Emploi et Développement social Canada

Social Development Car

Labour Program
Federal Contractors Program

OFFICIAL LINE ONLY	
OFFICIAL USE ONLY	
Agreement N°:	

s.24(1)

s.19(1)

Agreement to Implement Employment Equity

✓ New Agreement	(All sections n	nust be complet	ted)		
Revised Agreement					
	ORGA	NIZATION			
Legal Name of Organization			Parent company	is located outside C	anada
Societé Emmanuel-Gregoire In	nc.		r	Yes	No
			L	163	NO
Operating Name (if different from Legal Name	of Organization)		Business Numb	er	
				employees in Canad time and/or Part-time	
Organization's North American Industry Classii	fication System (NAICS) Cana	ada 2012 Code	(Fermanent Fun-	une and/or rateum	2)
Number. To find your organization's four-digit f http://www23.statcan.gc.ca/imdb/p3VD.pl?Fun			Federally F	Regulated	
8134 Civic and Social Organ:			✓ Provincially	Regulated	
	11FA	n office			
Address (building number, street, suite, etc.)	ПЕА	D OFFICE City		Province	Postal Code
11 000 St-Julie Road		East Montrea	al	Qc	H1B 0A7
		Telephone Number		4	
		514-6405361/	/6402031		
	EMPLOYMENT	EQUITY CONT	ACT		
Name (print)		Title			
Alexandre Veilleux	MW V A A B	Joint Direct			
Telephone Number	E-mail Address			Preferred Language	-
514 64-5361	alexandre.veilleu	x@s-e-g.ca		English	French
	CERT	IFICATION			
The above-named organization: • having a combined workforce of 100 c	or more permanent full-time	e and/or permanen	it part-time emplo	oyees in Canada,	AND
 intending to bid on, or being in receipt supply arrangement, valued at \$1,000 			contract, standing	g offer or contract	issued under a
hereby certifies its commitment to implem instrument, in keeping with the Federal C please contact the Labour Program at the	ontractors Program require	ements. For more i	nformation on ho		
Important note: If an audit of the Agreem the procurement instrument(s) with the Go			ers misrepresenta	ation on the part o	f the organization,
	SIG	NATORY			***************************************
NOTE: The signatory must be the Chief to contract on behalf of the organization.		uthorized person in	an executive po	sition with legal a	uthority to sign a
Name (print)		Title	~		
Carl Veilleux Telephone Number	E-mail Address	Directeur Ge	eral	Drofossed Longway	e of Correspondence
514-640-5361	carl.veilleux@s-	0-0 03		English	French
	Carr. verrieaxes		~~	Liighan	
Signature		Date (YYYY-MM-DI))		
		06/01/2016			
Privacy Nouce.					
The information you provide on this form is coll Contractors Program (FCP).	•	•		•	•
Completion of this form is mandatory. Refusal to Bid List, loss of the right to bid on federal government.	vernment goods or services o	ontracts of any value	and may also resu	Ilt in the termination	of the contract.
The information you provide may be used and/ disclosures of your personal information will ne	ver result in an administrative	decision being made	aluation purposes. about you.	However, these add	Iitional uses and/or
	RETURN II	NSTRUCTIONS			
IMPORTANT					
 The signed Agreement to Implement ee-eme@hrsdc-rhdcc.gc.ca 	t Employment Equity for	m must be sent to	o the Labour Pr	ogram by e-mail	at:



EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION

Period covered by tre 20/10/E0301 to 2019-02-27 #EXPAPCOTIII 20/10/E0301 to 2019-02-27

Geographic	regions

(INDICATE THE NUMBER OF EMPLOYEES IN EACH REGION).

	F	Province			Census Metropolitan Ar	ea	
Pe	rmanent full time	Permanent part- time	Temporary	Total number of employees			
Quebec46		73	0	119	Montreal4673	0	119
Total number of employees in Canada	•			119	Total number of employees in Canada		119

CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Full time / National

Reporting period 2016-03-01 to 2019-02-27

Occupational Category			employees			Aboriginal			ons with disal	bilities		of Visible M	inorities
Salary Range	Quarte		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Senior Management	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	2	2										
	Total	2	2										
Middle management and other directors	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	5	1	4							1		1
	Total	5	1	4							1		1
Professionals	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	19	2	17							3		3
	Total	19	2	17							3		3
Administrative and main office staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	1		1									
	Total	1		1									

Canada Page 1 of 4

CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Full time / National

Reporting period 2016-03-01 to 2019-02-27

Occupational Category		All	employees			Aboriginal		Perso	ons with disa	bilities	Members	of Visible M	inorities
Salary Range Col. 1	Quarte r	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Specialized sales and service personnel	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	3		3							2		2
	Total	3		3							2		2
Clerical staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	2		2									
	Total	2		2									
Intermediate sales and service personnel	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	14		14							12		12
	Total	14		14							12		12
Total number of employees		46	5	41							18		18

Form 2 B

Société Emmanuel-Grégoire Inc. (Certificate # 10000401) FEDERAL

CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Part-time / National

Reporting period 2016-03-01 to 2019-02-27

Occupational Category			employees			Aboriginal			ons with disal	bilities		of Visible M	
Salary Range	Quarte		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Professionals	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	29	4	25				2		2	7	1	6
	Total	29	4	25				2		2	7	1	6
Semi-professional and technical staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	1		1									
	Total	1		1									
Specialized sales and service personnel	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	5		5							4		4
	Total	5		5							4		4
Clerical staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	1		1									
	Total	1		1									

Canada Page 3 of 4

Form 2 B

CONTRACTING PROGRAMS: PROFESSIONAL CATEGORIES

Part-time / National

Reporting period 2016-03-01 to 2019-02-27

Occupational Category		All	employees			Aboriginal		Perso	ns with disat	oilities	Members	of Visible M	inorities
Salary Range Col. 1	Quarte	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	Total Col. 11	Men Col. 12	Women
Col. 1	'	COI. 2	COI. 3	COI. 4	COI. 5	COI. 0	COI. 7	COI. 6	Coi. 9	Col. 10	COI. 11	C01. 12	Col. 13
Intermediate sales and service personnel	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	34	6	28				1		1	32	6	26
	Total	34	6	28				1		1	32	6	26
Other sales and service personnel	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	3	2	1									
	Total	3	2	1									
Total number of employees		73	12	61				3		3	43	7	36

FEDERAL CONTRACT PROGRAMS: EMPLOYEE PROFILE

Full time / National

Reporting period 2016-03-01 to 2019-02-27

	Al	l employees			Aboriginal		Pers	sons with disab	ílities	Member	s of Visible Mir	orities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Less than \$15,000	46	5	41							18		18
Total number of employees	46	5	41							18		18

Canada

Form 3 A

FEDERAL CONTRACT PROGRAMS: EMPLOYEE PROFILE

Part-time / National

Reporting period 2016-03-01 to 2019-02-27

	Al	l employees		Aboriginal			Pers	ons with disab	lities	Members of Visible Minorities		
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Less than \$5,000	73	12	61				3		3	43	7	36
Total number of employees	73	12	61				3		3	43	7	36



Form 4 A

Société Emmanuel-Grégoire Inc. (Certificate # 10000401)

FEDERAL CONTRACT PROGRAMS: RECRUITMENTS

Full time / National

Reporting period 2016-03-01 to 2019-02-27

	Al	l employees			Aboriginal		Pers	ons with disab	lities	Member	s of Visible Mir	orities
Occupational Category	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Professionals	13	1	12							2		2
Administrative and main office staff	1		1									
Specialized sales and service personnel	1	1										
Clerical staff	1		1									
Total number of employees hired	16	2	14							2		2

FEDERAL CONTRACT PROGRAMS: RECRUITMENTS

Part-time / National

Reporting period 2016-03-01 to 2019-02-27

	Al	ll employees			Aboriginal		Pers	ons with disab	lities	Members	of Visible Min	orities
Occupational Category	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Professionals	79	12	67				2		2	13	2	11
Semi-professional and technical staff	1	1										
Specialized sales and service personnel	9	1	8							5		5
Intermediate sales and service personnel	35	5	30				1		1	31	4	27
Other sales and service personnel	11	7	4							2	1	1
Total number of employees hired	135	26	109				3		3	51	7	44

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS Full time / National

	Promoted 6	employees (em	ployees promo	ed during PRE	year should be	18 2019 02 127	in the occupation	onal groups in v	which or to whi	ch they were la	st promoted.	
Occupational Category	A	l employees			Aboriginal		Pers	ons with disab	lities	Member Member	s of Visible Mir	orities
Occupational Category	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	1	1										
Professionals	2	1	1									
Total number of employees promoted	3	2	1									
Total number of promotions	3	2	1									

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS Part-time / National

	Promoted	employees (em	ployees promo	tea ating rhe	y d 2016-03-01 year should be	18 2019 03 127	in the occupation	onal groups in v	which or to whi	ch they were la	st promoted.	
Occupational Category	A	ll employees			Aboriginal		Pers	sons with disab	litíes	ı Member	s of Visible Mir	norities
Occupational Category	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Intermediate sales and service personnel	1		1							1		1
Total number of employees promoted	1		1							1		1
Total number of promotions	1		1							1		1

CONTRACT PROGRAMS: CEASES OF EMPLOYMENT

Full time / National

Reporting period 2016-03-01 to 2019-02-27

	Al	l employees			Aboriginal		Pers	ons with disab	ilities	Member	s of Visible Mir	orities
Occupational Category	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	1		1									
Professionals	14	2	12							3	1	2
Administrative and main office staff	1		1									
Specialized sales and service personnel	3	2	1									
Clerical staff	1		1									
Intermediate sales and service personnel	5		5							4		4
Other sales and service personnel	2	1	1									
Total number of employees whose employment was terminated	27	5	22							7	1	6

Form 6 B

CONTRACT PROGRAMS: CEASES OF EMPLOYMENT

Part-time / National

Reporting period 2016-03-01 to 2019-02-27

	A	ll employees			Aboriginal		Pers	ons with disabi	lities	Members	of Visible Min	orities
Occupational Category	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Professionals	74	14	60							9	2	7
Semi-professional and technical staff	1	1										
Specialized sales and service personnel	5	1	4							2		2
Intermediate sales and service personnel	22	3	19							18	2	16
Other sales and service personnel	8	5	3							2	1	1
Total number of employees whose employment was terminated	110	24	86							31	5	26

Default Workforce Analysis System - Detailed Report

Date: 2019-03-12

Women

				,	Women			
Employment Equity Occupational Group	Internal	All employees	Repres	entation	Availa	bility	Differ	Place of recruitment
	location	#	#	%	%	#	ence,	
01: Senior Management	National	2	0	0.0 %	27.6 %	1	-1	National
02: Middle management and other directors	National	5	4	80.0 %	39.4 %	2	2	National
03: Professionals		48	42	87.5 %	79.0 %	38	4	
4153: Marital therapists, family therapists and other related counsellors	National	48	42	87.5 %	79.0 %	38	4	National
04: Semi-professional and technical staff		1	1	100.0 %	59.6 %	1	0	
5254: Program Leaders and Instructors in Recreation, Fitness and Sports	Quebec	1	1	100.0 %	59.6 %	1	0	Quebec
07: Administrative and Senior Clerical Staff		4	1	100.0 %	80.9 %	1	0	
Employment Equity Occupational Group	Montreal	1	1	100.0 %	80.9 %	1	0	Montreal
08: Specialized sales and service personnel		8	8	100.0 %	43.0 %	3	5	
6322: Cooks	Quebec	8	8	100.0 %	43.0 %	3	5	Quebec
10 : Office staff		3	3	100.0 %	61.6 %	2	1	
Employment Equity Occupational Group	Montreal	3	3	100.0 %	61.6 %	2	1	Montreal
11: Intermediate sales and service personnel		48	42	87.5 %	63.2 %	30	12	
Employment Equity Occupational Group	Montreal	48	42	87.5 %	63.2 %	30	12	Montreal
13: Other sales and service personnel		3	1	33.3 %	50.0 %	2		
Employment Equity Occupational Group	Montreal	3	1	33.3 %	50.0 %	2	-1	Montreal
Total		119	102	85.7 %	66.4 %	80	22	

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

Sources: 2016 Census and internal employer data

Default Workforce Analysis System - Detailed Report Date: 2019-03-12

Aboriginal

				Ab	original			
Employment Equity Occupational Group	Internal location	All employees	Represe		Availab	•	Differ ence	Place of recruitment
		#	#	%	%	#	#	
01: Senior Management	National	2	0	0.0 %	3.2 %	0	0	National
02: Middle management and other directors	National	5	0	0.0 %	2.7 %	ø	0	National
03: Professionals		48	0	0.0 %	7.7 %	4	-4	
4153: Marital therapists, family therapists and other related counsellors	National	48	0	0.0 %	7.7 %	4	-4	National
04: Semi-professional and technical staff		1	0	0.0 %	2.4 %	0	0	
5254: Program Leaders and Instructors in Recreation, Fitness and Sports	Quebec	1	0	0.0 %	2.4 %	0	0	Quebec
07: Administrative and Senior Clerical Staff		1	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Montreal	1	0	0.0 %	0.8 %	0	0	Montreal
08: Specialized sales and service personnel		8	0	0.0 %	2.6 %	0	0	
6322: Cooks	Quebec	8	0	0.0 %	2.6 %	0	0	Quebec
10 : Office staff		3	0	0.0 %	1.0 %	0	0	
Employment Equity Occupational Group	Montreal	3	0	0.0 %	1.0 %	0	0	Montreal
11: Intermediate sales and service personnel		48	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Montreal	48	0	0.0 %	0.8 %	0	0	Montreal
13: Other sales and service personnel		3	0	0.0 %	1.0 %	0	0	
Employment Equity Occupational Group	Montreal	3	0	0.0 %	1.0 %	0	0	Montreal
Total		119	0	0.0 %	3.8 %	4	-4	

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

Sources: 2016 Census and internal employer data



Default Workforce Analysis System - Detailed Report

Date: 2019-03-12

Members of Visible Minorities

5-4-0	\$\$1	All annulation	Members of Visible Minorities RepresentationAvailability Difference # % # 0 0.0 % 11.5 % 0 0 1 20.0 % 17.6 % 1 0 10 20.8 % 11.6 % 6 4					Place of recruitment
Employment Equity Occupational Group	Internal location	All employees #	•			#		Place of recruitment
01: Senior Management	National	2	0	0.0 %	11.5 %	0	0	National
02: Middle management and other directors	National	5	1	20.0 %	17.6 %	1	0	National
03: Professionals		48	10	20.8 %	11.6 %	6	4	
4153: Marital therapists, family therapists and other related counsellors	National	48	10	20.8 %	11.6 %	6	4	National
04: Semi-professional and technical staff		1	0	0.0 %	10.2 %	0	0	
5254: Program Leaders and Instructors in Recreation, Fitness and Sports	Quebec	1	0	0.0 %	10.2 %	0	0	Quebec
07: Administrative and Senior Clerical Staff		400	0	0.0 %	14.6 %	0	0	
Employment Equity Occupational Group	Montreal	***	0	0.0 %	14.6 %	0	0	Montreal
08: Specialized sales and service personnel		8	6	75.0 %	18.8 %	2	4	
6322: Cooks	Quebec	8	6	75.0 %	18.8 %	2	4	Quebec
10 : Office staff		3	0	0.0 %	20.4 %	1	-1	
Employment Equity Occupational Group	Montreal	3	0	0.0 %	20.4 %	1	-1	Montreal
11: Intermediate sales and service personnel		48	44	91.7%	26.6 %	13	31	
Employment Equity Occupational Group	Montreal	48	44	91.7 %	26.6 %	13	31	Montreal
13: Other sales and service personnel		3	0	0.0 %	28.3 %	1	-1	
Employment Equity Occupational Group	Montreal	3	0	0.0 %	28.3 %	1	-1	Montreal
Total		119	61	51.3 %	19.0 %	24	37	

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

Sources: 2016 Census and internal employer data



Default Workforce Analysis System - Detailed Report

Date: 2019-03-12

Persons with disabilities

				Persons	with disabilit	ties		
Employment Equity Occupational Group	Internal	All employees	Repres	entationAva	ailability		Differ	Place of recruitment
	location	#	#	%	%	#	ence#	
01/02 : Executives	National	7	0	0.0 %	5.0 %	0	0	National
03: Professionals	National	48	2	4.2 %	8.9 %	4	-2	National
04: Semi-professional and technical staff	National	1	0	0.0 %	7.6 %	0	0	National
07: Administrative and Senior Clerical Staff	National	1	0	0.0 %	10.0 %	0	0	National
08: Specialized sales and service personnel	National	8	0	0.0 %	8.0 %	1		National
10 : Office staff	National	3	0	0.0 %	9.3 %	0	0	National
11: Intermediate sales and service personnel	National	48	1	2.1 %	10.8 %	5	-4	National
13: Other sales and service personnel	National	3	0	0.0 %	10.7 %	0	0	National
Total		119	3	2.5 %	9.4 %	10	-7	

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

Sources: 2017 Canadian Disability Survey and internal employer data.



Default Workforce Analysis System - Detailed Report

Date: 2019-03-12

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
07: Administrative and Senior Clerical Staff	EEOG	CMA
08: Specialized sales and service personnel	CNP	Provincial
10 : Office staff	EEOG	CMA
11: Intermediate sales and service personnel	EEOG	CMA
13: Other sales and service personnel	EEOG	CMA



Default Workforce Analysis System - Detailed Report

Date: 2019-03-12

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
4.07: Semi-Professional and Technical Staff 07:	СРЕМЕ	National
Administrative and Senior Clerical Staff	CPEME	National
08: Specialized Sales and Service Personnel 10:	CPEME	National
Clerical Personnel	СРЕМЕ	National
11: Intermediate Sales and Service Personnel 13: Other	CPEME	National
Sales and Service Personnel	СРЕМЕ	National
	СРЕМЕ	
	СРЕМЕ	



Default Workforce Analysis System - Summary Report

Date: 2019-03-11

Women

				Women			
Employment Equity Occupational Group	All employees	Repres	entation	Avail	ability	Differ	
	#	#	%	%	#	ence _#	
01: Senior Management	2	0	0.0 %	27.6 %	1	•1	
02: Middle management and other directors	5	4	80.0 %	39.4 %	2	2	
03: Professionals	48	42	87.5 %	79.0 %	38	4	
04: Semi-professional and technical staff	1	1	100.0 %	59.6 %	1	0	
07: Administrative and Senior Clerical Staff	1	1	100.0 %	80.9 %	1	0	
08: Specialized sales and service personnel	8	8	100.0 %	43.0 %	3	5	
10 : Office staff	3	3	100.0 %	61.6 %	2	1	
11: Intermediate sales and service personnel	48	42	87.5 %	63.2 %	30	12	
13: Other sales and service personnel	3	1	33.3 %	50.0 %	2	1	
Total	119	102	85.7 %	66.4 %	80	22	

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



Default Workforce Analysis System - Summary Report

Date: 2019-03-11

Aboriginal

	Aboriginal						
Employment Equity Occupational Group	All employees	Represe	entation	Availat	oility	Differ	
	#	#	%	%	#	ence#	
01: Senior Management	2	0	0.0 %	3.2 %	0	0	
02: Middle management and other directors	5	0	0.0 %	2.7 %	0	0	
03: Professionals	48	0	0.0 %	7.7 %	4	-4	
04: Semi-professional and technical staff	1	0	0.0 %	2.4 %	0	0	
07: Administrative and Senior Clerical Staff	1	0	0.0 %	0.8 %	0	0	
08: Specialized sales and service personnel	8	0	0.0 %	2.6 %	0	0	
10 : Office staff	3	0	0.0 %	1.0 %	0	0	
11: Intermediate sales and service personnel	48	0	0.0 %	0.8 %	0	0	
13: Other sales and service personnel	3	0	0.0 %	1.0 %	0	0	
Total	119	0	0.0 %	3.8 %	4 8		

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



Default Workforce Analysis System - Summary Report

Date: 2019-03-11

Members of Visible Minorities

	Members of Visible Minorities						
Employment Equity Occupational Group	All employees	Repres	sentationAv	ailability		Differ	
	#	#	%	%	#	ence#	
01: Senior Management	2	0	0.0 %	11.5 %	0	0	
02: Middle management and other directors	5	1	20.0 %	17.6 %	1	0	
03: Professionals	48	10	20.8 %	11.6 %	6	4	
04: Semi-professional and technical staff	1	0	0.0 %	10.2 %	0	0	
07: Administrative and Senior Clerical Staff	1	0	0.0 %	14.6 %	0	0	
08: Specialized sales and service personnel	8	6	75.0 %	18.8 %	2	4	
10 : Office staff	3	0	0.0 %	20.4 %	1	-1	
11: Intermediate sales and service personnel	48	44	91.7%	26.6 %	13	31	
13: Other sales and service personnel	3	0	0.0 %	28.3 %	1	-1	
Total	119	61	51.3 %	19.0 %	24	37	

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

Default Workforce Analysis System - Summary Report

Date: 2019-03-11

Persons with disabilities

Employment Equity Occupational Group	All employees	Represe	Persons entationAva	with disabili silability	ties	Differ	
	#	#	%	%	#	ence#	
01/02 : Executives	7	0	0.0 %	5.0 %	0	0	
03: Professionals	48	2	4.2 %	8.9 %	4	-2	
04: Semi-professional and technical staff	1	0	0.0 %	7.6 %	0	0	
07: Administrative and Senior Clerical Staff	1	0	0.0 %	10.0 %	0	0	
08: Specialized sales and service personnel	8	0	0.0 %	8.0 %	1		
10 : Office staff	3	0	0.0 %	9.3 %	0	0	
11: Intermediate sales and service personnel	48	1	2.1 %	10.8 %	5	-4	
13: Other sales and service personnel	3	0	0.0 %	10.7 %	0	0	
Total	119	3	2.5 %	9.4 %	10	-7	

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



Default Workforce Analysis System - Summary Report

Date: 2019-03-11

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
07: Administrative and Senior Clerical Staff	EEOG	CMA
08: Specialized sales and service personnel	CNP	Provincial
10 : Office staff	EEOG	CMA
11: Intermediate sales and service personnel	EEOG	CMA
13: Other sales and service personnel	EEOG	CMA



Default Workforce Analysis System - Summary Report

Date: 2019-03-11

Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	СРЕМЕ	National
3. : Professionals	CPEME	National
4.07: Semi-Professional and Technical Staff 07:	CPEME	National
Administrative and Senior Clerical Staff	CPEME	National
08: Specialized Sales and Service Personnel 10:	CPEME	National
Clerical Personnel	СРЕМЕ	National
11: Intermediate Sales and Service Personnel 13: Other	CPEME	National
Sales and Service Personnel	CPEME	National
	СРЕМЕ	
	СРЕМЕ	



Part 1: Workforce Analysis

Société Emmanuel-Grégoire Inc.

2019-02-27

Data from First/Previous Workforce Analysis

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2016	03	03

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Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2019	02	27

		-	Гable 1: Women		
		First/Previous Workforce Analysi			
Employment Fauity Occupational Cycup (FFOC)		All Employees	Women		
Embic	syment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01	Senior Managers	2	0	27.4	
02	Middle & Other Managers	7	6	38.9	
03	Professionals	45	36	74.6	
04	Semi-Professionals & Technicians	0	0	0.0	
05	Supervisors	0	0	0.0	
06	Supervisors: Crafts & Trades	0	0	0.0	
07	Administrative & Senior Clerical Personnel	1	1	80.8	
08	Skilled Sales & Service Personnel	5	3	43.9	
09	Skilled Crafts & Trades Workers	0	0	0.0	
10	Clerical Personnel	2	2	62.5	
11	Intermediate Sales & Service Personnel	46	41	61.8	
12	Semi-Skilled Manual Workers	0	0	0.0	
13	Other Sales & Service Personnel	0	0	0.0	
14	Other Manual Workers	0	0	0.0	
Total	,	108	89	64.4	

Table 5: Women Subsequent/Current Workforce Analysis					
	Representation	Availability*			
#	#	%			
2	0	27.6			
5	4	39.4			
48	42	38.0			
1	1	59.6			
0	0	0.0			
0	0	0.0			
1	1	80.9			
8	8	43.0			
0	0	0.0			
3	3	61.6			
48	42	63.2			
0	o	0.0			
3	1	50.0			
0	0	0.0			
119	102	66.4			

* Source	:				
2011 Nat	ional H	ousehol	d Surve	у	

* Source:		
2016 Censu	S	

Part 1: Workforce Analysis

Société Emmanuel-Grégoire Inc.

2019-02-27

Data from First/Previous Workforce Analysis

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2016	03	03

Data from Su	ıbsequent/Curr Analysis	ent Workforce
Ţ	Ţ	J

2019	02	27
YYYY	MM	DD
Data from Subse	quent/Current Wo	rkforce Analysis

		Table 2: Aboriginal Peoples					
		First/Previous Workforce Analysis					
Familia	amont Faulty Occupational Cycup (FFOC)	All Employees	Aboriginal Peoples				
cmbio	yment Equity Occupational Group (EEOG)		Representation	Availability*			
		#	#	%			
01	Senior Managers	2	0	2.9			
02	Middle & Other Managers	7	0	2.2			
03	Professionals	45	0	7.2			
04	Semi-Professionals & Technicians	0	0	0.0			
05	Supervisors	0	0	0.0			
06	Supervisors: Crafts & Trades	0	0	0.0			
07	Administrative & Senior Clerical Personnel	1	0	0.7			
08	Skilled Sales & Service Personnel	5	0	2.1			
09	Skilled Crafts & Trades Workers	0	0	0.0			
10	Clerical Personnel	2	0	0.8			
11	Intermediate Sales & Service Personnel	46	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	0	0	0.0			
Total		108	0	3.7			

Table 6: Aboriginal Peoples Subsequent/Current Workforce Analysis						
					All Employees	Aboriginal Peoples
	Representation	Availability*				
#	#	%				
2	0	3.2				
5	0	2.7				
48	o	7.7				
1	0	2.4				
0	ol	0.0				
0	0	0.0				
1	0	0.8				
8	0	2.6				
0	0	0.0				
3	ol	1.0				
48	ol	0.8				
0	0	0.0				
3	o	1.0				
0	ol	0.0				
119	0	3.8				

*	Soi	irce	:													
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,	* Sou					
	2016 (Censi	us			

Part 1: Workforce Analysis

Société Emmanuel-Grégoire Inc.

2019-02-27

Data from First/Previous Workforce Analysis

Data from Fi	rst/Previous Work	orce Analysis
YYYY	MM	DD
2016	03	03

Data from Subsequent/Current Workforce Analysis

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2019	02	27

		Table 3: Me	embers of Visible	e Minorities			
		First/Previous Workforce Analysis					
Emmla	yment Fauity Occupational Cycup (FFOC)	All Employees	Members of Visible Minorities				
Embio	yment Equity Occupational Group (EEOG)		Representation	Availability*			
		#	#	%			
01	Senior Managers	2	0	10.1			
02	Middle & Other Managers	7	1	15.0			
03	Professionals	45	8	10.5			
04	Semi-Professionals & Technicians	0	0	0.0			
05	Supervisors	0	0	0.0			
06	Supervisors: Crafts & Trades	0	0	0.0			
07	Administrative & Senior Clerical Personnel	1	0	12.2			
08	Skilled Sales & Service Personnel	5	1	16.4			
09	Skilled Crafts & Trades Workers	0	0	0.0			
10	Clerical Personnel	2	0	17.4			
11	Intermediate Sales & Service Personnel	46	36	22.2			
12	Semi-Skilled Manual Workers	0	0	0.0			
13	Other Sales & Service Personnel	0	0	0.0			
14	Other Manual Workers	0	0	0.0			
Total		108	46	16.2			

Table 7: Members of Visible Minorities Subsequent/Current Workforce Analysis						
					All Employees	Members of Visible Minorities
	Representation	Availability*				
#	#	%				
2	0	11.5				
5	1	17.6				
48	10	11.6				
1	ol	10.2				
0	ol	0.0				
0	0	0.0				
1	ol	14.6				
8	6	18.8				
0	ol	0.0				
3	ol	20.4				
48	44	26.6				
0	ol	0.0				
3	o	28.3				
0	ol	0.0				
119	61	19.0				

* Source:	
2011 National Househ	old Survey

* Source:	
2016 Census	

Part 1: Workforce Analysis

Société Emmanuel-Grégoire Inc.

2019-02-27

Data from First/Previous Workforce Analysis

2016	03	03
YYYY	MM	DD
Data from Fi	rst/Previous Work	force Analysis

Data from S	Subsequent/Curr Analysis	ent Workforce
J	Ţ	J

2019	02	27
YYYY	MM	DD
Data from Subse	quent/Current Wo	rkforce Analysis

		Table 4:	Persons with Di	sabilities	
		First/Previous Workforce Analysis			
Emalo	ymant Faulty Ossunational Cycun (FFOC)	All Employees Persons with Disabilitie		ı Disabilities	
cmbio	yment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01/02	Managers	9	0	4.3	
03	Professionals	45	0	3.8	
04	Semi-Professionals & Technicians	0	0	0.0	
05	Supervisors	0	0	0.0	
06	Supervisors: Crafts & Trades	0	0	0.0	
07	Administrative & Senior Clerical Personnel	1	0	3.4	
08	Skilled Sales & Service Personnel	5	0	3.5	
09	Skilled Crafts & Trades Workers	0	0	0.0	
10	Clerical Personnel	2	0	7.0	
11	Intermediate Sales & Service Personnel	46	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	0	0	0.0	
Total		108	0	4.7	

Table 8:	Persons with Dis	abilities
Subsequent	/Current Workford	e Analysis
All Employees	Persons with	Disabilities
	Representation	Availability*
#	#	0/0
7	0	5.0
48	2	8.9
1	o	7.6
0	ol	0.0
0	ol	0.0
1	o	10.0
8	0	8.0
0	0	0.0
3	0	9.3
48	1	10.8
0	0	0.0
3	0	10.7
0	o	0.0
119	3	9.4

* Source:			
2012 Canad	ian Survey on D	isability	

* Source:			
2017 Canadi	an Survey on D	isability	

Part 2: Flow Data Analysis

Société Emmanuel-Grégoire Inc.

2019-02-27

YYYY	MM	DD
Start	Date of Flov	Data

2019	02	27
YYYY	ММ	DD
End I	Date of Flow	Data

Data from Form 4 - Employees Hired

14

16

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Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

		1			
			<u> </u>	<u> </u>	<u> </u>
		Table 1: Women			
		Full-time	/ National	Part-time	/ National
	ployment Equity Occupational Group GOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired
		#	#	#	#
01	Senior Managers	0	0	0	0
02	Middle & Other Managers	0	0	0	0
03	Professionals	13	12	79	67
04	Semi-Professionals & Technicians	0	0	1	0
05	Supervisors	0	0	0	0
06	Supervisors: Crafts & Trades	0	0	0	0
07	Administrative & Senior Clerical Personnel	1	1	0	0
08	Skilled Sales & Service Personnel	1	0	9	8
09	Skilled Crafts & Trades Workers	0	0	0	0
10	Clerical Personnel	I	1	0	0
11	Intermediate Sales & Service Personnel	0	0	35	30
12	Semi-Skilled Manual Workers	0	0	0	0
13	Other Sales & Service Personnel	0	0	11	4
14	Other Manual Workers	0	0	0	0

Total

Table 5:			
Full-time	/ National	Part-time /	/ National
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
0	0	0	0
1	0	0	0
2	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	0	1	1
0	0	0	0
0	0	0	0
0	0	0	0
3	1	1	1

	Table 9:	Women	
Full-time	/ National	Part-time	/ National
All Employees Terminated	Women Terminated Terminated All Employees Terminated		Women Terminated
#	#	#	#
0	0	0	0
1	1	0	0
14	12	74	60
0	0	1	0
0	0	0	0
0	0	0	0
1	1	0	0
3	1	5	4
0	0	0	0
1	1	0	0
5	5	22	19
0	0	0	0
2	1	8	3
0	0	0	0
27	22	110	86

Part 2: Flow Data Analysis

Société Emmanuel-Grégoire Inc.

2019-02-27

2016	03	03
YYYY	MM	DD
Start	Date of Flow	v Data

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2019	02	27
YYYY	MM	DD
End I	Date of Flow	Data

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

Data from Form 6 - Employees Terminated

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		1			
		<u> </u>	<u>↓</u>	<u> </u>	<u> </u>
		Tab	de 2: Abor	iginal Pec	ples
		Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)		All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
		#	#	#	#
01	Senior Managers	0	0	0	0
02	Middle & Other Managers	0	0	0	0
03	Professionals	13	0	79	0
04	Semi-Professionals & Technicians	0	0	1	0
05	Supervisors	0	0	0	0
06	Supervisors: Crafts & Trades	0	0	0	0
07	Administrative & Senior Clerical Personnel	1	0	0	0
08	Skilled Sales & Service Personnel	1	0	9	0
09	Skilled Crafts & Trades Workers	0	0	0	0
10	Clerical Personnel	1	0	0	0
11	Intermediate Sales & Service Personnel	0	0	35	0
12	Semi-Skilled Manual Workers	0	0	0	0
13	Other Sales & Service Personnel	0	0	11	0
14	Other Manual Workers	0	0	0	0

Total

16

Full-time	/ National	Part-time	/ National
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
0	0	0	0
1	0	0	0
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
0	0	1	0
0	0	0	0
0	0	0	0
0	0	0	0
3	0	1	0

Tabl	Table 10: Aboriginal Peoples		
Full-time	/ National	Part-time	/ National
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
0	0	0	0
1	0	0	0
14	0	74	0
0	0	1	0
0	0	0	0
0	0	0	0
1	0	0	0
3	0	5	0
0	0	0	0
1	0	0	0
5	0	22	0
0	0	0	0
2	0	8	0
0	0	0	0
27	0	110	0

Part 2: Flow Data Analysis

Société Emmanuel-Grégoire Inc.

2019-02-27

Start	Date of Flow	Data
YYYY	MM	DD
2016	03	03

End I	Date of Flow	Data
YYYY	MM	DD
2019	02	27

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

	₩	Ψ	•	•
	Table 3: Persons with Disabilities			bilities
	Full-time	/ National	Part-time / National	
Employment Equity Occupational Group (EEOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	13	0	79	2
04 Semi-Professionals & Technicians	0	0	1	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	1	0	0	0
08 Skilled Sales & Service Personnel	1	0	9	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	1	0	0	0
11 Intermediate Sales & Service Personnel	0	0	35	1
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	11	0
14 Other Manual Workers	0	0	0	0
Total	16	0	135	3

Total

Full-time	/ National	Part-time	/ National
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
#	#	#	#
0	0	0	(
1	0	0	C
2	0	0	0
0	0	0	C
0	0	0	C
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	1	(
0	0	0	C
0	0	0	C
0	0	0	C
3	0	1	0

Table 1	Table 11: Persons with Disabilities		
Full-time	Full-time / National		/ National
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
0	0	0	0
1	0	0	0
14	0	74	0
0	0	1	0
0	0	0	0
0	0	0	0
1	0	0	0
3	0	5	0
0	0	0	0
1	0	0	0
5	0	22	0
0	0	0	0
2	0	8	0
0	0	0	0
27	0	110	0

Part 2: Flow Data Analysis

Société Emmanuel-Grégoire Inc.

2019-02-27

Start	Date of Flow	Data
YYYY	MM	DD
2016	03	03

135

End I	Date of Flow	Data
YYYY	MM	DD
2019	02	27

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

		. ↓	Ψ.	₩	₩	
		Table 4:	Members o	of Visible N	1inorities	
		Full-time	/ National	Part-time	/ National	
Employment Equity Occupational Group (EEOG)		All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	
		#	#	#	#	
01	Senior Managers	0	0	0	0	
02	Middle & Other Managers	0	0	0	0	
03	Professionals	13	2	79	13	
04	Semi-Professionals & Technicians	0	0	1	0	
05	Supervisors	0	0	0	0	
06	Supervisors: Crafts & Trades	0	0	0	0	
07	Administrative & Senior Clerical Personnel	1	0	0	0	
08	Skilled Sales & Service Personnel	1	0	9	5	
09	Skilled Crafts & Trades Workers	0	0	0	0	
10	Clerical Personnel	1	0	0	0	
11	Intermediate Sales & Service Personnel	0	0	35	31	
12	Semi-Skilled Manual Workers	0	0	0	0	
13	Other Sales & Service Personnel	0	0	11	2	
14	Other Manual Workers	0	0	0	0	

Total

16

es	Table 8:	Members o	f Visible N	Iinorities		
al	Full-time	/ National	Part-time	/ National		
i of i es	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted		
	#	#	#	#		
0	0	0	0	0		
0	1	0	0	0		
13	2	0	0	0		
0	0	0	0	0		
0	0	0	0	0		
0	0	0	0	0		
0	0	0	0	0		
5	0	0	0	0		
0	0	0	0	0		
0	0	0	0	0		
31	0	0	1	1		
0	0	0	0	0		
2	0	0	0	0		
o	0	0	0	0		
51	3	0	1	1		

8:]	Members o	f Visible N	linorities	Table 12:	Members	of Visible	Minorities
ime	/National	Part-time	/ National	Full-time	/ National	Part-time	/ National
ees ed	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	Visible All Employees Minorities Terminated N		All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#	#	#	#
0	0	0	0	0	0	0	0
1	0	0	0	1	0	0	0
2	0	0	0	14	3	74	9
0	0	0	0	0	0	1	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	1	0	0	0
0	0	0	0	3	0	5	2
0	0	0	0	0	0	0	0
0	0	0	0	1	0	0	0
0	0	1	1	5	4	22	18
0	0	0	0	0	0	0	0
0	0	0	0	2	o	8	2
0	o	0	0	0	0	0	0
3	0	1	1	27	7	110	31

Part 3: Goals

Société Emmanuel-Grégoire Inc.

2019-02-27

									Data 1	or First/I	revious (Goals							
**************************************	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,						anconconconconco			·		Ç.M.M.M.M.M.M.M.M.M.M.M.M.M.M.M.M.M.M.M	PATPAGE PAGE PAGE PAGE PAGE PAGE PAGE PAGE			Y-11	MIMONI ALIMAINA		
A L	<u> </u>	D	E	F	<u> </u>	H		J	<u>K</u>	LL	<u> </u>	N	0	P	<u>Q</u>	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
	Ţ	Ţ	Ţ	J	Į.	Ţ	J	J	Ţ	↓	Ţ	J	Ţ	ţ	Ţ	Ų	J	Ţ	J.
										Table 1:									
									First/	Previous SI	ort-term (loals							
				All En	iployees										omen				
	Number	Grow	oth (New Posi	tions)	Turnover (Re		Terminated		Number	Turnovar (D	eplacement of		3 Year	Goals					
Employment Equity						Employees)		Anticipated			Employees)	Hires Required	From - To		Present		Projected	Present	Projected
Occupational Group (EEOG)	VVVV-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3			- YYYY Availability		Gap Gap	Representation	Representation in 3 Years
	2016-03-03	Annually	Annually	Over 3	Annually	Annually	Over 3	rears	2016-03-03	Annually	Over 3	Years	2016	2019					rears
				Years			Years				Years								
01 Senior Managers	# 7	0.0%	%	#	0.0%	%	# 0	# 0	# //	0.0%	# 0	# 1	# ()	%	% 27.4%	#	# .	% 0.0%	0.0%
02 Middle & Other Managers	4	-10.6%		0	16.7%		0	0	0	0.0%	"	1 2	0		38.9%	-1	-1	85.7%	85.7%
03 Professionals	15	2.2%		0	189.2%		0	0	36		0	2 2	0		74.6%	2	3	80.0%	80.0%
04 Semi-Professionals & Tech	1 0	0.0%		0	200.0%		0	0	0.0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	"	0.0%		0	0.0%		0	0	l "	0.0%	1 0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		Ö	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	i	0.0%		0	100.0%		0	0	1	0.0%	0	0	0		80.8%	0	0	100.0%	100.0%
08 Skilled Sales & Service	5	17.0%		0	123.1%		0	0	3	0.0%	0	-1	0		43.9%	1	1	60,0%	60.0%
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	2	14.5%		0	40.0%		0	0	2	0.0%	0	-1	0		62.5%	1	1	100.0%	100.0%
11 Intermediate Sales & Service	46	1.4%		0	57.4%		0	0	41	0.0%	0	-13	0		61.8%	13	13	89.1%	89.1%
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	666.7%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		- 0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	108	3.3%		0	120.7%		0	0	89	0.0%	0	-19	0		64.4%	19	19	82.4%	82.4%

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

Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + 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
r	oloyment Equity	Women			
	upational Group (EEOG)			Long-term Goals	Comments
Occupational Group (EEOG)		9	%	# %	
01	Senior Managers	0	0.0	0.0	
02	Middle & Other Managers	0	0.0	0,0	
03	Professionals	0	0.0	0.0	
04	Semi-Professionals & Tech	0	0.0	0.0	
05	Supervisors	0	0.0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0.0	
07	Administrative & Sr Clerical	0	0.0	0,0	
08	Skilled Sales & Service	0	0.0	0.0	
09	Skilled Crafts & Trades	0	0.0	0.0	
10	Clerical Personnel	0	0.0	0.0	
11	Intermediate Sales & Service	0	0.0	0,0	
12	Semi-Skilled Manual	0	0.0	0.0	
13	Other Sales & Service	0	0.0	0.0	007220

	Federal Contractors Program Achievement Report					
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	Société Emmanuel-Grégoire Inc.					
	2019-02-27					
14 Other Manual Workers	0 0.0 0 0.0					
Total						

Federal Contractors Program Achievement Report Part 3: Goals Société Emmanuel-Grégoire Inc. 2019-02-27

									Data 1	or First/I	revious (Goals							
A B	С	D	I E	F	G	H	I	J	K	L	M	N	O	P	Q	R	<u> </u>		LU
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C
300000000000000000000000000000000000000	Ţ	Ţ	Ţ	J	1	Ţ	Ţ	Į.	Ţ	Ų	Ţ	J	Ţ	Ļ	Ţ	Ţ	Ţ	J	J
											iginal Peo	<u> </u>							
									First/	Previous St	nort-term C	oals							
				All En	iployees									Aborigi	nal Peoples				
	Number	Gras	wth (New Posi	tions)	Turnover (Replacement of Terminated				Number Turnover (Replac				3 Yea	r Goals					
Employment Equity	*******					Employees) An				Terminated		Hires Required	Fron	n - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	VVVV-MM-BD	Actual	Proj	ected	Actual	Actual Projected			YYYY-MM-DD		Over 3	1777	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3	
, , , , , , , , , , , , ,	2016-03-03	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2016-03-03	Annually	Over 3 Years	Vears	2016	2019	•				Years
	#	9/6	%	#	9%	%	#	#	#	%	#	#	#	0/6	%	#	#	%	9/6
01 Senior Managers	2	0.0%		0	0.0%		0	0	0	0.0%	0	0	()		2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	7	-10.6%		0	16.7%		0	0	0	0.0%	0	0	0		2.2%	0	0	0.0%	0.0%
03 Professionals	45	2.2%		0	189.2%		0	0	0	0.0%	0	3	0		7.2%	-3	-3	0.0%	0.0%
04 Semi-Professionals & Tech	0	0.0%		0	200.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	1	0.0%		0	100.0%		0	0	0	0.0%	0	0	0		0.7%	0	0	0.0%	0.0%
08 Skilled Sales & Service	5	17.0%		0	123.1%		0	0	0	0.0%	0	0	0		2.1%	0	0	0.0%	0.0%
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	2	14.5%		0	40.0%		0	0	0	0.0%	0	0	0		0.8%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	46	1.4%		0	57.4%		0	0	0	0.0%	0	0	0		0.9%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	666.7%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!

120.7% † Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

108

Total

3.3%

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.

0.0%

					Table 4: Aboriginal Peoples
F	loyment Equity		Aboriginal	Peoples	
	ipational Group (EEOG)	Short-terr		Long-term Goals	Comments
01	Senior Managers	# 0	96	9 %	
1		0	- 1	1 F	
1	Middle & Other Managers	U	0.0	0.0	
03	Professionals	0	0.0	0.0	
04	Semi-Professionals & Tech	0	0.0	0.0	
05	Supervisors	0	0.0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0.0	
07	Administrative & Sr Clerical	0	0.0	0,0	
08	Skilled Sales & Service	0	0.0	0,0	
09	Skilled Crafts & Trades	0	0.0	0.0	
10	Clerical Personnel	0	0.0	0.0	
11	Intermediate Sales & Service	0	0.0	0.0	
12	Semi-Skilled Manual	0	0.0	0.0	
13	Other Sales & Service	0	0.0	0.0	-007222

0.0%

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Société Emmanuel-Grégoire Inc.
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14 Other Manual Workers	0 0.0 0 0.0
Total	0 0

Federal Contractors Program Achievement Report Part 3: Goals Société Emmanuel-Grégoire Inc. 2019-02-27

Data for First/Previous Goals G H 0 A M Q From Flow From Data From From From (K - M + (K - M + O) + (C Equivalent (F x Q) -Data sources: Workforce Workforce Data Entry C x E x 3 Analysis & CxHx3 F+1Workforce KxLx3 $J \times P$ Data Entry Workforce Workforce O) - ((C + K + C $R \pm M$ Entry +F) Workforce Analysis Analysis Analysis Analysis F) x Q) Analysis¹ Analysis² Table 5: Persons with Disabilities First/Previous Short-term Goals All Employees Persons with Disabilities 3 Year Goals Turnover (Replacement of Terminated Growth (New Positions) Number Turnover (Replacement o Employees) From - To Anticipated Projected **Employment Equity** Terminated Employees) Required Present Present Projected Hires Over 3 1111-1111 Representation in VVVV-MM-DD Projected Projected YYYY-MM-DD Actual Actual Availability Occupational Group (EEOG) Over 3 Gap Representation Years Vears Years Over 3 Over 3 Over 3 2016-03-03 2016-03-03 Annually Annually 2019 Annually Annually Years Years # % % # % % # # # % # % % # % % 01/02 Managers -5.3% 8.3% 4.3% Professionals 45 2.29 189.2% 0.0% 0.0% 0.0% 3.8% Semi-Professionals & Tech 0.0% 200.09 0.0% 0.0% #DIV/0! #DIV/0 0.0% 0.0% #DIV/0! #DIV/0 05 Supervisors 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0! Supervisors: Crafts & Trades Administrative & Sr Clerical 0.0% 100.0% 0.0% 3.4% 0.0% 0.0% 3.5% Skilled Sales & Service 17.0% 123.19 0.0% 0.0% 0.0% Skilled Crafts & Trades 0.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0! Clerical Personnel 14.5% 40.0% 0.0% 7.0% 0.0% 0.0% 1.4% 11 Intermediate Sales & Service 57.4% 0.0% 5.6% 0.0% 0.0% Semi-Skilled Manual 0.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0!

120.79 † Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 100.

666,7%

0.0%

0.0%

0.0%

3.3%

13

14

Total

Other Sales & Service

Other Manual Workers

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 Flow Data Analysis + Total n Workforce Analysis) = 2) v 100

0.0%

0.0%

workforce Analysis) = 2) x 1	00.			200 2
				Table 6: Persons with Disabilities
Parata and Parate	Persons v	ith Disabil	lities	
Employment Equity Occupational Group (EEOG)	Short-term Goals	Lon	g-term Goals	Comments
Occupational Group (EEOG)	# %	- 4	9/6	
01/02 Managers	0	0.0	0.0	
03 Professionals	0	0.0	0.0	
04 Semi-Professionals & Tech	0	0.0	0,0	
05 Supervisors	0	0.0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0.0	
07 Administrative & Sr Clerical	0	0.0	0.0	
08 Skilled Sales & Service	0	0.0	0.0	
09 Skilled Crafts & Trades	0	0.0	0,0	
10 Clerical Personnel	0	0.0	0.0	
11 Intermediate Sales & Service	0	0.0	0.0	
12 Semi-Skilled Manual	0	0.0	0.0	
13 Other Sales & Service	0	0.0	0,0	
14 Other Manual Workers	0	0.0	0 0.0	
Total	0		0	007224

#DIV/0!

#DIV/0!

0.0%

#DIV/0!

#DIV/0!

0.0%

0.0%

0.0%

Federal Contractors Program Achievement Report
Part 3: Goals
Société Emmanuel-Grégoire Inc.
2019-02-27

Federal Contractors Program Achievement Report Part 3: Goals Société Emmanuel-Grégoire Inc. 2019-02-27

									Data f	or First/I	Previous (Goals							
$ \left\{ \begin{array}{c} A \\ \end{array} \right\} $	C	D	E	F	G	II	I	J	K	L	M	N	0	P	<u> </u>	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
	Ţ	J	<u> </u>	,	1	Ţ	<u> </u>	J	Ţ	J	<u> </u>	J	1	J	1	J		J	
		Table 7: Members of Visible Minorities																	
		First/Previous Short-term Goals All Employees Members of Visible Minorities																	
				All En	•				Members of Visible Minorities										
	Number Growth (New Positions)									Number Turnover (Replacement of			3 Year Goals Hires From - To						
Employment Equity					Actual Projected			Anticipated Hires Over 3		Terminated E		Required		1-10 -YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	1111-MM-00	Actual				Vear			Y Y Y Y - VI VI - DID			Over 3	1111	- 1 1 1 1	Availability	Availability		Representation	Years
	2016-03-03	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-03-03	Annually	Over 3 Years	Years	2016	2019					
	#	9/0	%	#	%	%	#	и	ü	%	#	#	źź	9/4	%	#	#	9/0	%
01 Senior Managers	2	0.0%		0	0.0%		- 0	0	0	0.0%	0	0	0		10.1%	0	0	0.0%	0.0%
02 Middle & Other Managers	7	-10.6%		0	16.7%		0	0	1	0.0%	0	0	0		15.0%	0	0	14.3%	14.3%
03 Professionals	45	2.2%		0	189.2%		0	0	8	0.0%	0	-3	0		10.5%	3	3	17.8%	17.8%
04 Semi-Professionals & Tech	0	0.0%		0	200.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	1	0.0%		0	100.0%		0	0	0	0.0%	0	0	0		12.2%	0	0	0.0%	0.0%
08 Skilled Sales & Service	5	17.0%		0	123.1%		0	0	1	0.0%	0	0	0		16,4%	0	0	20.0%	20.0%
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	2	14.5%		0	40,0%		0	0	0	0.0%	0	0	0		17.4%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	46	1.4%		0	57.4%		0	0	36	0.0%	0	-26	0		22.2%	26	26	78.3%	78.3%
12 Semi-Skilled Manual	0	0.0%		1 0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	666.7%		0	0	0	0.0%	0	0	0		0.0%	1 0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		1 0	0.0%		0	0	0	0.0%	0	0	0		0.0%	1 0	0	#DIV/0!	#DIV/0!
Total	108	3.3%	1	1 0	120.7%		0	()	46	0.0%	1 0	-29	()		16.2%	29	29	42.6%	42.6%

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis) + Previous number of employees from Workforce Analysis) 10. + 10.
- 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 8: Members of Visible Minorities
Emi	loyment Equity	Meml	bers of Visil	ole Minorities	
	pational Group (EEOG)	Short-terr		Long-term Goals	Comments
01	Senior Managers	# 0	0.0	9 %	
	Middle & Other Managers	0	0.0	0 0.0	
1	Professionals	0	0.0	0 0.0	
1	Semi-Professionals & Tech	0	0.0	0.0	
05	Supervisors	0	0.0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0.0	
07	Administrative & Sr Clerical	0	0,0	0.0	
1	Skilled Sales & Service	0	0.0	0.0	
1	Skilled Crafts & Trades	0	0.0	0.0	
1	Clerical Personnel	0	0.0	0.0	
11	Intermediate Sales & Service	0	0.0	0.0	
1	Semi-Skilled Manual	0	0.0	0.0	
13	Other Sales & Service	0	0.0	0.0	007226

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Société Emmanuel-Grégoire Inc.
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14 Other Manual Workers	0 0.0 0 0.0
Total	

Part 3: Goals

Société Emmanuel-Grégoire Inc.

2019-02-27

									Data for	Subseque	nt/Curre	nt Goals								
$ \begin{bmatrix} A & B \\ B & B \end{bmatrix} $		D	E	F	G	H	1		K	L	M	N	O	P	Q	R	S	T.	U	
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	1 2 44	K ÷ C	(K - M + O) + (C + F)	
\$	Ţ	1	, J	<u> </u>	i	1	Ţ	J.	ļ	J	1	J	Ţ	i J	J.	, <u>1</u>	J	\	<u> </u>	
										Table 9:										
		Subsequent/Current Short-term Goals All Employees																		
				All En											omen			1		
	Number	Grov	vth (New Posit	tions)		arnover (Replacement of Terminated Employees)			Number Turnover (Replacement of		/ 		ar Goals om - To							
Employment Equity	VVVV-MM-00	Actual	Proi	ected	Actual Projected		Anticipated Hires Over 3	YYYY-MM-DD	Terminated Employees)		Required		- 1111	Present	Present Gap	Projected	Present	Projected Representation in 3		
Occupational Group (EEOG)	2019-02-27	Annually	Annually	Over 3	Annually	Annually	Over 3	Years	2019-02-27	Annualiy	Over 3	Over 3 Years	2019	2022	Availability		Gap	Representation	Years	
				Years			Years				Years									
0.15	# -	%	%	# 0	%	%	#	#	#	%	#	# .	#	%	%	# .	# .	9/6	%	
01 Senior Managers 02 Middle & Other Managers	2 =	0.0% -10.6%	0.0%	0	0.0% 16.7%	0.0%	2 0	0	0	0.0%	0	1	0	27.6%	27.6% 39.4%	-1	-1	0.0% 80.0%	0.0% 80.0%	
02 Middle & Other Managers 03 Professionals	3	2.2%		0	189.2%		0	0	42	0.0%	1 0	-24	0		39.4%	24	24		80.0% 87.5%	
04 Semi-Professionals & Tech	+0	0.0%		0	200.0%		0	0	42	0.0%	1 0	-24	0		59.6%	0	24	100.0%	100.0%	
05 Supervisors	1 6	0.0%		0	0.0%		0	0	1	0.0%	1 6	0	0		0.0%	"		#DIV/0!	#DIV/0!	
06 Supervisors: Crafts & Trades	ن ا	0.0%		0	0.0%		0	0	0	0.0%] 0	0	0		0.0%	ľ	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	l i	0.0%		0	100,0%		0	0	1	0.0%	0	0	0		80.9%	0	0	100.0%	100.0%	
08 Skilled Sales & Service	8	17.0%		0	123.1%		0	0	8	0.0%	0	-5	0		43.0%	5	5	100.0%	100.0%	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	. 0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	3	14.5%		0	40.0%		0	0	3	0.0%	0	-1	0		61.6%	1	1	100,0%	100.0%	
11 Intermediate Sales & Service	48	1.4%		0	57.4%		0	0	42	0.0%	0	-12	0		63.2%	12	12	87.5%	87.5%	
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	3	0.0%	0.0%	0	666.7%	0.0%	0	0	1	0.0%	0	1	0	50.0%	50.0%	-1	-1	33.3%	33.3%	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
Total	119	3.3%		0	120.7%		0	0	102	0.0%	0	+23	0		66.4%	23	23	85.7%	85.7%	

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

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

						Table 10: Women
	ployment Equity rupational Group (EEOG)	Short-term	Wome Goals	n Long-term	ı Goals	Comments
Ott	upational Group (EEOG)		9/0		%	
01	Senior Managers		27.6		27.6	
02	Middle & Other Managers		0.0		0,0	
03	Professionals		0.0		0.0	
04	Semi-Professionals & Tech		0,0		0,0	
05	Supervisors		0.0		0.0	
06	Supervisors: Crafts & Trades		0.0		0.0	
07	Administrative & Sr Clerical		0.0		0.0	
08	Skilled Sales & Service		0.0		0,0	
09	Skilled Crafts & Trades		0.0		0.0	
10	Clerical Personnel		0.0		0.0	
11	Intermediate Sales & Service		0.0		0.0	
12	Semi-Skilled Manual		0.0		0.0	
13	Other Sales & Service		50,0		50,0	-007228
14	Other Manual Workers		0.0		0.0	

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	2019-02-27
Total	0.0

Part 3: Goals

Société Emmanuel-Grégoire Inc.

2019-02-27

									Data for	Subseque	nt/Curre	nt Goals							
!																			
А В	С	D	E	F	G	H	<u> </u>	J	K	L	M	N	О	P	Q	R	S	245	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	Сх Нх 3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) + (C + F)
	Ţ	Ţ	↓	Ţ	Į.	Ţ	Ţ	J	Ţ	Ţ	Ţ	J.	J	Ţ	Ţ	Ţ	Ţ	Ţ	J
		Table 11: Aboriginal Peoples Subsequent/Current Short-term Goals																	
		Subsequent/Current Short-term Goals All Employees Aboriginal Peoples																	
				All En	iployees									Aborigi	nal Peoples	,			
	Number	Grow	th (New Posi	tions)	Turnover (Re		Terminated		Number	T	eplacement of	3 Year Goals							
Employment Equity						Employees)		Anticipated			epiacement or l'Employees)	Hires Required		From - To YYYY - YYYY Availability			Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proje	ected	Hires Over 3	YYYY-MM-DD			Over 3	YYYY					Representation	Representation in 3 Years
•	2019-02-27	Annually	Annually	Over 3	Annually	Annually	Over 3	Years	2019-02-27	Annually	Over 3	Years	2019	2022					icars
				Years			Years				Years								
0.15	#	9/6	%	#	9/6	%	# ^	#	#	9/6	# 0	#	# //	9/6	%	#	#	%	%
01 Senior Managers	2	0.0%		U	0.0%		0	0	0	0.0%	0	0	0		3,2%	0	0	0.0%	0.0%
02 Middle & Other Managers	3	-10.6%		U	16.7%	0.00	0	0	0	0.0%	0	0	U		2.7%	0	0	0.0%	0.0%
03 Professionals	48	2.2%	0.0%	0	189.2%	0.0%	0	0	U	0.0%	0	4	0	7.7%	7.7%	-4	-4	0.0%	0.0%
04 Semi-Professionals & Tech	1	0.0%		0	200.0%		0	0	U	0.0%	0	0	0		2.4%	0	0	0.0%	0.0%
05 Supervisors	0	0.0% 0.0%		"	0.0%		0	0	"	0.0%	1 0	0	0		0.0% 0.0%	0	0	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	1	0.0%		I "	100.0%		0	0	"	0.0%	1 0	0	0		0.0%	0	0	#1010/0:	#DIV/0: 0:0%
08 Skilled Sales & Service	1 6	17.0%		0	123.1%		0	n	0	0.0%	0	0	0		2.6%	0	0	0.0%	0.0%
09 Skilled Crafts & Trades	o n	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	3	14.5%		0	40.0%		0	0	n	0.0%	"	0	0		1.0%	, n	n	0.0%	0.0%
11 Intermediate Sales & Service	48	1.4%		1 0	57.4%		n	6	"	0.0%	0	0	n		0.8%	"	n	0.0%	0.0%
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	l ő	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	3	0.0%		0	666.7%		0	0	0	0.0%	0	0	0		1.0%	0	0	0.0%	0.0%
14 Other Manual Workers	0	0.0%		Ŏ	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	119	3.3%		0	120.7%		0	0	0	0.0%	0	5	0		3.8%	-5	+5	0.0%	0.0%

[†] Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)^{1/2} - 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
Em	ployment Equity		Aboriginal			
	upational Group (EEOG)	Short-ter	m Goals	Long-te	rm Goals	Comments
			%		%	
01	Senior Managers		0.0		0.0	
02	Middle & Other Managers		0.0		0.0	
03	Professionals		7.7		7.7	
04	Semi-Professionals & Tech		0.0		0.0	
05	Supervisors		0.0		0.0	
06	Supervisors: Crafts & Trades		0.0		0.0	
07	Administrative & Sr Clerical		0.0		0.0	
08	Skilled Sales & Service		0.0		0.0	
09	Skilled Crafts & Trades		0.0		0.0	
10	Clerical Personnel		0.0		0.0	
11	Intermediate Sales & Service		0.0		0.0	
12	! Semi-Skilled Manual		0.0		0.0	
13	Other Sales & Service		0.0		0.0	007230
14	Other Manual Workers		0.0		1 0.0	-007230

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	Société Emmanuel-Grégoire Inc.
	2019-02-27
Total	0.0

Part 3: Goals

Société Emmanuel-Grégoire Inc.

2019-02-27

									Data for	Subscauc	nt/Curre	nt Goals							
*CARCONEDALIAGATORCA CARACTERISTA CARACTERIS																			JAN 294 JAN JAN JAN 294 JAN JAN 294 JAN
LA L.	<u> </u>	D	E	<u> </u>	<u>.</u> G	H	I	J	<u>K</u>	L	M	N	0	P	Q	R	<u> </u>	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis ²	Data Entry	Сх Нх 3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
**************************************	1	<u> </u>	<u> </u>		J	1	1	1	1	, <u>1</u>	<u> </u>	J	1	Ţ	1	1	<u> </u>	J	<u> </u>
									Table 13	: Persons	with Dis	abilities							
									Subsequ	ent/Curren	t Short-teri	n Goals							
				All En	nployees									Persons wi	th Disabilitie	s			
	Number	6	vth (New Posi		Turnover (Re	placement of	Terminated		Number				3 Yea	r Goals					
Employment Equity	Number	0100	inter rusi	uousy		Employees)		Anticipated	tomoci		eplacement of LEmployees)	Hires	From	n - To					Projected
Occupational Group (EEOG)	VVVV-MM-00	Actual	Pro	ected	Actual	Proj	ected	Hires Over 3	YYYY-MM-DD			Required Over 3	1111	- 1111	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
occupational order (DESO)	2019-02-27	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2019-02-27	Annually	Over 3 Years	Years	2019	2022			- 1	,	Years
	#	%	%	#	%	%	#	#	#	%	#	#	Ħ	%	%	#	#	9/6	%
01/02 Managers	7	-5.3%		(8.3%		0	0	0	0.0%	0	0	0		5.0%	0	0	0.0%	0.0%
03 Professionals	48	2.2%	0.0%	(189.2%	0.0%	0	0	2	0.0%	0	2	0	8.9%	8.9%	-2	-2	4.2%	4.2%
04 Semi-Professionals & Tech	1	0.0%		(200.0%		0	0	0	0.0%	0	0	0		7.6%	0	0	0.0%	0.0%
05 Supervisors	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	1	0.0%		(100.0%		0	0	0	0.0%	0	0	0		10.0%	0	0	0.0%	0.0%
08 Skilled Sales & Service	8	17.0%	0.0%	(123.1%	0.0%	0	0	0	0.0%	0	1	0	8.0%	8.0%	-1	-1	0.0%	0.0%
09 Skilled Crafts & Trades	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	3	14.5%		(40.0%		0	0	0	0.0%	0	0	0		9.3%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	48	1.4%	0.0%	(57.4%	15.0%	22	22	1	15.0%	0	4	2	10.8%	10.8%	-4	-2	2.1%	6.3%
12 Semi-Skilled Manual	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	3	0.0%		(666.7%		0	0	0	0.0%	0	0	0		10.7%	0	0	0.0%	0.0%
14 Other Manual Workers	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	119	3.3%		(120.7%		0	0	3	0.0%	. 0	8	0		9.4%	-8	-8	2.5%	2.5%

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

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

Workforce Analysis) ± 2) x 100.

workforce Analysis) = 2) x 1	00.		
			Table 14: Persons with Disabilities
	Persons with	Disabilities	
Employment Equity Occupational Group (EEOG)	Short-term Goals	Long-term Goals	Comments
Occupational Group (EFOG)	6/0	9/6	
01/02 Managers	0.0	0.0	
03 Professionals	8.9	8.9	
04 Semi-Professionals & Tech	0,0	0.0	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	0.0	0.0	
08 Skilled Sales & Service	8.0	8.0	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	0.0	0.0	
11 Intermediate Sales & Service	10.8	10.8	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	0,0	0.0	
14 Other Manual Workers	0.0	0.0	
Total	0.0	0.0	007232

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									Data for	Subseque	nt/Curre	nt Goals							
A	C	D	E	F	<u>G</u>	Н	I		K	L		N	O	P	Ω	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis ²	Data Entry	СхНх3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C
33-140-13-140-140-140-140-140-140-140-140-140-140	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	J.	Ţ	Ų.	Ţ	J	Ţ	ţ	Ţ	Ţ	J.	Ţ	J
								7	able 15: N				·S						
									Subsequ	ent/Current	t Short-teri	n Goals							
				All En	iployees										isible Minor	ities			
	Number	Grow	rth (New Posi	tions)	Turnover (Re		Terminated		Number	Turnover (R	eplacement of		3 Year						
Employment Equity						Employees)		Anticipated			l Employees)	Hires Required		1 - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	VVVV-MM-00	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3 Years	YYYY-MM-DD		,	Over 3	1111	- 1111	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2019-02-27	Annually	Annually	Over 3	Annually	Annually	Over 3		2019-02-27	Annually	Over 3	Years	2019	2022					11
	ii	%	%	Years #	9/0	%	Years	#		%	Years			9/4	%	14	ŧ	9/0	9/6
01 Senior Managers	7	0.0%	76	# (0.0%	76	# 0	# 0	- 0	0.0%		# 0	# 0	7e	11.5%	# 0	# 0	7e 0.0%	7 a 0.0%
02 Middle & Other Managers	5	-10.6%		0	16.7%		o o	ő	1	0.0%	1 0	ő	0		17.6%	0	0	20.0%	20.0%
03 Professionals	48	2.2%		ľ	189.2%		ő	0	10	0.0%] 0	-4	0		11.6%	4	4	20.8%	20.8%
04 Semi-Professionals & Tech	1	0.0%		0	200.0%		0	0	0	0.0%	0	0	0		10.2%	0	0	0.0%	0.0%
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%		0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	. 0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	1	0.0%		0	100.0%		0	0	0	0.0%	0	0	0		14.6%	0	0	0.0%	0.0%
08 Skilled Sales & Service	8	17.0%		0	123.1%		0	0	6	0.0%	0	-4	0		18.8%	4	4	75.0%	75.0%
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	3	14.5%	0.0%	0	40.0%	0.0%	0	0	0	0.0%	0	1	0	20.4%	20.4%	-1	-1	0.0%	0.0%
11 Intermediate Sales & Service	48	1.4%		0	57.4%		0	0	44	0.0%	0	-31	0		26.6%	31	31	91.7%	91.7%
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	3	0.0%	0.0%	0	666.7%	0.0%	0	0	0	0.0%	0	1	0	28.3%	28.3%	-1	-1	0.0%	0.0%
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	119	3.3%		0	120.7%		0	0	61	0.0%	0	-38	0		19.0%	38	38	51.3%	51.3%

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

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

					Table 16: Members of Visible Minorities
	oloyment Equity upational Group (EEOG)	Mem Short-teri	bers of Visil m Goals	ties m Goals	Comments
	•		%	%	
01	Senior Managers		0.0	0.0	
02	Middle & Other Managers		0.0	0.0	
03	Professionals		0.0	0.0	
04	Semi-Professionals & Tech		0.0	0.0	
05	Supervisors		0.0	0.0	
06	Supervisors: Crafts & Trades		0.0	0.0	
07	Administrative & Sr Clerical		0.0	0.0	
08	Skilled Sales & Service		0.0	0.0	
09	Skilled Crafts & Trades		0.0	0.0	
10	Clerical Personnel		20.4	20.4	
11	Intermediate Sales & Service		0.0	0.0	
12	Semi-Skilled Manual		0.0	0.0	
13	Other Sales & Service		28.3	28.3	007233
14	Other Manual Workers		0.0	0.0	

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	Société Emmanuel-Grégoire Inc.
	2019-02-27
Total	0.0

Federal Contractors Program Achievement Report Part 4: Results - Women Société Emmanuel-Grégoire Inc. 2019-02-27 C V В D E F \mathbf{G} H M N 0 p 0 U W Part 1: Part 1: Part 1: Part 2: Part 2: E + D $D \times G$ Part 2: Flow Part 2: Flow $Q \oplus P \times$ Part 2: Flow $V + U|_{X}$ E - H K x G ± 100 Flow Data P x F ÷ 100 U x F + 100 Data sources Workforce Workforce Workforce Flow Data L-N Q - S Flow Data V - Xx 100 + 100 x 100 Data Analysi $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis T 1 Workforce Analysis Flow Data Analysis Employment Equity Workforce Hires Promotions Terminations Year Occupational Group Women Women Women ΑH All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference ٠. # % % 9% ۰. 2016 0.0 27.4 0.0 0 01 Senior Managers 2019 0 0.0 27.6 0.0 0 0.0 0 0.0 0 0.0 Middle & Other 2016 6 85.7 38.9 220.3 02 Managers 2019 4 80.0 39.4 203.0 0 0.0 0 0.0 100.0 2016 36 80.0 74.6 107.2 03 Professionals 2019 48 42 87.5 38.0 18 24 230.3 92 79 85.9 44 50.0 72 81.8 88 70 2016 0 0.0 0.0 0.0 Semi-Professionals & 04 Technicians 2019 100.0 59.6 167.8 0 0.0 0 0.0 0 0.0 2016 0 0.0 0.0 0.0 05 Supervisors 2019 0.0 0.0 0 0.0 0 0 0.0 0 0.0 0 0.0 Supervisors: Crafts & 2016 0 0.0 0.0 () 0.0 06 Trades 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0 0 Part 2: Part 2: Flow E + D x $E \circ G \times$ F + Lx 100 Part 3: Goals - M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Women Women Women Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met *** % % % % 2019 0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 2022 0.0 27.6 0.0 27.6 0.0 0 2019 0.0 0.0 0.0 0.0 0.0 Middle & Other 0 0.0 0.0 Managers 2022 0.0 0.0 0.0 0.0 0 0.0 2019 80 1,333.3 0.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 2022 1333.3 0.0 0.0 0.0 0.0 80 0 0.0 0.0 0.0 0.0 Semi-Professionals & 2019 0.0 0.0 0.0 Technicians 2022 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 2019 0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 2022 0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 0.0 2022 0.0 0.0 0.0 0.0 0

Federal Contractors Program Achievement Report Part 4: Results - Women Société Emmanuel-Grégoire Inc. 2019-02-27 V В \mathbf{C} D E F \mathbf{G} H M N 0 0 U W Part 1: Part 1: Part 2: Part 2: E + D $D \times G$ Part 2: Flow Part 2: Flow $Q \oplus P \times$ Part 2: Flow $V + U|_{X}$ E - H K x G ± 100 P x F ÷ 100 U x F + 100 Data sources Workforce Workforce Workforce Flow Data L-N Flow Data O - S Flow Data V - Xx 100 ± 100 x 100 Data Analysis $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis T 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Women Women Women AΒ All All All (EEOG) Employees Employees Availability Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference ٠. % % 9% ۰. 2016 100.0 80.8 123.8 Administrative & Senior Clerical 2019 100.0 80.9 123.6 100.0 0 0.0 100.0 Skilled Sales & 2016 3 60.0 43.9 136.7 Service Personnel 2019 8 100.0 43.0 232.6 80.0 0 0.0 5 62.5 2016 Skilled Crafts & () 0.0 0.0 0.0 Trades Workers 2019 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 0 2016 2 100.0 62.5 160.0 10 Clerical Personnel 2019 3 100.0 61.6 162.3 100.0 0 0.0 100.0 2016 41 89.1 61.8 28 144.2 Intermediate Sales & Service Personnel 2019 48 42 87.5 63.2 30 138.4 100.0 12 35 30 85.7 22 27 24 88.9 24 Semi-Skilled Manual 2016 0 0.0 0.0 () 0.0 Workers 0.0 0.0 0.0 0.0 0 0 0.0 0 0 0.0 Part 2: Part 2: Flow E * D x $E \circ G \times$ F ÷ Lx 100 Part 3: Goals - M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Women Women Women Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met *** % % ٠, % 2019 Administrative & 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 2022 0.0 0.0 0.0 0.0 0.0 1 2019 8 400.0 0.0 0.0 0.0 0.0 Skilled Sales & 0.0 0.0 Service Personnel 2022 400.0 0.0 0.0 0.0 8 0.0 Skilled Crafts & 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades Workers 2022 0.0 0.0 0.0 0.0 0.0 0 2019 0.0 0.0 0.0 0.0 0.0 0.0 0.0 10 Clerical Personnel 2022 0.0 0.0 0.0 0.0 0.0 0.0 2019 31 344.4 0.0 0.0 0.0 Intermediate Sales & 0.0 0.0 Service Personnel 2022 31 344.4 0.0 0.0 0.0 0.0 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 0.0 Workers 0.0 2022 0.0 0.0 0.0 0.0 0

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Data s	purces:		Workforce Analysis	Workforce Analysis	E + D x 100	Workforce Analysis	D x G ÷ 100	E-H	E + H x 100	Part 2; Flow Data Analysis	Flow Data Analysis	L+K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Flow Data Analysis	Q + P x 100	P x F ÷ 100	Q-S	Part 2: Flow Data Analysis	Flow Data Analysis	V ÷ U x 100	U x F + 100	V - X
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1 1 5 1	Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0	3.3		27.4					0.0					10.0		
	Other Manual	2019 2016	0	0	33.3 0.0	50.0 0.0	2	-1	66.7 0.0	11	4	36.4	- 6	-2		0	0.0	U	0	10	4	40.0	0	4
	Workers	2019	0	0	0,0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0 1	0.0	0	0
Total		2016	108		82.4		70		128.0			0.1.6	100	0.2			70.0				4000		1.60	
L		2019	119	102	85.7	66.4	79	23	129.1	151	123	81.5	100	23	1 4	2	50.0		-1	137	108 }	78.8	113	-5
Data s	mirces:	***************************************	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F÷1x100	Part 3: Goals	E÷K.s. 100	Part 3: Goals	F - M x 100											
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	ipational Group	1 car	All	Won	aen			men			Won	ien						C	ommen	ts				
(EE)G)		Employees	Acn	ıal	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
T	21 21 22	#	#	# 4	100.0	#	%	%	%	#	8/8 0.0	s _{/s}	*6											
	Other Sales & Service Personnel	2019 2022	1	4	400.0 400.0	U	0.0	0.0 50.0	0.0 800.0	0	0.0	0.0 50.0	0.0 800.0											
1 14 1	Other Manual	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	Workers	2022 2019	0	0 125	0.0 694.4		0.0	0.0	0.0		0.0	0.0	0.0											
Total		2019	18 18		694.4 694.4	U	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 Société Emmanuel-Grégoire Inc. 2019-02-27 V В \mathbf{C} D E F \mathbf{G} H M N 0 p 0 W Part 1: Part 1: Part 2: Part 2: $E + \bar{D}$ $D \times G$ Part 2: Flow Part 2: Flow $Q \oplus P \times$ Part 2: Flow $V + U|_X$ E - H K x G ± 100 U x F + 100 Data sources Workforce Workforce Workforce Flow Data L-N Flow Data P x F ÷ 100 Q - S Flow Data V - Xx 100 + 100 x 100 Data Analysi $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Aboriginal Peoples Aboriginal Peoples **Aboriginal Peoples Aboriginal Peoples** All AΒ All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference ٠. % % % ۰. 2016 0.0 2.9 0 0.0 01 Senior Managers 2019 0 0.0 3.2 0.0 0 0.0 0 0.0 0 0.0 Middle & Other 2016 0 0.0 2.2 0 0.0 02 Managers 2019 0 0.0 2.7 0.0 0 0.0 0 0.0 0 0.0 2016 0 0.0 7.2 0.0 03 Professionals 2019 48 0 0.0 7.7 0.0 92 0.0 0 0.0 0 88 0 0.0 2016 0 0.0 0.0 0.0 Semi-Professionals & Technicians 2019 0 0.0 2.4 0.0 0 0.0 0 0.0 0 0.0 2016 0 0.0 0.0 0.0 05 Supervisors 2019 0.0 0.0 0 0.0 0 0 0.0 0 0.0 0 0.0 Supervisors: Crafts & 2016 0 0.0 0.0 0.0 06 Trades 0.0 0.0 0.0 0.0 0.0 0 0.0 0 0 Part 2: Part 2: Flow E * D x $E \circ G \times$ F + Lx 100 Part 3: Goals - M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis New Entrants Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year **Aboriginal Peoples** Aboriginal Peoples Aboriginal Peoples Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Me Goal Met *** % % % ٠, % 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 2022 0.0 0.0 0.0 0.0 0.0 0 Middle & Other 2019 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 Managers 2022 0.0 0.0 0.0 0.0 0 0.0 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 2022 0.0 7.7 0.0 7.7 0.0 0 0 0.0 0.0 0.0 0.0 Semi-Professionals & 2019 0.0 0.0 0.0 Technicians 2022 0 0.0 0.0 0.0 0.0 0.0 0.0 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 2022 0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 0.0 2022 0.0 0.0 0.0 0.0 0

Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples Société Emmanuel-Grégoire Inc. 2019-02-27 V В \mathbf{C} D E F \mathbf{G} H M N 0 0 W Part 1: Part 1: Part 2: Part 2: $V = U|_{X}$ E + D $D \times G$ Part 2: Flow Part 2: Flow Part 2: Flow E - H U x F + 100 Data sources Workforce Workforce Workforce Flow Data K x G ± 100 L-N Flow Data P x F ÷ 100 Q - S Flow Data V - Xx 100 + 100 x 100 Data Analysi $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Aboriginal Peoples Aboriginal Peoples **Aboriginal Peoples Aboriginal Peoples** All All AΒ All (EEOG) Employees Employees Availability Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference ٠. % % 9% ۰. 2016 0.0 Administrative & 0 0.7 0.0 Senior Clerical 2019 0 0.0 0.8 0.0 0 0.0 0 0.0 0 0.0 Skilled Sales & 2016 0 0.0 2.1 0 0.0 Service Personnel 2019 0 0.0 2.6 0.0 10 0 0.0 0 0.0 0 0.0 Skilled Crafts & 2016 () 0.0 0.0 0.0 Trades Workers 2019 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 0 2016 0 0.0 0.8 0.0 10 Clerical Personnel 2019 0 0.0 1.0 0.0 0 0.0 0 0.0 0 0.0 2016 0 0.0 0.9 0.0 Intermediate Sales & Service Personnel 2019 48 0.8 0.0 0 0.0 35 0 0.0 0 0.0 27 0 0.0 Semi-Skilled Manual 2016 0 0.0 0.0 0.0 Workers 0.0 0.0 0.0 0.0 0 0 0.0 0 0 0.0 Part 2: Part 2: Flow E * D x $E \circ G \times$ F + Lx 100 Part 3: Goals - M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis New Entrants Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year **Aboriginal Peoples** Aboriginal Peoples Aboriginal Peoples Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Me Goal Met *** % % % ٠, % 2019 Administrative & 0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 2022 0.0 0.0 0.0 0.0 0.0 0 2019 0.0 0.0 0.0 0.0 Skilled Sales & 0 0.0 0.0 0.0 Service Personnel 2022 0.0 0.0 0.0 0 0.0 0.0 Skilled Crafts & 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades Workers 2022 0.0 0.0 0.0 0.0 0.0 0 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 10 Clerical Personnel 2022 0.0 0.0 0.0 0 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 Intermediate Sales & 2019 0.0 0.0 Service Personnel 2022 0 0.0 0.0 0.0 0.0 0.0 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 0.0 Workers 0.0 2022 0.0 0.0 0.0 0.0 0

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Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G + 100	Е-Н	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G + 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis		/ ÷Ux 100	U x F + 100	V - X
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			И		orce Ana	ılysis									Flow D	ata Ai	nalysis						
Employment Equity Occupational Group	Year			<i>\\</i>	orkforce						Hires				Pro	omotio					inatio		
(EEOG)		All Employees	Represent	ation	Aboriginal Availal		Gap	EE Result	All Employees	Ac	Aberig	nal Peoples Expected	Difference	All Employees	Actus		nal Peoples Expected	Difference	All Employees	Actual		al Peoples Expected	Difference
	#	£	#	%	9%	#	#	%	#	g.	96	#	#	#	#	9/0	и	и	ü	#	94	#	4
Other Sales & Service	2016	0	0	0.0	0.0	0	0	0.0															
Personnel Other Manual	2019 2016	3	0	0.0	0.0	0	0	0.0	1.1	0	0.0	0	0	0	0	0.0	0	()	10	0	0.0		-
Workers	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	-
Total	2016	108		0.0		4	-4	0.0															
	2019	119	0	0.0	3.8	5	-5	0.0	151	0	0.0	6	-6	4	0	0.0	0	()	137	0]	0.0	0	
	*************	Part 2: Flow	Part 2:	E + D x	Part 3:	E ÷ G x	Part 3:	***************		E÷Ks	Part 3:	••••••••••••••••••••••••••••••••••••••											
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Employment Equity	Year	F	low Data		S		rm Goals	i .		Long-ter							_						
Occupational Group (EEOG)		All Employees	Aboriginal l	•		Aborigin Percent of	al Peoples	Percent of		Aborigina Percent of		Percent of					C	ommen	ts				
(LLOG)			Actua		Con	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
Other Sales & Service	# 2019	#	# 0	0,0	# 0	0.0	% 0.0	% 0,0	#	0.0	0,0	0.0											
Personnel	2022	1	0	0.0		0.0	0.0	0.0		0.0	0.0												
Other Manual	2019	0	0	0.0	0	0,0	0.0	0.0	0	0.0	0.0												
Workers	2022 2019	0 18	0	0.0		0.0	0.0	0.0	0	0.0	0.0	<u> </u>											
Total	2019	18	ļ	0.0	U	0.0	0.0	0.0	U	0.0	0.0												

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A	В	C	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	T	U	V	W	X	Y
Data	ources:		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÷Px 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V÷Ux 100	U x F + 100	V - X
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				1	Workf	orce An	alysis								-	Flow I	Data Ar	alysis	-					
B000000000	ployment Equity	Year				orkforce						Hires				P	romotion					minatio		
	upational Group OG)		All Employees	Represei		Persons with Availa		Gap	FF Result	All Employees	A.e	Persons wi	ith Disabilitie Expected	S Difference	All Employees	Act		h Disabilitie Expected	s Difference	All Employees	Actu		h Disabilities Expected Di	Difference
Ì		#	g.	# #	%	%	#	± ±	%	#	ä	%	# #	#	#	# #	9,	##	##	ji ji	# :	**	# #	# #
01& 02	Managers	2016 2019	9 7	0	0.0 0.0	4.3 5.0		0	0.0 0.0	0	0	0.0	0	0	1	0	0,0	0	0	1	0	0.0	0	0
03	Professionals	2016 2019	45 48	0 2	0.0 4.2	3.8 8.9		-2 -2		92	2	2.2	8	-6	2	0	0.0	0	0	88	0	0.0	0	0
04	Semi-Professionals & Technicians	als & 2016 0 0 0.0 0.0 0 0 0.0 0.0 1 0 2019 1 0 0.0 7.6 0 0 0 0.0 1 0												0	0	0	0.0	0	0	1	0	0.0	0	0
05	Supervisors	2016 2019	0	0	0.0	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	2016 2019	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
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Data :	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E+Gx 100	Part 3: Goals	F÷1x100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F = M x 100											
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	upational Group OG)		All Employees	Disabi Actu		Goal	Persons with Percent of Goal Met	Goal	Percent of Goal Met	Goal	Persons with Percent of Goal Met	Goal	Percent of Goal Met					(Comment	ts				
		Ħ	it	ŧ	%	#	9/4	%	%	#	%	9/6	%											
01& 02	Managers	2019 2022	0	0	0.0	0	0.0	0.0 0.0	0.0	0	0.0	0.0	0,0 0,0											
-	Professionals	2019 2022	6	2	33.3	0	0.0	0.0 8.9	0.0	0	0.0	0.0 0.0 8.9	0.0											
04	Semi-Professionals & Technicians	2019 2022	0	2 0 0	0.0	0	0.0	8.9 0.0 0.0	0.0	0	0.0	0.0	0.0											
05	Supervisors	2019 2022	0	0	0.0	0	0.0	0.0		0	0.0	0.0	0.0											
06	Supervisors: Crafts & Trades	2019 2022	0	0	0.0	0	0.0	0.0	}	0	0.0	0.0	0.0	1										

Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities Société Emmanuel-Grégoire Inc. 2019-02-27 V В C D E F \mathbf{G} Н M N 0 0 W Part 1: Part 1: Part 2: $V = U|_{X}$ E + D $D \times G$ Part 2: Flow Part 2: Flow Part 2: Flow E - H U x F + 100 Data sources Workforce Workforce Workforce Flow Data K x G ± 100 L-N Flow Data P x F ÷ 100 O - S Flow Data V - Xx 100 + 100 x 100 Data Analysi x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Persons with Disabilities Persons with Disabilities Persons with Disabilities Persons with Disabilities All All AΒ All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Expected Difference Actual Expected Difference Actual Expected Difference •. % % % ۰. 2016 0.0 3.4 Administrative & 0 0.0 Senior Clerical 2019 0 0.0 10.0 0.0 0 0.0 0 0.0 0 0.0 Skilled Sales & 2016 0 0.0 3.5 0 0.0 Service Personnel 2019 0 0.0 8.0 0.0 10 0 0.0 0 0.0 0 0.0 Skilled Crafts & 2016 () 0.0 0.0 0.0 Trades Workers 2019 0.0 0.0 0 0.0 0 0.0 0.0 0 0.0 0 2016 0 0.0 7.0 0.0 10 Clerical Personnel 2019 0 0.0 9.3 0.0 0 0.0 0 0.0 0 0.0 2016 0 0.0 5.6 0.0 Intermediate Sales & Service Personnel 2019 48 10.8 19.3 2.1 35 2.9 0 0.0 27 0 0.0 Semi-Skilled Manual 2016 0 0.0 0.0 0.0 Workers 0.0 0.0 0.0 0.0 0 0 0.0 0 0 0.0 Part 2: Part 2: Flow E * D x $E \circ G \times$ F + Lx 100 Part 3: Goals - M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Persons with Persons with Disabilities Persons with Disabilities Occupational Group Comments Disabilities All (EEOG) Employees Percent of Percent o Percent of Percent of Goal Actual Goal Goal Goal Met Goal Met Goal Met Goal Met % % % 9% % 2019 0.0 0.0 0.0 0.0 0.0 0.0 Administrative & 0 0.0 Senior Clerical 2022 0 0.0 0.0 0.0 0.0 0.0 2019 Skilled Sales & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2022 0 0.0 8.0 0.0 8.0 0.0 2019 0.0 0.0 Skilled Crafts & 0 0.0 0.0 0.0 0.0 0.0 Trades Workers 2022 0 0.0 0.0 0.0 0.0 0.0 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 10 Clerical Personnel 2022 0 0.0 0.0 0.0 0.0 0.0 2019 11.1 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 2022 11.1 10.8 102.9 10.8 102.9 Semi-Skilled Manual 2019 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 Workers 2022 0 0.0 0.0 0.0 0.0 0.0

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(EEOG)		Employees	Acti	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
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Other Sales & Service Personnel	2019 2022	1	0		0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Other Manual	2019	0	0		0	0.0	0.0	0.0	0	0,0	0.0	<u> </u>											
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Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities Société Emmanuel-Grégoire Inc. 2019-02-27 V В C D E F \mathbf{G} Н L M N 0 p 0 U W Part 1: Part 1: Part 1: Part 2: Part 2: E + D $D \times G$ Part 2: Flow Part 2: Flow $Q \oplus P \times$ Part 2: Flow $V + U|_X$ E - H K x G ± 100 P x F ÷ 100 U x F + 100 Data sources Workforce Workforce Workforce Flow Data L-N Flow Data Q - S Flow Data V - Xx 100 + 100 x 100 Data Analysi $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All ΑH All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference •. % % % ۰. 2016 0.0 10.1 0 0.0 01 Senior Managers 2019 0 0.0 11.5 0.0 0 0.0 0 0.0 0 0.0 Middle & Other 2016 14.3 15.0 95.2 02 Managers 2019 20.0 17.6 113.6 0 0.0 0 0.0 0 0.0 2016 8 17.8 10.5 169.3 03 Professionals 2019 48 10 20.8 11.6 179.6 92 0.0 13.6 15 16.3 0 88 12 16 2016 0 0.0 0.0 0.0 Semi-Professionals & Technicians 2019 0 0.0 10.2 0.0 0 0.0 0 0.0 0 0.0 2016 0 0.0 0.0 0.0 05 Supervisors 2019 0.0 0.0 0.0 0 0 0 0.0 0 0.0 0 0.0 Supervisors: Crafts & 2016 0 0.0 0.0 0.0 Trades 0.0 0.0 0.0 0.0 0.0 0 0.0 0 Part 2: E + D x Part 2: Flow $E \circ G \times$ F + Lx 100 Part 3: Goals - M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis New Entrants Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Me Goal Met *** % % % % ٠, % 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 2022 0.0 0.0 0.0 0.0 0.0 0 Middle & Other 2019 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 Managers 2022 0.0 0.0 0.0 0.0 0 0.0 0.0 2019 15 250.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 2022 250.0 0.0 0.0 0.0 0.0 15 0 0.0 0.0 0.0 0.0 Semi-Professionals & 2019 0.0 0.0 0.0 Technicians 2022 0 0.0 0.0 0.0 0.0 0.0 0.0 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 2022 0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 0.0 2022 0.0 0.0 0.0 0.0 0

Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities Société Emmanuel-Grégoire Inc. 2019-02-27 V В C D E F \mathbf{G} H M N 0 0 W Part 1: Part 1: Part 2: Part 2: $V \circ U|_{X}$ E + D $D \times G$ Part 2: Flow Part 2: Flow Part 2: Flow E - H P x F ÷ 100 U x F + 100 Data sources Workforce Workforce Workforce Flow Data K x G ± 100 L-N Flow Data Q - S Flow Data V - Xx 100 ± 100 x 100 Data Analysi $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All All ΑH All (EEOG) Employees Employees Availability Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference •. % % % ۰. 2016 0.0 12.2 Administrative & 0 0.0 Senior Clerical 2019 0 0.0 14.6 0.0 0 0.0 0 0.0 0 0.0 Skilled Sales & 2016 20.0 16.4 122.0 Service Personnel 2019 6 75.0 18.8 398.9 10 50.0 0 0.0 2 25.0 2016 Skilled Crafts & () 0.0 0.0 0.0 Trades Workers 2019 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 0 2016 0 0.0 17.4 0.0 10 Clerical Personnel 2019 0 0.0 20.4 0.0 0 0.0 0 0.0 0 0.0 352.5 2016 36 78.3 22.2 10 26 Intermediate Sales & Service Personnel 2019 48 44 91.7 344.6 100.0 26.6 13 31 35 31 88.6 22 27 22 81.5 21 Semi-Skilled Manual 2016 0 0.0 0.0 () 0.0 Workers 0.0 0.0 0.0 0.0 0.0 0 0.0 0 0 Part 2: Part 2: Flow E * D x $E \circ G \times$ F + Lx 100 Part 3: Goals - M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis New Entrants Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goat Goal Goal Met Goal Met Goal Me Goal Met *** % % % ٠, % 2019 Administrative & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 2022 0 0.0 0.0 0.0 0.0 0.0 2019 5 250.0 0.0 0.0 0.0 0.0 Skilled Sales & 0.0 0.0 Service Personnel 2022 0.0 0.0 0.0 250.0 0.0 Skilled Crafts & 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades Workers 2022 0.0 0.0 0.0 0.0 0.0 0 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 10 Clerical Personnel 2022 0.0 0.0 20,4 0 20.4 0.0 32 2019 355.6 0.0 0.0 0.0 0.0 Intermediate Sales & 0.0 0.0 Service Personnel 2022 32 355.6 0.0 0.0 0.0 0.0 2019 0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 0.0 Workers 0.0

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Part 7: Results - Members of Visible Minorities Société Emmanuel-Grégoire Inc.										Feder	al Contr	actors l	Prograi	m Achie	vement	Report									
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Federal Contractors Program Achievement Report Part 8: Reasonable Efforts Société Emmanuel-Grégoire Inc. 2019-02-27

Efforts

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

T				
Rea	uire	a m	easu	res:

equity.

Contra	ctors rrogram.
Requi	red measures:
4	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
V	Provided a self-identification questionnaire to employees who wished to change information previously submitted and to those who requested it, and adjusted survey results accordingly.
\checkmark	Adjusted survey results to reflect hires, promotions and terminations.
/	Updated the workforce analysis to reflect new hires, promotions and terminations; any changes employees made to their self-identification questionnaires; and any revisions made to the availability estimates.
/	Adjusted the availability estimates to reflect major changes in the workforce (e.g., changes in geographic recruitment areas, addition of new occupational groups or changes in the composition of occupational groups).
7	Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
\sqrt	Ensured that any new gaps identified are addressed accordingly.
V	Maintained appropriate records in all required areas.
Other	measures:
7	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.
V	Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
\checkmark	Ensured ongoing senior-level support for employment equity and its implementation.
✓	Established accountability mechanisms to ensure that the short-term goals would be met.
\checkmark	Communicated the goals to relevant managers as well as monitored and recorded the results.
1	Devoted adequate resources (financial and human) to ensure that the short-term goals would be met.
$\overline{\checkmark}$	Consulted employee/union representatives on communication and implementation of employment

✓	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.
4	Put in place a strategy to ensure a barrier-free workplace.
y	Undertook initiatives to increase representation where gaps in representation were found.
	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
	Other (please describe):
Oper	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ration's activities during the period between the first/previous and subsequent/current compliance nent.
	Impact of economic and industrial conditions on the organization.
	Any reorganization or other corporate structural changes.
	Acquisitions, mergers or transfers of employees.
	Significant layoffs (include the number of employees affected and the occupational groups of those employees).

	Strikes (include dates, the number of employees affected and the occupational groups of those employees).
	Other.
Addit	tional Details
Please 1	provide any additional information (optional):

Federal Contractors Program Report of the Subsequent Compliance Assessment

Em	vola	/er	Name:	So	ciété	Emmanue	l-Gré	goire	Inc.
****		****					. ~ .		* * * **

Primary Location: Montréal (Québec)

Number of Employees: 119

Organization Overview:

NAICS 8134 - Civic and Social Organizations

Société Emmanuel-Grégoire Inc. develops programs for clients experiencing social adaptation difficulties. The organisation works with institutions of the health network to offer support and assistance services in a suitable environment for a clientele with a loss of autonomy linked to aging.

Key Dates - First Year Assessment

Initiated: 2016-03-01 Received: 2019-03-03 Closed: 2019-04-24 Workforce Analysis: 2016-03-03

Key Dates – Subsequent Assessment

Initiated: 2019-03-12 Received: 2019-03-12 Workforce Analysis: 2019-02-27

DATA VERIFICATION

I have verified that the data provided as part of the subsequent assessm	ent pack	cage 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 tab. Corrections were made based on the Workforce Analysis dated February 27, 2019.

ASSESSMENT OF REASONABLE PROGRESS

The previous compliance assessment revealed four gaps.

Women

p			
()1	Senior Managers	No goal set (gap -1)

Assessment/Observations

• None

Aboriginal Peoples

03	Professionals	No goal set (gap -3)
05	1 1010331011013	No goal set (gap -s)

Assessment/Observations

None

Persons with Disabilities

03	Professionals	No goal set (gap -2)	
11	Intermediate Sales & Service Personnel	No goal set (gap -3)	

Assessment/Observations

None

Members of Visible Minorities

Assessment/Observations

There were no gaps.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
 - The previous compliance assessment revealed four gaps and no goals were set. The previous assessment accepted that the company be found in compliance without setting goals for all the area of under-representation. An assessment of reasonable efforts is therefore 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			
			Short-	Long-	Representation	LMA
Employment Equity Occupational Group (EEOG)	Gap	term	term			
Linbio	Employment Equity Occupational Group (EEGG)		(1 to 3			(+3
			years)	years)		
#	Description	#	%	%	%	%
01	Senior Managers	-1	27.6	27.6	0.0	27.6
13	Other Sales & Service Personnel	-1	50.0	50.0	33.3	50.0

Observations: None

Aboriginal Peoples

	Workforce Analysis Results		Goals			
	Employment Equity Occupational Group (EEOG)		Short-	Long-	Representation	LMA
Employ			term	term		LIVIA
Employ			(1 to 3	(+3		
			years)	years)		
#	Description	#	%	%	%	%
03	Professionals	-4	7.7	7.7	0.0	7.7

Observations: None

Persons with Disabilities

Workforce Analysis Results		Goals				
F			Short- term	Long- term	Representation	LMA
Embio	yment Equity Occupational Group (EEOG)	Gap	(1 to 3	(+3		
			years)	years)		
#	Description	#	%	%	%	%
03	Professionals	-2	8.9	8.9	4.2	8.9
08	Skilled Sales & Service Personnel	-1	8.0	8.0	0.0	8.0
11	Intermediate Sales & Service Personnel	-4	10.8	10.8	2.1	10.8

Observations: None

Members of Visible Minorities

Workforce Analysis Results			Goals			
Employment Equity Occupational Group (EEOG)		Gap	Short- term	Long- term	Representation	LMA
			(1 to 3	(+3		
			years)	years)		
#	Description	#	%	%	%	%
11	Intermediate Sales & Service Personnel	-1	20.4	20.4	0.0	20.4
13	Other Sales & Service Personnel	-1	28.3	28.3	0.0	28.3

Observations: None

RECOMMENDATION

I recommend that the employer be found: \boxtimes in compliance \square 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:

- The workforce analysis for this evaluation shows that the gaps in representation of the designated groups have doubled from four gaps in the previous evaluation to eight gaps for this evaluation.
- You are encouraged to implement special measures to ensure that you meet the objectives set out in this assessment and thereby increase the representation of designated group members in your organization. For example, you may wish to consider contacting organizations working to access employment of designated group members in your region to identify qualified candidates who could be considered the next time you begin a process to fill a vacancy.

Name of Analyst: Maurice N. Yakibonge

Date: 2019-03-27

From: Yakibonge, Ntambwe N [NC]

Sent: April 3, 2019 11:29 AM

To: 'carl.veilleux@s-e-g.ca'

Cc: 'alexandre.veilleux@s-e-g.ca'

Subject: Government of Canada Agreement Number: 10000401 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Veilleux.

I am writing to inform you that the subsequent compliance assessment initiated on March 12, 2019, has been completed. As a result of the assessment, Société Emmanuel-Grégoire inc. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the *Employment Equity Act*.

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

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

- The workforce analysis in this assessment indicates that the representation gaps for designated groups have doubled, from four gaps in the previous assessment to eight gaps in the current assessment.
- We encourage you to implement special measures to ensure that you meet the targets set in this
 assessment and that the representation of members from designated groups in your organization
 increases. For example, you could consider contacting organizations dedicated to employment
 access for members of designated groups in your region in order to identify qualified candidates
 who could be considered the next time you initiate a process to fill a vacant position.

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 March 12, 2022. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

- Workforce data (Forms 1 to 6) at the national level;
- An updated workforce analysis; and
- A completed Achievement Report that includes revised short-term and long-term numerical goals for any gaps in representation.

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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, Société Emmanuel-Grégoire inc. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish Société Emmanuel-Grégoire inc. continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

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



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!