s.19(1) s.24(1) Labour Program Federal Contractors Program

Agreement to Implement Employment Equity

New Agreement				
Revised Agreement				
ORGA	ANIZATION		***************************************	
Legal Name of Organization		Parent company is	located outside	: Canada
Sanexen Services Environnementaux Inc.			Yes	✓ No
		L	1,00	
Operating Name (if different from Legal Name of Organization)		Procurement Bus	iness Number	
IDEM				
		Total number of en		ada 215
On the day of the day	- **0	(Full-Time/Part-Tim		
Organization's North American Industry Classification System (NAICS) Code 541620	6 I <i>N</i> -		atcan.gc.ca/sub	Code Number please pjects-sujets/standard- an02I-eng.htm
		1		
Official use only (if information above is incorrect)				
Procurement Business Number Total number of	employees in Canad	a	Organization's	NAICS Code No
HEA	D OFFICE			
Address (building number, street, suite, etc.)	City		Province	Postal Code
9935 Avenue de Catania, Entree 1, Bureau 200	Brossard		Qc	J4Z 4V4
	Telephone Number		Fax Number	0.0.4%
	450-466-2123	3	450-466-	2240
EMPLOYMENT	EQUITY CONT.	ACT		
Name (print)	Title			
Christine Delisle	Human Resour	ces Advisor		
Telephone Number 450-466-2123	E-mail Address cdelisle@sar	avan aam		
450-450-2125	Cdelistesau	reaen.com		
CERT	IFICATION			
The above-named organization: • having a combined workforce of 100 or more permanent full-tim 12 weeks or more in Canada, AND	e, permanent part-	time and temporar	y employees	having worked
• intending to bid on, or being in receipt of, a federal government		contract, standing	offer or contra	act issued under a
Supply Arrangement, valued at \$1,000,000 or more (including a Hereby certifies its commitment to implement or maintain employment	• •	anina hasis havo	nd the period	of the procurement
instrument, in keeping with the Federal Contractors Program requir please refer to: http://www.esdc.gc.ca/eng/labour/equality/fcp/index.	ements. For more i			
Important note: If an audit of the Agreement to Implement Employs the procurement instrument(s) with the Government of Canada may		ers misrepresentat	ion on the par	t of the organization,
SIG	NATORY			
NOTE: The signatory must be the Chief Executive Officer OR an accontract on behalf of the organization.	uthorized person in	an executive posi	ition with legal	l authority to sign a
Name (print)	Title			
Benoit Lalancette	Accounting D	irector		
Telephone Number	E-mail Address	leanavan aa-		
Signature	blalancette@ Date	sameaen.com		
	2013-07-31			
DETI IDN I	NSTRUCTIONS			
IMPOPTANT				

• The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (819) 953-8768 or by e-mail at: ee-eme@hrsdc-rhdcc.gc.ca



Emploi et Développement social Canada

APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT INFORMATION

Federal Contractors Program

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

I, the undersigned, on behalf of (legal name of organization) <u>SANEXEN Services Environnementaux Inc</u> (hereafter referred to as "the organization") and (Agreement to Implement Employment Equity number) <u>V050657</u>, agree to the following statements:

- 1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
- 2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
 - 3. I am therefore requesting an extension until (date) <u>November 21, 2018</u> for the following reason(s):

(Please describe) Implementation of the Talent Management Program, Important Recruitment following several departures and creations of positions, Implementation of a new Bonus Program and the arrival of new auditors

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

Name: Benoît Lalancette	Position Title: Accounting Director
Email address: blalancette@sanexen.c	<u>com</u>
Telephone number: <u>450-466-2123</u>	
Business address: 9935 rue Châteaune	euf, Entrée 1 - Bureau 200, Brossard, Oc J4Z 3V4
Signature:	_

Date: 2018-11-01

Nyirasafari, Angel AN

[NC]

From: Yakibonge, Mauritius [NC] November 9,
Sent: 2018 7:31 AM 'blalancette@sanexen.com'

To: Véronique Carpentier'

Cc:

Subject: Extension of time to submit documentation

to complete the conformity assessment under the Federal Contractors Program -

V050657

Hello,

You have requested an extension of time to submit documentation to complete your organization's conformity assessment beyond the original deadline set by the Labour Program under the Federal Contractors Program.

As requested, we grant you an extension until November 21, 2018.

If you have any questions regarding your employment equity report, <u>please</u> contact us at <u>ee-eme@hrsdc-rhdsc.gc.ca.</u>

Maurice Yakibonge

Workplace Equity Directorate, Labour Program Employment and Social Development Canada / Government of Canada Maurice. Yakibonge@labour-travail.gc.ca / Tel: 819-654-6099

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
Maurice. Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099



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

From: Véronique Carpentier [mailto:vcarpentier@sanexen.com]

Sent: November-07-18 2:07 PM **To:** Yakibonge, Mauritius [NC]

Subject: GCR: Government of Canada Agreement V050657 - Subsequent Conformity Assessment under the

Federal Contractors Program - New tool

Hello Mr. Yakibonge,

You will find attached the extension request form. Thank you and

have a good end of day

Véronique Carpentier

Hamain Resources Advisor



UN MEMBRE DE LA FAMILLE LOGISTEC vcarpentier@sanexen.com
Phone: (450) 466-2123 ext:188

Phone: (450) 466-2123 ext:188

Fax: (450) 466-2240

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From: maurice.yakibonge@labour-travail.qc.ca-[mailto:maurice.yakibonge@labour-travail.qc.ca]

Posted: 2018 November 6 16:42

To: Véronique Carpentier **Cc:** Benoît Lalancette

Subject: GCR: Government of Canada Agreement V050657 - Subsequent Conformity Assessment under the Federal

Contractors Program - New Tool

Hello Mrs. Carpentier,

As a follow-up to the conversation we had over the phone, please find attached the extension request form. The document must be signed by a senior official who has signing authority on behalf of the organization. Please send it to me as soon as possible.

Please note that I have sent you documentation dated September 13 to help you complete your second evaluation.

If you have any questions or need any assistance, please do not hesitate to contact me. I look forward to hearing from you,

Maurice Yakibonge

Workplace Equity Directorate, Labour Program Employment and Social Development Canada / Government of Canada Maurice. Yakibonge@labour_travail.gc.ca / Tel: 819-654-6099

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
Maurice. Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099



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

From: Yakibonge, Mauritius [NC] **Sent:** September-13-18 1:44 PM **To:**

'vcarpentier@sanexen.com' Cc: 'blalancette@sanexen.com

Subject: Government of Canada Agreement V050657 - Subsequent Conformity Assessment under the Federal Contractors Program - New Tool

Hello,

The purpose of this email is to provide you with a new tool designed to help you conduct your subsequent conformity assessment scheduled for <u>October 15</u>, <u>2018</u>. The FCP Achievement Report is a tool that collects the data submitted by your organization during the first/previous conformity assessment and compares it to the data submitted during the subsequent/current conformity assessment to determine if reasonable progress has been made in reducing areas of under-representation.

Please find enclosed the following three documents:

- The Achievement Report pre-filled with the information your organization submitted during the previous conformity assessment (please check for accuracy).
- Federal Contractors Program Achievement Report Instructions Detailed instructions on how to use the tool.
- Quick Reference Guide for Contractors explains all the steps required to complete your conformity assessment.

Do not hesitate to contact us if you have any questions. We look

forward to hearing from you,

Employment Equity Team / Workplace Equity Team

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

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



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

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION EMPAIDED 12018-11-10

Geographic regions

(INDICATE THE NUMBER OF EMPLOYEES IN EACH REGION).

	ſ	Province		
	Permanent full time	Permanent part- time	Temporary	Total number of employees
Ontario1		1	0	, ,
Quebec416		5	0	421
Nova Scotia1		0	0	- 1.6. t
Colombia-2 British		0	0	
Nunavut6		0	0	*
Total number of em	nployees			432

Census Metropolitan Area		
Montreal3983	0	4
Quebec30	0	
BC minus20 CMAs	0	
NS minus 10 CMAs Nt60	0	
Ont. minus11 CMAs	0	
Qc minus CMAs152	0	
	0	
Total number of employees as of Canada		



CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Full time / National

Reporting period 2016-06-30 to 2018-11-10

Occupational Category		All	employees			Aboriginal		Perso	ons with disal	bilities	Members	of Visible M	linorities
Salary Range	Quarte	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Senior Management	4	1	1										
Upper value: \$100,000 and over	3	2	2										
Lower value: \$100,000 and over	2	4	4										
	1	4	3	1									
	Total	11	10	1									
Middle management and other directors	4	2	2										
Upper value: \$100,000 and over	3	5	3	2									
Lower value: \$70,000 - \$74,999	2	6	4	2									
	1	19	12	7	1	1							
	Total	32	21	11	1	1							
Professionals	4	13	12	1							1	1	,
Upper value: \$100,000 and over	3	18	11	7									
Lower value: \$35,000 - \$39,999	2	22	14	8									
	1	9	5	4									
	Total	62	42	20							1	1	
Semi-professional and technical staff	4	3	3										
Upper value: \$85,000 - \$89,999	3	10	9	1	1	1							
Lower value: \$35,000 - \$39,999	2	15	12	3							1	1	
	1	13	10	3							1	1	
	Total	41	34	7	1	1					2	2)

Canada Page 1 of 5

Form 2 A

Sanexen Environmental Services Inc. (Certificate # V050657) FEDERAL **CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES**

Full time / National

Reporting period 2016-06-30 to 2018-11-10

Occupational Category			employees			Aboriginal			ns with disal	bilities		of Visible M	inorities
Salary Range	Quarte		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Supervisors	4	1	1										
Upper value: \$75,000 - \$79,999	3												
Lower value: \$45,000 - \$49,999	2	2	1	1									
	1	4	3	1							1	1	
	Total	7	5	2							1	1	
Foremen	4	7	7										
Upper value: \$100,000 and over	3	34	34										
Lower value: \$45,000 - \$49,999	2	4	4										
	1	4	3	1									
	Total	49	48	1									
Administrative and main office staff	4	1		1									
Upper value: \$65,000 - \$69,999	3	2		2									
Lower value: \$30,000 - \$34,999	2	8		8									
	1	3		3									
	Total	14		14									
Skilled workers and artisans	4	1	1										
Upper value: \$100,000 and over	3												
Lower value: \$40,000 - \$44,999	2	3	3										
	1	7	7								1	1	
	Total	11	11								1	1	

Canada Page 2 of 5

CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Full time / National

Reporting period 2016-06-30 to 2018-11-10

Occupational Category		All	employees			Aboriginal		Perso	ons with disal	bilities	Members	of Visible M	inorities
Salary Range Col. 1	Quarte r	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical staff	4	1	1										
Upper value: \$80,000 - \$84,999	3	3	1	2									
Lower value: \$20,000 - \$24,999	2	8	1	7							1		1
	1	9	1	8									
	Total	21	4	17							1		1
Skilled Manual Workers	4	1	1										
Upper value: \$100,000 and over	3												
Lower value: \$35,000 - \$39,999	2	26	25	1	1	1							
	1	34	33	1							2	2	
	Total	61	59	2	1	1					2	2	
Other manual workers	4	5	5										
Upper value: \$90,000 - \$94,999	3	82	81	1	3	3					3	3	
Lower value: \$25,000 - \$29,999	2	6	6										
	1	24	19	5	1	1					2	2	
	Total	117	111	6	4	4					5	5	
Total number of employees		426	345	81	7	7					13	12	1

CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Part-time / National

Reporting period 2016-06-30 to 2018-11-10

Occupational Category			employees			Aboriginal			ons with disal	bilities		of Visible M	linorities
Salary Range	Quarte	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Semi-professional and technical staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	1	1										
	Total	1	1										
Clerical staff	4												
Upper value: \$25,000 - \$29,999	3												
Lower value: \$25,000 - \$29,999	2												
	1	2		2									
	Total	2		2									
Skilled Manual Workers	4												
Upper value: \$40,000 - \$44,999	3												
Lower value: \$40,000 - \$44,999	2												
	1	1	1										
	Total	1	1										
Other manual workers	4	1	1										
Upper value: \$40,000 - \$44,999	3												
Lower value: \$40,000 - \$44,999	2												
	1	1	1										
	Total	2	2										

Canada Page 4 of 5

Form 2 B

CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Part-time / National

Reporting period 2016-06-30 to 2018-11-10

Occupational Category		All	employees			Aboriginal		Perso	ns with disat	oilities	Members of Visible Minorities		
Salary Range	Quarte	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Total number of employees		6	4	2									

FEDERAL CONTRACT PROGRAMS: EMPLOYEE PROFILE

Full time / National

Reporting period 2016-06-30 to 2018-11-10

	All	l employees			Aboriginal		Pers	ons with disab	ílities	Members of Visible Minorities		
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
20 000 \$ - 24 999 \$	1		1									
25 000 \$ - 29 999 \$	2	1	1	1	1							
30 000 \$ - 34 999 \$	8	3	5							1	1	
35 000 \$ - 37 499 \$	18	12	6							1	1	
37 500 \$ - 39 999 \$	6	5	1							1	1	
40 000 \$ - 44 999 \$	35	25	10							2	1	1
45 000 \$ - 49 999 \$	31	20	11							3	3	
50 000 \$ - 59 999 \$	40	26	14							1	1	
60 000 \$ - 69 999 \$	55	45	10									
70 000 \$ - 84 999 \$	145	135	10	4	4					3	3	
85 000 \$ - 99 999 \$	48	44	4	2	2						-	
100,000 and more	37	29	8							1	1	
Total number of employees	426	345	81	7	7					13	12	1

FEDERAL CONTRACT PROGRAMS: EMPLOYEE PROFILE

Part-time / National

Reporting period 2016-06-30 to 2018-11-10

	All employees				Aboriginal		Pers	ons with disab	lities	Members of Visible Minorities		
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Less than \$5,000	1	1										
25 000 \$ - 29 999 \$	2		2									
40 000 \$ - 49 999 \$	3	3										
Total number of employees	6	4	2									

FEDERAL CONTRACT PROGRAMS: RECRUITMENTS

Full time / National

Reporting period 2016-06-30 to 2018-11-10

	Al	employees			Aboriginal		Pers	sons with disab	ilities	Member	s of Visible Min	orities
Occupational Category	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	3	3										
Professionals	27	12	15							1	1	
Semi-professional and technical staff	22	16	6	1	1					5	3	2
Supervisors	3	2	1									
Foremen	13	13										
Administrative and main office staff	3		3									
Skilled workers and artisans	7	7								1	1	
Clerical staff	12	3	9							1	1	
Skilled Manual Workers	72	68	4	1	1					3	3	
Other manual workers	113	102	11	2	2					13	13	
Total number of employees hired	275	226	49	4	4					24	22	2

FEDERAL CONTRACT PROGRAMS: RECRUITMENTS

Part-time / National

Reporting period 2016-06-30 to 2018-11-10

	All employees Aboriginal Persons with disabilities				Members of Visible Minorities							
Occupational Category	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Professionals	1		1	1		1						
Semi-professional and technical staff	1	1										
Clerical staff	1		1									
Skilled Manual Workers	1	1										
Other manual workers	5	5								1	1	
Total number of employees hired	9	7	2	1		1				1	1	

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS Full time / National

	Promoted 6	employees (em	ployees promo	eporting PRE	year should be	leported only	n the occupati	onal groups in	which or to whi	ch they were la	st promoted.	
Occupational Category	A	l employees			Aboriginal		Per	sons with disab	ilities	ı Member	s of Visible Mir	orities
Occupational Category	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Management	8	7	1									
Middle management and other directors	9	5	4									
Professionals	4	2	2									
Supervisors	1	1								1	1	
Foremen	3	3										
Total number of employees promoted	25	18	7							1	1	
Total number of promotions	25	18	7							1	1	

Default Workforce Analysis System - Detailed Report

Date: 2018-11-24

Women

					Nomen			
Employment Equity Occupational Group	Internal	All employees	Repres	entation	Availab		Differ	Place of recruitment
	location	#	#	%	%	# '	ence,	
01: Senior Management	National	11	1	9.1 %	27.4 %	3	-2	National
02: Middle management and other directors	National	32	11	34.4 %	38.9 %	12	-1	National
03: Professionals		62	20	32.3 %	19.7 %	12	8	
1111: Auditors and Accountants	National	1	0	0.0 %	55.1 %	1	-1	National
2113: Geoscientists and Oceanographers	National	1	0	0.0 %	22.4 %	0	0	National
2121: Biologists and related scientific personnel	National	4	1	25.0 %	50.9 %	2	-1	National
2131: Civil engineers	National	44	14	31.8 %	15.3 %	7	7	National
2134 : Chemical engineers	National	7	5	71.4 %	24.5 %	2	3	National
2141: Industrial and Manufacturing Engineers	National	2	0	0.0 %	17.0 %	0	0	National
2154 : Land surveyors	National	1	0	0.0 %	6.5 %	0	0	National
2171: IT Analysts and Consultants	National	2	0	0.0 %	28.3 %	1	-1	National
04: Semi-professional and technical staff		42	7	16.7 %	44.1 %	19	-12	
2211 : Chemical technologists and technicians	British Columbia	1	0	0.0 %	43.6 %	0	0	British Columbia
2211 : Chemical technologists and technicians	Nunavut	2	0	0.0 %	0.0 %	0	0	Nunavut
2211 : Chemical technologists and technicians	Ontario	2	0	0.0 %	46.4 %	1	-1	Ontario
2211 : Chemical technologists and technicians	Quebec	25	4	16.0 %	54.6 %	14	-10	Quebec
2223: Forest science technologists and technicians	Quebec	1	0	0.0 %	15.4 %	0	0	Quebec
2231: Civil Engineering Technologists and Technicians	Quebec	1	0	0.0 %	16.3 %	0	0	Quebec
2253 : Drafting Technologists and Technicians	Quebec	4	2	50.0 %	30.9 %	1	1	Quebec
2263: Public Health, Environmental and Occupational Health and Safety Inspectors	Quebec	4	1	25.0 %	40.2 %	2	-1	Quebec
2281 : Computer Network Technicians	Quebec	2	0	0.0 %	18.5 %	0	0	Quebec
05: Supervisors		7	2	28.6 %	50.8 %	4	-2	
Employment Equity Occupational Group	Montreal	7	2	28.6 %	50.8 %	4	-2	Montreal
06 : Foremen		49	1	2.0 %	7.7 %	4	-3	

Page 1 of 12



Default Workforce Analysis System - Detailed Report

Date: 2018-11-24

Women

					Women			
Employment Equity Occupational Group	Internal	All employees	Repres	sentation	Availal	bility	Differ	Place of recruitment
	location	#	#	%	%	#	ence _#	
7205: Contractors and Supervisors, Other Construction Trades, Repair and Installation Services	Quebec	48	1	2.1%	7.6 %	4	-3	Quebec
7216: NOC 2006 - Contractors and Supervisors, Mechanical Trades and Related Occupations	Quebec	1	0	0.0 %	13.2 %	0	0	Quebec
07: Administrative and Senior Clerical Staff		14	14	100.0 %	81.3 %	11	3	
Employment Equity Occupational Group	Montreal	13	13	100.0 %	80.8 %	11	2	Montreal
Employment Equity Occupational Group	Qc minus CMAs	1	1	100.0 %	87.5 %	1	0	Qc minus CMAs
09: Skilled workers and artisans		11	0	0.0 %	1.5 %	0	0	
7251 : Plumbers	Quebec	1	0	0.0 %	1.3 %	0	0	Quebec
7271: Carpenters	Quebec	1	0	0.0 %	1.4 %	0	0	Quebec
7281 : Bricklayers	Quebec	1	0	0.0 %	1.5 %	0	0	Quebec
7321: Motor Vehicle, Truck and Bus Mechanics and Repairers	Quebec	8	0	0.0 %	1.5 %	0	0	Quebec
10 : Office staff		23	19	82.6 %	62.5 %	14	5	
Employment Equity Occupational Group	Montreal	23	19	82.6 %	62.5 %	14	5	Montreal
12: Skilled Manual Workers		62	2	3.2 %	18.1 %	11	-9	
Employment Equity Occupational Group	Montreal	56	0	0.0 %	18.4 %	10	-10	Montreal
Employment Equity Occupational Group	Nt	1	0	0.0 %	7.8 %	0	0	Nt
Employment Equity Occupational Group	Qc minus CMAs	4	2	50.0 %	17.3 %	1	1	Qc minus CMAs
Employment Equity Occupational Group	Quebec	1	0	0.0 %	13.2 %	0	0	Quebec
14: Other manual workers		120	6	5.0 %	23.3 %	28	-22	
Employment Equity Occupational Group	Montreal	109	5	4.6 %	23.8 %	26	-21	Montreal
Employment Equity Occupational Group	NS minus CMA	2	0	0.0 %	23.4 %	0	0	NS minus CMA
Employment Equity Occupational Group	Nt	2	0	0.0 %	3.9 %	0	0	Nt
Employment Equity Occupational Group	Qc minus CMAs	5	1	20.0 %	22.3 %	1	0	Qc minus CMAs
Employment Equity Occupational Group	Quebec	2	0	0.0 %	16.6 %	0	0	Quebec

Default Workforce Analysis System - Detailed Report

Date: 2018-11-24

Women

		Women									
Employment Equity Occupational Group	Internal	All employees	Representation	Availab	ility	Differ	Place of recruitment				
	location	#	#%.	%	#	ence					
						#					
Total		433	83 19.2 %	27.4 %	118	-35					

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

Sources: 2011 National Household Survey and internal employer data





Default Workforce Analysis System - Detailed Report

Date: 2018-11-24

Aboriginal

				Abo	original			
Employment Equity Occupational Group	Location	All employees internal#	Represe	entation %	Availabi %	ility #	Differ ence	Place of recruitment
01: Senior Management		National11	0	0.0 %	2.9 %	0	0	National
02: Middle management and other directors		National32	1	3.1 %	2.2 %	1	0	National
03: Professionals		62	0	0.0 %	1.0 %	1 🐰	-1	Hattoner
1111: Auditors and Accountants		National1	0	0.0 %	1.3 %	' III	0	National
		National1	0	0.0 %	1.4 %	0	0	National
2113: Geoscientists and Oceanographers								
2121 : Biologists and related scientific personnel		National4	0	0.0 %	1.7 %	0	0	National
2131 : Civil engineers		National44	0	0.0 %	1.0 %	0	0	National
2134 : Chemical engineers		National7	0	0.0 %	0.6 %	0	0	National
2141: Industrial and Manufacturing Engineers		National2	0	0.0 %	0.8 %	0	0	National
2154 : Land surveyors		National1	0	0.0 %	4.1 %	0	0	National
2171: IT Analysts and Consultants		National2	0	0.0 %	1.1 %	0	0	National
04: Semi-professional and technical staff		42	1	2.4 %	1.1 %	0	1	
2211 : Chemical technologists and technicians		British Columbia1	0	0.0 %	3.0 %	0	0	British Columbia
2211: Chemical technologists and technicians		Nunavut2	1	50.0 %	0.0 %	0	1	Nunavut
2211 : Chemical technologists and technicians		Ontario2	0	0.0 %	1.9 %	0	0	Ontario
2211 : Chemical technologists and technicians		Quebec25	0	0.0 %	0.8 %	0	0	Quebec
2223: Forest science technologists and technicians		Quebec1	0	0.0 %	4.5 %	0	0	Quebec
2231: Civil Engineering Technologists and Technicians		Quebec1	0	0.0 %	1.3 %	0	0	Quebec
2253 : Drafting Technologists and Technicians		Quebec4	0	0.0 %	1.1 %	0	0	Quebec
2263: Public Health, Environmental and Occupational Health and Safety Inspectors		Quebec4	0	0.0 %	1.6 %	0	0	Quebec
2281: Computer Network Technicians		Quebec2	0	0.0 %	1.1 %	0	0	Quebec
05: Supervisors		7	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group		Montreal7	0	0.0 %	0.8 %	0	0	Montreal
06 : Foremen		49	0	0.0 %	2.2 %	1	-1	

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Date: 2018-11-24

Aboriginal

			_		original	****		
Employment Equity Occupational Group	Internal location	All employees #	Repres #	sentation %	Availab %		Differ ence _#	Place of recruitment
7205: Contractors and Supervisors, Other Construction Trades, Repair and Installation Services	Quebec	48	0	0.0 %	2.3 %	1	-1	Quebec
7216: NOC 2006 - Contractors and Supervisors, Mechanical Trades and Related Occupations	Quebec	1	0	0.0 %	1.4 %	0	0	Quebec
07: Administrative and Senior Clerical Staff		14	0	0.0 %	0.9 %	0	0	
Employment Equity Occupational Group	Montreal	13	0	0.0 %	0.7 %	0	0	Montreal
Employment Equity Occupational Group	Qc minus CMAs	1	0	0.0 %	2.9 %	0	0	Qc minus CMAs
09: Skilled workers and artisans		11	0	0.0 %	1.9 %	0	0	
7251; Plumbers	Quebec	1	0	0.0 %	2.1 %	0	0	Quebec
7271 : Carpenters	Quebec	1	0	0.0 %	3.5 %	0	0	Quebec
7281 : Bricklayers	Quebec	1	0	0.0 %	1.7 %	0	0	Quebec
7321: Motor Vehicle, Truck and Bus Mechanics and Repairers	Quebec	8	0	0.0 %	1.8 %	0	0	Quebec
10 : Office staff		23	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Montreal	23	0	0.0 %	0.8 %	0	0	Montreal
12: Skilled Manual Workers		62	1	1.6 %	2.4 %	1	0	
Employment Equity Occupational Group	Montreal	56	1	1.8 %	0.9 %	1	0	Montreal
Employment Equity Occupational Group	Nt	1	0	0.0 %	91.8 %	1	-1	Nt
Employment Equity Occupational Group	Qc minus CMAs	4	0	0.0 %	2.7 %	0	0	Qc minus CMAs
Employment Equity Occupational Group	Quebec	1	0	0.0 %	0.8 %	0	0	Quebec
14: Other manual workers		120	5	4.2 %	2.6 %	3	2	
Employment Equity Occupational Group	Montreal	109	3	2.8 %	0.8 %	1	2	Montreal
Employment Equity Occupational Group	NS minus CMA	2	2	100.0 %	5.0 %	0	2	NS minus CMA
Employment Equity Occupational Group	Nt	2	0	0.0 %	96.6 %	2	-2	Nt
Employment Equity Occupational Group	Qc minus CMAs	5	0	0.0 %	3.3 %	0	0	Qc minus CMAs
Employment Equity Occupational Group	Quebec	2	0	0.0 %	1.2 %	0	0	Quebec

Employment and Social Emploi et Développement Development Canada social Canada

Workplace Equity Information Management System - Sanexen Environmental Services Inc.

Default Workforce Analysis System - Detailed Report

Date: 2018-11-24

Aboriginal

		Aboriginal								
Employment Equity Occupational Group	Internal location	All employees #	Representation #	Availability #	Differ ence #	Place of recruitment				
Total		433	8 1.9%	1.9 % 7	1					

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

Sources: 2011 National Household Survey and internal employer data



Default Workforce Analysis System - Detailed Report

Date: 2018-11-24

Members of Visible Minorities

Employment Equity Occupational Group	Internal	All employees		Members of sentationAv		orities	Differ	Place of recruitment	
	location	#	#	%	%	#	ence#		
01: Senior Management	National	11	0	0.0 %	10.1 %	1	-1	National	
02: Middle management and other directors	National	32	0	0.0 %	15.0 %	5	-5	National	
03: Professionals		62	1	1.6 %	25.9 %	16	-15		
1111: Auditors and Accountants	National	1	1	100.0 %	27.5 %	0	1	National	
2113: Geoscientists and Oceanographers	National	1	0	0.0 %	13.2 %	0	0	National	
2121: Biologists and related scientific personnel	National	4	0	0.0 %	17.2 %	1	•1	National	
2131 : Civil engineers	National	44	0	0.0 %	26.0 %	11		National	
2134 : Chemical engineers	National	7	0	0.0 %	30.8 %	2		National	
2141: Industrial and Manufacturing Engineers	National	2	0	0.0 %	31.5 %	1	-1	National	
2154 : Land Surveyors	National	1	0	0.0 %	8.6 %	0	0	National	
2171: IT Analysts and Consultants	National	2	0	0.0 %	31.4 %	1		National	
04: Semi-professional and technical staff		42	2	4.8 %	13.5 %	6	-4		
2211: Chemical technologists and technicians	British Columbia	1	0	0.0 %	40.6 %	0	0	British Columbia	
2211: Chemical technologists and technicians	Nunavut	2	0	0.0 %	0.0 %	0	0	Nunavut	
2211: Chemical technologists and technicians	Ontario	2	0	0.0 %	30.7 %	1		Ontario	
2211: Chemical technologists and technicians	Quebec	25	0	0.0 %	15.3 %	4	-4	Quebec	
2223: Forest science technologists and technicians	Quebec	1	1	100.0 %	0.7 %	0	1	Quebec	
2231: Civil Engineering Technologists and Technicians	Quebec	1	1	100.0 %	6.9 %	0	1	Quebec	
2253: Drafting Technologists and Technicians	Quebec	4	0	0.0 %	7.7 %	0	0	Quebec	
2263: Public Health, Environmental and Occupational Health and Safety security Inspectors	Quebec	4	0	0.0 %	4.8 %	0	0	Quebec	
2281 : Computer Network Technicians	Quebec	2	0	0.0 %	13.1 %	0	0	Quebec	
05: Supervisors		7	1	14.3 %	16.7 %	1	0		
Employment Equity Occupational Group	Montreal	7	1	14.3 %	16.7 %	1	0	Montreal	
06 : Foremen		49	0	0.0 %	5.0 %	2	-2		

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Workplace Equity Information Management System - Sanexen Environmental Services Inc.

Default Workforce Analysis System - Detailed Report

Date: 2018-11-24

Members of Visible Minorities

		ħ					
Internal	All employees	•		•		Differ	Place of recruitment
rocation	#	#	%	%	#	enc#	
Quebec	48	0	0.0 %	5.0 %	2	-2	Quebec
Quebec	1	0	0.0 %	4.8 %	0	0	Quebec
	14	0	0.0 %	11.4 %	2	-2	
Montreal	13	0	0.0 %	12.2 %	2	-2	Montreal
Qc minus CMAs	1	0	0.0 %	0.6 %	0	0	Qc minus CMAs
	11	1	9.1 %	5.1 %	1	0	
Quebec	1	0	0.0 %	2.7 %	0	0	Quebec
Quebec	1	0	0.0 %	1.7 %	0	0	Quebec
Quebec	1	0	0.0 %	3.7 %	0	0	Quebec
Quebec	8	1	12.5 %	6.0 %	0	1	Quebec
	23	1	4.3 %	17.4 %	4		
Montreal	23	1	4.3 %	17.4 %	4		Montreal
	62	2	3.2 %	20.6 %	13	-11	
Montreal	56	1	1.8 %	22.7%	13	-12	Montreal
Nt	1	0	0.0 %	0.8 %	0	0	Nt
Qc minus CMAs	4	0	0.0 %	0.7 %	0	0	Qc minus CMAs
Quebec	1	1	100.0 %	2.3 %	0	1	Quebec
	120	5	4.2 %	20.2 %	24	-19	
Montreal	109	5	4.6 %	22.1 %	24	-19	Montreal
NS minus CMA	2	0	0.0 %	2.4 %	0	0	NS minus CMA
Nt	2	0	0.0 %	0.0 %	0	0	Nt
Qc minus CMAs	5	0	0.0 %	1.2 %	0	0	Qc minus CMAs
Quebec	2	0	0.0 %	3.1 %	0	0	Quebec
	Ouebec Quebec Montreal Qc minus CMAs Quebec Quebec Quebec Quebec Quebec Montreal Nt Qc minus CMAs Quebec Montreal Nt Qc minus CMAs Quebec	Iocation # Quebec 48 Quebec 1 14 Montreal 13 Qc minus CMAs 1 11 Quebec 1 Quebec 1 Quebec 1 Quebec 8 23 Montreal 23 Montreal 56 Nt Nt 1 Qc minus CMAs 4 Quebec 1 120 Montreal 109 NS minus CMA 2 Nt 2 Qc minus CMAs 5	Internal location All employees # Representation Quebec 48 0 Quebec 1 0 14 0 Montreal 13 0 Qc minus CMAs 1 0 111 1 1 Quebec 1 0 Quebec 1 0 Quebec 8 1 Quebec 8 1 Montreal 23 1 Nt 1 0 Qc minus CMAs 4 0 Quebec 1 1 Montreal 109 5 Montreal 109 5 NS minus CMA 2 0 Nt 2 0 Qc minus CMAs 5 0	Internal location All employees # Representation Av. Quebec 48 0 0.0 % Quebec 1 0 0.0 % Montreal 13 0 0.0 % Montreal 13 0 0.0 % Quebec 1 0 0.0 % Quebec 3 1 4.3 % Montreal 23 1 4.3 % Montreal 56 1 1.8 % Nt 1 0 0.0 % Quebec 1 0 0.0 % Quebec 1 1 100.0 % Quebec 1 1 100.0 % Quebec 1 1 100.0 % Montreal 10 5 4.2 % Montreal 109 5 4.6 %	Internal location All employees # Representation Availability Quebec 48 0 0.0 % 5.0 % Quebec 1 0 0.0 % 14.8 % Montreal 13 0 0.0 % 12.2 % Qc minus CMAs 1 0 0.0 % 12.2 % Quebec 1 0 0.0 % 5.1 % Quebec 1 0 0.0 % 2.7 % Quebec 1 0 0.0 % 3.7 % Quebec 1 0 0.0 % 3.7 % Quebec 1 0 0.0 % 17.4 % Montreal 23 1 4.3 % 17.4 % Montreal 56 1 1.8 % 22.7 % Nt 1 0 0.0 % 0.8 % Quebec 1 1 100.0 % 0.7 % Quebec 1 1 100.0 % 0.7 % Quebec 1 1 100.0 % <td> Webec 48</td> <td> Internal location</td>	Webec 48	Internal location

Canada

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Employment and Social Emploi et Développement Development Canada social Canada

Workplace Equity Information Management System - Sanexen Environmental Services Inc.

Default Workforce Analysis System - Detailed Report

Date: 2018-11-24

Members of Visible Minorities

	Members of Visible Minorities							
Employment Equity Occupational Group	Internal	All employees		Repre	sentationAva	ilability	Differ	Place of recruitment
	location	#	#	%	%	#	ence	
							#	
Total		433	13	3.0 %	17.2 %	75	-62	

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

Sources: 2011 National Household Survey and internal employer data



Default Workforce Analysis System - Detailed Report

Date: 2018-11-24

Persons with disabilities

				Persons	with disabili	ities	
Employment Equity Occupational Group	Internal	All employees	Repres	entationAv	ailability	Differ	Place of recruitment
	location	#	#	%	%	# ence#	
01/02 : Executives	National	43	0	0.0 %	4.3 %	2 -2	National
03: Professionals	National	62	0	0.0 %	3.8 %	2 -2	National
04: Semi-professional and technical staff	National	42	0	0.0 %	4.6 %	2 2	National
05: Supervisors	National	7	0	0.0 %	13.9 %	1 -1	National
06 : Foremen	National	49	0	0.0 %	7.8 %	4 -4	National
07: Administrative and Senior Clerical Staff	National	14	0	0.0 %	3.4 %	0 0	National
09: Skilled workers and artisans	National	11	0	0.0 %	3.8 %	0 0	National
10 : Office staff	National	23	0	0.0 %	7.0 %	2 -2	National
12: Skilled Manual Workers	National	62	0	0.0 %	4.8 %	3 -3	National
14: Other manual workers	National	120	0	0.0 %	5.3 %	6 -6	National
Total		433	0	0.0 %	5.3 %	22 -22	

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

Sources: 2012 Canadian Disability Survey and internal employer data



Default Workforce Analysis System - Detailed Report

Date: 2018-11-24

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

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01: Senior Management	EEOG	National
02: Middle management and other directors	EEOG	National
03: Professionals	CNP	National
04: Semi-professional and technical staff	CNP	Provincial
05: Supervisors	EEOG	CMA
06 : Foremen	CNP	Provincial
07: Administrative and Senior Clerical Staff	EEOG	CMA
09: Skilled workers and artisans	CNP	Provincial
10 : Office staff	EEOG	CMA
12: Skilled Manual Workers	EEOG	CMA
14: Other manual workers	EEOG	CMA



Default Workforce Analysis System - Detailed Report

Date: 2018-11-24

Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	СРЕМЕ	National
3. : Professionals	CPEME	National
4.: Semi-professional and technical staff 05 :	CPEME	National
Supervisors	CPEME	National
6. Foremen	CPEME	National
7.09: Skilled Workers and Craftspeople	CPEME	National
10 : Office staff	CPEME	National
12: Skilled manual workers 14: Other	CPEME	National
manual workers	CPEME	National
	CPEME	National
	CPEME	
	CPEME	
	СРЕМЕ	
	СРЕМЕ	



Default Workforce Analysis System - Summary Report

Date: 2018-11-24

Women

			1	Nomen			
Employment Equity Occupational Group	All employees	Repres	entation	Availa	bility	Differ	
	#	#	%	%	#	ence#	
01: Senior Management	11	1	9.1 %	27.4 %	3	2	
02: Middle management and other directors	32	11	34.4 %	38.9 %	12	-1	
03: Professionals	62	20	32.3 %	19.7 %	12	8	
04: Semi-professional and technical staff	42	7	16.7 %	44.1 %	19	-12	
05: Supervisors	7	2	28.6 %	50.8 %	4	,	
06 : Foremen	49	1	2.0 %	7.7 %	4	-3	
07: Administrative and Senior Clerical Staff	14	14	100.0 %	81.3 %	11	3	
09: Skilled workers and artisans	11	0	0.0 %	1.5 %	0	0	
10 : Office staff	23	19	82.6 %	62.5 %	14	5	
12: Skilled Manual Workers	62	2	3.2 %	18.1 %	11	•	
14: Other manual workers	120	6	5.0 %	23.3 %	28	-22	
Total	433	83	19.2 %	27.4 %	118	-35	

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

Default Workforce Analysis System - Summary Report

Date: 2018-11-24

Aboriginal

			ADO	original			
Employment Equity Occupational Group	All employees #	Represe #	entation %	Availab %		Differ ence _#	
01: Senior Management	11	0	0.0 %	2.9 %	0	0	
02: Middle management and other directors	32	1	3.1 %	2.2 %	1	0	
03: Professionals	62	0	0.0 %	1.0 %	1	-1	
04: Semi-professional and technical staff	42	1	2.4 %	1.1 %	0	1	
05: Supervisors	7	0	0.0 %	0.8%	0	0	
06 : Foremen	49	0	0.0 %	2.2 %	1	1	
07: Administrative and Senior Clerical Staff	14	0	0.0 %	0.9 %	0	0	
09: Skilled workers and artisans	11	0	0.0 %	1.9 %	0	0	
10 : Office staff	23	0	0.0 %	0.8%	0	0	
12: Skilled Manual Workers	62	1	1.6 %	2.4 %	1	0	
14; Other manual workers	120	5	4.2 %	2.6 %	3	2	
Total	433	8	1.9 %	1.9 %	7	1	

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

Default Workforce Analysis System - Summary Report

Date: 2018-11-24

Members of Visible Minorities

		Members of Visible Minorities					
Employment Equity Occupational Group	All employees	Repres	sentationAv	ailability		Differ	
	#	#	%	%	#	ence _#	
01: Senior Management	11	0	0.0 %	10.1 %	1		
02: Middle management and other directors	32	0	0.0 %	15.0 %	5	-5	
03: Professionals	62	1	1.6 %	25.9 %	16	-15	
04: Semi-professional and technical staff	42	2	4.8 %	13.5 %	6	4	
05: Supervisors	7	1	14.3 %	16.7 %	1	0	
06 : Foremen	49	0	0.0 %	5.0 %	2	-2	
07: Administrative and Senior Clerical Staff	14	0	0.0 %	11.4 %	2	-2	
09: Skilled workers and artisans	11	1	9.1 %	5.1 %	1	0	
10 : Office staff	23	1	4.3 %	17.4 %	4	•	
12: Skilled Manual Workers	62	2	3.2 %	20.6 %	13	-11	
14: Other manual workers	120	5	4.2 %	20.2 %	24	-19	
Total	433	13	3.0 %	17.2 %	75		
	100	,,,			, ,		

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

Default Workforce Analysis System - Summary Report

Date: 2018-11-24

Persons with disabilities

Employment Equity Occupational Group	All employees	Represe	Persons entationAva	with disabili	ities	Differ	
Employment Equity Occupational Group	#	#	%	%	#	ence _#	
01/02 : Executives	43	0	0.0 %	4.3 %	2	2	
03: Professionals	62	0	0.0 %	3.8 %	2	4	
04: Semi-professional and technical staff	42	0	0.0 %	4.6 %	2	-	
05: Supervisors	7	0	0.0 %	13.9 %	1	•	
06 : Foremen	49	0	0.0 %	7.8 %	4	-4	
07: Administrative and Senior Clerical Staff	14	0	0.0 %	3.4 %	0	0	
09: Skilled workers and artisans	11	0	0.0 %	3.8 %	0	0	
10 : Office staff	23	0	0.0 %	7.0 %	2	*	
12: Skilled Manual Workers	62	0	0.0 %	4.8 %	3	•	
14: Other manual workers	120	0	0.0 %	5.3 %	6	6	
Total	433	0	0.0 %	5.3 %	22	-22	***************************************

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



Default Workforce Analysis System - Summary Report

Date: 2018-11-24

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

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01: Senior Management	EEOG	National
02: Middle management and other directors	EEOG	National
03: Professionals	CNP	National
04: Semi-professional and technical staff	CNP	Provincial
05: Supervisors	EEOG	CMA
06 : Foremen	CNP	Provincial
07: Administrative and Senior Clerical Staff	EEOG	CMA
09: Skilled workers and artisans	CNP	Provincial
10 : Office staff	EEOG	CMA
12: Skilled Manual Workers	EEOG	CMA
14: Other manual workers	EEOG	CMA



Default Workforce Analysis System - Summary Report

Date: 2018-11-24

Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	CPEME	National
3. : Professionals	CPEME	National
4.: Semi-professional and technical staff 05 :	CPEME	National
Supervisors	CPEME	National
6. Foremen	СРЕМЕ	National
7.09: Skilled Workers and Craftspeople	СРЕМЕ	National
10 : Office staff	СРЕМЕ	National
12: Skilled manual workers 14: Other	СРЕМЕ	National
manual workers	СРЕМЕ	National
	СРЕМЕ	National
	СРЕМЕ	
	CPEME	
	CPEME	
	СРЕМЕ	



Federal Contractors Program Achievement Report Part 1: Workforce Analysis Sanexen Services Environnementaux Inc. 2018-11-10

Data from Firs	t/Previous Wor	kforce Analysis
1	1	1

Data from Fir	st/Previous Workf	orce Analysis
YYYY	MM	DD
2016	06	30

1	Analysis	ı
Data Irom Si	ubsequent/Currei	it workforce

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	- 11	10

		Table 1: Women				
Employment Equity Occupational Group (EEOG)		First/Previous Workforce Analysis				
		All Employees	Women			
			Representation	Availability*		
		#	#	%		
01	Senior Managers	5	0	27.4		
02	Middle & Other Managers	37	14	38.9		
03	Professionals	54	20	18.2		
04	Semi-Professionals & Technicians	49	4	19.5		
05	Supervisors	1	1	50.8		
06	Supervisors: Crafts & Trades	18	0	7.6		
07	Administrative & Senior Clerical Personnel	12	10	80.8		
08	Skilled Sales & Service Personnel	0	0	0.0		
09	Skilled Crafts & Trades Workers	2	0	1.5		
10	Clerical Personnel	19	14	62.5		
11	Intermediate Sales & Service Personnel	1	1	61.8		
12	Semi-Skilled Manual Workers	0	0	0.0		
13	Other Sales & Service Personnel	0	0	0.0		
14	Other Manual Workers	59	2	23.8		
Total	•	257	66	28.5		

,	Гable 5: Women				
Subsequent/Current Workforce Analysis					
All Employees	Women				
	Representation	Availability*			
#	#	%			
11	1	27.4			
32	11	38.9			
62	20	19.7			
42	7	44.1			
7	2	50.8			
49	1	7.7			
14	14	81.3			
0	0	0.0			
11	0	1.5			
23	19	62.5			
0	0	0.0			
62	2	18.1			
0	0	0.0			
119	6	23.3			
432	83	27.4			

* Source	e:					
2011 Na	tional	Housel	nold S	urvey		

* Source:			
2011 Nationa	al Household	Survey	

Federal Contractors Program Achievement Report Part 1: Workforce Analysis Sanexen Services Environnementaux Inc. 2018-11-10

Data from First	/Previous Woi	kforce Analysis
1	1	J.

2016	06	30
YYYY	MM	DD
Data from Fi	rst/Previous Workf	orce Analysis

Data from First/Previous Workforce Analysis YYYY MM DD
Data from First/Previous Workforce Analysis

		2016	06	30
		Table	2: Aboriginal Pe	eoples
		First/Pro	evious Workforce A	Inalysis
Emnl	oyment Equity Occupational Group (EEOG)	All Employees	Aborigina	l Peoples
cmbr	by ment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	5	0	2.9
02	Middle & Other Managers	37	0	2.2
03	Professionals	54	0	1.1
04	Semi-Professionals & Technicians	49	0	1.3
05	Supervisors	1	0	0.8
06	Supervisors: Crafts & Trades	18	0	2.3
07	Administrative & Senior Clerical Personnel	12	0	0.7
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	2	0	1.8
10	Clerical Personnel	19	0	0.8
11	Intermediate Sales & Service Personnel	1	0	0.9
12	Semi-Skilled Manual Workers	n	ol	0.0

Other Manual Workers

13

14

Total

Semi-Skilled Manual Workers Other Sales & Service Personnel

* Source:	
2011 National Househole	d Survey

257

0.0

0.8

1.3

Data from !	Subsequent/Curr Analysis	ent Workforce
Ţ	Ţ	Ţ

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	11	10

Table 6: Aboriginal Peoples				
Subsequent/Current Workforce Analysis				
All Employees	Aboriginal Peoples			
	Representation	Availability*		
#	#	%		
11	0	2.9		
32	1	2.2		
62	0	1.1		
42	1	1.3		
7	0	0.8		
49	0	2.2		
14	0	0.9		
0	0	0.0		
11	0	1.9		
23	0	0.8		
0	0	0.0		
62	1	2.4		
0	0	0.0		
119	4	2.6		
432	7	1.3		

* So	urce:			
2011	Nation	al Househol	d Survey	

Part 1: Workforce Analysis

Sanexen Services Environnementaux Inc.

2018-11-10

Data from First/Previous Workforce Analysis

2016	06	30
YYYY	MM	DD
Data from Fi	rst/Previous Work	force Analysis

2018	11	10
YYYY	MM	DD
Data from Subse	quent/Current Wo	rkforce Analysis

		Table 3: Members of Visible Minorities			
Employment Equity Occupational Group (EEOG)		First/Previous Workforce Analysis			
		All Employees	Members of Visible Minorities		
cmbic	by ment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01	Senior Managers	5	0	10.1	
02	Middle & Other Managers	37	0	15.0	
03	Professionals	54	1	25.3	
04	Semi-Professionals & Technicians	49	1	7.9	
05	Supervisors	1	0	16.7	
06	Supervisors: Crafts & Trades	18	0	5.0	
07	Administrative & Senior Clerical Personnel	12	1	12.2	
08	Skilled Sales & Service Personnel	0	0	0.0	
09	Skilled Crafts & Trades Workers	2	0	6.0	
10	Clerical Personnel	19	1	17.4	
11	Intermediate Sales & Service Personnel	1	0	22.2	
12	Semi-Skilled Manual Workers	0	0	0.0	
13	Other Sales & Service Personnel	0	0	0.0	
14	Other Manual Workers	59	2	22.1	
Total		257	6	16.7	

Table 7: Members of Visible Minorities				
Subsequent/Current Workforce Analysis				
All Employees	Members of Visi	ble Minorities		
	Representation	Availability*		
#	#	%		
11	0	10.1		
32	0	15.0		
62	1	25.9		
42	2	13.5		
7	1	16.7		
49	0	5.0		
14	0	11.4		
0	ol	0.0		
11	1	5.1		
23	1	17.4		
0	o	0.0		
62	2	20.6		
o	0	0.0		
119	5	20.4		
432	13	17.2		

	. 201	irce:							
- 1	2011	Nati	ona	LΗo	useho	old Su	rvev		

Part 1: Workforce Analysis

Sanexen Services Environnementaux Inc.

2018-11-10

Data from First/Previous Workforce Analysis

2016	06	30
VVVV	MM	aa
Data from Fi	rst/Previous Work	force Analysis

Data from Su	bsequent/Curre Analysis	nt Workforce
1	1	V

2018	11	10
YYYY	MM	DD
Data from Subse	equent/Current Wo	rkforce Analysis

		Table 4:	Persons with Di	sabilities	
Employment Equity Occupational Group (EEOG)		First/Previous Workforce Analysis			
		All Employees	Persons with	Disabilities	
cmbio	yment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01/02	Managers	42	0	4.3	
03	Professionals	54	0	3.8	
04	Semi-Professionals & Technicians	49	0	4.6	
05	Supervisors	1	0	13.9	
06	Supervisors: Crafts & Trades	18	0	7.8	
07	Administrative & Senior Clerical Personnel	12	0	3.4	
08	Skilled Sales & Service Personnel	0	0	0.0	
09	Skilled Crafts & Trades Workers	2	0	3.8	
10	Clerical Personnel	19	0	7.0	
11	Intermediate Sales & Service Personnel	1	0	5.6	
12	Semi-Skilled Manual Workers	0	0	0.0	
13	Other Sales & Service Personnel	0	0	0.0	
14	Other Manual Workers	59	0	5.3	
Total		257	0	4.9	

Table 8: Persons with Disabilities				
Subsequent/Current Workforce Analysis				
All Employees	Persons with	Disabilities		
	Representation	Availability*		
#	#	%		
43	0	4.3		
62	0	3.8		
42	ol	4.6		
7	0	13.9		
49	ol	7.8		
14	0	3.4		
0	0	0.0		
11	0	3.8		
23	0	7.0		
0	0	0.0		
62	0	4.8		
0	0	0.0		
119	0	5.3		
432	0	5.3		

* Source:	
2012 Canadian Survey on Disab	ility

* Source:			
2012 Canadia	n Survey on Disab	lity	

Part 2: Flow Data Analysis

Sanexen Services Environnementaux Inc.

2018-11-10

2016	06	30
YYYY	MM	DD
Start	Date of Flow	v Data

2018	11	10
YYYY	ММ	DD
End I	Date of Flow	Data

Data from Form 4 - Employees Hired Data from Form 5 - Employees Promoted Data from Form 6 - Employees Terminated

			Table 1:	Women			
		Full-time	/ National	Part-time	/ National		
Employme (EEOG)	Employment Equity Occupational Group EEOG)		Women Hired	All Employees Hired	Women Hired		
		#	#	#	#		
01 Senior	Managers	0	0	0	0		
02 Middle	& Other Managers	3	0	0	0		
03 Profess	ionals	27	15	1	1		
04 Semi-P	rofessionals & Technicians	22	6	1	0		
05 Supervi	isors	3	1	0	0		
06 Supervi	isors: Crafts & Trades	13	0	0	0		
07 Admini	strative & Senior Clerical Personnel	3	3	0	0		
08 Skilled	Sales & Service Personnel	0	0	0	0		
09 Skilled	Crafts & Trades Workers	7	0	0	0		
10 Clerical	l Personnel	12	9	1	1		
11 Interme	ediate Sales & Service Personnel	0	0	0	0		
12 Semi-S	killed Manual Workers	72	4	1	0		
13 Other S	ales & Service Personnel	0	0	0	0		
14 Other N	Aanual Workers	113	11	5	0		

Total

275

49

	Table 5:	women		
Full-time / National		Part-time / National		
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	
#	#	#	#	
8	1	0	0	
9	4	0	0	
4	2	0	0	
0	0	0	0	
1	0	0	0	
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	0	0	
0	0	0	0	
25	7	0	0	

	Table 9:	Women		
Full-time	/ National	Part-time / National		
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated	
#	#	#	#	
0	0	0	0	
11	5	0	0	
19	12	1	1	
15	3	0	0	
2	0	0	0	
6	0	0	0	
0	0	0	0	
0	0	0	0	
1	0	0	0	
10	6	1	1	
0	0	0	0	
39	3	1	0	
0	0	0	0	
56	7	3	0	
159	36	6	2	

Part 2: Flow Data Analysis

Sanexen Services Environnementaux Inc.

2018-11-10

2016	06	30
YYYY	MM	DD
Start	Date of Flow	V Data

End I	Date of Flow	Data
YYYY	MM	DD
2018	11	10

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

 \downarrow

	\Box	<u> </u>	1	1
	Table 2: Aboriginal Peoples			
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	3	0	0	0
03 Professionals	27	0	1	1
04 Semi-Professionals & Technicians	22	1	1	0
05 Supervisors	3	0	0	0
06 Supervisors: Crafts & Trades	13	0	0	0
07 Administrative & Senior Clerical Personnel	3	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	7	0	0	0
10 Clerical Personnel	12	0	1	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	72	1	1	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	113	2	5	0
Total	275	4	9	1

Full-time	/ National	Part-time	/ National
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
8	0	0	(
9	0	0	C
4	0	0	0
0	0	0	0
1	0	0	0
3	0	0	C
0	0	0	C
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	C
0	0	0	0
0	0	0	(
0	0	0	(
25	0	0	0

Tabl	e 10: Abo	riginal Ped	ples	
Full-time	/ National	Part-time / National		
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated	
#	#	#	#	
0	0	0	0	
11	0	0	0	
19	0	1	1	
15	0	0	0	
2	0	0	0	
6	0	0	0	
0	0	0	0	
0	0	0	0	
1	0	0	0	
10	0	1	0	
0	0	0	0	
39	0	1	0	
0	0	0	0	
56	0	3	0	
159	0	6	1	

Part 2: Flow Data Analysis

Sanexen Services Environnementaux Inc.

2018-11-10

2016	06	30
VVVV	MM	aa
Start	Date of Flow	V Data

End I	Date of Flow	Data
YYYY	MM	DD
2018	11	10

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

	1		•	
		<u> </u>	<u> </u>	<u> </u>
	Table	3: Persons	with Disa	bilities
	Full-time	e / National Part-tim		/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	3	0	0	0
03 Professionals	27	0	1	0
04 Semi-Professionals & Technicians	22	0	1	0
05 Supervisors	3	0	0	0
06 Supervisors: Crafts & Trades	13	0	0	0
07 Administrative & Senior Clerical Personnel	3	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	7	0	0	0
10 Clerical Personnel	12	0	1	C
11 Intermediate Sales & Service Personnel	0	0	0	(
12 Semi-Skilled Manual Workers	72	0	1	(
13 Other Sales & Service Personnel	0	0	0	(
14 Other Manual Workers	113	0	5	(

Total

275

Full-time / National		Part-time / National		
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	
#	#	#	#	
8	0	0	0	
9	0	0	0	
4	0	0	0	
0	0	0	0	
1	0	0	0	
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	0	0	
0	0	0	0	
25	0	0	0	

Table 11: Persons with Disabilities										
Full-time	/ National	Part-time	/ National							
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated							
#	#	#	#							
0	0	0	0							
11	0	0	0							
19	0	1	0							
15	0	0	0							
2	0	0	0							
6	0	0	0							
0	0	0	0							
0	0	0	0							
1	0	0	0							
10	0	1	0							
0	0	0	0							
39	0	1	0							
0	0	0	0							
56	0	3	0							
159	0	6	0							

Part 2: Flow Data Analysis

Sanexen Services Environnementaux Inc.

2018-11-10

2016	06	30
VVVV	MM	aa
Start	Date of Flow	v Data

End I	Date of Flow	Data
YYYY	MM	DD
2018	11	10

Data from Form 4 - Employees Hired Data from Form 5 - Employees Promoted Data from Form 6 - Employees Terminated

		Table 4:	Members o	f Visible N	linorities			
		Full-time	/ National	Part-time / National				
Employment Equ (EEOG)	ity Occupational Group	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired			
		#	#	#	#			
01 Senior Manage	ers	0	0	0	0			
02 Middle & Oth	er Managers	3	0	0	0			
03 Professionals		27	1	1	0			
04 Semi-Profession	onals & Technicians	22	5	1	0			
05 Supervisors		3	0	0	0			
06 Supervisors: C	rafts & Trades	13	0	0	0			
07 Administrative	& Senior Clerical Personnel	3	0	0	0			
08 Skilled Sales &	& Service Personnel	0	0	0	0			
09 Skilled Crafts	& Trades Workers	7	1	0	0			
10 Clerical Person	nnel	12	1	1	0			
11 Intermediate S	ales & Service Personnel	0	0	0	0			
12 Semi-Skilled N	Manual Workers	72	3	1	0			
13 Other Sales &	Service Personnel	0	0	0	0			
14 Other Manual	Workers	113	13	5	1			

Total

275

24

Full-time	/ National	Part-time / National					
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted				
#	#	#	#				
8	0	0	0				
9	0	0	0				
4	0	0	0				
0	0	0	0				
1	1	0	0				
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	0	0				
0	0	0	0				
25	1	0	0				

Full-time	/ National	Part-time / National					
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated				
#	#	#	#				
0	0	0	0				
11	0	0	0				
19	0	1	0				
15	3	0	0				
2	0	0	0				
6	0	0	0				
0	0	0	0				
0	0	0	0				
1	0	0	0				
10	1	1	0				
0	0	0	0				
39	2	1	0				
0	0	0	0				
56	9	3	1				
159	15	6	1				

Part 3: Goals

Sanexen Services Environnementaux Inc.

2018-11-10

									Data	or First/I	Previous (Goals							
A B	C	D	IE	F	<u></u> G	II	1	J	<u>K</u>	L	M	N	0	P	Q	R	S	# \mu	L
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	CxHx3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) → (C + F)
\$	J	ļ	ļ		i	1	-4J	1	<u> </u>	.	<u></u>	<u> </u>	ļ	L	.	.i	J	J	J
										Table 1:	Women								
		First/Previous Short-term Goals																	
		All Employees Women																	
	Number	Grov	wth (New Posit	ionsi			of Terminated		Number	Turnover (R.	eplacement of		3 Year Goals						
Employment Equity						Employees)	Anticipated			Terminated Employees)		Hires Required		ı - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	AAAA-MM-DD	Actual	Proj	ected	Actual	Pro	jected	Hires Over 3 Years	YYYY-MM-DD			Over 3	1111	- * * * * * * * * * * * * * * * * * * *	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2016-06-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-06-30	Annually	Over 3 Years	Years	2016	2019					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	9/0	%
01 Senior Managers	5	30.1%		0	0.0%		0	0	0	0.0%	0	1	0		27.4%	-1	-1	0.0%	0.0%
02 Middle & Other Managers	37	-4.7%		0	31.9%		0	0	14	0.0%	0	0	0		38.9%	0	0	37.8%	37.8%
03 Professionals	54	4.7%		0	34.5%		0	0	20	0.0%	0	-10	0		18.2%	10	10	37.0%	37.0%
04 Semi-Professionals & Tech	49	-5.0%		0	33.0%		0	0	4	0.0%	0	6	0		19.5%	-6	-6	8.2%	8.2%
05 Supervisors	1	91.3%		0	50.0%		0	0	1	0.0%	0	0	0		50.8%	0	0	100.0%	100.0%
06 Supervisors: Crafts & Trades	18	39.6%		0	17.9%		0	0	0	0.0%	0	1	0		7.6%	-1	*1	0.0%	0.0%
07 Administrative & Sr Clerical	12			0	0.0%		0	0	10	0.0%	0	0	0		80.8%	0	0	83.3%	83.3%
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	2	76.5%		0	15.4%		0	0	0	0.0%	0	0	0		1.5%	0	0	0.0%	0.0%
10 Clerical Personnel	19	6.6%		0	52.4%		0	0	14	0.0%	0	-2	0		62.5%	2	2	73.7%	73.7%
11 Intermediate Sales & Service	1	-100.0%		0	0.0%		0	0	1	0.0%	0	0	0		61.8%	0	0	100.0%	100.0%
12 Semi-Skilled Manual	0	0.0%		0	129.0%		0	0		0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	1 0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	59	26.3%		0	66.3%		0	0	2	0.0%	0	12	0		23.8%	-12	 	3.4%	3.4%
Total	257	18.9%		0	47.9%		0	0	66	0.0%	1 0	7	0		28.5%	+7	+7	25.7%	25.7%

[†] 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.

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

					Table 2: Women
Em	oloyment Equity		Wome	en	
	upational Group (EEOG)	Short-term Goals Long-term Goals			Comments
			%a	%	
01	Senior Managers	0	0.0	1 0.0	
02	Middle & Other Managers	0	0.0	0.0	
03	Professionals	0	0.0	0.0	
04	Semi-Professionals & Tech	0	0.0	6 0.0	
05	Supervisors	0	0.0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	1 0.0	
07	Administrative & Sr Clerical	0	0.0	0.0	
08	Skilled Sales & Service	0	0.0	0.0	
09	Skilled Crafts & Trades	0	0.0	0.0	
10	Clerical Personnel	0	0.0	0.0	
11	Intermediate Sales & Service	0	0.0	0.0	
12	Semi-Skilled Manual	0	0.0	0.0	
13	Other Sales & Service	0	0.0	0.0	006783

	Federal Contractors Program Achievement Report						
	Part 3: Goals						
	Sanexen Services Environnementaux Inc.						
	2018-11-10						
14 Other Manual Workers	0 0.0 12 0.0						
Total	0 20						

Federal Contractors Program Achievement Report Part 3: Goals Sanexen Services Environnementaux Inc.

Data for First/Previous Goals A G H M Q From Flow From Data From From From (K - M + (K - M + O) + (C Equivalent (F x Q) -Data sources: Workforce Workforce Data Entry C x E x 3 Analysis & CxHx3 $F \pm 1$ Workforce KxLx3 JxP Data Entry Workforce Workforce O) - ((C+ K + CEntry $R \pm M$ +F) Analysis Workforce Analysis Analysis Analysis F) x Q) Analysis† Analysis 1 1 1 Table 3: Aboriginal Peoples

2018-11-10

		First/Previous Short-term Goals																		
					All En	ployees				Aboriginal Peoples										
		Number	Grow	th (New Pos)	tions)		urnover (Replacement of Terminated			Number		eplacement of		3 Year	Goals					
Emp	loyment Equity						Employees)		Anticipated			Employees)	Hires Required	From		Present		Projected	Present	Projected
	ipational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proje	cted	Hires Over 3 Years	YYYY-MM-DD			Over 3	1111	YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
		2016-06-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-06-30	Annually	Over 3 Years	Years	2016	2019					
		#	%	%	#	%	%	#	Ħ	Ħ	%	#	#	Ħ	%	%	Ħ	ti	%	%
1	Senior Managers	5	30.1%		0	0.0%		0	0	0	0.0%	0	0	0		2.9%	0	0	0.0%	0.0%
1	Middle & Other Managers	37	-4,7%		0	31.9%		0	0	0	0.0%	0	1	0		2.2%	-1	-1.	0.0%	0.0%
1	Professionals	54	4.7%		0	34.5%		0	0	0	0.0%	0	1	0		1.1%	-1	-1	0.0%	0.0%
1	Semi-Professionals & Tech	49	-5.0%		0	33.0%		0	0	0	0.0%	0	1	0		1.3%	-1	-1	0.0%	0.0%
1	Supervisors	1	91.3%		0	50.0%		0	0	0	0.0%	0	0	0		0.8%	0	0	0.0%	0.0%
1	Supervisors: Crafts & Trades	18	39.6%		0	17.9%		0	0	0	0.0%	0	0	0		2.3%	0	0	0.0%	0.0%
07	1	12	5.3%		0	0.0%		0	0	0	0.0%	0	0	0		0.7%	0	0	0.0%	0.0%
1	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
1	Skilled Crafts & Trades	2	76.5%		0	15.4%		0	0	0	0.0%	0	0	0		1.8%	0	0	0.0%	0.0%
1	Clerical Personnel	19	6.6%		0	52,4%		0	0	0	0.0%	0	0	0		0.8%	0	0	0.0%	0.0%
1	Intermediate Sales & Service	1	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.9%	0	0	0.0%	0.0%
1	Semi-Skilled Manual	0	0.0%		0	129.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
1	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	59	26.3%		0	66.3%		0	0	0	0.0%	0	0	0		0.8%	0	0	0.0%	0.0%
Total		257	18.9%		0	47.9%		0	0	0	0.0%	0	3	0		1.3%	-3	-3	0.0%	0.0%

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)^{1/3} 1) x 100.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) + ((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		Aborigina	il Peoples		
Occupational Group (EEOG	Short-te	rm Goals	Long-ter	m Goals	Comments
		%		%	
01 Senior Managers		0.0	0	0.0	
02 Middle & Other Manag	rs	0.0	0	0.0	
03 Professionals		0.0) 1	0.0	
04 Semi-Professionals & T	ch	0.0) 1	0.0	
05 Supervisors		0.0) 0	0.0	
06 Supervisors: Crafts & T	ades	0.0	0	0.0	
07 Administrative & Sr Ck	rical	0.0	0	0,0	
08 Skilled Sales & Service		0.0	0	0.0	
09 Skilled Crafts & Trades		0.0	0	0.0	
10 Clerical Personnel		0.0	0	0.0	
11 Intermediate Sales & Se	vice	0.0	0	0,0	
12 Semi-Skilled Manual		0.0) 0	0.0	
13 Other Sales & Service		0.0	0	0.0	006785

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14 Other Manual Workers	0 0.0 0 0.0						
Total	0 2						

Federal Contractors Program Achievement Report Part 3: Goals Sanexen Services Environnementaux Inc. 2018-11-10

D E						Data f	or First/P	beneinne f	Coole							
D E								revious C	10415							
		G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
	y CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	CxHx3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) + (C
↓	J	Ų	1	Ţ	Ţ	Ţ	J.	Į.	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ų.
						First/	Previous Sh	ort-term G	oals							
	All Em	iployees										h Disabilitie	•			
Growth (New Po	sitions)			Terminated		Number	Turnover (R.	enlacement of				4				
	Anticipated											Present		Projected	Present	Projected
tual Pr	ojected	Actual				YYYY-MM-DD		,	Over 3	1111-1111		Availability	Present Gap	Gap	Representation	Representation in 3 Years
nually Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-06-30	Annually	Over 3 Years	Vears	2016	2019					11
% %	#	%	%	#	#	#	%	#	#	Ħ	9/4	%	#	#	%	%
1	0	15.9%		0	0	0	0.0%	0	2	0		4.3%	-2	-2	0.0%	0.0%
	0			0	0	0		0	2	0			-2	-2		0.0%
	0			0	0	0		0	2	0			-2	-2		0.0%
1	0	1		0	0	0	1	0	0	0			0	0		0.0%
1	0	1		0	0	0	1	0	1	0			-1	-1		0.0%
1	0	1		0	0	0		0	()	0			0	0		0.0%
	0	1		0	0	0	1	0	0	0			0	0		#DIV/0!
	0			0	0	0		0	0	0			0	0		0.0%
	0	1 1		0	U	0	1	0	1	0			-1	-1		0.0%
1	0	1		0	U	0		0	0	0			0	0		0.0% #DIV/0!
	0			0	0	0		0	0	0			0	0		#DIV/0! #DIV/0!
	0			0	0	0	1	0	2	0			0	9		#DIV/0: 0.0%
	0	4		0	0 n	0		0	12	<u>0</u>			-3	<u> </u>		0.0%
	kforce Data Entitlysis† Growth (New Postual Prinally Annually	All En Growth (New Positions) ttual Projected nually Annually Over 3 Years % # 12.7% 0 4.7% 0 4.7% 0 91.3% 0 39.6% 0 5.3% 0 0.0% 0	C x E x 3 Analysis & Workforce Analysis	Data Entry C x E x 3 Analysis & Workforce Analysis*	Data Entry C x E x 3 Analysis & Workforce Analysis	Data Entry C x E x 3 Analysis & Workforce Analysis* Data Entry C x H x 3 F + 1	Data Entry C x E x 3 Analysis & Workforce Analysis	C x E x 3 Analysis & Workforce Analysis & Workforce Analysis	Analysis	Data Entry C x E x 3 Analysis & Workforce Analysis	C x E x 3 Analysis & Workforce Analysis & Workforce Analysis C x H x 3 F + 1 Workforce Analysis Workforce Analysis C x H x 3 F + 1 Workforce Analysis Equivalent to H K x L x 3 F + M	Analysis Analysis	Analysis C x E x 3 Analysis & Workforce Analysis C x H x 3 F + 1 W		Analysis C x E x 3 Analysis & Workforce Analysis C x H x 3 F + 1 W	Analysis C x E x 3 Analysis & Workforce Analysis & Workforce Analysis C x H x 3 F + I Workforce Analysis

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

Workdote Analysis) · 2) × 10					Table 6: Persons with Disabilities							
	P	ersons with l	Disabilities		Table 6. Fersons with Disabilities							
Employment Equity Occupational Group (EEOG)	Short-ter	m Goals	Long-term C	Goals	Comments							
Occupational Group (EEOG)	9%			%								
01/02 Managers	0	0.0	0	0.0								
03 Professionals	0	0,0	0	0.0								
04 Semi-Professionals & Tech	0	0.0	0	0.0								
05 Supervisors	0	0.0	0	0.0								
06 Supervisors: Crafts & Trades	0	0.0	0	0.0								
07 Administrative & Sr Clerical	0	0.0	0	0.0								
08 Skilled Sales & Service	0	0.0	0	0.0								
09 Skilled Crafts & Trades	0	0,0	0	0,0								
10 Clerical Personnel	0	0,0	1	0.0								
11 Intermediate Sales & Service	0	0.0	0	0.0								
12 Semi-Skilled Manual	0	0,0	0	0.0								
13 Other Sales & Service	0	0.0	0	0,0								
14 Other Manual Workers	0	0.0	0	0.0								
Total	0		1		006787							

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	Data for First/Previous Goals																		
A B	C	D	E	F	G	H	<u> </u>	J	K	L	M	N	0	P	<u>Q</u>	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
3-11-11-11-11-11-11-11-11-11-11-11-11-11	Ţ	Ţ	Ų.	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	J	Ţ	Ţ	Ţ	Ų	J.	Ţ	J
									Table 7: M				i						
									First/	Previous SI	iort-term C	loals							
				All En	nployees										isible Minor	ities		·	
	Number	Grov	vth (New Posit	ions)	Turnover (Replacement of Terminated Employees)				Number	Number Turnover (Replacement of			3 Year Goals						
Employment Equity					1			Anticipated	Anticipated Hires Over 3 YYYY-MM-DB		Terminated Employees)		From - To		Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proje		Actual	i'rej		Years	YYYY MM-DD			Over 3	1111		Availability Present Gap		Gap	Representation	Years
	2016-06-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-06-30	Annually	Over 3 Years	Years	2016	2019					
	#	%	%	#	9/6	%	#	#	#	%	#	#	#	9/6	%	#	#	9/0	%
01 Senior Managers	5	30.1%		0	0.0%		0	0	0	0.0%	0	1	0		10.1%	-1	-1	0.0%	0.0%
02 Middle & Other Managers	37	-4.7%		0	31.9%		0	0	0	0.0%	0	6	0		15.0%	-6	-6	0.0%	0.0%
03 Professionals	54	4.7%		0	34.5%		0	0	1	0.0%	0	13	0		25.3%	-13	-13	1.9%	1.9%
04 Semi-Professionals & Tech	49	-5.0%		0	33.0%		0	0	1	0.0%	0	3	0		7.9%	-3	-3	2.0%	2.0%
05 Supervisors	1	91.3%		0	50.0%		0	0	0	0.0%	0	0	0		16.7%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	18	39.6%		0	17.9%		0	0	0	0.0%	0	1	0		5.0%	-1	*1	0.0%	0.0%
07 Administrative & Sr Clerical	12	5.3%		C	0.0%		0	0	Į.	0.0%	0	0	0		12.2%	0	0	8.3%	8.3%
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	2	76.5%		0	15.4%		0	0	0	0.0%	0	0	0		6.0%	0	0	0.0%	0.0%
10 Clerical Personnel	19	6.6%		0	52.4%		0	0	1	0.0%	0	2	0		17.4%	-2	-2	5.3%	5.3%
11 Intermediate Sales & Service	1	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		22.2%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	0	0.0%		C	129.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	59	26.3%		0	66.3%		0	0	2	0.0%	0	11	0		22.1%	-11	-11	3.4%	3.4%
Total	257	18.9%		(47.9%		0	0	6	0.0%	0	37	0		16.7%	+37	+37	2.3%	2.3%

† 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.

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

Workforce Analysis) * 2) X 10	v.		
			Table 8: Members of Visible Minorities
Parada and Parada	Members of Visi	ble Minorities	
Employment Equity Occupational Group (EEOG)	Short-term Goals	Long-term Goals	Comments
Occupational Group (EEGG)	%	%	
01 Senior Managers	0.0	1 0.	0
02 Middle & Other Managers	0.0	2 0.	0
03 Professionals	0.0	13 0.	o
04 Semi-Professionals & Tech	0.0	3 0,	0
05 Supervisors	0.0	0 0.	o Control of the Cont
06 Supervisors: Crafts & Trades	0.0	1 0.	0
07 Administrative & Sr Clerical	0 0.0	1 0,	0
08 Skilled Sales & Service	0.0	0 0.	0
09 Skilled Crafts & Trades	0.0	0 0,	0
10 Clerical Personnel	0.0	2 0.	0
11 Intermediate Sales & Service	0.0	0 0.	0
12 Semi-Skilled Manual	0.0	0 0.	0
13 Other Sales & Service	0.0	0 0.	006789

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14 Other Manual Workers	0 0.0 11 0.0
Total	0 34

Part 3: Goals

Sanexen Services Environnementaux Inc.

2018-11-10

									Data for	Subseque	nt/Curre	nt Goals							
$ \begin{array}{c} A & B \\ A & B \end{array} $	C	D	E	F	G	H	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry		From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F + 1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	1 / 1	K ÷ C	(K - M + O) + (C
\$*************************************	J	1	, T		J.	Ţ	J	J	Ţ	J	<u> </u>	J		i J	J	, <u>1</u>	<u></u>	J	<u> </u>
										Table 9:									
									Subsequi	ent/Current	Short-terr	n Goals		33.5	omen				
				All Em	•					1			1 1 1 1 1 1	r Gools	omen				
	Number	Grov	th (New Posit	ions)	Turnover (Re	ptacement of Employees)	I Terminated	Anticipated	Number	umber Turnover (Replacement of Terminated Employees)		Hires		n - To					Projected
Employment Equity Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proje	cted	Actual	Prej	ected	Anneipaten Hires Over 3	YYYY-MM-DD	Terminated	l Employees)	Required Over 3		- YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
Occupational Group (EEOG)	2018-11-10	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2018-11-10	Annually	Over 3 Years	Years	2018	2021	Availability		Сар	Representation	Years
	#	%	%	#	9/4	%	#	#	#	%	#	#	#	%	%	#	#	9/0	%
01 Senior Managers	11	30.1%	3.5%	1	0.0%	3.5%	1	2	1	3.5%	0	2	1	27.4%	27.4%	-2	-1	9.1%	16.7%
02 Middle & Other Managers	32	-4.7%	2.5%	2	31.9%	4.0%	4	6	11	4.0%	1	3	2	38.9%	38.9%	-1	-1	34.4%	35.3%
03 Professionals	62	4.7%	5.0%	9	34.5%	5.0%	9	18	20	5.0%	3	-3	0		19,7%	8	3	32.3%	23.9%
04 Semi-Professionals & Tech	42	-5.0%	4.0%	5	33.0%	1.0%	1	6	7	1.0%	0	14	3	44.1%	44.1%	-12	I .	16.7%	21.3%
05 Supervisors	7	91.3%	5.0%	1	50.0%	1.0%	0	1	2	1.0%	0	2	1	50.0%	50.8%	-2		28.6%	37.5%
06 Supervisors: Crafts & Trades	49	39.6%	3.5%	5	17.9%	1.0%	1	6	1	1.0%	0	3	0	7,7%	7.7%	-3	-3	2.0%	1.9%
07 Administrative & Sr Clerical	14		4.5%	2	0.0%	1.0%	0	2	14	1.0%	0	-1	0		81.3%	3	1	100.0%	87.5%
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	11	76.5%	2.0%	1	15.4%	6.0%	2	3	0	6.0%	0	0	0		1.5%	0	0	0.0%	0.0%
10 Clerical Personnel	23	1	5.0%	3	52.4%	1.0%	1	4	19	1.0%		-2	0		62.5%	5	2	82.6%	69.2%
11 Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	()	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	62	0.0%	15.0%	28	129.0%	10.0%	19	47	2	10.0%		15	9	18.1%	18.1%	-9	-6	3.2%	11.1%
13 Other Sales & Service	0	0.0%	المم جرو	0	0.0%	10.00	0	0	1 0	0.0%	0	0	0	22.20	0.0%	0		#DIV/0!	#DIV/0!
14 Other Manual Workers	119 432	26.3%	15.0%	54	66.3% 47.9%	10.0%	36	90	83	10.0%	2	36	21	23.3%	23.3% 27.4%	-22 -35		5.0%	14.5%
Total	432	18.9%		U	47.9%		U	()	1 83	0.0%	1 0	35			27.4%	-55	-55	19.2%	19.2%

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

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

						Table 10: Women
	ployment Equity	Short-term	Wome	en Long-term	i Goals	Comments
Occ	upational Group (EEOG)	9/6			%	
01	Senior Managers		27.4		27.4	
02	Middle & Other Managers		38.9		38.9	
03	Professionals		0.0		0.0	
04	Semi-Professionals & Tech		44,1		44,1	
05	Supervisors		50.0		50.0	
06	Supervisors: Crafts & Trades		7.7		7.7	
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		18.1		18.1	
13	Other Sales & Service		0,0		0,0	006791
14	Other Manual Workers		23.3		23.3	-006791

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	Sanexen Services Environnementaux Inc.
	2018-11-10
Total	0.0

Part 3: Goals

Sanexen Services Environnementaux Inc.

2018-11-10

									Data for	Subseque	nt/Curre	nt Goals							
A B	<u>C</u>	D	I E	F	G	H	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	СхНхЗ	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
	1			↓		1		J		<u> </u>	<u> </u>		ļ	<u> </u>	Į	ļ			
											iginal Pe								
									Subsequi	ent/Current	t Short-teri	n Goals			10 1				
				AHER	iployees								1 1 1 1 1 1	Aborigi r Goals	nal Peoples				
	Number	Gree	wth (New Posi	tions)		Turnover (Replacement of Terminated Employees)		Anticipated	Number Turnover (Replacement					n - To					Projected
Employment Equity Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual Projected			Hires Over 3	YYYY-MM-00	Terminated	l Employees)	Required Over 3	1111	- YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
Occupational Group (EEOG)	2018-11-10	Annually	Annually	Over 3	Annually	Annually	Over 3	Years	2018-11-10	Annually	Over 3	Years	2018	2021	Avanaumiy		Оар	перисаения	Years
				Years	·		Years		2010-11-19		Years		2010						
01 Senior Managers	# 11	% 30.1%	3.5%	#	0.0%	% 3.5%	# 1	# 7	# 0	3.5%	# 0	# 0	# (%	2.9%	# 0	# 0	% 0.0%	0.0%
02 Middle & Other Managers	32	-4.7%	1	,	31.9%	4.0%	4	6	1	4.0%	1 6	٥	0		2.2%	0	0	3.1%	2.9%
03 Professionals	62	4.7%	1	9	34.5%	5.0%	9	18	. 0	5.0%] 0	ľ	0	1.1%	1.1%	-1	-1	0.0%	0.0%
04 Semi-Professionals & Tech	42	-5.0%		5	33.0%	1.0%	1	6	1	1.0%	0	0	0		1.3%	0	0	2.4%	2.1%
05 Supervisors	7	91.3%	5.0%	1	50.0%	1.0%	0	1	0	1.0%	0	0	0		0.8%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	49	39.6%	3.5%	5	17.9%	1.0%	1	6	0	1.0%	0	1	0	2.2%	2.2%	*1	-1	0.0%	0.0%
07 Administrative & Sr Clerical	14	5.3%	4.5%	2	0.0%	1.0%	0	2	0	1.0%	0	0	0		0.9%	0	0	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	11	76.5%	2.0%	1	15.4%	6.0%	2	3	0	6.0%	0	0	0		1.9%	0	0	0.0%	0.0%
10 Clerical Personnel	23		5.0%	3	52.4%	1.0%	1	4	0	1.0%	0	0	0		0.8%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	0	-100.0%	15000	0	0.0%	10.097	0	0	0,	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	62	0.0% 0.0%	15.0%	28	129.0% 0.0%	10.0%	19	4/	1	10.0%	1 0		U 0		2.4% 0.0%	0	- 1	1.6% #DIV/0!	1.1%
13 Other Sales & Service 14 Other Manual Workers	119	26.3%	15.0%	54	1	10.0%	0 36	00	1	10.0%	1 '	0			2.6%	1 9	0	#DIV/0: 3.4%	#DIV/0! 1.7%
Total	432	18.9%	12.076	J-4	47.9%	10.076	30	90		0.0%	1	 	0		1.3%	 	-1	1.6%	1.6%

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

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

						Table 12: Aboriginal Peoples
Fm	ployment Equity		Aboriginal			
	upational Group (EEOG)	Short-term Goals Long-term Goals				Comments
			%		%	
01	Senior Managers		0.0		0.0	
02	Middle & Other Managers		0.0		0.0	
03	Professionals		1.1		1,1	
04	Semi-Professionals & Tech		0.0		0.0	
0.5	Supervisors		0.0		0.0	
06	Supervisors: Crafts & Trades		2.2		2.2	
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		0.0		0.0	
1 14	Other Manual Workers		0.0		1 o.oF	-000793

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Sanexen Services Environnementaux Inc.
	2018-11-10
Total	0.0

Part 3: Goals

Sanexen Services Environnementaux Inc.

2018-11-10

									Data for	Subseque	nt/Currei	nt Goals							
A		D	IE	F	G	H	I	J	K	L	M	N	<u>O</u>	P.	Q	R	S	T	uU
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	CxHx3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) + (C + F)
	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	ļ	Ţ	Ţ	J.	J.	J	↓	ţ	Ţ	↓	Ţ	Ţ	J.
										: Persons									
									Subsequi	ent/Current	Short-tern	n Goals							
				All Em	ployees										h Disabilitie	•			
Employment Equity	Number	Gree	vth (New Positi	ions)	Turnover (Re	eplacement of Employees)	Terminated	Anticipated	Number	Turnover (Re	eplacement of	Hires		r Goals n - To					Projected
Occupational Group (EEOG)	4444-MM-00	Actual	Proje	eted	Actual	Proj	ected	Hires Over 3	YYYY-MM-DD		,	Required Over 3	1111	- 1111	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
оксиралина от опр (шло о)	2018-11-10	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2018-11-10	Annually	Over 3 Years	Years	2018	2021				,	Years
	#	%	%	#	9/0	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	43	12.7%	6.0%	8	15.9%	7.5%	10	18	0	7.5%	0	2	1	4.3%	4.3%	-2	-1	0.0%	2.0%
03 Professionals	62	4.7%	5.0%	9	34.5%	5.0%	9	18	0	5.0%	0	3	Į	3.8%	3.8%	-2	-2	0.0%	1.4%
04 Semi-Professionals & Tech	42	1		5	33.0%	1.0%	1	6	0	1.0%	0	2	0	4.6%	4.6%	-2	-2	0.0%	0.0%
05 Supervisors	7	91.3%		1	50.0%	1.0%	0	1	0	1.0%	0	1	0	13.9%	13.9%	-1	-1	0.0%	0.0%
06 Supervisors: Crafts & Trades	49	1	3.5%	5	17.9%	1.0%	1	6	0	1.0%	0	4	0	7.8%	7.8%	-4	-4	0.0%	0.0%
07 Administrative & Sr Clerical	14	5.3%	4.5%	2	0.0%	1.0%	0	2	0	1.0%	0	1	0		3.4%	0	-1	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	11	76.5%	2.0%	1	15.4%	6.0%	2	3	0	6.0%	0	0	0		3.8%	0	0	0.0%	0.0%
10 Clerical Personnel	23	1	5.0%	3	52.4%	1.0%	1	4	0	1.0%	0	2	0	7.0%	7.0%	-2	-2	0.0%	0.0%
11 Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	62	0.0%	15.0%	28		10.0%	19	47	0	10.0%	0	4	2	4.8%	4.8%	-3	-2	0.0%	2.2%
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	119	4	15.0%	54	66.3%	10.0%	36	90	0	10.0%	0	9	5	5.3%	5.3%	-6	-4	0.0%	2.9%
Total	432	18.9%		0	47.9%		0	0	0	0.0%	0	23	0		5.3%	-23	-23	0.0%	0.0%

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

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

Workforce Analysis) ± 2) x 100.

Workforce Analysis) + 2) x 10	<i>.</i>			
				Table 14: Persons with Disabilities
Paradament Carles	Persons wit	h Disabilitie	·s	
Employment Equity Occupational Group (EEOG)	Short-term Goals	Long-to	erm Goals	Comments
Occupational Group (EEOG)	%		%	
01/02 Managers	4.	3	4.3	
03 Professionals	3.	8	3.8	
04 Semi-Professionals & Tech	4.	6	4.6	
05 Supervisors	13.	9	13.9	
06 Supervisors: Crafts & Trades	7.	8	7.8	
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	7.	0	7.0	
11 Intermediate Sales & Service	0.	0	0.0	
12 Semi-Skilled Manual	4.	8	4.8	
13 Other Sales & Service	0,	0	0,0	
14 Other Manual Workers	5.	3	5.3	
Total	0.	0	0.0	006795

Part 3: Goals

Sanexen Services Environnementaux Inc.

2018-11-10

									Data for	Subseque	nt/Currei	nt Goals							
A	C	D	I E	F	G	II	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	Сх Нх 3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
3-14-4-4-4-4-4-4-4-4-4-4-4-4-4-4-4-4-4-4	J	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	J	Ţ	J	Ţ	Ţ	J	Ţ	Ţ	Ţ	<u> </u>
								7	Table 15: N				es :						
ı									Subsequ	ent/Current	Short-tern	n Goals	***		isible Minor				
				All Em	ployees									Goals	isible Minor	ities		1	
	Number	Grov	wth (New Posit)	ions)	Turnover (Re	placement of Employees)	Terminated		Number	Turnover (Re		Hires		Goais n - To					
Employment Equity	YYYY-MM-DD	Actual	Proje	cted	Actual	Proje	eted	Anticipated Hires Over 3	3333-MM-DD	Terminated	Employees)	Required		- 1777	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)		Actual		Over 3	Actual	,	Over 3	Years			Over 3	Over 3 Years			Availability		Gap	Representation	Years
	2018-11-10	Annually	Annually	Years	Annually	Annually	Years		2018-11-10	Annually	Years		2018	2021					
	#	%	%	#	%	%	#	Ħ	#	%	#	#	#	%	%	#	#	%	9/6
01 Senior Managers	1.1	30.1%	3.5%	1	0.0%	3.5%	1	2	0	3.5%	0	1	0	10.1%	10.1%	-1	-1	0.0%	0.0%
02 Middle & Other Managers	32	-4.7%	2.5%	2	31.9%	4.0%	4	6	0	4.0%	0	5	I	15.0%	15.0%	-5	-4	0.0%	2.9%
03 Professionals	62	4.7%	5.0%	9	34.5%	5.0%	9	18	1	5.0%	0	17	5	25.9%	25.9%	-15	-12	1.6%	8.5%
04 Semi-Professionals & Tech	42	-5.0%	1	5	33.0%	1.0%	1	6	2	1.0%	0	4	1	13.5%	13.5%	-4	-3	1	6.4%
05 Supervisors	7	91.3%	5.0%	1	50.0%	1.0%	0	1	1	1.0%	0	0	0		16.7%	0	0	14.3%	12.5%
06 Supervisors: Crafts & Trades	49	39.6%	3.5%	5	17.9%	1.0%	1	6	0	1.0%	0	3	0	5.0%	5.0%	-2	-3	0.0%	0.0%
07 Administrative & Sr Clerical	14		4.5%	2	0.0%	1.0%	0	2	0	1.0%	0	2	0	11.4%	11.4%	-2	-2		0.0%
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	11	76.5%	2.0%	1	15.4%	6.0%	2	3	1	6.0%	0	0	0		5.1%	0	0	9.1%	8.3%
10 Clerical Personnel	23	I	5.0%	3	52.4%	1.0%	1	4	1	1.0%	0	4	1	17.4%	17.4%	-3	-3	4.3%	7.7%
11 Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	62	0.0%	15.0%	28	129.0%	10.0%	19	47	2	10.0%	1	18	10	20.6%	20.6%	-11	-8	3.2%	12.2%
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	119	26.3%	15.0%	54	66.3%	10.0%	36	90	5	10.0%	2	32	18	20.4%	20.4%	-19		4.2%	12.1%
Total	432	18.9%		0	47.9%		0	0	1 13	0.0%	0	61	0		17.2%	-61	-61	3.0%	3.0%

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

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

						Table 16: Members of Visible Minorities
	loyment Equity pational Group (EEOG)	Meml Short-tern	bers of Visil n Goals	ble Minorii Long-ter		Comments
	•		%		%	
01	Senior Managers		10.1		10.1	
02	Middle & Other Managers		15.0		15.0	
03	Professionals		25.9		25.9	
04	Semi-Professionals & Tech		13.5		13.5	
05	Supervisors		0.0		0.0	
06	Supervisors: Crafts & Trades		5.0		5.0	
07	Administrative & Sr Clerical		11.4		11.4	
08	Skilled Sales & Service		0.0		0.0	
09	Skilled Crafts & Trades		0.0		0.0	
10	Clerical Personnel		17.4		17.4	
11	Intermediate Sales & Service		0.0		0.0	
12	Semi-Skilled Manual		20.6		20,6	
13	Other Sales & Service		0.0		0.0	006796
14	Other Manual Workers		20.4		20.4	

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Sanexen Services Environnementaux Inc.
	2018-11-10
Total	0.0

Federal Contractors Program Achievement Report Part 4: Results - Women Sanexen Services Environnementaux Inc. 2018-11-10 V В C D E F \mathbf{G} Н M N 0 p 0 U W Part 1: Part 1: Part 2: Part 2: E + D $D \times G$ E + HPart 2: Flow Part 2: Flow $Q \oplus P \times$ Part 2: Flow $V + U|_{X}$ E - H U x F + 100 Data sources Workforce Workforce Workforce Flow Data K x G ± 100 L-N Flow Data P x F ÷ 100 Q - S Flow Data V - Xx 100 +100x 100 Data Analysi $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis T 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Women Women Women AΒ All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference •. % 22 % % % ۰. 2016 27.4 0 0.0 0.0 01 Senior Managers 2018 11 9.1 27.4 33.2 0 0.0 12.5 0 0.0 Middle & Other 2016 37 14 37.8 38.9 14 97.3 02 Managers 2018 32 11 34.4 38.9 12 88.4 0 0.0 44.4 1.1 5 45.5 54 20 10 2016 37.0 18.2 10 203.5 03 Professionals 2018 62 20 32.3 19.7 12 163.7 28 57.1 50.0 65.0 16 10 20 13 2016 49 4 8.2 19.5 10 41.9 Semi-Professionals & 04 Technicians 2018 42 16.7 44.1 19 -12 37.8 23 6 26.1 0 0.0 15 3 20.0 2016 100.0 50.8 196.9 05 Supervisors 2018 50.8 2 28.€ 56.2 33.3 0 0.0 0 0.0 Supervisors: Crafts & 2016 18 0 0.0 7.6 0.0 06 Trades 49 2.0 7.7 26.5 0.0 0.0 13 0 0.0 0 0 Part 2: Part 2: Flow E * D xE * G xF + Lx 100 Part 3: Goals - M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Women Women Women Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met *** % % % % 2018 12.5 0.0 0.0 0.0 100.0 0.0 0.0 01 Senior Managers 2021 12.5 27.4 45.6 27.4 45.6 2018 400.0 0.0 0.0 0.0 0.0 Middle & Other 4 0.0 0.0 Managers 2021 400.0 38.9 4 38.9 1028.3 1028.3 2018 12 18 150.0 0.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 2021 12 150.0 0.0 0.0 0.0 0.0 18 6 75.0 0.0 0.0 0.0 0.0 Semi-Professionals & 2018 0.0 100.0 Technicians 2021 75.0 44.1 170.1 44.1 170.10.0 2018 50.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 2021 1 50.0 50.0 100.0 50.0 100.0 Supervisors: Crafts & 0 0.0 0.0 0.0 0.0 0.0 2018 10 0.0 0.0 Trades 2021 10 0.0 7.7 0.0 7.7 0.0 0

Federal Contractors Program Achievement Report Part 4: Results - Women Sanexen Services Environnementaux Inc. 2018-11-10 V В C D E F \mathbf{G} Н M N 0 0 W Part 1: Part 1: Part 2: Part 2: $V \diamond U|_{X}$ $E + \bar{D}$ $D \times G$ Part 2: Flow Part 2: Flow Part 2: Flow E - H U x F + 100 Data sources Workforce Workforce Workforce Flow Data K x G ± 100 L-N Flow Data P x F ÷ 100 Q - S Flow Data V - Xx 100 +100x 100 Data Analysis $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis T 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Women Women Women All All AΒ All (EEOG) Employees Employees Employees Availability Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference ٠. % % % % ۰. 2016 83.3 80.8 103.1 Administrative & 12 10 10 Senior Clerical 2018 14 14 100.0 81.3 11 123.0 100.0 0 0.0 0 0.0 Skilled Sales & 2016 0 0.0 0.0 0 0.0 Service Personnel 2018 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 Skilled Crafts & 2016 () 0.0 1.5 0.0 Trades Workers 2018 0.0 1.5 0.0 11 0 0 0.0 0.0 0 0.0 0 2016 19 14 73.7 62.5 12 117.9 10 Clerical Personnel 2018 23 19 82.6 62.5 14 132.2 13 10 76.9 0 0.0 11 63.6 2016 100.0 161.8 Intermediate Sales & 61.8 Service Personnel 0.0 2018 0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 Semi-Skilled Manual 2016 0 0.0 0.0 () 0.0 Workers 3.2 18.1 17.8 0.0 40 62 11 5.5 0 7.5 Part 2: Part 2: Flow E * D xE * G xF ÷ Lx 100 Part 3: Goals - M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 New Entrants Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Women Women Women Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met *** % % ٠, % Administrative & 2018 3 100.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 2021 100.0 0.0 0.0 0.0 0.0 3 2018 0.0 0.0 0.0 0.0 Skilled Sales & 0 0.0 0.0 0.0 Service Personnel 2021 0.0 0.0 0 0.0 0.0 0.0 Skilled Crafts & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades Workers 2021 0.0 0.0 0.0 0.0 0.0 0 10 0.0 0.0 0.0 0.0 2018 500.0 0.0 0.0 10 Clerical Personnel 2021 500.0 0.0 0.0 10 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 2018 0 0.0 0.0 Service Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 2018 33 4 12.1 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 0.0 Workers 2021 33 12.1 18.1 67.0 18.1 67.0 4

								Feder	al Contr	actors l	Prograi	n Achie	vement	Report									
									I	art 4: I	Results	- Wome	n										
								8	Sanexen :	Services	s Envir	onnemei	itaux In	ic.									
										20	018-11-	10											
A B	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U	V	W	X	Y
Data sources:	(**************	Part 1: Workforce	Part 1: Workforce	E+D x 100	Part 1: Workforce	D x G ÷ 100	E-H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data	L+K x 100	K.x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data	Q + P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data	V ÷ U x 100	U x F + 100	V - X
		Analysis 	Analysis	I	Analysis			I	T	Analysis				<u>.</u>	Analysis L	 1.	lI	······	<u> </u>	Analysis			
		Ţ		Vorkfo	orce An	alvsis			•		<u> </u>		Ψ	•	Flow I) Data A	nalysis	· ·					
Employment Equity	Year				orkforce	•					Hires					omotio				Te	minatio	ons	
Occupational Group (EEOG)		All Employees			Wor				All Employees			omen		All Employees			omen		All Employees	·		omen	
(2233)	#	g and a	Represer	tation %	Availa %	bility #	Gap #	FF Result	#	4.0 #	tual %	Expected #	Difference #	#	Acti	ual %	Expected #	Difference #	# #	Acti #	181 %	Expected #	Difference #
Other Sales & Service	2016	0	0	0.0	0.0	0	0	0.0															
Personnel	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Other Manual Workers	2016 2018	59 119	ļ	3.4 5.0		14 28	-12 -22	14.2 21.6	118	11	9.3	27	-16	0	0	0.0	0	0	59	7	11.9	2	5
Total	2016	257		25.7	28.5	73		90.1										-		9			
10.01	2018	432	83	19.2	27.4	118	-35	70.1	284	51	18.0	78	-27	25	7	28.0	6	1	165	38	23.0	42	-4
Data sources:	(*C*C*X*C*C*C*C*C*C*C*C*C*C*C*C*C*C*C*C*	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÷1x100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F÷M x 100											
Simulativa		1	J	1	T.	1		<u> </u>	1	<u> </u>		<u> </u>											
		New	Entran	ts				G	oals														
Employment Equity	Year	F	low Data		2		rm Goals _{men}			Long-ter													
Occupational Group (EEOG)		All Employees	Wom Actu		Goal	Percent of Goal Met	Goni	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					C	ommen	ts				
	#	#	#	%	#	%	%	%	#	9/6	0/0	9,											
Other Sales & Service	1	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Personnel Other Manual	2021	59	0	0,0 18.6	0	0.0	0,0 0.0	0.0	12	91.7	0.0	0.0											
Workers	2021	59	l	18.6	Ü	0	23.3	80.0	1 20	2	23.3	80.0											
Total	2018 2021	144 144	58 58	40.3 40.3	0	0.0	0.0 0.0	0.0	20	290.0	0.0	0.0											
	2021	144	58	40.5			0.0	0.0			0.0	0.0											

Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples Sanexen Services Environnementaux Inc. 2018-11-10 V В C D E F \mathbf{G} Н M N 0 p 0 W Part 1: Part 1: Part 2: Part 2: $E + \bar{D}$ $D \times G$ Part 2: Flow Part 2: Flow $Q \oplus P \times$ Part 2: Flow $V + U|_{X}$ E - H U x F + 100 Data sources Workforce Workforce Workforce Flow Data K x G ± 100 L-N Flow Data P x F ÷ 100 Q - S Flow Data V - Xx 100 + 100 x 100 Data Analysi $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Aboriginal Peoples Aboriginal Peoples **Aboriginal Peoples Aboriginal Peoples** AΒ All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference ٠. % % % ۰. 2016 0.0 2.9 0 0.0 01 Senior Managers 2018 11 0 0.0 2.9 0.0 0 0.0 0 0.0 0 0.0 Middle & Other 2016 37 0 0.0 2.2 -1 0.0 02 Managers 2018 32 3.1 2.2 142.0 0 0.0 0 0.0 1.1 0 0.0 2016 0 0.0 1.1 0.0 03 Professionals 2018 62 0 0.0 1.1 0.0 28 3.6 0 0.0 20 5.0 2016 49 0 0.0 1.3 0.0 Semi-Professionals & Technicians 2018 42 2.4 1.3 183.2 23 4.3 0 0.0 15 0 0.0 2016 0 0.0 0.8 0.0 05 Supervisors 2018 0 0.8 0.0 0.0 0 0.0 0 0.0 0 0.0 Supervisors: Crafts & 2016 18 0 0.0 2.3 0.0 06 Trades 0.0 0.0 0.0 0.0 0 13 0 0.0 0 0 Part 2: Part 2: Flow E * D xE * G xF + Lx 100 Part 3: Goals - M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis New Entrants Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year **Aboriginal Peoples** Aboriginal Peoples Aboriginal Peoples Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Me Goal Met *** % % % ٠, % 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 2021 0.0 0.0 0.0 0.0 0.0 0 Middle & Other 2018 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 Managers 0.0 0.0 2021 0 0.0 0.0 0.0 2018 12 8.3 0.0 0.0 0.0 100.0 0.0 0.0 03 Professionals 2021 12 8.3 757.6 1.1 757.6 1.1 12.5 0.0 0.0 Semi-Professionals & 2018 0.0 0.0 100.0 0.0 Technicians 2021 12.5 0.0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 2021 0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 0 0.0 0.0 0.0 0.0 0.0 0.0 2018 10 0.0 Trades 2021 10 0.0 2.2 0.0 2.2 0.0 0

Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples Sanexen Services Environnementaux Inc. 2018-11-10 V В \mathbf{C} D E F \mathbf{G} H M N 0 0 W Part 1: Part 1: Part 2: Part 2: $V \circ U|_{X}$ E + D $D \times G$ Part 2: Flow Part 2: Flow Part 2: Flow E - H U x F + 100 Data sources Workforce Workforce Workforce Flow Data K x G ± 100 L-N Flow Data P x F ÷ 100 Q - S Flow Data V - Xx 100 + 100 x 100 Data Analysi $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Aboriginal Peoples Aboriginal Peoples **Aboriginal Peoples Aboriginal Peoples** All All AΒ All (EEOG) Employees Employees Availability Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference •. % % % ۰. 2016 Administrative & 12 0 0.0 0.7 0.0 Senior Clerical 2018 14 0 0.0 0.9 0.0 0 0.0 0 0.0 0 0.0 Skilled Sales & 2016 0 0.0 0.0 0 0.0 Service Personnel 2018 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Skilled Crafts & 2016 () 0.0 1.8 0.0 Trades Workers 2018 0 0.0 0.0 11 1.9 0 0.0 0.0 0 0.0 0 2016 19 0 0.0 0.8 0.0 10 Clerical Personnel 2018 23 0 0.0 0.8 0.0 13 0 0.0 0 0.0 11 0 0.0 2016 0 0.0 0.9 0.0 Intermediate Sales & Service Personnel 0.0 0.0 2018 0 0.0 0 0.0 0 0.0 0 0.0 Semi-Skilled Manual 2016 0 0.0 0.0 0.0 Workers 2.4 67.2 0.0 62 1.6 0 0 0.0 Part 2: Part 2: Flow E * D xE * G xF + Lx 100 Part 3: Goals - M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis New Entrants Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year **Aboriginal Peoples** Aboriginal Peoples Aboriginal Peoples Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Me Goal Met *** % % % ٠, % Administrative & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 2021 0.0 0.0 0.0 0.0 0.0 0 2018 0.0 0.0 0.0 0.0 Skilled Sales & 0 0.0 0.0 0.0 Service Personnel 0.0 0.0 2021 0 0.0 0.0 0.0 Skilled Crafts & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades Workers 2021 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 2018 0.0 0.0 0.0 0.0 10 Clerical Personnel 2021 0.0 0.0 0.0 0 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 Intermediate Sales & 2018 0.0 0.0 Service Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 2018 33 3.0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 0.0 Workers 2021 33 3.0 0.0 0.0 0.0 0.0

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									Part 5	Result	s - Abo	riginal l	eoples										
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Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E+D x 100	Part 1: Workforce Analysis	D x G + 100	E-H	E+H x 100	Part 2; Flow Data Analysis	Part 2: Flow Data Analysis	L+K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F + 100	V-X
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			1		orce An	<u>-</u>									Flow I								
Employment Equity Occupational Group		Hires	nal Peoples			P	romotio	ns nal Peoples			Te	rminatio	nal Peoples										
(EEOG)	• • • • • • • • • • • • • • • • • • •											Expected	Difference	All Employees	Act		Expected	Difference	All Employees	Act		Expected	Difference
	#	¥	#	%	%	#	ä	%	#	ü	9/6	#	#	#	#	%	#	#	ü	ш	9%	#	н
Other Sales & Service	2016	0	0	0.0	0.0	0	0	0.0															
Personnel	2018 2016	0 59	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	2018	39 119		3.4	2.6	3	1	129.3	118	2	1.7	3	+1	0	0	0.0	0	0	59	08	0.0	0	0
Total	2016	257	0	0.0	1.3	3	-3	0.0															
1000	2018	432	7	1.6	1.3	6	1	124.6	284	5	1.8	4	1	25	0	0.0	0	0	165	1	0.6	0	1
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Data sources:		Part 2: Flow Data Analysis	Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F÷1x 100	Part 3: Goals	E÷Ks 100	Part 3: Goals	F + M x 100											
NIBOTINO 1100 000 000 000 000 000 000 000 000 0	************	Ţ	<u> </u>	1	4	1	1	1	Ţ	1	1	<u> </u>											
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Employment Equity											m Goals Peoples												
Occupational Group (EEOG)	Occupational Group All Aboriginal reopies Aboriginal reopies Aboriginal reopies Provided In the Company of the											Percent of					C	ommen	ts				
(LLOG)			Actu		Goal	Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Goal Met											
Other Sales & Service	2018	# 0	# 0	0.0	# 0	% 0.0	9,0	0.0	# 0	0.0	0,0	9,0											
13 Other Sales & Service Personnel	2016	0	0	0.0	V	0.0	0.0	0.0	V	0.0	0.0	0.0											
Other Manual	2018	59	l	3.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Workers	2021	59	<u> </u>	3.4			0.0	0.0	-	200	0.0	0.0											
Total	2018	144 144	5	3.5 3.5	0	0.0	0.0	0.0 0.0	2	250.0	0.0 0.0	0.0											
	2021	1-4-4		27.23			0.0	0.0			0.0	0.0											

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Data	sources:	30	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E-H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G + 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q-S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F + 100	V-X
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			,		Workf	orce An	alvsis				•	·			-	Flow I) Data A							
Em	ployment Equity	Year				orkforce						Hires					romotio				Te	rminatio	ns	
10000000	Ccupational Group All Persons with Disabilities All Persons with Disabilities All Persons with Disabilities														All			ith Disabilitie	3	All			th Disabilities	`
(r.r	OG)		Employees #	Represe			ability #	Gap #			Ac		Expected	Difference	Employees	Act		Expected	Difference #	Employees	Act #		Expected	Difference
01&		# 2016	42	# 0	0.0	4.3		-	0.0	#	#	۰,	#	#	#	*	9,6	#	#	ji.	#	9,	#	*
02	Managers	2018	43	0	0.0	4.3			0.0	3	0	0.0	0	0	17	0	0.0	0	0	11	0	0.0	0	0
03	Professionals	2016	54	0		3.8		-	0.0			* * * * * * * * * * * * * * * * * * *									1			
-		2018 2016	62 49	0	0.0	3,8 4.6	,	ļ	0.0 0.0	28	0	0.0	1	-1	4	0	0.0	0	0	20	0	0.0	0	0
04	Semi-Professionals & Technicians	2018	42	0	0.0				0.0	23	0	0.0	1	-1	0	0	0.0	0	0	15	0.	0.0	0	0
05	Supervisors	2016	1	0	0.0	13.9	0	0	0.0															
	-	2018	7	0	0.0	13.9	······	-1	0.0	3	0	0.0	0	0	1	0	0.0	0	0	2	0	0.0	0	0
06	Supervisors: Crafts & Trades	2016 2018	18 49	0		7.8 7.8		ļ	0.0 0.0	13	0	0.0	1	-1		0	0.0	A	(. 6	0	0.0	0	0
L		2010	*17	⊻:	0,0	1.0		1	0,0	1.57	1				-	I	0.0	I	1		<u>~;</u>	0.0		<u> </u>
Data	sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F - M x 100											
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			New	Entrai	nts				G	oals														
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\$00000000	upational Group	Year	All	Person Disab			Persons wit	h Disabilities			Persons with	Disabilities						(Commen	its				
(EE	OG)		Employees	Act	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	#	%	#	%	%	%	#	%	9/6	9%											
01&	Managers	2018	9	0		0	0.0		0.0	0	0.0	0.0	3											
02		2021	9	0		^	0.0	4.3	0.0		0.0	4.3	<u> </u>											
03	Professionals	2018 2021	12 12	0		0	0.0	0.0 3.8	0.0	0	0.0	0.0 3.8	1											
04	Semi-Professionals &	0.0	0	0,0	0,0																			
04	Technicians	8	0	0.0			4.6	0.0			4.6	į												
05	Supervisors	2018 2021	2	0	0.0	0	0.0	0.0 13.9	0.0	0	0.0	0.0 13.9	0.0											
	Supervisors: Crafts &	2021	10	0		0	0.0	4	0.0	0	0.0	0.0	<u></u>											
06	Trades	2021	10	0	0.0			7.8	0.0			7.8	0.0											

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Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E-H	E+H x 100	Part 2; Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: V Flow Data Analysis	/÷Ux 100	U x F + 100	V-X	
*		<u> </u>	T	Ţ	<u> </u>	<u> </u>	<u> </u>	<u> </u>	1	<u> </u>	<u> </u>	<u> </u>	1	Ţ	1 1	1	·	1	<u> </u>	ι	\	1	<u> </u>	
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Employment Equity Occupational Group	Year			<i>\\</i>	orkforce	2 h Disabilities					Hires	ith Disabilities			P	romotio	IIS ith Disabilities				ninatio	ns h Disabilitie		
(EEOG)		All Employees	Represe	ntation	Avail		Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	Aci		Expected	Difference	All Employees	Actual		Expected	Difference	
	#	ű	#	%	%	#	Ħ	%	#	ü	9,	#	#	#	4	9,0	ű	H	H	#	٠,	#	н	
07 Administrative & Senior Clerical	2016 2018	12 14	0	0.0	3.4	\$	0 n	0.0	2	0	0.0	n	n		0	0.0	n	n	n	0	0.0	a	n	
08 Skilled Sales &	2016	0	0	0.0	0.0	<u> </u>	0	0.0	,		0.0	V		, ,		0.0	0	()		V:	0.0		V	
Service Personnel	2018	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0 1	0.0	0	0	
09 Skilled Crafts & Trades Workers	2016 2018	2 11	0	0.0 0.0	3.8 3.8	£	0	0.0	7	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	
10 Clerical Personnel	2016 2018	19 23	0	0.0 0.0	7.0 7.0		-1 -2	0.0	13	0	0.0	ī	-1	0	0	0.0	0	n	11	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2016	1	0	0.0	5.6	0	0	0.0										~						
12 Semi-Skilled Manual	2018 2016	0	0	0,0 0.0	0,0	0	0	0.0	0	0		U	0	0	0		0	U	0	0	0.0	0	0	
Workers	2018	62	0	0.0	4.8	3	-3	0.0	73	0	0.0	4	-4	0	0	0.0	0	0	40	0 }	0.0	0	0	
Data sources:	************	Part 2: Flow	Part 2: Flow Data	E + D x	Part 3:	E+Gx	Part 3:	F+1x100	Part 3: Goals	E+Kx	Part 3:	F = M x 100												
	..*.*.*.*	Data Analysis	Analysis	100	Goals	100	Goals			100	Goals													
		Von	↓ Entran	J.	1			<u> </u>	↓ oals			<u> </u>												
			ow Data	3		Short-te	rm Goal			Long-ter	m Goals													
Employment Equity Occupational Group	Year		Person Disabi			Persons with				ersons with							C	Commen	fs					
(EEOG)		All Employees	Acti		Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of												
	#	#	#	%	#	Goal Met		Goal Met	#	Goal Met	9/4	Goal Met												
07 Administrative &	2018	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
Senior Clerical Skilled Sales &	2021 2018	3	0	0.0	†	0.0	0.0		n	0.0	0.0	0.0												
08 Service Personnel	2018	0	0	0.0		0.0	0.0	0.0	U	0.0	0.0	0.0												
09 Skilled Crafts &	2018	6	0	0.0	0	0.0	0.0	0.0	()	0.0	0.0	0.0												
Trades Workers	2021	6	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0												
10 Clerical Personnel	2021	2	0	0.0			7.0	0.0	,		7.0													
11 Intermediate Sales & Service Personnel	2018 2021	0	0	0.0	0	0.0	0.0 0.0	0.0	0	0.0	0.0	0.0												
Semi-Skilled Manual	2018	33	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
Workers Workers	2021	33	0	0.0			4.8	0.0			4.8	0.0												

								Feder	al Contr	actors	Progra	m Achie	vement	Report									
								l	art 6: R	esults -	Persor	s with D	isabiliti	ies									
									Sanexen	Service	s Envir	onneme	ntaux Ir	nc.							***************************************		
										2	018-11	-10											
A B	C	D	E	F	G	Н	<u>I</u>	J	K	L	M	N	0	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	Dx G ÷ 100	Е-Н	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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(EEOG)		Employees	Represe	ntation	Avails	ibility	Gap	EE Result	Employees	Ac	tual	Expected	Difference	Employees	Ac		Expected	Difference	Employees	Act	ial	Expected	Difference
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Other Manual	2016	59	0	0.0	5.3		-3	 		<u> </u>		V		'	V	0.0	- '			V:	0.0	V	
Workers Workers	2018	119	0	0.0	5.3	6	-6	0.0	118	0	0.0	6	-6	0	0	0.0	0	0	59	0	0.0	0	0
Total	2016	257	0	0.0	4,9		-13													0000			
	2018	432	0	0.0	5.3	23	-23	0.0	284	0	0.0	15	-15	3 25	0	0.0	1 0	0	165	0	0.0	0	<u>'</u>
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷1x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F + M x 100											
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Other Sales & Service Personnel	2018 2021	0	0	0.0	U	0.0	0.0	0.0	0	0.0	0.0	1											
Other Manual	2018	59	0	0.0	0	0.0	0.0		0	0,0	4	-4											
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	2021	144	U i	0.0			U.U	L 0.0	L	1	1 0.0	0.0											

Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities Sanexen Services Environnementaux Inc. 2018-11-10 V В \mathbf{C} D E F \mathbf{G} H M N 0 p 0 R U W Part 1: Part 1: Part 1: Part 2: Part 2: Part 2; Flow E + D $D \times G$ $\mathbf{E} + \mathbf{H}$ Part 2: Flow $Q \oplus P \times$ Part 2: Flow $V + U|_{X}$ E - H U x F + 100 Data sources Workforce Workforce Workforce Flow Data K x G ± 100 L-N Flow Data P x F ÷ 100 Q - S Flow Data V - Xx 100 + 100 x 100 Data Analysi $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities ΑH All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference •. % % % ۰. 2016 0.0 10.1 0 0.0 01 Senior Managers 2018 11 0 0.0 10.1 0.0 0 0.0 0 0.0 0 0.0 Middle & Other 2016 37 0 0.0 15.0 -6 0.0 02 Managers 2018 32 0 0.0 15.0 0.0 0 0.0 0 0.0 1.1 03 0.0 54 -13 2016 1.9 25.3 7.3 03 Professionals 2018 62 25.9 16 -15 28 1.6 6.2 3.6 0.0 20 0 0.0 0 2016 49 2.0 7.9 -3 25.8 Semi-Professionals & Technicians 2018 42 4.8 13.5 35.3 23 21.7 0 0.0 15 3 20.0 2016 0 0.0 16.7 0.0 05 Supervisors 2018 16.7 85.5 100.0 14.3 0 0.0 0 0.0 Supervisors: Crafts & 2016 18 0 0.0 5.0 0.0 Trades 49 0.0 5.0 0.0 0.0 0.0 0 13 0 0.0 0 0 Part 2: Part 2: Flow E * D xE * G xF + Lx 100 Part 3: Goals - M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis New Entrants Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Me Goal Met *** % % % % ٠, % 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 2021 0.0 10.1 0.0 10.1 0.0 0 Middle & Other 2018 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 Managers 0.0 15.0 15.0 2021 0 0.0 0.0 2018 12 8.3 0.0 0.0 0.0 0.0 0.0 03 Professionals 2021 12 8.3 25.9 32.2 25.9 32.2 -1 5 62.5 0.0 0.0 Semi-Professionals & 2018 0.0 0.0 166. 0.0 Technicians 2021 62.5 13.5 463.0 13.5 463.0 2018 50.0 0.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 2021 1 50.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 0 0.0 0.0 0.0 0.0 0.0 0.0 2018 10 0.0

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10 Clerical Personnel 2018 2 1 50.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 2021 2 1 50.0 17.4 287.4 17.4 287.4	
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								Par	t 7: Resu	lts - Me	embers	of Visib	e Mino	rities									
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(EEOG)	*											Minorities Expected	Difference	All Employees	Act		Minorities Expected	Difference	All Employees	Acti		Minorities Expected	Difference
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Other Sales & Service	2016	0	0	0.0	0.0	0	0	0.0															
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14 Other Manual Workers	2018	119	ļ	3. 4 4.2	22.1	13 24	-11 -19	20.6	118	14	11.9	24	-10	0	0	0.0	0	0	59	108	16.9	2	8
Total	2016	257		2.3		43		14.0								•••••				9 0 0			
1000	2018	432	13	3.0	17.2	74	-61	17.5	284	25	8.8	49	-24	25	1	4.0	1	0	165	16	9.7	4	12
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Occupational Group (EEOG)	Occupational Group Visible Minorities Visible											Percent of					C	ommen	ts				
(EEOG)		Employees	Acti	ıal	Goal	Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Goal Met											
101 01 00 1	# 2010	#	#	**	#	%	%	%	#	%	9%	96											
Other Sales & Service Personnel	2018	0	0	0.0		0.0	0.0 0.0	0.0	0	0.0	0.0	0.0											
Other Manual	2018	59	1	23.7	0	0.0	0.0	0.0	11	127.3	0.0	0.0											
Workers Workers	2021	59		23.7			20.4	116.3			20.4	116.3											
Total	2018	144 144	26 26	18.1 18.1	0	0.0	0.0 0.0	0.0	34	76.5	0.0	0.0 0.0											
	2021	144	L 20;	10.1			0.0	0.0			0.0	0.0											

Federal Contractors Program Achievement Report Part 8: Reasonable Efforts Sanexen Services Environnementaux Inc. 2018-11-10

Efforts

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

T				
Rea	uire	a m	easu	res:

equity.

Requi	red measures:
<u> </u>	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.
\checkmark	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).
7	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.
\Box	Maintained appropriate records in all required areas.
Other	measures:
\frac{1}{2}	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.
\checkmark	Ensured ongoing senior-level support for employment equity and its implementation.
	Established accountability mechanisms to ensure that the short-term goals would be met.
4	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

Ľ	equity, the steps taken to implement it and the progress made in its implementation.
1	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):
Oper	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ration's activities during the period between the first/previous and subsequent/current compliance nent.
	Impact of economic and industrial conditions on the organization.
	Any reorganization or other corporate structural changes.
Ø	Acquisitions, mergers or transfers of employees.
	Acquisitions of 2 companies increasing our workforce by more than 100 employees
	Significant layoffs (include the number of employees affected and the occupational groups of those employees).

	Strikes (include dates, the number of employees affected and the occupational groups of those employees).
	Other.
Addit	tional Details
Please I	provide any additional information (optional):

Federal Contractors Program Report of the Subsequent Compliance Assessment

			anexen					

Primary Location: Brossard (Québec)

Number of Employees: 432

Ontario: 2 Québec: 421 Nova-Scotia: 1 British Columbia: 2

Nunavut: 6

Organization Overview:

NAICS 5416 - Management, Scientific and Technical Consulting Services Sanexen Services Environnementaux Inc. provides business consulting services on a contract or fee basis in contaminated site remediation and water main rehabilitation. The company also performs studies and assessments related to other environmental issues.

Key Dates - First Year Assessment

Initiated: 2016-02-01 Received: 2016-06-30 Closed: 2016-06-30 Workforce Analysis: 2016-06-30

Key Dates – Subsequent Assessment

Initiated: 2018-10-15 Received: 2018-11-24 Workforce Analysis: 2018-11-10

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:

57	11		8.1
IXI	Yes	1 1	No
12 3	1 ()		INO

Comments: None

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

\times	Yes	П	No
	100		IVU

Comments:

• Minor discrepancies were noted in the workforce analysis in the achievement report. Corrections were made based on summary report. The data from the current workforce analysis included in the Achievement Table is consistent with that found in Forms 1 to 6 from WEIMS.

ASSESSMENT OF REASONABLE PROGRESS

• No short-term goals were set and this appears to have been accepted during the previous compliance assessment.

Women

01	Senior Managers	No goal set (gap -1)
04	Semi-Professionals & Technicians	No goal set (gap -6)
06	Supervisors: Crafts & Trades	No goal set (gap -1)
14	Other Manual Workers	No goal set (gap -12)

Assessment/Observations

• None

Aboriginal Peoples

02	Middle & Other Managers	No goal set (gap -1)
03	Professionals	No goal set (gap -1)
04	Semi-Professionals & Technicians	No goal set (gap -1)

Assessment/Observations

• None

Persons with Disabilities

01/02	Managers	No goal set (gap -2)
03	Professionals	No goal set (gap -2)
04	Semi-Professionals & Technicians	No goal set (gap -2)
06	Supervisors: Crafts & Trades	No goal set (gap -1)
10	Clerical Personnel	No goal set (gap -1)
14	Other Manual Workers	No goal set (gap -3)

Assessment/Observations

• None

Members of Visible Minorities

01	Senior Managers	No goal set (Gap -1)
02	Middle & Other Managers	No goal set (Gap -6)
03	Professionals	No goal set (Gap -13)
04	Semi-Professionals & Technicians	No goal set (Gap -3)
06	Supervisors: Crafts & Trades	No goal set (Gap -1)
10	Clerical Personnel	No goal set (Gap -2)
14	Other Manual Workers	No goal set (Gap -11)

Assessment/Observations

None

ASSESSMENT OF REASONABLE EFFORTS

- П An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
 - Given that no short-term goal was set during the previous assessment, an assessment of reasonable efforts is not possible.

ASSESSMENT OF GOALS

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

Women

Workforce Analysis Results				als		
		Gap	Short- term	Long- term	Representation	LMA
Ellibio	Employment Equity Occupational Group (EEOG)		(1 to 3	(+3		
			years)	years)		
#	Description	#	%	%	%	%
01	Senior Managers	-2	27.4	27.4	9.1	27.4
02	Middle & Other Managers	-1	38.9	38.9	34.4	38.9
04	Semi-Professionals & Technicians	-12	44.1	44.1	16.7	44.1
05	Supervisors	-2	50.0	50.0	28.6	50.8
06	Supervisors: Crafts & Trades	-3	7.7	7.7	2.0	7.7
12	Semi-Skilled Manual Workers	-9	18.1	18.1	3.2	18.1
14	Other Manual Workers	-22	23.3	23.3	5.0	23.3

Observations: None

Aboriginal Peoples

Workforce Analysis Results			Goals			
Employment Equity Occupational Group (EEOG)			Short- term	Long- term	Representation	LMA
		Gap	(1 to 3	(+3		
			years)	years)		
#	Description	#	%	%	%	%
03	Professionals	-1	1.0	1.0	0.0	1.0
06	Supervisors: Crafts & Trades	-1	2.2	2.2	0.0	2.2

Observations: None

Members of Visible Minorities

Workforce Analysis Results			Goals			
Employment Equity Occupational Group (EEOG)			Short-	Long-	Representation	LMA
			term	term		
			(1 to 3	(+3		
			years)	years)		
#	Description	#	%	%	%	%
01	Senior Managers	-1	10.1	10.1	0.0	10.1
02	Middle & Other Managers	-5	15.0	15.0	0.0	15.0
03	Professionals	-15	25.9	25.9	1.6	25.9
04	Semi-Professionals & Technicians	-4	13.5	13.5	4.8	13.5
06	Supervisors: Crafts & Trades	-2	5.0	5.0	0.0	5.0
07	Admin & Senior Clerical Personnel	-2	11.4	11.4	0.0	11.4
10	Clerical Personnel	-3	17.4	17.4	4.3	17.4
12	Semi-Skilled Manual Workers	-11	20.6	20.6	3.2	20.6
14	Other Manual Workers	-19	20.4	20.4	4.2	20.4

Observations: None

Persons with Disabilities

Workforce Analysis Results				als		
Employment Equity Occupational Group (EEOG)			Short- term	Long- term	Representation	LMA
			(1 to 3 years)	(+3 years)		
#	Description		%	%	%	%
01/02	Managers	-2	4.3	4.3	0.0	4.3
03	Professionals	-2	3.8	3.8	0.0	3.8
04	Semi-Professionals & Technicians Supervisors		4.6	4.6	0.0	4.6
05			13.9	13.9	0.0	13.9
06	Supervisors: Crafts & Trades	-4	7.8	7.8	0.0	7.8
10	Clerical Personnel	-2	7.0	7.0	0.0	7.0
12			4.8	4.8	0.0	4.8
14			5.3	5.3	0.0	5.3

Observations: None

RECOMMENDATION

١	reco	mmend	that	the	er	nplo	yer	be	fou	nd
	⊠in	complia	nce		in	non	-cor	lan	ianc	:e

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

- Sanexen Environmental Services Inc. has experienced a significant growth in its workforce since the first evaluation, from 257 to 432 permanent employees, resulting in a general increase in existing gaps on the one hand, and the emergence of new gaps on the other.
- We have seen a percentage of hires of designated group members below labour market availability, resulting in a general under-representation of members of the four designated groups. We recommend that you focus on the early stages of the recruitment process to ensure that there are no barriers to employment equity. We also encourage you to put in place targeted measures to enable you to meet short-term hiring goals.
- The organization may wish to consider conducting an employment systems review to identify barriers to the recruitment and retention of designated group employees. Guidance on conducting an employment systems review is available on the Workplace Equity Information Management System help page (Step 2-2 of the training modules).

Name of Analyst: Maurice Ntambwe Yakibonge

Date: 2018-12-11

From: Yakibonge, Ntambwe N [NC] on behalf of EE-EME

Sent: January 11, 2019 3:08 PM

To: 'blalancette@sanexen.com'

Cc: 'vcarpentier@sanexen.com'

Subject: Government of Canada Agreement Number: V050657 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Ms. Beauvais:

I am writing to inform you that the subsequent compliance assessment initiated on October 15, 2018, has been completed. As a result of the assessment, Sanexen Services Environnementaux Inc has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

The purpose of this subsequent assessment was to verify whether 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 Sanexen Services Environnementaux Inc's employment equity program.

- Sanexen Environmental Services Inc. has experienced significant growth in its workforce since the first assessment, from 257 to 432 permanent employees, leading to a general increase in present gaps and the emergence of new gaps
- We found that the percentage of hiring of members of the designated groups below labour market availability resulting in widespread under-representation of members of the four designated groups. We recommend that you focus on the early stages of the recruitment process to ensure that there are no barriers to employment equity. We also encourage you to implement targeted measures to help you meet short-term hiring targets.
- The organization may wish to consider conducting an employment systems review to identify
 barriers to the recruitment and retention of designated group employees. Guidance on conducting
 an employment systems review is available on the Workplace Equity Information Management
 System help page (<u>Step 2-2</u> of the training modules).

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 October 15, 2021**. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

- Workforce data (Forms 1 to 6) at the national level;
- · An updated workforce analysis; and



A completed Achievement Report that includes revised short-term and long-term numerical goals for any gaps in representation.

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If over the three year period reasonable progress has not been made, Sanexen Services Environnementaux Inc will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

Labour Program officers are available to answer questions and provide guidance. You may also visit our website to access a number of tools and a series of training modules. In particular, we encourage your organization to continue using the 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 Sanexen Services Environnementaux 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.ac.ca



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