



s.19(1)

s.24(1)

**Labour Program  
Federal Contractors Program**

## Agreement to Implement Employment Equity

- New Agreement  
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Sanexen Services Environnementaux Inc.	Parent company is located outside Canada  <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) IDEM	Procurement Business Number <div style="background-color: #cccccc; width: 100px; height: 15px;"></div>
Organization's North American Industry Classification System (NAICS) Code N° 541620	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 215  To find your organization's NAICS Code Number please visit: <a href="http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian021-eng.htm">http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian021-eng.htm</a>

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

HEAD OFFICE			
Address (building number, street, suite, etc.) 9935 Avenue de Catania, Entree 1, Bureau 200	City Brossard	Province Qc	Postal Code J4Z 4V4
	Telephone Number 450-466-2123	Fax Number 450-466-2240	

EMPLOYMENT EQUITY CONTACT	
Name (print) Christine Delisle	Title Human Resources Advisor
Telephone Number 450-466-2123	E-mail Address cdelisle@sanexen.com

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

SIGNATORY	
<b>NOTE:</b> The signatory must be the Chief Executive Officer <b>OR</b> an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) Benoit Lalancette	Title Accounting Director
Telephone Number 450-466-2123	E-mail Address blalancette@sanexen.com
Signature <div style="background-color: #cccccc; width: 150px; height: 30px;"></div>	Date 2013-07-31

RETURN INSTRUCTIONS
<p><b>IMPORTANT</b></p> <ul style="list-style-type: none"> <li>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</li> </ul>



## APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT INFORMATION

### *Federal Contractors Program*

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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](mailto:ee-eme@hrsdc-rhdcc.gc.ca).

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I, the undersigned, on behalf of (legal name of organization) **SANEXEN Services Environnementaux Inc** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) **V050657**, 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) November 21, 2018 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.com

Telephone number: 450-466-2123

Business address: 9935 rue Châteauneuf, Entrée 1 - Bureau 200, Brossard, Oc J4Z 3V4

Signature: 



Employment and  
Social Development Canada

Emploi et  
Développement social Canada

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, please contact us at [ee-eme@hrsd-rhdsc.gc.ca](mailto:ee-eme@hrsd-rhdsc.gc.ca).

Maurice Yakibonge

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



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

---

**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*  
Human Resources Advisor

# SANEXEN

SERVICES ENVIRONNEMENTAUX INC

UN MEMBRE DE LA FAMILLE LOGISTEC

[vcarpentier@sanexen.com](mailto:vcarpentier@sanexen.com)

Phone : (450) 466-2123 ext:188

Fax: (450) 466-2240

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**From:** [maurice.yakibonge@labour-travail.gc.ca](mailto:maurice.yakibonge@labour-travail.gc.ca) [<mailto:maurice.yakibonge@labour-travail.gc.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](mailto: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](mailto:Maurice.Yakibonge@labour-travail.gc.ca) / Tel.: 819-654-6099



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Join 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'

'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 **October 15, 2018**. 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 [ee-eme@hrsdc-rhdcc.gc.ca](mailto:ee-eme@hrsdc-rhdcc.gc.ca)

Workplace Equity Division, Labour Program  
Employment and Social Development Canada / Government of Canada  
[ee-eme@hrsdc-rhdcc.gc.ca](mailto:ee-eme@hrsdc-rhdcc.gc.ca)



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



Sanexen Environmental Services Inc. (Certificate # V050657)

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION

Exp. Date: 2018-11-10

Geographic regions

(INDICATE THE NUMBER OF EMPLOYEES IN EACH REGION).

	Province				Census Metropolitan Area	
	Permanent full time	Permanent part-time	Temporary	Total number of employees		
Ontario	1	0	0	2	Montreal	0 401
Quebec	5	0	0	421	Quebec	0 3
Nova Scotia	0	0	0	1	BC minus 20 CMAs	0 2
Colombia-British	0	0	0	2	NS minus 10 CMAs	0 1
Nunavut	0	0	0	6	Nt	0 6
Total number of employees in Canada				432	Ont. minus 11 CMAs	0 6
					Qc minus CMAs	0 2
						0 17
					Total number of employees as of Canada	432



**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 Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Senior Management</b>  Upper value: \$100,000 and over  Lower value: \$100,000 and over	4	1	1										
	3	2	2										
	2	4	4										
	1	4	3	1									
	<b>Total</b>	11	10	1									
<b>Middle management and other directors</b>  Upper value: \$100,000 and over  Lower value: \$70,000 - \$74,999	4	2	2										
	3	5	3	2									
	2	6	4	2									
	1	19	12	7	1	1							
	<b>Total</b>	32	21	11	1	1							
<b>Professionals</b>  Upper value: \$100,000 and over  Lower value: \$35,000 - \$39,999	4	13	12	1							1	1	
	3	18	11	7									
	2	22	14	8									
	1	9	5	4									
	<b>Total</b>	62	42	20								1	1
<b>Semi-professional and technical staff</b>  Upper value: \$85,000 - \$89,999  Lower value: \$35,000 - \$39,999	4	3	3										
	3	10	9	1	1	1							
	2	15	12	3							1	1	
	1	13	10	3							1	1	
	<b>Total</b>	41	34	7	1	1						2	2





**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 Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Supervisors</b>  Upper value: \$75,000 - \$79,999  Lower value: \$45,000 - \$49,999	4	1	1										
	3												
	2	2	1	1									
	1	4	3	1							1	1	
	<b>Total</b>	7	5	2							1	1	
<b>Foremen</b>  Upper value: \$100,000 and over  Lower value: \$45,000 - \$49,999	4	7	7										
	3	34	34										
	2	4	4										
	1	4	3	1									
	<b>Total</b>	49	48	1									
<b>Administrative and main office staff</b>  Upper value: \$65,000 - \$69,999  Lower value: \$30,000 - \$34,999	4	1		1									
	3	2		2									
	2	8		8									
	1	3		3									
	<b>Total</b>	14		14									
<b>Skilled workers and artisans</b>  Upper value: \$100,000 and over  Lower value: \$40,000 - \$44,999	4	1	1										
	3												
	2	3	3										
	1	7	7								1	1	
	<b>Total</b>	11	11								1	1	



**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 Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Clerical staff</b>  Upper value: \$80,000 - \$84,999  Lower value: \$20,000 - \$24,999	4	1	1										
	3	3	1	2									
	2	8	1	7							1		1
	1	9	1	8									
	<b>Total</b>		21	4	17							1	
<b>Skilled Manual Workers</b>  Upper value: \$100,000 and over  Lower value: \$35,000 - \$39,999	4	1	1										
	3												
	2	26	25	1	1	1							
	1	34	33	1							2	2	
	<b>Total</b>		61	59	2	1	1				2	2	
<b>Other manual workers</b>  Upper value: \$90,000 - \$94,999  Lower value: \$25,000 - \$29,999	4	5	5										
	3	82	81	1	3	3					3	3	
	2	6	6										
	1	24	19	5	1	1					2	2	
	<b>Total</b>		117	111	6	4	4				5	5	
<b>Total number of employees</b>		<b>426</b>	<b>345</b>	<b>81</b>	<b>7</b>	<b>7</b>					<b>13</b>	<b>12</b>	<b>1</b>



**Sanexen Environmental Services Inc. (Certificate # V050657) FEDERAL**  
**CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES**  
**Part-time / National**  
**Reporting period 2016-06-30 to 2018-11-10**

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Semi-professional and technical staff</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	1	1										
	<b>Total</b>	1	1										
<b>Clerical staff</b>  Upper value: \$25,000 - \$29,999  Lower value: \$25,000 - \$29,999	4												
	3												
	2												
	1	2		2									
	<b>Total</b>	2		2									
<b>Skilled Manual Workers</b>  Upper value: \$40,000 - \$44,999  Lower value: \$40,000 - \$44,999	4												
	3												
	2												
	1	1	1										
	<b>Total</b>	1	1										
<b>Other manual workers</b>  Upper value: \$40,000 - \$44,999  Lower value: \$40,000 - \$44,999	4	1	1										
	3												
	2												
	1	1	1										
	<b>Total</b>	2	2										



**Sanexen Environmental Services Inc. (Certificate # V050657) FEDERAL**  
**CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES**  
**Part-time / National**  
**Reporting period 2016-06-30 to 2018-11-10**

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Total number of employees</b>		<b>6</b>	<b>4</b>	<b>2</b>									



FEDERAL CONTRACT PROGRAMS: EMPLOYEE PROFILE

Full time / National

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

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
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	
<b>Total number of employees</b>	<b>426</b>	<b>345</b>	<b>81</b>	<b>7</b>	<b>7</b>					<b>13</b>	<b>12</b>	<b>1</b>



**Sanexen Environmental Services Inc. (Certificate # V050657)**

**FEDERAL CONTRACT PROGRAMS: EMPLOYEE PROFILE**

**Part-time / National**

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

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



FEDERAL CONTRACT PROGRAMS: RECRUITMENTS

Full time / National

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

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
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	
<b>Total number of employees hired</b>	<b>275</b>	<b>226</b>	<b>49</b>	<b>4</b>	<b>4</b>					<b>24</b>	<b>22</b>	<b>2</b>



FEDERAL CONTRACT PROGRAMS: RECRUITMENTS

Part-time / National

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

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
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	
<b>Total number of employees hired</b>	<b>9</b>	<b>7</b>	<b>2</b>	<b>1</b>		<b>1</b>				<b>1</b>	<b>1</b>	





**Sanexen Environmental Services Inc. (Certificate # V050657)**

**FEDERAL CONTRACTING PROGRAMS: PROMOTIONS**

**Full time / National**

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

Occupational Category	Promoted employees (employees promoted during the year should be reported only in the occupational groups in which or to which they were last promoted.)											
	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
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										
<b>Total number of employees promoted</b>	<b>25</b>	<b>18</b>	<b>7</b>							<b>1</b>	<b>1</b>	
<b>Total number of promotions</b>	<b>25</b>	<b>18</b>	<b>7</b>							<b>1</b>	<b>1</b>	

Workplace Equity Information Management System - Sanexen Environmental Services Inc.

Default Workforce Analysis System - Detailed Report

Date: 2018-11-24

Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Availability		Difference #	Place of recruitment
			#	%	%	#		
<b>01: Senior Management</b>	National	11	1	9.1 %	27.4 %	3	-2	National
<b>02: Middle management and other directors</b>	National	32	11	34.4 %	38.9 %	12	-1	National
<b>03: Professionals</b>		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
<b>04: Semi-professional and technical staff</b>		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	security Quebec	4	1	25.0 %	40.2 %	2	-1	Quebec
2281: Computer Network Technicians	Quebec	2	0	0.0 %	18.5 %	0	0	Quebec
<b>05: Supervisors</b>		7	2	28.6 %	50.8 %	4	-2	
<b>Employment Equity Occupational Group</b>	Montreal	7	2	28.6 %	50.8 %	4	-2	Montreal
<b>06: Foremen</b>		49	1	2.0 %	7.7 %	4	-3	



Workplace Equity Information Management System - Sanexen Environmental Services Inc.

Default Workforce Analysis System - Detailed Report

Date: 2018-11-24

Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Availability		Difference #	Place of recruitment
			#	%	%	#		
7205: Contractors and Supervisors, Other Construction Trades, Repair and Installation Services	Quebec	48	1	2.1%	7.6%	4	-3	Quebec
7216: NQC 2006 - Contractors and Supervisors, Mechanical Trades and Related Occupations	Quebec	1	0	0.0%	13.2%	0	0	Quebec
<b>07: Administrative and Senior Clerical Staff</b>		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
<b>09: Skilled workers and artisans</b>		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
<b>10: Office staff</b>		23	19	82.6%	62.5%	14	5	
Employment Equity Occupational Group	Montreal	23	19	82.6%	62.5%	14	5	Montreal
<b>12: Skilled Manual Workers</b>		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
<b>14: Other manual workers</b>		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



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Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Women Availability		Differ ence #	Place of recruitment
			#%	%	#			
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

Workplace Equity Information Management System - Sanexen Environmental Services Inc.

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**Aboriginal**

Employment Equity Occupational Group	Location	All employees internal#	Aboriginal				Place of recruitment	
			Representation #	%	Availability %	Difference #		
<b>01: Senior Management</b>		National11	0	0.0 %	2.9 %	0	0	National
<b>02: Middle management and other directors</b>		National32	1	3.1 %	2.2 %	1	0	National
<b>03: Professionals</b>		62	0	0.0 %	1.0 %	1	-1	
1111: Auditors and Accountants		National1	0	0.0 %	1.3 %	0	0	National
2113: Geoscientists and Oceanographers		National1	0	0.0 %	1.4 %	0	0	National
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
<b>04: Semi-professional and technical staff</b>		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		Nunavut12	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
<b>05: Supervisors</b>		7	0	0.0 %	0.8 %	0	0	
<b>Employment Equity Occupational Group</b>		Montreal7	0	0.0 %	0.8 %	0	0	Montreal
<b>06 : Foremen</b>		49	0	0.0 %	2.2 %	1	-1	



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Aboriginal

Employment Equity Occupational Group	Internal location	All employees #	Aboriginal Representation		Aboriginal Availability		Difference #	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
<b>07: Administrative and Senior Clerical Staff</b>		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
<b>09: Skilled workers and artisans</b>		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
<b>10: Office staff</b>		23	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Montreal	23	0	0.0 %	0.8 %	0	0	Montreal
<b>12: Skilled Manual Workers</b>		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
<b>14: Other manual workers</b>		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



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Aboriginal

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

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

Sources: 2011 National Household Survey and internal employer data

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Date: 2018-11-24

**Members of Visible Minorities**

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Differ ence #	Place of recruitment
			Representation #	Availability %	Representation %	Availability %		
<b>01: Senior Management</b>	National	11	0	0.0 %	10.1 %	1	-1	National
<b>02: Middle management and other directors</b>	National	32	0	0.0 %	15.0 %	5	-5	National
<b>03: Professionals</b>		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	-11	National
2134 : Chemical engineers	National	7	0	0.0 %	30.8 %	2	-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	-1	National
<b>04: Semi-professional and technical staff</b>		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	-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 Inspectors	security Quebec	4	0	0.0 %	4.8 %	0	0	Quebec
2281 : Computer Network Technicians	Quebec	2	0	0.0 %	13.1 %	0	0	Quebec
<b>05: Supervisors</b>		7	1	14.3 %	16.7 %	1	0	
<b>Employment Equity Occupational Group</b>	Montreal	7	1	14.3 %	16.7 %	1	0	Montreal
<b>06 : Foremen</b>		49	0	0.0 %	5.0 %	2	-2	



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Members of Visible Minorities

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Difference #	Place of recruitment
			Representation #	Availability %	Representation %	Availability %		
7205: Contractors and Supervisors, Other Construction Trades, Repair and Installation Services	Quebec	48	0	0.0 %	5.0 %	2	-2	Quebec
7216: NOC 2006 - Contractors and Supervisors, Mechanical Trades and Related Occupations	Quebec	1	0	0.0 %	4.8 %	0	0	Quebec
<b>07: Administrative and Senior Clerical Staff</b>		14	0	0.0 %	11.4 %	2	-2	
<b>Employment Equity Occupational Group</b>	Montreal	13	0	0.0 %	12.2 %	2	-2	Montreal
<b>Employment Equity Occupational Group</b>	Qc minus CMAs	1	0	0.0 %	0.6 %	0	0	Qc minus CMAs
<b>09: Skilled workers and artisans</b>		11	1	9.1 %	5.1 %	1	0	
7251 : Plumbers	Quebec	1	0	0.0 %	2.7 %	0	0	Quebec
7271 : Carpenters	Quebec	1	0	0.0 %	1.7 %	0	0	Quebec
7281 : Bricklayers	Quebec	1	0	0.0 %	3.7 %	0	0	Quebec
7321: Motor Vehicle, Truck and Bus Mechanics and Repairers	Quebec	8	1	12.5 %	6.0 %	0	1	Quebec
<b>10 : Office staff</b>		23	1	4.3 %	17.4 %	4	-3	
<b>Employment Equity Occupational Group</b>	Montreal	23	1	4.3 %	17.4 %	4	-3	Montreal
<b>12: Skilled Manual Workers</b>		62	2	3.2 %	20.6 %	13	-11	
<b>Employment Equity Occupational Group</b>	Montreal	56	1	1.8 %	22.7 %	13	-12	Montreal
<b>Employment Equity Occupational Group</b>	Nt	1	0	0.0 %	0.8 %	0	0	Nt
<b>Employment Equity Occupational Group</b>	Qc minus CMAs	4	0	0.0 %	0.7 %	0	0	Qc minus CMAs
<b>Employment Equity Occupational Group</b>	Quebec	1	1	100.0 %	2.3 %	0	1	Quebec
<b>14: Other manual workers</b>		120	5	4.2 %	20.2 %	24	-19	
<b>Employment Equity Occupational Group</b>	Montreal	109	5	4.6 %	22.1 %	24	-19	Montreal
<b>Employment Equity Occupational Group</b>	NS minus CMA	2	0	0.0 %	2.4 %	0	0	NS minus CMA
<b>Employment Equity Occupational Group</b>	Nt	2	0	0.0 %	0.0 %	0	0	Nt
<b>Employment Equity Occupational Group</b>	Qc minus CMAs	5	0	0.0 %	1.2 %	0	0	Qc minus CMAs
<b>Employment Equity Occupational Group</b>	Quebec	2	0	0.0 %	3.1 %	0	0	Quebec



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Members of Visible Minorities

Employment Equity Occupational Group	Internal location	Members of Visible Minorities						
		All employees		Representation		Availability	Differ ence	Place of recruitment
		#	#	%	%	#		
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



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Persons with disabilities

Employment Equity Occupational Group	Internal location	All employees #	Persons with disabilities				Differ ence #	Place of recruitment
			Representation #	Availability %	Representation %	Availability #		
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
<b>Total</b>		<b>433</b>	<b>0</b>	<b>0.0 %</b>	<b>5.3 %</b>	<b>22</b>	<b>-22</b>	

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**

<b>Employment Equity Occupational Group</b>	<b>Perform an analysis by</b>	<b>Place of recruitment</b>
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	CPEME	National
3. : Professionals	CPEME	National
4.: Semi-professional and technical staff 05 : 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 manual workers	CPEME	National
	CPEME	National
	CPEME	National
	CPEME	National
	CPEME	National
	CPEME	National
	CPEME	National



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Women

Employment Equity Occupational Group	All employees #	Representation		Women Availability		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	-2
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	-9
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.



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Date: 2018-11-24

Aboriginal

Employment Equity Occupational Group	All employees #	Aboriginal Representation		Aboriginal Availability		Difference #
		#	%	%	#	
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
<b>Total</b>	<b>433</b>	<b>8</b>	<b>1.9%</b>	<b>1.9%</b>	<b>7</b>	<b>1</b>

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



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Members of Visible Minorities

Employment Equity Occupational Group	All employees #	Members of Visible Minorities Representation		Availability		Differ ence #
		#	%	%	#	
01: Senior Management	11	0	0.0%	10.1%	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	-3
12: Skilled Manual Workers	62	2	3.2%	20.6%	13	-11
14: Other manual workers	120	5	4.2%	20.2%	24	-19
<b>Total</b>	<b>433</b>	<b>13</b>	<b>3.0%</b>	<b>17.2%</b>	<b>75</b>	<b>-62</b>

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





Workplace Equity Information Management System - Sanexen Environmental Services Inc.

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Date: 2018-11-24

Persons with disabilities

Employment Equity Occupational Group	All employees #	Persons with disabilities Representation		Persons with disabilities Availability		Difference #
		#	%	%	#	
01/02 : Executives	43	0	0.0 %	4.3 %	2	-2
03: Professionals	62	0	0.0 %	3.8 %	2	-2
04: Semi-professional and technical staff	42	0	0.0 %	4.6 %	2	-2
05: Supervisors	7	0	0.0 %	13.9 %	1	-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	-2
12: Skilled Manual Workers	62	0	0.0 %	4.8 %	3	-3
14: Other manual workers	120	0	0.0 %	5.3 %	6	-6
<b>Total</b>	<b>433</b>	<b>0</b>	<b>0.0 %</b>	<b>5.3 %</b>	<b>22</b>	<b>-22</b>

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



Workplace Equity Information Management System - Sanexen Environmental Services Inc.

### 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 : 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 manual workers	CPEME	National
	CPEME	National
	CPEME	National
	CPEME	National
	CPEME	National
	CPEME	National
	CPEME	National

**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

**Sanexen Services Environnementaux Inc.**

**2018-11-10**

**Data from First/Previous Workforce Analysis**

↓                      ↓                      ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	06	30

**Data from Subsequent/Current Workforce Analysis**

↓                      ↓                      ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	11	10

**Table 1: Women**

**First/Previous Workforce Analysis**

Employment Equity Occupational Group (EEOG)		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
<b>Total</b>		<b>257</b>	<b>66</b>	<b>28.5</b>

**Table 5: Women**

**Subsequent/Current Workforce Analysis**

Employment Equity Occupational Group (EEOG)		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
<b>Total</b>		<b>432</b>	<b>83</b>	<b>27.4</b>

**\* Source:**  
2011 National Household Survey

**\* Source:**  
2011 National Household Survey

**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

**Sanexen Services Environnementaux Inc.**

**2018-11-10**

**Data from First/Previous Workforce Analysis**

↓                      ↓                      ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	06	30

**Data from Subsequent/Current Workforce Analysis**

↓                      ↓                      ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	11	10

**Table 2: Aboriginal Peoples**

**First/Previous Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			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	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	59	0	0.8
<b>Total</b>		<b>257</b>	<b>0</b>	<b>1.3</b>

**\* Source:**  
2011 National Household Survey

**Table 6: Aboriginal Peoples**

**Subsequent/Current Workforce Analysis**

Employment Equity Occupational Group (EEOG)		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
<b>Total</b>		<b>432</b>	<b>7</b>	<b>1.3</b>

**\* Source:**  
2011 National Household Survey

**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

**Sanexen Services Environnementaux Inc.**

**2018-11-10**

**Data from First/Previous Workforce Analysis**

↓                                ↓                                ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	06	30

**Data from Subsequent/Current Workforce Analysis**

↓                                ↓                                ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	11	10

**Table 3: Members of Visible Minorities**

**First/Previous Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees		
		Members of Visible Minorities		
		Representation		Availability*
		#	#	%
01	Senior Managers	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
<b>Total</b>		<b>257</b>	<b>6</b>	<b>16.7</b>

**Table 7: Members of Visible Minorities**

**Subsequent/Current Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees		
		Members of Visible 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	0	0.0
		11	1	5.1
		23	1	17.4
		0	0	0.0
		62	2	20.6
		0	0	0.0
		119	5	20.4
<b>Total</b>		<b>432</b>	<b>13</b>	<b>17.2</b>

\* Source:  
2011 National Household Survey

\* Source:  
2011 National Household Survey

**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

**Sanexen Services Environnementaux Inc.**

**2018-11-10**

**Data from First/Previous Workforce Analysis**

↓                      ↓                      ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	06	30

**Data from Subsequent/Current Workforce Analysis**

↓                      ↓                      ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	11	10

**Table 4: Persons with Disabilities**

**First/Previous Workforce Analysis**

Employment Equity Occupational Group (EEOG)	All Employees	Persons with Disabilities	
		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
<b>Total</b>	<b>257</b>	<b>0</b>	<b>4.9</b>

**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	0	4.6
7	0	13.9
49	0	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
<b>432</b>	<b>0</b>	<b>5.3</b>

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

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

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Sanexen Services Environnementaux Inc.**

**2018-11-10**

Start Date of Flow Data		
YYYY	MM	DD
2016	06	30

End 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 1: Women**

**Table 5: Women**

**Table 9: Women**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	3	0	0	0
03 Professionals	27	15	1	1
04 Semi-Professionals & Technicians	22	6	1	0
05 Supervisors	3	1	0	0
06 Supervisors: Crafts & Trades	13	0	0	0
07 Administrative & 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 Personnel	12	9	1	1
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	72	4	1	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	113	11	5	0
<b>Total</b>	<b>275</b>	<b>49</b>	<b>9</b>	<b>2</b>

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
0	0	0	0
25	7	0	0

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
<b>159</b>	<b>36</b>	<b>6</b>	<b>2</b>



**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Sanexen Services Environnementaux Inc.**

**2018-11-10**

Start Date of Flow Data		
YYYY	MM	DD
2016	06	30

End 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 2: Aboriginal Peoples**

**Table 6: Aboriginal Peoples**

**Table 10: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
	01 Senior Managers	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
<b>Total</b>	<b>275</b>	<b>4</b>	<b>9</b>	<b>1</b>

Full-time / National		Part-time / National	
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples 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
0	0	0	0
25	0	0	0

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
<b>159</b>	<b>0</b>	<b>6</b>	<b>1</b>

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Sanexen Services Environnementaux Inc.**

**2018-11-10**

Start Date of Flow Data		
YYYY	MM	DD
2016	06	30

End 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 3: Persons with Disabilities**

**Table 7: Persons with Disabilities**

**Table 11: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
	01 Senior Managers	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	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	72	0	1	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	113	0	5	0
<b>Total</b>	<b>275</b>	<b>0</b>	<b>9</b>	<b>0</b>

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
0	0	0	0
25	0	0	0

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
<b>159</b>	<b>0</b>	<b>6</b>	<b>0</b>

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Sanexen Services Environnementaux Inc.**

**2018-11-10**

Start Date of Flow Data		
YYYY	MM	DD
2016	06	30

End 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**

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**Table 4: Members of Visible Minorities**

**Table 8: Members of Visible Minorities**

**Table 12: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	3	0	0	0
03 Professionals	27	1	1	0
04 Semi-Professionals & Technicians	22	5	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	1	0	0
10 Clerical Personnel	12	1	1	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	72	3	1	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	113	13	5	1
<b>Total</b>	<b>275</b>	<b>24</b>	<b>9</b>	<b>1</b>

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
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
<b>159</b>	<b>15</b>	<b>6</b>	<b>1</b>

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Sanexen Services Environnementaux Inc.**

**2018-11-10**

**Data for First/Previous Goals**

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

**Table 1: Women**

Employment Equity Occupational Group (EOG)	All Employees																		
	First/Previous Short-term Goals																		
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	YYYY-MM-DD		Annually	Over 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						
#	%	%	#	%	%	#	#	%	#	#	#	%	%	#	#	%	%		
01 Senior Managers	5	30.1%		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	0.0%	0	0	0		38.9%	0	0	37.8%	37.8%	
03 Professionals	54	4.7%		0	34.5%		0	0	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	0.0%	0	6	0		19.5%	-6	-6	8.2%	8.2%	
05 Supervisors	1	91.3%		0	50.0%		0	0	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	1	0		7.6%	-1	-1	0.0%	0.0%	
07 Administrative & Sr Clerical	12	5.3%		0	0.0%		0	0	0.0%	0	10	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	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	2	76.5%		0	15.4%		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	0.0%	0	14	0		62.5%	2	2	73.7%	73.7%	
11 Intermediate Sales & Service	1	-100.0%		0	0.0%		0	0	0.0%	0	1	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	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	2	0		23.8%	-12	-12	3.4%	3.4%	
Total	257	18.9%		0	47.9%		0	0	0.0%	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)<sup>1/3</sup> - 1) x 100.

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

**Table 2: Women**

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

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Sanexen Services Environnementaux Inc.

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14	Other Manual Workers	0	0.0	12	0.0
Total		0		20	

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**Part 3: Goals**

**Sanexen Services Environnementaux Inc.**

**2018-11-10**

**Data for First/Previous Goals**

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

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

Employment Equity Occupational Group (EOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2016-06-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-06-30	Annually	Over 3 Years	Years	2016	2019						
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%
01 Senior Managers	5	30.1%		0	0.0%		0	0	0.0%	0	0	0	0	2.9%	0	0	0.0%	0.0%	
02 Middle & Other Managers	37	-4.7%		0	31.9%		0	0	0.0%	0	1	0	0	2.2%	-1	-1	0.0%	0.0%	
03 Professionals	54	4.7%		0	34.5%		0	0	0.0%	0	1	0	0	1.1%	-1	-1	0.0%	0.0%	
04 Semi-Professionals & Tech	49	-5.0%		0	33.0%		0	0	0.0%	0	1	0	0	1.3%	-1	-1	0.0%	0.0%	
05 Supervisors	1	91.3%		0	50.0%		0	0	0.0%	0	0	0	0	0.8%	0	0	0.0%	0.0%	
06 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 Administrative & Sr Clerical	12	5.3%		0	0.0%		0	0	0.0%	0	0	0	0	0.7%	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	2	76.5%		0	15.4%		0	0	0.0%	0	0	0	0	1.8%	0	0	0.0%	0.0%	
10 Clerical Personnel	19	6.6%		0	52.4%		0	0	0.0%	0	0	0	0	0.8%	0	0	0.0%	0.0%	
11 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%	
12 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!	
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	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	3	0	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)<sup>1/3</sup> - 1) x 100.

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

**Table 4: Aboriginal Peoples**

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

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14	Other Manual Workers	0	0.0	0	0.0
Total		0		2	

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**Data for First/Previous Goals**

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

**Table 5: Persons with Disabilities**

Employment Equity Occupational Group (EOG)		All Employees																Persons with Disabilities				
		First/Previous Short-term Goals																3 Year Goals				
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	From - To		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years		
			YYYY-MM-DD	Actual	Projected	Actual	Projected	Over 3 Years			YYYY-MM-DD	Annually		Over 3 Years	YYYY - YYYY						2016	2019
			2016-06-30	Annually	Annually	Over 3 Years	Annually	Annually			Over 3 Years	2016-06-30		Annually	Over 3 Years						2016	2019
#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%					
01/02	Managers	42	12.7%		0	15.9%		0	0	0.0%	0	2	0		4.3%	-2	-2	0.0%	0.0%			
03	Professionals	54	4.7%		0	34.5%		0	0	0.0%	0	2	0		3.8%	-2	-2	0.0%	0.0%			
04	Semi-Professionals & Tech	49	-5.0%		0	33.0%		0	0	0.0%	0	2	0		4.6%	-2	-2	0.0%	0.0%			
05	Supervisors	1	91.3%		0	50.0%		0	0	0.0%	0	0	0		13.9%	0	0	0.0%	0.0%			
06	Supervisors: Crafts & Trades	18	39.6%		0	17.9%		0	0	0.0%	0	1	0		7.8%	-1	-1	0.0%	0.0%			
07	Administrative & Sr Clerical	12	5.3%		0	0.0%		0	0	0.0%	0	0	0		3.4%	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	#DIV/0!	#DIV/0!			
09	Skilled Crafts & Trades	2	76.5%		0	15.4%		0	0	0.0%	0	0	0		3.8%	0	0	0.0%	0.0%			
10	Clerical Personnel	19	6.6%		0	52.4%		0	0	0.0%	0	1	0		7.0%	-1	-1	0.0%	0.0%			
11	Intermediate Sales & Service	1	-100.0%		0	0.0%		0	0	0.0%	0	0	0		5.6%	0	0	0.0%	0.0%			
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	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	3	0		5.3%	-3	-3	0.0%	0.0%			
Total		257	18.9%		0	47.9%		0	0	0.0%	0	13	0		4.9%	-13	-13	0.0%	0.0%			

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

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

**Table 6: Persons with Disabilities**

Employment Equity Occupational Group (EOG)		Persons with Disabilities				Comments
		Short-term Goals		Long-term Goals		
			%		%	
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		



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**Data for First/Previous Goals**

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

**Table 7: Members of Visible Minorities**

Employment Equity Occupational Group (EOG)	First/Previous Short-term Goals																		
	All Employees								Members of Visible Minorities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Over 3 Years		From - To	YYYY - YYYY					
	2016-06-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-06-30	Annually	Over 3 Years	2016	2019							
#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%		
01 Senior Managers	5	30.1%		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	6	0	15.0%	-6	-6	0.0%	0.0%		
03 Professionals	54	4.7%		0	34.5%		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	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	16.7%	0	0	0.0%	0.0%		
06 Supervisors: Crafts & Trades	18	39.6%		0	17.9%		0	0	0.0%	0	1	0	5.0%	-1	-1	0.0%	0.0%		
07 Administrative & Sr Clerical	12	5.3%		0	0.0%		0	1	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	#DIV/0!	#DIV/0!		
09 Skilled Crafts & Trades	2	76.5%		0	15.4%		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	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	22.2%	0	0	0.0%	0.0%		
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	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	59	26.3%		0	66.3%		0	2	0.0%	0	11	0	22.1%	-11	-11	3.4%	3.4%		
Total	257	18.9%		0	47.9%		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)<sup>1/3</sup> - 1) x 100.

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

**Table 8: Members of Visible Minorities**

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

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14	Other Manual Workers	0	0.0	11	0.0
Total		0		34	

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Sanexen Services Environnementaux Inc.**

**2018-11-10**

**Data for Subsequent/Current Goals**

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

**Table 9: Women**

Employment Equity Occupational Group (EOG)	Subsequent/Current Short-term Goals																		
	All Employees								Women										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	From - To		From - To						
	2018-11-10	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-11-10	Annually	Over 3 Years	2018	2021	2018	2021					
#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%		
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%	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	-11	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	-1	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	5.3%	4.5%	2	0.0%	1.0%	0	2	14	1.0%	0	-1	0	81.3%	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	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%	0.0%
10 Clerical Personnel	23	6.6%	5.0%	3	52.4%	1.0%	1	4	19	1.0%	1	-2	0	62.5%	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	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	15	9	18.1%	18.1%	-9	-6	3.2%	11.1%
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	119	26.3%	15.0%	54	66.3%	10.0%	36	90	6	10.0%	2	36	21	23.3%	23.3%	-22	-15	5.0%	14.5%
Total	432	18.9%	0	47.9%	0	0	0	83	0.0%	0	0	35	0	27.4%	27.4%	-35	-35	19.2%	19.2%

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

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

**Table 10: Women**

Employment Equity Occupational Group (EOG)	Women		Comments
	Short-term Goals	Long-term Goals	
	%	%	
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	
14 Other Manual Workers	23.3	23.3	

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Sanexen Services Environnementaux Inc.**

**2018-11-10**

Total		0.0	0.0
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**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Sanexen Services Environnementaux Inc.**

**2018-11-10**

**Data for Subsequent/Current Goals**

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

**Table 11: Aboriginal Peoples**

**Subsequent/Current Short-term Goals**

Employment Equity Occupational Group (EOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2018-11-10	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-11-10	Annually	Over 3 Years	2018	2021							
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%	
01 Senior Managers	11	30.1%	3.5%	1	0.0%	3.5%	1	2	0	3.5%	0	0	0	2.9%	0	0	0.0%	0.0%	
02 Middle & Other Managers	32	-4.7%	2.5%	2	31.9%	4.0%	4	6	1	4.0%	0	0	0	2.2%	0	0	3.1%	2.9%	
03 Professionals	62	4.7%	5.0%	9	34.5%	5.0%	9	18	0	5.0%	0	1	0	1.1%	1.1%	-1	-1	0.0%	0.0%
04 Semi-Professionals & Tech	42	-5.0%	4.0%	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	6.6%	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%		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	1	10.0%	0	1	0	2.4%	0	-1	1.6%	1.1%	
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	4	10.0%	1	1	0	2.6%	1	-1	3.4%	1.7%	
Total	432	18.9%		0	47.9%		0	0	7	0.0%	0	-1	0	1.3%	1	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)<sup>1/3</sup> - 1) x 100.

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

**Table 12: Aboriginal Peoples**

Employment Equity Occupational Group (EOG)	Aboriginal Peoples		Comments
	Short-term Goals	Long-term Goals	
	%	%	
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	
05 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	
14 Other Manual Workers	0.0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Sanexen Services Environnementaux Inc.

2018-11-10

Total		0.0	0.0
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**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Sanexen Services Environnementaux Inc.**

**2018-11-10**

**Data for Subsequent/Current Goals**

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

**Table 13: Persons with Disabilities**

Employment Equity Occupational Group (EOG)		Subsequent/Current Short-term Goals																		
		All Employees							Persons with Disabilities											
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Over 3 Years		Annually	Over 3 Years					
		2018-11-10	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2018-11-10	Annually	Over 3 Years	#	2018	2021	%	%	#	#	%
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%	
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	1	3.8%	3.8%	-2	-2	0.0%	1.4%
04	Semi-Professionals & Tech	42	-5.0%	4.0%	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%	5.0%	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	39.6%	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	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	6.6%	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	0.0%	0	0	#DIV/0!	#DIV/0!	
12	Semi-Skilled Manual	62	0.0%	15.0%	28	129.0%	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	0.0%	0	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	119	26.3%	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)<sup>1/3</sup> - 1) x 100.

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

**Table 14: Persons with Disabilities**

Employment Equity Occupational Group (EOG)		Persons with Disabilities				Comments
		Short-term Goals		Long-term Goals		
			%		%	
01/02	Managers		4.3		4.3	
03	Professionals		3.8		3.8	
04	Semi-Professionals & Tech		4.6		4.6	
05	Supervisors		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	



**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Sanexen Services Environnementaux Inc.**

**2018-11-10**

**Data for Subsequent/Current Goals**

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

**Table 15: Members of Visible Minorities**

Employment Equity Occupational Group (EOG)	Subsequent/Current Short-term Goals																		
	All Employees								Members of Visible Minorities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	From - To		From - To						
	2018-11-10	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-11-10	Annually	Over 3 Years	2018	2021	2018	2021					
#	%	%	#	%	%	#	#	%	#	#	%	%	%	%	#	#	%	%	
01 Senior Managers	11	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	1	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%	4.0%	5	33.0%	1.0%	1	6	2	1.0%	0	4	1	13.5%	13.5%	-4	-3	4.8%	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	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	5.3%	4.5%	2	0.0%	1.0%	0	2	0	1.0%	0	2	0	11.4%	11.4%	-2	-2	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	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	0	9.1%	8.3%
10 Clerical Personnel	23	6.6%	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	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	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	-14	4.2%	12.1%
Total	432	18.9%	0	47.9%	0	0	0	13	0.0%	0	61	0	0	17.2%	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)<sup>1/3</sup> - 1) x 100.

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

**Table 16: Members of Visible Minorities**

Employment Equity Occupational Group (EOG)	Members of Visible Minorities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
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	
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	0.0
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**Federal Contractors Program Achievement Report**

**Part 4: Results - Women**

**Sanexen Services Environnementaux Inc.**

**2018-11-10**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Women					All Employees	Women			All Employees	Women			All Employees	Women							
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference						
#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#					
01 Senior Managers	2016	5	0	0.0	27.4	1	-1	0.0																
	2018	11	1	9.1	27.4	3	-2	33.2	0	0	0.0	0	0	0	8	1	12.5	0	1	0	0	0.0	0	0
02 Middle & Other Managers	2016	37	14	37.8	38.9	14	0	97.3																
	2018	32	11	34.4	38.9	12	-1	88.4	3	0	0.0	1	-1	9	4	44.4	3	1	11	5	45.5	4	1	
03 Professionals	2016	54	20	37.0	18.2	10	10	203.5																
	2018	62	20	32.3	19.7	12	8	163.7	28	16	57.1	6	10	4	2	50.0	1	1	20	13	65.0	7	6	
04 Semi-Professionals & Technicians	2016	49	4	8.2	19.5	10	-6	41.9																
	2018	42	7	16.7	44.1	19	-12	37.8	23	6	26.1	10	-4	0	0	0.0	0	0	15	3	20.0	1	2	
05 Supervisors	2016	1	1	100.0	50.8	1	0	196.9																
	2018	7	2	28.6	50.8	4	-2	56.2	3	1	33.3	2	-1	1	0	0.0	1	-1	2	0	0.0	2	-2	
06 Supervisors: Crafts & Trades	2016	18	0	0.0	7.6	1	-1	0.0																
	2018	49	1	2.0	7.7	4	-3	26.5	13	0	0.0	1	-1	3	0	0.0	0	0	6	0	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants										Goals								Comments
		Flow Data					Short-term Goals					Long-term Goals								
		All Employees	Women				All Employees	Women				Women								
			Actual	Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met								
#	#	%	%	#	%	%	%	#	%	%	%									
01 Senior Managers	2018	8	1	12.5	0	0.0	0.0	0.0	1	100.0	0.0	0.0								
	2021	8	1	12.5			27.4	45.6			27.4	45.6								
02 Middle & Other Managers	2018	1	4	400.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0								
	2021	1	4	400.0			38.9	1028.3			38.9	1028.3								
03 Professionals	2018	12	18	150.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0								
	2021	12	18	150.0			0.0	0.0			0.0	0.0								
04 Semi-Professionals & Technicians	2018	8	6	75.0	0	0.0	0.0	0.0	6	100.0	0.0	0.0								
	2021	8	6	75.0			44.1	170.1			44.1	170.1								
05 Supervisors	2018	2	1	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0								
	2021	2	1	50.0			50.0	100.0			50.0	100.0								
06 Supervisors: Crafts & Trades	2018	10	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0								
	2021	10	0	0.0			7.7	0.0			7.7	0.0								

**Federal Contractors Program Achievement Report**

**Part 4: Results - Women**

**Sanexen Services Environnementaux Inc.**

**2018-11-10**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Women					All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	12	10	83.3	80.8	10	0	103.1																	
	2018	14	14	100.0	81.3	11	3	123.0	3	3	100.0	2	1	0	0	0.0	0	0	0	0	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0
09 Skilled Crafts & Trades Workers	2016	2	0	0.0	1.5	0	0	0.0																	
	2018	11	0	0.0	1.5	0	0	0.0	7	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0	
10 Clerical Personnel	2016	19	14	73.7	62.5	12	2	117.9																	
	2018	23	19	82.6	62.5	14	5	132.2	13	10	76.9	8	2	0	0	0.0	0	0	0	11	7	63.6	8	-1	
11 Intermediate Sales & Service Personnel	2016	1	1	100.0	61.8	1	0	161.8																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	62	2	3.2	18.1	11	-9	17.8	73	4	5.5	13	-9	0	0	0.0	0	0	0	40	3	7.5	0	3	

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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			All Employees	Women			All Employees	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	#	%	%	#	%	%		
07 Administrative & Senior Clerical	2018	3	3	100.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	3	3	100.0			0.0	0.0			0.0	0.0	0.0	
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
09 Skilled Crafts & Trades Workers	2018	6	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	6	0	0.0			0.0	0.0			0.0	0.0	0.0	
10 Clerical Personnel	2018	2	10	500.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	2	10	500.0			0.0	0.0			0.0	0.0	0.0	
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
12 Semi-Skilled Manual Workers	2018	33	4	12.1	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	33	4	12.1			18.1	67.0			18.1	67.0	67.0	

**Federal Contractors Program Achievement Report**

**Part 4: Results - Women**

**Sanexen Services Environnementaux Inc.**

**2018-11-10**

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires				Promotions				Terminations						
		All Employees	Women					All Employees	Women			All Employees	Women			All Employees	Women									
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference								
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	59	2	3.4	23.8	14	-12	14.2																		
	2018	119	6	5.0	23.3	28	-22	21.6	118	11	9.3	27	-16	0	0	0.0	0	0	0	59	7	11.9	2	5		
Total	2016	257	66	25.7	28.5	73	-7	90.1																		
	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:	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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Women		Women				Women					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	#	%	%	#	%	%			
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	59	11	18.6	0	0.0	0.0	0.0	12	91.7	0.0	0.0		
	2021	59	11	18.6			23.3	80.0			23.3	80.0		
Total	2018	144	58	40.3	0	0.0	0.0	0.0	20	290.0	0.0	0.0		
	2021	144	58	40.3			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**

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Aboriginal Peoples								All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference				
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	
01 Senior Managers	2016	5	0	0.0	2.9	0	0	0.0							8	0	0.0	0	0	0	0	0	0.0	0	0
	2018	11	0	0.0	2.9	0	0	0.0							0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2016	37	0	0.0	2.2	1	-1	0.0							9	0	0.0	0	0	0	11	0	0.0	0	0
	2018	32	1	3.1	2.2	1	0	142.0	3	0	0.0	0	0	0	9	0	0.0	0	0	0	11	0	0.0	0	0
03 Professionals	2016	54	0	0.0	1.1	1	-1	0.0							4	0	0.0	0	0	0	20	1	5.0	0	1
	2018	62	0	0.0	1.1	1	-1	0.0	28	1	3.6	0	1	4	0	0.0	0	0	0	20	1	5.0	0	1	
04 Semi-Professionals & Technicians	2016	49	0	0.0	1.3	1	-1	0.0							0	0	0.0	0	0	0	15	0	0.0	0	0
	2018	42	1	2.4	1.3	1	0	183.2	23	1	4.3	0	1	0	0	0.0	0	0	0	15	0	0.0	0	0	
05 Supervisors	2016	1	0	0.0	0.8	0	0	0.0							1	0	0.0	0	0	0	2	0	0.0	0	0
	2018	7	0	0.0	0.8	0	0	0.0	3	0	0.0	0	0	0	1	0	0.0	0	0	0	2	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	18	0	0.0	2.3	0	0	0.0							3	0	0.0	0	0	0	6	0	0.0	0	0
	2018	49	0	0.0	2.2	1	-1	0.0	13	0	0.0	0	0	0	3	0	0.0	0	0	0	6	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants										Goals										Comments		
		Flow Data					Short-term Goals					Long-term Goals												
		All Employees	Aboriginal Peoples				Goal	Aboriginal Peoples				Goal	Aboriginal Peoples				Goal	Aboriginal Peoples						
			Actual	Goal	Percent of Goal Met	Percent of Goal Met		Goal	Percent of Goal Met	Percent of Goal Met	Goal		Percent of Goal Met	Percent of Goal Met	Goal	Percent of Goal Met		Percent of Goal Met						
#	#	%	%	#	%	%	%	#	%	%	%	#	%	%	%	#	%	%	%	#	%	%	%	
01 Senior Managers	2018	8	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0				
	2021	8	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0				
02 Middle & Other Managers	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0				
	2021	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0				
03 Professionals	2018	12	1	8.3	0	0.0	0.0	0.0	1	100.0	0.0	0.0	1	100.0	0.0	0.0	1	100.0	0.0	0.0				
	2021	12	1	8.3	0	0.0	1.1	757.6	1	100.0	0.0	0.0	1	100.0	0.0	0.0	1	100.0	0.0	0.0				
04 Semi-Professionals & Technicians	2018	8	1	12.5	0	0.0	0.0	0.0	1	100.0	0.0	0.0	1	100.0	0.0	0.0	1	100.0	0.0	0.0				
	2021	8	1	12.5	0	0.0	0.0	0.0	1	100.0	0.0	0.0	1	100.0	0.0	0.0	1	100.0	0.0	0.0				
05 Supervisors	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0				
	2021	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0				
06 Supervisors: Crafts & Trades	2018	10	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0				
	2021	10	0	0.0	0	0.0	2.2	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0				

**Federal Contractors Program Achievement Report**

**Part 5: Results - Aboriginal Peoples**

**Sanexen Services Environnementaux Inc.**

**2018-11-10**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Aboriginal Peoples								All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference				
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
07 Administrative & Senior Clerical	2016	12	0	0.0	0.7	0	0	0.0																	
	2018	14	0	0.0	0.9	0	0	0.0	3	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	2	0	0.0	1.8	0	0	0.0																	
	2018	11	0	0.0	1.9	0	0	0.0	7	0	0.0	0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
10 Clerical Personnel	2016	19	0	0.0	0.8	0	0	0.0																	
	2018	23	0	0.0	0.8	0	0	0.0	13	0	0.0	0	0	0	0	0	0.0	0	0	0	11	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2016	1	0	0.0	0.9	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	62	1	1.6	2.4	1	0	67.2	73	1	1.4	2	-1	0	0	0.0	0	0	0	40	0	0.0	0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants										Goals										Comments
		Flow Data					Short-term Goals					Long-term Goals										
		All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples									
			Actual	Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met									
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%							
07 Administrative & Senior Clerical	2018	3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0						
	2021	3	0	0.0			0	0.0			0	0.0			0	0.0						
08 Skilled Sales & 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						
	2021	0	0	0.0			0	0.0			0	0.0			0	0.0						
09 Skilled Crafts & Trades Workers	2018	6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0						
	2021	6	0	0.0			0	0.0			0	0.0			0	0.0						
10 Clerical Personnel	2018	2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0						
	2021	2	0	0.0			0	0.0			0	0.0			0	0.0						
11 Intermediate Sales & 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						
	2021	0	0	0.0			0	0.0			0	0.0			0	0.0						
12 Semi-Skilled Manual Workers	2018	33	1	3.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0						
	2021	33	1	3.0			0	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**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	59	0	0.0	0.8	0	0	0.0																	
	2018	119	4	3.4	2.6	3	1	129.3	118	2	1.7	3	-1	0	0	0.0	0	0	0	59	0	0.0	0	0	0
Total	2016	257	0	0.0	1.3	3	-3	0.0																	
	2018	432	7	1.6	1.3	6	1	124.6	284	5	1.8	4	1	25	0	0.0	0	0	0	165	1	0.6	0	1	

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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	%	#	%	%	%				
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	59	2	3.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	59	2	3.4			0.0	0.0			0.0	0.0		
Total	2018	144	5	3.5	0	0.0	0.0	0.0	2	250.0	0.0	0.0		
	2021	144	5	3.5			0.0	0.0			0.0	0.0		



**Federal Contractors Program Achievement Report**

**Part 6: Results - Persons with Disabilities**

**Sanexen Services Environnementaux Inc.**

**2018-11-10**

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires					Promotions					Terminations				
		All Employees	Persons with Disabilities									All Employees	Persons with Disabilities				All Employees	Persons with Disabilities				All Employees	Persons with Disabilities			
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected		Difference	Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
01&02 Managers	2016	42	0	0.0	4.3	2	-2	0.0																		
	2018	43	0	0.0	4.3	2	-2	0.0	3	0	0.0	0	0	0	17	0	0.0	0	0	11	0	0.0	0	0		
03 Professionals	2016	54	0	0.0	3.8	2	-2	0.0																		
	2018	62	0	0.0	3.8	2	-2	0.0	28	0	0.0	1	-1	4	0	0.0	0	0	20	0	0.0	0	0	0		
04 Semi-Professionals & Technicians	2016	49	0	0.0	4.6	2	-2	0.0																		
	2018	42	0	0.0	4.6	2	-2	0.0	23	0	0.0	1	-1	0	0	0.0	0	0	15	0	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	-1	0.0	3	0	0.0	0	0	1	0	0.0	0	0	2	0	0.0	0	0	0		
06 Supervisors: Crafts & Trades	2016	18	0	0.0	7.8	1	-1	0.0																		
	2018	49	0	0.0	7.8	4	-4	0.0	13	0	0.0	1	-1	3	0	0.0	0	0	6	0	0.0	0	0	0		

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Persons with Disabilities	Persons with Disabilities										
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	%	%	%	%	%	%	%	%				
01&02 Managers	2018	9	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	9	0	0.0			4.3	0.0			4.3	0.0		
03 Professionals	2018	12	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	12	0	0.0			3.8	0.0			3.8	0.0		
04 Semi-Professionals & Technicians	2018	8	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	8	0	0.0			4.6	0.0			4.6	0.0		
05 Supervisors	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	0	0.0			13.9	0.0			13.9	0.0		
06 Supervisors: Crafts & Trades	2018	10	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	10	0	0.0			7.8	0.0			7.8	0.0		

**Federal Contractors Program Achievement Report**

**Part 6: Results - Persons with Disabilities**

**Sanexen Services Environnementaux Inc.**

**2018-11-10**

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities								All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference					
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#		
07 Administrative & Senior Clerical	2016	12	0	0.0	3.4	0	0	0.0																		
	2018	14	0	0.0	3.4	0	0	0.0	3	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																		
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
09 Skilled Crafts & Trades Workers	2016	2	0	0.0	3.8	0	0	0.0																		
	2018	11	0	0.0	3.8	0	0	0.0	7	0	0.0	0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0	0
10 Clerical Personnel	2016	19	0	0.0	7.0	1	-1	0.0																		
	2018	23	0	0.0	7.0	2	-2	0.0	13	0	0.0	1	-1	0	0	0	0.0	0	0	0	11	0	0.0	0	0	0
11 Intermediate Sales & Service Personnel	2016	1	0	0.0	5.6	0	0	0.0																		
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																		
	2018	62	0	0.0	4.8	3	-3	0.0	73	0	0.0	4	-4	0	0	0	0.0	0	0	0	40	0	0.0	0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants										Goals				Comments
		Flow Data				Short-term Goals				Long-term Goals						
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities						
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%					
07 Administrative & Senior Clerical	2018	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0				
	2021	3	0	0.0			0.0	0.0				0.0				
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0				
	2021	0	0	0.0			0.0	0.0				0.0				
09 Skilled Crafts & Trades Workers	2018	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0				
	2021	6	0	0.0			0.0	0.0				0.0				
10 Clerical Personnel	2018	2	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0				
	2021	2	0	0.0			7.0	0.0				7.0				
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0				
	2021	0	0	0.0			0.0	0.0				0.0				
12 Semi-Skilled Manual Workers	2018	33	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0				
	2021	33	0	0.0			4.8	0.0				4.8				

**Federal Contractors Program Achievement Report**

**Part 6: Results - Persons with Disabilities**

**Sanexen Services Environnementaux Inc.**

**2018-11-10**

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	%	%	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%			
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	59	0	0.0	5.3	3	-3	0.0																	
	2018	119	0	0.0	5.3	6	-6	0.0	118	0	0.0	6	-6	0	0	0.0	0	0	0	0	59	0	0.0	0	0
Total	2016	257	0	0.0	4.9	13	-13	0.0																	
	2018	432	0	0.0	5.3	23	-23	0.0	284	0	0.0	15	-15	25	0	0.0	0	0	0	165	0	0.0	0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Persons with Disabilities	Persons with Disabilities									
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met
#	#	%	%	%	%	%	%	%	%				
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0									
14 Other Manual Workers	2018	59	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	59	0	0.0			5.3	0.0			5.3	0.0	
Total	2018	144	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0	
	2021	144	0	0.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Sanexen Services Environnementaux Inc.

2018-11-10

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Visible Minorities								All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference				
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
01 Senior Managers	2016	5	0	0.0	10.1	1	-1	0.0							8	0	0.0	0	0	0	0	0	0.0	0	0
	2018	11	0	0.0	10.1	1	-1	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
02 Middle & Other Managers	2016	37	0	0.0	15.0	6	-6	0.0							9	0	0.0	0	0	0	11	0	0.0	0	0
	2018	32	0	0.0	15.0	5	-5	0.0	3	0	0.0	0	0	0	9	0	0.0	0	0	0	11	0	0.0	0	0
03 Professionals	2016	54	1	1.9	25.3	14	-13	7.3																	
	2018	62	1	1.6	25.9	16	-15	6.2	28	1	3.6	7	-6	4	0	0.0	0	0	0	20	0	0.0	0	0	
04 Semi-Professionals & Technicians	2016	49	1	2.0	7.9	4	-3	25.8																	
	2018	42	2	4.8	13.5	6	-4	35.3	23	5	21.7	3	2	0	0	0.0	0	0	0	15	3	20.0	0	3	
05 Supervisors	2016	1	0	0.0	16.7	0	0	0.0																	
	2018	7	1	14.3	16.7	1	0	85.5	3	0	0.0	1	-1	1	1	100.0	0	1	2	0	0.0	0	0	0	
06 Supervisors: Crafts & Trades	2016	18	0	0.0	5.0	1	-1	0.0																	
	2018	49	0	0.0	5.0	2	-2	0.0	13	0	0.0	1	-1	3	0	0.0	0	0	6	0	0.0	0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants										Goals										Comments
		Flow Data					Short-term Goals					Long-term Goals										
		All Employees	Visible Minorities				All Employees	Visible Minorities				All Employees	Visible Minorities									
			Actual	Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met									
#	#	%	%	#	%	%	%	#	%	%	%	#	%	%	%							
01 Senior Managers	2018	8	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1	0.0	0.0	0.0						
	2021	8	0	0.0			10.1	0.0				10.1	0.0			0.0						
02 Middle & Other Managers	2018	1	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2	0.0	0.0	0.0						
	2021	1	0	0.0			15.0	0.0				15.0	0.0			0.0						
03 Professionals	2018	12	1	8.3	0	0.0	0.0	0.0	0.0	0.0	0.0	13	7.7	0.0	0.0							
	2021	12	1	8.3			25.9	32.2				25.9	32.2			0.0						
04 Semi-Professionals & Technicians	2018	8	5	62.5	0	0.0	0.0	0.0	0.0	0.0	0.0	3	166.7	0.0	0.0							
	2021	8	5	62.5			13.5	463.0				13.5	463.0			0.0						
05 Supervisors	2018	2	1	50.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0							
	2021	2	1	50.0			0.0	0.0				0.0	0.0			0.0						
06 Supervisors: Crafts & Trades	2018	10	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	1	0.0	0.0	0.0							
	2021	10	0	0.0			5.0	0.0				5.0	0.0			0.0						

**Federal Contractors Program Achievement Report**

**Part 7: Results - Members of Visible Minorities**

**Sanexen Services Environnementaux Inc.**

**2018-11-10**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Visible Minorities						All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference							
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
07 Administrative & Senior Clerical	2016	12	1	8.3	12.2	1	0	68.3																	
	2018	14	0	0.0	11.4	2	-2	0.0	3	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	2	0	0.0	6.0	0	0	0.0																	
	2018	11	1	9.1	5.1	1	0	178.3	7	1	14.3	0	1	0	0	0	0.0	0	0	0	1	0	0.0	0	0
10 Clerical Personnel	2016	19	1	5.3	17.4	3	-2	30.2																	
	2018	23	1	4.3	17.4	4	-3	25.0	13	1	7.7	2	-1	0	0	0.0	0	0	0	11	1	9.1	1	0	
11 Intermediate Sales & Service Personnel	2016	1	0	0.0	22.2	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	62	2	3.2	20.6	13	-11	15.7	73	3	4.1	15	-12	0	0	0.0	0	0	0	40	2	5.0	0	2	

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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	#	%	#	%	#	%				
07 Administrative & Senior Clerical	2018	3	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	3	0	0.0			11.4	0.0			11.4	0.0		
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	6	1	16.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	6	1	16.7			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	2	1	50.0	0	0.0	0.0	0.0	2	50.0	0.0	0.0		
	2021	2	1	50.0			17.4	287.4			17.4	287.4		
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	33	3	9.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	33	3	9.1			20.6	44.1			20.6	44.1		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Sanexen Services Environnementaux Inc.

2018-11-10

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Visible Minorities								All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference				
#	#	%	%	#	#	%	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#			
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	59	2	3.4	22.1	13	-11	15.3																	
	2018	119	5	4.2	20.4	24	-19	20.6	118	14	11.9	24	-10	0	0	0.0	0	0	0	59	10	16.9	2	8	
Total	2016	257	6	2.3	16.7	43	-37	14.0																	
	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		

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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	%	#	%	%	%				
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	59	14	23.7	0	0.0	0.0	0.0	11	127.3	0.0	0.0		
	2021	59	14	23.7			20.4	116.3			20.4	116.3		
Total	2018	144	26	18.1	0	0.0	0.0	0.0	34	76.5	0.0	0.0		
	2021	144	26	18.1			0.0	0.0			0.0	0.0		

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

## Efforts

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

### Required measures:

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

### Other measures:

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

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

## Operational Context

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

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

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).



[Redacted]

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

[Redacted]

- Other.

[Redacted]

**Additional Details**

Please provide any additional information (optional):

[Redacted]

## Federal Contractors Program Report of the Subsequent Compliance Assessment

**Employer Name:** Sanexen Services Environnementaux Inc.

**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:

Yes  No

Comments: None

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

Yes  No

## Comments:

- Minor discrepancies were noted in the 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**

- 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			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (+3 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		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
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		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
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			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
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	-2	4.6	4.6	0.0	4.6
05	Supervisors	-1	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	Semi-Skilled Manual Workers	-3	4.8	4.8	0.0	4.8
14	Other Manual Workers	-6	5.3	5.3	0.0	5.3

Observations: None

**RECOMMENDATION**

I recommend that the employer be found:

in compliance    in non-compliance

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

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

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 (Step 2-2 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 under-represented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at [ee-eme@hrsdcc-rhdcc.gc.ca](mailto:ee-eme@hrsdcc-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@hrsdcc-rhdcc.gc.ca](mailto:ee-eme@hrsdcc-rhdcc.gc.ca)



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