Human Resources and

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Programme du travail Programme de contrata fédéraux

## Accord pour la mise en œuvre de l'équité en matière d'emploi

☐ Nouvei Accord					
Accord revisé					
	,,,,,,,,,		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	***************************************	
	ANISATION			02-14-A-2-2-	
Decembration social de l'arganisation	:	La société mère e	SI SIIURE RIEX	•	
Pharmascience		Ω	] Oui	Non	
Nom conseccial de l'organisation rei différent de la dénomination suciale)		Nawşta q,entisb	rise d'approvi	Sixtomont	
Pharmascience		Nombre fotal d'en (Fleir: temps/temp	pkryśs au Car s partiethemps	1474 (roise)	
Veuillez indiquer votre pode du Système de classification des industries de (SCIAN)  325410	l'Amérique du Nord	visiter le site sulva	int i http://www	rotre organisation, veulla etalican go pa/subjects- an/2002/nalca solan02Hr	
À l'usage du Ministère soulement (el l'information el desous est erron	éa)	aranananan arang ara Barang arang ar			
	omployés au Canada	N	amero do code	de SCIAN de l'engansal	bon .
SIÉC	SE SOCIAL	,,,,			
Adresse (rue, jargeotile, etc.)	, ,	real	1000 C	Code postal	
WII Royal mount	160 mero de teléphon 5/4340		Numém de t	élécopieur	
PERSONNE RESSOURCE POL	r l'équité en	MATIÈRE D'EN	APLOI		
Nom (en latires moulees) Numéro de taréphone	Time Adre				
CER	TIFICATION				
L'organisation susmentionnée :		•••			
<ul> <li>ayant un effectif combiné d'au moins 100 employés permanent semaines ou plus au Canada, ET</li> </ul>	ts pieln temps, perm	anents temps pe	rtiel et tempo	rsires qui ont travaillé	12
<ul> <li>désirant présenter une soumission, ou obtenir un contrat, offre ou de services du gouvernement du Canada, d'une veleur de l'</li> </ul>	à commandes ou a suiq uo \$ 600 000 1	rrangement en m (incluant toules le	atiére d'appr es taxes).	ovisionnement de bier	35
Atteste par la présente qu'elle s'engage à mettre en œuvre ou à m période de l'instrument de passation des marchés, conformèment i renseignemente sur la façon de mettre en œuvre l'équité en matièr http://www.rhdco.go.ce/fra/frevail/egalite/index.shtml	aux exigences du Pi	ngramme de con	itrats fédérau	nanente, au-detá de la xx. Pour de plus ample	) (S)
Remarque: Si, une vérification de l'Accord pour la mise en œuvra déclaration, l'instrument de passation des marchès even le Gouver	de l'équité en matiè mement du Canada	re d'emploi révele pourrait être rési	i que l'organi lié.	sation a fait une fausa	e
Sid	NATAIRE				
REMARQUE: Le signataire doit être le chef de l'organisation OU: légale de signer un confrat au nom de l'organisation	une personne qui oc n.	cupe un poste de	haute direct	ion et qui a l'autorité	
······································			, ,		
		11 , 20	147		
INSTRUCT IMPORTANT	IONS DE RETOU	R			
<ul> <li>L'Accord pour la mise en œuvre de l'équité en matière d'e au (819) 953-8758 ou par courriel à ee-eme@firsdc-rhdcc.</li> </ul>	smploi signé doit é gc.ca	ire envoyé au Pi	ogramme d	u travsíl par télécopi	8U7

### FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA Reporting Period 2016-10-06 to 2019-06-26

		Province				Cens	us Metropolitan	Areas	
	Permanent Full-time		Temporary	Total Number of Employees		Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Québec	1352	10	0	1362	Montréal	1352	10	0	1362
Total Employees	s in Canada			1362	Total Emple	oyees in Canada	<b>&gt;</b>		1362

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

### FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

### Full-Time / National

### Reporting Period 2016-10-06 to 2019-06-26

Occupational Group			All Employees			original Peo		<u> </u>	ons with Disa	·		rs of Visible f	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	17	14	3							6	4	2
	Total	17	14	3							6	4	2
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	169	100	69							22	15	7
	Total	169	100	69							22	15	7
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	241	98	143	1		1				48	22	26
	Total	241	98	143	1		1				48	22	26
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	282	126	156				3	1	2	111	54	57
	Total	282	126	156				3	1	2	111	54	57

Page 1 of 6

Canada

### FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

### Full-Time / National

### Reporting Period 2016-10-06 to 2019-06-26

Occupational Group			All En	nployee	s		A	borigi	nal Peo	ples			Perso	ons wi	th Disa	bilities		N	lember	s of Vi	sible f	Ainorities
Salary Range	QTR	Total	V	vlen.	Wor		Total		Men		omen	To			len	•	nen	+	otal		en	Women
Col. 1		Col. 2	C	ol. 3	Col	. 4	Col. 5	(	Col. 6	С	ol. 7	Co	1. 8	C	ol. 9	Col	. 10	Co	1.11	Col	l. 12	Col. 13
Supervisors	4																					
Top Range: Under \$5,000	3																					
Bottom Range: Under \$5,000	2																					
	1		8	3		5																
	Total		8	3		5																
Supervisors: Crafts and Trades	4																					
Top Range: Under \$5,000	3																					
Bottom Range: Under \$5,000	2																					
	1	2	4	16		8													3		1	2
	Total	2	4	16		8													3		1	
Administrative and Senior Clerical Personnel	4																					
Top Range: Under \$5,000	3																					
Bottom Range: Under \$5,000	2																					
	1	7	8	21		57	,	1			1								20		7	13
	Total	7	8	21		57		1			. 1								20		7	13
Skilled Sales and Service Personnel	4																					
Top Range: Under \$5,000	3																					
Bottom Range: Under \$5,000	2																					
	1	5	2	24		28													4		2	2
	Total	5	2	24		28													4		2	2

Page 2 of 6

Canada

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

### Reporting Period 2016-10-06 to 2019-06-26

Occupational Group			All Employees			original Peo <sub>l</sub>		**************************************	ons with Disa	bilities		s of Visible N	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Skilled Crafts and Trades Workers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	66	64	2							13	13	
	Total	66	64	2							13	13	
Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	3	83	37	46	1	1					20	13	7
	Total	83	37	46	1	1					20	13	7
Intermediate Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	9	2	7									
	Total	9	2	7									
Semi-Skilled Manual Workers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	135	97	38				2	1	1	51	40	11
	Total	135	97	38				2	1		51	40	11

Page 3 of 6 Canadã

Employment and Social Emplot et Séreloppement Vocalopment Consta xorast Consta

### Pharmascience Inc. (certificate # 050401)

### FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

### Full-Time / National

### Reporting Period 2016-10-06 to 2019-06-26

Occupational Group			All Employee:	3	Ab	original Peop	iles	Perso	ns with Disal	oilities	Member	s of Visible M	linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Other Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	3	3								1	1	
	Total	3	3								1	1	
Other Manual Workers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	185	104	81							51	38	13
	Total	185	104	81							51	38	13
Total Number of Employees		1352	709	643	3	1	2	5	2	3	350	210	140

Employment and Social Emplot et Véreloppement Verelopment Conacto xoscial Conacto

### Pharmascience Inc. (certificate # 050401)

### FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

### Part-Time / National

### Reporting Period 2016-10-06 to 2019-06-26

Occupational Group			Α	di Employee	:S		Αł	oorigina	i Peop	nies		Perso	ons wit	h Disa	bilities	S		Membe	ers of \	/isible	Minor	ities
Salary Range	QTR	Total	1	Men	Worr		Total		en	Women		otal		en	•	omen		otal	,	Vien	•	/omen
Col. 1		Col. 2	2	Col. 3	Col.	4	Col. 5	Co	l. 6	Col. 7	C	ol. 8	CC	sl. 9	Cr	ol. 10	C	oł. 11	C	ol. 12	С	ol. 13
Professionals	4																					
Top Range: Under \$5,000	3																					
Bottom Range: Under \$5,000	2																					
	1		4	1		3																
	Total		4	1		3																
Administrative and Senior Clerical Personnel	4																					
Top Range: Under \$5,000	3																					
Bottom Range: Under \$5,000	2																					
	1		2	1		1																
	Total		2	1		1																
Intermediate Sales and Service Personnel	4																					
Top Range: Under \$5,000	3																					
Bottom Range: Under \$5,000	2																					
	1		2			2																
	Total		2			2															1	
Other Manual Workers	4																					
Top Range: Under \$5,000	3																					
Bottom Range: Under \$5,000	2																					
	1		2			2												1				
	Total		2			2																

Page 5 of 6

Canada

Employment and Social Emplot et Véreloppement Verelopment Conuce xocial Conuce

### Pharmascience Inc. (certificate # 050401)

### Form 2 B

### FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

### Part-Time / National

### Reporting Period 2016-10-06 to 2019-06-26

Occupational Group		,	All Employees	3	Ab	original Peop	iles	Perso	ns with Disa	oilities	Member	s of Visible N	finorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Total Number of Employees		10	2	8							1		1

Employment and Social Employer Edesing persent Social Conscion Social Conscion

### Pharmascience Inc. (certificate # 050401)

### Form 3 A FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

### Full-Time / National

### Reporting Period 2016-10-06 to 2019-06-26

		All Employees		Al	boriginal Peopl	es	Pers	sons with Disabilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8 Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	1352	709	643	3	1	2	5	2	3 350	210	140
Total Number of Employees	1352	709	643	3	1	2	5	2	3 350	210	140

Form 3 B

### Pharmascience Inc. (certificate # 050401)

### FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Part-Time / National

### Reporting Period 2016-10-06 to 2019-06-26

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

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

## Reporting Period 2016-10-06 to 2019-06-26

		All Employees		A	poriginal Peop	les	Pers	ons with Disa	bilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	13	10	3							5	3	2
Middle and Other Managers	86	50	36	***************************************						5	2	3
Professionals	140	65	75	1		1				21	12	9
Semi-Professionals and Technicians	75	31	44				1		1	24	10	14
Supervisors	8	4	4									
Supervisors: Crafts and Trades	12	7	5							2		2
Administrative and Senior Clerical Personnel	36	11	25		***************************************					В	1	7
Skilled Sales and Service Personnel	25	14	11							1	1	
Skilled Crafts and Trades Workers	24	23	1							6	6	
Clerical Personnel	28	13	15							8	6	2
Intermediate Sales and Service Personnel	4	1	3									
Semi-Skilled Manual Workers	13	10	3							4	4	
Other Sales and Service Personnel	3	3								2	2	
Other Manual Workers	29	18	11		,					11	7	4
Total Number of Employees Hired	496	260	236	1		3	1		1	97	54	43

### FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED

Full-Time / National

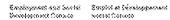
### Reporting Period 2016-10-06 to 2019-06-26

	Employ	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have be								e been last pro	noted.)	
Occupational Group		All Employees		م	Aboriginal Peoples			ons with Disab	ilities	Members of Visible Minorities		
Оссирацинан Стоир	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	3	3								1	1	
Middle and Other Managers	32	17	15							2	1	1
Professionals	41	13	28							10	6	4
Semi-Professionals and Technicians	23	10	13							5	1	4
Supervisors: Crafts and Trades	7	5	2									
Administrative and Senior Clerical Personnel	10	3	7							2		2
Skilled Sales and Service Personnel	2	1	1							1		1
Skilled Crafts and Trades Workers	2	2										
Clerical Personnel	2	1	1							2	1	1
Other Manual Workers	14	8	6							2	2	
Total Number of Employees Promoted	136	63	73							25	12	13
Total Number of Promotions	138	63	75							25	12	13

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

Reporting Period 2016-10-06 to 2019-06-26

	All Employees		Aboriginal Peoples			Pers	ons with Disab	ilities	Members of Visible Minorities			
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	7	5	2									
Middle and Other Managers	147	71	76	1		1	1	1		19	12	7
Professionals	172	67	105							38	14	24
Semi-Professionals and Technicians	110	47	63							38	17	21
Supervisors	4	2	2									
Supervisors: Crafts and Trades	19	12	7							3	2	1
Administrative and Senior Clerical Personnel	60	18	42							13	3	10
Skilled Sales and Service Personnel	21	9	12							1	1	
Skilled Crafts and Trades Workers	26	26								4	4	
Clerical Personnel	24	14	10	***************************************						7	5	2
Intermediate Sales and Service Personnel	3	1	2							1		1
Semi-Skilled Manual Workers	22	16	6							7	7	
Other Sales and Service Personnel	2	1	1							1	1	
Other Manual Workers	49	25	24					***************************************		15	11	4
Total Number of Employees Terminated	666	314	352	1		1	1	•		147	77	70



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

### Reporting Period 2016-10-06 to 2019-06-26

		Ali Employees			boriginal Peopl	es	Pers	ons with Disab	ilities	Members of Visible Minorities			
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Middle and Other Managers		1	1										
Professionals		2	2										
Administrative and Senior Clerical Personnel		2	2										
Semi-Skilled Manual Workers		1 1											
Other Manual Workers		2 2	2							1	1		
Total Number of Employees Terminated		8 3	5							1	1		

### Workforce Analysis - Detailed Report

Date: 2019-06-26

### Women

Employment Equity Occupational Group	Internal Location	All Employees	•	sentation		lability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	17	3	17.6 %	27.6 %	5	2	National
02 : Middle and Other Managers	National	169	69	40.8 %	39.4 %	67	2	National
93 : Professionals		245	146	59.6 %	40.6 %	99	47	
1111 : Financial auditors and accountants	National	3	2	66.7 %	56.0 %	2	0	National
1112 : Financial and investment analysts	National	14	8	57.1 %	44.9 %	6	2	National
121 : Human resources professionals	National	13	12	92.3 %	73.2 %	10	2	National
122 : Professional occupations in business management consulting	National	6	2	33.3 %	42.7 %	3		National
123 : Professional occupations in advertising, marketing and public relations	National	30	22	73.3 %	66.6 %	20	2	National
2112 : Chemists	National	42	17	40.5 %	41.9 %	18		National
132 : Mechanical engineers	National	1	1	100.0 %	9.5 %	0	1	National
141 : Industrial and manufacturing engineers	National	14	6	42.9 %	20.4 %	3	3	National
2171 : Information systems analysts and consultants	National	47	30	63.8 %	27.7 %	13	17	National
2172 : Database analysts and data administrators	National	8	2	25.0 %	33.0 %	3		National
2174 : Computer programmers and interactive media developers	National	25	9	36.0 %	16.6 %	4	5	National
1112 : Lawyers and Quebec notaries	National	33	27	81.8 %	43.9 %	14	13	National
1162 : Economists and economic policy researchers and analysts	National	1	1	100.0 %	43.8 %	0	1	National
1163 : Business development officers and marketing researchers and consultants	National	8	7	87.5 %	51.3 %	4	3	National
04 : Semi-Professionals and Technicians		282	156	55.3 %	54.2 %	153	3	
t211 : Chemical technologists and technicians	Québec	260	143	55.0 %	54.4 %	141	2	Québec
1262 : Engineering inspectors and regulatory officers	Québec	1	0	0.0 %	24.1 %	0	0	Québec
263 : Inspectors in public and environmental health and occupational health and safety	Québec	3	3	100.0 %	44.8 %	1	2	Québec
281 : Computer network technicians	Québec	2	1	50.0 %	14.0 %	0	1	Québec
283 : Information systems testing technicians	Québec	4	1	25.0 %	32.0 %	1	0	Québec
3211 : Medical laboratory technologists	Québec	7	6	85.7 %	82.0 %	6	0	Québec



### Workforce Analysis - Detailed Report

Date: 2019-06-26

### Women

Employment Equity Occupational Group	Internal Location	All Employees	-	sentation		ability	Gap	Recruitment Area
		#	#	%	%	#	#	
4211 : Paralegal and related occupations	Québec	1	1	100.0 %	86.5 %	1	0	Québec
5223 : Graphic arts technicians	Québec	4	1	25.0 %	41.9 %	2 🎇		Québec
05 : Supervisors		8	5	62.5 %	50.5 %	4	1	
Employment Equity Occupational Group	Montréal	8	5	62.5 %	50.5 %	4	1	Montréal
6 : Supervisors: Crafts and Trades		24	9	33,3 %	20.8 %	5	3	
227 : Supervisors, other products manufacturing and assembly	Québec	24	8	33.3 %	20.8 %	5	3	Québec
7: Administrative and Senior Clerical Personnel		80	58	72.5 %	80.9 %	65		
Employment Equity Occupational Group	Montréal	80	58	72.5 %	80.9 %	65		Montréal
08 : Skilled Sales and Service Personnel		52	28	53.8 %	29.9 %	16	12	
6221 : Technical sales specialists - wholesale trade	Québec	52	28	53.8 %	29.9 %	16	12	Québec
99 : Skilled Crafts and Trades Workers		66	2	3,0 %	1.8 %	7	1	
7241 : Electricians (except industrial and power system)	Québec	1	0	0.0 %	1.3 %	0	0	Québec
7311 : Construction millwrights and industrial mechanics	Québec	42	2	4.8 %	1.4 %	1	1	Québec
7333 : Electrical mechanics	Québec	23	0	0.0 %	2.5 %	1		Québec
16 : Clerical Personnel		83	46	55.4 %	61.6 %	51		
Employment Equity Occupational Group	Montréal	83	46	55.4 %	61.6 %	51	· · · · · · · · · · · · · · · · · · ·	Montréal
11 : Intermediate Sales and Service Personnel		11	9	81.8 %	63.2 %	7	2	
Employment Equity Occupational Group	Montréal	11	9	81.8 %	63.2 %	7	2	Montréal
12 : Semi-Skilled Manual Workers		135	38	28.1 %	15.9 %	21	17	
Employment Equity Occupational Group	Montréal	135	38	28.1 %	15.9 %	21	17	Montréal
3 : Other Sales and Service Personnel		3	0	0.0 %	50.0 %	2 💥		
Employment Equity Occupational Group	Montréal	3	0	0.0 %	50.0 %	2		Montréal
14 : Other Manual Workers		187	83	44.4 %	23.6 %	44	39	
Employment Equity Occupational Group	Montréal	187	83	44.4 %	23.6 %	44	39	Montréal



### Workforce Analysis - Detailed Report

Date: 2019-06-26

### Women

Employment Equity Occupational Group	Internal Location	All Employees	Representation		Ava	ilability	Gap	Recruitment Area	
		#	#	%	%	#	#		
									-
Total		1362	651	47.8 %	39.6 %	540	111		•

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



### Workforce Analysis - Detailed Report

Date: 2019-06-26

### **Aboriginal Peoples**

		Aboriginal Peoples					
Employment Equity Occupational Group	Internal Location	All Employees #	Repres #	entation %	Availa %	bility G #	ap Recruitment Ar #
01 : Senior Managers	National	17	0	0.0 %	3.2 %	1	National
02 : Middle and Other Managers	National	169	0	0.0 %	2.7 %	5	🍇 National
03 : Professionals		245	1	0.4 %	1.4 %	3	
1111 : Financial auditors and accountants	National	3	0	0.0 %	1.4 %	0	‱ 0 National
1112 : Financial and investment analysts	National	14	Ö	0.0 %	0.8 %	0	0 National
1121 : Human resources professionals	National	13	0	0.0 %	3.1 %	0	0 National
1122 : Professional occupations in business management consulting	National	6	1	16.7 %	1.6 %	0	1 National
1123 : Professional occupations in advertising, marketing and public relations	National	30	0	0.0 %	2.1 %	1	National
2112 : Chemists	National	42	0	0.0 %	0.7 %	0	0 National
2132 : Mechanical engineers	National	1	0	0.0 %	1.0 %	0	0 National
2141 : Industrial and manufacturing engineers	National	14	Ö	0.0 %	0.9 %	0	0 National
2171 : Information systems analysts and consultants	National	47	0	0.0 %	1.3 %	1	National
2172 : Database analysts and data administrators	National	8	0	0.0 %	1.5 %	0	0 National
2174 : Computer programmers and interactive media developers	National	25	0	0.0 %	1.1 %	0	0 National
4112 : Lawyers and Quebec notaries	National	33	0	0.0 %	1.9 %	1	National
4162 : Economists and economic policy researchers and analysts	National	1	0	0.0 %	1.8 %	0	0 National
4163 : Business development officers and marketing researchers and consultants	National	8	Ö	0.0 %	2.0 %	0	0 National
04 : Semi-Professionals and Technicians		282	0	0.0 %	1.4 %	4	4
2211 : Chemical technologists and technicians	Québec	260	0	0.0 %	1.4 %	4	4 Québec
2262 : Engineering inspectors and regulatory officers	Québec	1	0	0.0 %	1.4 %	0	0 Québec
2263 : Inspectors in public and environmental health and occupational health and safety	Québec	3	0	0.0 %	2.1 %	0	0 Québec
2281 : Computer network technicians	Québec	2	0	0.0 %	1.1 %	0	0 Québec
2283 : Information systems testing technicians	Québec	4	Ö	0.0 %	0.9 %	0	0 Québec
3211 : Medical laboratory technologists	Québec	7	0	0.0 %	1.5 %	0	0 Québec



### Workforce Analysis - Detailed Report

Date: 2019-06-26

### **Aboriginal Peoples**

Employment Equity Occupational Group	Internal Location	All Employees #	Represe #	entation %	Availa %	ibility #	Gap #	Recruitment Area
211 : Paralegal and related occupations	Québec	1	0	0.0 %	1.1 %	0	0	Québec
223 : Graphic arts technicians	Québec	4	0	0.0 %	1.3 %	0	0	Québec
15 : Supervisors		8	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Montréal	8	0	0.0 %	0.8 %	0	0	Montréal
6 : Supervisors: Crafts and Trades		24	o	0.0 %	1.5 %	0	0	
1227 : Supervisors, other products manufacturing and assembly	Québec	24	0	0.0 %	1.5 %	0	0	Québec
7: Administrative and Senior Clerical Personnel		80	4	1.3 %	0.8 %	1	0	
Employment Equity Occupational Group	Montréal	80	1	1.3 %	0.8 %	1	0	Montréal
8 : Skilled Sales and Service Personnel		52	0	0.0 %	1.1 %	1		
221 : Technical sales specialists - wholesale trade	Québec	52	0	0.0 %	1.1 %	1		Québec
9 : Skilled Crafts and Trades Workers		66	O	0.0 %	2.4 %	2	***	
241 : Electricians (except industrial and power system)	Québec	1	0	0.0 %	2.1 %	0	0	Québec
311 : Construction millwrights and industrial mechanics	Québec	42	0	0.0 %	2.7 %	1		Québec
333 : Electrical mechanics	Québec	23	0	0.0 %	1.8 %	0	0	Québec
6 : Clerical Personnel		83	1	1.2 %	1.0 %	1	0	
Employment Equity Occupational Group	Montréal	83	1	1.2 %	1.0 %	1	0	Montréal
1 : Intermediate Sales and Service Personnel		11	O	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Montréal	11	0	0.0 %	0.8 %	0	0	Montréal
2 : Semi-Skilled Manual Workers		135	0	0.0 %	1.0 %	1	*	
Employment Equity Occupational Group	Montréal	135	0	0.0 %	1.0 %	1	1	Montréal
3 : Other Sales and Service Personnel		3	0	0.0 %	1.0 %	0	0	
Employment Equity Occupational Group	Montréal	3	0	0.0 %	1.0 %	0	0	Montréal
4 : Other Manual Workers		187	0	0.0 %	1.0 %	2	2	
Employment Equity Occupational Group	Montréal	187	0	0.0 %	1.0 %	2		Montréal



### Workforce Analysis - Detailed Report

Date: 2019-06-26

### **Aboriginal Peoples**

		Aboriginal Peoples								
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	ability	Gap	Recruitment Area		
		#	#	%	%	#	#			
Total		1362	3	0.2 %	1.5 %					

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



### Workforce Analysis - Detailed Report

Date: 2019-06-26

### Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation		lability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	17	6	35.3 %	11.5 %	2	4	National
02 : Middle and Other Managers	National	169	22	13.0 %	17.6 %	30	***	National
03 : Professionals		245	48	19.6 %	30.9 %	76		
1111 : Financial auditors and accountants	National	3	2	66.7 %	32.3 %	1	1	National
1112 : Financial and investment analysts	National	14	2	14.3 %	37.8 %	5 🎆		National
1121 : Human resources professionals	National	13	1	7.7 %	16.7 %	2		National
1122 : Professional occupations in business management consulting	National	6	3	50.0 %	26.4 %	2	1	National
1123 : Professional occupations in advertising, marketing and public relations	National	30	4	13.3 %	18.8 %	6	2	National
R112 : Chemists	National	42	16	38.1 %	44.1 %	19	<b>****</b>	National
2132 : Mechanical engineers	National	1	0	0.0 %	30.7 %	0	0	National
2141 : Industrial and manufacturing engineers	National	14	2	14.3 %	33.9 %	5		National
2171 : Information systems analysts and consultants	National	47	6	12.8 %	38.6 %	18		National
2172 : Database analysts and data administrators	National	8	0	0.0 %	35.5 %	3	3	National
2174 : Computer programmers and interactive media developers	National	25	3	12.0 %	34.2 %	9	****	National
H112 : Lawyers and Quebec notaries	National	33	8	24.2 %	14.2 %	5	3	National
4162 : Economists and economic policy researchers and analysts	National	1	0	0.0 %	30.4 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	8	1	12.5 %	25.7 %	2		National
04 : Semi-Professionals and Technicians		282	111	39.4 %	18.8 %	53	58	
2211 : Chemical technologists and technicians	Québec	260	105	40.4 %	19.3 %	50	55	Québec
2262 : Engineering inspectors and regulatory officers	Québec	1	0	0.0 %	14.5 %	0	0	Québec
263 : Inspectors in public and environmental health and occupational health and safety	Québec	3	0	0.0 %	7.6 %	0	Q	Québec
281 : Computer network technicians	Québec	2.	0	0.0 %	16.5 %	0	0	Québec
2283 : Information systems lesting technicians	Québec	4	2	50.0 %	23.2 %	1	1	Québec
3211 : Medical laboratory technologists	Québec	7	4	57.1 %	10.7 %	1	3	Québec



### Workforce Analysis - Detailed Report

Date: 2019-06-26

### Members of Visible Minorities

				Members o	f Visible Mind	orities		
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation		lability	Gap	Recruitment Area
		#	#	%	%	#	#	
4211 : Paralegal and related occupations	Québec	1	0	0.0 %	10.5 %	0	0	Québec
5223 ; Graphic arts technicians	Québec	4	0	0.0 %	8.0 %	0	0	Québec
95 : Supervisors		8	0	0.0 %	20.4 %	2 #		
Employment Equity Occupational Group	Montréal	8	0	0.0 %	20.4 %	2		Montréal
6 : Supervisors: Crafts and Trades		24	3	12.5 %	10.8 %	3	0	
3227 : Supervisors, other products manufacturing and assembly	Québec	24	3	12.5 %	10.8 %	3	0	Québec
7: Administrative and Senior Clerical Personnel		80	20	25.0 %	14.6 %	12	8	
Employment Equity Occupational Group	Montréal	80	20	25.0 %	14.6 %	12	8	Montréal
08 : Skilled Sales and Service Personnel		52	4	7.7 %	10.9 %	6		
221 : Technical sales specialists - wholesale trade	Québec	52	4	7.7 %	10.9 %	6		Québec
9: Skilled Crafts and Trades Workers		66	13	19.7 %	5.3 %	3	10	
241 : Electricians (except industrial and power system)	Québec	1	0	0.0 %	4.2 %	0	0	Québec
311 : Construction millwrights and industrial mechanics	Québec	42	7	16.7 %	3.6 %	2	5	Québec
333 : Electrical mechanics	Québec	23	6	26.1 %	8.3 %	2	4	Québec
0 : Clerical Personnel		83	20	24.1 %	20.4 %	17	3	
Employment Equity Occupational Group	Montréal	83	20	24.1 %	20.4 %	17	3	Montréal
1 : Intermediate Sales and Service Personnel		11	O	0.0 %	26.6 %	3		
Employment Equity Occupational Group	Montréal	11	0	0.0 %	26.6 %	3		Montréal
2 : Semi-Skilled Manual Workers		135	51	37.8 %	26.1 %	35	16	
Employment Equity Occupational Group	Montréal	135	51	37.8 %	26.1 %	35	16	Montréal
3 : Other Sales and Service Personnel		3	1	33.3 %	28.3 %	1	0	
Employment Equity Occupational Group	Montréal	3	1	33.3 %	28.3 %	1	0	Montréal
4 : Other Manual Workers		187	52	27.8 %	27.1 %	51	1	
Employment Equity Occupational Group	Montréal	187	52	27.8 %	27.1 %	51	1	Montréal



### Workforce Analysis - Detailed Report

Date: 2019-06-26

### Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees Repre		Representation		Availability		Recruitment Area	
		#	#	%	%	#	#		
Total		1362	351	25.8 %	21.4 %	294	57		~~

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



### Workforce Analysis - Detailed Report

Date: 2019-06-26

### Persons with Disabilities

				Persons	with Disabil	lities	
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Ava	ilability Gap	Recruitment Area
		#	#	%	%	# #	
01/02 : Managers	National	186	0	0.0 %	5.0 %	9	National
03 : Professionals	National	245	0	0.0 %	8.9 %	22	National
04 : Semi-Professionals and Technicians	National	282	3	1.1 %	7.6 %	21	National
05 : Supervisors	National	8	0	0.0 %	27.5 %	2	National
06 : Supervisors: Crafts and Trades	National	24	0	0.0 %	10.1 %	2	National
07 : Administrative and Senior Clerical Personnel	National	80	0	0.0 %	10.0 %	8	National
08 : Skilled Sales and Service Personnel	National	52	0	0.0 %	8.0 %	4	National
09 : Skilled Crafts and Trades Workers	National	66	0	0.0 %	7.8 %	5	National
10 : Clerical Personnel	National	83	0	0.0 %	9.3 %	8	National
11 : Intermediate Sales and Service Personnel	National	11	0	0.0 %	10.8 %	1	National
12 : Semi-Skilled Manual Workers	National	135	2	1.5 %	10.3 %	14	National
13 : Other Sales and Service Personnel	National	3	0	0.0 %	10.7 %	0 (	National
14 : Other Manual Workers	National	187	9	0.0 %	6.8 %	13	National
Total		1362	5	9.4 %	8.1 %	109 - 304	

Total may not equal sum of components due to rounding.

Sources: 2017 Canadian Survey on Disability and employer's Internal data



### Workforce Analysis - Detailed Report

Date: 2019-06-26

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

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Míddle and Other Managers	EEOG	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
05 : Supervisors	EEOG	CMA
06 : Supervisors: Crafts and Trades	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
09 : Skilled Crafts and Trades Workers	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA
13 : Other Sales and Service Personnel	EEOG	CMA
14 : Other Manual Workers	EEOG	CMA



### Workforce Analysis - Detailed Report

Date: 2019-06-26

### 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
06 : Supervisors: Crafts and Trades	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
09 : Skilled Crafts and Trades Workers	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National
13 : Other Sales and Service Personnel	EEOG	National
14 : Other Manual Workers	EEOG	National



### **Workforce Analysis - Summary Report**

Date: 2019-06-26

### Women

				Women		
Employment Equity Occupational Group	All Employees	,	sentation		ilability	Gap
	#	#	%	%	#	#
01 : Senior Managers	17	3	17.6 %	27.6 %	5	2
02 : Middle and Other Managers	169	69	40.8 %	39.4 %	67	2
3 : Professionals	245	146	59.6 %	40.6 %	99	47
4 ; Semi-Professionals and Technicians	282	156	55.3 %	54.2 %	153	3
5 : Supervisors	8	5	62.5 %	50.5 %	4	1
6 : Supervisors: Crafts and Trades	24	8	33.3 %	20.8 %	5	3
7 : Administrative and Senior Clerical Personnel	80	58	72.5 %	80.9 %	65	
3 : Skilled Sales and Service Personnel	52	28	53.8 %	29.9 %	16	12
: Skilled Crafts and Trades Workers	66	2	3.0 %	1.8 %	1	1
) ; Clerical Personnel	83	46	55.4 %	61.6 %	51	•
1 : Intermediate Sales and Service Personnel	11	9	81.8 %	63.2 %	7	2
2 : Semi-Skilled Manual Workers	135	38	28.1 %	15.9 %	21	17
3 : Other Sales and Service Personnel	3	0	0.0 %	50.0 %	2	2
4 : Other Manual Workers	187	83	44.4 %	23.6 %	44	39
'otal	1362	651	478%	39.6 %	540	111

Total may not equal sum of components due to rounding,



### **Workforce Analysis - Summary Report**

Date: 2019-06-26

### **Aboriginal Peoples**

			Aborio	jinal Peoples	·		
Employment Equity Occupational Group	All Employees		entation		lability	Gар	
	#	#	%	%	#	#	
01 : Senior Managers	17	0	0.0 %	3.2 %	1	-4	
02 : Middle and Other Managers	169	0	0.0 %	2.7 %	5	<b>S</b>	
03 : Professionals	245	1	0.4 %	1.4 %	3	4	
04 : Semi-Professionals and Technicians	282	0	0.0 %	1.4 %	4	4	
05 : Supervisors	8	0	0.0 %	0.8 %	0	0	
06 : Supervisors: Crafts and Trades	24	0	0.0 %	1.5 %	0	0	
07 : Administrative and Senior Clerical Personnel	80	1	1.3 %	0.8 %	1	0	
08 : Skilled Sales and Service Personnel	52	0	0.0 %	1.1 %	1	1	
09 : Skilled Crafts and Trades Workers	66	0	0.0 %	2.4 %	2.	4	
10 : Clerical Personnel	83	1	1.2 %	1.0 %	1	0	
11 : Intermediate Sales and Service Personnel	11	0	0.0 %	% 8.0	0	0	
12 : Semi-Skilled Manual Workers	135	0	0.0 %	1.0 %	1		
13 : Other Sales and Service Personnel	3	0	0.0 %	1.0 %	0	0	
14 : Other Manual Workers	187	0	0.0 %	1.0 %	2	*	
Total	1362	3	0.2 %	1.5 %	21	***	

Total may not equal sum of components due to rounding.



### Workforce Analysis - Summary Report

Date: 2019-06-26

### Members of Visible Minorities

			Members o	f Visible Min	orities	
Employment Equity Occupational Group	All Employees	Repres	sentation	Ava	ilabilíty	Gap
	#	#	%	%	#	#
01 : Senior Managers	17	6	35.3 %	11.5 %	2	4
02 : Middle and Other Managers	169	22	13.0 %	17.6 %	30	*
03 : Professionals	245	48	19.6 %	30.9 %	76	348
94 : Semi-Professionals and Technicians	282	111	39.4 %	18.8 %	53	58
05 : Supervisors	8	0	0.0 %	20.4 %	2	2
06 : Supervisors: Crafts and Trades	24	3	12.5 %	10.8 %	3	0
07 : Administrative and Senior Clerical Personnel	80	20	25.0 %	14.6 %	12	8
08 : Skitted Sales and Service Personnel	52	4	7.7 %	10.9 %	6 🏽	2
09 : Skilled Crafts and Trades Workers	66	13	19.7 %	5.3 %	3	10
10 : Clerical Personnel	83	20	24.1 %	20.4 %	17	3
11 : Intermediate Sales and Service Personnel	11	0	0.0 %	26.6 %	3	
12 : Semi-Skilled Manual Workers	135	51	37.8 %	26.1 %	35	16
13 : Other Sales and Service Personnel	3	1	33.3 %	28.3 %	1	0
14 : Other Manual Workers	187	52	27.8 %	27.1 %	51	1
Total	1362	351	25.8 %	21.4 %	294	57

Total may not equal sum of components due to rounding.



### Workforce Analysis - Summary Report

Date: 2019-06-26

### Persons with Disabilities

			Persons	with Disabil	ities		
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	ilability	Gap	
	#	#	%	%	#	#	
01/02 : Managers	186	0	0.0 %	5.0 %	9	-9	
03 : Professionals	245	0	0.0 %	8.9 %	22	22	
04 : Semi-Professionals and Technicians	282	3	1.1 %	7.6 %	21	218	
05 : Supervisors	8	0	0.0 %	27.5 %	2	*	
06 : Supervisors: Crafts and Trades	24	0	0.0 %	10.1 %	2	2	
07 : Administrative and Senior Clerical Personnel	80	0	0.0 %	10.0 %	8	8	
08 : Skilled Sales and Service Personnel	52	0	0.0 %	8.0 %	4	4	
09 : Skilled Crafts and Trades Workers	66	0	0.0 %	7.8 %	5	8	
10 : Clerical Personnel	83	0	0.0 %	9.3 %	8	*	
11 : Intermediate Sales and Service Personnel	11	0	0.0 %	10.8 %	1		
12 : Semi-Skilled Manual Workers	135	2	1.5 %	10.3 %	14	12	
13 : Other Sales and Service Personnel	3	0	0.0 %	10.7 %	0	0	
14 : Other Manual Workers	187	0	0.0 %	6.8 %	13	10	
Total	1362	5	0.4 %	8.1 %	109	*04	

Total may not equal sum of components due to rounding.



### Workforce Analysis - Summary Report

Date: 2019-06-26

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

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Míddle and Other Managers	EEOG	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
05 : Supervisors	EEOG	CMA
06 : Supervisors: Crafts and Trades	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
09 : Skilled Crafts and Trades Workers	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA
13 : Other Sales and Service Personnel	EEOG	CMA
14 : Other Manual Workers	EEOG	CMA



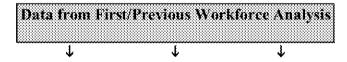
### Workforce Analysis - Summary Report

Date: 2019-06-26

### 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
06 : Supervisors: Crafts and Trades	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
09 : Skilled Crafts and Trades Workers	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National
13 : Other Sales and Service Personnel	EEOG	National
14 : Other Manual Workers	EEOG	National





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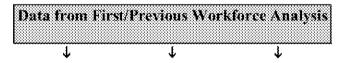
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			Fable 1: Women	
		First/Pr	evious Workforce A	nalys <del>i</del> s
E' annual a	oyment Equity Occupational Group (EFOG)	All Employees	Won	en
r.+1111+11	syment equity tree pational cutury (creeks)		Representation	Availability*
		#	#	%
01	Senior Managers	12	1	27.40
02	Middle & Other Managers	254	118	38.90
03	Professionals	324	200	42.70
04	Semi-Professionals & Technicians	338	188	54.10
05	Supervisors	4	3	50.80
06	Supervisors: Crafts & Trades	34	12	24.90
07	Administrative & Senior Clerical Personnel	123	92	80.80
08	Skilfed Sales & Service Personnel	63	36	29,10
09	Skilled Crafts & Trades Workers	63	0	2.60
10	Clerical Personnel	86	43	62.50
11	Intermediate Sales & Service Personnel	10	7	61,80
12	Semi-Skilled Manual Workers	166	46	18.40
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	218	107	23.80
Fotal		1,695	853	41.0

e-	l'able 5: Women	
Subsequent	/Current Workford	e Analysis
All Employees	Won	ien
	Representation	Availability*
#	#	%
17	3	27.60
169	69	39,40
245	146	40.60
282	156	54.20
8	5	50.50
24	8	20,80
80	58	80.90
52	28	29.90
66	2	1.80
83	46	61.60
11	9	63.20
135	38	15.90
3	0	50.00
187	83	23.60
1,362	651	39.6

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		* Source: 2016 Census	*8																																								
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Data from Fi	rst/Previous Work)	
2016	<b>MW</b>	9 <b>0</b> 06

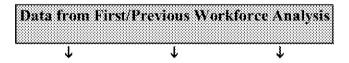
Data from Subse	equent/Current Wo	irkforce Analysis
YYYY	MM	DĐ
2019	06	20

			2: Aboriginal Portions Workforce	
801 B	er en er te enne	All Employees	Aborigina	
ւարտ	oyment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	12	0	2.90
02	Middle & Other Managers	254	1	2.20
03	Professionals	324	0	1.30
04	Semi-Professionals & Technicians	338	0	0.80
05	Supervisors	4	0	0.80
06	Supervisors: Crafts & Trades	34	0	0.00
07	Administrative & Senior Clerical Personnel	123	1	0.70
08	Skilled Sales & Service Personnel	63	0	1,00
09	Skilled Crafts & Trades Workers	63	0	1.60
30	Clerical Personnel	86	1	0.80
11	Intermediate Sales & Service Personnel	10	0	0.90
12	Semi-Skilled Manual Workers	166	0	0.90
13	Other Sales & Service Personnel	0	0	00.0
14	Other Manual Workers	218	0	0.80
Total		1,695	3	1.1

Table	6: Aboriginal Pe	coples
Subsequent	Current Workford	e Analysis
All Employees	Aborigina	l Peoples
	Representation	Availability*
#	#	4∕⊕
17	0	3.20
169	0	2.70
245	J	1.40
282	0	1.40
8	0	0.80
24	0	1.50
80	1	0.80
52	0	1.10
66	0	2.40
83	1	1.00
11	0	0.80
135	0	1.00
3	0	1.00
187	0	1.00
1,362	3	1.5

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Data from Si	***************************************	ent Workforce
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	rst/Previous Work!	
YYYY	MM	DD
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	equent/Current Wo	
YYYY	MM	DĐ
2019	06	20

		Table 3: Me	mbers of Visible	Minorities
		First/Pro	evious Workforce A	nalysis
171		All Employees	Members of Vis	ible Minorities
r.ugu	oyment Equity Occupational Group (EFOG)		Representation	Availability*
		#	#	%
01	Senior Managers	12	1	10.10
02	Middle & Other Managers	254	42	15.00
03	Professionals	324	74	26.40
04	Semi-Professionals & Technicians	338	143	15.20
05	Supervisors	4	0	16.70
06	Supervisors: Crafts & Trades	34	5	14.60
07	Administrative & Senior Clerical Personnel	123	28	12.20
08	Skilfed Sales & Service Personnel	63	7	8,50
09	Skilled Crafts & Trades Workers	63	rij	4.60
10	Clerical Personnel	86	24	17.40
11	Intermediate Sales & Service Personnel	10	0	22.20
12	Semi-Skilled Manual Workers	166	63	22.70
13	Other Sales & Service Personnel	0	0	00.00
14	Other Manual Workers	218	55	22,10
Total		1,695	453	18.2

Table 7: Me	mbers of Visible	e Minorities	
Subsequent/Current Workforce Analysis			
All Employees	Members of Visible Minoritie		
	Representation	Availability*	
#	#	4/4	
17	6	11,50	
169	22	17.60	
245	48	30.90	
282	111	18.80	
8	0	20.40	
24	3	10.80	
80	20	14.60	
52	4	10.90	
66	13	5.30	
83	20	20.40	
11	0	26.60	
135	51	26.10	
3	1	28.30	
187	52	27.10	
1,362	351	21.4	

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Data from Fir	a/Previous Wor	kiorce Analysis
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Data from	Subsequent/Cui Analysis	rrent Workforce
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	rst/Previous Work!	
YYYY	MM	
2016	10	06

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2019	06	20

		Table 4:	Persons with Dis	abilities
		First/Previous Workforce Analysis		
Cannelio	yment Equity Occupational Group (EFOG)	All Employees	Persons with	Disabilities
cmthno	yment extuny Occupational Group (CCCA)		Representation	Availability*
		H	#	%
01/02	Managers	266	1	4.30
03	Professionals	324	0	3.80
04	Semi-Professionals & Technicians	338	2]	4.60
05	Supervisors	4	0	13.90
06	Supervisors: Crafts & Trades	34	0	7.80
07	Administrative & Senior Clerical Personnel	123	0	3.40
08	Skilled Sales & Service Personnel	63	0	3,50
09	Skilfed Crafts & Trades Workers	63	0	3,80
10	Clerical Personnel	86	0	7.00
11	Intermediate Sales & Service Personnel	10	0	5,60
12	Semi-Skilled Manual Workers	166	1	4.80
13	Other Sales & Service Personnel	0	0	00.0
14	Other Manual Workers	218	0	5.30
l'otal		1,695	4	4.6

Table 8:	Persons with Di	sabilities	
Subsequent/Current Workforce Analysis			
All Employees	Persons with	Disabilities	
	Representation	Availability*	
#	#	4∕4	
186	0	5.00	
245	0	8.90	
282	3	7.60	
8	0	27.50	
24	0	10.10	
80	0	10.00	
52	0	8.00	
66	0	7.80	
83	0	9.30	
[]	0	10.80	
1.35	2	10,30	
3	0	10.70	
187	0	6.80	
1,362	5	8.1	

* Source:		
	irvey on Dis	

*	\$	o	H	r	Ċ	e:																																			
20	)]	7	ı	Ö	a	11	a	d	k	11	1	5	Ş	ij	ť١	/1	۲,	,	í	>3	3	Į	)	18	8	ıb	i	li	ľ	7							Ī				Ī

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End I	Date of Flow	Data
2019	06	20

#### Data from Form 4 - Employees Data from Form 5 - Employees Data from Form 6 - Employees Hired Promoted Lerminated Ţ Table 9: Women Table 1: Women Table 5: Women Full-time National Part-time / National kull-time/National Part-time / National Full-time / National Part-time National 18 λĦ 141 ΛĦ 133 Employment Equity Occupational Group **М**ониен **Н**отон **Чонис**я **Ууотнет** Women Мотев Employees Laugiorces Limplovees Employees Employees Employees (EEOG) Hired Hired Promoted Promoted Lerminated Lerenmated Riced Hirrd Ретиронал Prosmoted ferminated Lermmated Ħ - 9 ....**.** # # .... # t t **a** H at . 01 Senior Managers 13 02 Middle & Other Managers 86 θ 32 147 03 Professionals 172 140 41 105 04 Semi-Professionals & Technicians 23 63 116 05 Supervisors 06 Supervisors: Crafts & Trades 07 Administrative & Senior Clerical Personnel 36 10 60 71 08 Skilled Sales & Service Personnel 09 Skilled Crafts & Trades Workers 24 26 10 Clerical Personnel 28 11 Intermediate Sales & Service Personnel 12 Semi-Skilled Manual Workers 13 Other Sales & Service Personnel 14 Other Manual Workers θ 40 24 496 236 136 666 352 Total

Start	Date of Flow	Data
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2016	10	96

End #	late of Flow	Data
YYYY	VI31	DB
2019	06	20

## Data from Form 4 - Employees Hired

## Data from Form 5 - Employees Promoted

### Data from Form 6 - Employees Lerminated

	<u> </u>	<u> </u>	Ψ	<u> </u>
	Tal	de 2: Abor	iginal Pec	iples
	Tull-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	AB Employees Hired	Aberigmal Peoples Hirrd	Ali Empiosces Hired	Aboriginal Peoples thred
	- 8	- 8	#	#
01 Senior Managers	13	0	()	()
02 Middle & Other Managers	86	()	0	ø
03 Professionals	140	0	0	Ø
04 Semi-Professionals & Technicians	75	t e	0	0
05 Supervisors	8	0	0	0
06 Supervisors: Crafts & Trades	12	0	0	ø
07 Administrative & Senior Clerical Personnel	36	()	0	0
08 Skilled Sales & Service Personnel	25	0	0	0
09 Skilled Crafts & Trades Workers	24	0	0	0
10 Clerical Personnel	28	()	0	0
11 Intermediate Sales & Service Personnel	4	0	0	(3
12 Semi-Skilled Manual Workers	13	0	0	θ

496

13 Other Sales & Service Personnel 14 Other Manual Workers

Total

kull-time	National	Part-time	National
All Employees Promoted	Aboriginal Propies Promoted	All Employees Promoted	Abortginal Peoples Promoted
#	#	#	ø
3	0	0	0
32	0	- 0	0
41	0	0	0
23	ij	0	()
0	0	0	ŋ
7	0		0
10	0	0	0
2	1)	0	(i
2	0		0
2	0	0	0
0	0	0	0
0	19	0	Ç
0	0	- 0	O
14	0	0	0
136	0	0	0

Ψ	₩	Ψ	Ψ	Ψ	¥	Ψ	₩
Tab	le 6: Abox	iginal Peo	ples	Tabl	e 10: Abo	riginal Pe	oples
Full-time	/ National	Part-time	/ National	Full-time	/ National	Part-time	/ National
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Prosseted	Aboriginal Peoples Promoted	All Employees Ferminated	Aboriginal Pospies Terminated	All Employees Terminated	Aboriginal Pospies Terminated
#	#	#	#	#	#	4	4
3	0	0	0	7	0	()	()
32	0	0	0	147	1	l	Ð
41	0	0	0	172	0	2	0
23	Ø	0	(1)	110	q	0	0
0	0	0	0	4	0	()	Ø
7	0	0	0	19	Ð	0	0
10	0	0	0	60	()	2	0
2	Ø	0	(6)	21	()	0	0
2	0	0	(	26	0	()	()
2	0	0	0	24	0	0	0
0	0	0	U	3	0	0	(t)
0	Ø	0	(6)	22	()	1	0
0	Q	0	0	2	Q	0	Ø
1.4	0	0	0	49	0	2	0
136	0	0	0	666	ş	8	0

Start	Date of Flor	Data
7777	w	øø
2016	10	96

End #	late of Flow	Data
YYYY	VI31	DB
2019	06	20

## Data from Form 4 - Employees Hired Lable 3: Persons with Disabilities

## Data from Form 5 - Employees Promoted

	rame 3: rersons with Disabilities				
	Full-time	/ National	Part-time / National		
Employment Equity Occupational Group (FEOG)	AB Employees Hired	Persons with Disabilities Bired	All Employees Mired	Persons with Disabilities Hierd	
	4	4	#	#	
01 Senior Managers	13	0	()	()	
02 Middle & Other Managers	86	()	0	0	
03 Professionals	140	0	0	0	
04 Semi-Professionals & Technicians	75	1	0	0	
05 Supervisors	8	0	0	0	
06 Supervisors: Crafts & Trades	12	0	0	0	
07 Administrative & Senior Clerical Personnel	36	()	0	0	
08 Skilled Sales & Service Personnel	25	0	0	0	
09 Skilled Crafts & Trades Workers	24	0	0	0	
10 Clerical Personnel	28	()	0	0	
11 Intermediate Sales & Service Personnel	4	0	0	()	
12 Semi-Skilled Manual Workers	13	0	0	0	
13 Other Sales & Service Personnel	3	()	0	Ð	
14 Other Manual Workers	29	0	0	0	
Total	496	1	0	0	

kull-time	/ National	Part-time	/ National
**************	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
#	#	#	И
3	0	0	(
32	0	0	C
41	0	θ	()
23	()	0	(
0	ŋ	0	0
7	0	0	C
10	0	0	()
2	ij	0	(
2	0	0	(
2	0	0	C
0	0	0	t
0	ij	0	(
0	0	0	(
1.4	0	0	C
136	O	0	Ø

	Table	1: Person:	with Disa	bilities
	Full-time	National	Part-time	/ National
•	All Employees Commissed	Persons with Disabilities Terminated		Persons with Disabilities Terminated
	#	#	¥	¥
ō	7	0	()	(
0	147	1	l	
0	172	0	2	
()	110	0	0	(
0	4	0	()	(
0	19	0	0	(
0	60	()	2	
(i	21	()	0	C
o	26	0	()	(
0	24	0	0	
υ	3	0	0	
(1	22	ij.	1	
o	2	0	0	(
0	49	0	2	
U	666	į	8	(

Start	Date of Flor	Data
7777	w	øø
2016	10	96

End ‡	late of Flow	Data
YYYY	VI31	DÐ
2019	06	20

### Data from Form 4 - Employees Hired J

## Data from Form 5 - Employees Promoted

### Data from Form 6 - Employees Lerminated

	Francisco Company	· · · · · · · · · · · · · · · · · · ·	***********	G832 3 3 5 2 8 3 2 5
		Viembers o		
	Full-time	National	Part-time	National
mployment Equity Occupational Group EEOG)	All Employees Bleed	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Upservics Wred
	#	#	#	#
I Senior Managers	13	5	0	0
02 Middle & Other Managers	86	5	0	0
03 Professionals	140	21	()	(j
04 Semi-Professionals & Technicians	75	24	0	9
)5 Supervisors	8	0	0	()
06 Supervisors: Crafts & Trades	12	2	0	0
17 Administrative & Senior Clerical Personnel	36	8	()	0
08 Skilled Sales & Service Personnel	25	1	0	θ
99 Skilled Crafts & Trades Workers	24	6	0	Ð
0 Clerical Personnel	28	8	0	θ
1 Intermediate Sales & Service Personnel	4	0	0	(3
2 Semi-Skitted Manual Workers	13	4	0	Ð
13 Other Sales & Service Personnel	3	2	0	Ð

14 Other Manual Workers

Total

Full-time	National	Part-time	/ National
All Employees Promoted	Members of Visible Minorities Promoted	All Employers Promoted	Members of Visible Migorities Promoted
Ħ	¥	#	¥
3	1	0	0
32	3	0	0
41	10	0	0
23	5	0	()
0	0	0	n
7	0	0	0
10	2	0	0
2	ľ	0	()
2	0	0	0
2	2	0	0
θ	0	0	U
0	19	0	()
0	0	0	Ŋ
14	2	0	0
136	25	0	Ü

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l able 8:	Members (	of Visible N	linorities	Table 12:	Members	of Visible	Minoritie
kull-time	National	Part-time	/ National	Full-time	National	Part-time	/ National
All Employees Prumoted	Members of Visible Minorities Promoted	All Employees Promoted	Misabers of Visible Mignetites Promoted	All Employees Ferminated	Monthers of Visible Minorities Terminated	All Employees Terminated	Members o Visible Minorities Terminated
Ħ	#	#	4	#	ų.	#	4
3	1	0	0	7	0	()	
32	2	0	0	147	ĮQ	l	
41	10	0	0	172	38	2	
23	5	0	(3)	110	3,8	0	
0	0	0	0	4	0	0	
7	0	0	0	19	3	0	
10	2	0	0	60	13	2	
2	į.	0	(1)	21	1	0	
2	0	0	0	26	4	0	
2	2	0	0	24	7	0	
0	0	0	U	3	J.	0	
0	0	0	(8)	22	7	1	
0	0	0	o)	2	1	0	
14	2	0	0	49	15	2	
336	25	0	0	666	147	8	

									Data t	ar First I	'revious (	Soals							
A B C		D	E	F	G	<b>H</b>	ı	, L	K	L.	M	N	0	P	Q	R	<u> </u>	T	U
Fro Data sources: Work Aoal	force	Front Workforce Analysis*	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>2</sup>	Dota Entry C x	: E( × 3	J: .• I	From Workfotce Analysis	Equivalent to H	K x I. x 3	(F v Q) - R · M	JхР	Data Hony	Proor Workforce Analysis	From Workforce Analysis	()K - M + ()) - ((C' + F) x Q)	&÷C	(K - M + O) +(C ++ F)
	,	<u> </u>	1	1	<u> </u>	<u> </u>	1	<u> </u>			L.			<u> </u>	•	1	1	Ţ	Į.
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				433.16%	iodestes				PRS (	Preside SI	1012-37-141-1	1000			OGRICH				
Engloyment Equity (It expetional System		Gra- Xetasi	oah (New Positi Proje	(904)	Turnscer die	placement of Ferr Employees Projected		tolisipated Hicesthee &	Number \$155 555 00	Tionores (Ri lethorores)		Hires Sugar ed Occid	4110	r Goods ir - Po - YYYY	ffcessus Assalabilitis	Весенбар	Projected Projected	Piscont Representation	Projected Representation to A
2816-1		этогду	A00948)	131er 3 20012	Astrodis	AMARIBY	care	Years	2616-54-481	Sancell)	()600.3 30005	Seara	2016	2819					Years
#		%	*6	ø	%	**	*		*	9/6	*	ď	*	44	**	#		**	X6
01 Senior Managers	254	12,3% -12,7%	0.19%	0	48.3% 70.0%		9	0	118	0.0% 0.0%	0	2 -19	Ü	27 4%	27,4% 38,9%	-2	-2 10	8,3% 46,5%	8.3% 46.5%
02 Middle & Other Managers 03 Professionals	304	-93,7% -8,9%	0.69%	n	61.2%			0	200 200	0.0%	,	-59 -62	0	11 (19)	34.9% 42.7%	6.3	50	46.5% 61.7%	61.7%
04 Semi-Professionals & Tech	33%	-5.9%	0.8%	n	35.5%		6	'n	188	0.0%	,	3	n	0.0%	54.1%	- 5	";	55.6%	\$5.6%
05 Supervisors	4	26.0%	0.0%	0	66.7%		o.	0	3	0.0%	0	-1	(1	0.69%	50.8%	1		75.0%	75.0%
06 Supervisors: Crafts & Trades	34	-11.0%	0.0%	0	65.5%		Ü	0	1.2	0.0%	0	-4	Ų	0.6%	24.9%	3	4	35.3%	35.3%
07 Administrative & Sr Clerical	123	-13.4%		()	61.1%		ťì	()	92	0,0%	0	7	()	0.6%	80.8%	-7	-7	74.8%	74.8%
08 Skilled Sales & Service	63	-6.2%	0.00%	()	36.5%		0	n	36	0.0%	0	-18	0	0.0%	29,195	18	18	57.1%	57.1%
09 Skilled Crafts & Trades	63	1.696	0.0%	()	40.3%		0	n	0	0.0%	0	2	0	2.6%	2,6%	-2	-2	0.0%	0.0%
10 Clerical Personnel	86	-1.2%	1300	()	38.49		0	0	43	0.095	0	E1	()	0.0%	62,5%	-11	-}1	50.0%	50.0%
D Intermediate Sales & Service	10	3.256	3.00%	0	28.6%		0	0	7	0.055	0	-3	()	13.62%	63.896	1	į į	70.0%	70.0%
12 Semi-Skilled Manuat	366	-6.7%	3330%	0	15.3%		0	0	46	0.095	0	-15	()	0.8%	18,495	15	3.5	27.7%	27.7%
13 Other Sales & Service	0	0.095	1(3)%	0	133.3%		0	0	0	0.0%	0	0	()	6.6%		0	0	#D1V/0!	#3DIV/0!
Total Other Manual Workers	248 1,695	-5.0% -7.0%		()	25.2%		0	0	107 853	0.0%	0	-55 -158	()	0.8% 0.8%	23.8% 41.0%	. 55 158	55	49.1% 59.3%	49.1% 50.3%

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)<sup>17</sup> 1) x 100.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) + (Clotal number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

Workoute Sundania Cal V II						 		 	 								 				 			 
										Tah	te 2: Y	omen												
6			Mannen																					
Empleyment Equity Occupational	<b>કાર</b> જાઇન્ડ	teran Gus	ls Lord	gaorm t	acats:									Louir	nents:									
taong (kkin3)	W W		, , ,		%																			
03 Senior Managers		1	0.0	3	0.0		*******						******	******		******	 •	·····	•	******	 	*******	<del></del>	
92 Middle & Other Managers		el .	6.0	10	va T																			
93 Professionals		t)	8.0	o.	na [																			
94 Semi-Professionals & Fech		el.	0.0	0	0.0																			
95 Supervisors		N	13.0	- 10	1130																			
96 Supervisors: Crafts & Trades		N	6.0	· ·	0.0																			
97 Administrative & Sr Clerical		N	6.0	0	0.0																			
08 Skilled Sales & Service		0	(5,11	ņ	0.0																			
99 Skilled Crafts & Trades		£	0.6		0.0																			
10 Clerical Personnel		O.	(3.4)	0	0.0																			
34 Intermediate Sales & Service		0	0.00	0	0.0																			
12 Scori-Skilled Mamod		()	(i) (i)	0	0.0																			
13 Other Sales & Service		()	(i) (i)	0	0.0																			
14 Other Manual Workers		()	on	0	0.6																			
Total		2		2																				

## Federal Contractors Program Achievement Report Part 3; Goals Pharmascionee Inc. Date: 2019-06-26

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A B	<u>C</u>	D	E	F	G	El		1	К	L	М	N	0	Р	Q	R	<u> </u>	Ţ	U.
Data sources:	From Workforce Analysis	Front Workforce Analysis	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>2</sup>	Data Entry	C' & H x 3	J: I	From Workfowe Analysis	Equivalent to H	K x I. x 3	Ø¥Q)⊬ R÷M	JxÞ	Data Hotry	Proor Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K + M ± O) ±(C ± f)
No. of the Control of	Ţ	1	į.	1	\$	4	<u> </u>	<b></b>	<u>,                                     </u>		Ţ	4	<b>.</b>	4	<b>\$</b>		1	Ţ	i i
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	2816-119-196	этогду	Annaily	131er 3 10011	Aspessis	4009485	Over 3 Neure	Yeprs.	2616-541-481	santalis	00013 30065	Years	2016	2819					Years
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01 Sector Managers	12	12,3%	0.0%	0	48.3%		0	0	0	0.0%	(	0	0	0.0%	2.9%	; ()	0	0.0%	0.0%
02 Middle & Other Managers	254	-12.7%	0.0%	0	70.0%		t)	0	)	0.0%	0	5	0	2.2%	2.2%	-5	-5	0,4%	0.4%a
03 Professionals	324	-8.9%	0.69%	0	61.2%		t)	0	υ	0.0%	0	4	0	3 195	1.3%	1	-4	0.0%	0 0%a
04 Semi-Professionals & Tech	338	-5.9%	0.0%	9	35.5%		()	0	υ	0.0%	(1)	3	0	0.8%	0.8%	1	-3	0.(ሥሩ	0 0%
05 Supervisors	4	26.0%	0.0%	0	66,7%		0	0	Ü	0.0%	6	9	0	0.69%		1	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	34	293.11 <sub></sub>	0.0%	,	65.5%		10	1)	()	0.0%	1	, ,		0.0%		1		0.0% 0.8%	0.0%
07 Administrative & Sr Clerical 08 Skilled Sales & Service	123 63	-13,4% -6,2%	0.0%	,	61.4% 36.5%		"	,,		0.0%		"	)	0.0%	1.0%	1 .	ξi	0.0%	0.8% 0.0%
08 Skilled Sales & Service 09 Skilled Crafts & Trades	63	1.6%	0.000	,,	40,3%		0	, ,	0	0.0%			1 "	1.0%	\$1009 1,694	1 1	-1	0.0%	0.0%
10 Clerical Personnel	86	-1.2%		, ,	28.49		,	,,	,	0.000		1		0.8%	1.000 0.000	1	-1	1,2%	1.2%
1) Intermediate Sales & Service	10	3.296	00%	,	28.6%		,	0	,	0.055	,	) "		0.0%	0.993		) "	0.0%	0.0%
12 Semi-Skilled Manual	166	-6.7%	0.0%	6	15.3%				0	0.055		,		0.9%	0.991		]	0.0%	0.0%
13 Other Sales & Service	6	0.0%	0.0%	65	133.3%		,		,	0.0%		5 6		6.6%	0.0%		0	#DIV/0!	#DIV/0!
14 Other Manual Workers	218	-5.0%	0.0%	6	25.2%		0	6	0	0.0%	6	, ,		0.8%	0.8%	_2	-2	0.0%	0.0"4
Total	1,695	-7 0%	41. <b>0%</b> k	()	44.1%		0	()	3	0.0%	(	16	(		3.15	-16	-16		0,2%

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)<sup>13</sup> 1) x 100.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) + (Clotal number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

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0.1	Senior Managers		e)	6.0	e,		D)																	
02	Middle & Other Managers		v)	6.0	e	t	χù.																	
0,3	Professionals		r.	0.0			60																	
1).4	Semi-Professionals & Fech		r.	6.0			60																	
95	Supervisors		$\sim n$	13.0			(4)																	
- 06	Supervisors: Crafts & Trades		v)	0.0		· · ·	(3)																	
07	Administrative & Sr Clerical		v)	0.0		· · ·	(3)																	
08	Skilled Sales & Service		o l	(5,11	ę,	· ·	(8)																	
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30)	Clerical Personnel		o]	(8.33	0	Ç	33																	
31	Intermediate Sales & Service		0	0.31	(1)		.0																	
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Data sources:	Feom Workforce Analysis	From Workforce Analysis	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>2</sup>	Dota Entry	C' & EL * 3	J: -: I	From Workfowe Analysis	Equivalent to H	K x I. x 3	(FxQ)- R+M	JxP	Data Huny	Proor Workforce Analysis	;	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) +(C ++F)
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Group (EEIK.)	1211-3030-00	terosi		eerst	Aetoxi		ceted T	5.0919	1515 555 80		,	thee?		· 10*11	хээйныйцэ	177.000,77.11	-Cop	Representation	Years
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		•	<b>8</b> 6	*			4	•	•	0,	*	*	3	9,		4	•	9,	×,
01/02 Managers	266	-0,2%	0.0%	0	59.1%		()	0	J	0.0%	()	01	0	4 19	4.3%	-10	-10	0.4%	0.4%
03 Professionals	324	-8.9%	0.8%6	0	61.2%		t)	0	t)	0.0%	0	13	0	3 8%	3.8%	-12	-10	0.0%	0 0%a
04 Semi-Professionals & Tech	.338	-5.9%	0.6%	0	35.5%		υ	0	2	0.0%	0	14	0	4 6%	4.6%	-14	-{4	0.6%	0 6%a
05 Supervisors	4	26.(%)	0.0%	0	66.7%		0	0	t)	0.0%,	()	1	Ü	13 9%	13.9%	-1	-1	0.6%	0.0%
06 Supervisors: Crafts & Trades	34	₽93.11 <sub>~</sub>	0.0%	0	65.5%		0	9	Ü	0.0%	0	3	U	7.8%	7,8%	-3	-3	0.0%	0.0%
07 Administrative & Sr Clerical	123	-13.4%	0.6%	0	61.1%		Ü	0	Ü	0.0%	()	4	U	3.4%	3.4%	-3	-4	0.0%	0.0%
08 Skilled Sales & Service	63	-6.2%	0.8%	()	36.5%		(1)	1)	()	0.0%	Ú	2	(1	3,5%	3.5%	-2	-2	0.0%	0.0%
09 Skilled Crafts & Trades	63	1.6%	0.00	()	40,3%		0	6)	0	0.0%	0	2	(9	3.8%	3,899	-2	-2	6,095	0.0%
10 Clerical Personnel	86	-1.2%	0.0%	()	28,4%		()	0	()	0.095	0	- 6	- (9	7.0%	7,0%	-6	~6	0.0%	0.0%
11 Intermediate Sales & Service	10	3,2%	10.00°,	0	28.6%		0	0	0	0.0%	0	1	(9	5.8%	5.6%	-}	-1	0.0%	0.0%
12 Semi-Skilled Manuat	366	-6.7%	(30%)	- 0	15.3%		0	- 0	E	0.095	0	7	()	4.8%	4.895	-7	-7	0.6%	0.6%
13 Other Sales & Service	0	0.085	(30%)	- 0	133.3%		0	- 0	0	0.095	0	0	()	0.0%	0.095	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	218	-5.0%		()	25.2%		0	()	0	0.0%	0	12	()	5.3%	5.3%	-13	-12	0.09a	0.0%
Total	1.695	-7.0%	#.0%x	()	-14.1%		0	0	}	0.0%	0	74	()		4,6%	-7-}	-74	0.2%	0.2%

<sup>†</sup> Calculated by using the following formula, ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)<sup>13</sup> - 1) x, 100.

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

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03/02 M	lanagers		1	6.0		3	0.0																			
03 Pr	roressionals		1	6.0		3	0.0																			
94 Sc	emi-Professionals & Fech		e l	6.0		4	UA																			
95 80	upervisors		0	6.0		ol	$v\alpha$																			
96 80	upervisors: Crafts & Frades		1	6.0		1	ea																			
97 A	dministrative & Sr Clerical		n	13.0		<b>F</b>	0.0																			
98 89	killed Salos & Service		e	0.0		<b>E</b>	0.0																			
99 S3	killed Crafts & Trades		e e	0.0		<b>(</b>	0.0																			
30 C	ferical Personnel		2	(5,4)		2	0.0																			
3 i [ta	nermediate Sales & Service		0	(5.))		<b>(</b>	033																			
32 Si	emi-Skilled Manaal		0	(5.))		1	0.0																			
33 Q	ther Sales & Service		0	(5,))		ol .	0.0																			
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Data sources:	From Workforce Analysis	From Workforce Anolysis <sup>*</sup>	Data Entry	C×E×3	From Flow Data Analysis & Workforce Analysis <sup>2</sup>	Dota Entry C' x E	×3 F÷1	From Workforce Analysis	Equivalent to H	K x I. x 3	(F v Q) - R + M	JхР	Data Eurry	F100) Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	&÷C	(K - M + O) +(C ++ F)
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	2816-111-06	минице	Anneally	131er 3 10011	Assessit	Дия (18 г.) Дия (18 г.) Дия (18 г.)	(4)	25176-511-1811	Samali	Oren 3 Vegrs	State	20+6	2819					Vests
	*	28	*6	ø	%	*6 #	*		9/6	*	ø	*	4%	<b>*</b> 6	*	*	<b>%</b>	*6
01 Section Managers	12	12,3%	0.0%	0	48.3%		0	) )	0.0%	9	0	0	0.6%	1	0	0	8,3%	8.3%
02 Middle & Other Managers	254 324	-12,7"4 -8,9"4	0.0%	0	70.0%		0	) 42 1 74	0.0°% 0.0°%	9	-4		11 (9%)	1	1	10	16.5%	16.59a
03 Professionals 04 Semi-Professionals & Tech	33%	-5.9% -5.9%	0.0%	0	61.2% 35.5%			) (43	1		92		26 4% 0 6%	1	!	92	22.8% 42.3%	22.8% 42.3%
05 Supervisors	320	26.0%	0.0%		66.7%		6	1 140	0.0%	1	1		16.7%	1	1	1 %	9,0%	0.0%
06 Supervisors: Crafts & Trades	34	-11.0%	0.8%	()	65.5%		a l	5	0.0%		()	t	0.0%	1	1	0	14.7%	14.7%
07 Administrative & Sr Clerical	123	-13,4%	0.8%	1)	61.1%		t)	28	0.0%		-13	(	0.6%	12.2%	13	13	22.8%	22.8%
08 Skilled Sales & Service	63	-6.2%	0.0%	6)	36,5%		0	) 7	0.094		-2	(	0.0%	8.5%	2	2	11.1%	11.1%
09 Skilled Crafts & Trades	63	1.69	0.0%	()	40,3%		0	) 1	0.0%	. 0	-*	(	0.0%	4.6%	8	8	17.5%	17.5%
10 Clerical Personnel	86	-1.2%		0	28.4%		0	24	0.083	. 6	.9	(	0.8%	17.4%	. 9	9	27.9%	27,9%
11 Intermediate Sales & Service	10	3.299	(4.0%)	0	28.6%		0	) (	0.083	. 0	2	0	22.2%	22.293	-2	-2	0.0%	0.0%
12 Semi-Skilled Manuat	166	-6.79		0	15.3%		0	6.5	0.053		-25	()	0.8%	22,781	25	25	38.0%	38.0%
13 Other Sales & Service	θ	0.0%	6(3)%	0	133.3%		0	) (	0.0%	0	0	(	0.8%	1	0	0	#DIV/0!	#DMV/0!
14 Other Manual Workers	218	-5.0%		()	25.2%	300000000000	0	5.5	+	0	-7	(	0.8%		7	7	25.2%	25.2%
Total	1,695	J 095	61.6%	()	44.1%	99999999999	0	353	0.0%	4	145	(	processor de la constituir	18.29	145	145	26.7%	26,7%

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)<sup>11</sup> + 1) x 100.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

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Caoup (EECH3)		***														
03 Senior Managers	6	6,0	0 00											 		
02 Middle & Other Managers	8	6.0	e) e.a													
03 Professionals	6	0.0	6 00													
94 Semi-Professionals & Fech	υl	6.0	o oa													
05 Supervisors	ы	13.00	1 60													
96 Supervisors: Crafts & Trades	el	6.0	e eo													
97 Administrative & Sr Clerical	el .	6.0	0 00													
08 Skilled Sales & Service	0	(5.41	0 0.0													
99 Skilled Crofts & Trodes	0	(641)	0] 039													
10 Clerical Personnel	01	0.0	0 039													
34 Intermediate Sales & Service	(I	(6.6)	E 0.0													
12 Scori-Skilled Mamod	0	0.01	0.0													
13 Other Sales & Service	[ 0]	Off	0.0													
14 Other Manual Workers	6	011	0.0													
Total	7[		8													

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A B	<u>C</u>	D	E	F	G			1	К	<u> </u>	M	N	0	Р	Q	R	1 8	T	U
Data sources:	From Workforce Analysis	Front Workforce Analysis*	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>2</sup>	Dota Entry	C x H x 3	J∷ - I	From Workfowe Analysis	Equivalent to H	K x I. x 3	(F v Q) = R + M	1×h	Data Horry	Proor Workforce Analysis	From Workforce Analysis	(K - M + 0) - ((C + F) x Q)	K÷C	(K + M ± O) ±(C ⇒ F)
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	#	78	***	ø	%	**	#	*	Ÿ	%	*	ø	*	45	κ,	#		%	*6
01 Senior Managers	17	12,3%	0.0%	0	48.3%		0	0	3	0,0%	0	2	0	27.6%	27.6%	-2	-2	17,6%	17 6%
02 Middle & Other Managers	169	-12.7"6	0.0%	0	70.0%		()	0	69	0.0%	0	-?	0	!! ()%)	1	2	2	40.8"6	40.8%
03 Professionals	245	-8,9%	0.0%	0	61.2%		0	0	146	0.0%	9	-47	0	!! (9%)	1	1	47	59.6%	59 6%
04 Semi-Professionals & Tech	282	-5.9%	0.0%	9	35.5%		1)	ij	156	0.0%	1 19	-3	0	0.0%	1	1	3	55.3%	\$5.3%
05 Supervisors	, ,	26.0% -11.0%	0.0% 0.0%	0	66,7% 65,5%		U A	,	3	0.0% 0.0%	1 0	-1	, ,	0.6% 0.6%	1	1	1	62.5% 33.3%	62.5% 33.3%
05 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	24 80	-13,4%	0.000	,	61.1%		,,	9	58	0.0%	1 4	3	,	0.0%	1	1 3	2	72,5%	72.5%
08 Skilled Sales & Service	52	-6.2%	0.8%	,	36.5%		,	, ,	28	0.0%	1 "	-12	,	0.0%		1 6	1 17	53.8%	53.8%
09 Skilled Crafts & Trades	66	1.695	0.89	0	40,3%		,	0	7	0.0%	, ,	-1	1	0.0%		1	1 17	3.0%	3.0%
10 Clerical Personnel	83	-1.2%		6	28,49		0	6	46	0.0%	0	5	,	0.0%				55,4%	55,4%
13 Intermediate Sales & Service	11	3,295	0.00	6)	28.6%		o	0	3	0.055	0	Š	i a	0.0%	63.29	2	,	81.8%	81.8%
12 Semi-Skilled Manuat	135	-6.7%	11.00	- 0	15.3%		0	0	38	0.055	0	-17		0.8%		17	17	28.1%	28.1%
13 Other Sales & Service	3	0.095	£(3)%s	0	133.3%		0	0	0	0.095	0	2.	(0	50.0%		-2	-2	0.0%	0.0"%
14 Other Manual Workers	187	-5.0%s	0.0%	0	25.2%		0	0	83	0.095	0	- 39	()	0.6%		39	39	i	44,4%
Total	1,362	-7.0%	11.0%x	()	44.1%		0	()	651	0.0%	()	442		0.0%	39.6%	3 12	E12	47.8%	47,8%

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)<sup>11</sup> + 1) x 100.

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

\* Workforce Analysis + Total number of employees from Previous Workforce Analysis + Total number of employees from Current

\* Workforce Analysis + Total number of employees from Previous Workforce Analysis + Total number of employees from Current

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			*		<b>%</b>																			2
101	Senior Managers Middle & Other Managers		27.6		27.5																			
02	Middle & Othor Managers		0.0		9,9																			
03	Professionals		0.0		£1,00																			
04	Semi-Professionals & Tech		0.0		13,33																			
0.5	Supervisors		0.0		£659																			
06	Supervisors: Crofts & Trodes		0.0		0.0																			
07	Administrative & Sr Clerical		0.0		0.0																			
08	Skilled Sales & Service		0.0		0.0																			
09	Skitled Crafts & Trades		0.0		0.0																			
10	Clerical Personnel		0.0	(T)	0.0																			
11	Intermediate Sales & Service		0.0	m	13,13		000000000000	0000000000									0000000		0000000		******	*******	00000000	M
12	Semi-Skilled Manual		0.0		0.0																			
13	Other Sales & Service		59.0		500				Might be	more ch	denging to	M) as w	e ettireb	dy only i	ava 1 e	დენაალ	in that	category						
14	Other Manual Workers		0.0	r i	1533															*******				
Total			0.0		11/3															***********				

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A B	C	D	E	F	G	£1	ı	1	K	ι	M	N	0	P	Q	R	S [	т	U
Data sources:	Front Workforce Analysis	Front Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>2</sup>	Dota Entry	C' x E( x 3	]: [	From Workforce Analysis	Equivalent to H	K x I. x 3	(F v Q)∞ R + M	J x P	Data Eurry	Proor Workforce Analysis	: .	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) +(C ++ F)
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	2819-06-20	этогду	A98948)	131er.3 10015	Assessit	Annais	Over# Nows		2619-06-20	Ssinsilis	Over 3 Seers	Years	20+9	2822					740.
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01 Senior Managers	17	12,3%	0.19%	0	48.3%		- 0	0	()	0,0%	0	l l	0	3.2%	3.2%	-1	-}	0.0%	0.0%
02 Middle & Other Managers	169	-32.7%	0.69%	0	70.0%		t)	0	t)	0.0%	9	.5	0	2.7%	2.7%	-5	-5	0.0"6	t) 0%a
03 Professionals	245	-8.9%	0.0%	0	61.2%		υ	0	3	0.0%	9	?	0	3 2%	1.4%	-2	-2	0.4%	0 49a
04 Semi-Professionals & Tech	282	-5.9%	0.6%																
05 Supervisors				2	35.5%		U)	0	t)	0.0%,	0	4	Ü	3 4%	1,4%,	-4	-4	0.0%	0.0%
1 37 10 3 67 6 0 70 4	8	26,0%	0.0%	9	66.7%		0	9	0	0.0%	0	4	0	0.69%	0.8%	-4 0	A- 0	0.0%	0.0%
06 Supervisors: Crafts & Trades	8 24	26.0% -11.0%	0.0% 0.0%	0	66.7% 65.5%		0	0 0	0 0 0	0.0% 0.0%	0	4 () ()	0	0.6% 0.6%	0.8% 1.5%	-4 0 0	A- 0 0	0.0% 0.0%	0.0% 0.0%
07 Administrative & Sr Clerical	80	26.0% -11.0% -13.4%	0.0% 0.0% 0.0%	()	66,7% 65,5% 61,1%		0 0	0 0 0	0 0 1	0,0%, 0,0%, 0,0%,	0 0 0	4 0 0	0 0	0.0% 0.0% 0.0%	0.8% 1.5% 0.8%	-4 0 0	A. 0 0 0	0.0% 0.0% 1.3%	0.0% 0.0% 1.3%
07 Administrative & Sr Clerical 08 Skilled Sales & Service	80 52	26.0% -31.0% -13.4% -6.2%	0.0% 0.0% 0.0% 0.0%	9 9 9	66,7% 68,5% 61,1% 36,5%		0 0 0 0	0 0 0 0	0 0 1 0	0.0% 0.0% 0.0% 0.0%	0 0 0 0	4 0 0 0 1	0 U U 0	0.0% 0.0% 0.0% 1.1%	0.8% 1.5% 0.8% 1.1%	.4 0 0 0	-4 0 0 0 -1	0.0% 0.0% 1.3% 0.0%	0.0% 0.0% 1.3% 0.0%
07 Administrative & Sr Clerical 08 Skilled Sales & Service 09 Skilled Crafts & Trades	80 52 66	26.0% -/1.0% -/3.4% -6.2% 1.6%	0.0% 0.0% 0.0% 0.0%	()	66,7% 65,5% 61,4% 36,5% 40,3%		0 0	9 9 9 9 9	0 0 0 1 0 0	0.0% 0.0% 0.0% 0.0% 0.0%	0 0 0 0	4 9 9 1 2	0 0 0 0	0.6% 0.6% 0.6% 1.1% 2.4%	0.8% 1.5% 0.8% 1.1% 2.4%	4 0 0 1 2 0	-A 0 0 0 -1 -2	0,0% 0,0% 1,3% 0,0% 0,0%	0.0% 0.0% 1.3% 0.0% 0.0%
07 Administrative & Sr Clerical 08 Skilled Sales & Service 09 Skilled Crafts & Trades 10 Clerical Personnel	80 52	26.0% -J1.0% -J3.4% -6.2% 1.6% -1.2%	0.0% 0.0% 0.0% 0.0% 0.0%	()	66,7% 68,5% 61,1% 36,5% 40,3% 28,4%		0 0 0 0 0	0 0 0 0 0 0	0 0 0 1 0 0 0	0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	0 0 0 0 0	4 9 9 1 1 2 0	0 0 0 0 0	0.6% 0.6% 0.6% 1.1% 2.4% 0.6%	0.8% 1.5% 0.8% 1.19% 2.4% 1.0%	-4 0 0 0 -1 -2 0	-4 0 0 -1 -2 0 n	9,8% 0,8% 1,3% 0,0% 6,0% 1,2%	0.0% 0.0% 1.3% 0.0% 0.0% E.2%
07 Administrative & Sr Clerical 08 Skilled Sales & Service 09 Skilled Crafts & Trades 10 Clerical Personnel 11 Intermediate Sales & Service	80 52 66	26.0% -J1.0% -J3.4% -6.2% -1.6% -1.2% -3.2%	0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	()	66.7% 68.5% 61.1% 36.5% 40.3% 28.4% 28.6%		0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 1 0 0 0 1 0 0	0.0% 0.0% 0.0% 0.0% 0.0%	0 0 0 0 0 0 0	4 9 9 9 1 2 9	0 0 0 0 0 0	0.0% 0.0% 0.0% 1.1% 2.4% 0.0%	0.8% 1.5% 0.8% 1.1% 2.4% 1.0% 0.8%	.4 0 0 0 -1 -2 0 0	-A 0 0 -1 -2 6 0	9,0% 0,0% 1,3% 9,0% 6,0% 1,2% 9,0%	0.0% 0.0% 1.3% 0.0% 0.0% E.2% 0.0%
07 Administrative & Sr Clerical 08 Skilled Sales & Service 09 Skilled Crafts & Trades 10 Clerical Personnel 11 Intermediate Sales & Service 12 Semi-Skilled Manual	80 52 66 83 11	26.0% -J1.0% -J3.4% -6.2% -6.2% -1.2% -3.256 -6.7%	0 m, 0 m, 0 m, 0 m, 0 m, 0 m,	()	66.7% 65.5% 61.4% 36.5% 40.3% 28.4% 27.6% 15.3%		0 0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 1 0 0 0 1 0 0 0	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	9 9 9 9 9 9	4 9 9 1 2 9 9	0 0 0 0 0 0	0.0% 0.0% 1.1% 2.4% 0.0% 1.0%	0.8% 1.5% 0.8% 1.19% 2.4% 1.0%	4 0 0 1 2 0 0 1 0	-A 0 0 0 -4 -2 0 0 -4	0.0% 0.0% 1.3% 0.0% 0.0% 1.2% 0.0% 0.0%	0.0% 0.0% 1.3% 0.0% 0.0% 1.2% 0.0%
07 Administrative & Sr Clerical 08 Skilled Sales & Service 09 Skilled Crafts & Trades 10 Clerical Personnel 11 Intermediate Sales & Service	80 52 66 83 11	26.0% -J1.0% -J3.4% -6.2% -1.6% -1.2% -3.2%	0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	()	66.7% 68.5% 61.1% 36.5% 40.3% 28.4% 28.6%		0 0 0 0 0 0 0 0	9 9 9 9 9 9 9	0 0 1 0 0 0 1 0 0 0	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	0 0 0 0 0 0 0 0	4 9 9 1 2 9 9 3	0 0 0 0 0 0 0	0.0% 0.0% 0.0% 1.1% 2.4% 0.0%	0.8% 1.5% 0.8% 1.1% 2.4% 1.0% 0.8% 1.0%	4 0 0 1 2 0 0 0 1 0 0 0 0	-A 0 0 0 -1 -2 0 0 -1 0	9,0% 0,0% 1,3% 9,0% 6,0% 1,2% 9,0%	0.0% 0.0% 1.3% 0.0% 0.0% E.2% 0.0%

- † Calculated by using the following formula: ((Current mainter of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)<sup>1/3</sup> + 1) x 100.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + (Fotal number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis + 2) x 100.

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01 Senior Managers		3.2	3.2	рождерж	d of 100 i	ном ю. Авг	icceioal.	bis is a c	hallonging g	conclu	attract/ ner	of of least	me ners	in Neo	i bo koci	DS (10) <b>(</b> 10)	nte m t	e market	-{ <sub>0</sub> ,2%	cia) we	ittorio	eizio)			*****
02 Middle & Other Managers		2.7	2.7	resent ove	ilotolty u	r.Abrengina	s in the c	narket is	bw. which o	mkes the	इ प्रका हर छ	и окас с	իսները Իսներ	រន្ធ ប្រពន្ធ	*********		•		*******		•		********	 •	
03 Professionals	0.0000000000000000000000000000000000000	f.2	12																	<del></del>					
04 Semi-Professionals & Tech		f4	3.4																						
05 Supervisors		0.0	0.0																						
- 06 Supervisors: Crafts & Trade		0.0	0.01																						
97 Administrative & Sr Clerica		0.0	0.0																						
98 Skilled Sales & Service		1.1	3.3																						
99 Skilled Crafts & Trades		2.4	24																					 	
10   Clerical Personnel		0.0	0.00																					 	
11 Intermediate Sales & Service		9,0   0000000000000000000000000000000000	133																					 	
12  Semi-Skilled Manual		1.0	1.00																					 	
13 Other Sales & Service		0.0	100																						
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Federal Contractors Program Achievement Report  Part 3: Goals	
 Pharmascionee Inc. Date: 2019-06-26	

f									Data for	Subseque	nt/Currer	it Geals							
A B	C.	D	E	F	G	£I.	<u> </u>	1	K	L.	М	N	0	P	Q	R	i s	T	U I
Data sources:	From Workforce Analysis	Front Workforce Analysis*	Data Entry	CxEx3	Erom Flow Data Analysis & Workforce Analysis <sup>2</sup>	Dota Entry	C x El x 3	F÷I	From Workforce Analysis	Equivalent to {{	K × I. × 3	(F v Q) - R + M	JxP	Data Horry	Froo: Workforce Analysis		(K - M + O) - ((C + F) x Q)	K÷C	(K - M ± O) ⊕(C ⊕ f)
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				A33 100	સભ્રેષ્ઠકાયુક		•••••			<b>,</b>			•	***********	ds Disabilitie	<b>,</b>		,	
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01/02 Maoagers	186	-0,2%	0.0%	C	59.1%		0	0	0	0,0%	0	ģ	0	3 (19) <sub>0</sub>	5.0%	.9	و۔ ا	0.0%	0.0%
03 Professionals	245	-8.9%	0.8%	C	61.2%		υ	0	υ	0.0%	0	22	0	1, 4%	8.9%	-22	,	9.00%	0 0%a
04 Semi-Professionals & Tech	282	-5.9%	0.0%	C	35.5%		()	0	3	0.0%	- 0	18	0	7 6%	7,6%	-18	,	!	J 19a
05 Supervisors	8	26.(%	0.0%	C	66.7%		()	0	()	0.0%	0	.2	0	27.5%	27,5%	2	-2	ዓ.ምሩ	0.0%
06 Supervisors: Crafts & Trades	24	290.11 <sub>~</sub>	0.0%	0	65.5%		0	0	0	0.0%	Ü	2	U	10.1%	10.1%	-2	-2	990.0	0.0%
07 Administrative & Sr Clerical	80	J3,4%	0.8%5	,	61.3%		0	()	()	0.0%	9	×	0	1.6%	10.0%	1 -8	-8	0.00%	0.6%
08 Skilled Sales & Service	52	-6.2%	0.0%	,	36.5%		11	1)	(1)	0.0%	9	4	(,	8.0%	8.03	1 -	-4	0.0%	0.0%
09 Skilled Crafts & Trades	66	1.695	0.0%)	,	20,3%		0	1)	0	0.0%	9	3		7.8%	7,894 9,394	1 -3		0.0%	0.0%
10 Clerical Personnel 11 Intermodiate Sales & Service	83	-1.2%	0.00 0.00	,	28.4%		l '	0	0	0.0%	9			9.3% 10.8%	10.8%	1 -8		0.0%	0.0%
11 Intermodiate Sales & Service 12 Semi-Skilled Manual	135	3.2% -6.7%			28.6%		0	, , , , , , , , , , , , , , , , , , ,		0.0%	, ,	12		30.8%	]	1 1	-12	0.0% 1.5%	0.0% E.5%
13 Other Sales & Service	3.33	-6.7%s 9.06%			133.3%		,	,, (1)	2	0.0%	,	t∠ o	, v	33.3%	1	1 -13	1 -12	0.0%	0.0%
14 Other Manual Workers	187	-5.0%	0.0%		25.2%			",	1	0.0%	6	13	\ '\	6.8%	6.85	13	-13	1	0.0%
Total	1.362	-7.0%	1.0%	1	34.1%		1 0	······································	5	0.0%	0	105	0		8.1%	-105	4	·	0.4"6

- \* Calculated by using the following formula, ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 x 100.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + (Clotal number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis + 2) x 100.

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tapapyr.r.ms)		- <b>%</b>		<b>7</b> 6																					
01/02 Managers		5.0		5.0	Need to m	ake a contin	nofts bou	ດ ໂນເຮ ສານ	retain pe	rsons with c	hsahititic	s. As mái	cated by	our table.	we hav	e a gap tha	n needs to	he fille	l in all to	EOGs.					
03 Professionals		8.9		8.39	Can also p	ossioty was	com tan	s agenete	វបៈរាមន៍ វន	leut iu itus	ટ્રાહ્યઇ.			····			<del></del>			<del></del>					
04 Semi-Professionals & Fech		7.6		7.6																	**********				
95 Supervisors		27.5		27.5																					
96 Supervisors: Crafts & Trades		10.1		103																	**********			***************************************	
97 Administrative & Sr Clerical		1.0		1,0	•		***********		***********	***********	*********			***********		**********	***********		```	**********			******	***************************************	***********
08 Skilled Sales & Service		0.8		8,0	*****	*************	************	**********	•••••	**************	**********	***********	*******	***************************************		~~~~~	***********		**********	********	******	*********	******	*******	************
99 Skilled Crafts & Trades		7.8		7,8																			*******	*********	
10 Clerical Personnel		9.3		ນຸລ					•••••	•••••												•			***************************************
31 Intermediate Sales & Service		10.8		10,8																					
12 Semi-Skilled Manual		10.3		30.3	•	•											•			•		•			***************************************
13 Other Sales & Service		0.0		0.0																					
14 Other Manual Workers		6.8		6.8																					
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08	Skilled Sales & Service Personnel	2016 2019	63 52	36 28	57.1 53.8	29.1 29.9	18	18 12	196.4 180.1	<b>!</b>	63	44,0	7		1 3		50.0			21	12	57.3	12	0
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13	Intermediate Sales & Service Personnel	2016	10	7	70.0 81.8	61.8 63.2	6 7	1	113.3 129.5	•	3	75.0	3		) {	0	0.0	0		3	2	66.7	2	0
12	Semi-Skilled Manual Workers	2016	166	46	27.7	18.4	31	i5	150.6															
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31	Intermediate Sales & Service Personnel	2019	4	.3 3	75.0 75.0	0	0,0	0,0 0,0	0,0 0,0	<b>.</b>	0.0	0.0 0.0	0.0 0.0											
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03	Professionals	2016	324	0	0.0	1.3	4	-4	0.0				~											
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06	Supervisors; Crafts & Trades	2016 2019	34 24		0.0 0.0	0.0 1.5	0	0	0.0 (0.0)	•	0	0.0	0	0	7	Ŋ	0.0	0	()	19	<del>(</del> )	0.0	0	()
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14	Vorkers	2019	187	0	0.0	1.0	2	-2	(0.0)	29	0	0.0	0	0	14	(	0.0	()	()	51	()	0.0	0	0
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06	Supervisors: Crafts &	2016	34	Ú	0.0	7.8	3	-3	0,0				-										· · ·	
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62	Technicians	2022 2019	98 8	0	0.0		0.0	7.6 0.0	<del></del>		0.0	7.60 0.00	13.4 0.0											
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Œ	<b>)</b> G)		Employees	Вартенска	steor .	AvsilatiiRo		Cioje	Kf: Reside	Юфюю		1083	Lagrected	Ωθέστοικο	Liojdecces	х	tgal	Expossor	ł biż cceou sz	хэмкрай	A.	(94)	Lagested	Ябиние
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1 108 1	Skilled Sales & Service Personnel	2016 2019	63 52	0	0.0	3.5 8.0	2	-2 -4	0.0	2.5	0	0.0	2			2 (	0.0			) 21	<b>4)</b>	0,0	0	0
1 (39)	Skilled Crafts &	2016	63	0	0.0	3.8	2	-2	0.0															
$\vdash$	Frades Workers	2019	66 86	0	0.0	7.8 7.0	5	-5 -6	0.0	24	0	0.0	2		2	2 1	0.0	0	1	26	0	0.0	()	0
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	Semi-Skilled Manual	2016	166	1	0.6	4.8	8	-7	12.6		† <u>`</u>	5.0			<u></u>	`	0.0	ļ	`	,		9.0		
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Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Pharmascience Inc.

## **Efforts**

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	check the appropriate boxes next to the efforts that your organization made to implement the Federal ctors Program.
Requi	red measures:
V	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
$\square$	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.
$\overline{y}$	Adjusted survey results to reflect hires, promotions and terminations.
7	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.
<b>V</b>	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).
$\Box$	Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
V	Ensured that any new gaps identified are addressed accordingly.
y	Maintained appropriate records in all required areas.
Other	measures:
V	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.
4	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

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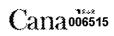
	Kept all staff, including new employees and managers, informed of the purpose of employment equity, the steps taken to implement it and the progress made in its implementation.
<b>√</b>	Put in place a strategy to ensure a barrier-free workplace.
	Undertook initiatives to increase representation where gaps in representation were found.
$\overline{\vee}$	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
	Other (please describe):
Opera	ational Context
Please o	check the appropriate boxes and provide a brief overview of the events that have influenced your ation's activities during the period between the first/previous and subsequent/current compliance
	Impact of economic and industrial conditions on the organization.
V	Any reorganization or other corporate structural changes.
V	Acquisitions, mergers or transfers of employees.
<b></b>	Significant layoffs (include the number of employees affected and the occupational groups of those employees).

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L1	Strikas (include dates the number of ampleyees affected and the accumational groups of these
	Strikes (include dates, the number of employees affected and the occupational groups of those employees).
	Other.
A ddi:	tional Details
	provide any additional information (optional):

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

Employer Na	me: Pharmascience Inc.
Primary Loca	tion: Quebec
Number of E	mployees: Montreal 1362
Organization	Overview: NAICS 3254 (Pharmaceuticals and Medicines)
counter, and	ce Inc. is a privately owned manufacturer of prescription generic, over-the- behind-the-counter products. They are the 4 <sup>th</sup> largest pharmaceutical company d the largest pharmaceutical company in Quebec.
•	rst Year Assessment
Initiated:	2016-06-30
Received: Closed:	2016-11-14 2016-12-19
Workforce	2010-12-13
Analysis:	2016-06-10
Key Dates – Si	ubsequent Assessment
Initiated:	2019-06-29
Received:	2019-06-28
Workforce	
Analysis:	2019-06-26
DATA VERIFIC	ATION
	that the data provided as part of the subsequent assessment package is h that provided during the previous submission:
Comments: N	one
I have verified in Forms 1 to 6	that the data provided in the Achievement Report is consistent with that found 5:
Comments: N	one



#### ASSESSMENT OF REASONABLE PROGRESS

#### Women

01	Senior Managers	Goal not met (67.9% achieved)
07	Admin. & Senior Clerical Personnel	Goal not set.
09	Skilled Crafts & Trades Workers	Goal met 100%.
10	Clerical Personnel	Goal not set.

#### Assessment/Observations

- In EEOG 01 there were 16 new hires of which 3 were women. At an LMA rate of 27.4%, four new hires would have been expected.
- There were no goals set for EEOG 07 and 10.

#### Indigenous Peoples

02	Middle & Other Managers	Goal not met (0% achieved)
03	Professionals	Goal not met (0% achieved)
04	Semi-Professionals & Technicians	Goal not met (0% achieved)
08	Skilled Sales & Service Personnel	Goal not met (0% achieved)
09	Skilled Crafts & Trades Workers	Goal not met (0% achieved)
12	Semi-Skilled Manual Workers	Goal not met (0% achieved)
14	Other Manual Workers	Goal not met (0% achieved)

#### Assessment/Observations

- In EEOG 02 there were 16 new hires of which none were Indigenous people. At an LMA rate of 2.2%, this is to be expected.
- In EEOG 03 there were 181 new hires of which none were Indigenous people. At an LMA rate of 1.3%, at least two Indigneous persons would have been expected.
- In EEOG 04 there were 98 new hires of which one was an Indigenous person. At an LMA rate of 1.4%, this is higher than expected.
- In EEOG 08 there were 27 new hires of which none were Indigenous peoples. At an LMA rate of 1.0%, this is to be expected.
- In EEOG 09 there were 26 new hires of which none were Indigenous people. At an LMA rate of 1.6%, this is to be expected.
- In EEOG 12 there were 13 new hires of which none were Indigenous people. At an LMA rate of 0.9%, this is to be expected.
- In EEOG 14 there were 43 new hires of which none were Indigenous. At an LMA rate of 1.4%, this is to be expected.

#### Persons with Disabilities

01/02	Managers	Goal not met (0% achieved)
03	Professionals	Goal not met (0% achieved)
04	Semi-Professionals & Technicians	Goal not met (13.4% chieved)
05	Supervisors	Goal not met (0% achieved)
06	Supervisors: Crafts & Trades	Goal not met (0% achieved)
07	Admin. & Senior Clerical Personnel	Goal not met (0% achieved)
08	Skilled Sales & Service Personnel	Goal not met (0% achieved)
09	Skilled Crafts & Trades Workers	Goal not met (0% achieved)
10	Clerical Personnel	Goal not met (0% achieved)
11	Inter. Sales & Service Personnel	Goal not met (0% achieved)
12	Semi-Skilled Manual Workers	Goal not met (0% achieved)
14	Other Manual Workers	Goal not met (0% achieved)

#### Assessment/Observations

- In EEOG 01/02 there were 134 new hires of which none were persons with disabilities. At an LMA rate of 4.3%, at least five would have been expected.
- In EEOG 03 there were 181 new hires of which none were persons with disabilities. At an LMA rate of 3.8%, at least six would have been expected.
- In EEOG 04 there were 98 new hires of which one was a person with disabilities. At an LMA rate of 4.6%, at least four would have been expected.
- In EEOG 05 there were 8 new hires of which none were persons with disabilities. At an LMA rate of 13.9%, this is higher as only one person with disabilities would have been expected.
- In EEOG 06 there were 19 new hires of which none were persons with disabilities. At an LMA rate of 7.8%, at least one would have been expected.
- In EEOG 07 there were 46 new hires of which none were persons with disabilities. At an LMA rate of 3.4%, at least one would have been expected.
- In EEOG 08 there were 27 new hires of which none were persons with disabilities. At an LMA rate of 3.5%, this is to be expected.
- In EEOG 09 there were 26 new hires of which none were persons with disabilities. At an LMA rate of 3.8%, this is to be expected.
- In EEOG 10 there were 19 new hires of which none were persons with disabilities. At an LMA rate of 7.8%, at least one would have been expected.
- In EEOG 11 there were 4 new hires of which none were persons with disabilities. At an LMA rate of 5.6%, this is to be expected.
- In EEOG 12 there were 13 new hires of which none were persons with disabilities. At an LMA rate of 4.8%, this is to be expected.
- In EEOG 14 there were 43 new hires of which none were persons with disabilities. At an LMA rate of 5.3%, at least two would have been expected.

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#### Members of Visible Minorities

03	Professionals	Goal not met (55.4% achieved)
05	Supervisors	Goal not met (0% achieved)
11	Inter. Sales & Service Personnel	Goal not met (0% achieved)

#### Assessment/Observations

- In EEOG 03 there were 181 new hires of which three were visible minorities. At an LMA rate of 26.4%, at least fourty-seven would have been expected.
- In EEOG 05 there were 8 new hires of which none were visible minorities. At an LMA rate of 16.7%, at least one would have been expected.
- In EEOG 11 there were 4 new hires of which none were visible minorities. At an LMA rate of 22.2%, this is to be expected.

#### ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
  - Out of 26 required goals:
    - 1 was met at 80% or above;
    - 3 had a percentage of the goal completed;
    - 20 had zero percent achieved;
    - 2 had no identified goal set.
  - Goals were previously set in percentage format.

#### ASSESSMENT OF GOALS

#### Women

Workforce Analysis Results	Go	als			
Employment Equity Occupational Group	Present	Short- term	Long- term	Representation	LMA
(EEOG)	Gap	(1 to 3	(3+		
		years)	years)		

#	Description	#	%	%	%	%
01	Senior Managers	-2	27.6	27.6	17.6	27.6
07	Admin. & Senior Clerical Personnel	-7	0	0	72.5	80.9
10	Clerical Personnel	-5	0	0	55.4	61.6
13	Other Sales & Service Personnel	-2	50	50	0	50

Observations: Goals have been set appropriately at LMA in every EEOG where there is a gap. Goals are not required for EEOGs 07 and 10 as the representation of women is already over 50%

## **Aboriginal Peoples**

	Workforce Analysis Results		Go	als			
Emp	oloyment Equity Occupational Group	Present	Short- term	Long- term	Representation	LMA	
	(EEOG)	Gap	(1 to 3 years)	(3 + years)			
#	Description	#	%	years) %	%	%	
01	Senior Managers	-1	3.2	3.2	0.0	3.2	
02	Middle & Other Managers	-5	2.7	2.7	0.0	2.7	
03	Professionals	-2	1.2	1.2	0.4	1.4	
04	Semi-Professionals & Technicians	-4	1.4	1.4	0.0	1.4	
08	Skilled Sales & Service Personnel	-1	1.1	1.1	0.0	1.1	
09	Skilled Crafts & Trades Workers	-2	2.4	2.4	0.0	2.4	
12	Semi-Skilled Manual Workers	-1	1.0	1.0	0.0	1.0	
14	Other Manual Workers	-2	1.0	1.0	0.0	1.0	

Observations: Goals have been set appropriately at LMA in every EEOG where there is a gap.

#### Person with Disabilities

Workforce Analysis Results			Goals			
Emp	Employment Equity Occupational Group (EEOG)		Short- term (1 to 3 years)	Long- term (3+ years)	Representation	LMA
#	Description	#	%	%	%	%
01/ 02	Managers	-9	5.0	5.0	0.0	5.0

03	Professionals	-22	8.9	8.9	0.0	8.9
04	Semi-Professionals & Technicians	-18	7.6	7.6	1.1	7.6
05	Supervisors	-2	27.5	27.5	0.0	27.5
06	Supervisors: Crafts & Trades	-2	10.1	10.1	0.0	10.1
07	Admin. & Senior Clerical Personnel	-8	1.0	1.0	0.0	10.0
08	Skilled Sales & Service Personnel	-4	8.0	8.0	0.0	8.0
09	Skilled Crafts & Trades Workers	-5	7.8	7.8	0.0	7.8
10	Clerical Personnel	-1	9.3	9.3	0.0	9.3
11	Inter. Sales & Service Personnel	-1	10.8	10.8	0.0	10.8
12	Semi-Skilled Manual Workers	-12	10.3	10.3	1.5	10.3
14	Other Manual Workers	-13	6.8	6.8	0.0	6.8

Observations: Goals have been set appropriately at LMA in every EEOG where there is a gap.

#### Members of Visible Minorities

Workforce Analysis Results			Goals			
Employment Equity Occupational Group (EEOG)		Present Gap	Short- term (1 to 3 years)	Long- term (3+ years)	Representation	LMA
#	Description	#	%	%	%	%
02	Middle & Other Managers	-8	17.6	17.6	13.0	17.6
03	Professionals	-28	30.9	30.9	19.6	30.9
05	Supervisors	-2	20.4	20.4	0.0	20.4
08	Skilled Sales & Service Personnel	-2	10.9	10.9	7.7	10.9
11	Inter. Sales & Service Personnel	-3	26.6	26.6	0.0	26.6

#### Observations:

Goals have been set appropriately at LMA in every EEOG where there is a gap.

#### RECOMMENDATION

I recommend that the employer be found:

⊠in compliance ☐in non-compliance

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

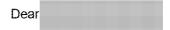
Given that there are a number of gaps in all designated groups, the organization may want to consider collaborating or forging links with universities, trade programs, career fairs and professional associations in order to identify qualified individuals who are members of the designated groups as potential employees.

Name of Analyst: Neeta Dhillon

Date: July 25, 2019

## Subject: Government of Canada Agreement Number: 050401 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.



I am writing to inform you that the subsequent compliance assessment initiated on June 29, 2019 has been completed. As a result of the assessment, Pharmascience Inc. has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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

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

 Given that there are a number of gaps in all four designated groups, the organization may want to consider collaborating or forging links with universities, trade programs, career fairs and professional associations in order to identify qualified individuals who are members of the designated groups as potential employees.

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 June 29, 2022. 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, Pharmascience Inc. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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



Labour Program officers are available to answer questions and provide guidance. You may also visit our website to access a number of tools and a series of training modules. In particular, we encourage your organization to continue using the Workgiace 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@hrsdo-rhdcc.gc.ca.

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

Sincerely,

Workplace Equity Team

Workplace Equity Division, Labour Program Employment and Social Development Canada / Government of Canada ee-eme@brsdc-indec.gc.ea



iolopes versus forum de l'équité, la diversité et l'inclusion en milieu de travail (FECINI) en Egne, un espace collaboratif pour employeurs. Empyez-nous un countiel pour vous joindie!

into the online **Workplace Equity. Diversity and Inclusion Ferum** (WESB), a collaborative squite for employee. Send us an email to join!