



À l'usage du Ministère
N° de l'accord:

Programme du travail
Programme de contrats fédéraux

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

- Nouvel Accord
- Accord révisé

ORGANISATION	
Dénomination sociale de l'organisation Pharmascience	La société mère est située à l'extérieur du Canada <input type="checkbox"/> Oui <input checked="" type="checkbox"/> Non
Nom commercial de l'organisation (si différent de la dénomination sociale) Pharmascience	Numéro d'entreprise d'approvisionnement
Veuillez indiquer votre code du Système de classification des industries de l'Amérique du Nord (SCIAN) 325410	Nombre total d'employés au Canada (Plein temps/temps partiel/temporaire) 1474 Pour trouver le code SCIAN de votre organisation, veuillez visiter le site suivant : http://www.statcan.gc.ca/subjects-subjects/standard-nomenclatures-sclan/2002/nalcs-sclan02-fra.htm

À l'usage du Ministère seulement (si l'information ci-dessus est erronée)		
Numéro d'entreprise d'approvisionnement	Nombre total d'employés au Canada	Numéro du code de SCIAN de l'organisation

SIÈGE SOCIAL			
Adresse (rue, immeuble, etc.) 6111 Royalmount	Ville Montréal	Province QC	Code postal
	Numéro de téléphone 514 340 9800	Numéro de télécopieur	

PERSONNE RESSOURCE POUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI	
Nom (en lettres majuscules)	Titre
Numéro de téléphone	Adresse

CERTIFICATION
L'organisation susmentionnée :
<ul style="list-style-type: none"> ayant un effectif combiné d'au moins 100 employés permanents plein temps, permanents temps partiel et temporaires qui ont travaillé 12 semaines ou plus au Canada, ET désirant présenter une soumission, ou obtenir un contrat, offre à commandes ou arrangement en matière d'approvisionnement de biens ou de services du gouvernement du Canada, d'une valeur de 1 000 000 \$ ou plus (incluant toutes les taxes).
Atteste par la présente qu'elle s'engage à mettre en œuvre ou à maintenir l'équité en matière d'emploi de façon permanente, au-delà de la période de l'instrument de passation des marchés, conformément aux exigences du Programme de contrats fédéraux. Pour de plus amples renseignements sur la façon de mettre en œuvre l'équité en matière d'emploi, veuillez consulter le site suivant : http://www.rhdcc.gc.ca/fr/travail/egalite/index.shtml
Remarque: Si, une vérification de l'Accord pour la mise en œuvre de l'équité en matière d'emploi révèle que l'organisation a fait une fausse déclaration, l'instrument de passation des marchés avec le Gouvernement du Canada pourrait être résilié.

SIGNATAIRE
REMARQUE : Le signataire doit être le chef de l'organisation OU une personne qui occupe un poste de haute direction et qui a l'autorité légale de signer un contrat au nom de l'organisation.

[Signature]	[Signature]
	Jan. 11, 2014

INSTRUCTIONS DE RETOUR
IMPORTANT
<ul style="list-style-type: none"> L'Accord pour la mise en œuvre de l'équité en matière d'emploi signé doit être envoyé au Programme du travail par télécopieur au (514) 953-8758 ou par courriel à ee-eme@hrsdcc-rhdcc.gc.ca

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

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Québec	1352	10	0	1362	Montréal	1352	10	0	1362
Total Employees in Canada				1362	Total Employees in Canada				1362

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	17	14	3							6	4	2
	Total	17	14	3							6	4	2
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	169	100	69							22	15	7
	Total	169	100	69							22	15	7
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	241	98	143	1		1				48	22	26
	Total	241	98	143	1		1				48	22	26
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	282	126	156				3	1	2	111	54	57
	Total	282	126	156				3	1	2	111	54	57

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	8	3	5									
	Total	8	3	5									
Supervisors: Crafts and Trades Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	24	16	8							3	1	2
	Total	24	16	8							3	1	2
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	78	21	57	1		1				20	7	13
	Total	78	21	57	1		1				20	7	13
Skilled Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	52	24	28							4	2	2
	Total	52	24	28							4	2	2

Pharmascience Inc. (certificate # 050401)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National
Reporting Period 2016-10-06 to 2019-06-26

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Skilled Crafts and Trades Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	66	64	2							13	13	
	Total	66	64	2							13	13	
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	83	37	46	1	1					20	13	7
	Total	83	37	46	1	1					20	13	7
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	9	2	7									
	Total	9	2	7									
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	135	97	38				2	1	1	51	40	11
	Total	135	97	38				2	1	1	51	40	11

Pharmascience Inc. (certificate # 050401)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National
Reporting Period 2016-10-06 to 2019-06-26

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

Pharmascience Inc. (certificate # 050401)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / National
Reporting Period 2016-10-06 to 2019-06-26

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

Pharmascience Inc. (certificate # 050401)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / National
Reporting Period 2016-10-06 to 2019-06-26

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

Pharmascience Inc. (certificate # 050401)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / National
Reporting Period 2016-10-06 to 2019-06-26

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

Pharmascience Inc. (certificate # 050401)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Part-Time / National
Reporting Period 2016-10-06 to 2019-06-26

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

Pharmascience Inc. (certificate # 050401)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / National
Reporting Period 2016-10-06 to 2019-06-26

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	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							8	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		1	1		1	97	54	43

Pharmascience Inc. (certificate # 050401)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / National
Reporting Period 2016-10-06 to 2019-06-26

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	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

Pharmascience Inc. (certificate # 050401)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / National
Reporting Period 2016-10-06 to 2019-06-26

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	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	1		147	77	70

Pharmascience Inc. (certificate # 050401)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Part-Time / National
Reporting Period 2016-10-06 to 2019-06-26

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

Workplace Equity Information Management System - Pharmascience Inc.

Workforce Analysis - Detailed Report

Date: 2019-06-26

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		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
03 : 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
1121 : Human resources professionals	National	13	12	92.3 %	73.2 %	10	2	National
1122 : Professional occupations in business management consulting	National	6	2	33.3 %	42.7 %	3	1	National
1123 : 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	3	National
2132 : Mechanical engineers	National	1	1	100.0 %	9.5 %	0	1	National
2141 : 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	1	National
2174 : Computer programmers and interactive media developers	National	25	9	36.0 %	16.6 %	4	5	National
4112 : Lawyers and Quebec notaries	National	33	27	81.8 %	43.9 %	14	13	National
4162 : Economists and economic policy researchers and analysts	National	1	1	100.0 %	43.8 %	0	1	National
4163 : 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	
2211 : Chemical technologists and technicians	Québec	260	143	55.0 %	54.4 %	141	2	Québec
2262 : Engineering inspectors and regulatory officers	Québec	1	0	0.0 %	24.1 %	0	0	Québec
2263 : Inspectors in public and environmental health and occupational health and safety	Québec	3	3	100.0 %	44.8 %	1	2	Québec
2281 : Computer network technicians	Québec	2	1	50.0 %	14.0 %	0	1	Québec
2283 : 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

Workplace Equity Information Management System - Pharmascience Inc.

Workforce Analysis - Detailed Report

Date: 2019-06-26

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		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	3	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
06 : Supervisors: Crafts and Trades		24	8	33.3 %	20.8 %	5	3	
9227 : Supervisors, other products manufacturing and assembly	Québec	24	8	33.3 %	20.8 %	5	3	Québec
07 : Administrative and Senior Clerical Personnel		80	58	72.5 %	80.9 %	65	7	
Employment Equity Occupational Group	Montréal	80	58	72.5 %	80.9 %	65	7	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
09 : Skilled Crafts and Trades Workers		66	2	3.0 %	1.8 %	1	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	3	Québec
10 : Clerical Personnel		83	46	55.4 %	61.6 %	51	3	
Employment Equity Occupational Group	Montréal	83	46	55.4 %	61.6 %	51	3	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
13 : Other Sales and Service Personnel		3	0	0.0 %	50.0 %	2	3	
Employment Equity Occupational Group	Montréal	3	0	0.0 %	50.0 %	2	3	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



Workplace Equity Information Management System - Pharmascience Inc.

Workforce Analysis - Detailed Report

Date: 2019-06-26

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		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

Workplace Equity Information Management System - Pharmascience Inc.

Workforce Analysis - Detailed Report

Date: 2019-06-26

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Recruitment Area	
			Representation		Availability	Gap		
			#	%	%	#		
01 : Senior Managers	National	17	0	0.0 %	3.2 %	1	1	National
02 : Middle and Other Managers	National	169	0	0.0 %	2.7 %	5	5	National
03 : Professionals		245	1	0.4 %	1.4 %	3	3	
1111 : Financial auditors and accountants	National	3	0	0.0 %	1.4 %	0	0	National
1112 : Financial and investment analysts	National	14	0	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	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	0	0.0 %	0.9 %	0	0	National
2171 : Information systems analysts and consultants	National	47	0	0.0 %	1.3 %	1	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	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	0	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	0	0.0 %	0.9 %	0	0	Québec
3211 : Medical laboratory technologists	Québec	7	0	0.0 %	1.5 %	0	0	Québec

Workplace Equity Information Management System - Pharmascience Inc.

Workforce Analysis - Detailed Report

Date: 2019-06-26

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Recruitment Area	
			Representation		Availability	Gap		
			#	%	%	#		
4211 : Paralegal and related occupations	Québec	1	0	0.0 %	1.1 %	0	0	Québec
5223 : Graphic arts technicians	Québec	4	0	0.0 %	1.3 %	0	0	Québec
05 : Supervisors		8	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Montréal	8	0	0.0 %	0.8 %	0	0	Montréal
06 : Supervisors: Crafts and Trades		24	0	0.0 %	1.5 %	0	0	
9227 : Supervisors, other products manufacturing and assembly	Québec	24	0	0.0 %	1.5 %	0	0	Québec
07 : Administrative and Senior Clerical Personnel		80	1	1.3 %	0.8 %	1	0	
Employment Equity Occupational Group	Montréal	80	1	1.3 %	0.8 %	1	0	Montréal
08 : Skilled Sales and Service Personnel		52	0	0.0 %	1.1 %	1	1	
6221 : Technical sales specialists - wholesale trade	Québec	52	0	0.0 %	1.1 %	1	1	Québec
09 : Skilled Crafts and Trades Workers		66	0	0.0 %	2.4 %	2	2	
7241 : Electricians (except industrial and power system)	Québec	1	0	0.0 %	2.1 %	0	0	Québec
7311 : Construction millwrights and industrial mechanics	Québec	42	0	0.0 %	2.7 %	1	1	Québec
7333 : Electrical mechanics	Québec	23	0	0.0 %	1.8 %	0	0	Québec
10 : Clerical Personnel		83	1	1.2 %	1.0 %	1	0	
Employment Equity Occupational Group	Montréal	83	1	1.2 %	1.0 %	1	0	Montréal
11 : Intermediate Sales and Service Personnel		11	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Montréal	11	0	0.0 %	0.8 %	0	0	Montréal
12 : Semi-Skilled Manual Workers		135	0	0.0 %	1.0 %	1	1	
Employment Equity Occupational Group	Montréal	135	0	0.0 %	1.0 %	1	1	Montréal
13 : 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
14 : Other Manual Workers		187	0	0.0 %	1.0 %	2	2	
Employment Equity Occupational Group	Montréal	187	0	0.0 %	1.0 %	2	2	Montréal



Workforce Analysis - Detailed Report

Date: 2019-06-26

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples			Recruitment Area
			Representation #	Availability %	Gap #	
Total		1362	3	0.2 %	21	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data

Workplace Equity Information Management System - Pharmascience Inc.

Workforce Analysis - Detailed Report

Date: 2019-06-26

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities				Recruitment Area	
			Representation		Availability	Gap		
			#	%	%	#		
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	8	National
03 : Professionals		245	48	19.6 %	30.9 %	76	28	
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	3	National
1121 : Human resources professionals	National	13	1	7.7 %	16.7 %	2	1	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
2112 : Chemists	National	42	16	38.1 %	44.1 %	19	3	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	3	National
2171 : Information systems analysts and consultants	National	47	6	12.8 %	38.6 %	18	12	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	6	National
4112 : 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	1	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
2263 : Inspectors in public and environmental health and occupational health and safety	Québec	3	0	0.0 %	7.6 %	0	0	Québec
2281 : Computer network technicians	Québec	2	0	0.0 %	16.5 %	0	0	Québec
2283 : Information systems testing 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

Workplace Equity Information Management System - Pharmascience Inc.

Workforce Analysis - Detailed Report

Date: 2019-06-26

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Availability		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
05 : Supervisors		8	0	0.0 %	20.4 %	2	3	
Employment Equity Occupational Group	Montréal	8	0	0.0 %	20.4 %	2	3	Montréal
06 : Supervisors: Crafts and Trades		24	3	12.5 %	10.8 %	3	0	
9227 : Supervisors, other products manufacturing and assembly	Québec	24	3	12.5 %	10.8 %	3	0	Québec
07 : 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	3	
6221 : Technical sales specialists - wholesale trade	Québec	52	4	7.7 %	10.9 %	6	3	Québec
09 : Skilled Crafts and Trades Workers		66	13	19.7 %	5.3 %	3	10	
7241 : Electricians (except industrial and power system)	Québec	1	0	0.0 %	4.2 %	0	0	Québec
7311 : Construction millwrights and industrial mechanics	Québec	42	7	16.7 %	3.6 %	2	5	Québec
7333 : Electrical mechanics	Québec	23	6	26.1 %	8.3 %	2	4	Québec
10 : Clerical Personnel		83	20	24.1 %	20.4 %	17	3	
Employment Equity Occupational Group	Montréal	83	20	24.1 %	20.4 %	17	3	Montréal
11 : Intermediate Sales and Service Personnel		11	0	0.0 %	26.6 %	3	3	
Employment Equity Occupational Group	Montréal	11	0	0.0 %	26.6 %	3	3	Montréal
12 : 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
13 : 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
14 : 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 #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	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

Workplace Equity Information Management System - Pharmascience Inc.

Workforce Analysis - Detailed Report

Date: 2019-06-26

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities				Recruitment Area
			Representation #	%	Availability %	Gap #	
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	0	0.0 %	6.8 %	13	National
Total		1362	5	0.4 %	8.1 %	109	

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 : Middle 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

Workplace Equity Information Management System - Pharmascience Inc.

Workforce Analysis - Summary Report

Date: 2019-06-26

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		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
03 : Professionals	245	146	59.6 %	40.6 %	99	47
04 : Semi-Professionals and Technicians	282	156	55.3 %	54.2 %	153	3
05 : Supervisors	8	5	62.5 %	50.5 %	4	1
06 : Supervisors: Crafts and Trades	24	8	33.3 %	20.8 %	5	3
07 : Administrative and Senior Clerical Personnel	80	58	72.5 %	80.9 %	65	2
08 : Skilled Sales and Service Personnel	52	28	53.8 %	29.9 %	16	12
09 : Skilled Crafts and Trades Workers	66	2	3.0 %	1.8 %	1	1
10 : Clerical Personnel	83	46	55.4 %	61.6 %	51	3
11 : Intermediate Sales and Service Personnel	11	9	81.8 %	63.2 %	7	2
12 : Semi-Skilled Manual Workers	135	38	28.1 %	15.9 %	21	17
13 : Other Sales and Service Personnel	3	0	0.0 %	50.0 %	2	2
14 : Other Manual Workers	187	83	44.4 %	23.6 %	44	39
Total	1362	651	47.8 %	39.6 %	540	111

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2019-06-26

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	17	0	0.0 %	3.2 %	1	3
02 : Middle and Other Managers	169	0	0.0 %	2.7 %	9	9
03 : Professionals	245	1	0.4 %	1.4 %	3	3
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	3
09 : Skilled Crafts and Trades Workers	66	0	0.0 %	2.4 %	2	3
10 : Clerical Personnel	83	1	1.2 %	1.0 %	1	0
11 : Intermediate Sales and Service Personnel	11	0	0.0 %	0.8 %	0	0
12 : Semi-Skilled Manual Workers	135	0	0.0 %	1.0 %	1	3
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	3
Total	1362	3	0.2 %	1.5 %	21	36

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2019-06-26

Members of Visible Minorities

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities				Gap #
		Representation		Availability		
		#	%	%	#	
01 : Senior Managers	17	6	35.3 %	11.5 %	2	4
02 : Middle and Other Managers	169	22	13.0 %	17.6 %	30	8
03 : Professionals	245	48	19.6 %	30.9 %	76	28
04 : 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 : Skilled 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	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.

Workplace Equity Information Management System - Pharmascience Inc.

Workforce Analysis - Summary Report

Date: 2019-06-26

Persons with Disabilities

Employment Equity Occupational Group	Persons with Disabilities					
	All Employees #	Representation		Availability		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	-18
05 : Supervisors	8	0	0.0 %	27.5 %	2	-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	-5
10 : Clerical Personnel	83	0	0.0 %	9.3 %	8	-8
11 : Intermediate Sales and Service Personnel	11	0	0.0 %	10.8 %	1	-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	-13
Total	1362	5	0.4 %	8.1 %	109	-104

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 : Middle 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

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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

Federal Contractors Program Achievement Report

Part I: Workforce Analysis

Pharmascience Inc.

Date: 2019-06-26

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	10	06

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

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

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
01	Senior Managers	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	Skilled 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
Total		1,695	853	41.0

Table 5: Women

Subsequent/Current Workforce Analysis

		All Employees	Women	
			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
Total		1,362	651	39.6

* Source:
2011 National Household Survey

* Source:
2016 Census

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Pharmascience Inc.

Date: 2019-06-26

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	10	06

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

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

Table 2: Aboriginal Peoples

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			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
10	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	0.00
14	Other Manual Workers	218	0	0.80
Total		1,695	3	1.1

* Source:
2011 National Household Survey

Table 6: Aboriginal Peoples

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
		17	0	3.20
		169	0	2.70
		245	1	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
Total		1,362	3	1.5

* Source:
2016 Census

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Pharmascience Inc.

Date: 2019-06-26

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	10	06

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

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

Table 3: Members of Visible Minorities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)	All Employees	Members of Visible Minorities	
		Representation	Availability*
		#	%
		#	%
01 Senior Managers	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 Skilled Sales & Service Personnel	63	7	8.50
09 Skilled Crafts & Trades Workers	63	11	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	0.00
14 Other Manual Workers	218	55	22.10
Total	1,695	453	18.2

Table 7: Members of Visible Minorities

Subsequent/Current Workforce Analysis

	All Employees	Members of Visible Minorities	
		Representation	Availability*
		#	%
		#	%
	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
Total	1,362	351	21.4

* Source:
2011 National Household Survey

* Source:
2016 Census

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Pharmascience Inc.

Date: 2019-06-26

Start Date of Flow Data		
YYYY	MM	DD
2016	10	06

End Date of Flow Data		
YYYY	MM	DD
2019	06	20

Data from Form 4 - Employees Hired			
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Data from Form 5 - Employees Promoted			
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Data from Form 6 - Employees Terminated			
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Employment Equity Occupational Group (EEOG)	Table 1: Women				Table 5: Women				Table 9: Women			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	13	3	0	0	3	0	0	0	7	2	0	0
02 Middle & Other Managers	86	36	0	0	32	15	0	0	147	76	1	1
03 Professionals	140	75	0	0	41	28	0	0	172	105	2	2
04 Semi-Professionals & Technicians	75	44	0	0	23	13	0	0	110	63	0	0
05 Supervisors	8	4	0	0	0	0	0	0	4	2	0	0
06 Supervisors, Crafts & Trades	12	5	0	0	7	2	0	0	19	7	0	0
07 Administrative & Senior Clerical Personnel	36	25	0	0	10	7	0	0	60	42	2	2
08 Skilled Sales & Service Personnel	25	11	0	0	2	1	0	0	21	12	0	0
09 Skilled Crafts & Trades Workers	24	1	0	0	2	0	0	0	26	0	0	0
10 Clerical Personnel	28	15	0	0	2	1	0	0	24	10	0	0
11 Intermediate Sales & Service Personnel	4	3	0	0	0	0	0	0	3	2	0	0
12 Semi-Skilled Manual Workers	13	3	0	0	0	0	0	0	22	6	1	0
13 Other Sales & Service Personnel	3	0	0	0	0	0	0	0	2	1	0	0
14 Other Manual Workers	29	11	0	0	14	6	0	0	49	24	2	0
Total	496	236	0	0	136	73	0	0	666	352	8	5

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Pharmascience Inc.

Date: 2019-06-26

Start Date of Flow Data		
YYYY	MM	DD
2016	10	06

End Date of Flow Data		
YYYY	MM	DD
2019	06	20

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 2: Aboriginal Peoples

Table 6: Aboriginal Peoples

Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples				Table 6: Aboriginal Peoples				Table 10: Aboriginal Peoples			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	13	0	0	0	3	0	0	0	7	0	0	0
02 Middle & Other Managers	86	0	0	0	32	0	0	0	147	1	1	0
03 Professionals	140	0	0	0	41	0	0	0	172	0	2	0
04 Semi-Professionals & Technicians	75	1	0	0	23	0	0	0	110	0	0	0
05 Supervisors	8	0	0	0	0	0	0	0	4	0	0	0
06 Supervisors: Crafts & Trades	12	0	0	0	7	0	0	0	19	0	0	0
07 Administrative & Senior Clerical Personnel	36	0	0	0	10	0	0	0	60	0	2	0
08 Skilled Sales & Service Personnel	25	0	0	0	2	0	0	0	21	0	0	0
09 Skilled Crafts & Trades Workers	24	0	0	0	2	0	0	0	26	0	0	0
10 Clerical Personnel	28	0	0	0	2	0	0	0	24	0	0	0
11 Intermediate Sales & Service Personnel	4	0	0	0	0	0	0	0	3	0	0	0
12 Semi-Skilled Manual Workers	13	0	0	0	0	0	0	0	22	0	1	0
13 Other Sales & Service Personnel	3	0	0	0	0	0	0	0	2	0	0	0
14 Other Manual Workers	29	0	0	0	14	0	0	0	49	0	2	0
Total	496	1	0	0	136	0	0	0	666	1	8	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Pharmascience Inc.

Date: 2019-06-26

Start Date of Flow Data		
YYYY	MM	DD
2016	10	06

End Date of Flow Data		
YYYY	MM	DD
2019	06	20

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 3: Persons with Disabilities

Table 7: Persons with Disabilities

Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	13	0	0	0	3	0	0	0	7	0	0	0
02 Middle & Other Managers	86	0	0	0	32	0	0	0	147	1	1	0
03 Professionals	140	0	0	0	41	0	0	0	172	0	2	0
04 Semi-Professionals & Technicians	75	1	0	0	23	0	0	0	110	0	0	0
05 Supervisors	8	0	0	0	0	0	0	0	4	0	0	0
06 Supervisors: Crafts & Trades	12	0	0	0	7	0	0	0	19	0	0	0
07 Administrative & Senior Clerical Personnel	36	0	0	0	10	0	0	0	60	0	2	0
08 Skilled Sales & Service Personnel	25	0	0	0	2	0	0	0	21	0	0	0
09 Skilled Crafts & Trades Workers	24	0	0	0	2	0	0	0	26	0	0	0
10 Clerical Personnel	28	0	0	0	2	0	0	0	24	0	0	0
11 Intermediate Sales & Service Personnel	4	0	0	0	0	0	0	0	3	0	0	0
12 Semi-Skilled Manual Workers	13	0	0	0	0	0	0	0	22	0	1	0
13 Other Sales & Service Personnel	3	0	0	0	0	0	0	0	2	0	0	0
14 Other Manual Workers	29	0	0	0	14	0	0	0	49	0	2	0
Total	496	1	0	0	136	0	0	0	666	1	8	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Pharmascience Inc.

Date: 2019-06-26

Start Date of Flow Data		
YYYY	MM	DD
2016	10	06

End Date of Flow Data		
YYYY	MM	DD
2019	06	20

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	13	5	0	0	3	1	0	0	7	0	0	0
02 Middle & Other Managers	86	5	0	0	32	2	0	0	147	19	1	0
03 Professionals	140	21	0	0	41	10	0	0	172	38	2	0
04 Semi-Professionals & Technicians	75	24	0	0	23	5	0	0	110	38	0	0
05 Supervisors	8	0	0	0	0	0	0	0	4	0	0	0
06 Supervisors: Crafts & Trades	12	2	0	0	7	0	0	0	19	3	0	0
07 Administrative & Senior Clerical Personnel	36	8	0	0	10	2	0	0	60	13	2	0
08 Skilled Sales & Service Personnel	25	1	0	0	2	1	0	0	21	1	0	0
09 Skilled Crafts & Trades Workers	24	6	0	0	2	0	0	0	26	4	0	0
10 Clerical Personnel	28	8	0	0	2	2	0	0	24	7	0	0
11 Intermediate Sales & Service Personnel	4	0	0	0	0	0	0	0	3	1	0	0
12 Semi-Skilled Manual Workers	13	4	0	0	0	0	0	0	22	7	1	0
13 Other Sales & Service Personnel	3	2	0	0	0	0	0	0	2	1	0	0
14 Other Manual Workers	29	11	0	0	14	2	0	0	49	15	2	1
Total	496	97	0	0	136	25	0	0	666	147	8	1

Federal Contractors Program Achievement Report

Part 3: Goals

Pharmascience Inc.

Date: 2019-06-26

Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis ⁷	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis ⁸	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x I x 3	O ⁷ x O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K + C	(K - M + O) + (C + F)	

Table 1: Women

Employment Equity Occupational Group (EEOG)	First/Previous Short-term Goals																				
	All Employees									Women											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Effect Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires (Reported Over 3 Years)	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years		
		XXXX-XXXX-00	Actual	Projected	Actual	Projected	Actual			Over 3 Years	XXXX-XXXX-00		Actual	Over 3 Years						From: To:	XXXX - YYYY
		2016-10-06	Annually	Annually	Over 3 Years	Annually	Annually			Over 3 Years	2016-10-06		Annually	Over 3 Years						2016	2019
%	%	%	#	%	%	#	%	%	#	#	%	%	%	#	#	%	%				
01 Senior Managers	12	12.2%	0.0%	0	48.3%		0	0	1	0.0%	0	2	0	27.4%	27.4%	-2	-2	8.2%	8.1%		
02 Middle & Other Managers	254	-12.7%	0.0%	0	70.0%		0	0	118	0.0%	0	-19	0	0.0%	36.9%	19	19	46.5%	46.5%		
03 Professionals	324	-8.9%	0.0%	0	61.2%		0	0	200	0.0%	0	-62	0	0.0%	42.7%	62	62	61.7%	61.7%		
04 Semi-Professionals & Tech	336	-5.9%	0.0%	0	35.5%		0	0	188	0.0%	0	-5	0	0.0%	54.1%	5	5	55.6%	55.6%		
05 Supervisors	4	26.0%	0.0%	0	66.7%		0	0	3	0.0%	0	-1	0	0.0%	50.8%	1	1	75.0%	75.0%		
06 Supervisors: Crafts & Trades	34	-11.0%	0.0%	0	65.5%		0	0	12	0.0%	0	-4	0	0.0%	24.9%	4	4	35.3%	35.3%		
07 Administrative & Sr Clerical	123	-13.4%	0.0%	0	61.1%		0	0	92	0.0%	0	7	0	0.0%	80.8%	-7	-7	74.8%	74.8%		
08 Skilled Sales & Service	63	-6.2%	0.0%	0	36.5%		0	0	36	0.0%	0	-18	0	0.0%	29.1%	18	18	57.1%	57.1%		
09 Skilled Crafts & Trades	63	1.6%	0.0%	0	40.3%		0	0	0	0.0%	0	2	0	2.6%	2.6%	-2	-2	0.0%	0.0%		
10 Clerical Personnel	86	-1.2%	0.0%	0	28.4%		0	0	43	0.0%	0	11	0	0.0%	62.5%	-11	-11	50.0%	50.0%		
11 Intermediate Sales & Service	10	3.2%	0.0%	0	28.6%		0	0	7	0.0%	0	-1	0	0.0%	61.3%	1	1	70.0%	70.0%		
12 Semi-Skilled Manual	166	-6.7%	0.0%	0	15.3%		0	0	46	0.0%	0	-15	0	0.0%	18.4%	15	15	27.7%	27.7%		
13 Other Sales & Service	0	0.0%	0.0%	0	133.3%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	218	-5.0%	0.0%	0	25.2%		0	0	107	0.0%	0	-55	0	0.0%	23.8%	55	55	49.1%	49.1%		
Total	1,695	-7.0%	0.0%	0	44.1%		0	0	853	0.0%	0	-158	0	0.0%	41.0%	158	158	50.1%	50.3%		

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

⁸ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

Table 2: Women

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

Federal Contractors Program Achievement Report

Part 3: Goals

Pharmascience Inc.

Date: 2019-06-26

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	All Employees																			Aboriginal Peoples				
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Effect Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires (Reported Over 3 Years)	3 Year Goals		Percent Availability	Percent Gap	Projected Gap	Percent Representation	Projected Representation in 3 Years					
		XXXX-XXXX-00	Actual	Projected	Actual	Projected	Actual			Projected	XXXX-XXXX-00		XXXX-XXXX-00	XXXX-XXXX-00						XXXX-XXXX-00	XXXX-XXXX-00			
	2016-10-06	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-10-06	Annually	Over 3 Years	2016	2019												
	%	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%						
01 Senior Managers	12	12.2%	0.0%	0	48.3%		0	0	0	0.0%	0	0	0	0.0%	2.9%	0	0	0.0%	0.0%					
02 Middle & Other Managers	254	-12.7%	0.0%	0	70.0%		0	1	0.0%	0	5	0	2.2%	2.2%	-5	-5	0.4%	0.4%						
03 Professionals	324	-8.9%	0.0%	0	61.2%		0	0	0.0%	0	4	0	1.3%	1.3%	-4	-4	0.0%	0.0%						
04 Semi-Professionals & Tech	336	-5.9%	0.0%	0	35.5%		0	0	0.0%	0	3	0	0.9%	0.8%	-3	-3	0.0%	0.0%						
05 Supervisors	4	26.0%	0.0%	0	66.7%		0	0	0.0%	0	0	0	0.0%	0.8%	0	0	0.0%	0.0%						
06 Supervisors: Crafts & Trades	34	-11.0%	0.0%	0	65.5%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%						
07 Administrative & Sr Clerical	123	-13.4%	0.0%	0	61.1%		0	1	0.0%	0	0	0	0.0%	0.7%	0	0	0.8%	0.8%						
08 Skilled Sales & Service	63	-6.2%	0.0%	0	36.5%		0	0	0.0%	0	1	0	1.0%	1.0%	-1	-1	0.0%	0.0%						
09 Skilled Crafts & Trades	63	1.6%	0.0%	0	40.3%		0	0	0.0%	0	1	0	1.6%	1.6%	-1	-1	0.0%	0.0%						
10 Clerical Personnel	86	-1.2%	0.0%	0	28.4%		0	0	0.0%	0	0	0	0.8%	0.8%	0	0	1.2%	1.2%						
11 Intermediate Sales & Service	10	3.2%	0.0%	0	28.6%		0	0	0.0%	0	0	0	0.0%	0.9%	0	0	0.0%	0.0%						
12 Semi-Skilled Manual	166	-6.7%	0.0%	0	15.3%		0	0	0.0%	0	1	0	0.9%	0.9%	-1	-1	0.0%	0.0%						
13 Other Sales & Service	0	0.0%	0.0%	0	133.3%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!						
14 Other Manual Workers	218	-5.0%	0.0%	0	25.2%		0	0	0.0%	0	2	0	0.8%	0.8%	-2	-2	0.0%	0.0%						
Total	1,695	-7.0%	0.0%	0	44.1%		0	0	0.0%	0	16	0	1.1%	1.1%	-16	-16	0.2%	0.2%						

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

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	1	0.0	
04 Semi-Professionals & Tech	0	0.0	1	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	1	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	1	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	1	0.0	
Total	0		5		

Federal Contractors Program Achievement Report

Part 3: Goals

Pharmascience Inc.

Date: 2019-06-26

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	First/Previous Short-term Goals																		
	All Employees									Persons with Disabilities									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Effect Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires (Reported Over 3 Years)	3 Year Goals		Percent Availability	Percent Gap	Projected Gap	Percent Representation	Projected Representation in 3 Years
		XXXX-XXXX-00	Actual	Projected	Actual	Projected	Actual			Projected	XXXX-XXXX-00		Annually	Over 3 Years					
	2016-10-06	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-10-06	Annually	Over 3 Years	2016	2019	%	%	%	%	%	%	
%	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%	
01/02 Managers	266	-0.2%	0.0%	0	59.1%		0	0	0.0%	0	10	0	4.1%	4.3%	-10	-10	0.2%	0.4%	
03 Professionals	324	-8.9%	0.0%	0	61.2%		0	0	0.0%	0	12	0	3.8%	3.8%	-12	-12	0.0%	0.0%	
04 Semi-Professionals & Tech	338	-5.9%	0.0%	0	35.2%		0	2	0.0%	0	14	0	4.6%	4.6%	-14	-14	0.6%	0.6%	
05 Supervisors	4	26.0%	0.0%	0	66.7%		0	0	0.0%	0	1	0	13.9%	13.9%	-1	-1	0.0%	0.0%	
06 Supervisors: Crafts & Trades	34	-11.0%	0.0%	0	65.5%		0	0	0.0%	0	3	0	7.6%	7.8%	-3	-3	0.0%	0.0%	
07 Administrative & Sr Clerical	123	-13.4%	0.0%	0	61.1%		0	0	0.0%	0	4	0	3.4%	3.4%	-4	-4	0.0%	0.0%	
08 Skilled Sales & Service	63	-6.2%	0.0%	0	36.5%		0	0	0.0%	0	2	0	3.4%	3.5%	-2	-2	0.0%	0.0%	
09 Skilled Crafts & Trades	63	1.6%	0.0%	0	40.3%		0	0	0.0%	0	2	0	3.8%	3.8%	-2	-2	0.0%	0.0%	
10 Clerical Personnel	86	-1.2%	0.0%	0	28.4%		0	0	0.0%	0	6	0	7.0%	7.0%	-6	-6	0.0%	0.0%	
11 Intermediate Sales & Service	10	3.2%	0.0%	0	28.6%		0	0	0.0%	0	1	0	5.6%	5.6%	-1	-1	0.0%	0.0%	
12 Semi-Skilled Manual	166	-6.7%	0.0%	0	15.3%		0	1	0.0%	0	7	0	4.8%	4.8%	-7	-7	0.6%	0.6%	
13 Other Sales & Service	0	0.0%	0.0%	0	133.3%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	218	-5.0%	0.0%	0	25.2%		0	0	0.0%	0	12	0	5.3%	5.3%	-12	-12	0.0%	0.0%	
Total	1,693	-7.0%	0.0%	0	44.1%		0	4	0.0%	0	74	0	4.6%	4.6%	-74	-74	0.2%	0.2%	

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities					Comments
	Short-term Goals		Long-term Goals			
	#	%	#	%		
01/02 Managers	1	0.0	2	0.0		
03 Professionals	1	0.0	2	0.0		
04 Semi-Professionals & Tech	0	0.0	4	0.0		
05 Supervisors	0	0.0	0	0.0		
06 Supervisors: Crafts & Trades	1	0.0	1	0.0		
07 Administrative & Sr Clerical	0	0.0	1	0.0		
08 Skilled Sales & Service	0	0.0	1	0.0		
09 Skilled Crafts & Trades	0	0.0	1	0.0		
10 Clerical Personnel	2	0.0	2	0.0		
11 Intermediate Sales & Service	0	0.0	1	0.0		
12 Semi-Skilled Manual	0	0.0	3	0.0		
13 Other Sales & Service	0	0.0	0	0.0		
14 Other Manual Workers	0	0.0	1	0.0		
Total	5		21			

Federal Contractors Program Achievement Report

Part 3: Goals

Pharmascience Inc.

Date: 2019-06-26

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	All Employees																			First/Previous Short-term Goals																		
	Number	Growth (New Positions)						Turnover (Replacement of Terminated Employees)						Anticipated Effect Over 3 Years	Number	Turnover (Replacement of Terminated Employees)						Hires (Reported Over 3 Years)	3 Year Goals															
		XXXX-XXXX-00			Projected			Actual			Projected					XXXX-XXXX-00			XXXX-XXXX-00				Percent Availability	Percent Gap	Projected Gap	Percent Representation	Projected Representation in 3 Years											
		2016-10-06		Annual	Over 3 Years	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-10-06	Annually			Over 3 Years	2019	2019																				
		#	%	%	#	%	%	#	%	#	%	#	%			#	%	%	#	#	%							%										
01 Senior Managers	12	12.2%	0.0%	0	48.3%		0	0	0	0	0	0	0	0	0	0.0%	10.1%	0	0	8.2%	8.1%																	
02 Middle & Other Managers	254	-12.7%	0.0%	0	70.0%		0	0	0	0	0	0	-4	0	0.0%	15.0%	4	4	16.5%	16.5%																		
03 Professionals	374	-8.9%	0.0%	0	61.2%		0	0	0	0	0	0	74	0	0.0%	26.4%	26.4%	-12	-12	22.8%	22.8%																	
04 Semi-Professionals & Tech	336	-5.9%	0.0%	0	35.5%		0	0	0	0	0	0	143	0	0.0%	15.2%	92	92	42.3%	42.3%																		
05 Supervisors	4	26.0%	0.0%	0	66.7%		0	0	0	0	0	0	0	1	0	16.7%	16.7%	-1	-1	0.0%	0.0%																	
06 Supervisors: Crafts & Trades	34	-11.0%	0.0%	0	65.5%		0	0	0	0	0	0	5	0	0.0%	14.6%	0	0	14.7%	14.7%																		
07 Administrative & Sr Clerical	123	-13.4%	0.0%	0	61.1%		0	0	0	0	0	0	28	0	0.0%	12.2%	13	13	22.8%	22.8%																		
08 Skilled Sales & Service	63	-6.2%	0.0%	0	36.5%		0	0	0	0	0	0	7	0	0.0%	8.5%	2	2	11.1%	11.1%																		
09 Skilled Crafts & Trades	63	1.6%	0.0%	0	40.3%		0	0	0	0	0	0	11	0	0.0%	4.6%	8	8	17.5%	17.5%																		
10 Clerical Personnel	86	-1.2%	0.0%	0	28.4%		0	0	0	0	0	0	24	0	0.0%	17.4%	9	9	27.9%	27.9%																		
11 Intermediate Sales & Service	10	3.2%	0.0%	0	28.6%		0	0	0	0	0	0	0	0	22.2%	22.2%	-2	-2	0.0%	0.0%																		
12 Semi-Skilled Manual	166	-6.7%	0.0%	0	15.3%		0	0	0	0	0	0	63	0	0.0%	22.7%	25	25	38.0%	38.0%																		
13 Other Sales & Service	0	0.0%	0.0%	0	133.3%		0	0	0	0	0	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!																		
14 Other Manual Workers	218	-5.0%	0.0%	0	25.2%		0	0	0	0	0	0	55	0	0.0%	22.1%	7	7	25.2%	25.2%																		
Total	1,695	-7.0%	0.0%	0	44.1%		0	0	0	0	0	0	453	0	0.0%	18.2%	145	145	26.7%	26.7%																		

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	6	0.0	6	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	1	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	1	0.0	1	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	7		7		

Federal Contractors Program Achievement Report

Part 3: Goals

Pharmascience Inc.

Date: 2019-06-26

Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis ⁷	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis ⁸	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	O ⁷ x O ¹ - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K + C	(K - M + O) + (C + F)	

Table 9: Women

Employment Equity Occupational Group (EEOG)	Subsequent/Current Short-Term Goals																			
	All Employees								Women											
	Number XXXX-XXXX-00	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Effect Over 3 Years	Number XXXX-XXXX-00	Turnover (Replacement of Terminated Employees)		Hires (Reported Over 3 Years)	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		Actual		Projected	Actual		Projected			From: To			XXXX - YYYY							
		2019-06-20	Annually	Over 3 Years	Annually	Annually	Over 3 Years			2019-06-20	Annually		Over 3 Years	2019						2022
%	%	%	#	%	%	#	#	%	#	#	#	%	%	#	#	%	%			
01 Senior Managers	17	12.2%	0.0%	0	48.3%		0	3	0.0%	0	2	0	27.6%	27.6%	-2	-2	17.6%	17.6%		
02 Middle & Other Managers	169	-12.7%	0.0%	0	70.0%		0	69	0.0%	0	-2	0	0.0%	39.4%	2	2	40.8%	40.8%		
03 Professionals	245	-8.9%	0.0%	0	61.2%		0	146	0.0%	0	-47	0	0.0%	40.6%	47	47	59.6%	59.6%		
04 Semi-Professionals & Tech	282	-5.9%	0.0%	0	35.5%		0	156	0.0%	0	-3	0	0.0%	54.2%	3	3	55.3%	55.3%		
05 Supervisors	8	26.0%	0.0%	0	66.7%		0	5	0.0%	0	-1	0	0.0%	50.5%	1	1	62.5%	62.5%		
06 Supervisors: Crafts & Trades	24	-11.0%	0.0%	0	65.5%		0	8	0.0%	0	-3	0	0.0%	29.8%	3	3	33.3%	33.3%		
07 Administrative & Sr Clerical	80	-13.4%	0.0%	0	61.1%		0	58	0.0%	0	7	0	0.0%	80.9%	-7	-7	72.5%	72.5%		
08 Skilled Sales & Service	52	-6.2%	0.0%	0	36.5%		0	28	0.0%	0	-12	0	0.0%	29.9%	12	12	53.8%	53.8%		
09 Skilled Crafts & Trades	66	1.6%	0.0%	0	40.3%		0	2	0.0%	0	-1	0	0.0%	1.8%	1	1	3.0%	3.0%		
10 Clerical Personnel	83	-1.2%	0.0%	0	28.4%		0	46	0.0%	0	3	0	0.0%	61.6%	-5	-5	55.4%	55.4%		
11 Intermediate Sales & Service	11	3.2%	0.0%	0	28.6%		0	9	0.0%	0	-2	0	0.0%	63.2%	2	2	81.8%	81.8%		
12 Semi-Skilled Manual	135	-6.7%	0.0%	0	15.3%		0	38	0.0%	0	-17	0	0.0%	15.9%	17	17	28.1%	28.1%		
13 Other Sales & Service	3	0.0%	0.0%	0	133.3%		0	0	0.0%	0	2	0	50.0%	50.0%	-2	-2	0.0%	0.0%		
14 Other Manual Workers	187	-5.0%	0.0%	0	25.2%		0	83	0.0%	0	-39	0	0.0%	23.6%	39	39	44.4%	44.4%		
Total	1,362	-7.0%	0.0%	0	44.1%		0	651	0.0%	0	-112	0	0.0%	39.6%	112	112	47.8%	47.8%		

⁷ Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)^{1/2} - 1) x 100.

⁸ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 10: Women

Employment Equity Occupational Group (EEOG)	Women		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	27.6	27.6	
02 Middle & Other Managers	0.0	0.0	
03 Professionals	0.0	0.0	
04 Semi-Professionals & Tech	0.0	0.0	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	0.0	0.0	
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	0.0	0.0	
11 Intermediate Sales & Service	0.0	0.0	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	50.0	50.0	Might be more challenging to fill as we currently only have 3 employees in that category
14 Other Manual Workers	0.0	0.0	
Total	0.0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Pharmascience Inc.

Date: 2019-06-26

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Employment Equity Occupational Group (EEOC)	Subsequent/Current Short-Term Goals																			
	All Employees										Aboriginal Peoples									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Effect Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires (Reported Over 3 Years)	3 Year Goals		Percent Availability	Percent Gap	Projected Gap	Percent Representation	Projected Representation in 3 Years	
		XXXX-XXXX-00	Actual	Projected	Actual	Projected	Actual			Projected	XXXX-XXXX-00		XXXX-XXXX-00	XXXX-XXXX-00						XXXX-XXXX-00
	2019-06-20	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-06-20	Annually	Over 3 Years	2019	2022								
%	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%			
01 Senior Managers	17	12.2%	0.0%	0	48.3%		0	0	0	0.0%	0	1	0	3.2%	3.2%	-1	-1	0.0%	0.0%	
02 Middle & Other Managers	169	-12.7%	0.0%	0	70.0%		0	0	0.0%	0	5	0	0	2.7%	2.7%	-5	-5	0.0%	0.0%	
03 Professionals	245	-8.9%	0.0%	0	61.2%		0	0	0.0%	0	2	0	0	3.2%	1.4%	-2	-2	0.0%	0.4%	
04 Semi-Professionals & Tech	282	-5.9%	0.0%	0	35.5%		0	0	0.0%	0	4	0	0	1.4%	1.4%	-4	-4	0.0%	0.0%	
05 Supervisors	8	26.0%	0.0%	0	66.7%		0	0	0.0%	0	0	0	0	0.0%	0.8%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	24	-11.0%	0.0%	0	65.5%		0	0	0.0%	0	0	0	0	0.0%	1.5%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	80	-13.4%	0.0%	0	61.1%		0	0	0.0%	0	0	0	0	0.0%	0.8%	0	0	1.3%	1.3%	
08 Skilled Sales & Service	52	-6.2%	0.0%	0	36.5%		0	0	0.0%	0	1	0	0	1.1%	1.1%	-1	-1	0.0%	0.0%	
09 Skilled Crafts & Trades	66	1.6%	0.0%	0	40.3%		0	0	0.0%	0	2	0	0	2.4%	2.4%	-2	-2	0.0%	0.0%	
10 Clerical Personnel	83	-1.2%	0.0%	0	28.4%		0	0	0.0%	0	0	0	0	0.0%	1.0%	0	0	1.2%	1.2%	
11 Intermediate Sales & Service	11	3.2%	0.0%	0	28.6%		0	0	0.0%	0	0	0	0	0.0%	0.8%	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	135	-6.7%	0.0%	0	15.3%		0	0	0.0%	0	1	0	0	1.0%	1.0%	-1	-1	0.0%	0.0%	
13 Other Sales & Service	3	0.0%	0.0%	0	133.3%		0	0	0.0%	0	0	0	0	0.0%	1.0%	0	0	0.0%	0.0%	
14 Other Manual Workers	187	-5.0%	0.0%	0	25.2%		0	0	0.0%	0	2	0	0	1.0%	1.0%	-2	-2	0.0%	0.0%	
Total	1,362	-7.0%	0.0%	0	44.1%		0	0	0	3	0.0%	0	17	0.0%	1.5%	-17	-17	0.2%	0.2%	

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOC)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
	Number	%	Number	%	
01 Senior Managers	3.2		3.2		3 people out of 100 must be Aboriginal. This is a challenging group to attract/ need at least one person. Need to focus on people in the market - how can we attract/retain
02 Middle & Other Managers	2.7		2.7		Present availability of Aboriginals in the market is low, which makes the goal even a more challenging one.
03 Professionals	1.2		1.2		
04 Semi-Professionals & Tech	1.4		1.4		
05 Supervisors	0.0		0.0		
06 Supervisors: Crafts & Trades	0.0		0.0		
07 Administrative & Sr Clerical	0.0		0.0		
08 Skilled Sales & Service	1.1		1.1		
09 Skilled Crafts & Trades	2.4		2.4		
10 Clerical Personnel	0.0		0.0		
11 Intermediate Sales & Service	0.0		0.0		
12 Semi-Skilled Manual	1.0		1.0		
13 Other Sales & Service	0.0		0.0		
14 Other Manual Workers	1.0		1.0		
Total	0.0		0.0		

Federal Contractors Program Achievement Report

Part 3: Goals

Pharmascience Inc.

Date: 2019-06-26

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Subsequent/Current Short-Term Goals																			
	All Employees								Persons with Disabilities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Effect Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires (Reported Over a 3-Year)	3 Year Goals		Percent Availability	Percent Gap	Projected Gap	Percent Representation	Projected Representation in 3 Years	
		XXXX-XXXX-00	Actual	Projected	Actual	Projected	Actual			Projected	Over 3 Years		XXXX-XXXX-00	Actual						Over 3 Years
	2019-06-20	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	%	2019-06-20	Annually	Over 3 Years	%	%	2019	2022	%	%	#	#	%
%	%	%	#	%	%	#	%	%	%	%	#	%	%	%	%	#	#	%	%	
01/02 Managers	186	-0.2%	0.0%	0	59.1%		0	0	0	0.0%	0	9	0	5.0%	5.0%	-9	-9	0.0%	0.0%	
03 Professionals	245	-8.9%	0.0%	0	61.2%		0	0	0	0.0%	0	22	0	8.9%	8.9%	-22	-22	0.0%	0.0%	
04 Semi-Professionals & Tech	282	-5.9%	0.0%	0	35.2%		0	0	3	0.0%	0	18	0	7.6%	7.6%	-18	-18	1.1%	1.1%	
05 Supervisors	3	26.0%	0.0%	0	66.7%		0	0	0	0.0%	0	2	0	27.5%	27.5%	-2	-2	0.0%	0.0%	
06 Supervisors: Crafts & Trades	24	-11.0%	0.0%	0	65.5%		0	0	0	0.0%	0	2	0	10.4%	10.4%	-2	-2	0.0%	0.0%	
07 Administrative & Sr Clerical	80	-13.2%	0.0%	0	61.1%		0	0	0	0.0%	0	8	0	1.0%	10.0%	-8	-8	0.0%	0.0%	
08 Skilled Sales & Service	52	-6.2%	0.0%	0	36.5%		0	0	0	0.0%	0	4	0	8.0%	8.0%	-4	-4	0.0%	0.0%	
09 Skilled Crafts & Trades	66	1.6%	0.0%	0	40.3%		0	0	0	0.0%	0	5	0	7.8%	7.8%	-5	-5	0.0%	0.0%	
10 Clerical Personnel	83	-1.2%	0.0%	0	28.4%		0	0	0	0.0%	0	8	0	9.3%	9.3%	-8	-8	0.0%	0.0%	
11 Intermediate Sales & Service	11	3.2%	0.0%	0	28.6%		0	0	0	0.0%	0	1	0	10.8%	10.8%	-1	-1	0.0%	0.0%	
12 Semi-Skilled Manual	135	-6.7%	0.0%	0	15.3%		0	0	2	0.0%	0	12	0	10.3%	10.3%	-12	-12	1.5%	1.5%	
13 Other Sales & Service	3	0.0%	0.0%	0	13.3%		0	0	0	0.0%	0	0	0	0.0%	10.7%	0	0	0.0%	0.0%	
14 Other Manual Workers	187	-5.0%	0.0%	0	25.2%		0	0	0	0.0%	0	13	0	6.8%	6.8%	-13	-13	0.0%	0.0%	
Total	1,362	-7.0%	0.0%	0	44.1%		0	0	5	0.0%	0	105	0	8.1%	8.1%	-105	-105	0.4%	0.4%	

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02 Managers		5.0		5.0	Need to make a continued effort to hire and retain persons with disabilities. As indicated by our table, we have a gap that needs to be filled in all EEOGs.
03 Professionals		8.9		8.9	Can also possibly work with firms/agencies to find talent in this group.
04 Semi-Professionals & Tech		7.6		7.6	
05 Supervisors		27.5		27.5	
06 Supervisors: Crafts & Trades		10.1		10.1	
07 Administrative & Sr Clerical		1.0		1.0	
08 Skilled Sales & Service		8.0		8.0	
09 Skilled Crafts & Trades		7.8		7.8	
10 Clerical Personnel		9.3		9.3	
11 Intermediate Sales & Service		10.8		10.8	
12 Semi-Skilled Manual		10.3		10.3	
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		6.8		6.8	
Total		0.0		0.0	

Federal Contractor's Program Achievement Report

Part 3: Goals

Pharmaceutical Inc.

Date: 2019-06-26

Data for Subsequent Current Goals

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

Table 15: Members of Visible Minorities

Group (EEOC)	All Employees										Members of Visible Minorities									
	2019-06-20					2019-06-20					2019					2012				
	Terminated Employees		Terminated Employees		Terminated Employees		Terminated Employees		Terminated Employees		Terminated Employees		Terminated Employees		Terminated Employees		Terminated Employees		Terminated Employees	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
01 Senior Managers	17	12.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
02 Middle & Other Managers	169	12.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
03 Professionals	245	8.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
04 Semi-Professionals & Tech	282	5.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
05 Supervisors	8	26.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
06 Supervisors Crafts & Trades	24	11.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
07 Administrative & Sr Clerical	80	13.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
08 Skilled Sales & Service	52	6.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
09 Skilled Crafts & Trades	83	1.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
10 Clerical Personnel	86	1.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
11 Intermediate Sales & Service	13	3.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
12 Semi-Skilled Manual	133	6.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
13 Other Sales & Service	3	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
14 Other Manual Workers	187	5.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	1,362	7.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

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

Table 16: Members of Visible Minorities

Group (EEOC)	Members of Visible Minorities		Comments
	Short-Term Goals	Long-Term Goals	
01 Senior Managers	0.0	0.0	
02 Middle & Other Managers	17.6	30.9	Need to make a continued effort to attract and retain individuals in this EEOC. Based on internal's diverse cultures and backgrounds, we should be able to meet some of the requirements.
03 Professionals	0.0	0.0	
04 Semi-Professionals & Tech	0.0	0.0	
05 Supervisors	20.1	20.1	
06 Supervisors Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	0.0	0.0	
08 Skilled Sales & Service	10.0	10.0	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	0.0	0.0	
11 Intermediate Sales & Service	26.6	26.6	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	0.0	0.0	
14 Other Manual Workers	0.0	0.0	
Total	0.0	0.0	

Federal Contractors Program Achievement Report

Part 4: Results - Women

Pharmascience Inc.

Date: 2019-06-26

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees		Women						All Employees		Women		All Employees		Women		All Employees		Women				
		Actual	%	Representation	Availability	Goal	Eff. Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference					
01 Senior Managers	2016	12	1	8.3	27.4	3	-2	30.4																
	2019	17	3	17.6	27.6	5	-2	63.9	13	3	23.1	4	-1	3	0	0.0	0	0	7	2	28.6	1	1	
02 Middle & Other Managers	2016	254	118	46.5	38.9	99	19	119.4																
	2019	169	69	40.8	39.4	67	2	103.6	86	36	41.9	34	2	32	15	46.9	15	0	148	77	52.0	69	8	
03 Professionals	2016	324	200	61.7	42.7	138	62	144.6																
	2019	245	146	59.6	40.6	99	47	146.8	140	75	53.6	57	18	41	28	68.3	25	3	174	107	61.5	107	0	
04 Semi-Professionals & Technicians	2016	338	188	55.6	54.1	183	5	102.8																
	2019	282	156	55.3	54.2	153	3	102.1	75	44	58.7	41	3	23	13	56.5	13	0	110	63	57.3	61	2	
05 Supervisors	2016	4	3	75.0	50.8	2	1	147.6																
	2019	8	5	62.5	50.5	4	1	123.8	8	4	50.0	4	0	0	0	0.0	0	0	4	2	50.0	3	-1	
06 Supervisors, Crafts & Trades	2016	34	12	35.3	24.9	8	4	141.7																
	2019	24	8	33.3	20.8	5	3	160.3	12	5	41.7	2	3	7	2	28.6	2	0	19	7	36.8	7	0	

Data source:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E = D x 100	Part 3: Goals	E = G x 100	Part 3: Goals	F = I x 100	Part 3: Goals	F = K x 100	Part 3: Goals	F = M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals					Long-term Goals					
		Women		Women					Women					
		Actual	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
01 Senior Managers	2019	16	3	18.8	1	300.0	0.0	0.0	1	300.0	0.0	0.0		
	2022	16	3	18.8			27.6	67.9			27.6	67.9		
02 Middle & Other Managers	2019	118	51	43.2	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	118	51	43.2			0.0	0.0			0.0	0.0		
03 Professionals	2019	181	103	56.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	181	103	56.9			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2019	98	57	58.2	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	98	57	58.2			0.0	0.0			0.0	0.0		
05 Supervisors	2019	8	4	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	8	4	50.0			0.0	0.0			0.0	0.0		
06 Supervisors, Crafts & Trades	2019	19	7	36.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	19	7	36.8			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Pharmascience Inc.

Date: 2019-06-26

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees		Women						All Employees		Women		All Employees		Women		All Employees		Women					
		Actual	Target	Representation	Availability	Goal	Eff. Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
07 Administrative & Senior Clerical	2016	123	92	74.8	80.8	99	-7	92.6																	
	2019	80	58	72.5	80.9	65	-7	89.6	36	25	69.4	29	-4	10	7	70.0	7	0	62	44	71.0	46	-2		
08 Skilled Sales & Service Personnel	2016	63	36	57.1	29.1	18	18	196.4																	
	2019	52	28	53.8	29.9	16	12	180.1	25	11	44.0	7	4	2	1	50.0	1	0	21	12	57.1	12	0		
09 Skilled Crafts & Trades Workers	2016	63	0	0.0	2.6	2	-2	0.0																	
	2019	66	2	3.0	1.8	1	1	168.4	24	1	4.2	0	1	2	0	0.0	0	0	26	0	0.0	0	0		
10 Clerical Personnel	2016	86	43	50.0	62.5	54	-11	80.0																	
	2019	83	46	55.4	61.6	51	-5	90.0	28	15	53.6	17	-2	2	1	50.0	1	0	24	10	41.7	12	-2		
11 Intermediate Sales & Service Personnel	2016	10	7	70.0	61.8	6	1	113.3																	
	2019	11	9	81.8	63.2	7	2	129.5	4	3	75.0	3	0	0	0	0.0	0	0	3	2	66.7	2	0		
12 Semi-Skilled Manual Workers	2016	166	46	27.7	18.4	31	15	150.6																	
	2019	135	38	28.1	15.9	21	17	177.0	13	3	23.1	2	1	0	0	0.0	0	0	23	6	26.1	6	0		

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$F \div D \times 100$	Part 3: Goals	$E - G \times 100$	Part 2: Goals	$F \div I \times 100$	Part 3: Goals	$F - K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals					Long-term Goals					
		Women		Goal		Percent of Goal Met			Goal		Percent of Goal Met			
		Actual	Target	Actual	Target	Percent of Goal Met	Actual	Target	Percent of Goal Met	Actual	Target	Percent of Goal Met		
07 Administrative & Senior Clerical	2019	46	32	69.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	46	32	69.6			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2019	27	12	44.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	27	12	44.4			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2019	26	1	3.8	1	100.0	0.0	0.0	1	100.0	0.0	0.0		
	2022	26	1	3.8			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2019	30	16	53.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	30	16	53.3			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2019	4	3	75.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	4	3	75.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2019	13	3	23.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	13	3	23.1			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Pharmascience Inc.

Date: 2019-06-26

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		Women								All Employees		Women		All Employees		Women		All Employees		Women				
		All Employees	Representative	Availability	Gap	Eff. Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
*	*	%	%	%	*	*	%	*	*	%	*	*	%	*	*	%	*	*	%	*	*	%		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	3	0	0.0	50.0	2	-2	0.0	3	0	0.0	2	-2	0	0	0.0	0	0	2	1	50.0	0		
14 Other Manual Workers	2016	218	107	49.1	23.8	52	55	206.2																
	2019	187	83	44.4	23.6	44	39	188.1	29	11	37.9	7	4	14	6	42.9	7	-1	51	24	47.1	25	-1	
Total	2016	1,695	853	50.3	41.0	695	158	122.7																
	2019	1,362	651	47.8	39.6	539	112	120.7	496	236	47.6	196	40	136	73	53.7	68	5	674	357	53.0	339	18	

Data source:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	F ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals				
		Women		Women				Women				
		All Employees	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
*	*	*	%	*	%	*	%	*	%	*	%	
13 Other Sales & Service Personnel	2019	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2022	3	0	0.0			50.0	0.0			50.0	0.0
14 Other Manual Workers	2019	43	17	39.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2022	43	17	39.5			0.0	0.0			0.0	0.0
Total	2019	632	309	48.9	2	15450.0	0.0	0.0	2	15450.0	0.0	0.0
	2022	632	309	48.9			0.0	0.0			0.0	0.0

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Pharmascience Inc.

Date: 2019-06-26

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees		Aboriginal Peoples						All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples					
		#	%	Representation	Availability	Gap	Eff. Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
01 Senior Managers	2016	12	0%	0.0	2.9	0	0	0.0																	
	2019	17	0%	0.0	3.2	1	-1	0.0	13	0	0.0	0	0	0	3	0	0.0	0	0	7	0	0.0	0	0	0
02 Middle & Other Managers	2016	254	1%	0.4	2.2	6	-5	17.9																	
	2019	169	0%	0.0	2.7	5	-5	0.0	86	0	0.0	2	-2	32	0	0.0	0	0	148	1	0.7	1	0	0	
03 Professionals	2016	324	0%	0.0	1.3	4	-4	0.0																	
	2019	245	1%	0.4	1.4	3	-2	29.2	140	0	0.0	2	-2	41	0	0.0	0	0	174	0	0.0	0	0	0	
04 Semi-Professionals & Technicians	2016	338	0%	0.0	0.8	3	-3	0.0																	
	2019	282	0%	0.0	1.4	4	-4	0.0	75	1	1.3	1	0	23	0	0.0	0	0	110	0	0.0	0	0	0	
05 Supervisors	2016	4	0%	0.0	0.8	0	0	0.0																	
	2019	8	0%	0.0	0.8	0	0	0.0	8	0	0.0	0	0	0	0	0.0	0	0	4	0	0.0	0	0	0	
06 Supervisors, Crafts & Trades	2016	34	0%	0.0	0.0	0	0	0.0																	
	2019	24	0%	0.0	1.5	0	0	0.0	12	0	0.0	0	0	7	0	0.0	0	0	19	0	0.0	0	0	0	

Data source:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$F \div D \times 100$	Part 3: Goals	$E - G \times 100$	Part 2: Goals	$F \div I \times 100$	Part 3: Goals	$F - K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples				
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
01 Senior Managers	2019	16	0%	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	16	0%	0.0			3.2	0.0			3.2	0.0		
02 Middle & Other Managers	2019	118	0%	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	118	0%	0.0			2.7	0.0			2.7	0.0		
03 Professionals	2019	181	0%	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	181	0%	0.0			1.2	0.0			1.2	0.0		
04 Semi-Professionals & Technicians	2019	98	1%	1.0	0	0.0	0.0	0.0	1	100.0	0.0	0.0		
	2022	98	1%	1.0			1.4	72.9			1.4	72.9		
05 Supervisors	2019	8	0%	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	8	0%	0.0			0.0	0.0			0.0	0.0		
06 Supervisors, Crafts & Trades	2019	19	0%	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	19	0%	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Pharmascience Inc.

Date: 2019-06-26

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		Aboriginal Peoples								Aboriginal Peoples				Aboriginal Peoples				Aboriginal Peoples						
		All Employees	Representation	Availability	Goal	Eff. Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference						
#	%	%	%	%	#	#	%	#	#	%	#	#	#	%	#	%	#	%						
07 Administrative & Senior Clerical	2016	123	1	0.3	0.7	1	0	116.1																
	2019	80	1	1.3	0.8	1	0	156.3	36	0	0.0	0	0	10	0	0.0	0	0	62	0	0.0	1	-1	
08 Skilled Sales & Service Personnel	2016	63	0	0.0	1.0	1	-1	0.0																
	2019	52	0	0.0	1.1	1	-1	0.0	25	0	0.0	0	0	2	0	0.0	0	0	21	0	0.0	0	0	
09 Skilled Crafts & Trades Workers	2016	63	0	0.0	1.6	1	-1	0.0																
	2019	66	0	0.0	2.4	2	-2	0.0	24	0	0.0	1	-1	2	0	0.0	0	0	26	0	0.0	0	0	
10 Clerical Personnel	2016	86	1	1.2	0.8	1	0	145.3																
	2019	83	1	1.2	1.0	1	0	120.5	28	0	0.0	0	0	2	0	0.0	0	0	24	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2016	10	0	0.0	0.9	0	0	0.0																
	2019	11	0	0.0	0.8	0	0	0.0	4	0	0.0	0	0	0	0	0.0	0	0	3	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2016	166	0	0.0	0.9	1	-1	0.0																
	2019	135	0	0.0	1.0	1	-1	0.0	13	0	0.0	0	0	0	0	0.0	0	0	23	0	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$F \div D \times 100$	Part 3: Goals	$E - G \times 100$	Part 2: Goals	$F \div I \times 100$	Part 3: Goals	$F - K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples						
		All Employees	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	%	#	%	#	%	#	%	#	%					
07 Administrative & Senior Clerical	2019	46	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	46	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2019	27	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	27	0	0.0			1.1	0.0			1.1	0.0		
09 Skilled Crafts & Trades Workers	2019	26	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	26	0	0.0			2.4	0.0			2.4	0.0		
10 Clerical Personnel	2019	30	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	30	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2019	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	4	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2019	13	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	13	0	0.0			1.0	0.0			1.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Pharmascience Inc.

Date: 2019-06-26

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		Aboriginal Peoples								Aboriginal Peoples				Aboriginal Peoples				Aboriginal Peoples						
		All Employees	Representation	Availability	Gap	Eff. Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference						
*	*	%	%	%	*	*	%	*	*	%	*	*	%	*	*	%	*	*	%	*	*	%		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	3	0	0.0	1.0	0	0	0.0	3	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
14 Other Manual Workers	2016	218	0	0.0	0.8	2	-2	0.0																
	2019	187	0	0.0	1.0	2	-2	0.0	29	0	0.0	0	0	0	0	0.0	0	0	0	51	0	0.0	0	0
Total	2016	1,695	3	0.2	1.1	19	-16	16.1																
	2019	1,362	3	0.2	1.5	20	-17	14.7	496	1	0.2	7	-6	136	0	0.0	0	0	0	674	1	0.1	1	0

Data source:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	F ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples					
		All Employees	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
*	*	*	%	*	%	%	%	*	%	%	%		
13 Other Sales & Service Personnel	2019	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	3	0	0.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2019	43	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0	
	2022	43	0	0.0			1.0	0.0			1.0	0.0	
Total	2019	632	1	0.2	0	0.0	0.0	0.0	5	20.0	0.0	0.0	
	2022	632	1	0.2			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Pharmascience Inc.

Date: 2019-06-26

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		Persons with Disabilities								Persons with Disabilities				Persons with Disabilities				Persons with Disabilities						
		All Employees	Representation	Availability	Cost	Eff. Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference						
#	%	%	\$	%	#	#	%	\$	#	#	%	\$	#	#	%	\$	#	#	%	\$	#	#	%	
01 & 02 Managers	2016	266	1%	0.4	4.3	11	-10	8.7																
	2019	186	0%	0.0	5.0	9	-9	0.0	99	0	0.0	5	-5	35	0	0.0	0	0	0	155	1	0.6	1	0
03 Professionals	2016	324	0%	0.0	3.8	12	-12	0.0																
	2019	245	0%	0.0	8.9	22	-22	0.0	140	0	0.0	12	-12	41	0	0.0	0	0	0	174	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	338	2%	0.6	4.6	16	-14	12.9																
	2019	282	3%	1.1	7.6	21	-18	14.0	75	1	1.3	6	-5	23	0	0.0	0	0	0	110	0	0.0	1	-1
05 Supervisors	2016	4	0%	0.0	13.9	1	-1	0.0																
	2019	8	0%	0.0	27.5	2	-2	0.0	8	0	0.0	2	-2	0	0	0.0	0	0	0	4	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	34	0%	0.0	7.8	3	-3	0.0																
	2019	24	0%	0.0	10.1	2	-2	0.0	12	0	0.0	1	-1	7	0	0.0	0	0	0	19	0	0.0	0	0

Data source:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	F ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		Persons with Disabilities		Persons with Disabilities				Persons with Disabilities					
		All Employees	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	%	#	%	#	%	#	%	#	%	#	%		
01 & 02 Managers	2019	134	0%	0.0	1	0.0	0.0	0.0	2	0.0	0.00	0.0	
	2022	134	0%	0.0			5.0	0.0			5.00	0.0	
03 Professionals	2019	181	0%	0.0	1	0.0	0.0	0.0	2	0.0	0.00	0.0	
	2022	181	0%	0.0			8.9	0.0			8.90	0.0	
04 Semi-Professionals & Technicians	2019	98	1%	1.0	0	0.0	0.0	0.0	4	25.0	0.00	0.0	
	2022	98	1%	1.0			7.6	13.4			7.60	13.4	
05 Supervisors	2019	8	0%	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0	
	2022	8	0%	0.0			27.5	0.0			27.50	0.0	
06 Supervisors: Crafts & Trades	2019	19	0%	0.0	1	0.0	0.0	0.0	1	0.0	0.00	0.0	
	2022	19	0%	0.0			10.1	0.0			10.10	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Pharmascience Inc.

Date: 2019-06-26

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		Persons with Disabilities								Persons with Disabilities				Persons with Disabilities				Persons with Disabilities						
		All Employees	Representation	Availability	Cost	Eff. Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference						
*	*	%	%	*	*	%	%	*	*	%	*	*	*	*	%	*	*	*	%	*	*	*	*	
07 Administrative & Senior Clerical	2016	123	0	0.0	3.4	4	-4	0.0																
	2019	80	0	0.0	10.0	8	-8	0.0	36	0	0.0	4	-4	10	0	0.0	0	0	0	62	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	63	0	0.0	3.5	2	-2	0.0																
	2019	52	0	0.0	8.0	4	-4	0.0	25	0	0.0	2	-2	2	0	0.0	0	0	0	21	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	63	0	0.0	3.8	2	-2	0.0																
	2019	66	0	0.0	7.8	5	-5	0.0	24	0	0.0	2	-2	2	0	0.0	0	0	0	26	0	0.0	0	0
10 Clerical Personnel	2016	86	0	0.0	7.0	6	-6	0.0																
	2019	83	0	0.0	9.3	8	-8	0.0	28	0	0.0	3	-3	2	0	0.0	0	0	0	24	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2016	10	0	0.0	5.6	1	-1	0.0																
	2019	11	0	0.0	10.8	1	-1	0.0	4	0	0.0	0	0	0	0	0.0	0	0	0	3	0	0.0	0	0
12 Semi-Skilled Manual Workers	2016	166	1	0.6	4.8	8	-7	12.6																
	2019	135	2	1.5	10.3	14	-12	14.4	13	0	0.0	1	-1	0	0	0.0	0	0	0	23	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	F = D x 100	Part 3: Goals	E = G x 100	Part 2: Goals	F < I x 100	Part 3: Goals	F = K x 100	Part 3: Goals	F > M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		Persons with Disabilities				Persons with Disabilities				Persons with Disabilities				
		All Employees	Representation	Availability	Cost	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
*	*	%	%	*	%	%	%	*	%	%	%			
07 Administrative & Senior Clerical	2019	46	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	46	0	0.0			1.0	0.0			1.0	0.0		
08 Skilled Sales & Service Personnel	2019	27	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	27	0	0.0			8.0	0.0			8.0	0.0		
09 Skilled Crafts & Trades Workers	2019	26	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	26	0	0.0			7.8	0.0			7.8	0.0		
10 Clerical Personnel	2019	30	0	0.0	2	0.0	0.0	0.0	2	0.0	0.0	0.0		
	2022	30	0	0.0			9.3	0.0			9.3	0.0		
11 Intermediate Sales & Service Personnel	2019	4	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	4	0	0.0			10.8	0.0			10.8	0.0		
12 Semi-Skilled Manual Workers	2019	13	0	0.0	0	0.0	0.0	0.0	3	0.0	0.0	0.0		
	2022	13	0	0.0			10.3	0.0			10.3	0.0		

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Part 6: Results - Persons with Disabilities

Pharmascience Inc.

Date: 2019-06-26

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		Workforce								Hires				Promotions				Terminations								
		Persons with Disabilities								Persons with Disabilities				Persons with Disabilities				Persons with Disabilities								
		All Employees	Representation	Available	Goal	Eff. Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference								
%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%									
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																		
	2019	3	0	0.0	10.7	0	0	0.0	3	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0	0	
14 Other Manual Workers	2016	218	0	0.0	5.3	12	-12	0.0																		
	2019	187	0	0.0	6.8	13	-13	0.0	29	0	0.0	2	-2	14	0	0.0	0	0	0	51	0	0.0	0	0	0	
Total	2016	1,695	4	0.2	4.6	78	-74	5.1																		
	2019	1,362	5	0.4	8.1	110	-105	4.5	496	1	0.2	40	-39	136	0	0.0	0	0	0	674	1	0.1	2	-1		

Data source:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	F ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		Persons with Disabilities		Persons with Disabilities				Persons with Disabilities					
		All Employees	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
%	%	%	%	%	%	%	%	%	%				
13 Other Sales & Service Personnel	2019	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	3	0	0.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2019	43	0	0.0	0	0.0	0.0	0.0	3	0.0	0.0	0.0	
	2022	43	0	0.0			6.8	0.0			6.8	0.0	
Total	2019	632	1	0.2	5	20.0	0.0	0.0	21	4.8	0.0	0.0	
	2022	632	1	0.2			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Pharmascience Inc.

Date: 2019-06-26

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees		Visible Minorities						All Employees		Visible Minorities		All Employees		Visible Minorities		All Employees		Visible Minorities				
		#	%	Representation	Availability	Goal	Eff. Result	#	%	Actual	Expected	Difference	#	%	Actual	Expected	Difference	#	%	Actual	Expected	Difference	#	%
01 Senior Managers	2016	12	1	8.3	10.1	1	0	82.5																
	2019	17	6	35.3	31.5	2	4	306.9	13	5	38.5	1	4	3	1	33.3	0	1	7	0	0.0	1	-1	
02 Middle & Other Managers	2016	254	42	16.5	15.0	38	4	110.2																
	2019	169	22	13.0	17.6	30	-8	74.0	86	5	5.8	15	-10	32	2	6.3	5	-3	148	19	12.8	24	-5	
03 Professionals	2016	324	74	22.8	26.4	86	-12	86.5																
	2019	245	48	19.6	30.9	76	-28	63.4	140	21	15.0	43	-22	41	10	24.4	9	1	174	38	21.8	40	-2	
04 Semi-Professionals & Technicians	2016	338	143	42.3	15.2	51	92	278.3																
	2019	282	111	39.4	18.8	53	58	209.4	75	24	32.0	14	10	23	5	21.7	10	-5	110	38	34.5	47	-9	
05 Supervisors	2016	4	0	0.0	16.7	1	-1	0.0																
	2019	8	0	0.0	20.4	2	-2	0.0	8	0	0.0	2	-2	0	0	0.0	0	0	4	0	0.0	0	0	
06 Supervisors, Crafts & Trades	2016	34	5	14.7	14.6	5	0	100.7																
	2019	24	3	12.5	10.8	3	0	115.7	12	2	16.7	1	1	7	0	0.0	1	-1	19	3	15.8	3	0	

Data source:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E = D x 100	Part 3: Goals	E = G x 100	Part 2: Goals	F = I x 100	Part 3: Goals	F = K x 100	Part 3: Goals	F = M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees		Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities		
		#	%	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	
01 Senior Managers	2019	16	6	37.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	16	6	37.5			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2019	118	7	5.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	118	7	5.9			17.6	33.7			17.6	33.7		
03 Professionals	2019	181	31	17.1	6	516.7	0.0	0.0	6	516.7	0.0	0.0		
	2022	181	31	17.1			30.9	55.4			30.9	55.4		
04 Semi-Professionals & Technicians	2019	98	29	29.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	98	29	29.6			0.0	0.0			0.0	0.0		
05 Supervisors	2019	8	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	8	0	0.0			20.4	0.0			20.4	0.0		
06 Supervisors, Crafts & Trades	2019	19	2	10.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	19	2	10.5			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Pharmascience Inc.

Date: 2019-06-26

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		Visible Minorities								Visible Minorities				Visible Minorities				Visible Minorities							
		All Employees	Representation	Availability	Goal	Eff. Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference							
#	%	%	%	%	#	#	%	#	#	%	#	#	#	%	#	%	#	#	%	#	#	%			
07 Administrative & Senior Clerical	2016	123	28	22.8	12.2	15	13	186.6																	
	2019	80	20	25.0	14.6	12	8	171.2	36	8	22.2	5	3	10	2	20.0	2	0	62	13	21.0	14		-1	
08 Skilled Sales & Service Personnel	2016	63	7	11.1	8.5	5	2	130.7																	
	2019	52	4	7.7	10.9	6	-2	70.6	25	1	4.0	3	-2	2	1	50.0	0	1	21	1	4.8	2		-1	
09 Skilled Crafts & Trades Workers	2016	63	11	17.5	4.6	3	8	379.6																	
	2019	66	13	19.7	5.3	3	10	371.6	24	6	25.0	1	5	2	0	0.0	0	0	26	4	15.4	5		-1	
10 Clerical Personnel	2016	86	24	27.9	17.4	15	9	160.4																	
	2019	83	20	24.1	20.4	17	3	118.1	28	8	28.6	6	2	2	2	100.0	1	1	24	7	29.2	7		0	
11 Intermediate Sales & Service Personnel	2016	10	0	0.0	22.2	2	-2	0.0																	
	2019	11	0	0.0	26.6	3	-3	0.0	4	0	0.0	1	-1	0	0	0.0	0	0	3	1	33.3	0		1	
12 Semi-Skilled Manual Workers	2016	166	63	38.0	22.7	38	25	167.2																	
	2019	135	51	37.8	26.1	35	16	144.7	13	4	30.8	3	1	0	0	0.0	0	0	23	7	30.4	9		-2	

Data source:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	F = D x 100	Part 3: Goals	E = G x 100	Part 2: Goals	F = I x 100	Part 3: Goals	F = K x 100	Part 3: Goals	F = M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals					Long-term Goals					
		Visible Minorities		Visible Minorities					Visible Minorities					
		All Employees	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	%	#	%	#	%	#	%	#	%	#	%			
07 Administrative & Senior Clerical	2019	46	10	21.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	46	10	21.7			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2019	27	2	7.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	27	2	7.4			10.9	68.0			10.9	68.0		
09 Skilled Crafts & Trades Workers	2019	26	6	23.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	26	6	23.1			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2019	30	10	33.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	30	10	33.3			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2019	4	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	4	0	0.0			26.6	0.0			26.6	0.0		
12 Semi-Skilled Manual Workers	2019	13	4	30.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	13	4	30.8			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Pharmascience Inc.

Date: 2019-06-26

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees		Visible Minorities						All Employees		Visible Minorities		All Employees		Visible Minorities		All Employees		Visible Minorities				
		Count	%	Representation	Availability	Gap	Eff. Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference					
13 Other Sales & Service Personnel	2016	0	0.0	0.0	0.0	0	0	0.0																
	2019	3	33.3	28.3	3	0	117.8		3	2	66.7	1	1	0	0	0.0	0	0	2	1	50.0	0	1	
14 Other Manual Workers	2016	218	25.2	22.1	48	7	114.2																	
	2019	187	27.8	27.1	51	1	102.6		29	11	37.9	8	3	14	2	14.3	4	-2	51	16	31.4	13	3	
Total	2016	1,695	26.7	18.2	308	145	146.8																	
	2019	1,362	25.8	21.4	291	60	120.4		496	97	19.6	106	-9	136	25	18.4	36	-11	674	148	22.0	180	-32	

Data source:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	F ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees		Visible Minorities				Visible Minorities					
		Count	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
13 Other Sales & Service Personnel	2019	3	2	66.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	3	2	66.7									
14 Other Manual Workers	2019	43	13	30.2	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	43	13	30.2									
Total	2019	632	122	19.3	7	1742.9	0.0	0.0	8	1525.0	0.0	0.0	
	2022	632	122	19.3									

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Pharmascience Inc.
Date: 2019-06-26

Efforts

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

Required measures:

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

Other measures:

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

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

Operational Context

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

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

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

[Redacted]

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

[Redacted]

- Other.

[Redacted]

Additional Details

Please provide any additional information (optional):

[Redacted]

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Pharmascience Inc.

Primary Location: Quebec

Number of Employees: Montreal 1362

Organization Overview: NAICS 3254 (*Pharmaceuticals and Medicines*)

Pharmascience Inc. is a privately owned manufacturer of prescription generic, over-the-counter, and behind-the-counter products. They are the 4th largest pharmaceutical company in Canada and the largest pharmaceutical company in Quebec.

Key Dates – First Year Assessment

Initiated: 2016-06-30
 Received: 2016-11-14
 Closed: 2016-12-19
 Workforce
 Analysis: 2016-06-10

Key Dates – Subsequent Assessment

Initiated: 2019-06-29
 Received: 2019-06-28
 Workforce
 Analysis: 2019-06-26

DATA VERIFICATION

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

Yes No

Comments: None

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

Yes No

Comments: None

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 Indigenous 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% achieved)
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.

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

Dear [REDACTED]

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 Federal Contractors Program (FCP) under the Employment Equity Act.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of 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 under-represented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish 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@hrsdc-rhdcc.gc.ca



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