



OFFICIAL USE ONLY
Agreement N°:

s.24(1)

Labour Program
Federal Contractors Program

Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Supremex Inc	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Business Number <div style="background-color: #cccccc; width: 150px; height: 15px;"></div>
Total number of employees in Canada (Permanent Full-time and/or Part-time) 482	
Organization's North American Industry Classification System (NAICS) Canada 2012 Code Number. To find your organization's four-digit NAICS code please visit: http://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&TVD=1184643222	<input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 7213 Cordner	City LaSalle	Province Quebec	Postal Code H8N 2J7
Telephone Number 514-595-0555			

EMPLOYMENT EQUITY CONTACT			
Name (print) Chantal Primeau	Title Director, Human Resources		
Telephone Number (514) 595-0555 x 236	E-mail Address chantal.primeau@supremex.com	Preferred Language of Correspondence <input type="checkbox"/> English <input checked="" type="checkbox"/> French	

CERTIFICATION
The above-named organization: <ul style="list-style-type: none"> having a combined workforce of 100 or more permanent full-time and/or permanent part-time employees in Canada, AND intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a supply arrangement, valued at \$1,000,000 or more (including applicable taxes) hereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procurement instrument, in keeping with the Federal Contractors Program requirements. For more information on how to implement employment equity please contact the Labour Program at the email address provided at the bottom of this form.
<p>Important note: If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization, the procurement instrument(s) with the Government of Canada may be terminated.</p>

SIGNATORY			
<p>NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.</p>			
Name (print) Stewart Emerson	Title President & Director General		
Telephone Number 514 595-0555	E-mail Address stewart.emerson@supremex.com	Preferred Language of Correspondence <input type="checkbox"/> English <input checked="" type="checkbox"/> French	
Signature		Date (YYYY-MM-DD) 2014-07-06	

<p>Privacy Notice:</p> <p>The information you provide on this form is collected under the authority of section 42 of the <i>Employment Equity Act</i> to determine your eligibility for the Federal Contractors Program (FCP).</p> <p>Completion of this form is mandatory. Refusal to provide personal information will result in the organization's name being placed on the FCP Limited Eligibility to Bid List, loss of the right to bid on federal government goods or services contracts of any value and may also result in the termination of the contract.</p> <p>The information you provide may be used and/or disclosed for policy analysis, research and/or evaluation purposes. However, these additional uses and/or disclosures of your personal information will never result in an administrative decision being made about you.</p>

RETURN INSTRUCTIONS
<p>IMPORTANT</p> <ul style="list-style-type: none"> The signed Agreement to Implement Employment Equity form must be sent to the Labour Program by e-mail at: ee-eme@hrsdcc-rhdcc.gc.ca



EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION

Period covered by the report: 2018-01-01 to 2019-01-12

Geographic regions

(INDICATE THE NUMBER OF EMPLOYEES IN EACH REGION).

	Province				Census Metropolitan Area			
	Permanent full time	Permanent part-time	Temporary	Total number of employees				
Ontario	314	2	0	316	Edmonton	150	0	15
Quebec	198	4	0	202	Montreal	1984	0	202
New-Brunswick	7	0	0	7	Regina	20	0	2
Manitoba	43	3	0	46	Toronto	3132	0	315
Colombia-British	24	1	0	25	Vancouver	241	0	25
Saskatchewan	2	0	0	2	Winnipeg	433	0	46
Alberta	15	0	0	15	Moncton	20	0	2
Total number of employees in Canada				613	Ottawa - Gatineau	10	0	1
					NB minus CMA	50	0	5
					Total number of employees as of Canada			613



FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / National

Reporting period 2016-03-03 to 2019-01-12

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Management Upper value: \$100,000 and over Lower value: Less than \$5,000	4	1	1										
	3												
	2												
	1	1	1										
	Total		2	2									
Middle management and other directors Upper value: \$100,000 and over Lower value: Less than \$5,000	4	10	8	2									
	3	11	8	3				1	1		1		1
	2	2	1	1									
	1	9	2	7							1		1
	Total		32	19	13				1	1		2	
Professionals Upper value: \$90,000 - \$94,999 Lower value: Less than \$5,000	4	3	3								2	2	
	3	5	3	2							3	2	1
	2	5	2	3							3		3
	1	3	1	2	1		1				2	1	1
	Total		16	9	7	1		1				10	5
Semi-professional and technical staff Upper value: \$60,000 - \$64,999 Lower value: Less than \$5,000	4	1	1										
	3	3	2	1									
	2	1	1										
	1	5	2	3									
	Total		10	6	4								



FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / National

Reporting period 2016-03-03 to 2019-01-12

007259

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Upper value: \$60,000 - \$64,999 Lower value: Less than \$5,000	4	3	2	1									
	3	1		1							1		1
	2												
	1	2		2									
	Total	6	2	4							1		1
Foremen Upper value: \$75,000 - \$79,999 Lower value: Less than \$5,000	4	4	4										
	3	8	6	2									
	2	2	1	1									
	1	3	2	1									
	Total	17	13	4									
Administrative and main office staff Upper value: \$55,000 - \$59,999 Lower value: Less than \$5,000	4	2		2									
	3	2	1	1									
	2												
	1	8	3	5							2		2
	Total	12	4	8							2		2
Skilled workers and artisans Upper value: \$60,000 - \$64,999 Lower value: Less than \$5,000	4	77	74	3				3	2	1	6	6	
	3	58	55	3							21	21	
	2	2	2										
	1	44	42	2	1	1		2	2		15	15	
	Total	181	173	8	1	1		5	4	1	42	42	



FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / National

Reporting period 2016-03-03 to 2019-01-12

007260

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical staff Upper value: \$55,000 - \$59,999 Lower value: Less than \$5,000	4	10	4	6									
	3	34	12	22				1		1	4	1	3
	2	3		3									
	1	27	10	17	1		1	1	1		7	3	4
	Total		74	26	48	1		1	2	1	1	11	4
Intermediate sales and service personnel Upper value: \$85,000 - \$89,999 Lower value: Less than \$5,000	4	9	6	3									
	3	11	8	3									
	2	10	9	1							1	1	
	1	20	15	5							3	3	
	Total		50	38	12							4	4
Skilled Manual Workers Upper value: \$55,000 - \$59,999 Lower value: Less than \$5,000	4	11	10	1							1	1	
	3	123	31	92	3	2	1	1		1	35	8	27
	2	4	1	3							3	1	2
	1	56	21	35				1		1	24	7	17
	Total		194	63	131	3	2	1	2		2	63	17
Other sales and service personnel Upper value: \$35,000 - \$39,999 Lower value: Less than \$5,000	4	1	1					1	1				
	3												
	2												
	1	3	2	1							1	1	
	Total		4	3	1				1	1		1	1



FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / National

Reporting period 2016-03-03 to 2019-01-12

007261

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Other manual workers Upper value: \$35,000 - \$39,999 Lower value: Less than \$5,000	4	1	1								1	1	
	3												
	2												
	1	4	2	2									
	Total	5	3	2								1	1
Total number of employees		603	361	242	6	3	3	11	7	4	137	74	63



FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Part-time / National

Reporting period 2016-03-03 to 2019-01-12

007262

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Semi-professional and technical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	2	1	1							1		1
	Total	2	1	1							1		1
Skilled workers and artisans Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Clerical staff Upper value: \$20,000 - \$24,999 Lower value: Less than \$5,000	4	2		2							1		1
	3												
	2												
	1	2	1	1							1		1
	Total	4	1	3							2		2
Skilled Manual Workers Upper value: \$10,000 - \$14,999 Lower value: Less than \$5,000	4	1		1									
	3												
	2												
	1	1		1									
	Total	2		2									



FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Part-time / National

Reporting period 2016-03-03 to 2019-01-12

007263

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Other manual workers Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	1	1										
	Total		1	1									
Total number of employees		10	4	6							3		3



CONTRACT PROGRAMS: SALARY PROFILE

Full time / National

Reporting period 2016-03-03 to 2019-01-12

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Less than \$15,000	185	103	82	3	1	2	4	3	1	55	30	25
15 000 \$ - 19 999 \$	1	1										
20 000 \$ - 24 999 \$	1		1							1		1
25 000 \$ - 29 999 \$	18	4	14	1		1				7	1	6
30 000 \$ - 34 999 \$	72	16	56				1		1	13	2	11
35 000 \$ - 37 499 \$	40	29	11				1	1		15	13	2
37 500 \$ - 39 999 \$	54	19	35	1	1		1		1	25	9	16
40 000 \$ - 44 999 \$	50	37	13	1	1					3	3	
45 000 \$ - 49 999 \$	52	42	10							7	7	
50 000 \$ - 59 999 \$	86	74	12				4	3	1	8	6	2
60 000 \$ - 69 999 \$	16	13	3							1	1	
70 000 \$ - 84 999 \$	17	13	4							1	1	
85 000 \$ - 99 999 \$	7	6	1							1	1	
100,000 and more	4	4										
Total number of employees	603	361	242	6	3	3	11	7	4	137	74	63



CONTRACT PROGRAMS: SALARY PROFILE

Part-time / National

Reporting period 2016-03-03 to 2019-01-12

007265

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Less than \$5,000	7	4	3							2		2
12 500 \$ - 14 999 \$	1		1									
17 500 \$ - 19 999 \$	1		1							1		1
22 500 \$ - 24 999 \$	1		1									
Total number of employees	10	4	6							3		3



CONTRACT PROGRAMS: RECRUITMENTS

Full time / National

Reporting period 2016-03-03 to 2019-01-12

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Management	1	1										
Middle management and other directors	7	2	5							1		1
Professionals	4	1	3	1		1				3	1	2
Semi-professional and technical staff	7	3	4							2	2	
Supervisors	1		1									
Foremen	3	2	1									
Administrative and main office staff	10	3	7							3	1	2
Skilled workers and artisans	49	48	1				1	1		22	22	
Clerical staff	23	6	17				1	1		6	2	4
Intermediate sales and service personnel	17	13	4							3	3	
Skilled Manual Workers	48	19	29				1		1	18	7	11
Other sales and service personnel	4	2	2							2	1	1
Other manual workers	2	2										
Total number of employees hired	176	102	74	1		1	3	2	1	60	39	21



CONTRACT PROGRAMS: RECRUITMENTS

Part-time / National

Reporting period 2016-03-03 to 2019-01-12

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



Supremex Inc. (Certificate # V050365)

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS

Full time / National

Reporting period 2016-03-03 to 2019-01-12

Occupational Category	Promoted employees (employees promoted during the year should be reported only in the occupational groups in which or to which they were last promoted.)											
	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Administrative and main office staff	1		1							1		1
Skilled workers and artisans	3	3		1	1		1	1		2	2	
Skilled Manual Workers	1	1										
Total number of employees promoted	5	4	1	1	1		1	1		3	2	1
Total number of promotions	5	4	1	1	1		1	1		3	2	1



CONTRACT PROGRAMS: CEASES OF EMPLOYMENT

Full time / National

Reporting period 2016-03-03 to 2019-01-12

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Management	2	1	1									
Middle management and other directors	5	5										
Professionals	4	1	3							4	1	3
Semi-professional and technical staff	6	3	3							2	2	
Foremen	1	1										
Administrative and main office staff	8	3	5							3	1	2
Skilled workers and artisans	50	48	2				4	4		12	12	
Clerical staff	18	5	13				1		1	2		2
Intermediate sales and service personnel	13	10	3				2	2		2	1	1
Skilled Manual Workers	41	14	27	1		1	1		1	11	5	6
Other sales and service personnel	1		1							1		1
Other manual workers	3	2	1							1	1	
Total number of employees whose employment was terminated	152	93	59	1		1	8	6	2	38	23	15



Workplace Equity Information Management System - Supremex Inc.
Default Workforce Analysis System - Detailed Report
 Date: 2019-01-12

Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Availability		Difference #	Place of recruitment
			#	%	%	#		
01: Senior Management	National	2	0	0.0 %	27.6 %	1	-1	National
02: Middle and Other Managers	National	32	13	40.6 %	39.4 %	13	0	National
03: Professionals		16	7	43.8 %	42.5 %	7	0	
1111: Auditors and Accountants	National	3	1	33.3 %	56.0 %	2	-1	National
1112: Financial and Investment Analysts	National	5	4	80.0 %	44.9 %	2	2	National
2171 : Analysts and consultants in computer science	National	3	0	0.0 %	27.7 %	1	-1	National
2172: Database Analysts and Data Administrators	National	1	0	0.0 %	33.0 %	0	0	National
2174: Interactive Media Programmers and Developers	National	1	1	100.0 %	16.6 %	0	1	National
4163: Economic Development Officers, Marketing Researchers and Consultants	National	3	1	33.3 %	51.3 %	2	-1	National
04: Semi-professional and technical staff		12	5	41.7 %	38.5 %	5	0	
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Ontario	1	0	0.0 %	18.6 %	0	0	Ontario
2263: Public Health, Environmental and Occupational Health and Safety Inspectors	Occupational Health and Safety Ontario	1	0	0.0 %	42.6 %	0	0	Ontario
2281 : Computer Network Technicians	Québec	2	1	50.0 %	14.0 %	0	1	Quebec
5223 : Graphic Design Technicians	Québec	3	1	33.3 %	41.9 %	1	0	Quebec
5241: Graphic Designers and Illustrators	Ontario	3	1	33.3 %	50.0 %	2	-1	Ontario
5241 : Graphic Designers and Illustrators	Québec	2	2	100.0 %	48.7 %	1	1	Quebec
05: Supervisors		6	4	66.7 %	51.5 %	3	1	
	Employment Equity Occupational Category	2	1	50.0 %	50.5 %	1	0	Montreal
	Employment Equity Occupational Category	4	3	75.0 %	52.0 %	2	1	Toronto
06 : Foremen		17	4	23.5 %	13.8 %	2	2	
7211: NOC 2006 - Supervisors, Machinists and Related Occupations	Ontario	2	0	0.0 %	11.6 %	0	0	Ontario
7211: NOC 2006 - Supervisors, Machinists and Related Occupations	Québec	6	2	33.3 %	13.8 %	1	1	Quebec
7216: NOC 2006 - Contractors and Supervisors in Manitoba Mechanical Engineering		1	0	0.0 %	8.9 %	0	0	Manitoba
7216: NOC 2006 - Contractors and Supervisors in Quebec		1	1	100.0 %	13.8 %	0	1	Quebec



Workplace Equity Information Management System - Supremex Inc.
Default Workforce Analysis System - Detailed Report
 Date: 2019-01-12

Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Women Availability		Differ ence#	Place of recruitment
			#	%	%	#		
mechanics								
7218: NOC 2006 - Supervisors, Printing and Related Occupations	Ontario	3	0	0.0 %	11.6 %	0	0	Ontario
7218: NOC 2006 - Supervisors, Printing and Related Occupations	Quebec	2	0	0.0 %	13.8 %	0	0	Quebec
7303: Supervisors, printing and related occupations	Ontario	1	0	0.0 %	30.3 %	0	0	Ontario
9215: Supervisors in Forest Products Processing	Ontario	1	1	100.0 %	12.9 %	0	1	Ontario
07: Administrative and Senior Clerical Staff		12	8	66.7 %	80.2 %	10	-2	
Employment Equity Occupational Group	Montreal	6	3	50.0 %	80.9 %	5	-2	Montreal
Employment Equity Occupational Group	Toronto	5	4	80.0 %	79.1 %	4	0	Toronto
Employment Equity Occupational Group	Winnipeg	1	1	100.0 %	82.0 %	1	0	Winnipeg
09: Skilled workers and artisans		182	8	4.4 %	8.6 %	16	-8	
7231 : Machinists and Machining and Tooling Inspectors	New Brunswick	1	0	0.0 %	2.0 %	0	0	New Brunswick
7231 : Machinists and Machining and Tooling Inspectors	Ontario	7	0	0.0 %	4.1 %	0	0	Ontario
7231 : Machinists and Machining and Tooling Inspectors	Quebec	4	0	0.0 %	5.1 %	0	0	Quebec
7232 : Tool and die makers	Ontario	1	0	0.0 %	2.7 %	0	0	Ontario
7242 : Industrial Electricians	Ontario	3	0	0.0 %	2.2 %	0	0	Ontario
7242 : Industrial Electricians	Quebec	1	0	0.0 %	2.0 %	0	0	Quebec
7266: NOC 2006 - Blacksmiths and Diesetters	Ontario	2	0	0.0 %	3.7 %	0	0	Ontario
7312 : Heavy Equipment Mechanics	Quebec	1	0	0.0 %	1.2 %	0	0	Quebec
7315 : Aircraft Mechanics and Aircraft Inspectors	British Columbia	1	0	0.0 %	4.8 %	0	0	British Columbia
7316 : Machine fitters	Alberta	3	0	0.0 %	0.0 %	0	0	Alberta
7316 : Machine fitters	British Columbia	3	0	0.0 %	6.5 %	0	0	British Columbia
7316 : Machine fitters	Manitoba	6	0	0.0 %	0.0 %	0	0	Manitoba
7316 : Machine fitters	New Brunswick	2	0	0.0 %	0.0 %	0	0	New Brunswick
7316 : Machine adjusters	Ontario	86	3	3.5 %	8.2 %	7	-4	Ontario



Workplace Equity Information Management System - Supremex Inc.
Default Workforce Analysis System - Detailed Report
 Date: 2019-01-12

Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Women Availability		Difference #	Place of recruitment
			#	%	%	#		
7316 : Machine fitters	Quebec	36	1	2.8 %	10.2 %	4	-3	Quebec
7381: Printing Press Operators	Alberta	1	0	0.0 %	22.8 %	0	0	Alberta
7381: Printing Press Operators	British Columbia	2	0	0.0 %	15.6 %	0	0	British Columbia
7381: Printing Press Operators	Manitoba	1	1	100.0 %	13.1 %	0	1	Manitoba
7381: Printing Press Operators	Ontario	10	1	10.0 %	17.2 %	2	-1	Ontario
7381: Printing Press Operators	Quebec	10	2	20.0 %	15.5 %	2	0	Quebec
7384: Other Skilled Trades and Related Occupations, n.e.c.	Ontario	1	0	0.0 %	6.8 %	0	0	Ontario
10 : Office staff		78	51	65.4 %	65.2 %	51	0	
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	71.9 %	1	-1	Edmonton
Employment Equity Occupational Group	Montreal	28	19	67.9 %	61.6 %	17	2	Montreal
Employment Equity Occupational Group	NB minus CMA	2	2	100.0 %	71.3 %	1	1	NB minus CMA
Employment Equity Occupational Group	Regina	1	0	0.0 %	68.9 %	1	-1	Regina
Employment Equity Occupational Group	Toronto	28	19	67.9 %	65.5 %	18	1	Toronto
Employment Equity Occupational Group	Vancouver	8	6	75.0 %	70.6 %	6	0	Vancouver
Employment Equity Occupational Group	Winnipeg	10	5	50.0 %	68.3 %	7	-2	Winnipeg
11: Intermediate sales and service personnel		50	12	24.0 %	65.4 %	33	-21	
Employment Equity Occupational Group	Edmonton	3	1	33.3 %	69.6 %	2	-1	Edmonton
Employment Equity Occupational Group	Moncton	1	0	0.0 %	64.2 %	1	-1	Moncton
Employment Equity Occupational Group	Montreal	10	2	20.0 %	63.2 %	6	-4	Montreal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	62.8 %	1	-1	Ottawa - Gatineau
Employment Equity Occupational Group	Regina	1	0	0.0 %	68.1 %	1	-1	Regina
Employment Equity Occupational Group	Toronto	27	6	22.2 %	65.7 %	18	-12	Toronto
Employment Equity Occupational Group	Vancouver	3	2	66.7 %	66.0 %	2	0	Vancouver
Employment Equity Occupational Group	Winnipeg	4	1	25.0 %	66.3 %	3	-2	Winnipeg



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Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Women Availability		Differ ence#	Place of recruitment
			#	%	%	#		
12: Skilled Manual Workers		196	133	67.9 %	17.9 %	35	98	
Employment Equity Occupational Group	Edmonton	5	4	80.0 %	14.9 %	1	3	Edmonton
Employment Equity Occupational Group	Montreal	67	51	76.1 %	15.9 %	11	40	Montreal
Employment Equity Occupational Group	NB minus CMA	1	0	0.0 %	15.3 %	0	0	NB minus CMA
Employment Equity Occupational Group	Toronto	101	65	64.4 %	20.1 %	20	45	Toronto
Employment Equity Occupational Group	Vancouver	7	7	100.0 %	16.4 %	1	6	Vancouver
Employment Equity Occupational Group	Winnipeg	15	6	40.0 %	14.2 %	2	4	Winnipeg
13: Other sales and service personnel		4	1	25.0 %	53.8 %	2	-1	
Employment Equity Occupational Group	Montreal	1	0	0.0 %	50.0 %	1	-1	Montreal
Employment Equity Occupational Group	Toronto	3	1	33.3 %	55.0 %	2	-1	Toronto
14: Other manual workers		6	2	33.3 %	24.1 %	1	1	
Employment Equity Occupational Group	Montreal	1	0	0.0 %	23.6 %	0	0	Montreal
Employment Equity Occupational Group	Toronto	2	0	0.0 %	31.3 %	1	-1	Toronto
Employment Equity Occupational Group	Winnipeg	3	2	66.7 %	19.5 %	1	1	Winnipeg
Total		613	248	40.5 %	29.0 %	179	69	

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

Sources: 2016 Census and internal employer data



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007274

Aboriginal

Employment Equity Occupational Group	Internal location	All employees #	Aboriginal Representation		Aboriginal Availability		Difference#	Place of recruitment
			#	%	%	#		
01: Senior Management	National	2	0	0.0 %	3.2 %	0	0	National
02: Middle and Other Managers	National	32	0	0.0 %	2.7 %	1	-1	National
03: Professionals		16	1	6.3 %	1.3 %	0	1	
1111: Auditors and Accountants	National	3	0	0.0 %	1.4 %	0	0	National
1112: Financial and Investment Analysts	National	5	1	20.0 %	0.8 %	0	1	National
2171 : Analysts and consultants in computer science	National	3	0	0.0 %	1.3 %	0	0	National
2172: Database Analysts and Data Administrators	National	1	0	0.0 %	1.5 %	0	0	National
2174: Interactive Media Programmers and Developers	National	1	0	0.0 %	1.1 %	0	0	National
4163: Economic Development Officers, Marketing Researchers and Consultants	National	3	0	0.0 %	2.0 %	0	0	National
04: Semi-professional and technical staff		12	0	0.0 %	1.6 %	0	0	
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Ontario	1	0	0.0 %	1.4 %	0	0	Ontario
2263: Public Health, Environmental and Occupational Health and Safety Inspectors	Occupational Health and Safety	1	0	0.0 %	3.0 %	0	0	Ontario
2281 : Computer Network Technicians	Québec	2	0	0.0 %	1.1 %	0	0	Quebec
5223 : Graphic Design Technicians	Québec	3	0	0.0 %	1.3 %	0	0	Quebec
5241: Graphic Designers and Illustrators	Ontario	3	0	0.0 %	1.4 %	0	0	Ontario
5241 : Graphic Designers and Illustrators	Québec	2	0	0.0 %	2.0 %	0	0	Quebec
05: Supervisors		6	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Category	Montreal	2	0	0.0 %	0.8 %	0	0	Montreal
Employment Equity Occupational Category	Toronto	4	0	0.0 %	0.9 %	0	0	Toronto
06 : Foremen		17	0	0.0 %	3.2 %	1	-1	
7211: NOC 2006 - Supervisors, Machinists and Related Occupations	Ontario	2	0	0.0 %	2.8 %	0	0	Ontario
7211: NOC 2006 - Supervisors, Machinists and Related Occupations	Québec	6	0	0.0 %	2.4 %	0	0	Quebec
7216: NOC 2006 - Contractors and Supervisors in Manitoba Mechanical Engineering		1	0	0.0 %	13.0 %	0	0	Manitoba
7216: NOC 2006 - Contractors and Supervisors in Quebec mechanics		1	0	0.0 %	2.4 %	0	0	Quebec



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Aboriginal

Employment Equity Occupational Group	Internal location	All employees #	Aboriginal Representation		Aboriginal Availability		Difference#	Place of recruitment
			#	%	%	#		
7218: NOC 2006 - Supervisors, Printing and Related Occupations	Ontario	3	0	0.0 %	2.8 %	0	0	Ontario
7218: NOC 2006 - Supervisors, Printing and Related Occupations	Quebec	2	0	0.0 %	2.4 %	0	0	Quebec
7303: Supervisors, printing and related occupations	Ontario	1	0	0.0 %	1.1 %	0	0	Ontario
9215: Supervisors in Forest Products Processing	Ontario	1	0	0.0 %	4.7 %	0	0	Ontario
07: Administrative and Senior Clerical Staff		12	0	0.0 %	1.5 %	0	0	
Employment Equity Occupational Group	Montreal	6	0	0.0 %	0.8 %	0	0	Montreal
Employment Equity Occupational Group	Toronto	5	0	0.0 %	0.8 %	0	0	Toronto
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	9.2 %	0	0	Winnipeg
09: Skilled workers and artisans		182	1	0.5 %	1.2 %	2	-1	
7231 : Machinists and Machining and Tooling Inspectors	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick
7231 : Machinists and Machining and Tooling Inspectors	Ontario	7	0	0.0 %	2.1 %	0	0	Ontario
7231 : Machinists and Machining and Tooling Inspectors	Quebec	4	0	0.0 %	0.9 %	0	0	Quebec
7232 : Tool and die makers	Ontario	1	0	0.0 %	1.2 %	0	0	Ontario
7242 : Industrial Electricians	Ontario	3	0	0.0 %	2.7 %	0	0	Ontario
7242 : Industrial Electricians	Quebec	1	0	0.0 %	2.0 %	0	0	Quebec
7266: NOC 2006 - Blacksmiths and Diesetters	Ontario	2	0	0.0 %	3.2 %	0	0	Ontario
7312 : Heavy Equipment Mechanics	Quebec	1	0	0.0 %	3.0 %	0	0	Quebec
7315 : Aircraft Mechanics and Aircraft Inspectors	British Columbia	1	0	0.0 %	2.9 %	0	0	British Columbia
7316 : Machine adjusters	Alberta	3	0	0.0 %	0.0 %	0	0	Alberta
7316 : Machine adjusters	British Columbia	3	0	0.0 %	0.0 %	0	0	British Columbia
7316 : Machine adjusters	Manitoba	6	0	0.0 %	0.0 %	0	0	Manitoba
7316 : Machine adjusters	New Brunswick	2	0	0.0 %	0.0 %	0	0	New Brunswick
7316 : Machine adjusters	Ontario	86	1	1.2 %	1.0 %	1	0	Ontario
7316 : Machine adjusters	Quebec	36	0	0.0 %	1.0 %	0	0	Quebec



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Aboriginal

Employment Equity Occupational Group	Internal location	All employees #	Aboriginal Representation		Aboriginal Availability		Difference #	Place of recruitment
			#	%	%	#		
7381: Printing Press Operators	Alberta	1	0	0.0 %	5.5 %	0	0	Alberta
7381: Printing Press Operators	British Columbia	2	0	0.0 %	3.2 %	0	0	British Columbia
7381: Printing Press Operators	Manitoba	1	0	0.0 %	8.7 %	0	0	Manitoba
7381: Printing Press Operators	Ontario	10	0	0.0 %	2.2 %	0	0	Ontario
7381: Printing Press Operators	Quebec	10	0	0.0 %	1.1 %	0	0	Quebec
7384: Other Skilled Trades and Related Occupations, n.e.c.	Ontario	1	0	0.0 %	2.3 %	0	0	Ontario
10 : Office staff		78	1	1.3 %	2.6 %	2	-1	
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	5.3 %	0	0	Edmonton
Employment Equity Occupational Group	Montreal	28	1	3.6 %	1.0 %	0	1	Montreal
Employment Equity Occupational Group	NB minus CMA	2	0	0.0 %	3.7 %	0	0	NB minus CMA
Employment Equity Occupational Group	Regina	1	0	0.0 %	6.7 %	0	0	Regina
Employment Equity Occupational Group	Toronto	28	0	0.0 %	0.8 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	8	0	0.0 %	2.7 %	0	0	Vancouver
Employment Equity Occupational Group	Winnipeg	10	0	0.0 %	11.4 %	1	-1	Winnipeg
11: Intermediate sales and service personnel		50	0	0.0 %	2.3 %	1	-1	
Employment Equity Occupational Group	Edmonton	3	0	0.0 %	5.7 %	0	0	Edmonton
Employment Equity Occupational Group	Moncton	1	0	0.0 %	3.3 %	0	0	Moncton
Employment Equity Occupational Group	Montreal	10	0	0.0 %	0.8 %	0	0	Montreal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	3.1 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Regina	1	0	0.0 %	8.7 %	0	0	Regina
Employment Equity Occupational Group	Toronto	27	0	0.0 %	0.8 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	3	0	0.0 %	2.5 %	0	0	Vancouver
Employment Equity Occupational Group	Winnipeg	4	0	0.0 %	10.6 %	0	0	Winnipeg
12: Skilled Manual Workers		196	3	1.5 %	1.8 %	4	-1	



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Aboriginal

Employment Equity Occupational Group	Internal location	All employees #	Aboriginal Representation		Aboriginal Availability		Difference #	Place of recruitment
			#	%	%	#		
Employment Equity Occupational Group	Edmonton	5	0	0.0 %	6.2 %	0	0	Edmonton
Employment Equity Occupational Group	Montreal	67	0	0.0 %	1.0 %	1	-1	Montreal
Employment Equity Occupational Group	NB minus CMA	1	0	0.0 %	4.3 %	0	0	NB minus CMA
Employment Equity Occupational Group	Toronto	101	3	3.0 %	0.8 %	1	2	Toronto
Employment Equity Occupational Group	Vancouver	7	0	0.0 %	2.7 %	0	0	Vancouver
Employment Equity Occupational Group	Winnipeg	15	0	0.0 %	9.8 %	1	-1	Winnipeg
13: Other sales and service personnel		4	0	0.0 %	1.0 %	0	0	
Employment Equity Occupational Group	Montreal	1	0	0.0 %	1.0 %	0	0	Montreal
Employment Equity Occupational Group	Toronto	3	0	0.0 %	1.0 %	0	0	Toronto
14: Other manual workers		6	0	0.0 %	8.7 %	1	-1	
Employment Equity Occupational Group	Montreal	1	0	0.0 %	1.0 %	0	0	Montreal
Employment Equity Occupational Group	Toronto	2	0	0.0 %	1.0 %	0	0	Toronto
Employment Equity Occupational Group	Winnipeg	3	0	0.0 %	16.3 %	0	0	Winnipeg
Total		613	6	1.0 %	1.9 %	12	-6	

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

Sources: 2016 Census and internal employer data



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Members of Visible Minorities

Employment Equity Occupational Group	Internal location	All employees	Members of Visible Minorities				Differ ence#	Place of recruitment
			Representation	Availability	#	%		
		#	#	%	%	#		
01: Senior Management	National	2	0	0.0 %	11.5 %	0	0	National
02: Middle and Other Managers	National	32	2	6.3 %	17.6 %	6	-4	National
03: Professionals		16	10	62.5 %	34.3 %	5	5	
1111: Auditors and Accountants	National	3	1	33.3 %	32.3 %	1	0	National
1112: Financial and Investment Analysts	National	5	3	60.0 %	37.8 %	2	1	National
2171 : Analysts and consultants in computer science	National	3	3	100.0 %	38.6 %	1	2	National
2172: Database Analysts and Data Administrators	National	1	1	100.0 %	35.5 %	0	1	National
2174: Interactive Media Programmers and Developers	National	1	1	100.0 %	34.2 %	0	1	National
4163: Economic Development Officers, Marketing Researchers and Consultants	National	3	1	33.3 %	25.7 %	1	0	National
04: Semi-professional and technical staff		12	1	8.3 %	18.5 %	2	-1	
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Ontario	1	0	0.0 %	37.0 %	0	0	Ontario
2263: Public Health, Environmental and Occupational Health and Safety Inspectors	Occupational Health and Safety	1	0	0.0 %	18.0 %	0	0	Ontario
2281 : Computer Network Technicians	Québec	2	1	50.0 %	16.5 %	0	1	Quebec
5223 : Graphic Design Technicians	Québec	3	0	0.0 %	8.0 %	0	0	Quebec
5241: Graphic Designers and Illustrators	Ontario	3	0	0.0 %	28.6 %	1	-1	Ontario
5241 : Graphic Designers and Illustrators	Québec	2	0	0.0 %	11.9 %	0	0	Quebec
05: Supervisors		6	1	16.7 %	41.2 %	2	-1	
	Employment Equity Occupational Category							
	Montreal	2	1	50.0 %	20.4 %	0	1	Montreal
	Employment Equity Occupational Category							
	Toronto	4	0	0.0 %	51.5 %	2	-2	Toronto
06 : Foremen		17	0	0.0 %	10.5 %	2	-2	
7211: NOC 2006 - Supervisors, Machinists and Related Occupations	Ontario	2	0	0.0 %	15.9 %	0	0	Ontario
7211: NOC 2006 - Supervisors, Machinists and Related Occupations	Québec	6	0	0.0 %	5.9 %	0	0	Quebec
7216: NOC 2006 - Contractors and Supervisors in Manitoba Mechanical Engineering		1	0	0.0 %	8.7 %	0	0	Manitoba
7216: NOC 2006 - Contractors and Supervisors in Quebec mechanics		1	0	0.0 %	5.9 %	0	0	Quebec



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Members of Visible Minorities

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Differ ence#	Place of recruitment
			Representation #	Availability %	Representation %	Availability %		
7218: NOC 2006 - Supervisors, Printing and Related Occupations	Ontario	3	0	0.0 %	15.9 %	0	0	Ontario
7218: NOC 2006 - Supervisors, Printing and Related Occupations	Quebec	2	0	0.0 %	5.9 %	0	0	Quebec
7303: Supervisors, printing and related occupations	Ontario	1	0	0.0 %	25.6 %	0	0	Ontario
9215: Supervisors in Forest Products Processing	Ontario	1	0	0.0 %	10.4 %	0	0	Ontario
07: Administrative and Senior Clerical Staff		12	2	16.7 %	25.6 %	3	-1	
Employment Equity Occupational Group	Montreal	6	0	0.0 %	14.6 %	1	-1	Montreal
Employment Equity Occupational Group	Toronto	5	2	40.0 %	40.6 %	2	0	Toronto
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	15.9 %	0	0	Winnipeg
09: Skilled workers and artisans		182	42	23.1 %	14.4 %	26	16	
7231 : Machinists and Machining and Tooling Inspectors	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick
7231 : Machinists and Machining and Tooling Inspectors	Ontario	7	1	14.3 %	23.9 %	2	-1	Ontario
7231 : Machinists and Machining and Tooling Inspectors	Quebec	4	2	50.0 %	11.4 %	0	2	Quebec
7232 : Tool and die makers	Ontario	1	0	0.0 %	23.0 %	0	0	Ontario
7242 : Industrial Electricians	Ontario	3	0	0.0 %	15.5 %	0	0	Ontario
7242 : Industrial Electricians	Quebec	1	0	0.0 %	5.5 %	0	0	Quebec
7266: NOC 2006 - Blacksmiths and Diesetters	Ontario	2	0	0.0 %	16.8 %	0	0	Ontario
7312 : Heavy-duty Equipment Mechanics	Quebec	1	1	100.0 %	2.0 %	0	1	Quebec
7315 : Aircraft Mechanics and Aircraft Inspectors	British Columbia	1	0	0.0 %	24.6 %	0	0	British Columbia
7316 : Machine fitters	Alberta	3	0	0.0 %	17.6 %	1	-1	Alberta
7316 : Machine fitters	British Columbia	3	0	0.0 %	16.1 %	0	0	British Columbia
7316 : Machine fitters	Manitoba	6	3	50.0 %	66.7 %	4	-1	Manitoba
7316 : Machine fitters	New Brunswick	2	0	0.0 %	0.0 %	0	0	New Brunswick
7316 : Machine fitters	Ontario	86	30	34.9 %	11.5 %	10	20	Ontario
7316 : Machine fitters	Quebec	36	1	2.8 %	7.8 %	3	-2	Quebec



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Members of Visible Minorities

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Differ ence #	Place of recruitment
			Representation #	Availability %	Representation %	Availability %		
7381: Printing Press Operators	Alberta	1	0	0.0 %	21.9 %	0	0	Alberta
7381: Printing Press Operators	British Columbia	2	0	0.0 %	37.8 %	1	-1	British Columbia
7381: Printing Press Operators	Manitoba	1	0	0.0 %	24.0 %	0	0	Manitoba
7381: Printing Press Operators	Ontario	10	4	40.0 %	27.8 %	3	1	Ontario
7381: Printing Press Operators	Quebec	10	0	0.0 %	8.3 %	1	-1	Quebec
7384: Other Skilled Trades and Related Occupations, n.e.c.	Ontario	1	0	0.0 %	9.9 %	0	0	Ontario
10 : Office staff		78	13	16.7 %	34.3 %	27	-14	
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	21.5 %	0	0	Edmonton
Employment Equity Occupational Group	Montreal	28	5	17.9 %	20.4 %	6	-1	Montreal
Employment Equity Occupational Group	NB minus CMA	2	0	0.0 %	1.8 %	0	0	NB minus CMA
Employment Equity Occupational Group	Regina	1	0	0.0 %	12.7 %	0	0	Regina
Employment Equity Occupational Group	Toronto	28	5	17.9 %	52.2 %	15	-10	Toronto
Employment Equity Occupational Group	Vancouver	8	1	12.5 %	46.7 %	4	-3	Vancouver
Employment Equity Occupational Group	Winnipeg	10	2	20.0 %	23.3 %	2	0	Winnipeg
11: Intermediate sales and service personnel		50	4	8.0 %	43.5 %	22	-18	
Employment Equity Occupational Group	Edmonton	3	0	0.0 %	32.9 %	1	-1	Edmonton
Employment Equity Occupational Group	Moncton	1	0	0.0 %	5.1 %	0	0	Moncton
Employment Equity Occupational Group	Montreal	10	0	0.0 %	26.6 %	3	-3	Montreal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	25.9 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Regina	1	0	0.0 %	20.2 %	0	0	Regina
Employment Equity Occupational Group	Toronto	27	4	14.8 %	54.7 %	15	-11	Toronto
Employment Equity Occupational Group	Vancouver	3	0	0.0 %	52.6 %	2	-2	Vancouver
Employment Equity Occupational Group	Winnipeg	4	0	0.0 %	31.4 %	1	-1	Winnipeg
12: Skilled Manual Workers		196	63	32.1 %	46.9 %	92	-29	



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Members of Visible Minorities

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Differ ence#	Place of recruitment
			Representation #	Availability %	Availability %	Representation #		
Employment Equity Occupational Group	Edmonton	5	0	0.0 %	28.4 %	1	-1	Edmonton
Employment Equity Occupational Group	Montreal	67	5	7.5 %	26.1 %	17	-12	Montreal
Employment Equity Occupational Group	NB minus CMA	1	0	0.0 %	1.8 %	0	0	NB minus CMA
Employment Equity Occupational Group	Toronto	101	51	50.5 %	62.9 %	64	-13	Toronto
Employment Equity Occupational Group	Vancouver	7	0	0.0 %	53.4 %	4	-4	Vancouver
Employment Equity Occupational Group	Winnipeg	15	7	46.7 %	38.2 %	6	1	Winnipeg
13: Other sales and service personnel		4	1	25.0 %	50.7 %	2	-1	
Employment Equity Occupational Group	Montreal	1	0	0.0 %	28.3 %	0	0	Montreal
Employment Equity Occupational Group	Toronto	3	1	33.3 %	58.2 %	2	-1	Toronto
14: Other manual workers		6	1	16.7 %	38.1 %	2	-1	
Employment Equity Occupational Group	Montreal	1	0	0.0 %	27.1 %	0	0	Montreal
Employment Equity Occupational Group	Toronto	2	1	50.0 %	56.3 %	1	0	Toronto
Employment Equity Occupational Group	Winnipeg	3	0	0.0 %	29.6 %	1	-1	Winnipeg
Total		613	140	22.8 %	31.3 %	191	-51	

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

Sources: 2016 Census and internal employer data



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Persons with disabilities

Employment Equity Occupational Group	Internal location	All employees #	Persons with disabilities				Differ ence#	Place of recruitment
			Representation #	Availability %	Availability %	Representation #		
01/02 : Executives	National	34	1	2.9 %	5.0 %	2	-1	National
03: Professionals	National	16	0	0.0 %	8.9 %	1	-1	National
04: Semi-professional and technical staff	National	12	0	0.0 %	7.6 %	1	-1	National
05: Supervisors	National	6	0	0.0 %	27.5 %	2	-2	National
06 : Foremen	National	17	0	0.0 %	10.1 %	2	-2	National
07: Administrative and Senior Clerical Staff	National	12	0	0.0 %	10.0 %	1	-1	National
09: Skilled workers and artisans	National	182	5	2.7 %	7.8 %	14	-9	National
10 : Office staff	National	78	2	2.6 %	9.3 %	7	-5	National
11: Intermediate sales and service personnel	National	50	0	0.0 %	10.8 %	5	-5	National
12: Skilled Manual Workers	National	196	2	1.0 %	10.3 %	20	-18	National
13: Other sales and service personnel	National	4	1	25.0 %	10.7 %	0	1	National
14: Other manual workers	National	6	0	0.0 %	6.8 %	0	0	National
Total		613	11	1.8 %	9.2 %	55	-44	

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

Sources: 2017 Canadian Disability Survey and internal employer data.



Workplace Equity Information Management System - Supremex Inc.
Default Workforce Analysis System - Detailed Report
 Date: 2019-01-12

Reasons why an occupational category or recruitment area has been changed. for internal analysis

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

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



Workplace Equity Information Management System - Supremex Inc.
Default Workforce Analysis System - Summary Report
 Date: 2019-01-12

Women

Employment Equity Occupational Group	All employees #	Representation		Women Availability		Difference #
		#	%	%	#	
01: Senior Management	2	0	0.0 %	27.6 %	1	-1
02: Middle management and other directors	32	13	40.6 %	39.4 %	13	0
03: Professionals	16	7	43.8 %	42.5 %	7	0
04: Semi-professional and technical staff	12	5	41.7 %	38.5 %	5	0
05: Supervisors	6	4	66.7 %	51.5 %	3	1
06 : Foremen	17	4	23.5 %	13.8 %	2	2
07: Administrative and Senior Clerical Staff	12	8	66.7 %	80.2 %	10	-2
09: Skilled workers and artisans	182	8	4.4 %	8.6 %	16	-8
10 : Office staff	78	51	65.4 %	65.2 %	51	0
11: Intermediate sales and service personnel	50	12	24.0 %	65.4 %	33	-21
12: Skilled Manual Workers	196	133	67.9 %	17.9 %	35	98
13: Other sales and service personnel	4	1	25.0 %	53.8 %	2	-1
14: Other manual workers	6	2	33.3 %	24.1 %	1	1
Total	613	248	40.5 %	29.0 %	179	69

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



Workplace Equity Information Management System - Supremex Inc.
Default Workforce Analysis System - Summary Report
 Date: 2019-01-12

Aboriginal

Employment Equity Occupational Group	All employees #	Aboriginal Representation		Aboriginal Availability		Difference#
		#	%	%	#	
01: Senior Management	2	0	0.0 %	3.2 %	0	0
02: Middle management and other directors	32	0	0.0 %	2.7 %	1	-1
03: Professionals	16	1	6.3 %	1.3 %	0	1
04: Semi-professional and technical staff	12	0	0.0 %	1.6 %	0	0
05: Supervisors	6	0	0.0 %	0.8 %	0	0
06 : Foremen	17	0	0.0 %	3.2 %	1	-1
07: Administrative and Senior Clerical Staff	12	0	0.0 %	1.5 %	0	0
09: Skilled workers and artisans	182	1	0.5 %	1.2 %	2	-1
10 : Office staff	78	1	1.3 %	2.6 %	2	-1
11: Intermediate sales and service personnel	50	0	0.0 %	2.3 %	1	-1
12: Skilled Manual Workers	196	3	1.5 %	1.8 %	4	-1
13: Other sales and service personnel	4	0	0.0 %	1.0 %	0	0
14: Other manual workers	6	0	0.0 %	8.7 %	1	-1
Total	613	6	1.0 %	1.9 %	12	-6

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



Workplace Equity Information Management System - Supremex Inc.
Default Workforce Analysis System - Summary Report
 Date: 2019-01-12

Members of Visible Minorities

Employment Equity Occupational Group	All employees #	Members of Visible Minorities		Differ ence#		
		Representation #	Availability %			
01: Senior Management	2	0	0.0 %	11.5 %	0	0
02: Middle management and other directors	32	2	6.3 %	17.6 %	6	-4
03: Professionals	16	10	62.5 %	34.3 %	5	5
04: Semi-professional and technical staff	12	1	8.3 %	18.5 %	2	-1
05: Supervisors	6	1	16.7 %	41.2 %	2	-1
06 : Foremen	17	0	0.0 %	10.5 %	2	-2
07: Administrative and Senior Clerical Staff	12	2	16.7 %	25.6 %	3	-1
09: Skilled workers and artisans	182	42	23.1 %	14.4 %	26	16
10 : Office staff	78	13	16.7 %	34.3 %	27	-14
11: Intermediate sales and service personnel	50	4	8.0 %	43.5 %	22	-18
12: Skilled Manual Workers	196	63	32.1 %	46.9 %	92	-29
13: Other sales and service personnel	4	1	25.0 %	50.7 %	2	-1
14: Other manual workers	6	1	16.7 %	38.1 %	2	-1
Total	613	140	22.8 %	31.3 %	191	-51

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



Workplace Equity Information Management System - Supremex Inc.
Default Workforce Analysis System - Summary Report
 Date: 2019-01-12

Persons with disabilities

Employment Equity Occupational Group	All employees #	Persons with disabilities		Differ ence#		
		Representation #	Availability %			
01/02 : Executives	34	1	2.9 %	5.0 %	2	-1
03: Professionals	16	0	0.0 %	8.9 %	1	-1
04: Semi-professional and technical staff	12	0	0.0 %	7.6 %	1	-1
05: Supervisors	6	0	0.0 %	27.5 %	2	-2
06 : Foremen	17	0	0.0 %	10.1 %	2	-2
07: Administrative and Senior Clerical Staff	12	0	0.0 %	10.0 %	1	-1
09: Skilled workers and artisans	182	5	2.7 %	7.8 %	14	-9
10 : Office staff	78	2	2.6 %	9.3 %	7	-5
11: Intermediate sales and service personnel	50	0	0.0 %	10.8 %	5	-5
12: Skilled Manual Workers	196	2	1.0 %	10.3 %	20	-18
13: Other sales and service personnel	4	1	25.0 %	10.7 %	0	1
14: Other manual workers	6	0	0.0 %	6.8 %	0	0
Total	613	11	1.8 %	9.2 %	55	-44

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



Workplace Equity Information Management System - Supremex Inc.
Default Workforce Analysis System - Summary Report
 Date: 2019-01-12

Reasons why an occupational category or recruitment area has been changed. for internal analysis

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

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

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Supremex Inc.

2019-01-12

Data from First/Previous Workforce Analysis

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Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	03	03

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	01	12

Table 2: Aboriginal Peoples

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
01	Senior Managers	3	0	2.9
02	Middle & Other Managers	29	0	2.2
03	Professionals	16	0	1.3
04	Semi-Professionals & Technicians	8	0	1.2
05	Supervisors	3	0	0.9
06	Supervisors: Crafts & Trades	16	0	2.3
07	Administrative & Senior Clerical Personnel	11	0	1.4
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	180	0	2.5
10	Clerical Personnel	74	1	2.1
11	Intermediate Sales & Service Personnel	49	0	2.0
12	Semi-Skilled Manual Workers	191	6	1.6
13	Other Sales & Service Personnel	1	0	0.8
14	Other Manual Workers	5	0	7.7
Total		586	7	2.1

Table 6: Aboriginal Peoples

Subsequent/Current Workforce Analysis

All Employees		Aboriginal Peoples	
		Representation	Availability*
#	#	%	
2	0	3.2	
32	0	2.7	
16	1	1.3	
12	0	1.6	
6	0	0.8	
17	0	3.2	
12	0	1.5	
0	0	0.0	
182	1	1.2	
78	1	2.6	
50	0	2.3	
196	3	1.8	
4	0	1.0	
6	0	8.7	
613	6	1.9	

*** Source:**
2011 National Household Survey

*** Source:**
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Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Supremex Inc.
2019-01-12

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	03	03

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	01	12

Employment Equity Occupational Group (EEOG)		Table 3: Members of Visible Minorities		
		First/Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
		#	Representation	Availability*
		#	#	%
01	Senior Managers	3	0	10.1
02	Middle & Other Managers	29	1	15.0
03	Professionals	16	11	29.2
04	Semi-Professionals & Technicians	8	0	18.4
05	Supervisors	3	1	26.4
06	Supervisors: Crafts & Trades	16	0	8.1
07	Administrative & Senior Clerical Personnel	11	2	21.2
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	180	30	9.9
10	Clerical Personnel	74	9	32.4
11	Intermediate Sales & Service Personnel	49	3	36.3
12	Semi-Skilled Manual Workers	191	56	42.2
13	Other Sales & Service Personnel	1	0	24.3
14	Other Manual Workers	5	1	39.6
Total		586	114	26.9

Employment Equity Occupational Group (EEOG)		Table 7: Members of Visible Minorities		
		Subsequent/Current Workforce Analysis		
		All Employees	Members of Visible Minorities	
		#	Representation	Availability*
		#	#	%
		2	0	11.5
		32	2	17.6
		16	10	34.3
		12	1	18.5
		6	1	41.2
		17	0	10.5
		12	2	25.6
		0	0	0.0
		182	42	14.4
		78	13	34.3
		50	4	43.5
		196	63	46.9
		4	1	50.7
		6	1	38.1
Total		613	140	31.3

*** Source:**
2011 National Household Survey

*** Source:**
0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Supremex Inc.

2019-01-12

Start Date of Flow Data		
YYYY	MM	DD
2016	03	03

End Date of Flow Data		
YYYY	MM	DD
2019	01	12

Data from Form 4 - Employees Hired



Data from Form 5 - Employees Promoted



Data from Form 6 - Employees Terminated



Employment Equity Occupational Group (EEOG)

Table 1: Women

Full-time / National		Part-time / National	
All Employees Hired	Women Hired	All Employees Hired	Women Hired
#	#	#	#

Table 5: Women

Full-time / National		Part-time / National	
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#

Table 9: Women

Full-time / National		Part-time / National	
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#

01 Senior Managers	1	0	0	0
02 Middle & Other Managers	7	5	0	0
03 Professionals	4	3	0	0
04 Semi-Professionals & Technicians	7	4	2	1
05 Supervisors	1	1	0	0
06 Supervisors: Crafts & Trades	3	1	0	0
07 Administrative & Senior Clerical Personnel	10	7	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	49	1	0	0
10 Clerical Personnel	23	17	0	0
11 Intermediate Sales & Service Personnel	17	4	0	0
12 Semi-Skilled Manual Workers	48	29	1	1
13 Other Sales & Service Personnel	4	2	0	0
14 Other Manual Workers	2	0	1	0
Total	176	74	4	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
	1	1	0	0
	0	0	0	0
	3	0	0	0
	0	0	0	0
	0	0	0	0
	1	0	0	0
	0	0	0	0
	0	0	0	0
Total	5	1	0	0

	2	1	0	0
	5	0	0	0
	4	3	0	0
	6	3	0	0
	0	0	0	0
	1	0	0	0
	8	5	0	0
	0	0	0	0
	50	2	0	0
	18	13	0	0
	13	3	0	0
	41	27	0	0
	1	1	0	0
	3	1	0	0
Total	152	59	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Supremex Inc.

2019-01-12

Start Date of Flow Data		
YYYY	MM	DD
2016	03	03

End Date of Flow Data		
YYYY	MM	DD
2019	01	12

Data from Form 4 - Employees Hired

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Table 2: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#

Data from Form 5 - Employees Promoted

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Table 6: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
	#	#	#	#

Data from Form 6 - Employees Terminated

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Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#

01 Senior Managers	1	0	0	0
02 Middle & Other Managers	7	0	0	0
03 Professionals	4	1	0	0
04 Semi-Professionals & Technicians	7	0	2	0
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	3	0	0	0
07 Administrative & Senior Clerical Personnel	10	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	49	0	0	0
10 Clerical Personnel	23	0	0	0
11 Intermediate Sales & Service Personnel	17	0	0	0
12 Semi-Skilled Manual Workers	48	0	1	0
13 Other Sales & Service Personnel	4	0	0	0
14 Other Manual Workers	2	0	1	0
Total	176	1	4	0

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	0	0	0	0
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	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	3	1	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	1	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	5	1	0	0

01 Senior Managers	2	0	0	0
02 Middle & Other Managers	5	0	0	0
03 Professionals	4	0	0	0
04 Semi-Professionals & Technicians	6	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	1	0	0	0
07 Administrative & Senior Clerical Personnel	8	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	50	0	0	0
10 Clerical Personnel	18	0	0	0
11 Intermediate Sales & Service Personnel	13	0	0	0
12 Semi-Skilled Manual Workers	41	1	0	0
13 Other Sales & Service Personnel	1	0	0	0
14 Other Manual Workers	3	0	0	0
Total	152	1	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Supremex Inc.

2019-01-12

Start Date of Flow Data		
YYYY	MM	DD
2016	03	03

End Date of Flow Data		
YYYY	MM	DD
2019	01	12

Data from Form 4 - Employees Hired

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Table 3: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#

Data from Form 5 - Employees Promoted

↓ ↓ ↓ ↓

Table 7: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
	#	#	#	#

Data from Form 6 - Employees Terminated

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Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#

01 Senior Managers	1	0	0	0
02 Middle & Other Managers	7	0	0	0
03 Professionals	4	0	0	0
04 Semi-Professionals & Technicians	7	0	2	0
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	3	0	0	0
07 Administrative & Senior Clerical Personnel	10	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	49	1	0	0
10 Clerical Personnel	23	1	0	0
11 Intermediate Sales & Service Personnel	17	0	0	0
12 Semi-Skilled Manual Workers	48	1	1	0
13 Other Sales & Service Personnel	4	0	0	0
14 Other Manual Workers	2	0	1	0
Total	176	3	4	0

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	0	0	0	0
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	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	3	1	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	1	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	5	1	0	0

01 Senior Managers	2	0	0	0
02 Middle & Other Managers	5	0	0	0
03 Professionals	4	0	0	0
04 Semi-Professionals & Technicians	6	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	1	0	0	0
07 Administrative & Senior Clerical Personnel	8	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	50	4	0	0
10 Clerical Personnel	18	1	0	0
11 Intermediate Sales & Service Personnel	13	2	0	0
12 Semi-Skilled Manual Workers	41	1	0	0
13 Other Sales & Service Personnel	1	0	0	0
14 Other Manual Workers	3	0	0	0
Total	152	8	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Supremex Inc.

2019-01-12

Start Date of Flow Data		
YYYY	MM	DD
2016	03	03

End Date of Flow Data		
YYYY	MM	DD
2019	01	12

Data from Form 4 - Employees Hired

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Table 4: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#

01 Senior Managers	1	0	0	0
02 Middle & Other Managers	7	1	0	0
03 Professionals	4	3	0	0
04 Semi-Professionals & Technicians	7	2	2	1
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	3	0	0	0
07 Administrative & Senior Clerical Personnel	10	3	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	49	22	0	0
10 Clerical Personnel	23	6	0	0
11 Intermediate Sales & Service Personnel	17	3	0	0
12 Semi-Skilled Manual Workers	48	18	1	0
13 Other Sales & Service Personnel	4	2	0	0
14 Other Manual Workers	2	0	1	0
Total	176	60	4	1

Data from Form 5 - Employees Promoted

↓ ↓ ↓ ↓

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	0	0	0	0
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	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	3	2	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	1	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	5	3	0	0

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#

01 Senior Managers	2	0	0	0
02 Middle & Other Managers	5	0	0	0
03 Professionals	4	4	0	0
04 Semi-Professionals & Technicians	6	2	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	1	0	0	0
07 Administrative & Senior Clerical Personnel	8	3	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	50	12	0	0
10 Clerical Personnel	18	2	0	0
11 Intermediate Sales & Service Personnel	13	2	0	0
12 Semi-Skilled Manual Workers	41	11	0	0
13 Other Sales & Service Personnel	1	1	0	0
14 Other Manual Workers	3	1	0	0
Total	152	38	0	0

Federal Contractors Program Achievement Report

Part 3: Goals

Supremex Inc.

2019-01-12

Data for First/Previous Goals

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

Table 1: Women

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Women											
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		2016-03-03	Annually	Annually	Over 3 Years	Annually	Annually			Over 3 Years	2016-03-03	Annually		Over 3 Years	From - To YYYY - YYYY					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%	
	01 Senior Managers	3	-12.6%		0	80.0%		0	0	1	0.0%	0	0	0	0	27.4%	0	0	33.3%	33.3%
02 Middle & Other Managers	29	3.3%		0	16.4%		0	0	7	0.0%	0	4	0	38.9%	-4	-4	24.1%	24.1%		
03 Professionals	16	0.0%		0	25.0%		0	0	7	0.0%	0	0	0	44.8%	0	0	43.8%	43.8%		
04 Semi-Professionals & Tech	8	14.5%		0	60.0%		0	0	2	0.0%	0	1	0	40.5%	-1	-1	25.0%	25.0%		
05 Supervisors	3	26.0%		0	0.0%		0	0	1	0.0%	0	1	0	51.5%	-1	-1	33.3%	33.3%		
06 Supervisors: Crafts & Trades	16	2.0%		0	6.1%		0	0	3	0.0%	0	-1	0	13.0%	1	1	18.8%	18.8%		
07 Administrative & Sr Clerical	11	2.9%		0	69.6%		0	0	7	0.0%	0	2	0	80.6%	-2	-2	63.6%	63.6%		
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
09 Skilled Crafts & Trades	180	0.4%		0	27.6%		0	0	10	0.0%	0	-2	0	4.3%	2	2	5.6%	5.6%		
10 Clerical Personnel	74	1.8%		0	23.7%		0	0	47	0.0%	0	2	0	65.6%	-2	-2	63.5%	63.5%		
11 Intermediate Sales & Service	49	0.7%		0	26.3%		0	0	13	0.0%	0	18	0	63.7%	-18	-18	26.5%	26.5%		
12 Semi-Skilled Manual	191	0.9%		0	21.2%		0	0	130	0.0%	0	-92	0	19.9%	92	92	68.1%	68.1%		
13 Other Sales & Service	1	58.7%		0	40.0%		0	0	0	0.0%	0	1	0	51.1%	-1	-1	0.0%	0.0%		
14 Other Manual Workers	5	6.3%		0	54.5%		0	0	3	0.0%	0	-2	0	27.9%	2	2	60.0%	60.0%		
Total	586	1.5%		0	25.4%		0	0	231	0.0%	0	-69	0	27.7%	69	69	39.4%	39.4%		

† 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 2: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	1	0.0	3	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	1	0.0	
05 Supervisors	0	0.0	1	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	2	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	1	0.0	1	0.0	
11 Intermediate Sales & Service	2	0.0	16	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	1	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	4		25		

Federal Contractors Program Achievement Report

Part 3: Goals

Supremex Inc.

2019-01-12

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	All Employees																	First/Previous Short-term Goals					Aboriginal Peoples				
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years								
		2016-03-03	Annually	Annually	Over 3 Years	Annually	Annually			Over 3 Years	2016-03-03		Annually	Over 3 Years						From - To YYYY - YYYY	2016	2019					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%								
	01 Senior Managers	3	-12.6%		0	80.0%		0	0	0	0.0%	0	0	0	2.9%	0	0	0.0%	0.0%	0.0%							
02 Middle & Other Managers	29	3.3%		0	16.4%		0	0	0	0.0%	0	1	0	2.2%	-1	-1	0.0%	0.0%	0.0%								
03 Professionals	16	0.0%		0	25.0%		0	0	0	0.0%	0	0	0	1.3%	0	0	0.0%	0.0%	0.0%								
04 Semi-Professionals & Tech	8	14.5%		0	60.0%		0	0	0	0.0%	0	0	0	1.2%	0	0	0.0%	0.0%	0.0%								
05 Supervisors	3	26.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.9%	0	0	0.0%	0.0%	0.0%								
06 Supervisors: Crafts & Trades	16	2.0%		0	6.1%		0	0	0	0.0%	0	0	0	2.3%	0	0	0.0%	0.0%	0.0%								
07 Administrative & Sr Clerical	11	2.9%		0	69.6%		0	0	0	0.0%	0	0	0	1.4%	0	0	0.0%	0.0%	0.0%								
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	#DIV/0!								
09 Skilled Crafts & Trades	180	0.4%		0	27.6%		0	0	0	0.0%	0	5	0	2.5%	-5	-5	0.0%	0.0%	0.0%								
10 Clerical Personnel	74	1.8%		0	23.7%		0	0	1	0.0%	0	1	0	2.1%	-1	-1	1.4%	1.4%	1.4%								
11 Intermediate Sales & Service	49	0.7%		0	26.3%		0	0	0	0.0%	0	1	0	2.0%	-1	-1	0.0%	0.0%	0.0%								
12 Semi-Skilled Manual	191	0.9%		0	21.2%		0	0	6	0.0%	0	-3	0	1.6%	3	3	3.1%	3.1%	3.1%								
13 Other Sales & Service	1	58.7%		0	40.0%		0	0	0	0.0%	0	0	0	0.8%	0	0	0.0%	0.0%	0.0%								
14 Other Manual Workers	5	6.3%		0	54.5%		0	0	0	0.0%	0	0	0	7.7%	0	0	0.0%	0.0%	0.0%								
Total	586	1.5%		0	25.4%		0	0	7	0.0%	0	5	0	2.1%	-5	-5	1.2%	1.2%	1.2%								

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

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

Table 4: Aboriginal Peoples

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

Federal Contractors Program Achievement Report

Part 3: Goals

Supremex Inc.

2019-01-12

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	First/Previous Short-term Goals																		
	All Employees								Persons with Disabilities										
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		2016-03-03	Annually	Annually	Over 3 Years	Annually	Annually			Over 3 Years	2016-03-03		Annually	Over 3 Years					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	32	-4.7%		0	48.2%		0	0	1	0.0%	0	0	0	4.3%	0	0	3.1%	3.1%	
03 Professionals	16	0.0%		0	25.0%		0	0	0	0.0%	0	1	0	3.8%	-1	-1	0.0%	0.0%	
04 Semi-Professionals & Tech	8	14.5%		0	60.0%		0	0	0	0.0%	0	0	0	4.6%	0	0	0.0%	0.0%	
05 Supervisors	3	26.0%		0	0.0%		0	0	0	0.0%	0	0	0	13.9%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	16	2.0%		0	6.1%		0	0	0	0.0%	0	1	0	7.8%	-1	-1	0.0%	0.0%	
07 Administrative & Sr Clerical	11	2.9%		0	69.6%		0	0	0	0.0%	0	0	0	3.4%	0	0	0.0%	0.0%	
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	180	0.4%		0	27.6%		0	0	7	0.0%	0	0	0	3.8%	0	0	3.9%	3.9%	
10 Clerical Personnel	74	1.8%		0	23.7%		0	0	2	0.0%	0	3	0	7.0%	-3	-3	2.7%	2.7%	
11 Intermediate Sales & Service	49	0.7%		0	26.3%		0	0	2	0.0%	0	1	0	5.6%	-1	-1	4.1%	4.1%	
12 Semi-Skilled Manual	191	0.9%		0	21.2%		0	0	3	0.0%	0	6	0	4.8%	-6	-6	1.6%	1.6%	
13 Other Sales & Service	1	58.7%		0	40.0%		0	0	1	0.0%	0	-1	0	6.3%	1	1	100.0%	100.0%	
14 Other Manual Workers	5	6.3%		0	54.5%		0	0	0	0.0%	0	0	0	5.3%	0	0	0.0%	0.0%	
Total	586	1.5%		0	25.4%		0	0	16	0.0%	0	13	0	4.9%	-13	-13	2.7%	2.7%	

† 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 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02 Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	1	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	1	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	1	0.0	2	0.0	
11 Intermediate Sales & Service	1	0.0	0	0.0	
12 Semi-Skilled Manual	1	0.0	5	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	3		9		

Federal Contractors Program Achievement Report

Part 3: Goals

Supremex Inc.

2019-01-12

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	First/Previous Short-term Goals																		
	All Employees								Members of Visible Minorities										
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		2016-03-03	Annually	Annually	Over 3 Years	Annually	Annually			Over 3 Years	2016-03-03		Annually	Over 3 Years					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	3	-12.6%		0	80.0%		0	0	0	0.0%	0	0	0	10.1%	0	0	0.0%	0.0%	
02 Middle & Other Managers	29	3.3%		0	16.4%		0	0	1	0.0%	0	3	0	15.0%	-3	-3	3.4%	3.4%	
03 Professionals	16	0.0%		0	25.0%		0	0	11	0.0%	0	-6	0	29.2%	6	6	68.8%	68.8%	
04 Semi-Professionals & Tech	8	14.5%		0	60.0%		0	0	0	0.0%	0	1	0	18.4%	-1	-1	0.0%	0.0%	
05 Supervisors	3	26.0%		0	0.0%		0	0	1	0.0%	0	0	0	26.4%	0	0	33.3%	33.3%	
06 Supervisors: Crafts & Trades	16	2.0%		0	6.1%		0	0	0	0.0%	0	1	0	8.1%	-1	-1	0.0%	0.0%	
07 Administrative & Sr Clerical	11	2.9%		0	69.6%		0	0	2	0.0%	0	0	0	21.2%	0	0	18.2%	18.2%	
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	180	0.4%		0	27.6%		0	0	30	0.0%	0	-12	0	9.9%	12	12	16.7%	16.7%	
10 Clerical Personnel	74	1.8%		0	23.7%		0	0	9	0.0%	0	15	0	32.4%	-15	-15	12.2%	12.2%	
11 Intermediate Sales & Service	49	0.7%		0	26.3%		0	0	3	0.0%	0	15	0	36.3%	-15	-15	6.1%	6.1%	
12 Semi-Skilled Manual	191	0.9%		0	21.2%		0	0	56	0.0%	0	25	0	42.2%	-25	-25	29.3%	29.3%	
13 Other Sales & Service	1	58.7%		0	40.0%		0	0	0	0.0%	0	0	0	24.3%	0	0	0.0%	0.0%	
14 Other Manual Workers	5	6.3%		0	54.5%		0	0	1	0.0%	0	1	0	39.6%	-1	-1	20.0%	20.0%	
Total	586	1.5%		0	25.4%		0	0	114	0.0%	0	44	0	26.9%	-44	-44	19.5%	19.5%	

† 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 + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	1	0.0	2	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	1	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	1	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	2	0.0	13	0.0	
11 Intermediate Sales & Service	1	0.0	14	0.0	
12 Semi-Skilled Manual	10	0.0	15	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	1	0.0	
Total	16		45		

Federal Contractors Program Achievement Report

Part 3: Goals

Supremex Inc.

2019-01-12

Data for Subsequent/Current Goals

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

Table 9: Women

Employment Equity Occupational Group (EEOG)	Subsequent/Current Short-term Goals																		
	All Employees								Women										
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		2019-01-12	Annually	Annually	Over 3 Years	Annually	Annually			Over 3 Years	Annually		Over 3 Years	From - To YYYY - YYYY					
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%	
01 Senior Managers	2	-12.6%		0	80.0%		0	0	0	0.0%	0	1	0	27.6%	27.6%	-1	-1	0.0%	0.0%
02 Middle & Other Managers	32	3.3%		0	16.4%		0	13	0.0%	0	0	0	0	39.4%	39.4%	0	0	40.6%	40.6%
03 Professionals	16	0.0%		0	25.0%		0	7	0.0%	0	0	0	0	42.5%	42.5%	0	0	43.8%	43.8%
04 Semi-Professionals & Tech	12	14.5%		0	60.0%		0	5	0.0%	0	0	0	0	38.5%	38.5%	0	0	41.7%	41.7%
05 Supervisors	6	26.0%		0	0.0%		0	4	0.0%	0	-1	0	0	51.5%	51.5%	1	1	66.7%	66.7%
06 Supervisors: Crafts & Trades	17	2.0%		0	6.1%		0	4	0.0%	0	-2	0	0	13.8%	13.8%	2	2	23.5%	23.5%
07 Administrative & Sr Clerical	12	2.9%		0	69.6%		0	8	0.0%	0	2	0	0	80.2%	80.2%	-2	-2	66.7%	66.7%
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	182	0.4%		0	27.6%		0	8	0.0%	0	8	0	8.6%	8.6%	-8	-8	4.4%	4.4%	
10 Clerical Personnel	78	1.8%		0	23.7%		0	51	0.0%	0	0	0	0	65.2%	65.2%	0	0	65.4%	65.4%
11 Intermediate Sales & Service	50	0.7%		0	26.3%		0	12	0.0%	0	21	0	50.0%	65.4%	-21	-21	24.0%	24.0%	
12 Semi-Skilled Manual	196	0.9%		0	21.2%		0	133	0.0%	0	-98	0	0	17.9%	17.9%	98	98	67.9%	67.9%
13 Other Sales & Service	4	58.7%		0	40.0%		0	1	0.0%	0	1	0	50.0%	53.8%	-1	-1	25.0%	25.0%	
14 Other Manual Workers	6	6.3%		0	54.5%		0	2	0.0%	0	-1	0	0	24.1%	24.1%	1	1	33.3%	33.3%
Total	613	1.5%		0	25.4%		0	0	0.0%	0	-70	0	0	29.0%	29.0%	70	70	40.5%	40.5%

† 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 + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 10: Women

Employment Equity Occupational Group (EEOG)	Women		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	27.6	27.6	
02 Middle & Other Managers	0.0	0.0	
03 Professionals	0.0	0.0	
04 Semi-Professionals & Tech	0.0	0.0	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	0.0	0.0	
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	8.6	8.6	
10 Clerical Personnel	0.0	0.0	
11 Intermediate Sales & Service	50.0	50.0	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	50.0	50.0	
14 Other Manual Workers	0.0	0.0	
Total	0.0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Supremex Inc.

2019-01-12

007304

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples										
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		2019-01-12	Annually	Annually	Over 3 Years	Annually	Annually			Over 3 Years	Annually		Over 3 Years	From - To YYYY - YYYY					
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%	
	01 Senior Managers	2	-12.6%		0	80.0%		0	0	0	0.0%	0	0	0	3.2%	0	0	0.0%	0.0%
02 Middle & Other Managers	32	3.3%		0	16.4%		0	0	0	0.0%	0	1	2.7%	2.7%	-1	-1	0.0%	0.0%	
03 Professionals	16	0.0%		0	25.0%		0	0	1	0.0%	0	-1	0	1.3%	1	1	6.3%	6.3%	
04 Semi-Professionals & Tech	12	14.5%		0	60.0%		0	0	0	0.0%	0	0	0	1.6%	0	0	0.0%	0.0%	
05 Supervisors	6	26.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.8%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	17	2.0%		0	6.1%		0	0	0	0.0%	0	1	3.2%	3.2%	-1	-1	0.0%	0.0%	
07 Administrative & Sr Clerical	12	2.9%		0	69.6%		0	0	0	0.0%	0	0	0	1.5%	0	0	0.0%	0.0%	
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	182	0.4%		0	27.6%		0	0	1	0.0%	0	1	1.2%	1.2%	-1	-1	0.5%	0.5%	
10 Clerical Personnel	78	1.8%		0	23.7%		0	0	1	0.0%	0	1	2.6%	2.6%	-1	-1	1.3%	1.3%	
11 Intermediate Sales & Service	50	0.7%		0	26.3%		0	0	0	0.0%	0	1	2.3%	2.3%	-1	-1	0.0%	0.0%	
12 Semi-Skilled Manual	196	0.9%		0	21.2%		0	0	3	0.0%	0	1	1.8%	1.8%	-1	-1	1.5%	1.5%	
13 Other Sales & Service	4	58.7%		0	40.0%		0	0	0	0.0%	0	0	0	1.0%	0	0	0.0%	0.0%	
14 Other Manual Workers	6	6.3%		0	54.5%		0	0	0	0.0%	0	1	8.7%	8.7%	-1	-1	0.0%	0.0%	
Total	613	1.5%		0	25.4%		0	0	6	0.0%	0	6	0	1.9%	-6	-6	1.0%	1.0%	

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0	0.0	
02 Middle & Other Managers	2.7	2.7	
03 Professionals	0.0	0.0	
04 Semi-Professionals & Tech	0.0	0.0	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	3.2	3.2	
07 Administrative & Sr Clerical	0.0	0.0	
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	1.2	1.2	
10 Clerical Personnel	2.6	2.6	
11 Intermediate Sales & Service	2.3	2.3	
12 Semi-Skilled Manual	1.8	1.8	
13 Other Sales & Service	0.0	0.0	
14 Other Manual Workers	8.7	8.7	
Total	0.0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Supremex Inc.

2019-01-12

007305

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	All Employees										Persons with Disabilities											
	Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
	YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years	From - To		From - To						
	2019-01-12	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-01-12	Annually	Over 3 Years	Annually	Over 3 Years	2019	2022								
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%			
01/02 Managers	34	-4.7%		0	48.2%		0	0	1	0.0%	0	1	0	5.0%	5.0%	-1	-1	2.9%	2.9%			
03 Professionals	16	0.0%		0	25.0%		0	0	0	0.0%	0	1	0	8.9%	8.9%	-1	-1	0.0%	0.0%			
04 Semi-Professionals & Tech	12	14.5%		0	60.0%		0	0	0	0.0%	0	1	0	7.6%	7.6%	-1	-1	0.0%	0.0%			
05 Supervisors	6	26.0%		0	0.0%		0	0	0	0.0%	0	2	0	27.5%	27.5%	-2	-2	0.0%	0.0%			
06 Supervisors: Crafts & Trades	17	2.0%		0	6.1%		0	0	0	0.0%	0	2	0	10.1%	10.1%	-2	-2	0.0%	0.0%			
07 Administrative & Sr Clerical	12	2.9%		0	69.6%		0	0	0	0.0%	0	1	0	10.0%	10.0%	-1	-1	0.0%	0.0%			
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!			
09 Skilled Crafts & Trades	182	0.4%		0	27.6%		0	0	5	0.0%	0	9	0	7.8%	7.8%	-9	-9	2.7%	2.7%			
10 Clerical Personnel	78	1.8%		0	23.7%		0	0	2	0.0%	0	5	0	9.3%	9.3%	-5	-5	2.6%	2.6%			
11 Intermediate Sales & Service	50	0.7%		0	26.3%		0	0	0	0.0%	0	5	0	10.8%	10.8%	-5	-5	0.0%	0.0%			
12 Semi-Skilled Manual	196	0.9%		0	21.2%		0	0	2	0.0%	0	18	0	10.3%	10.3%	-18	-18	1.0%	1.0%			
13 Other Sales & Service	4	58.7%		0	40.0%		0	0	1	0.0%	0	-1	0	10.7%	10.7%	1	1	25.0%	25.0%			
14 Other Manual Workers	6	6.3%		0	54.5%		0	0	0	0.0%	0	0	0	6.8%	6.8%	0	0	0.0%	0.0%			
Total	613	1.5%		0	25.4%		0	0	11	0.0%	0	45	0	9.2%	9.2%	-45	-45	1.8%	1.8%			

† 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 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities			Comments
	Short-term Goals	Long-term Goals		
01/02 Managers		5.0	5.0	
03 Professionals		8.9	8.9	
04 Semi-Professionals & Tech		7.6	7.6	
05 Supervisors		27.5	27.5	
06 Supervisors: Crafts & Trades		10.1	10.1	
07 Administrative & Sr Clerical		10.0	10.0	
08 Skilled Sales & Service		0.0	0.0	
09 Skilled Crafts & Trades		7.8	7.8	
10 Clerical Personnel		9.3	9.3	
11 Intermediate Sales & Service		10.8	10.8	
12 Semi-Skilled Manual		10.3	10.3	
13 Other Sales & Service		0.0	0.0	
14 Other Manual Workers		0.0	0.0	
Total		0.0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Supremex Inc.

2019-01-12

007306

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Members of Visible Minorities										
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		2019-01-12	Annually	Annually	Over 3 Years	Annually	Annually			Over 3 Years	Annually		Over 3 Years	From - To YYYY - YYYY					
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%	
	01 Senior Managers	2	-12.6%		0	80.0%		0	0	0	0.0%	0	0	0	11.5%	0	0	0.0%	0.0%
02 Middle & Other Managers	32	3.3%		0	16.4%		0	0	2	0.0%	0	4	17.6%	-4	-4	6.3%	6.3%		
03 Professionals	16	0.0%		0	25.0%		0	0	10	0.0%	0	-5	34.3%	5	5	62.5%	62.5%		
04 Semi-Professionals & Tech	12	14.5%		0	60.0%		0	0	1	0.0%	0	1	18.9%	-1	-1	8.3%	8.3%		
05 Supervisors	6	26.0%		0	0.0%		0	0	1	0.0%	0	1	41.2%	-1	-1	16.7%	16.7%		
06 Supervisors: Crafts & Trades	17	2.0%		0	6.1%		0	0	0	0.0%	0	2	10.5%	-2	-2	0.0%	0.0%		
07 Administrative & Sr Clerical	12	2.9%		0	69.6%		0	0	2	0.0%	0	1	25.6%	-1	-1	16.7%	16.7%		
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
09 Skilled Crafts & Trades	182	0.4%		0	27.6%		0	0	42	0.0%	0	-16	14.4%	16	16	23.1%	23.1%		
10 Clerical Personnel	78	1.8%		0	23.7%		0	0	13	0.0%	0	14	34.3%	-14	-14	16.7%	16.7%		
11 Intermediate Sales & Service	50	0.7%		0	26.3%		0	0	4	0.0%	0	18	43.5%	-18	-18	8.0%	8.0%		
12 Semi-Skilled Manual	196	0.9%		0	21.2%		0	0	63	0.0%	0	29	46.8%	-29	-29	32.1%	32.1%		
13 Other Sales & Service	4	58.7%		0	40.0%		0	0	1	0.0%	0	1	50.0%	-1	-1	25.0%	25.0%		
14 Other Manual Workers	6	6.3%		0	54.5%		0	0	1	0.0%	0	1	39.8%	-1	-1	16.7%	16.7%		
Total	613	1.5%		0	25.4%		0	0	140	0.0%	0	52	31.3%	-52	-52	22.8%	22.8%		

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0	0.0	
02 Middle & Other Managers	17.6	17.6	
03 Professionals	0.0	0.0	
04 Semi-Professionals & Tech	18.9	18.9	
05 Supervisors	41.2	41.2	
06 Supervisors: Crafts & Trades	10.5	10.5	
07 Administrative & Sr Clerical	25.6	25.6	
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	34.3	34.3	
11 Intermediate Sales & Service	43.5	43.5	
12 Semi-Skilled Manual	46.8	46.8	
13 Other Sales & Service	50.0	50.0	
14 Other Manual Workers	39.8	39.8	
Total	0.0	0.0	

Federal Contractors Program Achievement Report

Part 4: Results - Women

Supremex Inc.

2019-01-12

007307

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		All Employees	Workforce							All Employees	Hires				All Employees	Promotions				All Employees	Terminations			
			Women		Availability	Gap	EE Result	Women			Expected	Difference	Women			Expected	Difference	Women			Expected	Difference		
			Representation	%				Actual	%				Actual	%				Actual	%					
#	#	#	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
01 Senior Managers	2016	3	1	33.3	27.4	1	0	121.7																
	2019	2	0	0.0	27.6	1	-1	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	2	1	50.0	1	0
02 Middle & Other Managers	2016	29	7	24.1	38.9	11	-4	62.1																
	2019	32	13	40.6	39.4	13	0	103.1	7	5	71.4	3	2	0	0	0.0	0	0	0	5	0	0.0	1	-1
03 Professionals	2016	16	7	43.8	44.8	7	0	97.7																
	2019	16	7	43.8	42.5	7	0	102.9	4	3	75.0	2	1	0	0	0.0	0	0	0	4	3	75.0	2	1
04 Semi-Professionals & Technicians	2016	8	2	25.0	40.5	3	-1	61.7																
	2019	12	5	41.7	38.5	5	0	108.2	9	5	55.6	3	2	0	0	0.0	0	0	0	6	3	50.0	2	2
05 Supervisors	2016	3	1	33.3	51.5	2	-1	64.7																
	2019	6	4	66.7	51.5	3	1	129.4	1	1	100.0	1	0	0	0	0.0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	16	3	18.8	13.0	2	1	144.2																
	2019	17	4	23.5	13.8	2	2	170.5	3	1	33.3	0	1	0	0	0.0	0	0	0	1	0	0.0	0	0

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Women		Women				Women				
			Actual	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met
#	#	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	1	0	0.0			27.6	0.0			27.6	0.0	
02 Middle & Other Managers	2019	7	5	71.4	1	500.0	0.0	0.0	3	166.7	0.0	0.0	
	2022	7	5	71.4			0.0	0.0			0.0	0.0	
03 Professionals	2019	4	3	75.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	4	3	75.0			0.0	0.0			0.0	0.0	
04 Semi-Professionals & Technicians	2019	9	5	55.6	0	0.0	0.0	0.0	1	500.0	0.0	0.0	
	2022	9	5	55.6			0.0	0.0			0.0	0.0	
05 Supervisors	2019	1	1	100.0	0	0.0	0.0	0.0	1	100.0	0.0	0.0	
	2022	1	1	100.0			0.0	0.0			0.0	0.0	
06 Supervisors: Crafts & Trades	2019	3	1	33.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	3	1	33.3			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 4: Results - Women

Supremex Inc.

2019-01-12

007308

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		Workforce								Hires				Promotions				Terminations								
		All Employees	Women			EE Result				All Employees	Women			All Employees	Women			All Employees	Women							
		#	Representation	Availability	Gap	%	#	%	%	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	
07 Administrative & Senior Clerical	2016	11	7	63.6	80.6	9	-2	79.0																		
	2019	12	8	66.7	80.2	10	-2	83.1	10	7	70.0	8	-1	1	1	100.0	1	0	8	5	62.5	5	0			
08 Skilled Sales & Service Personnel	2016	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	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0
09 Skilled Crafts & Trades Workers	2016	180	10	5.6	4.3	8	2	129.2																		
	2019	182	8	4.4	8.6	16	-8	51.1	49	1	2.0	4	-3	3	0	0.0	0	0	50	2	4.0	3	-1			
10 Clerical Personnel	2016	74	47	63.5	65.6	49	-2	96.8																		
	2019	78	51	65.4	65.2	51	0	100.3	23	17	73.9	15	2	0	0	0.0	0	0	18	13	72.2	11	2			
11 Intermediate Sales & Service Personnel	2016	49	13	26.5	63.7	31	-18	41.6																		
	2019	50	12	24.0	65.4	33	-21	36.7	17	4	23.5	11	-7	0	0	0.0	0	0	13	3	23.1	3	0			
12 Semi-Skilled Manual Workers	2016	191	130	68.1	19.9	38	92	342.0																		
	2019	196	133	67.9	17.9	35	98	379.1	49	30	61.2	9	21	1	0	0.0	1	-1	41	27	65.9	28	-1			

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Women	Women		Women		Women					
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
07 Administrative & Senior Clerical	2019	11	8	72.7	0	0.0	0.0	0.0	2	400.0	0.0	0.0	
	2022	11	8	72.7									
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0									
09 Skilled Crafts & Trades Workers	2019	52	1	1.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	52	1	1.9			8.6	22.4			8.6	22.4	
10 Clerical Personnel	2019	23	17	73.9	1	1700.0	0.0	0.0	1	1700.0	0.0	0.0	
	2022	23	17	73.9									
11 Intermediate Sales & Service Personnel	2019	17	4	23.5	2	200.0	0.0	0.0	16	25.0	0.0	0.0	Usually little movement in this job category
	2022	17	4	23.5			50.0	47.1			50.0	47.1	
12 Semi-Skilled Manual Workers	2019	50	30	60.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	50	30	60.0									

Federal Contractors Program Achievement Report

Part 4: Results - Women

Supremex Inc.

2019-01-12

007309

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women								
		#	Representation	Availability	Gap	EE Result	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference						
13 Other Sales & Service Personnel	2016	1	0.0	51.1	1	-1	0.0																	
	2019	4	25.0	53.8	2	-1	46.5	4	2	50.0	2	0	0	0.0	0	0	0	1	1	100.0	0	1		
14 Other Manual Workers	2016	5	3	60.0	27.9	1	2	215.1																
	2019	6	2	33.3	24.1	1	1	138.3	3	0	0.0	1	-1	0	0	0.0	0	0	3	1	33.3	2	-1	
Total	2016	586	231	39.4	27.7	162	69	142.3																
	2019	613	248	40.5	29.0	178	70	139.5	180	76	42.2	52	24	5	1	20.0	2	-1	152	59	38.8	60	-1	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Women	Women		Women		Women		Women				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
13 Other Sales & Service Personnel	2019	4	2	50.0	0	0.0	0.0	0.0	1	200.0	0.0	0.0		
	2022	4	2	50.0		50.0	100.0			50.0	100.0			
14 Other Manual Workers	2019	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	3	0	0.0		0.0	0.0			0.0	0.0			
Total	2019	185	77	41.6	4	1925.0	0.0	0.0	25	308.0	0.0	0.0		
	2022	185	77	41.6			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Supremex Inc.

2019-01-12

007310

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees		Aboriginal Peoples						All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples				
		#	%	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference					
01 Senior Managers	2016	3	0.0	2.9	0	0	0.0																	
	2019	2	0.0	3.2	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
02 Middle & Other Managers	2016	29	0.0	2.2	1	-1	0.0																	
	2019	32	0.0	2.7	1	-1	0.0	7	0	0.0	0	0	0	0	0	0.0	0	0	0	5	0	0.0	0	0
03 Professionals	2016	16	0.0	1.3	0	0	0.0																	
	2019	16	6.3	1.3	0	1	480.8	4	1	25.0	0	1	0	0	0	0.0	0	0	0	4	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	8	0.0	1.2	0	0	0.0																	
	2019	12	0.0	1.6	0	0	0.0	9	0	0.0	0	0	0	0	0	0.0	0	0	0	6	0	0.0	0	0
05 Supervisors	2016	3	0.0	0.9	0	0	0.0																	
	2019	6	0.0	0.8	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	16	0.0	2.3	0	0	0.0																	
	2019	17	0.0	3.2	1	-1	0.0	3	0	0.0	0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals				
		All Employees		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		
		#	%	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	
01 Senior Managers	2019	-1	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	-1	0.0		0.0	0.0	0.0		0.0	0.0	0.0	
02 Middle & Other Managers	2019	2	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	2	0.0		2.7	0.0	0.0		2.7	0.0	0.0	
03 Professionals	2019	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0.0		0.0	0.0	0.0		0.0	0.0	0.0	
04 Semi-Professionals & Technicians	2019	3	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	3	0.0		0.0	0.0	0.0		0.0	0.0	0.0	
05 Supervisors	2019	1	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	1	0.0		0.0	0.0	0.0		0.0	0.0	0.0	
06 Supervisors: Crafts & Trades	2019	2	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	2	0.0		3.2	0.0	0.0		3.2	0.0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Supremex Inc.

2019-01-12

007311

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees		Aboriginal Peoples						All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples				
		#	%	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference					
07 Administrative & Senior Clerical	2016	11	0	0.0	1.4	0	0	0.0																
	2019	12	0	0.0	1.5	0	0	0.0	10	0	0.0	0	0	0	1	0	0.0	0	0	0	8	0	0.0	0
08 Skilled Sales & Service Personnel	2016	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	0	0	0	0	0.0	0	0	0	0	0	0.0	0
09 Skilled Crafts & Trades Workers	2016	180	0	0.0	2.5	5	-5	0.0																
	2019	182	1	0.5	1.2	2	-1	45.8	49	0	0.0	1	-1	3	1	33.3	0	1	50	0	0.0	0	0	0
10 Clerical Personnel	2016	74	1	1.4	2.1	2	-1	64.4																
	2019	78	1	1.3	2.6	2	-1	49.3	23	0	0.0	1	-1	0	0	0.0	0	0	18	0	0.0	0	0	0
11 Intermediate Sales & Service Personnel	2016	49	0	0.0	2.0	1	-1	0.0																
	2019	50	0	0.0	2.3	1	-1	0.0	17	0	0.0	0	0	0	0	0.0	0	0	13	0	0.0	0	0	0
12 Semi-Skilled Manual Workers	2016	191	6	3.1	1.6	3	3	196.3																
	2019	196	3	1.5	1.8	4	-1	85.0	49	0	0.0	1	-1	1	0	0.0	0	0	41	1	2.4	1	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals				
		All Employees		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		
		#	%	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	
07 Administrative & Senior Clerical	2019	11	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2022	11	0	0.0			0.0	0.0			0.0	0.0
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2022	0	0	0.0			0.0	0.0			0.0	0.0
09 Skilled Crafts & Trades Workers	2019	52	1	1.9	1	100.0	0.0	0.0	4	25.0	0.0	0.0
	2022	52	1	1.9			1.2	160.3			1.2	160.3
10 Clerical Personnel	2019	23	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0
	2022	23	0	0.0			2.6	0.0			2.6	0.0
11 Intermediate Sales & Service Personnel	2019	17	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0
	2022	17	0	0.0			2.3	0.0			2.3	0.0
12 Semi-Skilled Manual Workers	2019	50	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2022	50	0	0.0			1.8	0.0			1.8	0.0

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Supremex Inc.

2019-01-12

007312

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference				
#	#	#	%	#	%	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#		
13 Other Sales & Service Personnel	2016	1	0	0.0	0.8	0	0	0.0																	
	2019	4	0	0.0	1.0	0	0	0.0	4	0	0.0	0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
14 Other Manual Workers	2016	5	0	0.0	7.7	0	0	0.0																	
	2019	6	0	0.0	8.7	1	-1	0.0	3	0	0.0	0	0	0	0	0	0.0	0	0	0	3	0	0.0	0	0
Total	2016	586	7	1.2	2.1	12	-5	56.9																	
	2019	613	6	1.0	1.9	12	-6	51.5	180	1	0.6	3	-2	5	1	20.0	0	1	152	1	0.7	2	-1		

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	4	0	0.0										
14 Other Manual Workers	2019	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	3	0	0.0			8.7	0.0			8.7	0.0		
Total	2019	185	2	1.1	4	50.0	0.0	0.0	4	50.0	0.0	0.0		
	2022	185	2	1.1			0.0	0.0			0.0	0.0		

Few nominations were received from Aboriginal people.

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Supremex Inc.

2019-01-12

007313

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		Persons with Disabilities								Persons with Disabilities				Persons with Disabilities				Persons with Disabilities							
		All Employees	Representation		Availability		Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference					
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#						
01&02 Managers	2016	32	1	3.1	4.3	1	0	72.7																	
	2019	34	1	2.9	5.0	2	-1	58.8	8	0	0.0	0	0	0	0	0	0.0	0	0	0	7	0	0.0	0	0
03 Professionals	2016	16	0	0.0	3.8	1	-1	0.0																	
	2019	16	0	0.0	8.9	1	-1	0.0	4	0	0.0	0	0	0	0	0	0.0	0	0	0	4	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	8	0	0.0	4.6	0	0	0.0																	
	2019	12	0	0.0	7.6	1	-1	0.0	9	0	0.0	1	-1	0	0	0	0.0	0	0	0	6	0	0.0	0	0
05 Supervisors	2016	3	0	0.0	13.9	0	0	0.0																	
	2019	6	0	0.0	27.5	2	-2	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	16	0	0.0	7.8	1	-1	0.0																	
	2019	17	0	0.0	10.1	2	-2	0.0	3	0	0.0	0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0

Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ 1 x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		Persons with Disabilities				Persons with Disabilities				Persons with Disabilities				
		All Employees	Actual		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	%	#	%	%	%	#	%	%	%			
01&02 Managers	2019	8	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	8	0	0.0			5.0	0.0			5.0	0.0		
03 Professionals	2019	4	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	4	0	0.0			8.9	0.0			8.9	0.0		
04 Semi-Professionals & Technicians	2019	9	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	9	0	0.0			7.6	0.0			7.6	0.0		
05 Supervisors	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			27.5	0.0			27.5	0.0		
06 Supervisors: Crafts & Trades	2019	3	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	3	0	0.0			10.1	0.0			10.1	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Supremex Inc.

2019-01-12

007314

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		Persons with Disabilities								Persons with Disabilities				Persons with Disabilities				Persons with Disabilities						
		All Employees	Representation		Availability		Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference				
#	#	%	#	%	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#				
07 Administrative & Senior Clerical	2016	11	0	0.0	3.4	0	0	0.0																
	2019	12	0	0.0	10.0	1	-1	0.0	10	0	0.0	1	-1	1	0	0.0	0	0	8	0	0.0	0	0	
08 Skilled Sales & Service Personnel	2016	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	0	0	0	0.0	0	0	0	0	0.0	0	0	
09 Skilled Crafts & Trades Workers	2016	180	7	3.9	3.8	7	0	102.3																
	2019	182	5	2.7	7.8	14	-9	35.2	49	1	2.0	4	-3	3	1	33.3	0	1	50	4	8.0	2	2	
10 Clerical Personnel	2016	74	2	2.7	7.0	5	-3	38.6																
	2019	78	2	2.6	9.3	7	-5	27.6	23	1	4.3	2	-1	0	0	0.0	0	0	18	1	5.6	0	1	
11 Intermediate Sales & Service Personnel	2016	49	2	4.1	5.6	3	-1	72.9																
	2019	50	0	0.0	10.8	5	-5	0.0	17	0	0.0	2	-2	0	0	0.0	0	0	13	2	15.4	1	1	
12 Semi-Skilled Manual Workers	2016	191	3	1.6	4.8	9	-6	32.7																
	2019	196	2	1.0	10.3	20	-18	9.9	49	1	2.0	5	-4	1	0	0.0	0	0	41	1	2.4	1	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		Persons with Disabilities		Persons with Disabilities				Persons with Disabilities					
		All Employees	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	11	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	11	0	0.0			10.0	0.0			10.0	0.0	
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
09 Skilled Crafts & Trades Workers	2019	52	2	3.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	52	2	3.8			7.8	49.3			7.8	49.3	
10 Clerical Personnel	2019	23	1	4.3	1	100.0	0.0	0.0	2	50.0	0.0	0.0	
	2022	23	1	4.3			9.3	46.8			9.3	46.8	
11 Intermediate Sales & Service Personnel	2019	17	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	17	0	0.0			10.8	0.0			10.8	0.0	
12 Semi-Skilled Manual Workers	2019	50	1	2.0	1	100.0	0.0	0.0	5	20.0	0.0	0.0	
	2022	50	1	2.0			10.3	19.4			10.3	19.4	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Supremex Inc.

2019-01-12

007315

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	#	%	#	#	%	#	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#		
13 Other Sales & Service Personnel	2016	1	1	100.0	6.3	0	1	1,587.3																	
	2019	4	1	25.0	10.7	0	1	233.6	4	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	1	-1	
14 Other Manual Workers	2016	5	0	0.0	5.3	0	0	0.0																	
	2019	6	0	0.0	6.8	0	0	0.0	3	0	0.0	0	0	0	0	0.0	0	0	3	0	0.0	0	0		
Total	2016	586	16	2.7	4.9	29	-13	55.7																	
	2019	613	11	1.8	9.2	56	-45	19.5	180	3	1.7	17	-14	5	1	20.0	0	1	152	8	5.3	4	4		

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities					
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met
#	#	#	%	#	%	%	%	#	%	%	%		
13 Other Sales & Service Personnel	2019	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	4	0	0.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2019	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	3	0	0.0			0.0	0.0			0.0	0.0	
Total	2019	185	4	2.2	3	133.3	0.0	0.0	9	44.4	0.0	0.0	Work can be conducive depending on the person's disability. We don't want to create a dangerous situation for the employee either.
	2022	185	4	2.2			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Supremex Inc.

2019-01-12

007316

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities			EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities									
			Representation	Availability	Gap			Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
01 Senior Managers	2016	3	0	0.0	10.1	0	0	0.0																	
	2019	2	0	0.0	11.5	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2016	29	1	3.4	15.0	4	-3	23.0																	
	2019	32	2	6.3	17.6	6	-4	35.5	7	1	14.3	1	0	0	0	0.0	0	0	0	0	0	0	0	0	0
03 Professionals	2016	16	11	68.8	29.2	5	6	235.4																	
	2019	16	10	62.5	34.3	5	5	182.2	4	3	75.0	1	2	0	0	0.0	0	0	0	0	4	4	100.0	3	1
04 Semi-Professionals & Technicians	2016	8	0	0.0	18.4	1	-1	0.0																	
	2019	12	1	8.3	18.5	2	-1	45.0	9	3	33.3	2	1	0	0	0.0	0	0	0	0	6	2	33.3	0	2
05 Supervisors	2016	3	1	33.3	26.4	1	0	126.3																	
	2019	6	1	16.7	41.2	2	-1	40.5	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	16	0	0.0	8.1	1	-1	0.0																	
	2019	17	0	0.0	10.5	2	-2	0.0	3	0	0.0	0	0	0	0	0.0	0	0	0	0	1	0	0.0	0	0

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	1	0	0.0		0.0	0.0	0.0		0.0	0.0	0.0	
02 Middle & Other Managers	2019	7	1	14.3	1	100.0	0.0	0.0	2	50.0	0.0	0.0	
	2022	7	1	14.3		17.6	81.2			17.6	81.2		
03 Professionals	2019	4	3	75.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	4	3	75.0		0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2019	9	3	33.3	1	300.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	9	3	33.3		18.9	176.4			18.9	176.4		
05 Supervisors	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	1	0	0.0		41.2	0.0			41.2	0.0		
06 Supervisors: Crafts & Trades	2019	3	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	3	0	0.0		10.5	0.0			10.5	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Supremex Inc.

2019-01-12

007317

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis													
		Workforce								Hires				Promotions				Terminations					
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
		#	Representation	Availability	Gap	EE Result	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	
07 Administrative & Senior Clerical	2016	11	2	18.2	21.2	2	0	85.8															
	2019	12	2	16.7	25.6	3	-1	65.1	10	3	30.0	3	0	1	1	100.0	0	1	8	3	37.5	1	2
08 Skilled Sales & Service Personnel	2016	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	0	0	0	0.0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	180	30	16.7	9.9	18	12	168.4															
	2019	182	42	23.1	14.4	26	16	160.3	49	22	44.9	7	15	3	2	66.7	1	2	50	12	24.0	8	4
10 Clerical Personnel	2016	74	9	12.2	32.4	24	-15	37.5															
	2019	78	13	16.7	34.3	27	-14	48.6	23	6	26.1	8	-2	0	0	0.0	0	0	18	2	11.1	2	0
11 Intermediate Sales & Service Personnel	2016	49	3	6.1	36.3	18	-15	16.9															
	2019	50	4	8.0	43.5	22	-18	18.4	17	3	17.6	7	-4	0	0	0.0	0	0	13	2	15.4	1	1
12 Semi-Skilled Manual Workers	2016	191	56	29.3	42.2	81	-25	69.5															
	2019	196	63	32.1	46.9	92	-29	68.5	49	18	36.7	23	-5	1	0	0.0	0	0	41	11	26.8	12	-1

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Visible Minorities	Visible Minorities		Visible Minorities		Visible Minorities					
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
07 Administrative & Senior Clerical	2019	11	4	36.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	11	4	36.4			25.6	142.0			25.6	142.0	
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
09 Skilled Crafts & Trades Workers	2019	52	24	46.2	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	52	24	46.2			0.0	0.0			0.0	0.0	
10 Clerical Personnel	2019	23	6	26.1	2	300.0	0.0	0.0	13	46.2	0.0	0.0	
	2022	23	6	26.1			34.3	76.1			34.3	76.1	
11 Intermediate Sales & Service Personnel	2019	17	3	17.6	1	300.0	0.0	0.0	14	21.4	0.0	0.0	
	2022	17	3	17.6			43.5	40.6			43.5	40.6	
12 Semi-Skilled Manual Workers	2019	50	18	36.0	10	180.0	0.0	0.0	15	120.0	0.0	0.0	
	2022	50	18	36.0			46.8	76.9			46.8	76.9	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Supremex Inc.

2019-01-12

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	%	#	%	#	%	#	#	%	#	#	%	#	#	%	#	%	#	%	#	%	#	%		
13 Other Sales & Service Personnel	2016	1	0	0.0	24.3	0	0	0.0																	
	2019	4	1	25.0	50.7	2	-1	49.3	4	2	50.0	2	0	0	0	0.0	0	0	0	1	1	100.0	0	0	1
14 Other Manual Workers	2016	5	1	20.0	39.6	2	-1	50.5																	
	2019	6	1	16.7	38.1	2	-1	43.7	3	0	0.0	1	-1	0	0	0.0	0	0	3	1	33.3	1	0	0	
Total	2016	586	114	19.5	26.9	158	-44	72.3																	
	2019	613	140	22.8	31.3	192	-52	73.0	180	61	33.9	56	5	5	3	60.0	1	2	152	38	25.0	30	8		

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities			
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	%	#	%	%	%				
13 Other Sales & Service Personnel	2019	4	2	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	4	2	50.0			50.0	100.0			50.0	100.0		
14 Other Manual Workers	2019	3	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	3	0	0.0			39.8	0.0			39.8	0.0		
Total	2019	185	64	34.6	16	400.0	0.0	0.0	45	142.2	0.0	0.0		
	2022	185	64	34.6			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Supremex Inc.
2019-01-12

Efforts

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

Required measures:

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

Other measures:

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

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

Operational Context

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

- Impact of economic and industrial conditions on the organization.

We are in a declining market, so hirings are made for the replacement of key personnel and not for growth, especially in the envelope section.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

Ongoing and planned acquisitions and mergers. This will change the corporate landscape.

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

Restructuring of operations in November 2018 resulted in several job cuts. In all, this affected 41 employees. Primarily in Western Canada. The affected positions are primarily in the manual

category.

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

- Other.

Additional Details

Please provide any additional information (optional):

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Supremex Inc.

Primary Location: Lasalle (Québec)

Number of Employees: 613

<ul style="list-style-type: none"> • Ontario 316 • Québec 202 • New-Brunswick 7 • Manitoba 46 		<ul style="list-style-type: none"> • British Columbia 25 • Saskatchewan 2 • Alberta 15
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Organization Overview:

NAICS 3222 – Converted Paper Product Manufacturing

Supremex Inc. manufactures, markets, and sells envelopes, and paper packaging solutions and specialty products in North America. The company also provides other packaging and specialty products, including the Conformer Products, polyethylene bags for courier applications, bubble mailers, Enviro-logiX, and Tyvek.

Key Dates – First Year Assessment

Initiated: 2016-03-04
 Received: 2016-03-26
 Closed: 2016-04-16
 Workforce Analysis: 2016-03-03

Key Dates – Subsequent Assessment

Initiated: 2019-03-04
 Received: 2019-02-26
 Workforce Analysis: 2019-01-12

DATA VERIFICATION

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

Yes No

Comments: None

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

Yes No

Comments: None

ASSESSMENT OF REASONABLE PROGRESS

- The organization established goals in numbers and not in percentages.
- Twenty-three (23) gaps were revealed during the previous assessment and 17 short-term goals were set.

Women

02	Middle & Other Managers	Goal met at 500%
04	Semi-Professionals & Technicians	No goal set
05	Supervisors	No goal set
07	Administrative & Senior Clerical Personnel	No goal set
10	Clerical Personnel	Goal met at 1700%
11	Intermediate Sales & Service Personnel	Goal met at 200%
13	Other Sales & Service Personnel	No goal set

Assessment/Observations

- None

Aboriginal Peoples

02	Middle & Other Managers	Goal not met (0% achieved)
09	Skilled Crafts & Trades Workers	Goal met at 100%
10	Clerical Personnel	Goal not met (0% achieved)
11	Intermediate Sales & Service Personnel	Goal not met (0% achieved)

Assessment/Observations

- EEOG 02: There were seven new entrants and none were Aboriginal persons. This is to be expected given the labour market availability (LMA) of 2.2%.
- EEOG 10: There were 23 new entrants and none were Aboriginal persons. This is to be expected given the labour market availability (LMA) of 2.1%.
- EEOG 11: There were 17 new entrants and none were Aboriginal persons. This is to be expected given the labour market availability (LMA) of 2.0%.

Persons with Disabilities

03	Professionals	No goal set
06	Supervisors: Crafts & Trades	No goal set
10	Clerical Personnel	Goal met at 100%
11	Intermediate Sales & Service Personnel	Goal not met (0% achieved)
12	Semi-Skilled Manual Workers	Goal met at 100%

Assessment/Observations

- EEOG 11: There were 17 new entrants and none were persons with disabilities. This is to be expected given the labour market availability (LMA) of 5.6%.

Members of Visible Minorities

02	Middle & Other Managers	Goal met at 100%
04	Semi-Professionals & Technicians	Goal met at 300%
06	Supervisors: Crafts & Trades	Goal not met (0% achieved)
10	Clerical Personnel	Goal met at 300%
11	Intermediate Sales & Service Personnel	Goal met at 300%
12	Semi-Skilled Manual Workers	Goal met at 180%
14	Other Manual Workers	Goal met at 400%

Assessment/Observations

- EEOG 06: There were three new entrants and none were members of visible minorities. This is to be expected given the labour market availability (LMA) of 8.1%.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- The organization set 17 short-term goals and achieved 12. This equals 70% of goals met, which does not meet the 80% threshold necessary to demonstrate reasonable efforts.
 - In all five instances where goals were not achieved, there were insufficient hiring and promotion opportunities to expect reasonable progress.
 - An assessment of reasonable efforts was completed and the organization implemented all the required measures and other additional measures.
 - The above demonstrates that the organization is taking steps towards achieving a representative workforce.

ASSESSMENT OF GOALS

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

Women

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

01	Senior Managers	-1	27.6	27.6	0.0	27.6
07	Admin & Senior Clerical Personnel	-2	-	-	66.7	80.2
09	Skilled Crafts & Trades Workers	-8	8.6	8.6	4.4	8.6
11	Intermediate Sales & Service Personnel	-21	50.0	50.0	24.0	65.4
13	Other Sales & Service Personnel	-1	50.0	50.0	25.0	53.8

Observations:

- Goal is required for EEOG 07 given that the current representation is above 50%.

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (+3 years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-1	2.7	2.7	0.0	2.7
06	Supervisors: Crafts & Trades	-1	3.2	3.2	0.0	3.2
09	Skilled Crafts & Trades Workers	-1	1.2	1.2	0.5	1.2
10	Clerical Personnel	-1	2.6	2.6	1.3	2.6
11	Intermediate Sales & Service Personnel	-1	2.3	2.3	0.0	2.3
12	Semi-Skilled Manual Workers	-1	1.8	1.8	1.5	1.8
14	Other Manual Workers	-1	8.7	8.7	0.0	8.7

Observations: None

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (+3 years)		
#	Description	#	%	%	%	%
01/02	Managers	-1	5.0	5.0	2.9	5.0
03	Professionals	-1	8.9	8.9	0.0	8.9
04	Semi-Professionals & Technicians	-1	7.6	7.6	0.0	7.6
05	Supervisors	-2	27.5	27.5	0.0	27.5
06	Supervisors: Crafts & Trades	-2	10.1	10.1	0.0	10.1

07	Admin & Senior Clerical Personnel	-1	10.0	10.0	0.0	10.0
09	Skilled Crafts & Trades Workers	-9	7.8	7.8	2.7	7.8
10	Clerical Personnel	-5	9.3	9.3	2.6	9.3
11	Intermediate Sales & Service Personnel	-5	10.8	10.8	0.0	10.8
12	Semi-Skilled Manual Workers	-18	10.3	10.3	1.0	10.3

Observations: None

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (+3 years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-4	17.6	17.6	6.3	17.6
04	Semi-Professionals & Technicians	-1	18.5	18.5	8.3	18.5
05	Supervisors	-1	41.2	41.2	16.7	41.2
06	Supervisors: Crafts & Trades	-2	10.5	10.5	0.0	10.5
07	Admin & Senior Clerical Personnel	-1	25.6	25.6	16.7	25.6
10	Clerical Personnel	-14	34.3	34.3	16.7	34.3
11	Intermediate Sales & Service Personnel	-18	43.5	43.5	8.0	43.5
12	Semi-Skilled Manual Workers	-29	46.9	46.9	32.1	46.9
13	Other Sales & Service Personnel	-1	50.0	50.0	25.0	50.7
14	Other Manual Workers	-1	38.1	38.1	16.7	38.1

Observations:

- EEOG 11: Short and Long-term goals should be set at 36.9% instead of 43.5% in order not to exceed a 100% total maximum goal for this EEOG.

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

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

- Supremex Inc. has demonstrated through their second compliance assessment submission that they were able to meet 12 of the 17 goals set during their first

compliance assessment. The current assessment revealed that a number of new gaps have emerged in various EEOG's across all four designated groups.

- We encourage Supremex Inc. to conduct an Employment Systems Review (ESR) of your organization's recruitment and hiring policies and practices. Completing an ESR should assist the organization in achieving their new goals by identifying and eliminating barriers that may be present which are preventing them from achieving employment equity in the workplace. Guidance on conducting an ESR is available on the Labour Program website ([Step 2-2](#) of the training modules).
- While conducting the ESR, we recommend that Supremex Inc. focus on the early stages of the hiring and recruitment process to ensure that there are no barriers in place, which are preventing employment equity. It may also be beneficial to conduct exit interviews upon the termination of employment. Conducting exit interviews could assist the organization to identify obstacles or barriers that may be present, which could be preventing the organization from retaining staff belonging to the designated groups.

Name of Analyst: Maurice N. Yakibonge

Date: 2019-03-20



From: Yakibonge, Ntambwe N [NC] on behalf of EE-EME
Sent: April 5, 2019 3:12 PM
To: suzie.gaudreault@supremex.com
Cc: maryse.laliberte@supremex.com; chantal.primeau@supremex.com
Subject: Government of Canada Agreement Number V050365 - Notice of Compliance with the Federal Contractors Program

This information is also available in English, upon request

Mrs. Gaudreault,

Please be advised that the subsequent conformity assessment undertaken on March 4, 2019 is now complete. The assessment concluded that Supremex Inc. is in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

The purpose of this subsequent compliance assessment was to verify whether your company has maintained compliance with FCP requirements and has made reasonable progress and/or made reasonable efforts to achieve employment equity.

After reviewing the information presented by Supremex Inc. we have made recommendations that will ensure the success of its employment equity program:

- Supremex Inc. has met 12 of the 17 objectives set during the previous conformity assessment. The workforce analysis of the current assessment revealed further gaps in various employment equity occupational categories across all designated groups.
- We encourage Supremex Inc. to conduct an employment systems review to identify barriers to the recruitment and retention of designated group employees. Completion of this study should assist the organization in achieving its goals by identifying and removing barriers that may prevent the achievement of full representation of members of the four designated groups. Guidance on conducting an employment systems review is available on the Workplace Equity Information Management System help page (Step 2-2 of the training modules).
- When reviewing employment systems, we recommend that Supremex Inc. focus on the early stages of the hiring and recruitment process to ensure that there are no barriers in place that prevent employment equity. It may also be beneficial to conduct exit interviews at the time of termination. Exit interviews could help the organization identify systemic barriers or barriers that may prevent the retention of designated group members.

Under the FCP, your company will undergo subsequent conformity assessments every three years. The next assessment will be initiated on March 4, 2022. Future conformity assessments will focus on making reasonable progress towards achieving the objectives set by your company.

When Supremex Inc. receives notification of the next evaluation, you will be required to provide the following information prior to the due date :

- Forms 1 to 6 for national workforce data;
- an updated workforce analysis;
- A completed Achievement Report that includes your revised short- and long-term numerical goals based on identified gaps in representation.

These documents will allow the Labour Program to assess whether your company has made reasonable progress since the previous assessment. If this is not the case, Supremex Inc. will need to demonstrate that it has made reasonable efforts to achieve its objectives. We invite your company to develop an action plan that will help your company achieve its objectives.

The FCP does not set out the measures to be adopted. Each federal contractor is encouraged to adopt employment equity measures which are useful and relevant to their business. The following are examples of evidence that a company has made reasonable efforts:

- Implementation of initiatives that promote a diverse and inclusive workplace;
- taking steps to remove barriers to employment;
- Developing tailored programs to attract and retain designated group members in areas where they are under-represented;
- Establishment of accountability mechanisms approved by senior management to ensure objectives are met.

Labour Program officers are available to answer your questions and guide you. You can also visit our website to access various tools and a series of training modules. In particular, we invite you to continue using the Workplace Equity Information Management System (WEIMS). This system will assist you in producing your workforce analysis and contains other data analysis tools such as the Achievement Report and a series of training modules.

For more information about your obligations under the FCP, please contact us by e-mail at ee-eme@hrscd-rhdcc.gc.ca.

We are grateful for your cooperation in conformity assessment and wish you continued success in creating a diverse and inclusive workplace.

Employment Equity Team

Workplace Equity Branch, Labour Program
Employment and Social Development Canada / Government of Canada
ee-eme@hrscd-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!