
		#	#	%	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
01 Senior Managers	2019	3	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	3	0	0.0			11.5	0.0			11.5	0.0		
02 Middle & Other Managers	2019	6	2	33.3	0	0.0	0.0	0.0	2	100.0	0.0	0.0		
	2022	6	2	33.3			17.6	189.4			17.6	189.4		
03 Professionals	2019	7	3	42.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	7	3	42.9			29.2	146.8			29.2	146.8		
04 Semi-Professionals & Technicians	2019	3	2	66.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	3	2	66.7			0.0	0.0			0.0	0.0		
05 Supervisors	2019	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	3	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Novexco

2019-06-20

006125

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Representation			Availability			Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
		#	#	%	%	#	#	%	#	%	#	#	%	Expected	Difference	#	#	%	Expected	Difference	#	#	%	Expected	Difference
07	Administrative & Senior Clerical	2016	7	3	42.9	0.6	0	3	7,142.9																
	2019	14	5	35.7	9.4	1	4	379.9	6	2	33.3	1	1	2	1	50.0	1	0	0	0	0.0	0	0	0	
08	Skilled Sales & Service Personnel	2016	5	0	0.0	9.9	0	0	0.0																
	2019	5	0	0.0	10.7	1	-1	0.0	1	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	0	
09	Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	3	0	0.0	8.3	0	0	0.0	3	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	
10	Clerical Personnel	2016	172	18	10.5	0.6	1	17	1,744.2																
	2019	209	44	21.1	5.2	11	33	404.9	68	33	48.5	4	29	25	7	28.0	3	4	25	6	24.0	3	3		
11	Intermediate Sales & Service Personnel	2016	97	10	10.3	0.9	1	9	1,145.5																
	2019	117	16	13.7	11.4	13	3	120.0	38	9	23.7	4	5	8	0	0.0	1	-1	24	4	16.7	2	2		
12	Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
		#	#	%	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
07	Administrative & Senior Clerical	2019	8	3	37.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	8	3	37.5		0.0	0.0		0.0	0.0		0.0		
08	Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0		10.7	0.0		10.7	0.0		0.0		
09	Skilled Crafts & Trades Workers	2019	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	3	0	0.0		0.0	0.0		0.0	0.0		0.0		
10	Clerical Personnel	2019	68	40	58.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	68	40	58.8		0.0	0.0		0.0	0.0		0.0		
11	Intermediate Sales & Service Personnel	2019	22	9	40.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	22	9	40.9		0.0	0.0		0.0	0.0		0.0		
12	Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0		0.0	0.0		0.0	0.0		0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Novexco

2019-06-20

006126

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities				EE Result				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities				
		#	Representation	Availability	Gap	EE Result	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	361	44	12.2	4.7	17	27	259.3																
	2019	441	78	17.7	10.4	46	32	170.1	147	50	34.0	15	35	45	9	20.0	5	4	69	16	23.2	8	8	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2019	123	59	48.0	0	0.0	0.0	0.0	3	1966.7	0.0	0.0		
	2022	123	59	48.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Novexco
2019-06-20

Efforts

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

Required measures:

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

Other measures:

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

- Put in place a strategy to ensure a barrier-free workplace.
- Undertook initiatives to increase representation where gaps in representation were found.
- Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
- Other (please describe):

Operational Context

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

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

We have made three minor acquisitions since 2016, which prompted restructuring within our company. We must take into account that some acquisitions give rise to corporate restructuring, hence some employment terminations. One acquisition was Chestwood, an Ontario company, where there were many employees from visible-minority groups. Over the coming years, our president is likely to make more acquisitions. We will probably hire more people as a result in order to meet our short- and long-term employment-equity objectives.

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

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

- Other.

Additional Details

Please provide any additional information (optional):

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Novexco

Primary Location: Laval (Québec)

Number of Employees: 441

- | | | | |
|-----------------|-----|--------------------|----|
| • Ontario | 47 | • Manitoba | 1 |
| • Québec | 350 | • British Columbia | 3 |
| • Nova Scotia | 14 | • Alberta | 25 |
| • New Brunswick | 1 | | |

Organization Overview:

NAICS 4179 – Other Machinery, Equipment and Supplies Wholesaler-Distributors

Novexco is the largest Canadian-owned office supply distributor. Hamster, a trademark of Novexco Inc, has access to nearly 500,000 products through its network of Suppliers.

Key Dates – First Year Assessment

Initiated: 2016-07-25

Received: 2016-08-28

Closed: 2016-08-29

Workforce Analysis: 2019-08-18

Key Dates – Subsequent Assessment

Initiated: 2019-07-17

Received: 2019-06-25

Workforce Analysis: 2019-06-20

DATA VERIFICATION

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

Yes No

Comments: None

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

Yes No

Comments:

Minor discrepancies were noted in the Flow Data Analysis and corrections were made based on the forms.

ASSESSMENT OF REASONABLE PROGRESS

- The organization established goals in numbers and not in percentages.
- Seventeen gaps were revealed during the previous assessment and four short-term goals were set.

Women

02	Middle & Other Managers	No goal set
05	Supervisors	Goal met at 300%
07	Administrative & Senior Clerical Personnel	No goal required
10	Clerical Personnel	Goal met at 4100%
11	Intermediate Sales & Service Personnel	No goal set

Assessment/Observations

- None

Aboriginal Peoples

02	Middle & Other Managers	No goal set
03	Professionals	No goal set
10	Clerical Personnel	No goal set
11	Intermediate Sales & Service Personnel	No goal set

Assessment/Observations

- None

Persons with Disabilities

01/02	Managers	No goal set
03	Professionals	Goal not met (0% achieved)
05	Supervisors	Goal not met (0% achieved)
10	Clerical Personnel	No goal set
11	Intermediate Sales & Service Personnel	No goal set

Assessment/Observations

- EEOG 03: There were 20 new entrants and none were persons with disabilities. This is to be expected given the labour market availability (LMA) of 3.8%.
- EEOG 05: There were five new entrants and none were persons with disabilities. This is to be expected given the labour market availability (LMA) of 13.9%.

Members of Visible Minorities

01	Senior Managers	No goal set
02	Middle & Other Managers	No goal set

03	Professionals	No goal set
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Assessment/Observations

- None

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.

- Out of four goals set, two were met and two were not met due to low hiring and promotions.
- An assessment of reasonable efforts was completed and the organization implemented all the required measures and other additional measures.
- The organization has undergone three acquisitions that have led to a restructuring making it difficult to reach the objectives set.

ASSESSMENT OF GOALS

- A goal has been set for every gap in representation uncovered by the workforce analysis. All short-term and long-term goals were set in percentage format and are, at minimum, equal to LMA.

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (+3 years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-4	39.4	39.4	26.7	39.4
04	Semi-Professionals & Technicians	-1	25.7	25.7	12.5	25.7
05	Supervisors	-2	50.0	50.0	41.7	58.3
07	Admin & Senior Clerical Personnel	-1	-	-	78.6	85.7
10	Clerical Personnel	-52	50.0	50.0	40.7	65.7

Observations:

- A goal is not required for EEOG 07 given that the representation is above 50%.

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
02	Middle & Other Managers	-1	2.7	2.7	0.0	2.7
03	Professionals	-1	1.6	1.6	0.0	1.6
10	Clerical Personnel	-9	4.2	4.2	0.0	4.2
11	Intermediate Sales & Service Personnel	-4	3.9	3.9	0.9	3.9

Observations: None

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
01/02	Managers	-2	5.0	5.0	0.0	5.0
03	Professionals	-3	8.9	8.9	0.0	8.9
04	Semi-Professionals & Technicians	-1	7.6	7.6	0.0	7.6
05	Supervisors	-3	27.5	27.5	0.0	27.5
07	Admin & Senior Clerical Personnel	-1	10.0	10.0	0.0	10.0
10	Clerical Personnel	-17	9.3	9.3	1.0	9.3
11	Intermediate Sales & Service Personnel	-13	10.8	10.8	0.0	10.8

Observations: None

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%

#	Description	#	%	%	%	%
01	Senior Managers	-1	11.5	11.5	0.0	11.5
02	Middle & Other Managers	-2	17.6	17.6	10.0	17.6
03	Professionals	-6	29.2	29.2	13.2	29.2
07	Admin & Senior Clerical Personnel	-1	10.7	10.7	0.0	10.7

Observations: None

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

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

- We encourage Novexco to make efforts to hire persons with disabilities and Aboriginal peoples, whose combined representation in the organization is one percent (1%) while the combined availability is 13.4%.
- We encourage Novexco to implement special measures to ensure the achievement of the objectives set during this assessment and thus increase the representation of members of these two designated groups. For example, you could consider contacting organizations that work for access to employment for persons with disabilities and Aboriginal peoples in your region to identify qualified candidates who could be considered the next time you begin an appointment process to fill a vacancy.

Name of Analyst: Maurice N. Yakibonge

Date: 2019-10-11

From: Yakibonge, Ntambwe N [NC] **On Behalf Of** EE-EME
Sent: October 15, 2019 1:22 PM
To: 'nicolas.curiale@novexco.ca' <nicolas.curiale@novexco.ca>
Cc: 'justine.forget@novexco.ca' <justine.forget@novexco.ca>; 'Catherine.Nolin@novexco.ca' <Catherine.Nolin@novexco.ca>
Subject: Government of Canada Agreement Number: 050576 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Nicolas Curiale:

I am writing to inform you that the subsequent compliance assessment initiated on June 5, 2019, has been completed. As a result of the assessment, Novexco has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

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

- We encourage Novexco to make efforts to hire persons with disabilities and Aboriginal peoples, whose combined representation in the organization is one percent (1%) while the combined availability is 13.4%.
- We encourage Novexco to implement special measures to ensure the achievement of the objectives set during this assessment and thus increase the representation of members of these two designated groups. For example, you could consider contacting organizations that work for access to employment for persons with disabilities and Aboriginal peoples in your region to identify qualified candidates who could be considered the next time you begin an appointment process to fill a vacancy.

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 July 17, 2022. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

When Novexco 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, Novexco will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

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

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

Sincerely,

Workplace Equity Team

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



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