



s.19(1)

s.24(1)

Labour Program
Federal Contractors Program

Agreement to Implement Employment Equity

- New Agreement
- Revised Agreement

ORGANIZATION	
Legal Name of Organization Circle K Canada INC	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement B [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° 54111	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 2,112 To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects/sujets/standard/norme/noms-scian/2002/noms-scian02-eng.htm

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

HEAD OFFICE			
Address (building number, street, suite, etc.) 100 Millerton Drive	City Mississauga	Province ON	Postal Code M5P 4R1
	Telephone Number 905-890-8100	Fax Number 905-890-4833	

EMPLOYMENT EQUITY CONTACT	
Name (print) Sheryl Heladon-Baker	Title HR Senior Director
Telephone Number 905-890-8278	Email Address sheryl.heladon-baker@orank.com

CERTIFICATION
The above-named organization: <ul style="list-style-type: none"> • having a combined workforce of 100 or more permanent full-time, permanent part-time and temporary employees having worked 12 weeks or more in Canada, AND • intending to bid on, or being in receipt of, a federal government goods or services contract, 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.brsdc.gc.ca/eng/labour/equality/top/index.htm 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.

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) Rod Thacker	Title Managing Counsel
[REDACTED]	Email Address rod.thacker@orank.com
[REDACTED]	Date Feb. 26-10

RETURN INSTRUCTIONS
IMPORTANT • The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (613) 953-8788 or by e-mail at: ee-eme@brsdc-rhdcc.gc.ca



**APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT
INFORMATION**

Federal Contractors Program

As per Appendix D -- The Federal Contractors Program for Employment Equity of Treasury Board's *Contracting Policy*, contractors with a resident workforce of 100 or more employees who are awarded goods and services contracts of \$1 million or more are required to implement employment equity, submit information on their workforce and undergo a compliance assessment. If an unforeseen situation arises that prevents the contractor from meeting the submission of information deadline, the organization may submit an application for an extension. The application must be completed as outlined below and signed by a senior official of the corporation (e.g., chief executive officer, president or vice-president, authorized manager). Once completed, the form must be sent by email to: ce-cme@hrsdc-rhdec.gc.ca.

I, the undersigned, on behalf of (legal name of organization) **Oracle Canada ULC** (hereafter referred to as "the organization") and (Agreement to Implement Employment Equity number) **060622**, agree to the following statements:

1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
3. I am therefore requesting an extension until (date) January 15, 2018 for the following reason(s):

(Please describe) **Oracle completed a large acquisition this calendar year and are in the process of entering the self identification information for these new employees into our records. We require additional time to ensure that our reporting is accurate and includes information for all of our employees. Additionally, our offices are closed for Winter Break from December 25 to January 1 inclusive.**

4. As a senior official of the organization, I hereby declare that all of these statements are correct to the best of my knowledge, and I am requesting an extension.

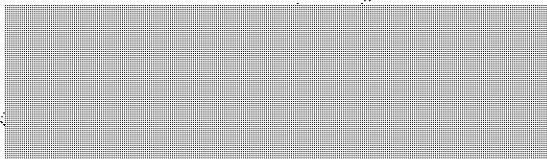
Name: **Rod Thacker** Position Title: **Managing Counsel**

Email address: **rod.thacker@oracle.com**

Telephone number: **905-267-9160**

Business address: **100 Milverton Drive, Mississauga, ON, L5R 4H1**

Signature





Employment and
Social Development Canada

Emploi et
Développement social Canada

Date: **December 19, 2017**

From: Yakibonge, Maurice [NC] **On Behalf Of** EE-EME
Sent: December 21, 2017 6:36 PM
To: 'rod.thacker@oracle.com' <rod.thacker@oracle.com>
Cc: Normandin, Ward W [NC] <ward.normandin@labour-travail.gc.ca>; 'Sheryl.Helsdon-Baker@oracle.com' <Sheryl.Helsdon-Baker@oracle.com>
Subject: Extension to Submit Federal Contractors Program Compliance Assessment Information

Good afternoon,

You have requested an extension to submit your organization's information for the compliance assessment under the Federal Contractors Program beyond the initial deadline set by the Labour Program of Employment and Social Development Canada.

As requested, we hereby grant you an extension until **January 15, 2018**.

Should you have any questions regarding your compliance assessment, do not hesitate to contact us at: ee-eme@hrsdc-rhdcc.gc.ca.

Maurice Yakibonge

Acting Manager, Program Operations, Workplace Equity, Labour Program
Employment and Social Development Canada / Government of Canada
maurice.yakibonge@labour-travail.gc.ca / Tel: 819-654-6099



Rejoignez-vous au Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDMI) 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!

From: Normandin, Ward W [NC] **On Behalf Of** EE-EME
Sent: December-19-17 3:22 PM
To: Yakibonge, Maurice [NC]
Subject: FW: Oracle Canada Notice of Subsequent Compliance Assessment under the FCP

Extension for Oracle

Ward Normandin

Agent de programmes, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
ward.normandin@labour-travail.gc.ca / Tél. : 819-654-4334

Program Officer, Labour Program
Employment and Social Development Canada / Government of Canada
ward.normandin@labour-travail.gc.ca / Tel. : 819-654-4334



Rejoignez-vous au Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDMI) 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!

From: Sheryl Helsdon Baker [<mailto:Sheryl.Helsdon-Baker@oracle.com>]
Sent: 2017-12-19 2:40 PM

To: Normandin, Ward W [NC]; EE-EME
Subject: Re: Oracle Canada Notice of Subsequent Compliance Assessment under the FCP

Thanks Ward. The completed form is attached.

On 2017-12-19 8:16 AM, ward.normandin@labour-travail.gc.ca wrote:
Good morning Sheryl,

Thank you for the note. We understand that delays happen; thank you for finding the error and choosing to not submit with incorrect information. We can issue an extension based on the information you state below, but require it in official format. As such, please complete and return the attached extension request and we will process it immediately.

Please let me know if you have any questions or concerns.

Best regards,
Ward

Ward Normandin

Agent de programmes, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
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Program Officer, Labour Program
Employment and Social Development Canada / Government of Canada
ward.normandin@labour-travail.gc.ca / Tel. : 819-654-4334



Rejoignez-vous au Forum de l'équité, la diversité et l'inclusion en milieu de travail (WEDIF) en ligne, un espace collaboratif pour employeurs, fournisseurs, nous un conseil municipal local...
Join the online Workplace Equity, Diversity and Inclusion Forum (WEDIF), a collaborative space for employers, consultants an email to join

From: sheryl helsdon baker [<mailto:sheryl.helsdon-baker@oracle.com>]
Sent: 2017-12-18 5:22 PM
To: Normandin, Ward W [NC]
Subject: Re: Oracle Canada Notice of Subsequent Compliance Assessment under the FCP

Hi Ward,

We have been working on gathering together all the information requested for the Subsequent Compliance Assessment which is due tomorrow. After running the reports and analyzing the data, we came to the realization that the self identification data for a large group of employees (approx 450) who we hired through an acquisition earlier this year was not entered into our records. As a result, unfortunately the reports we ran are inaccurate. Would it be possible for us to have an extension to submit everything in mid-January? We are working on entering the self ID information in our systems this week, and once that is completed, we can begin re-running all the reports and analyses. As our offices are closed between December 25-January 1 inclusive for

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Winter Break, much of the reporting and analysis will be delayed until January. I apologize for this delay and hope this is not too much of an inconvenience. Please advise if mid-January is acceptable.

Thank you for your consideration.

Sheryl

On 23/11/2017 2:22 PM, ward.normandin@labour-travail.gc.ca wrote:

Hi Sheryl,

Thanks for the follow-up. I can definitely call in on Monday morning.

Talk later!

All the best,

Ward

Ward Normandin

Agent de programmes, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
ward.normandin@labour-travail.gc.ca / Tél. : 819-654-4334

Program Officer, Labour Program
Employment and Social Development Canada / Government of Canada
ward.normandin@labour-travail.gc.ca / Tel. : 819-654-4334

From: sheryl helsdon baker [<mailto:sheryl.helsdon-baker@oracle.com>]

Sent: 2017-11-23 2:22 PM

To: Normandin, Ward W [NC]; prakash.s.subramaniam@oracle.com

Subject: Re: Oracle Canada Notice of Subsequent Compliance Assessment under the FCP

Thanks Ward. Prakash and I are in different offices on Monday, so it would be great if we could use my conference call number:

1-866-682-4770

Passcode

I have also sent a calendar invitation with the dial-in details. Looking forward to speaking with you on Monday. Have a wonderful weekend!

Sheryl

On 23/11/2017 11:55 AM, ward.normandin@labour-travail.gc.ca wrote:

Hi Sheryl,

Monday morning at 9:00 am works perfectly for me. Please call me at 819-654-4334.

Enjoy your weekend!

006197

All the best,
Ward

Ward Normandin

Agent de programmes, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
ward.normandin@labour-travail.gc.ca / Tél. : 819-654-4334

Program Officer, Labour Program
Employment and Social Development Canada / Government of Canada
ward.normandin@labour-travail.gc.ca / Tel. : 819-654-4334

From: sheryl helsdon baker [<mailto:sheryl.helsdon-baker@oracle.com>]
Sent: 2017-11-23 11:53 AM
To: Normandin, Ward W [NC]; Prakash Subramaniam
Subject: Re: Oracle Canada Notice of Subsequent Compliance Assessment under the FCP

Hi Ward,

Thank you for getting back to me so quickly. I'm out of office tomorrow. Would you be available Monday at 9am. or anytime between 1:30-4:00?

I've cc'ed my team member Prakash as he would join the call with us.

thanks,
Sheryl

On 23/11/2017 11:44 AM, ward.normandin@labour-travail.gc.ca wrote:
Good morning Sheryl,

Thank you for your e-mail. I would be happy to speak with you. I have some time Friday morning around 11am, and again in the afternoon at 2pm. Would either of those times work for you? If not, what is your availability?

I look forward to hearing from you.

Kind regards,
Ward

Ward Normandin

Agent de programmes, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
ward.normandin@labour-travail.gc.ca / Tél. : 819-654-4334

Program Officer, Labour Program
Employment and Social Development Canada / Government of Canada
ward.normandin@labour-travail.gc.ca / Tel. : 819-654-4334

From: sheryl helsdon baker [<mailto:sheryl.helsdon-baker@oracle.com>]
Sent: 2017-11-23 11:05 AM
To: Normandin, Ward W [NC]
Subject: Oracle Canada Notice of Subsequent Compliance Assessment under the FCP

Dear Mr. Normandin,

We received an email notification this week for Oracle Canada to submit information by December 19 for a subsequent compliance assessment, further to our initial compliance assessment that was concluded in November 2015. We have some questions regarding the information that is being requested and wonder if we could arrange a call to discuss?

Thank you in advance for your assistance.

regards,
Sheryl

FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA
 Reporting Period 2016-01-01 to 2017-11-15

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	1722	0	0	1722	Calgary	81	0	0	81
Quebec	238	2	0	240	Edmonton	21	0	0	21
Nova Scotia	11	0	0	11	Halifax	11	0	0	11
New Brunswick	11	0	0	11	Montréal	199	1	0	200
Manitoba	9	0	0	9	Toronto	1436	0	0	1436
British Columbia	216	1	0	217	Vancouver	216	1	0	217
Prince Edward Island	1	0	0	1	Winnipeg	1	0	0	1
Saskatchewan	1	0	0	1	Québec	80	1	0	80
Alberta	102	0	0	102	Ottawa - Gatineau	174	0	0	174
Newfoundland and Labrador	4	0	0	4	Kitchener - Cambridge - Waterloo	122	0	0	122
Total Employees in Canada				2318	Saskatoon	1	0	0	1
					Mon. less CMA	8	0	0	8
					N.B. less CMA	11	0	0	11
					Nfld. Lab. less CMA	4	0	0	4
					P.E.I.	1	0	0	1
					Total Employees in Canada				2318

Oracle Canada LLC (certificate # 060622)
FEDERAL CONTRACTORS PROGRAM- EMPLOYEES HIRED
 Full-Time / National
 Reporting Period 2015-01-01 to 2017-11-15

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	22	18	4							2	2	
Middle and Other Managers	141	130	38				1	1		53	44	9
Professionals	454	336	118	3	1	2	3	3	2	163	119	50
Semi-Professionals and Technicians	137	93	44							53	34	19
Administrative and Senior Clerical Personnel	13	2	11							4		4
Skilled Sales and Service Personnel	362	284	98				4	3	1	76	54	22
Clerical Personnel	4	1	3							3	1	2
Intermediate Sales and Service Personnel	15	13	2							4	4	
Total Number of Employees Hired	1168	888	318	3	1	2	10	7	3	364	258	108

Gracie Canada ULC (certificate # 888633)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
 Full-Time / National

Reporting Period 2015-01-01 to 2017-11-15

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	23	19	4							6	6	
Middle and Other Managers	106	83	23				1	1		33	25	8
Professionals	312	154	58	1	1		2	1	1	63	63	30
Semi-Professionals and Technicians	44	34	10							19	11	8
Administratives and Senior Clerical Personnel	4	1	3									
Skilled Sales and Service Personnel	112	82	30				1	1		27	22	5
Clerical Personnel	1		1							1		1
Intermediate Sales and Service Personnel	2	1	1									
Total Number of Employees Promoted	564	374	130	1	1		4	3	1	178	137	52
Total Number of Promotions	537	400	137	1	1		4	3	1	186	132	54

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / National

Reporting Period 2015-01-01 to 2017-11-16

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	30	25	5							4	4	
Middle and Other Managers	125	100	25							30	25	5
Professionals	331	239	92				2	2		129	89	39
Semi-Professionals and Technicians	105	79	26							35	32	3
Administrative and Senior Clerical Personnel	8	3	5							2		2
Skilled Sales and Service Personnel	423	340	83	1	1		3	3	1	84	72	12
Clerical Personnel	19		19							3		3
Intermediate Sales and Service Personnel	14	10	4							7	6	1
Total Number of Employees Terminated	1047	785	262	1	1		6	5	1	258	230	88

Oracle Canada LLC (certificate # B50622)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
 Part-Time / National
 Reporting Period 2015-01-01 to 2017-11-15

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	4	4										
Total Number of Employees Terminated	4	4										

Workplace Equity Information Management System - Oracle Canada ULC

Workforce Analysis - Detailed Report

Date: 2018-01-05

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers		68	12	17.6 %	25.8 %	18	6	
0013 : Senior managers - financial, communications and other business services	Alberta	2	1	50.0 %	21.0 %	0	1	Alberta
0013 : Senior managers - financial, communications and other business services	British Columbia	6	0	0.0 %	22.5 %	1	3	British Columbia
0013 : Senior managers - financial, communications and other business services	Ontario	54	11	20.4 %	26.7 %	14	3	Ontario
0013 : Senior managers - financial, communications and other business services	Québec	6	0	0.0 %	22.5 %	1	3	Québec
02 : Middle and Other Managers		286	73	25.5 %	29.2 %	84	11	
0111 : Financial managers	British Columbia	1	0	0.0 %	60.2 %	1	1	British Columbia
0111 : Financial managers	Ontario	2	1	50.0 %	54.3 %	1	0	Ontario
0112 : Human resources managers	Ontario	2	1	50.0 %	67.5 %	1	0	Ontario
0114 : Other administrative services managers	Alberta	1	1	100.0 %	55.5 %	1	0	Alberta
0114 : Other administrative services managers	Ontario	8	5	62.5 %	52.7 %	4	1	Ontario
0125 : Other business services managers	British Columbia	1	1	100.0 %	46.5 %	0	1	British Columbia
0125 : Other business services managers	New Brunswick	1	0	0.0 %	39.8 %	0	0	New Brunswick
0125 : Other business services managers	Ontario	23	12	52.2 %	48.8 %	11	1	Ontario
0125 : Other business services managers	Québec	4	4	100.0 %	46.7 %	2	2	Québec
0213 : Computer and information systems managers	Alberta	4	1	25.0 %	19.2 %	1	0	Alberta
0213 : Computer and information systems managers	British Columbia	11	3	27.3 %	17.6 %	2	1	British Columbia
0213 : Computer and information systems managers	Manitoba	1	0	0.0 %	20.7 %	0	0	Manitoba
0213 : Computer and information systems managers	Nova Scotia	1	0	0.0 %	22.2 %	0	0	Nova Scotia
0213 : Computer and information systems managers	Ontario	136	28	20.6 %	24.9 %	34	6	Ontario
0213 : Computer and information systems managers	Québec	18	2	11.1 %	24.6 %	4	2	Québec
0213 : Computer and information systems managers	Saskatchewan	1	0	0.0 %	22.9 %	0	0	Saskatchewan
0601 : Corporate sales managers	Alberta	6	0	0.0 %	23.5 %	1	3	Alberta
0601 : Corporate sales managers	British Columbia	5	1	20.0 %	28.1 %	1	0	British Columbia

Workplace Equity Information Management System - Oracle Canada ULC

Workforce Analysis - Detailed Report

Date: 2018-01-05

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
0601 : Corporate sales managers	Ontario	52	10	19.2 %	30.0 %	16	6	Ontario
0601 : Corporate sales managers	Québec	7	2	28.6 %	23.8 %	2	0	Québec
0714 : Facility operation and maintenance managers	Ontario	1	1	100.0 %	18.7 %	0	1	Ontario
03 : Professionals		957	262	27.4 %	26.3 %	252	10	
1112 : Financial and investment analysts	Ontario	4	3	75.0 %	49.8 %	2	1	Ontario
1121 : Human resources professionals	Ontario	7	5	71.4 %	71.6 %	5	0	Ontario
1121 : Human resources professionals	Québec	1	0	0.0 %	68.3 %	1	1	Québec
1122 : Professional occupations in business management consulting	Alberta	2	1	50.0 %	42.9 %	1	0	Alberta
1122 : Professional occupations in business management consulting	British Columbia	4	0	0.0 %	39.3 %	2	3	British Columbia
1122 : Professional occupations in business management consulting	New Brunswick	2	1	50.0 %	50.0 %	1	0	New Brunswick
1122 : Professional occupations in business management consulting	Nova Scotia	1	1	100.0 %	44.1 %	0	1	Nova Scotia
1122 : Professional occupations in business management consulting	Ontario	63	36	57.1 %	43.1 %	27	9	Ontario
1122 : Professional occupations in business management consulting	Québec	2	2	100.0 %	39.7 %	1	1	Québec
1123 : Professional occupations in advertising, marketing and public relations	Ontario	7	5	71.4 %	66.6 %	5	0	Ontario
2147 : Computer engineers (except software engineers and designers)	British Columbia	1	1	100.0 %	13.0 %	0	1	British Columbia
2171 : Information systems analysts and consultants	Alberta	12	2	16.7 %	29.3 %	4	2	Alberta
2171 : Information systems analysts and consultants	British Columbia	34	11	32.4 %	28.8 %	10	1	British Columbia
2171 : Information systems analysts and consultants	Manitoba	2	0	0.0 %	25.0 %	1	1	Manitoba
2171 : Information systems analysts and consultants	New Brunswick	2	1	50.0 %	27.8 %	1	0	New Brunswick
2171 : Information systems analysts and consultants	Newfoundland and Labrador	2	0	0.0 %	36.0 %	1	1	Newfoundland and Labrador
2171 : Information systems analysts and consultants	Nova Scotia	2	0	0.0 %	26.0 %	1	1	Nova Scotia
2171 : Information systems analysts and consultants	Ontario	278	77	27.7 %	28.8 %	80	3	Ontario
2171 : Information systems analysts and consultants	Québec	26	4	15.4 %	26.5 %	7	3	Québec
2172 : Database analysts and data administrators	Ontario	14	1	7.1 %	35.0 %	5	4	Ontario

Workplace Equity Information Management System - Oracle Canada ULC

Workforce Analysis - Detailed Report

Date: 2018-01-05

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
2172 : Database analysts and data administrators	Québec	1	0	0.0 %	32.0 %	0	0	Québec
2173 : Software engineers and designers	Alberta	8	0	0.0 %	15.8 %	1	3	Alberta
2173 : Software engineers and designers	British Columbia	62	16	25.8 %	15.9 %	10	6	British Columbia
2173 : Software engineers and designers	New Brunswick	2	0	0.0 %	18.9 %	0	0	New Brunswick
2173 : Software engineers and designers	Nova Scotia	2	0	0.0 %	19.8 %	0	0	Nova Scotia
2173 : Software engineers and designers	Ontario	285	52	18.2 %	18.8 %	54	2	Ontario
2173 : Software engineers and designers	Québec	45	11	24.4 %	14.2 %	6	5	Québec
2174 : Computer programmers and interactive media developers	Alberta	1	0	0.0 %	16.0 %	0	0	Alberta
2174 : Computer programmers and interactive media developers	British Columbia	4	1	25.0 %	15.7 %	1	0	British Columbia
2174 : Computer programmers and interactive media developers	New Brunswick	1	0	0.0 %	14.1 %	0	0	New Brunswick
2174 : Computer programmers and interactive media developers	Newfoundland and Labrador	1	0	0.0 %	25.9 %	0	0	Newfoundland and Labrador
2174 : Computer programmers and interactive media developers	Ontario	44	17	38.6 %	20.4 %	9	8	Ontario
2174 : Computer programmers and interactive media developers	Québec	4	0	0.0 %	15.3 %	1	3	Québec
4021 : College and other vocational instructors	Alberta	1	0	0.0 %	49.2 %	0	0	Alberta
4021 : College and other vocational instructors	British Columbia	2	0	0.0 %	59.7 %	1	3	British Columbia
4021 : College and other vocational instructors	Ontario	19	10	52.6 %	55.5 %	11	3	Ontario
4112 : Lawyers and Quebec notaries	Ontario	5	2	40.0 %	40.9 %	2	0	Ontario
5125 : Translators, terminologists and interpreters	Québec	4	2	50.0 %	69.6 %	3	3	Québec
04 : Semi-Professionals and Technicians		358	85	23.7 %	23.8 %	85	0	
2281 : Computer network technicians	Alberta	1	1	100.0 %	20.3 %	0	1	Alberta
2281 : Computer network technicians	British Columbia	1	0	0.0 %	19.8 %	0	0	British Columbia
2281 : Computer network technicians	New Brunswick	1	0	0.0 %	13.9 %	0	0	New Brunswick
2281 : Computer network technicians	Ontario	4	0	0.0 %	20.8 %	1	3	Ontario
2282 : User support technicians	Alberta	10	2	20.0 %	26.7 %	3	3	Alberta

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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
2282 : User support technicians	British Columbia	29	7	24.1 %	25.1 %	7	0	British Columbia
2282 : User support technicians	Manitoba	3	0	0.0 %	27.1 %	1	3	Manitoba
2282 : User support technicians	Newfoundland and Labrador	1	0	0.0 %	31.0 %	0	0	Newfoundland and Labrador
2282 : User support technicians	Nova Scotia	1	0	0.0 %	32.1 %	0	0	Nova Scotia
2282 : User support technicians	Ontario	266	67	25.2 %	24.2 %	64	3	Ontario
2282 : User support technicians	Prince Edward Island	1	1	100.0 %	29.7 %	0	1	Prince Edward Island
2282 : User support technicians	Québec	40	7	17.5 %	19.6 %	8	3	Québec
05 : Supervisors		1	1	100.0 %	73.8 %	1	0	
1211 : Supervisors, general office and administrative support workers	Toronto	1	1	100.0 %	73.8 %	1	0	Toronto
07 : Administrative and Senior Clerical Personnel		27	25	92.6 %	87.5 %	24	1	
1223 : Human resources and recruitment officers	Toronto	2	0	0.0 %	73.5 %	1	3	Toronto
1224 : Property administrators	Ottawa - Gatineau	1	1	100.0 %	50.7 %	1	0	Ottawa - Gatineau
1224 : Property administrators	Toronto	1	1	100.0 %	49.3 %	0	1	Toronto
1224 : Property administrators	Vancouver	1	1	100.0 %	47.6 %	0	1	Vancouver
1241 : Administrative assistants	Calgary	1	1	100.0 %	95.9 %	1	0	Calgary
1241 : Administrative assistants	Kitchener - Cambridge - Waterloo	1	1	100.0 %	97.1 %	1	0	Kitchener - Cambridge
1241 : Administrative assistants	Montréal	2	2	100.0 %	96.2 %	2	0	Montréal
1241 : Administrative assistants	Ottawa - Gatineau	2	2	100.0 %	91.0 %	2	0	Ottawa - Gatineau
1241 : Administrative assistants	Québec	1	1	100.0 %	97.2 %	1	0	Québec
1241 : Administrative assistants	Toronto	13	13	100.0 %	93.5 %	12	1	Toronto
1241 : Administrative assistants	Vancouver	2	2	100.0 %	93.4 %	2	0	Vancouver
08 : Skilled Sales and Service Personnel		580	145	25.0 %	27.8 %	161	16	
6221 : Technical sales specialists - wholesale trade	Alberta	53	7	13.2 %	20.5 %	11	4	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	52	12	23.1 %	26.3 %	14	2	British Columbia

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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women		Gap #	Recruitment Area
			#	%	Availability %	#		
6221 : Technical sales specialists - wholesale trade	Manitoba	3	0	0.0 %	27.8 %	1	3	Manitoba
6221 : Technical sales specialists - wholesale trade	New Brunswick	2	1	50.0 %	26.1 %	1	0	New Brunswick
6221 : Technical sales specialists - wholesale trade	Nova Scotia	4	2	50.0 %	24.9 %	1	1	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	393	104	26.5 %	28.7 %	113	89	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	73	19	26.0 %	29.1 %	21	2	Québec
10 : Clerical Personnel		23	15	65.2 %	77.3 %	18	3	
1411 : General office support workers	Montréal	3	1	33.3 %	78.7 %	2	1	Montréal
1411 : General office support workers	Ottawa - Gatineau	1	1	100.0 %	75.4 %	1	0	Ottawa - Gatineau
1411 : General office support workers	Québec	2	2	100.0 %	79.6 %	2	0	Québec
1411 : General office support workers	Toronto	13	9	69.2 %	77.4 %	10	4	Toronto
1411 : General office support workers	Vancouver	1	1	100.0 %	83.9 %	1	0	Vancouver
1415 : Personnel clerks	Toronto	1	1	100.0 %	79.5 %	1	0	Toronto
1432 : Payroll clerks	Toronto	1	0	0.0 %	85.3 %	1	1	Toronto
1523 : Production logistics co-ordinators	Toronto	1	0	0.0 %	51.5 %	1	1	Toronto
11 : Intermediate Sales and Service Personnel		18	3	16.7 %	62.3 %	11	3	
6411 : Sales and account representatives - wholesale trade (non-technical)	Montréal	1	0	0.0 %	38.3 %	0	0	Montréal
6411 : Sales and account representatives - wholesale trade (non-technical)	Toronto	1	1	100.0 %	38.5 %	0	1	Toronto
6552 : Other customer and information services representatives	Toronto	16	2	12.5 %	65.3 %	10	6	Toronto
Total		2318	621	26.8 %	28.2 %	654	33	

Total may not equal sum of components due to rounding.

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

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Availability %	Gap #	Recruitment Area	
			Representation #	Representation %				
01 : Senior Managers		68	0	0.0 %	0.6 %	0	0	
0013 : Senior managers - financial, communications and other business services	Alberta	2	0	0.0 %	2.5 %	0	0	Alberta
0013 : Senior managers - financial, communications and other business services	British Columbia	6	0	0.0 %	0.5 %	0	0	British Columbia
0013 : Senior managers - financial, communications and other business services	Ontario	54	0	0.0 %	0.6 %	0	0	Ontario
0013 : Senior managers - financial, communications and other business services	Québec	6	0	0.0 %	0.6 %	0	0	Québec
02 : Middle and Other Managers		286	0	0.0 %	0.9 %	3		
0111 : Financial managers	British Columbia	1	0	0.0 %	3.2 %	0	0	British Columbia
0111 : Financial managers	Ontario	2	0	0.0 %	1.2 %	0	0	Ontario
0112 : Human resources managers	Ontario	2	0	0.0 %	1.2 %	0	0	Ontario
0114 : Other administrative services managers	Alberta	1	0	0.0 %	4.9 %	0	0	Alberta
0114 : Other administrative services managers	Ontario	8	0	0.0 %	2.0 %	0	0	Ontario
0125 : Other business services managers	British Columbia	1	0	0.0 %	1.8 %	0	0	British Columbia
0125 : Other business services managers	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick
0125 : Other business services managers	Ontario	23	0	0.0 %	1.1 %	0	0	Ontario
0125 : Other business services managers	Québec	4	0	0.0 %	0.6 %	0	0	Québec
0213 : Computer and information systems managers	Alberta	4	0	0.0 %	0.9 %	0	0	Alberta
0213 : Computer and information systems managers	British Columbia	11	0	0.0 %	1.9 %	0	0	British Columbia
0213 : Computer and information systems managers	Manitoba	1	0	0.0 %	5.1 %	0	0	Manitoba
0213 : Computer and information systems managers	Nova Scotia	1	0	0.0 %	0.0 %	0	0	Nova Scotia
0213 : Computer and information systems managers	Ontario	136	0	0.0 %	0.6 %	1		Ontario
0213 : Computer and information systems managers	Québec	18	0	0.0 %	0.5 %	0	0	Québec
0213 : Computer and information systems managers	Saskatchewan	1	0	0.0 %	0.0 %	0	0	Saskatchewan
0601 : Corporate sales managers	Alberta	6	0	0.0 %	1.1 %	0	0	Alberta
0601 : Corporate sales managers	British Columbia	5	0	0.0 %	1.3 %	0	0	British Columbia

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Availability %	Gap #	Recruitment Area
			Representation #	Representation %			
0601 : Corporate sales managers	Ontario	52	0	0.0 %	1.0 %	1	Ontario
0601 : Corporate sales managers	Québec	7	0	0.0 %	0.8 %	0	Québec
0714 : Facility operation and maintenance managers	Ontario	1	0	0.0 %	2.2 %	0	Ontario
03 : Professionals		957	9	0.9 %	0.8 %	8	1
1112 : Financial and investment analysts	Ontario	4	0	0.0 %	0.5 %	0	Ontario
1121 : Human resources professionals	Ontario	7	0	0.0 %	1.7 %	0	Ontario
1121 : Human resources professionals	Québec	1	0	0.0 %	1.4 %	0	Québec
1122 : Professional occupations in business management consulting	Alberta	2	0	0.0 %	3.1 %	0	Alberta
1122 : Professional occupations in business management consulting	British Columbia	4	0	0.0 %	1.9 %	0	British Columbia
1122 : Professional occupations in business management consulting	New Brunswick	2	0	0.0 %	1.1 %	0	New Brunswick
1122 : Professional occupations in business management consulting	Nova Scotia	1	0	0.0 %	3.1 %	0	Nova Scotia
1122 : Professional occupations in business management consulting	Ontario	63	0	0.0 %	0.8 %	1	Ontario
1122 : Professional occupations in business management consulting	Québec	2	0	0.0 %	0.8 %	0	Québec
1123 : Professional occupations in advertising, marketing and public relations	Ontario	7	0	0.0 %	1.1 %	0	Ontario
2147 : Computer engineers (except software engineers and designers)	British Columbia	1	0	0.0 %	2.5 %	0	British Columbia
2171 : Information systems analysts and consultants	Alberta	12	2	16.7 %	1.6 %	0	2
2171 : Information systems analysts and consultants	British Columbia	34	0	0.0 %	1.3 %	0	British Columbia
2171 : Information systems analysts and consultants	Manitoba	2	0	0.0 %	4.7 %	0	Manitoba
2171 : Information systems analysts and consultants	New Brunswick	2	0	0.0 %	1.5 %	0	New Brunswick
2171 : Information systems analysts and consultants	Newfoundland and Labrador	2	0	0.0 %	4.4 %	0	Newfoundland and Labrador
2171 : Information systems analysts and consultants	Nova Scotia	2	0	0.0 %	0.8 %	0	Nova Scotia
2171 : Information systems analysts and consultants	Ontario	278	2	0.7 %	0.7 %	2	Ontario
2171 : Information systems analysts and consultants	Québec	26	0	0.0 %	0.8 %	0	Québec
2172 : Database analysts and data administrators	Ontario	14	0	0.0 %	0.8 %	0	Ontario

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples			Gap #	Recruitment Area
			Representation #	%	Availability %		
2172 : Database analysts and data administrators	Québec	1	0	0.0 %	0.9 %	0	Québec
2173 : Software engineers and designers	Alberta	8	0	0.0 %	0.8 %	0	Alberta
2173 : Software engineers and designers	British Columbia	62	0	0.0 %	0.4 %	0	British Columbia
2173 : Software engineers and designers	New Brunswick	2	0	0.0 %	0.0 %	0	New Brunswick
2173 : Software engineers and designers	Nova Scotia	2	0	0.0 %	0.0 %	0	Nova Scotia
2173 : Software engineers and designers	Ontario	285	1	0.4 %	0.5 %	1	Ontario
2173 : Software engineers and designers	Québec	45	1	2.2 %	0.7 %	0	Québec
2174 : Computer programmers and interactive media developers	Alberta	1	0	0.0 %	1.4 %	0	Alberta
2174 : Computer programmers and interactive media developers	British Columbia	4	0	0.0 %	1.1 %	0	British Columbia
2174 : Computer programmers and interactive media developers	New Brunswick	1	0	0.0 %	1.7 %	0	New Brunswick
2174 : Computer programmers and interactive media developers	Newfoundland and Labrador	1	0	0.0 %	4.4 %	0	Newfoundland and Labrador
2174 : Computer programmers and interactive media developers	Ontario	44	2	4.5 %	0.8 %	0	Ontario
2174 : Computer programmers and interactive media developers	Québec	4	0	0.0 %	0.6 %	0	Québec
4021 : College and other vocational instructors	Alberta	1	0	0.0 %	3.8 %	0	Alberta
4021 : College and other vocational instructors	British Columbia	2	0	0.0 %	2.8 %	0	British Columbia
4021 : College and other vocational instructors	Ontario	19	1	5.3 %	1.5 %	0	Ontario
4112 : Lawyers and Quebec notaries	Ontario	5	0	0.0 %	0.9 %	0	Ontario
5125 : Translators, terminologists and interpreters	Québec	4	0	0.0 %	1.7 %	0	Québec
04 : Semi-Professionals and Technicians		358	1	0.3 %	1.7 %	6	
2281 : Computer network technicians	Alberta	1	0	0.0 %	2.7 %	0	Alberta
2281 : Computer network technicians	British Columbia	1	0	0.0 %	2.0 %	0	British Columbia
2281 : Computer network technicians	New Brunswick	1	0	0.0 %	1.0 %	0	New Brunswick
2281 : Computer network technicians	Ontario	4	0	0.0 %	1.4 %	0	Ontario
2282 : User support technicians	Alberta	10	0	0.0 %	3.8 %	0	Alberta

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
2282 : User support technicians	British Columbia	29	1	3.4 %	1.8 %	1	0	British Columbia
2282 : User support technicians	Manitoba	3	0	0.0 %	4.9 %	0	0	Manitoba
2282 : User support technicians	Newfoundland and Labrador	1	0	0.0 %	11.6 %	0	0	Newfoundland and Labrador
2282 : User support technicians	Nova Scotia	1	0	0.0 %	3.2 %	0	0	Nova Scotia
2282 : User support technicians	Ontario	266	0	0.0 %	1.6 %	4	4	Ontario
2282 : User support technicians	Prince Edward Island	1	0	0.0 %	0.0 %	0	0	Prince Edward Island
2282 : User support technicians	Québec	40	0	0.0 %	1.3 %	1	1	Québec
05 : Supervisors		1	0	0.0 %	0.0 %	0	0	
1211 : Supervisors, general office and administrative support workers	Toronto	1	0	0.0 %	0.0 %	0	0	Toronto
07 : Administrative and Senior Clerical Personnel		27	1	3.7 %	1.2 %	0	1	
1223 : Human resources and recruitment officers	Toronto	2	0	0.0 %	0.6 %	0	0	Toronto
1224 : Property administrators	Ottawa - Gatineau	1	0	0.0 %	1.5 %	0	0	Ottawa - Gatineau
1224 : Property administrators	Toronto	1	0	0.0 %	1.3 %	0	0	Toronto
1224 : Property administrators	Vancouver	1	0	0.0 %	1.7 %	0	0	Vancouver
1241 : Administrative assistants	Calgary	1	0	0.0 %	3.2 %	0	0	Calgary
1241 : Administrative assistants	Kitchener - Cambridge - Waterloo	1	0	0.0 %	1.4 %	0	0	Kitchener - Cambridge
1241 : Administrative assistants	Montréal	2	0	0.0 %	0.8 %	0	0	Montréal
1241 : Administrative assistants	Ottawa - Gatineau	2	0	0.0 %	4.0 %	0	0	Ottawa - Gatineau
1241 : Administrative assistants	Québec	1	0	0.0 %	0.6 %	0	0	Québec
1241 : Administrative assistants	Toronto	13	1	7.7 %	0.7 %	0	1	Toronto
1241 : Administrative assistants	Vancouver	2	0	0.0 %	2.0 %	0	0	Vancouver
08 : Skilled Sales and Service Personnel		580	2	0.3 %	1.2 %	7	5	
6221 : Technical sales specialists - wholesale trade	Alberta	53	1	1.9 %	2.0 %	1	0	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	52	0	0.0 %	2.5 %	1	1	British Columbia

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Availability		Gap #	Recruitment Area
			#	%	%	#		
6221 : Technical sales specialists - wholesale trade	Manitoba	3	0	0.0 %	6.3 %	0	0	Manitoba
6221 : Technical sales specialists - wholesale trade	New Brunswick	2	0	0.0 %	0.0 %	0	0	New Brunswick
6221 : Technical sales specialists - wholesale trade	Nova Scotia	4	0	0.0 %	2.3 %	0	0	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	393	0	0.0 %	1.0 %	4	4	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	73	1	1.4 %	1.0 %	1	0	Québec
10 : Clerical Personnel		23	0	0.0 %	0.8 %	0	0	
1411 : General office support workers	Montréal	3	0	0.0 %	0.7 %	0	0	Montréal
1411 : General office support workers	Ottawa - Gatineau	1	0	0.0 %	3.3 %	0	0	Ottawa - Gatineau
1411 : General office support workers	Québec	2	0	0.0 %	0.4 %	0	0	Québec
1411 : General office support workers	Toronto	13	0	0.0 %	0.6 %	0	0	Toronto
1411 : General office support workers	Vancouver	1	0	0.0 %	2.4 %	0	0	Vancouver
1415 : Personnel clerks	Toronto	1	0	0.0 %	0.0 %	0	0	Toronto
1432 : Payroll clerks	Toronto	1	0	0.0 %	0.0 %	0	0	Toronto
1523 : Production logistics co-ordinators	Toronto	1	0	0.0 %	1.2 %	0	0	Toronto
11 : Intermediate Sales and Service Personnel		18	0	0.0 %	0.8 %	0	0	
6411 : Sales and account representatives - wholesale trade (non-technical)	Montréal	1	0	0.0 %	0.8 %	0	0	Montréal
6411 : Sales and account representatives - wholesale trade (non-technical)	Toronto	1	0	0.0 %	0.7 %	0	0	Toronto
6552 : Other customer and information services representatives	Toronto	16	0	0.0 %	0.8 %	0	0	Toronto
Total		2318	13	0.5 %	1.0 %	24	24	

Total may not equal sum of components due to rounding.

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

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities				Recruitment Area	
			Representation		Availability			Gap #
			#	%	%	#		
01 : Senior Managers		68	10	14.7 %	14.7 %	10	0	
0013 : Senior managers - financial, communications and other business services	Alberta	2	0	0.0 %	10.3 %	0	0	Alberta
0013 : Senior managers - financial, communications and other business services	British Columbia	6	1	16.7 %	22.7 %	1	0	British Columbia
0013 : Senior managers - financial, communications and other business services	Ontario	54	8	14.8 %	14.9 %	8	0	Ontario
0013 : Senior managers - financial, communications and other business services	Québec	6	1	16.7 %	6.2 %	0	1	Québec
02 : Middle and Other Managers		286	88	30.8 %	22.2 %	63	25	
0111 : Financial managers	British Columbia	1	0	0.0 %	31.0 %	0	0	British Columbia
0111 : Financial managers	Ontario	2	1	50.0 %	27.3 %	1	0	Ontario
0112 : Human resources managers	Ontario	2	0	0.0 %	17.1 %	0	0	Ontario
0114 : Other administrative services managers	Alberta	1	0	0.0 %	12.6 %	0	0	Alberta
0114 : Other administrative services managers	Ontario	8	4	50.0 %	17.3 %	1	3	Ontario
0125 : Other business services managers	British Columbia	1	0	0.0 %	26.6 %	0	0	British Columbia
0125 : Other business services managers	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick
0125 : Other business services managers	Ontario	23	3	13.0 %	22.8 %	5	2	Ontario
0125 : Other business services managers	Québec	4	3	75.0 %	11.6 %	0	3	Québec
0213 : Computer and information systems managers	Alberta	4	1	25.0 %	17.0 %	1	0	Alberta
0213 : Computer and information systems managers	British Columbia	11	4	36.4 %	28.1 %	3	1	British Columbia
0213 : Computer and information systems managers	Manitoba	1	1	100.0 %	8.9 %	0	1	Manitoba
0213 : Computer and information systems managers	Nova Scotia	1	0	0.0 %	3.8 %	0	0	Nova Scotia
0213 : Computer and information systems managers	Ontario	136	53	39.0 %	27.8 %	38	15	Ontario
0213 : Computer and information systems managers	Québec	18	4	22.2 %	10.1 %	2	2	Québec
0213 : Computer and information systems managers	Saskatchewan	1	0	0.0 %	5.0 %	0	0	Saskatchewan
0601 : Corporate sales managers	Alberta	6	0	0.0 %	10.2 %	1	0	Alberta
0601 : Corporate sales managers	British Columbia	5	1	20.0 %	21.6 %	1	0	British Columbia

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities				Gap #	Recruitment Area
			Representation		Availability			
			#	%	%	#		
0601 : Corporate sales managers	Ontario	52	13	25.0 %	17.2 %	9	4	Ontario
0601 : Corporate sales managers	Québec	7	0	0.0 %	7.0 %	0	0	Québec
0714 : Facility operation and maintenance managers	Ontario	1	0	0.0 %	14.5 %	0	0	Ontario
03 : Professionals		957	369	38.6 %	38.4 %	367	2	
1112 : Financial and investment analysts	Ontario	4	3	75.0 %	46.1 %	2	1	Ontario
1121 : Human resources professionals	Ontario	7	3	42.9 %	20.9 %	1	2	Ontario
1121 : Human resources professionals	Québec	1	0	0.0 %	6.6 %	0	0	Québec
1122 : Professional occupations in business management consulting	Alberta	2	0	0.0 %	17.3 %	0	0	Alberta
1122 : Professional occupations in business management consulting	British Columbia	4	1	25.0 %	25.3 %	1	0	British Columbia
1122 : Professional occupations in business management consulting	New Brunswick	2	1	50.0 %	8.1 %	0	1	New Brunswick
1122 : Professional occupations in business management consulting	Nova Scotia	1	0	0.0 %	4.6 %	0	0	Nova Scotia
1122 : Professional occupations in business management consulting	Ontario	63	29	46.0 %	29.2 %	18	11	Ontario
1122 : Professional occupations in business management consulting	Québec	2	0	0.0 %	10.5 %	0	0	Québec
1123 : Professional occupations in advertising, marketing and public relations	Ontario	7	1	14.3 %	21.8 %	2	3	Ontario
2147 : Computer engineers (except software engineers and designers)	British Columbia	1	0	0.0 %	43.9 %	0	0	British Columbia
2171 : Information systems analysts and consultants	Alberta	12	1	8.3 %	28.1 %	3	4	Alberta
2171 : Information systems analysts and consultants	British Columbia	34	7	20.6 %	37.7 %	13	6	British Columbia
2171 : Information systems analysts and consultants	Manitoba	2	1	50.0 %	15.8 %	0	1	Manitoba
2171 : Information systems analysts and consultants	New Brunswick	2	0	0.0 %	5.6 %	0	0	New Brunswick
2171 : Information systems analysts and consultants	Newfoundland and Labrador	2	0	0.0 %	3.4 %	0	0	Newfoundland and Labrador
2171 : Information systems analysts and consultants	Nova Scotia	2	0	0.0 %	9.2 %	0	0	Nova Scotia
2171 : Information systems analysts and consultants	Ontario	278	131	47.1 %	41.7 %	116	15	Ontario
2171 : Information systems analysts and consultants	Québec	26	7	26.9 %	14.8 %	4	3	Québec
2172 : Database analysts and data administrators	Ontario	14	5	35.7 %	39.3 %	6	4	Ontario

Workplace Equity Information Management System - Oracle Canada ULC

Workforce Analysis - Detailed Report

Date: 2018-01-05

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities				Recruitment Area	
			Representation		Availability	Gap		
			#	%	%	#		
2172 : Database analysts and data administrators	Québec	1	1	100.0 %	18.0 %	0	1	Québec
2173 : Software engineers and designers	Alberta	8	2	25.0 %	33.2 %	3	3	Alberta
2173 : Software engineers and designers	British Columbia	62	29	46.8 %	46.6 %	29	0	British Columbia
2173 : Software engineers and designers	New Brunswick	2	0	0.0 %	8.1 %	0	0	New Brunswick
2173 : Software engineers and designers	Nova Scotia	2	0	0.0 %	11.2 %	0	0	Nova Scotia
2173 : Software engineers and designers	Ontario	285	113	39.6 %	45.9 %	131	18	Ontario
2173 : Software engineers and designers	Québec	45	13	28.9 %	25.7 %	12	1	Québec
2174 : Computer programmers and interactive media developers	Alberta	1	0	0.0 %	29.0 %	0	0	Alberta
2174 : Computer programmers and interactive media developers	British Columbia	4	1	25.0 %	37.6 %	2	3	British Columbia
2174 : Computer programmers and interactive media developers	New Brunswick	1	0	0.0 %	14.8 %	0	0	New Brunswick
2174 : Computer programmers and interactive media developers	Newfoundland and Labrador	1	0	0.0 %	6.7 %	0	0	Newfoundland and Labrador
2174 : Computer programmers and interactive media developers	Ontario	44	11	25.0 %	40.5 %	18	3	Ontario
2174 : Computer programmers and interactive media developers	Québec	4	0	0.0 %	18.5 %	1	3	Québec
4021 : College and other vocational instructors	Alberta	1	0	0.0 %	12.8 %	0	0	Alberta
4021 : College and other vocational instructors	British Columbia	2	0	0.0 %	20.8 %	0	0	British Columbia
4021 : College and other vocational instructors	Ontario	19	7	36.8 %	18.9 %	4	3	Ontario
4112 : Lawyers and Quebec notaries	Ontario	5	1	20.0 %	16.1 %	1	0	Ontario
5125 : Translators, terminologists and interpreters	Québec	4	1	25.0 %	10.3 %	0	1	Québec
04 : Semi-Professionals and Technicians		358	148	41.3 %	32.8 %	117	31	
2281 : Computer network technicians	Alberta	1	0	0.0 %	25.1 %	0	0	Alberta
2281 : Computer network technicians	British Columbia	1	0	0.0 %	28.5 %	0	0	British Columbia
2281 : Computer network technicians	New Brunswick	1	1	100.0 %	3.1 %	0	1	New Brunswick
2281 : Computer network technicians	Ontario	4	2	50.0 %	34.1 %	1	1	Ontario
2282 : User support technicians	Alberta	10	1	10.0 %	28.2 %	3	4	Alberta

Workplace Equity Information Management System - Oracle Canada ULC

Workforce Analysis - Detailed Report

Date: 2018-01-05

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
2282 : User support technicians	British Columbia	29	13	44.8 %	32.5 %	9	4	British Columbia
2282 : User support technicians	Manitoba	3	0	0.0 %	17.3 %	1	3	Manitoba
2282 : User support technicians	Newfoundland and Labrador	1	0	0.0 %	0.0 %	0	0	Newfoundland and Labrador
2282 : User support technicians	Nova Scotia	1	0	0.0 %	11.3 %	0	0	Nova Scotia
2282 : User support technicians	Ontario	266	128	48.1 %	35.9 %	95	33	Ontario
2282 : User support technicians	Prince Edward Island	1	0	0.0 %	0.0 %	0	0	Prince Edward Island
2282 : User support technicians	Québec	40	3	7.5 %	18.2 %	7	4	Québec
05 : Supervisors		1	1	100.0 %	41.2 %	0	1	
1211 : Supervisors, general office and administrative support workers	Toronto	1	1	100.0 %	41.2 %	0	1	Toronto
07 : Administrative and Senior Clerical Personnel		27	8	29.6 %	29.4 %	8	0	
1223 : Human resources and recruitment officers	Toronto	2	0	0.0 %	36.6 %	1	3	Toronto
1224 : Property administrators	Ottawa - Gatineau	1	0	0.0 %	8.7 %	0	0	Ottawa - Gatineau
1224 : Property administrators	Toronto	1	0	0.0 %	29.2 %	0	0	Toronto
1224 : Property administrators	Vancouver	1	0	0.0 %	33.6 %	0	0	Vancouver
1241 : Administrative assistants	Calgary	1	1	100.0 %	16.2 %	0	1	Calgary
1241 : Administrative assistants	Kitchener - Cambridge - Waterloo	1	0	0.0 %	6.1 %	0	0	Kitchener - Cambridge
1241 : Administrative assistants	Montréal	2	0	0.0 %	10.5 %	0	0	Montréal
1241 : Administrative assistants	Ottawa - Gatineau	2	0	0.0 %	12.6 %	0	0	Ottawa - Gatineau
1241 : Administrative assistants	Québec	1	0	0.0 %	1.0 %	0	0	Québec
1241 : Administrative assistants	Toronto	13	6	46.2 %	38.8 %	5	1	Toronto
1241 : Administrative assistants	Vancouver	2	1	50.0 %	36.7 %	1	0	Vancouver
08 : Skilled Sales and Service Personnel		580	98	16.9 %	18.4 %	107	9	
6221 : Technical sales specialists - wholesale trade	Alberta	53	7	13.2 %	11.3 %	6	1	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	52	9	17.3 %	24.7 %	13	4	British Columbia

Workplace Equity Information Management System - Oracle Canada ULC

Workforce Analysis - Detailed Report

Date: 2018-01-05

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Availability		Gap #	Recruitment Area
			#	%	%	#		
6221 : Technical sales specialists - wholesale trade	Manitoba	3	0	0.0 %	7.8 %	0	0	Manitoba
6221 : Technical sales specialists - wholesale trade	New Brunswick	2	0	0.0 %	0.0 %	0	0	New Brunswick
6221 : Technical sales specialists - wholesale trade	Nova Scotia	4	0	0.0 %	2.7 %	0	0	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	393	80	20.4 %	20.8 %	82	2	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	73	2	2.7 %	8.5 %	6	4	Québec
10 : Clerical Personnel		23	13	56.5 %	35.6 %	8	5	
1411 : General office support workers	Montréal	3	1	33.3 %	17.8 %	1	0	Montréal
1411 : General office support workers	Ottawa - Gatineau	1	0	0.0 %	13.6 %	0	0	Ottawa - Gatineau
1411 : General office support workers	Québec	2	0	0.0 %	2.7 %	0	0	Québec
1411 : General office support workers	Toronto	13	11	84.6 %	44.3 %	6	5	Toronto
1411 : General office support workers	Vancouver	1	1	100.0 %	42.3 %	0	1	Vancouver
1415 : Personnel clerks	Toronto	1	0	0.0 %	39.3 %	0	0	Toronto
1432 : Payroll clerks	Toronto	1	0	0.0 %	45.2 %	0	0	Toronto
1523 : Production logistics co-ordinators	Toronto	1	0	0.0 %	43.5 %	0	0	Toronto
11 : Intermediate Sales and Service Personnel		18	6	33.3 %	47.8 %	9	3	
6411 : Sales and account representatives - wholesale trade (non-technical)	Montréal	1	0	0.0 %	14.3 %	0	0	Montréal
6411 : Sales and account representatives - wholesale trade (non-technical)	Toronto	1	0	0.0 %	31.1 %	0	0	Toronto
6552 : Other customer and information services representatives	Toronto	16	6	37.5 %	51.0 %	8	2	Toronto
Total		2318	741	32.0 %	29.8 %	689	52	

Total may not equal sum of components due to rounding.

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

Workforce Analysis - Detailed Report

Date: 2018-01-05

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities				Recruitment Area
			Representation #	%	Availability %	Gap #	
01/02 : Managers	National	354	3	0.8 %	4.3 %	15	National
03 : Professionals	National	957	10	1.0 %	3.8 %	36	National
04 : Semi-Professionals and Technicians	National	358	2	0.6 %	4.6 %	16	National
05 : Supervisors	National	1	0	0.0 %	13.9 %	0	National
07 : Administrative and Senior Clerical Personnel	National	27	0	0.0 %	3.4 %	1	National
08 : Skilled Sales and Service Personnel	National	580	9	1.6 %	3.5 %	20	National
10 : Clerical Personnel	National	23	0	0.0 %	7.0 %	2	National
11 : Intermediate Sales and Service Personnel	National	18	0	0.0 %	5.6 %	1	National
Total		2318	24	1.0 %	4.0 %	91	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-01-05

Reasons for selecting a different analysis scope, recruitment area or recruitment location:

The change is to better update our recruitment area with our work force.

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Detailed Report

Date: 2018-01-05

WFA Defaults - Persons with Disabilities

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

Workforce Analysis - Summary Report

Date: 2018-01-05

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	68	12	17.6 %	25.8 %	18	6
02 : Middle and Other Managers	286	73	25.5 %	29.2 %	84	11
03 : Professionals	957	262	27.4 %	26.3 %	252	10
04 : Semi-Professionals and Technicians	358	85	23.7 %	23.8 %	85	0
05 : Supervisors	1	1	100.0 %	73.8 %	1	0
07 : Administrative and Senior Clerical Personnel	27	25	92.6 %	87.5 %	24	1
08 : Skilled Sales and Service Personnel	580	145	25.0 %	27.8 %	161	16
10 : Clerical Personnel	23	15	65.2 %	77.3 %	18	5
11 : Intermediate Sales and Service Personnel	18	3	16.7 %	62.3 %	11	8
Total	2318	621	26.8 %	28.2 %	654	30

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-01-05

Aboriginal Peoples

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples				Gap #
		Representation		Availability		
		#	%	%	#	
01 : Senior Managers	68	0	0.0 %	0.6 %	0	0
02 : Middle and Other Managers	286	0	0.0 %	0.9 %	3	3
03 : Professionals	957	9	0.9 %	0.8 %	8	1
04 : Semi-Professionals and Technicians	358	1	0.3 %	1.7 %	6	5
05 : Supervisors	1	0	0.0 %	0.0 %	0	0
07 : Administrative and Senior Clerical Personnel	27	1	3.7 %	1.2 %	0	1
08 : Skilled Sales and Service Personnel	580	2	0.3 %	1.2 %	7	5
10 : Clerical Personnel	23	0	0.0 %	0.8 %	0	0
11 : Intermediate Sales and Service Personnel	18	0	0.0 %	0.8 %	0	0
Total	2318	13	0.5 %	1.0 %	24	11

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-01-05

Members of Visible Minorities

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities				Gap #
		Representation		Availability		
		#	%	%	#	
01 : Senior Managers	68	10	14.7 %	14.7 %	10	0
02 : Middle and Other Managers	286	88	30.8 %	22.2 %	63	25
03 : Professionals	957	369	38.6 %	38.4 %	367	2
04 : Semi-Professionals and Technicians	358	148	41.3 %	32.8 %	117	31
05 : Supervisors	1	1	100.0 %	41.2 %	0	1
07 : Administrative and Senior Clerical Personnel	27	8	29.6 %	29.4 %	8	0
08 : Skilled Sales and Service Personnel	580	98	16.9 %	18.4 %	107	9
10 : Clerical Personnel	23	13	56.5 %	35.6 %	8	5
11 : Intermediate Sales and Service Personnel	18	6	33.3 %	47.8 %	9	3
Total	2318	741	32.0 %	29.8 %	689	52

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-01-05

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	354	3	0.8 %	4.3 %	15	12
03 : Professionals	957	10	1.0 %	3.8 %	36	26
04 : Semi-Professionals and Technicians	358	2	0.6 %	4.6 %	16	14
05 : Supervisors	1	0	0.0 %	13.9 %	0	0
07 : Administrative and Senior Clerical Personnel	27	0	0.0 %	3.4 %	1	3
08 : Skilled Sales and Service Personnel	580	9	1.6 %	3.5 %	20	13
10 : Clerical Personnel	23	0	0.0 %	7.0 %	2	2
11 : Intermediate Sales and Service Personnel	18	0	0.0 %	5.6 %	1	3
Total	2318	24	1.0 %	4.0 %	91	67

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-01-05

Reasons for selecting a different analysis scope, recruitment area or recruitment location:

The change is to better update our recruitment area with our work force.

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Summary Report

Date: 2018-01-05

WFA Defaults - Persons with Disabilities

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

Federal Contractors Program Achievement Report

Part I: Workforce Analysis

Oracle Canada ULC

[Date: 2018-01-18]

Data from First/Previous Workforce Analysis

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Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2014	31	12

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	01	05

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
01	Senior Managers	57	11	25.70
02	Middle & Other Managers	266	64	30.80
03	Professionals	797	225	27.60
04	Semi-Professionals & Technicians	390	79	23.90
05	Supervisors	2	1	73.80
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	22	20	88.40
08	Skilled Sales & Service Personnel	636	132	27.80
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	31	23	77.20
11	Intermediate Sales & Service Personnel	3	1	46.30
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		2,204	556	28.7

Table 5: Women

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
		68	12	25.8
		286	73	29.2
		957	262	26.3
		358	85	23.8
		1	1	73.8
		0	0	0.0
		27	25	87.5
		580	145	27.8
		0	0	0.0
		23	15	77.3
		18	3	62.3
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		2,318	621	28.2

* Source:
2006 Census of Canada

* Source:
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Oracle Canada ULC

[Date: 2018-01-18]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2014	31	12

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	01	05

Table 3: Members of Visible Minorities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees			Members of Visible Minorities		
					Representation		Availability*
					#	#	%
01	Senior Managers	57	9	15.40			
02	Middle & Other Managers	266	58	21.00			
03	Professionals	797	321	37.10			
04	Semi-Professionals & Technicians	390	159	32.00			
05	Supervisors	2	2	41.20			
06	Supervisors: Crafts & Trades	0	0	0.00			
07	Administrative & Senior Clerical Personnel	22	7	29.60			
08	Skilled Sales & Service Personnel	636	115	18.30			
09	Skilled Crafts & Trades Workers	0	0	0.00			
10	Clerical Personnel	31	16	36.80			
11	Intermediate Sales & Service Personnel	3	0	30.10			
12	Semi-Skilled Manual Workers	0	0	0.00			
13	Other Sales & Service Personnel	0	0	0.00			
14	Other Manual Workers	0	0	0.00			
Total		2,204	687	28.2			

* Source:
2006 Census of Canada

Table 7: Members of Visible Minorities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees			Members of Visible Minorities		
					Representation		Availability*
					#	#	%
		68	10	14.7			
		286	88	22.2			
		957	369	38.4			
		358	148	32.8			
		1	1	41.2			
		0	0	0.0			
		27	8	29.4			
		580	98	18.4			
		0	0	0.0			
		23	13	35.6			
		18	6	47.8			
		0	0	0.0			
		0	0	0.0			
		0	0	0.0			
		0	0	0.0			
Total		2,318	741	29.8			

* Source:
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Oracle Canada ULC

[Date: 2018-01-18]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2014	31	12

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	01	05

Table 4: Persons with Disabilities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
01/02	Managers	323	2	4.30
03	Professionals	797	7	3.80
04	Semi-Professionals & Technicians	390	2	4.60
05	Supervisors	2	0	13.90
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	22	0	3.40
08	Skilled Sales & Service Personnel	636	9	3.50
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	31	0	7.00
11	Intermediate Sales & Service Personnel	3	0	5.60
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		2,204	20	4.0

Table 8: Persons with Disabilities

Subsequent/Current Workforce Analysis

		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
	Managers	354	3	4.3
	Professionals	957	10	3.8
	Semi-Professionals & Technicians	358	2	4.6
	Supervisors	1	0	13.9
	Supervisors: Crafts & Trades	0	0	0.0
	Administrative & Senior Clerical Personnel	27	0	3.4
	Skilled Sales & Service Personnel	580	9	3.5
	Skilled Crafts & Trades Workers	0	0	0.0
	Clerical Personnel	23	0	7.0
	Intermediate Sales & Service Personnel	18	0	5.6
	Semi-Skilled Manual Workers	0	0	0.0
	Other Sales & Service Personnel	0	0	0.0
	Other Manual Workers	0	0	0.0
	Total	2,318	24	4.0

* Source:
2006 Census of Canada

* Source:
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Oracle Canada ULC

[Date: 2018-01-18]

Start Date of Flow Data		
YYYY	MM	DD
2015	01	01

End Date of Flow Data		
YYYY	MM	DD
2017	11	15

Data from Form 4 - Employees Hired			
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Data from Form 5 - Employees Promoted			
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Data from Form 6 - Employees Terminated			
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Employment Equity Occupational Group (EEOG)	Table 1: Women				Table 5: Women				Table 9: Women			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	22	4	0	0	23	4	0	0	30	5	0	0
02 Middle & Other Managers	141	38	0	0	106	23	0	0	125	25	4	0
03 Professionals	454	118	0	0	212	58	0	0	331	92	0	0
04 Semi-Professionals & Technicians	137	44	0	0	44	10	0	0	105	26	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors, Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	13	11	0	0	4	3	0	0	9	7	0	0
08 Skilled Sales & Service Personnel	382	98	0	0	112	30	0	0	423	83	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	4	3	0	0	1	1	0	0	10	10	0	0
11 Intermediate Sales & Service Personnel	15	2	0	0	2	1	0	0	14	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	1,168	318	0	0	504	130	0	0	1,047	252	4	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Oracle Canada ULC

[Date: 2018-01-18]

Start Date of Flow Data		
YYYY	MM	DD
2015	01	01

End Date of Flow Data		
YYYY	MM	DD
2017	11	15

Data from Form 4 - Employees Hired			
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Data from Form 5 - Employees Promoted			
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Data from Form 6 - Employees Terminated			
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Table 2: Aboriginal Peoples

Table 6: Aboriginal Peoples

Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples				Table 6: Aboriginal Peoples				Table 10: Aboriginal Peoples			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	22	0	0	0	23	0	0	0	30	0	0	0
02 Middle & Other Managers	141	0	0	0	106	0	0	0	125	0	4	0
03 Professionals	454	3	0	0	212	1	0	0	331	0	0	0
04 Semi-Professionals & Technicians	137	0	0	0	44	0	0	0	105	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	13	0	0	0	4	0	0	0	9	0	0	0
08 Skilled Sales & Service Personnel	382	0	0	0	112	0	0	0	423	1	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	4	0	0	0	1	0	0	0	10	0	0	0
11 Intermediate Sales & Service Personnel	15	0	0	0	2	0	0	0	14	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	1,168	3	0	0	504	1	0	0	1,047	1	4	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Oracle Canada ULC

[Date: 2018-01-18]

Start Date of Flow Data		
YYYY	MM	DD
2015	01	01

End Date of Flow Data		
YYYY	MM	DD
2017	11	15

Data from Form 4 - Employees Hired			
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Data from Form 5 - Employees Promoted			
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Data from Form 6 - Employees Terminated			
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Table 3: Persons with Disabilities

Table 7: Persons with Disabilities

Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	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	22	0	0	0	23	0	0	0	30	0	0	0
02 Middle & Other Managers	141	1	0	0	106	1	0	0	125	0	4	0
03 Professionals	454	5	0	0	212	2	0	0	331	2	0	0
04 Semi-Professionals & Technicians	137	0	0	0	44	0	0	0	105	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	13	0	0	0	4	0	0	0	9	0	0	0
08 Skilled Sales & Service Personnel	382	4	0	0	112	1	0	0	423	4	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	4	0	0	0	1	0	0	0	10	0	0	0
11 Intermediate Sales & Service Personnel	15	0	0	0	2	0	0	0	14	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	1,168	10	0	0	504	4	0	0	1,047	6	4	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Oracle Canada ULC

[Date: 2018-01-18]

Start Date of Flow Data		
YYYY	MM	DD
2015	01	01

End Date of Flow Data		
YYYY	MM	DD
2017	11	15

Data from Form 4 - Employees Hired			
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Data from Form 5 - Employees Promoted			
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Data from Form 6 - Employees Terminated			
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Table 4: Members of Visible Minorities

Table 8: Members of Visible Minorities

Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	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	22	2	0	0	23	6	0	0	30	4	0	0
02 Middle & Other Managers	141	53	0	0	106	33	0	0	125	30	4	0
03 Professionals	454	169	0	0	212	93	0	0	331	129	0	0
04 Semi-Professionals & Technicians	137	53	0	0	44	19	0	0	105	39	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	13	4	0	0	4	0	0	0	9	2	0	0
08 Skilled Sales & Service Personnel	382	76	0	0	112	27	0	0	423	84	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	4	3	0	0	1	1	0	0	10	3	0	0
11 Intermediate Sales & Service Personnel	15	4	0	0	2	0	0	0	14	7	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	1,168	364	0	0	504	179	0	0	1,047	298	4	0

Federal Contractors Program Achievement Report

Part 3: Goals

Oracle Canada U.I.C.

[Date: 2018-01-18]

Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis ¹	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis ²	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(O ² x O) - 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)	First/Previous Short-term Goals																		
	All Employees									Women									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Effect Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires (Reported Over 3 Years)	3 Year Goals		Percent Availability	Percent Gap	Projected Gap	Percent Representation	Projected Representation in 3 Years
		XXXX-XXXX-00	Actual	Projected	Actual	Projected	Actual			Projected	XXXX-XXXX-00		Annually	Over 3 Years					
	2014-11-12	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2014-11-12	Annually	Over 3 Years		2014	2017					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	57	6.1%		0	48.0%		0	0	11	0.0%	0	4	0		25.7%	-4	-4	19.2%	19.1%
02 Middle & Other Managers	266	2.4%		0	46.7%		0	0	64	0.0%	0	18	0		30.8%	-18	-18	24.1%	24.1%
03 Professionals	797	6.3%		0	17.7%		0	0	227	0.0%	0	-5	0		27.6%	5	5	28.2%	28.2%
04 Semi-Professionals & Tech	390	-2.8%		0	28.1%		0	0	79	0.0%	0	14	0		23.9%	-14	-14	20.3%	20.3%
05 Supervisors	2	-20.6%		0	0.0%		0	0	1	0.0%	0	0	0		73.8%	0	0	50.0%	50.0%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	22	7.1%		0	36.7%		0	0	20	0.0%	0	-1	0		84.4%	1	1	90.9%	90.9%
08 Skilled Sales & Service	636	-3.0%		0	69.6%		0	0	132	0.0%	0	45	0		27.8%	-45	-45	20.8%	20.8%
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	31	-9.8%		0	37.0%		0	0	23	0.0%	0	1	0		77.2%	-1	-1	74.2%	74.2%
11 Intermediate Sales & Service	3	81.7%		0	131.3%		0	0	1	0.0%	0	0	0		46.3%	0	0	33.3%	33.3%
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	2,204	1.7%		0	46.5%		0	0	556	0.0%	0	77	0		28.7%	-77	-77	25.2%	25.2%

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

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

Table 2: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	25.7	0	25.7	
02 Middle & Other Managers	0	30.8	0	30.8	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	25.9	0	25.9	
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	27.8	0	27.8	
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		0		

Federal Contractors Program Achievement Report

Part 3: Goals

Oracle Canada U.I.C.

[Date: 2018-01-18]

Data for First/Previous Goals

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

Employment Equity Occupational Group (EEOG)	All Employees										Aboriginal Peoples											
	Number	Growth (New Positions)				Turnover (Replacement of Terminated Employees)				Anticipated Effect Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires (Reported Over 3 Years)	3 Year Goals		Percent Availability	Percent Gap	Projected Gap	Percent Representation	Projected Representation in 3 Years
		XXXX-XXXX-00	Actual		Projected		Actual	Projected				XXXX-XXXX-00	From: To			2014	2017					
		2014-11-12	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2014-11-12	Annually			Over 3 Years	2014	2017								
%	%	%	#	%	%	#	%	%	#	%	#	%	%									
01 Senior Managers	57	6.1%		0	48.0%		0	0	0	0.0%	0	0	0	0	0.6%	0	0	0.0%	0.0%			
02 Middle & Other Managers	266	2.4%		0	46.7%		0	0	0	0.0%	0	3	0	0	1.0%	-3	-3	0.0%	0.0%			
03 Professionals	797	6.3%		0	17.7%		0	0	0	0.0%	0	1	0	0	0.8%	-1	-1	0.6%	0.6%			
04 Semi-Professionals & Tech	390	-2.8%		0	28.1%		0	0	0	0.0%	0	5	0	0	1.8%	-5	-5	0.5%	0.5%			
05 Supervisors	2	-20.6%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0.0%	0.0%			
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
07 Administrative & Sr Clerical	22	7.1%		0	36.7%		0	0	0	0.0%	0	-1	0	0	1.3%	1	1	4.5%	4.5%			
08 Skilled Sales & Service	636	-3.0%		0	69.6%		0	0	0	0.0%	0	5	0	0	1.2%	-5	-5	0.5%	0.5%			
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
10 Clerical Personnel	31	-9.8%		0	37.0%		0	0	0	0.0%	0	0	0	0	1.0%	0	0	0.0%	0.0%			
11 Intermediate Sales & Service	3	81.7%		0	131.3%		0	0	0	0.0%	0	0	0	0	1.4%	0	0	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	#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	#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	#DIV/0!	#DIV/0!			
Total	2,204	1.7%		0	46.5%		0	0	0	1.1%	0	13	0	0	1.1%	-13	-13	0.5%	0.5%			

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

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

Table 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	1	0.0	1	0.0	
03 Professionals	0	0.8	0	0.8	
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	1.8	0	1.8	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	1.2	0	1.2	
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	1		1		

Federal Contractors Program Achievement Report

Part 3: Goals

Oracle Canada U.I.C.

[Date: 2018-01-18]

Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis ¹	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis ²	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(O ² x O) - 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 Effect Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires (Reported Over a 3 Year)	3 Year Goals		Percent Availability	Percent Gap	Projected Gap	Percent Representation	Projected Representation in 3 Years	
		XXXX-XXXX-00	Actual	Projected	Actual	Projected	Actual			Over 3 Years	XXXX-XXXX-00		Annually	Over 3 Years						From: To:
	2014-11-12	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2014-11-12	Annually	Over 3 Years	2014	2017								
	%	%	%	%	%	%	%	%	%	%	%	%								
01/02 Managers	121	4.2%		0	47.4%		0	0	2	0.0%	0	12	0	4.3%	-12	-12	0.0%	0.6%		
03 Professionals	797	6.3%		0	17.7%		0	0	7	0.0%	0	23	0	3.8%	-23	-23	0.9%	0.9%		
04 Semi-Professionals & Tech	390	-2.8%		0	28.1%		0	0	2	0.0%	0	16	0	4.6%	-16	-16	0.5%	0.5%		
05 Supervisors	2	-20.0%		0	0.0%		0	0	0	0.0%	0	0	0	13.9%	0	0	0.0%	0.0%		
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07 Administrative & Sr Clerical	22	7.1%		0	16.7%		0	0	0	0.0%	0	1	0	3.4%	-1	-1	0.0%	0.0%		
08 Skilled Sales & Service	636	-3.0%		0	69.6%		0	0	9	0.0%	0	13	0	3.5%	-13	-13	1.4%	1.4%		
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	31	-9.5%		0	37.0%		0	0	0	0.0%	0	2	0	7.0%	-2	-2	0.0%	0.0%		
11 Intermediate Sales & Service	3	81.7%		0	133.3%		0	0	0	0.0%	0	0	0	5.6%	0	0	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	2,204	1.7%		0	46.5%		0	0	20	0.0%	0	68	0	4.0%	-68	-68	0.9%	0.9%		

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities					Comments
	Short-term Goals		Long-term Goals			
	#	%	#	%		
01/02 Managers	0	4.3	0	4.3		
03 Professionals	0	3.8	0	3.8		
04 Semi-Professionals & Tech	0	4.6	0	4.6		
05 Supervisors	0	0.0	0	0.0		
06 Supervisors: Crafts & Trades	0	0.0	0	0.0		
07 Administrative & Sr Clerical	0	3.4	0	3.4		
08 Skilled Sales & Service	0	3.5	0	3.5		
09 Skilled Crafts & Trades	0	0.0	0	0.0		
10 Clerical Personnel	7	0.0	7	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	7		7			

Federal Contractors Program Achievement Report

Part 3: Goals

Oracle Canada U.I.C.

[Date: 2018-01-18]

Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis ¹	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis ²	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(O ² x O) - 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																			First/Previous Short-term Goals				
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Effect Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires (Reported Over 3 Years)	3 Year Goals		Percent Availability	Percent Gap	Projected Gap	Percent Representation	Projected Representation in 3 Years					
		XXXX-XXXX-00	Actual	Projected	Actual	Projected	Actual			Over 3 Years	XXXX-XXXX-00		XXXX-XXXX-00	XXXX-XXXX-00						XXXX-XXXX-00	XXXX-XXXX-00			
	2014-11-12	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2014-11-12	Annually	Over 3 Years	2014	2017												
	%	%	%	%	%	%	%	%	%	%	%	%												
01 Senior Managers	57	6.1%		0	48.0%		0	0	9	0.0%	0	0	0	15.4%	0	0	15.8%	15.8%						
02 Middle & Other Managers	266	2.4%		0	46.7%		0	0	58	0.0%	0	-2	0	21.0%	2	2	21.8%	21.8%						
03 Professionals	797	6.3%		0	17.7%		0	0	321	0.0%	0	-25	0	37.1%	25	25	40.3%	40.3%						
04 Semi-Professionals & Tech	390	-2.8%		0	28.1%		0	0	159	0.0%	0	-34	0	32.0%	34	34	40.8%	40.8%						
05 Supervisors	2	-20.6%		0	0.0%		0	0	2	0.0%	0	-1	0	41.2%	1	1	100.0%	100.0%						
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!						
07 Administrative & Sr Clerical	22	7.1%		0	36.7%		0	0	7	0.0%	0	0	0	29.6%	0	0	31.8%	31.8%						
08 Skilled Sales & Service	636	-3.0%		0	69.6%		0	0	115	0.0%	0	1	0	18.3%	-1	-1	18.1%	18.1%						
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!						
10 Clerical Personnel	31	-9.8%		0	37.0%		0	0	16	0.0%	0	-3	0	36.8%	5	5	51.6%	51.6%						
11 Intermediate Sales & Service	3	81.7%		0	131.3%		0	0	0	0.0%	0	1	0	50.1%	-1	-1	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	2,204	1.7%		0	46.5%		0	0	687	0.0%	0	-65	0	28.2%	65	65	31.2%	31.2%						

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	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		0		

Federal Contractors Program Achievement Report

Part 3: Goals

Oracle Canada U.I.C.

[Date: 2018-01-18]

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 ²	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(O ² x O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K + C	(K - M + O) + (C + F)	

Table 9: Women

Employment Equity Occupational Group (EEOG)	Subsequent/Current Short-Term Goals																		
	All Employees									Women									
	Number XXXX-XXXX-00	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Effect Over 3 Years	Number XXXX-XXXX-00	Turnover (Replacement of Terminated Employees)		Hires Reported Over 3 Years	3 Year Goals From: To		Percent Availability	Percent Gap	Projected Gap	Percent Representation	Projected Representation in 3 Years
		Actual		Projected	Actual		Projected			XXXX-XXXX-00			XXXX-XXXX-00						
2018-01-05		Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-01-05			Annually	Over 3 Years		2018	2021					
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	#	#	%	%	
01 Senior Managers	68	6.1%		0	48.0%		0	12	0.0%	0	6	0	28.8%	25.8%	-6	-6	17.6%	17.6%	
02 Middle & Other Managers	286	2.4%		0	46.7%		0	73	0.0%	0	11	0	29.2%	29.2%	-11	-11	25.5%	25.5%	
03 Professionals	957	6.3%		0	17.7%		0	262	0.0%	0	-10	0	26.3%	26.3%	16	10	27.4%	27.4%	
04 Semi-Professionals & Tech	356	-2.8%		0	28.1%		0	85	0.0%	0	0	0	23.8%	23.8%	0	0	23.7%	23.7%	
05 Supervisors	1	-20.6%		0	0.0%		0	1	0.0%	0	0	0	73.8%	73.8%	0	0	100.0%	100.0%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	27	7.1%		0	36.7%		0	25	0.0%	0	-1	0	87.5%	87.5%	1	1	92.6%	92.6%	
08 Skilled Sales & Service	580	-3.0%		0	69.6%		0	145	0.0%	0	16	0	27.8%	27.8%	-16	-16	25.0%	25.0%	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	23	-9.5%		0	37.0%		0	15	0.0%	0	3	0	77.3%	77.3%	-3	-3	65.2%	65.2%	
11 Intermediate Sales & Service	18	81.7%		0	131.3%		0	3	0.0%	0	8	0	30.0%	62.3%	-8	-8	16.7%	16.7%	
12 Semi-Skilled Manual	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	#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	#DIV/0!	#DIV/0!	
Total	2,318	1.7%		0	46.5%		0	621	0.0%	0	33	0	28.2%	28.2%	-13	-13	26.8%	26.8%	

7 Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)^{0.5} - 1) x 100.

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

Table 10: Women

Employment Equity Occupational Group (EEOG)	Women		Comments
	Short-term Goals	Long-term Goals	
	#	%	
01 Senior Managers	25.8	25.8	
02 Middle & Other Managers	29.2	29.2	
03 Professionals	0.0		
04 Semi-Professionals & Tech	0.0		
05 Supervisors	0.0		
06 Supervisors: Crafts & Trades	0.0		
07 Administrative & Sr Clerical	0.0		
08 Skilled Sales & Service	27.8	27.8	
09 Skilled Crafts & Trades	0.0		
10 Clerical Personnel	0.0		
11 Intermediate Sales & Service	50.0	50.0	Goal not required to be met as 50.0% is over to avoid segregation. - Received e-mail in which the employer validated the goal.
12 Semi-Skilled Manual	0.0		
13 Other Sales & Service	0.0		
14 Other Manual Workers	0.0		
Total	0.0		

Federal Contractors Program Achievement Report

Part 3: Goals

Oracle Canada U.I.C.

[Date: 2018-01-18]

Data for Subsequent/Current Goals

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

Employment Equity Occupational Group (EEOG)	Subsequent/Current Short-Term Goals																		
	All Employees									Aboriginal Peoples									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Effect Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires (Reported Over 3 Years)	3 Year Goals		Percent Availability	Percent Gap	Projected Gap	Percent Representation	Projected Representation in 3 Years
		XXXX-XXXX-00	Actual	Projected	Actual	Projected	Actual			Projected	XXXX-XXXX-00		XXXX-XXXX-00	XXXX-XXXX-00					
	2018-01-05	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-01-05	Annually	Over 3 Years	XXXX	XXXX	2018	2021					
		%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%
01 Senior Managers	68	6.1%		0	48.0%		0	0	0.0%	0	0	0	0	0	0.6%	0	0	0.0%	0.0%
02 Middle & Other Managers	286	2.2%		0	46.7%		0	0	0.0%	0	3	0	0.9%	0.9%	-3	-3	0.0%	0.0%	
03 Professionals	957	6.3%		0	17.7%		0	9	0.0%	0	-1	0	0.8%	0.9%	1	1	0.9%	0.9%	
04 Semi-Professionals & Tech	356	-2.8%		0	28.1%		0	1	0.0%	0	5	0	1.7%	1.7%	-5	-5	0.3%	0.3%	
05 Supervisors	1	-20.6%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	27	7.1%		0	36.7%		0	1	0.0%	0	-1	0	1.2%	1.2%	1	1	3.7%	3.7%	
08 Skilled Sales & Service	580	-3.0%		0	69.6%		0	2	0.0%	0	5	0	1.2%	1.2%	-5	-5	0.3%	0.3%	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	23	-9.5%		0	37.0%		0	0	0.0%	0	0	0	0.8%	0.8%	0	0	0.0%	0.0%	
11 Intermediate Sales & Service	18	81.7%		0	131.3%		0	0	0.0%	0	0	0	0.8%	0.8%	0	0	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	#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	#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	#DIV/0!	#DIV/0!	
Total	2,318	1.7%		0	46.5%		0	0	0.0%	0	10	0	1.0%	1.0%	-10	-10	0.6%	0.6%	

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0			
02 Middle & Other Managers		0.9		0.9	
03 Professionals		0.0			
04 Semi-Professionals & Tech		1.7		1.7	
05 Supervisors		0.0			
06 Supervisors: Crafts & Trades		0.0			
07 Administrative & Sr Clerical		0.0			
08 Skilled Sales & Service		1.2		1.2	
09 Skilled Crafts & Trades		0.0			
10 Clerical Personnel		0.0			
11 Intermediate Sales & Service		0.0			
12 Semi-Skilled Manual		0.0			
13 Other Sales & Service		0.0			
14 Other Manual Workers		0.0			
Total		0.0			

Federal Contractors Program Achievement Report

Part 3: Goals

Oracle Canada U.I.C.

[Date: 2018-01-18]

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 ²	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(O ² x O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K + C	(K - M + O) + (C + F)	

Table 13: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Subsequent/Current Short-Term Goals																			
	All Employees								Persons with Disabilities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Effect Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires (Reported Over a 3-Year)	3 Year Goals		Percent Availability	Percent Gap	Projected Gap	Percent Representation	Projected Representation in 3 Years	
		XXXX-XXXX-00	Actual	Projected	Actual	Projected	Actual			Over 3 Years	XXXX-XXXX-00		Annually	Over 3 Years						XXXX - YYYY
	2018-01-05	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	%	%	%	%	%	%	%	%	%	%	%	%	%
01/02 Managers	154	4.2%		0	47.4%		0	0	3	0.0%	0	12	0	4.1%	4.3%	-12	-12	0.8%	0.8%	
03 Professionals	957	6.3%		0	17.7%		0	0	10	0.0%	0	26	0	3.8%	3.8%	-26	-26	1.0%	1.0%	
04 Semi-Professionals & Tech	358	-2.8%		0	28.1%		0	0	2	0.0%	0	14	0	4.6%	4.6%	-14	-14	0.6%	0.6%	
05 Supervisors	1	-20.0%		0	0.0%		0	0	0	0.0%	0	0	0		13.9%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	27	7.1%		0	16.7%		0	0	0	0.0%	0	1	0	3.4%	3.4%	-1	-1	0.0%	0.0%	
08 Skilled Sales & Service	580	-3.0%		0	69.6%		0	0	9	0.0%	0	11	0	3.5%	3.5%	-11	-11	1.6%	1.6%	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	23	-9.5%		0	37.0%		0	0	0	0.0%	0	2	0	7.0%	7.0%	-2	-2	0.0%	0.0%	
11 Intermediate Sales & Service	18	81.7%		0	133.3%		0	0	0	0.0%	0	1	0	5.6%	5.6%	-1	-1	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	2,318	1.7%		0	46.5%		0	0	24	0.0%	0	69	0		4.0%	-69	-69	1.0%	1.0%	

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02 Managers		4.3		4.3	
03 Professionals		3.8		3.8	
04 Semi-Professionals & Tech		4.6		4.6	
05 Supervisors		0.0		0.0	
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		3.4		3.4	
08 Skilled Sales & Service		3.5		3.5	
09 Skilled Crafts & Trades		0.0		0.0	
10 Clerical Personnel		7.0		7.0	
11 Intermediate Sales & Service		5.6		5.6	
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 3: Goals

Oracle Canada U.I.C.

[Date: 2018-01-18]

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Subsequent/Current Short-Term Goals																			
	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 (Reported Over 3 Years)	3 Year Goals		Percent Availability	Percent Gap	Projected Gap	Percent Representation	Projected Representation in 3 Years	
		XXXX-XXXX-00	Actual	Projected	Actual	Projected	Actual			Over 3 Years	XXXX-XXXX-00		XXXX-XXXX-00	XXXX-XXXX-00						XXXX-XXXX-00
	2018-01-05	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-01-05	Annually	Over 3 Years	2018	2021								
%	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%			
01 Senior Managers	68	6.1%		0	48.0%		0	0	10	0.0%	0	0	0	14.7%	0	0	14.7%	14.7%		
02 Middle & Other Managers	286	2.2%		0	46.7%		0	0	88	0.0%	0	-25	0	22.2%	25	25	30.8%	30.8%		
03 Professionals	957	6.3%		0	17.7%		0	0	369	0.0%	0	-2	0	33.4%	2	2	38.6%	38.6%		
04 Semi-Professionals & Tech	356	-2.8%		0	28.1%		0	0	148	0.0%	0	-31	0	32.8%	31	31	41.3%	41.3%		
05 Supervisors	1	-20.0%		0	0.0%		0	0	1	0.0%	0	-1	0	41.2%	1	1	100.0%	100.0%		
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07 Administrative & Sr Clerical	27	7.1%		0	36.7%		0	0	8	0.0%	0	0	0	29.4%	0	0	29.6%	29.6%		
08 Skilled Sales & Service	580	-3.0%		0	69.6%		0	0	98	0.0%	0	9	18.4%	18.4%	-9	-9	16.9%	16.9%		
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	23	-9.8%		0	37.0%		0	0	13	0.0%	0	-3	0	35.6%	5	5	56.5%	56.5%		
11 Intermediate Sales & Service	18	81.7%		0	131.3%		0	0	6	0.0%	0	3	47.8%	47.8%	-3	-3	33.3%	33.3%		
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	2,318	1.7%		0	46.5%		0	0	741	0.0%	0	-50	0	29.8%	50	50	32.0%	32.0%		

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0			
02 Middle & Other Managers		0.0			
03 Professionals		0.0			
04 Semi-Professionals & Tech		0.0			
05 Supervisors		0.0			
06 Supervisors: Crafts & Trades		0.0			
07 Administrative & Sr Clerical		0.0			
08 Skilled Sales & Service	18.4		18.4		
09 Skilled Crafts & Trades	0.0				
10 Clerical Personnel	0.0				
11 Intermediate Sales & Service	47.8		47.8		
12 Semi-Skilled Manual	0.0				
13 Other Sales & Service	0.0				
14 Other Manual Workers	0.0				
Total		0.0			

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Oracle Canada ULC

[Date: 2018-01-18]

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	F - H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L x 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 (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees		Women						All Employees		Women		All Employees		Women		All Employees		Women					
		Actual	%	Representation	Availability	Goal	Eff. Result	Actual	%	Expected	Difference	Actual	%	Expected	Difference	Actual	%	Expected	Difference						
01 Senior Managers	2014	57	11	19.3	25.7	15	-4	75.1																	
	2018	68	12	17.6	25.8	18	-6	68.4	22	4	18.2	6	-2	23	4	17.4	4	0	30	5	16.7	6	-1		
02 Middle & Other Managers	2014	266	64	24.1	30.8	82	-18	78.1																	
	2018	286	73	25.5	29.2	84	-11	87.4	141	38	27.0	41	-3	106	23	21.7	26	-3	129	25	19.4	31	-6		
03 Professionals	2014	797	225	28.2	27.6	220	5	102.3																	
	2018	957	262	27.4	26.3	252	10	104.1	454	118	26.0	119	-1	212	58	27.4	60	-2	331	92	27.8	95	-1		
04 Semi-Professionals & Technicians	2014	390	79	20.3	23.9	93	-14	84.8																	
	2018	358	85	23.7	23.8	85	0	99.8	137	44	32.1	33	11	44	10	22.7	9	1	105	26	24.8	21	5		
05 Supervisors	2014	2	1	50.0	73.8	1	0	67.8																	
	2018	1	1	100.0	73.8	1	0	135.5	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	
06 Supervisors, Crafts & Trades	2014	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E = D x 100	Part 3: Goals	E = G x 100	Part 2: Goals	F = I x 100	Part 3: Goals	F = K x 100	Part 3: Goals	F = M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals					Long-term Goals					
		Women		Women		Women			Women		Women			
		Actual	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
01 Senior Managers	2018	45	8	17.8	0	0.0	25.7	69.2	0	0.0	25.7	69.2		
	2021	45	8	17.8			25.8	68.9			25.8	68.9		
02 Middle & Other Managers	2018	247	61	24.7	0	0.0	30.8	80.2	0	0.0	30.8	80.2		
	2021	247	61	24.7			29.2	84.6			29.2	84.6		
03 Professionals	2018	666	176	26.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	666	176	26.4			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2018	181	54	29.8	0	0.0	23.9	124.8	0	0.0	23.9	124.8		
	2021	181	54	29.8			0.0	0.0			0.0	0.0		
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors, Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

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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	F - H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L x 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 (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		Women								All Employees		Women		All Employees		Women		All Employees		Women					
		Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
07 Administrative & Senior Clerical	2014	22	20	90.9	88.4	19	1	102.8																	
	2018	27	25	92.6	87.5	24	1	105.8	13	31	84.6	11	0	4	3	75.0	4	-1	9	7	77.8	8		-1	
08 Skilled Sales & Service Personnel	2014	636	132	20.8	27.8	177	-45	74.7																	
	2018	580	145	25.0	27.8	161	-16	89.9	382	98	25.7	106	-8	112	30	26.8	23	7	423	83	19.6	88		-5	
09 Skilled Crafts & Trades Workers	2014	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0		0
10 Clerical Personnel	2014	31	23	74.2	77.2	24	-1	96.1																	
	2018	23	15	65.2	77.3	18	-3	84.4	4	3	75.0	3	0	1	1	100.0	1	0	10	10	100.0	7		3	
11 Intermediate Sales & Service Personnel	2014	3	1	33.3	46.3	1	0	72.0																	
	2018	18	3	16.7	62.3	11	-8	26.8	15	2	13.3	9	-7	2	1	50.0	1	0	14	4	28.6	5		-1	
12 Semi-Skilled Manual Workers	2014	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0		0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	F = D x 100	Part 3: Goals	E = G x 100	Part 2: Goals	F = I x 100	Part 3: Goals	F = K x 100	Part 3: Goals	F = M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals				
		Women		Women		Women		Women		Women		
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
07 Administrative & Senior Clerical	2018	17	14	82.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	17	14	82.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0
08 Skilled Sales & Service Personnel	2018	494	128	25.9	0	0.0	27.8	93.2	0	0.0	27.8	93.2
	2021	494	128	25.9	0	0.0	27.8	93.2	0	0.0	27.8	93.2
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
10 Clerical Personnel	2018	5	4	80.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	5	4	80.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
11 Intermediate Sales & Service Personnel	2018	17	3	17.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	17	3	17.6	0	0.0	50.0	35.3	0	0.0	50.0	35.3
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0

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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 source:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	F ÷ 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 ÷ W ÷ 100	V - X	

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees		Women						All Employees		Women		All Employees		Women		All Employees		Women				
		Actual	Expected	Availability	Goal	Actual	Expected	Difference	Actual	Expected	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference					
13 Other Sales & Service Personnel	2014	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2014	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2014	2,204	556	25.2	28.7	633	-77	87.9																
	2018	2,318	621	26.8	28.2	654	-33	95.0	1,168	318	27.2	329	-11	504	130	25.8	127	3	1,051	252	24.0	265	-13	

Data source:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	F ÷ 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 (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		Women		Women				Women					
		Actual	Expected	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0		0.0	0.0	0.0	0	0.0	0.0	0.0	
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0		0.0	0.0	0.0	0	0.0	0.0	0.0	
Total	2018	1,672	448	26.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	1,672	448	26.8		0.0	0.0	0.0	0	0.0	0.0	0.0	

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Part 5: Results - Aboriginal Peoples

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[Date: 2018-01-18]

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	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E \div H$	$F \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L \div N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q \div S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \div W \div 100$	$V \div X$

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		Aboriginal Peoples								Aboriginal Peoples				Aboriginal Peoples				Aboriginal Peoples							
		All Employees	Representation	Availability	Goal	Eff. Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference							
#	%	%	%	%	#	#	%	#	#	%	#	#	#	%	#	%	#	%							
01 Senior Managers	2014	57	0	0.0	0.6	0	0	0.0																	
	2018	68	0	0.0	0.6	0	0	0.0	22	0	0.0	0	0	0	23	0	0.0	0	0	30	0	0.0	0	0	
02 Middle & Other Managers	2014	266	0	0.0	1.0	3	-3	0.0																	
	2018	286	0	0.0	0.9	3	-3	0.0	141	0	0.0	1	-1	106	0	0.0	0	0	129	0	0.0	0	0	0	
03 Professionals	2014	797	5	0.6	0.8	6	-1	78.4																	
	2018	957	9	0.9	0.8	8	1	117.6	454	3	0.7	4	-1	212	1	0.5	1	0	331	0	0.0	2	-2		
04 Semi-Professionals & Technicians	2014	390	2	0.5	1.8	7	-5	28.5																	
	2018	358	1	0.3	1.7	6	-5	16.4	157	0	0.0	2	-2	44	0	0.0	0	0	105	0	0.0	1	-1		
05 Supervisors	2014	2	0	0.0	0.0	0	0	0.0																	
	2018	1	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	
06 Supervisors, Crafts & Trades	2014	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$F \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 2: Goals	$F \div I \times 100$	Part 3: Goals	$F \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments	
		Flow Data				Short-term Goals				Long-term Goals					
		Aboriginal Peoples				Aboriginal Peoples				Aboriginal Peoples					
		All Employees	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
#	#	%	%	#	%	#	%	#	%						
01 Senior Managers	2018	45	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	45	0	0.0			0	0.0			0	0.0			
02 Middle & Other Managers	2018	247	0	0.0	1	0.0	0	0.0	1	0.0	0	0.0	0	0.0	
	2021	247	0	0.0			0.9	0.0			0.9	0.0			
03 Professionals	2018	666	4	0.6	0	0.0	0.8	75.1	0	0.0	0.8	75.1			
	2021	666	4	0.6			0.0	0.0			0.0	0.0			
04 Semi-Professionals & Technicians	2018	181	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0			
	2021	181	0	0.0			1.7	0.0			1.7	0.0			
05 Supervisors	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0			
	2021	0	0	0.0			0.0	0.0			0.0	0.0			
06 Supervisors, Crafts & Trades	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0			
	2021	0	0	0.0			0.0	0.0			0.0	0.0			

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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	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$F \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \div W \div 100$	$V - X$

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees		Aboriginal Peoples						All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples				
		#	%	Representation	Availability	Gap	Eff. Result	#	%	Actual	Expected	Difference	#	%	Actual	Expected	Difference	#	%	Actual	Expected	Difference		
07 Administrative & Senior Clerical	2014	22	1	-4.5	1.3	0	1	349.7																
	2018	27	1	3.7	1.2	0	1	305.6	13	0	0.0	0	0	4	0	0.0	0	0	9	0	0.0	0	0	
08 Skilled Sales & Service Personnel	2014	636	3	0.5	1.2	8	-5	39.3																
	2018	580	2	0.3	1.2	7	-5	28.7	382	0	0.0	5	-5	112	0	0.0	1	-1	423	1	0.2	2	-1	
09 Skilled Crafts & Trades Workers	2014	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
10 Clerical Personnel	2014	31	0	0.0	1.0	0	0	0.0																
	2018	23	0	0.0	0.8	0	0	0.0	4	0	0.0	0	0	1	0	0.0	0	0	10	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2014	3	0	0.0	1.4	0	0	0.0																
	2018	18	0	0.0	0.8	0	0	0.0	15	0	0.0	0	0	2	0	0.0	0	0	14	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2014	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$F \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 2: Goals	$F \div I \times 100$	Part 3: Goals	$F \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees		Aboriginal Peoples		Short-term Goals		Long-term Goals		All Employees		Aboriginal Peoples		
		Actual	%	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	2018	17	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	17	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
08 Skilled Sales & Service Personnel	2018	494	0	0.0	0	0.0	1.8	0.0	0	0.0	1.8	0.0	0.0	
	2021	494	0	0.0	0	0.0	1.2	0.0	0	0.0	1.2	0.0	0.0	
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
10 Clerical Personnel	2018	5	0	0.0	0	0.0	1.2	0.0	0	0.0	1.2	0.0	0.0	
	2021	5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
11 Intermediate Sales & Service Personnel	2018	17	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	17	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Oracle Canada ULC

[Date: 2018-01-18]

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 source:			Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	F ÷ 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 ÷ W ÷ 100	V - X

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		Aboriginal Peoples								Aboriginal Peoples				Aboriginal Peoples				Aboriginal Peoples							
		All Employees	Representation	Availability	Gap	Eff. Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference							
*	*	%	%	%	*	*	%	*	*	%	*	*	%	*	*	%	*	*	%	*	*	%	*	*	
13 Other Sales & Service Personnel	2014	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
14 Other Manual Workers	2014	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
Total	2014	2,204	11	0.5	1.1	24	-13	45.4																	
	2018	2,318	13	0.6	1.0	23	-10	56.1	1,168	3	0.3	12	-9	504	1	0.2	3	-2	1,051	1	0.1	5	-4		

Data source:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	F ÷ 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 (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		Aboriginal Peoples				Aboriginal Peoples				Aboriginal Peoples				
		All Employees	Actual	Goal	Percentage Goal Met	Goal	Percentage Goal Met	Goal	Percentage Goal Met	Goal	Percentage Goal Met	Goal	Percentage Goal Met	
*	*	*	%	*	%	%	%	*	%	%	%			
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	1,672	4	0.2	1	400.0	0.0	0.0	1	400.0	0.0	0.0		
	2021	1,672	4	0.2			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Oracle Canada ULC

[Date: 2018-01-18]

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 source:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E = D x 100	Part 1: Workforce Analysis	D x G + 100	E - H	F + 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 + L x 100	U x F + 100	V - X	

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		Persons with Disabilities								Persons with Disabilities				Persons with Disabilities				Persons with Disabilities						
		All Employees	Representation	Availability	Cost	Eff. Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference						
#	%	%	\$	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 & Managers	2014	323	2%	0.6	4.3	14	-12	14.4																
	2018	354	1%	0.8	4.3	15	-12	19.7	163	1	0.6	7	-6	129	1	0.8	1	0	159	0	0.0	1	-1	
03 Professionals	2014	797	7%	0.9	3.8	30	-23	23.1																
	2018	957	10%	1.0	3.8	36	-26	27.5	454	5	1.1	17	-12	212	2	0.9	2	0	331	2	0.6	3	-1	
04 Semi-Professionals & Technicians	2014	390	2%	0.5	4.6	18	-16	11.1																
	2018	358	2%	0.6	4.6	16	-14	12.1	137	0	0.0	6	-6	44	0	0.0	0	0	105	0	0.0	1	-1	
05 Supervisors	2014	2	0%	0.0	13.9	0	0	0.0																
	2018	1	0%	0.0	13.9	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2014	0	0%	0.0	0.0	0	0	0.0																
	2018	0	0%	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

Data source:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	F = 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 (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		Persons with Disabilities		Persons with Disabilities				Persons with Disabilities						
		All Employees	Actual	Goal	Percent of Goal Met	Cost	Percent of Goal Met	Goal	Percent of Goal Met	Cost	Percent of Goal Met			
#	%	#	%	%	%	#	%	%	%					
01 & Managers	2018	292	2%	0.7	0	0.0	4.3	15.9	0	0.0	4.30	15.9		
	2021	292	2%	0.7			4.3	15.9			4.30	15.9		
03 Professionals	2018	666	7%	1.1	0	0.0	3.8	27.7	0	0.0	3.80	27.7		
	2021	666	7%	1.1			3.8	27.7			3.80	27.7		
04 Semi-Professionals & Technicians	2018	181	0%	0.0	0	0.0	4.6	0.0	0	0.0	4.60	0.0		
	2021	181	0%	0.0			4.6	0.0			4.60	0.0		
05 Supervisors	2018	0	0%	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2021	0	0%	0.0			0.0	0.0			0.00	0.0		
06 Supervisors: Crafts & Trades	2018	0	0%	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2021	0	0%	0.0			0.0	0.0			0.00	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Oracle Canada ULC

[Date: 2018-01-18]

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	F - 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 (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		Persons with Disabilities								Persons with Disabilities				Persons with Disabilities				Persons with Disabilities							
		All Employees	Representation	Availability	Goal	Eff. Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference							
%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%								
07 Administrative & Senior Clerical	2014	22	0	0.0	3.4	1	-1	0.0																	
	2018	27	0	0.0	3.4	1	-1	0.0	13	0	0.0	0	0	4	0	0.0	0	0	9	0	0.0	0	0		
08 Skilled Sales & Service Personnel	2014	636	9	1.4	3.5	22	-13	40.4																	
	2018	580	9	1.6	3.5	20	-11	44.3	382	4	1.0	13	-9	112	1	0.9	2	-1	423	4	0.9	6	-2		
09 Skilled Crafts & Trades Workers	2014	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0		
10 Clerical Personnel	2014	31	0	0.0	7.0	2	-2	0.0																	
	2018	23	0	0.0	7.0	2	-2	0.0	4	0	0.0	0	0	1	0	0.0	0	0	10	0	0.0	0	0		
11 Intermediate Sales & Service Personnel	2014	3	0	0.0	5.6	0	0	0.0																	
	2018	18	0	0.0	5.6	1	-1	0.0	15	0	0.0	1	-1	2	0	0.0	0	0	14	0	0.0	0	0		
12 Semi-Skilled Manual Workers	2014	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0		

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E = D x 100	Part 3: Goals	E = G x 100	Part 2: Goals	F = I x 100	Part 3: Goals	F = K x 100	Part 3: Goals	F = M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		Persons with Disabilities				Persons with Disabilities				Persons with Disabilities				
		All Employees	Representation	Availability	Goal	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
%	%	%	%	%	%	%	%	%	%	%	%			
07 Administrative & Senior Clerical	2018	17	0	0.0	0	0.0	3.4	0.0	0	0.0	3.4	0.0		
	2021	17	0	0.0			3.4	0.0			3.4	0.0		
08 Skilled Sales & Service Personnel	2018	494	5	1.0	0	0.0	3.5	28.9	0	0.0	3.5	28.9		
	2021	494	5	1.0			3.5	28.9			3.5	28.9		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	5	0	0.0	7	0.0	0.0	0.0	7	0.0	0.0	0.0		
	2021	5	0	0.0			7.0	0.0			7.0	0.0		
11 Intermediate Sales & Service Personnel	2018	17	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	17	0	0.0			5.6	0.0			5.6	0.0		
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Oracle Canada ULC

[Date: 2018-01-18]

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 source:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E ÷ H	F ÷ 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 ÷ F x 100	Q ÷ S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U ÷ W x 100	V ÷ X	

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		Persons with Disabilities								Persons with Disabilities				Persons with Disabilities				Persons with Disabilities							
		All Employees	Representation	Available	Goal	Eff. Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference							
%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%								
13 Other Sales & Service Personnel	2014	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
14 Other Manual Workers	2014	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
Total	2014	2,204	20	0.9	4.0	88	-68	22.7																	
	2018	2,318	24	1.0	4.0	93	-69	25.9	1,168	10	0.9	47	-37	504	4	0.8	5	-1	1,051	6	0.6	10	-4		

Data source:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	F ÷ 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 (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		Persons with Disabilities		Persons with Disabilities				Persons with Disabilities					
		All Employees	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
%	%	%	%	%	%	%	%	%	%				
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	
Total	2018	1,672	14	0.8	7	200.0	0.0	0.0	7	200.0	0.0	0.0	
	2021	1,672	14	0.8			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Oracle Canada ULC

[Date: 2018-01-18]

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 source:			Part 1: Workforce Analysis	Part 1: Workforce Analysis	E = D x 100	Part 1: Workforce Analysis	D x G + 100	E - H	F - H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L x 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 (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		Visible Minorities								All Employees				Visible Minorities				All Employees				Visible Minorities			
		Representation	Availability	Gap	Eff. Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference					
#	%	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
01 Senior Managers	2014	57	9%	15.3	15.4	9	0	102.5																	
	2018	68	10%	14.7	14.7	10	0	100.0	22	2	9.1	3	-1	23	6	26.1	4	2	30	4	13.3	5	-1		
02 Middle & Other Managers	2014	266	58%	21.8	21.0	56	2	103.8																	
	2018	286	88%	30.8	22.2	63	25	138.6	141	53	37.6	31	22	106	33	31.1	23	10	129	30	23.3	28	2		
03 Professionals	2014	797	321	40.3	37.1	296	25	108.6																	
	2018	957	369	38.6	38.4	367	2	100.4	454	169	37.2	174	-5	212	93	43.9	85	8	331	129	39.0	133	-4		
04 Semi-Professionals & Technicians	2014	390	159	40.8	32.0	125	34	127.4																	
	2018	358	148	41.3	32.8	117	31	126.0	137	53	38.7	45	8	44	19	43.2	18	1	105	39	37.1	43	-4		
05 Supervisors	2014	2	2	100.0	41.2	1	1	242.7																	
	2018	1	1	100.0	41.2	0	1	242.7	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0		
06 Supervisors, Crafts & Trades	2014	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0		

Data source:	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	F = K x 100	Part 3: Goals	F = M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		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				
#	%	#	%	#	%	#	%	#	%	#	%			
01 Senior Managers	2018	45	8%	17.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	45	8%	17.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
02 Middle & Other Managers	2018	247	86%	34.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	247	86%	34.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
03 Professionals	2018	666	262	39.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	666	262	39.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
04 Semi-Professionals & Technicians	2018	181	72	39.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	181	72	39.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
06 Supervisors, Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Oracle Canada ULC

[Date: 2018-01-18]

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	F - H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L x 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 (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		Visible Minorities								All Employees				Visible Minorities				All Employees				Visible Minorities			
		Representation	Availability	Goal	Eff. Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference								
07 Administrative & Senior Clerical	2014	22	7	31.3	29.6	7	0	107.5																	
	2018	27	8	29.6	29.4	8	0	100.8	13	4	30.8	4	0	4	0	0.0	1	-1	9	2	22.2	3	-1		
08 Skilled Sales & Service Personnel	2014	636	115	18.1	18.3	116	-1	98.8																	
	2018	580	98	16.9	18.4	107	-9	91.8	382	76	19.9	70	6	112	27	24.1	20	7	42.3	84	19.9	76	8		
09 Skilled Crafts & Trades Workers	2014	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	
10 Clerical Personnel	2014	31	16	51.6	36.8	11	5	140.3																	
	2018	23	13	56.5	35.6	8	5	158.8	4	3	75.0	1	2	1	1	100.0	1	0	10	3	30.0	5	-2		
11 Intermediate Sales & Service Personnel	2014	3	0	0.0	30.1	1	-1	0.0																	
	2018	18	6	33.3	47.8	9	-3	69.7	15	4	26.7	7	-3	2	0	0.0	0	0	14	7	50.0	0	7		
12 Semi-Skilled Manual Workers	2014	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	F = D x 100	Part 3: Goals	E = G x 100	Part 2: Goals	F = I x 100	Part 3: Goals	F = K x 100	Part 3: Goals	F = M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		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				
07 Administrative & Senior Clerical	2018	17	4	23.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	17	4	23.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
08 Skilled Sales & Service Personnel	2018	494	103	20.9	0	0.0	18.3	113.9	0	0.0	0.0	0.0		
	2021	494	103	20.9	0	0.0	18.4	113.3	0	0.0	0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
10 Clerical Personnel	2018	5	4	80.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	5	4	80.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	17	4	23.5	0	0.0	30.1	78.2	0	0.0	30.1	78.2		
	2021	17	4	23.5	0	0.0	47.8	49.2	0	0.0	47.8	49.2		
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Oracle Canada ULC

[Date: 2018-01-18]

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 source:			Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E \div H$	$F \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L \div N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q \div S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \div W \div 100$	$V \div X$

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		Workforce								Hires				Promotions				Terminations								
		All Employees		Visible Minorities						All Employees		Visible Minorities		All Employees		Visible Minorities		All Employees		Visible Minorities						
		Count	%	Representation	Availability	Gap	Eff. Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
13 Other Sales & Service Personnel	2014	0	0.0	0.0	0.0	0	0	0.0																		
	2018	0	0.0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0	
14 Other Manual Workers	2014	0	0.0	0.0	0.0	0	0	0.0																		
	2018	0	0.0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0	
Total	2014	2,204	68.7	31.2	28.2	622	65	110.5																		
	2018	2,318	74.1	32.0	29.8	691	50	107.3	1,168	364	31.2	348	16	504	179	35.5	157	22	1,051	298	28.4	328	-30			

Data source:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$F \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees		Visible Minorities				Visible Minorities					
		Count	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
13 Other Sales & Service Personnel	2018	0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0.0	0.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2018	0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0.0	0.0			0.0	0.0			0.0	0.0	
Total	2018	1,672	54.3	32.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	1,672	54.3	32.5			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Oracle Canada ULC
[Date: 2018-01-18]

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.

- 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: Oracle Canada ULC

Primary Location: Toronto, Ontario

Number of Employees: 2318

- Ontario 1722
- Quebec 240
- British Columbia 217
- Alberta 102
- Nova Scotia 11
- New Brunswick 11
- Manitoba 9
- Newfoundland and Labrador 4
- Prince-Edward Island 1
- Saskatchewan 1

Organization Overview:

NAICS # 5415 (Computer systems design and related services)
Oracle Canada ULC specializes primarily in developing and marketing database software and technology, cloud engineered systems, and enterprise software products. The company also develops and builds tools for database development and systems of middle-tier software, enterprise resource planning (ERP) software, customer relationship management (CRM) software, and supply chain management (SCM) software.

Key Dates – First Year Assessment

Initiated: 2015-04-02 (Original due date was modified)
Received: 2015-03-18
Closed: 2015-11-17
Workforce 2014-12-31
Analysis:

Key Dates – Subsequent Assessment

Initiated: 2017-11-29
Received: 2018-01-15
Workforce 2018-12-13
Analysis:

DATA VERIFICATION

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

Yes No

Comments:

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

Yes No

Comments:

- The data from the previous workforce analysis included in the Achievement Table is consistent with that found in the database.
- The data from the current workforce analysis included in the Achievement Table is consistent with that found in Forms 1 to 6 from WEIMS.

ASSESSMENT OF REASONABLE PROGRESS

- In the previous assessment many gaps were found in different EEOG's in all four designated group.
- Some short and long term goals were set in percentage format and some were set numerical format.

Women

01	Senior Managers	Goal not met (achieved 69.2%)
02	Middle & Other Managers	Goal met (achieved 80.2%).
04	Semi-Professionals & Technicians	Goal met (achieved 124.8%)
08	Skilled Sales & Service Personnel	Goal met (achieved 93.2%)
10	Clerical Personnel	Goal not req (Representation # 74.2%)

Assessment/Observations

- EEOG 01 – Out of 45 new entrants, eight were from this designated group. The market availability is 25.7%. The company had set a goal of hiring 25.7% and achieved 69.2% of the goal set.
- EEOG 02 – Out of 247 new entrants, 61 were from this designated group. The market availability is 30.8%. The company had set a goal of hiring 30.8% and achieved 80.2% of the goal set.

- EEOG 04 – Out of 181 new entrants, 54 were from this designated group. The market availability is 23.9%. The company had set a goal of hiring 23.9% and achieved 124.8% of the goal set.
- EEOG 08 – Out of 494 new entrants, 128 were from this designated group. The market availability is 27.8%. The company had set a goal of hiring 27.8% and achieved 93.2% of the goal set.
- EEOG 10 – Out of five new entrants, four were from this designated group. The market availability is 77.2%. The company was not required to set any goal since the present representation was 74.2%.

Aboriginal Peoples

02	Middle & Other Managers	Goal not met (achieved 0.0%)
03	Professionals	Goal not met (achieved 75.1%)
04	Semi-Professionals & Technicians	Goal not set
08	Skilled Sales & Service Personnel	Goal not met (achieved 0.0%)

Assessment/Observations

- EEOG 02 - Out of 45 new entrants, none were from this designated group. The market availability is 1.0%. The company had set a goal of hiring one individual and by not hiring anyone from this designated group achieved 0.0% of the goal set.
- EEOG 03 - Out of 666 new entrants, four were from this designated group. The market availability is 0.8%. The company had set a goal of hiring 0.8% and by hiring four individuals from this designated group the company achieved 75.1% of the goal set.
- EEOG 04 - Out of 181 new entrants, none were from this designated group. The market availability is 1.8%. Reasonable efforts could not be assessed since the company it not set any goal in the previous assessment.
- EEOG 08 - Out of 494 new entrants, none were from this designated group. The market availability is 1.8%. The company had set a goal of hiring 1.8% and by not hiring anyone from this designated group achieved 0.0% of the goal set.

Persons with Disabilities

01/02	Managers	Goal not met (achieved 15.9%)
03	Professionals	Goal not met (achieved 27.7%)
04	Semi-Professionals & Technicians	Goal not met (achieved 0.0%)
07	Admin. & Senior Clerical Personnel	Goal not met (achieved 0.0%)
08	Skilled Sales & Service Personnel	Goal not met (achieved 28.9%)
10	Clerical Personnel	Goal not met (achieved 0.0%)

Assessment/Observations

- EEOG 01/02 - Out of 292 new entrants, two were from this designated group. The market availability is 4.3%. The company had set a goal of hiring 4.3% and by hiring/promoting two individuals from this designated group achieved 15.9% of the goal set.

- EEOG 03 - Out of 666 new entrants, seven were from this designated group. The market availability is 3.8%. The company had set a goal of hiring 3.8% and by hiring/promoting 7 individuals from this designated group achieved 27.7% of the goal set.
- EEOG 04 - Out of 181 new entrants, none were from this designated group. The market availability is 4.6%. The company had set a goal of hiring 4.6% and by not hiring anyone from this designated group achieved 0.0% of the goal set.
- EEOG 07 - Out of 17 new entrants, none were from this designated group. The market availability is 3.4%. The company had set a goal of hiring 3.4% and by not hiring anyone from this designated group achieved 0.0% of the goal set.
- EEOG 08 - Out of 494 new entrants, five were from this designated group. The market availability is 3.5%. The company had set a goal of hiring 3.5% and by hiring/promoting 5 individuals from this designated group achieved 28.9% of the goal set.
- EEOG 10 - Out of five new entrants, none were from this designated group. The market availability is 7.0%. The company had set a goal of hiring 7.0% and by not hiring anyone from this designated group achieved 0.0% of the goal set.

Members of Visible Minorities

08	Skilled Sales & Service Personnel	Goal met (achieved 113.9%)
11	Inter. Sales & Service Personnel	Goal not met (achieved 78.2%)

Assessment/Observations

- EEOG 08 - Out of 494 new entrants, 103 were from this designated group. The market availability is 18.3%. The company had set a goal of hiring 18.3% and by hiring/promoting 103 individuals from this designated group achieved 113.9% of the goal set.
- EEOG 11 - Out of 17 new entrants, four were from this designated group. The market availability is 30.1%. The company had set a goal of hiring 30.1% and by hiring/promoting 4 individuals from this designated group achieved 78.2% of the goal set.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- This assessment covers a period of three years, from 2015-01-01 to 2017-11-15.
- Of the 16 goals that the organization had set during their first compliance assessment, four have been met and 11 have not. One goal was not required to be set since the representation in women was over 50.0%. One goal was not set and thus reasonable effort could not be assessed.

ASSESSMENT OF GOALS

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

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years) # or %	(3+ years) # or %	%
01	Senior Managers	-6	25.8	25.8	17.6	25.8
02	Middle & Other Managers	-11	29.2	29.2	25.5	29.2
08	Skilled Sales & Service Personnel	-16	27.8	27.8	25.0	27.8
11	Inter. Sales & Service Personnel	-8	50.0	50.0	16.7	62.3

Observations:

- Although availability is higher in EEOG 11, the goal is appropriately set at 50% to ensure they are inclusive of all genders and to prevent the clustering of women in these occupations.
- All other short and long term goals are set as per the market availability.

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years) # or %	(3+ years) # or %	%
02	Middle & Other Managers	-3	0.9	0.9	0.0	0.9
04	Semi-Professionals & Technicians	-5	1.7	1.7	0.3	1.7
08	Skilled Sales & Service Personnel	-5	1.2	1.2	0.3	1.2

Observations:

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

Person with Disabilities

Workforce Analysis Results	Goals	Representation	LMA
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From: Sharan, Neena N [NC] On Behalf Of EE-EME

Sent: December 19, 2018 9:34 AM

To: 'rod.thacker@oracle.com' <rod.thacker@oracle.com>; 'sheryl.helsdon-baker@oracle.com' <sheryl.helsdon-baker@oracle.com>

Subject: Government of Canada Agreement Number: 060622 -- Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Rod Thacker:

I am writing to inform you that the subsequent compliance assessment initiated on November 29, 2017 has been completed. As a result of the assessment, Oracle Canada ULC has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

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

- Defaults were changed for Women, Aboriginal Peoples, and Visible Minorities, and all EEOG's were reduced to NOC level analysis. Also, recruitment areas for the top three EEOG's were reduced to provincial levels instead of National level. This may limit the organization's ability to reach EE goals by narrowing recruitment to only include people with previous experience in the specific field.
- Given that there are a number of gaps in each designated groups, the organization may want to consider partnering with universities or reaching out to professional associations in order to identify qualified potential employees that are members of the designated groups to help them in reducing / eliminating the gaps.
- As a there are some large gaps present in the Women and Persons with Disabilities groups, the organization may want to consider conducting an Employment Systems Review (ESR) of their recruitment and hiring policies and practices, in order to identify any potential barriers to the recruitment and retention of individuals specifically in the two mentioned designated groups.
- Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1inf.4%40-eng.jsp?&cid=aide-heip&_ga=2.252268041.1845905918.1519931408-1912045188.1507820070.

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on November 29, 2020. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

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

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

- the implementation of initiatives to foster a diverse and inclusive workplace;
- measures to remove employment barriers;
- tailored programs to attract and retain designated group members in areas where they are 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 Oracle Canada ULC continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

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



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

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