Emploi et Développement social Canada

Labour Program

s.24(1)

Labour Program Federal Contractors Program

PROTECTED WHEN COM	PLETED - B
OFFICIAL USE ONLY	
Agreement N°:	

# **Agreement to Implement Employment Equity**

New Agreement	(All sections n	nust be complet	ed)			
Revised Agreement						
	ORGA	NIZATION				
Legal Name of Organization			Parent company	y is located outside (	 Canada	
Supremex Inc					_	
				Yes	No	
Operating Name (if different from Legal Name	of Organization)		Business Num	ber		
				f employees in Cana		482
			(Permanent Full	I-time and/or Part-tin	ne)	102
Organization's North American Industry Classi Number. To find your organization's four-digit l		ada 2012 Code	☐ Federally	Regulated		
http://www23.statcan.gc.ca/imdb/p3VD.pl?Fun				-		
3222			✓ Provincial	lly Regulated		
	HEA	D OFFICE				
Address (building number, street, suite, etc.)		City		Province	Postal Code	
7213 Cordner		LaSalle		Quebec	H8N 2J7	
		Telephone Number				
		514-595-0555	5			
	EMPLOYMENT	EQUITY CONT	ACT			
Name (print)		Title				
Chantal Primeau		Director, Hu	man Resour			
Telephone Number	E-mail Address			Preferred Language	of Corresponden	ice
(514)595-0555 x 236	chantal.primeau@s	upremex.com		English	✓ French	
	CERT	IFICATION				
The above-named organization:						
having a combined workforce of 100 compared to the second se	or more nermanent full-tim	e and/or nermanen	t nart-time emn	Novees in Canada	AND	
•	•	•		•		
<ul> <li>intending to bid on, or being in receip supply arrangement, valued at \$1,000</li> </ul>		-	contract, standi	ng offer or contrac	t issued under a	1
hereby certifies its commitment to implem instrument, in keeping with the Federal C please contact the Labour Program at the	ontractors Program require	ements. For more i	nformation on h			
Important note: If an audit of the Agreem the procurement instrument(s) with the Go			rs misrepresen	tation on the part	of the organizati	ion,
	SICI	NATORY				
NOTE TO A SECOND		NATORY				
<b>NOTE:</b> The signatory must be the Chief contract on behalf of the organization		uthorized person in	an executive p	osition with legal a	authority to sign	а
Name (print)		Title				
Stewart Emerson		President &	Director (	General 		
Telephone Number	E-mail Address			Preferred Langua	ge of Corresponde	ence
514 595-0555	stewart.emerson@	supremex.com		English	✓ French	h
Signature		Date (YYYY-MM-DE	0)			
		2014-07-06				
Privacy Notice:						
The information you provide on this form is coll Contractors Program (FCP).	lected under the authority of se	ection 42 of the Empl	oyment Equity A	ct to determine your	eligibility for the Fe	ederal
Completion of this form is mandatory. Refusal to Bid List, loss of the right to bid on federal go	to provide personal informatio vernment goods or services o	n will result in the org	anization's name and may also res	being placed on the	FCP Limited Eligin of the contract.	ibility
The information you provide may be used and/disclosures of your personal information will ne				s. However, these a	ditional uses and/	/or
	RETURN I	NSTRUCTIONS				
IMPORTANT						
The signed Agreement to Implement ee-eme@hrsdc-rhdcc.gc.ca	nt Employment Equity for	rm must be sent to	o the Labour P	Program by e-mai	l at:	

Page of



# EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION

Period covered by tre<sup>20UDEB0808</sup>b2019-01-12

Geographic regions

(INDICATE THE NUMBER OF **EMPLOYEES IN EACH** REGION).

	F	Province		
	Permanent full time	Permanent part- time	Temporary	Total number of employees
Ontario314		2	0	316
Quebec198		4	0	
New-7 Brunswick		0	0	<del>202</del>
Manitoba43		3	0	,
Colombia-24 British		1	0	<del></del>
Saskatchewan2		0	0	25
Alberta15		0	0	2
Total number of em in Canada	ployees			——————————————————————————————————————

Census Metropolitan Area		
Edmonton150	0	15
Montreal1984	0	202
Regina20	0	2
Toronto3132	0	315
Vancouver241	0	25
Winnipeg433	0	46
Moncton20	0	2
Ottawa -10 Gatineau	0	1
NB minus50 CMAs	0	5
Total number of employees as of Canada		613



#### FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES Full time / National

Occupational Category		All	employees			Aboriginal		Perso	ns with disal	oilities	Members	of Visible M	inorities
Salary Range Col. 1	Quarte r	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Management	4	1	1										
Upper value: \$100,000 and over	3												
Lower value: Less than \$5,000	2												
	1	1	1										
	Total	2	2										
Middle management and other directors	4	10	8	2									
Upper value: \$100,000 and over	3	11	8	3				1	1		1		
Lower value: Less than \$5,000	2	2	1	1									
	1	9	2	7							1		
	Total	32	19	13				1	1		2		
Professionals	4	3	3								2	2	2
Upper value: \$90,000 - \$94,999 Lower	3	5	3	2							3	2	<u>:</u>
value: Less than \$5,000	2	5	2	3							3		
	1	3	1	2	1		1				2	1	
	Total	16	9	7	1		1				10	5	,
Semi-professional and technical staff	4	1	1										
Upper value: \$60,000 - \$64,999 Lower	3	3	2	1									
value: Less than \$5,000	2	1	1										
	1	5	2	3									
	Total	10	6	4									



#### Form 2 A

# FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES Full time / National

Supremex Inc. (Certificate # V050365)

Occupational Category		All	employees			Aboriginal		Perso	ns with disak	oilities	Members	of Visible Mi	norities
Salary Range Col. 1	Quarte r	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors	4	3	2	1									
Upper value: \$60,000 - \$64,999 Lower	3	1		1							1		
value: Less than \$5,000	2												
	1	2		2									
	Total	6	2	4							1		
Foremen	4	4	4										
Upper value: \$75,000 - \$79,999 Lower	3	8	6	2									
value: Less than \$5,000	2	2	1	1									
	1	3	2	1									
	Total	17	13	4									
Administrative and main office staff	4	2		2									
Upper value: \$55,000 - \$59,999 Lower	3	2	1	1									
value: Less than \$5,000	2												
	1	8	3	5							2		
	Total	12	4	8							2		
Skilled workers and artisans	4	77	74	3				3	2	1	6	6	
Upper value: \$60,000 - \$64,999 Lower	3	58	55	3							21	21	
value: Less than \$5,000	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

Supremex Inc. (Certificate # V050365)

Occupational Category			employees			Aboriginal			ns with disal	oilities	Members	of Visible M	inorities
Salary Range Col. 1	Quarte r	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical staff	4	10	4	6									
Upper value: \$55,000 - \$59,999 Lower	3	34	12	22				1		1	4	1	;
value: Less than \$5,000	2	3		3									
	1	27	10	17	1		1	1	1		7	3	
	Total	74	26	48	1		1	2	1	1	11	4	
Intermediate sales and service personnel	4	9	6	3									
Upper value: \$85,000 - \$89,999 Lower	3	11	8	3									
value: Less than \$5,000	2	10	9	1							1	1	
	1	20	15	5							3	3	
	Total	50	38	12							4	4	
Skilled Manual Workers	4	11	10	1							1	1	
Upper value: \$55,000 - \$59,999 Lower	3	123	31	92	3	2	1	1		1	35	8	2
value: Less than \$5,000	2	4	1	3							3	1	:
	1	56	21	35				1		1	24	7	17
	Total	194	63	131	3	2	1	2		2	2 63	17	41
Other sales and service personnel	4	1	1					1	1				
Upper value: \$35,000 - \$39,999 Lower	3												
value: Less than \$5,000	2												
	1	3	2	1							1	1	
	Total	4	3	1				1	1		1	1	

## FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES Full time / National

Occupational Category		All	employees			Aboriginal		Perso	ons with disal	oilities	Members	of Visible Mi	norities
Salary Range Col. 1	Quarte r	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Other manual workers	4	1	1								1	1	
Upper value: \$35,000 - \$39,999 Lower	3												
value: Less than \$5,000	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

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

## FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES Part-time / National

Supremex Inc. (Certificate # V050365)

Occupational Category		All	employees			Aboriginal		Perso	ons with disa	bilities	Members	of Visible M	inorities
Salary Range Col. 1	Quarte r	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Other manual workers	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	1	1										
	Total	1	1										
Total number of employees	-	10	4	6							3		3

#### **CONTRACT PROGRAMS: SALARY PROFILE**

#### Full time / National

	Al	l employees			Aboriginal			ons with disabi	lities	Member	s of Visible Min	orities
Salary Range	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	
15 000 \$ - 19 999 \$	1	1										
20 000 \$ - 24 999 \$	1		1							1		
25 000 \$ - 29 999 \$	18	4	14	1		1				7	1	
30 000 \$ - 34 999 \$	72	16	56				1		1	13	2	
35 000 \$ - 37 499 \$	40	29	11				1	1		15	13	
37 500 \$ - 39 999 \$	54	19	35	1	1		1		1	25	9	
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	
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	

# **CONTRACT PROGRAMS: SALARY PROFILE**

#### Part-time / National

	А	II employees			Aboriginal		Pers	sons with disab	ilities	Member	s of Visible Mir	norities
Salary Range	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 2018-01-12												
	A	ll employees			Aboriginal		Pers	ons with disab	ilities	Member	orities	
Occupational Category	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Management	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

Supremex Inc. (Certificate # V050365) FEDERAL

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

## FEDERAL CONTRACTING PROGRAMS: PROMOTIONS Full time / National

	Promoted employees (employees promoted during the year should be reported only in the occupational groups in which or to which they were last promoted.											
Occumational Catagoni	Al	Il employees			Aboriginal			ons with disabi	lities	ı Members	of Visible Min	orities
Occupational Category	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
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

	Al	l employees			Aboriginal		Pers	ons with disabi	lities	Member	orities	
Occupational Category	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Management	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

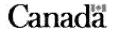


# **Default Workforce Analysis System - Detailed Report**

Date: 2019-01-12

#### Women

Employment Equity Occupational Group	Internal location	All employees #	Repres	entation %	Availab %	•	Differ ence <sub>#</sub>	Place of recruitment
						<b>"</b>	<i>"</i>	
01: Senior ManagementNational		2	0	0.0 %	27.6 %	1	-1	National
02: Middle and Other ManagersNational		32	13	40.6 %	39.4 %	13	0	National
03: Professionals		16	7	43.8 %	42.5 %	7	0	
1111: Auditors and AccountantsNational		3	1	33.3 %	56.0 %	2	-1	National
1112: Financial and Investment AnalystsNational		5	4	80.0 %	44.9 %	2	2	National
2171 : Analysts and consultants in computer scienceNational		3	0	0.0 %	27.7 %	1	-1	National
2172: Database Analysts and Data AdministratorsNational		1	0	0.0 %	33.0 %	0	0	National
2174: Interactive Media Programmers and DevelopersNational		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 TechniciansOntario		1	0	0.0 %	18.6 %	0	0	Ontario
2263: Public Health, Environmental and Occupational Health and Safety   Occupational Health and Safety	rio	1	0	0.0 %	42.6 %	0	0	Ontario
2281 : Computer Network TechniciansQuébec		2	1	50.0 %	14.0 %	0	1	Quebec
5223 : Graphic Design TechniciansQuébec		3	1	33.3 %	41.9 %	1	0	Quebec
5241: Graphic Designers and IllustratorsOntario		3	1	33.3 %	50.0 %	2	-1	Ontario
5241 : Graphic Designers and IllustratorsQuébec		2	2	100.0 %	48.7 %	1	1	Quebec
05: Supervisors		6	4	66.7 %	51.5 %	3	1	
Employment Equity Occupational Cat	egoryMontreal	2	1	50.0 %	50.5 %	1	0	Montreal
Employment Equity Occupational Cat	egoryToronto	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 OccupationsOntario		2	0	0.0 %	11.6 %	0	0	Ontario
7211: NOC 2006 - Supervisors, Machinists and Related OccupationsQuébec		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
2.10. 1100 2000 Contractors and Supervisors III Quebec		'	'	100.0 /0	10.0 /0	J		Quoboo





# Default Workforce Analysis System - Detailed Report

Date: 2019-01-12

#### Women

					Nomen			
Employment Equity Occupational Group	Internal location	All employees #	Repres	sentation %	Availal %	oility #	Differ ence <sub>#</sub>	Place of recruitment
		#		76	70	#		
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

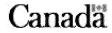


# **Default Workforce Analysis System - Detailed Report**

Date: 2019-01-12

#### Women

		Women						
Employment Equity Occupational Group	Internal location	All employees	·-	entation	Availal	•	Differ ence <sub>#</sub>	Place of recruitment
		#	#	<b>%</b>	%	#	#	
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	
<b>Employment Equity Occupational Group</b>	Edmonton	1	0	0.0 %	71.9 %	1	-1	Edmonton
<b>Employment Equity Occupational Group</b>	Montreal	28	19	67.9 %	61.6 %	17	2	Montreal
<b>Employment Equity Occupational Group</b>	NB minus CMA	2	2	100.0 %	71.3 %	1	1	NB minus CMA
<b>Employment Equity Occupational Group</b>	Regina	1	0	0.0 %	68.9 %	1	-1	Regina
<b>Employment Equity Occupational Group</b>	Toronto	28	19	67.9 %	65.5 %	18	1	Toronto
Employment Equity Occupational Group	Vancouver	8	6	75.0 %	70.6 %	6	0	Vancouver
<b>Employment Equity Occupational Group</b>	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
						****		



# **Default Workforce Analysis System - Detailed Report**

Date: 2019-01-12

#### Women

Employment Equity Occupational Group	Internal location	All employees	•	entation	Availa	•	Differ ence <sub>#</sub>	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		Montreal
Employment Equity Occupational Group	Toronto	3	1	33.3 %	55.0 %	2		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

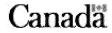


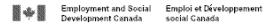
# **Default Workforce Analysis System - Detailed Report**

Date: 2019-01-12

#### **Aboriginal**

				Ab	original				
	Internal	All employees	Repres	entation	Availal	oility	Differ	Place of recruitment	
	location	#	#	%	%	#	ence <sub>#</sub>		
01: Senior ManagementNational		2	0	0.0 %	3.2 %	0	0	National	
02: Middle and Other ManagersNational		32	0	0.0 %	2.7 %	1	-1	National	
03: Professionals		16	1	6.3 %	1.3 %	0	1		
1111: Auditors and AccountantsNational		3	0	0.0 %	1.4 %	0	0	National	
1112: Financial and Investment AnalystsNational		5	1	20.0 %	0.8 %	0	1	National	
2171 : Analysts and consultants in computer scienceNational		3	0	0.0 %	1.3 %	0	0	National	
2172: Database Analysts and Data AdministratorsNational		1	0	0.0 %	1.5 %	0	0	National	
2174: Interactive Media Programmers and DevelopersNational		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 TechniciansOntario		1	0	0.0 %	1.4 %	0	0	Ontario	
2263: Public Health, Environmental and Occupational Health and Safety InspectorsOntario Occupational Health and Safety		1	0	0.0 %	3.0 %	0	0	Ontario	
2281 : Computer Network TechniciansQuébec		2	0	0.0 %	1.1 %	0	0	Quebec	
5223 : Graphic Design TechniciansQuébec		3	0	0.0 %	1.3 %	0	0	Quebec	
5241: Graphic Designers and IllustratorsOntario		3	0	0.0 %	1.4 %	0	0	Ontario	
5241 : Graphic Designers and IllustratorsQuébec		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 OccupationsOntario		2	0	0.0 %	2.8 %	0	0	Ontario	
7211: NOC 2006 - Supervisors, Machinists and Related OccupationsQuébec		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 #	Represe #	entation %	Availab %	oility #	Differ ence <sub>#</sub>	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



# **Default Workforce Analysis System - Detailed Report**

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#### **Aboriginal**

			Aboriginal						
Employment Equity Occupational Group	Internal location	All employees #	Represe #	entation %	Availab %	oility #	Differ ence <sub>#</sub>	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	
	Manitoba	1	0	0.0 %	8.7 %	0	0	Manitoba	
7381: Printing Press Operators		·							
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		



# **Default Workforce Analysis System - Detailed Report**

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#### **Aboriginal**

Employment Equity Occupational Group	Internal	All employees	Represe	entation	Availal	oility	Differ	Place of recruitment
	location	#	#	%	%	#	ence <sub>#</sub>	
Employment Equity Occupational Group	Edmonton	5	0	0.0 %	6.2 %	0	0	Edmonton
<b>Employment Equity Occupational Group</b>	Montreal	67	0	0.0 %	1.0 %	1	-1	Montreal
<b>Employment Equity Occupational Group</b>	NB minus CMA	1	0	0.0 %	4.3 %	0	0	NB minus CMA
<b>Employment Equity Occupational Group</b>	Toronto	101	3	3.0 %	0.8 %	1	2	Toronto
Employment Equity Occupational Group	Vancouver	7	0	0.0 %	2.7 %	0	0	Vancouver
<b>Employment Equity Occupational Group</b>	Winnipeg	15	0	0.0 %	9.8 %	1	-1	Winnipeg
13: Other sales and service personnel		4	0	0.0 %	1.0 %	0	0	
<b>Employment Equity Occupational Group</b>	Montreal	1	0	0.0 %	1.0 %	0	0	Montreal
<b>Employment Equity Occupational Group</b>	Toronto	3	0	0.0 %	1.0 %	0	0	Toronto
14: Other manual workers		6	0	0.0 %	8.7 %	1	-1	
<b>Employment Equity Occupational Group</b>	Montreal	1	0	0.0 %	1.0 %	0	0	Montreal
<b>Employment Equity Occupational Group</b>	Toronto	2	0	0.0 %	1.0 %	0	0	Toronto
<b>Employment Equity Occupational Group</b>	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



# **Default Workforce Analysis System - Detailed Report**

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#### **Members of Visible Minorities**

Employment Equity Occupational Group	Internal	All employees	F	Members of Visible Minorities RepresentationAvailability Differ				Differ	Place of recruitment
	location	. ,	ŧ	#	%	%	#	ence <sub>#</sub>	
01: Senior ManagementNational		2	2	0	0.0 %	11.5 %	0	0	National
02: Middle and Other ManagersNational		32	2	2	6.3 %	17.6 %	6	-4	National
03: Professionals		16	5	10	62.5 %	34.3 %	5	5	
1111: Auditors and AccountantsNational		3	3	1	33.3 %	32.3 %	1	0	National
1112: Financial and Investment AnalystsNational		Ę	5	3	60.0 %	37.8 %	2	1	National
2171 : Analysts and consultants in computer scienceNational		3	3	3	100.0 %	38.6 %	1	2	National
2172: Database Analysts and Data AdministratorsNational		1	l	1	100.0 %	35.5 %	0	1	National
2174: Interactive Media Programmers and DevelopersNational		1	l	1	100.0 %	34.2 %	0	1	National
4163: Economic Development Officers, Marketing Researchers and Consultants National		3	3	1	33.3 %	25.7 %	1	0	National
04: Semi-professional and technical staff		12	2	1	8.3 %	18.5 %	2	-1	
2233: Industrial and Manufacturing Engineering Technologists and TechniciansOntario		1	l	0	0.0 %	37.0 %	0	0	Ontario
2263: Public Health, Environmental and Occupational Health and Safety Occupational Health and Safety		1	I	0	0.0 %	18.0 %	0	0	Ontario
2281 : Computer Network TechniciansQuébec		2	2	1	50.0 %	16.5 %	0	1	Quebec
5223 : Graphic Design TechniciansQuébec		3	3	0	0.0 %	8.0 %	0	0	Quebec
5241: Graphic Designers and IllustratorsOntario		3	3	0	0.0 %	28.6 %	1	-1	Ontario
5241 : Graphic Designers and IllustratorsQuébec		2	2	0	0.0 %	11.9 %	0	0	Quebec
05: Supervisors		6	3	1	16.7 %	41.2 %	2	-1	
Employment Equity Occupational CategoryN	/lontreal	2	2	1	50.0 %	20.4 %	0	1	Montreal
Employment Equity Occupational CategoryT	oronto	2	1	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 OccupationsOntario		2	2	0	0.0 %	15.9 %	0	0	Ontario
7211: NOC 2006 - Supervisors, Machinists and Related OccupationsQuébec		e	6	0	0.0 %	5.9 %	0	0	Quebec
7216: NOC 2006 - Contractors and Supervisors in Manitoba Mechanical Engineering		1	ſ	0	0.0 %	8.7 %	0	0	Manitoba
7216: NOC 2006 - Contractors and Supervisors in Quebec mechanics		1	l	0	0.0 %	5.9 %	0	0	Quebec



# **Default Workforce Analysis System - Detailed Report**

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#### **Members of Visible Minorities**

Employment Equity Occupational Group		Internal All employees				Members of Visible Minorities  RepresentationAvailability Differ				
	location		#	#	%	%	#	ence <sub>#</sub>		
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		1	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		18	32	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	8	36	30	34.9 %	11.5 %	10	20	Ontario	
7316 : Machine fitters	Quebec	3	36	1	2.8 %	7.8 %	3	-2	Quebec	



# **Default Workforce Analysis System - Detailed Report**

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#### **Members of Visible Minorities**

Employment Equity Occupational Group Internal All employees			Repres	iffer	Place of recruitment			
	location	#	#	%	%		nce#	
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	•	entationAva	•	Differ # ence#	Place of recruitment
		#	#	%	%	# ence#	
<b>Employment Equity Occupational Group</b>	Edmonton	5	0	0.0 %	28.4 %	1 -	Edmonton
<b>Employment Equity Occupational Group</b>	Montreal	67	5	7.5 %	26.1 %	17 -12	Montreal
<b>Employment Equity Occupational Group</b>	NB minus CMA	1	0	0.0 %	1.8 %	0 (	NB minus CMA
<b>Employment Equity Occupational Group</b>	Toronto	101	51	50.5 %	62.9 %	64 -1:	Toronto
<b>Employment Equity Occupational Group</b>	Vancouver	7	0	0.0 %	53.4 %	4	Vancouver
<b>Employment Equity Occupational Group</b>	Winnipeg	15	7	46.7 %	38.2 %	6	l Winnipeg
13: Other sales and service personnel		4	1	25.0 %	50.7 %	2 -	
<b>Employment Equity Occupational Group</b>	Montreal	1	0	0.0 %	28.3 %	0 (	) Montreal
<b>Employment Equity Occupational Group</b>	Toronto	3	1	33.3 %	58.2 %	2 -	Toronto
14: Other manual workers		6	1	16.7 %	38.1 %	2 -	
<b>Employment Equity Occupational Group</b>	Montreal	1	0	0.0 %	27.1 %	0 (	) Montreal
<b>Employment Equity Occupational Group</b>	Toronto	2	1	50.0 %	56.3 %	1 (	) Toronto
Employment Equity Occupational Group	Winnipeg	3	0	0.0 %	29.6 %	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



# **Default Workforce Analysis System - Detailed Report**

Date: 2019-01-12

#### Persons with disabilities

			_	Persons			
Employment Equity Occupational Group	Internal	All employees	Repres	entationAva	ilability	Differ	Place of recruitment
	location	#	#	%	%	# ence <sub>#</sub>	
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 <b>-1</b>	National
05: Supervisors	National	6	0	0.0 %	27.5 %	2 <b>-2</b>	National
06 : Foremen	National	17	0	0.0 %	10.1 %	2 <b>-2</b>	National
07: Administrative and Senior Clerical Staff	National	12	0	0.0 %	10.0 %	1 <b>-1</b>	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 <b>-5</b>	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.





# **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



# **Default Workforce Analysis System - Detailed Report**

Date: 2019-01-12

# **Default Data for Workforce Analysis - Persons with Disabilities**

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	СРЕМЕ	National
3. : Professionals	СРЕМЕ	National
4.: Semi-professional and technical staff 05 :	СРЕМЕ	National
Supervisors	СРЕМЕ	National
6. : Foremen	СРЕМЕ	National
7.09: Skilled Workers and Craftspeople	СРЕМЕ	National
10 : Clerical staff	СРЕМЕ	National
1111: Intermediate sales and service personnel 12:	СРЕМЕ	National
Skilled manual workers	СРЕМЕ	National
13: Other sales and service personnel 14: Other	СРЕМЕ	National
manual workers	СРЕМЕ	National
	СРЕМЕ	National
	СРЕМЕ	

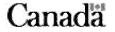


# **Default Workforce Analysis System - Summary Report**

Date: 2019-01-12

#### Women

	Women						
Employment Equity Occupational Group	All employees	Repres	entation	Availa	ability	Differ	
	#	#	%	%	#	ence <sub>#</sub>	
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	



# **Default Workforce Analysis System - Summary Report**

Date: 2019-01-12

#### Aboriginal

	Aboriginal						
Employment Equity Occupational Group	All employees	Represe	entation	Availab	•	Differ	
	#	#	%	%	#	ence <sub>#</sub>	
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	



# **Default Workforce Analysis System - Summary Report**

Date: 2019-01-12

#### **Members of Visible Minorities**

Employment Equity Occupational Group	All employees	Repres	entationAva	•		Differ	
	#	#	%	%	#	ence <sub>#</sub>	
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	



# **Default Workforce Analysis System - Summary Report**

Date: 2019-01-12

#### Persons with disabilities

Persons with disabilities							
Employment Equity Occupational Group	All employees	Represe	entationAva	ilability		Differ	
	#	#	%	%	#	ence <sub>#</sub>	
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	



# **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



# **Default Workforce Analysis System - Summary Report**

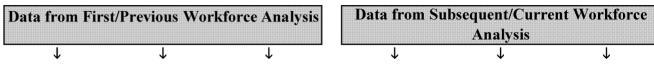
Date: 2019-01-12

# **Default Data for Workforce Analysis - Persons with Disabilities**

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	СРЕМЕ	National
3. : Professionals	СРЕМЕ	National
4.: Semi-professional and technical staff 05 :	СРЕМЕ	National
Supervisors	CPEME	National
6. : Foremen	СРЕМЕ	National
7.09: Skilled Workers and Craftspeople	CPEME	National
10 : Clerical staff	CPEME	National
1111: Intermediate sales and service personnel 12:	СРЕМЕ	National
Skilled manual workers	CPEME	National
13: Other sales and service personnel 14: Other	СРЕМЕ	National
manual workers	CPEME	National
	СРЕМЕ	National
	СРЕМЕ	
	CPEME	
	СРЕМЕ	
	СРЕМЕ	
	CPEME	



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



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

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2019	01	12

Analysis

		Table 1: Women			
		First/Previous Workforce Analysis		Analysis	
Employment Equity Occupational Group (EEOG)		All Employees	Women		
			Representation	Availability*	
		#	#	%	
01	Senior Managers	3	1	27.4	
02	Middle & Other Managers	29	7	38.9	
03	Professionals	16	7	44.8	
04	Semi-Professionals & Technicians	8	2	40.5	
05	Supervisors	3	1	51.5	
06	Supervisors: Crafts & Trades	16	3	13.0	
07	Administrative & Senior Clerical Personnel	11	7	80.6	
08	Skilled Sales & Service Personnel	0	0	0.0	
09	Skilled Crafts & Trades Workers	180	10	4.3	
10	Clerical Personnel	74	47	65.6	
11	Intermediate Sales & Service Personnel	49	13	63.7	
12	Semi-Skilled Manual Workers	191	130	19.9	
13	Other Sales & Service Personnel	1	0	51.1	
14	Other Manual Workers	5	3	27.9	
Total		586	231	27.7	

Table 5: Women				
Subsequent/Current Workforce Analysis				
All Employees	Women			
	Representation	Availability*		
#	#	%		
2	0	27.6		
32	13	39.4		
16	7	42.5		
12	5	38.5		
6	4	51.5		
17	4	13.8		
12	8	80.2		
0	o	0.0		
182	8	8.6		
78	51	65.2		
50	12	65.4		
196	133	17.9		
4	1	53.8		
6	2	24.1		
613	248	29.0		

* Source:			
2011 National F	Iousehold Surve	у	

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

Data from Firs	st/Previous Woi	rkforce Analysis
	$\downarrow$	<b>\</b>

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

Data from S	ubsequent/Curro Analysis	ent Workforce
<b>+</b>	<b></b>	<b>\</b>

2019	01	12
YYYY	MM	DD
Data from Subse	equent/Current Wo	rkforce Analysis

		Table	2: Aboriginal P	eoples
		First/Previous Workforce Analysis		
		All Employees	Aboriginal Peoples	
Embic	yment Equity Occupational Group (EEOG)		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	Aborigina	l 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 Nati	onal Household Survey	

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

Data from Firs	st/Previous Wor	kforce Analysis
	$\downarrow$	<b>—</b>

Data from Su	bsequent/Curre Analysis	ent Workforce
$\downarrow$	$\downarrow$	$\downarrow$

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

2019	01	12
YYYY	MM	DD
Data from Subse	equent/Current Wo	orkforce Analysis

		Table 3: Me	embers of Visible	e Minorities
		First/Pr	evious Workforce	Analysis
Empl	over ant Faulty Occupational Crown (FFOC)	All Employees	Members of Vis	sible Minorities
ռաբո	oyment Equity Occupational Group (EEOG)		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

Table 7: Me	mbers of Visible	Minorities
Subsequent	/Current Workford	e Analysis
All Employees	Members of Visi	ible 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
613	140	31.3

Double	e:		
2011 Na	tional Househo	ld Survey	

* Source:	
0	

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

Data from Firs	t/Previous Wor	kforce Analysis	Data from Su	bsequent/Curro Analysis	ent Workforce
<b>1</b>	<b>\</b>	<b>\</b>	<b>\</b>	$\downarrow$	$\downarrow$

			_			
Data from Fi	rst/Previous Work	force Analysis		Data from Subse	equent/Current Wo	orkforce Analysis
YYYY	MM	DD		YYYY	MM	DD
2016	03	03	]	2019	01	12

		Table 4:	Persons with Dis	sabilities
		First/Pr	evious Workforce A	<b>Unalysis</b>
Emplo	yment Equity Occupational Group (EEOG)	All Employees	Persons with	Disabilities
Embio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01/02	Managers	32	1	4.3
03	Professionals	16	0	3.8
04	Semi-Professionals & Technicians	8	0	4.6
05	Supervisors	3	0	13.9
06	Supervisors: Crafts & Trades	16	0	7.8
07	Administrative & Senior Clerical Personnel	11	0	3.4
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	180	7	3.8
10	Clerical Personnel	74	2	7.0
11	Intermediate Sales & Service Personnel	49	2	5.6
12	Semi-Skilled Manual Workers	191	3	4.8
13	Other Sales & Service Personnel	1	1	6.3
14	Other Manual Workers	5	0	5.3
Total		586	16	4.9

Table 8:	Persons with Dis	abilities
Subsequent	/Current Workford	e Analysis
All Employees	Persons with	Disabilities
	Representation	Availability*
#	#	%
34	1	5.0
16	0	8.9
12	0	7.6
6	0	27.5
17	0	10.1
12	0	10.0
0	0	0.0
182	5	7.8
78	2	9.3
50	0	10.8
196	2	10.3
4	1	10.7
6	0	6.8
613	11	9.2

* Source:			
2012 Canad	ian Survey on D	Disability	

8		щ																														
	*																															
		988	333	888																												
8																																
8																																

# Part 2: Flow Data Analysis

**Supremex Inc.** 

2019-01-12

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

2019	01	12
VVVV	MM	ממ
End I	Date of Flow	Data

**Data from Form 4 - Employees** Hired

**Data from Form 5 - Employees** Promoted

**Data from Form 6 - Employees** Terminated

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		·	Table 1:	Women	Ť
		Full-time	/ National		/ National
	ployment Equity Occupational Group EOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired
		#	#	#	#
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
Tot	al	176	74	4	2

Total

Full-time	'National	Part-time	National
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
0	0	0	
0	o	0	(
0	0	0	(
0	0	0	(
0	0	0	
0	0	0	
1	1	0	(
0	0	0	
3	0	0	(
0	0	0	(
0	0	0	(
1	0	0	(
0	0	0	
0	0	0	
5	1	0	(

	Table 9:	Women	
Full-time	/ National	Part-time	/ National
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#
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
152	59	0	0

# Part 2: Flow Data Analysis

Supremex Inc.

2019-01-12

Start	Date of Flow	v 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

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	Tal	ole 2: Abor	riginal Pec	ples
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
01 Senior Managers	1	0	0	0
02 Middle & Other Managers	7	0	0	0

0

49

23 17

48

176

03 Professionals

05 Supervisors

10 Clerical Personnel

14 Other Manual Workers

Total

04 Semi-Professionals & Technicians

08 Skilled Sales & Service Personnel

09 Skilled Crafts & Trades Workers

12 Semi-Skilled Manual Workers

13 Other Sales & Service Personnel

07 Administrative & Senior Clerical Personnel

11 Intermediate Sales & Service Personnel

06 Supervisors: Crafts & Trades

les		
National		Fu
Aboriginal		
coples Hiro		Em Pro
#		
	0	
	0	
	0	
	0	
	0 0	
	0 0	
	0	
	0	
	0	
	0	
	_	

 $\downarrow$ 

Full-time	/ National	Part-time	/ National
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
1	0	0	0
0	0	0	0
3	1	0	0
0	0	0	0
0	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
5	1	0	0

Tab	le 10: Abo	riginal Ped	oples
Full-time	/ National	Part-time	/ National
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
2	0	0	0
5	0	0	0
4	0	0	0
6	0	0	0
0	0	0	0
1	0	0	0
8	0	0	0
0	0	0	0
50	0	0	0
18	0	0	0
13	0	0	0
41	1	0	0
1	0	0	0
3	0	0	0
152	1	0	0

# Part 2: Flow Data Analysis

Supremex Inc.

2019-01-12

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

End I	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

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1					8		8	8		8	8		8	8	8	8	8		B	ä	8							ä	8	8	8	8		8	8	8	8	8	8	8	I	8				8		ä	8			8			8			8		8		8		B				8	8	8	8		8	8	8	8	8		8	ä
ı		ï	ø	ű.	×	ı	t	ŝ	8		i	ğ	i	ŝ	i	Š		8	ľ	1	Ñ	8	á	å	ş	Ē	å	į	ä		į	8	Š	Š	ì	i					I					Ĭ	>	į	Š	8	ě	i		ŝ	ě	å	ě	ä	×		å		8	ı	3	۲	8	Ĭ	2	ŝ	ä	ķ	Š	8	Š	8	Ĭ	8	ä	3
ı		ä				š	8		8		ì	Š			b	Ž		Š		i		š	ä	å	å	ä	ă	b	ä	å	Š	š	Š	8	ğ						I				8	8		Š	8	Š		8	ä		8	ä	b	š	b	b	Š		Š			ı	Ì	Š	Š		à	ķ	Š	š	ğ	Š	Š	ŝ	å	å

	1 able	Table 5. Fersons with Disabilities									
	Full-time	/ National	Part-time	/ National							
Employment Equity Occupational Group (EEOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired							
	#	#	#	#							
01 Senior Managers	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 Personr	nel 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							

Full-time	/ National	Part-time / National				
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted			
#	#	#	#			
0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
1	0	0	0			
0	0	0	0			
3	1	0	0			
0	0	0	0			
0	0	0	0			
1	0	0	0			
0	0	0	0			
0	0	0	0			
5	1	0	0			

Table 11: Persons with Disabilities						
Full-time	/ National	Part-time / National				
All Employees Terminated	Persons with Disabilities Terminated	Disabilities Employees Disa				
#	#	#	#			
2	0	0	0			
5	0	0	0			
4	0	0	0			
6	0	0	0			
0	0	0	0			
1	0	0	0			
8	0	0	0			
0	0	0	0			
50	4	0	0			
18	1	0	0			
13	2	0	0			
41	1	0	0			
1	0	0	0			
3	0	0	0			
152	8	0	0			

# Part 2: Flow Data Analysis

**Supremex Inc.** 

2019-01-12

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

End I	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

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Table 4: I	Members o	of Visible	Minorities
Full-time	/ National	Part-time	/ National

		Full-time	/ National	Part-time / National			
	ployment Equity Occupational Group EOG)	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		
Tot	al	176	60	4	1		

Full-time	/ National	Part-time / National				
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted			
#	#	#	#			
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	2	0	0			
0	0	0	0			
0	0	0	0			
1	0	0	0			
0	0	0	0			
0	0	0	0			
5	3	0	0			

Full-time	/ National	Part-time / National			
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated		
#	# #		#		
2	0	0	0		
5	0	0	0		
4	4	0	0		
6	2	0	0		
0	0	0	0		
1	0	0	0		
8	3	0	0		
0	0	0	0		
50	12	0	0		
18	2	0	0		
13	2	0	0		
41	11	0	0		
1	1	0	0		
3	1	0	0		
152	38	0	0		

Federal Contractors Program Achievement Report
Part 3: Goals
Supremex Inc.
2019-01-12

									2017-01-12										
									Data	for First/F	revious (	Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	<b>\</b>	↓	<b>J</b>	<b>\</b>	<b>\</b>	<b>1</b>	<b>1</b>	↓	Ţ	<u> </u>	<b>\</b>	<b>\</b>	<b>1</b>	↓	<b>J</b>	1	<b>\</b>	↓	↓
										Table 1:									
									First/	Previous St	iort-term G	loals							
				All En	iployees									N	/omen				
	Number	Grow	oth (New Posit	ions)	Turnover (Re	placement o Employees)		Anticipated	Number	Turnover (R	eplacement of Employees)	Hires		r Goals n - To					Projected
Employment Equity Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Pro	jected	Hires Over 3	YYYY-MM-DD	Terminated	(Employees)	Required Over 3	YYYY	- YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in
Oreal (EEOO)	2016-03-03	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2016-03-03	Annually	Over 3 Years	Years	2016	2019					Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	3	-12.6%		0	80.0%		0	0	1	0.0%	0	0	0		27.4%	0	0	33.3%	33.39
02 Middle & Other Managers	29	3.3%		0	16.4%		0	0	7	0.0%	0	4	0		38.9%	-4	-4	24.1%	24.19
03 Professionals	16	0.0%		0	25.0%		0	0	7	0.0%	0	0	0		44.8%	0	0	43.8%	43.89
04   Semi-Professionals & Tech	8	14.5%		0	60.0%		0	0	2	0.0%	0	1	0		40.5%	-1	-1	25.0%	25.09
05 Supervisors	3	26.0%		0	0.0%		0	0	1	0.0%	0	1	0		51.5%	-1	-1	33.3%	33.39
06   Supervisors: Crafts & Trades	16	2.0%		0	6.1%		0	0	3	0.0%	0	-1	0		13.0%	1	1	18.8%	18.89
07 Administrative & Sr Clerical	11	2.9%		0	69.6%		0	0	7	0.0%	0	2	0		80.6%	-2	-2	63.6%	63.69
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	1	0	2	0		65.6%	-2	_	63.5%	63.5%
11 Intermediate Sales & Service	49	0.7%		0	26.3%		0	0	13		0	18	0		63.7%	-18		26.5%	26.5%
12 Semi-Skilled Manual	191	0.9%		0	21.2%		0	0	130		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%	0.09
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%	39.49

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)<sup>13</sup> 1) x 100.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Workforce Analysis) · 2) x 10				
				Table 2: Women
F	W	omen		
Employment Equity Occupational Group (EEOG)	Short-term Goals	Long-to	erm Goals	Comments
Group (EEOG)	%		%	
01 Senior Managers	0 0	.0	0.0	
02 Middle & Other Managers	1 0	.0	3 0.0	
03 Professionals	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	
07 Administrative & Sr Clerical	0 0	.0	2 0.0	
08 Skilled Sales & Service	o c	.0	0.0	
09 Skilled Crafts & Trades	0 0	.0	0.0	
10 Clerical Personnel	1 0	.0	0.0	
11 Intermediate Sales & Service	2 0	.0 10	6 0.0	
12 Semi-Skilled Manual	o c	.0	0.0	
13 Other Sales & Service	0 0	.0	1 0.0	
14 Other Manual Workers	0 0	.0	0.0	
Total	4	2:	5	007299

Federal Contractors Program Achievement Report
Part 3: Goals
Supremex Inc.
2019-01-12

						Data for First/Previous Goals														
Α	В	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:		From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		<b>\</b>	↓	Ţ	<b>\</b>	↓	<b>↓</b>	↓	<b>\</b>	Ţ	<b>\</b>	<b>\</b>	<b>1</b>	↓	<b>\</b>	↓	Ţ	↓	<b>↓</b>	↓
					Table 3: Aboriginal Peoples															
			First/Previous Short-term Goals																	
					All En	nployees		r				1			nal Peoples	1				
		Number Growth (New Positions)  Turnover (Replacement of Terminated Employees)								Number Turnover (Replacement of			3 Year Goals Hires From - To							
Employment Eq	quity Occupational					<del>                                     </del>			Anticipated Hires Over 3		Terminated	Employees)	Required		a - 10 - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)		YYYY-MM-DD	Actual	rroj	ected	Actual	Pro	jected T	Years	YYYY-MM-DD			Over 3	1111	- 1111	Availability	r resent Gap	Gap	Representation	Years
		2016-03-03	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-03-03	Annually	Over 3 Years	Years	2016	2019					
		#	%	%	#	%	%	#	¥	#	%	#	#	Ħ	%	%	#	#	%	%
01 Senior Mar	anagers	3	-12.6%			80.0%		0	0	0	0.0%	0	0	0		2.9%	0	0	0.0%	0.0%
02 Middle &	Other Managers	29	3.3%		C	16.4%		0	0	0	0.0%	0	1	0		2.2%	-1	-1	0.0%	0.0%
03 Profession	nals	16	0.0%		C	25.0%		0	0	0	0.0%	0	0	0		1.3%	0	0	0.0%	0.0%
04 Semi-Profe	fessionals & Tech	8	14.5%		C	60.0%		0	0	0	0.0%	0	0	0		1.2%	0	0	0.0%	0.0%
05 Supervisor		3	26.0%		C	0.0%		0	0	0	0.0%	0	0	0		0.9%	0	0	0.0%	0.0%
	rs: Crafts & Trades	16	2.0%		C	6.1%		0	0	0	0.0%	0	0	0		2.3%	1 -	0	0.0%	0.0%
	ative & Sr Clerical	11	2.9%		C	69.6%		0	0	0	0.0%	0	0	0		1.4%	1	0	0.0%	0.0%
	lles & Service	0	0.0%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
	afts & Trades	180	0.4%		C	27.6%		0	0	0	0.0%	0	5	0		2.5%	-5	-5	0.0%	0.0%
10   Clerical Pe		74	1.8%		0	23.7%		0	0	1	0.0%	0	1	0		2.1%	-1	-1	1.4%	1.4%
	ate Sales & Service	49	0.7%		C	26.3%		0	0	0	0.0%	0	1	0		2.0%	-1	-1	0.0%	0.0%
	led Manual	191	0.9%		0	21.2%		0	0	6	0.0%	0	-3	0		1.6%	3	3	3.1%	3.1%
	es & Service	1	58.7%		(	40.0%		0	0	0	0.0%	0	0	0		0.8%	1	0	0.0%	0.0%
	nual Workers	5	6.3%		(	54.5%		0	0	0	0.0%	0	0	0		7.7%		0	0.0%	0.0%
Total		586	1.5%		1 0	25.4%		1 0	0	1 7	0.0%	1 0	5	1 0	1	2.1%	s  -5	-5	1.2%	1.2%

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)<sup>13</sup> 1) x 100.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) + ((Total number of employees from Previous Workforce Analysis) + Total number of employees from Current Workforce Analysis) + 2) x 100.

workforce Analysis) + 2) x 10	ν.		
			Table 4: Aboriginal Peoples
Employment Equity Occupational	Aboriginal l	Peoples	
Group (EEOG)	Short-term Goals	Long-term Goals	Comments
Group (EEOG)	%	%	
01 Senior Managers	0.0	0.0	
02 Middle & Other Managers	1 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	1 0.0	4 0.0	
10 Clerical Personnel	1 0.0	0.0	
11 Intermediate Sales & Service	1 0.0	0.0	
12 Semi-Skilled Manual	0,0	0.0	
13 Other Sales & Service	0.0	0.0	
14 Other Manual Workers	0 0.0	0.0	
Total	4	4	007300

Federal Contractors Program Achievement Report
Part 3: Goals
Supremex Inc.
2019-01-12

Prom   From   Workforce   Analysis   Workforce   Analysis   Analysis   Analysis   Creating   From   Workforce   Analysis   Analysis   Analysis   Creating   From   Workforce   Analysis   Analysis   From   From   Workforce   From   Workforce   From   F										Data f	or First/I	Previous (	Goals							
Data sources:   From Workforce Analysis   Property Workforce Ana	A B	С	D	E	F	G	Н	I	J	K	L	М	N	О	P	0	R	S	T	U
Data sources:   From Workforce Workforce Analysis   Cx E x3   C		4 Y	6 	·		4 Y		4 Y	۵ :	!	! !	4 Y	!······	4 ?			! !	······		
Comparison   Com	Data sources:	Workforce	Workforce	Data Entry	CxEx3	Data Analysis & Workforce		СхНх3	F + I	Workforce		KxLx3		JxP	Data Entry	Workforce	Workforce	O) - ((C +	K÷C	' '
Fundament   Fund		<u> </u>	<b>↓</b>	<b>↓</b>	<b>1</b>	<b>1</b>	<b>1</b>	↓	<b>↓</b>	1	↓		↓	<b>1</b>	↓	<b>1</b>	1	<b>1</b>	1	↓
Furnishment Equity Occupational Grown (FEOG)   Number   Compositional Grown (FEOG)   Number   Compositiona																				
Number   Coron   Cor										First/	Previous St	10rt-term G	loals							
Number   Coup (ECOG)   CEOG   CEOG					All En	ployees					,					th Disabilities	i			
Projected   Proj		Number	Grov	vth (New Positi	ions)			Terminated		Number	Turnover (R	eplacement of	Hires							
Cross   Cros		MANUAL MAKERS		p:							Terminated	Employees)					Prosent Can	Projected		
10   10   10   10   10   10   10   10	Group (EEOG)	1111-3131-00	Actuai	110)		Actual	110	1		1111-MM-DD						Availability	i resem Gup	Gap	Representation	
01/02 Managers         32         -4.7%         0         48.2%         0         0         1         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         <		2016-03-03	Annually	Annually		Annually	Annually			2016-03-03	Annually		icais	2016	2019					
03   Professionals   16   0.0%   0   25.0%   0   0   0   0.0%   0   1   0   3.8%   -1   -1   0.0%		••		%	#	•	%	#	#	#		#	#	#	%		#	#		
04   Semi-Professionals & Tech   8   14.5%   0   60.0%   0   0   0   0   0   0   0   0   0		32			0	1 1		0	0	1	l	0	0	C			0	0		
05   Supervisors   3   26.0%   0   0.0%   0   0   0   0.0%   0   0   0   0.0%   0   0   0.0%   0   0   0.0%   0   0   0.0%   0   0   0.0%   0   0   0.0%   0   0   0.0%   0   0   0.0%   0   0.0%   0   0   0   0.0%   0   0   0.0%   0   0   0   0.0%   0   0   0   0.0%   0   0   0   0.0%   0   0   0   0.0%   0   0   0   0.0%   0   0   0   0.0%   0   0   0   0   0.0%   0   0   0   0.0%   0   0   0   0.0%   0   0   0   0.0%   0   0   0   0   0.0%   0   0   0   0   0   0   0.0%   0   0   0   0   0   0   0   0   0		16			0	1		0	0	0	l	0	1	C			-1	-1		
06   Supervisors: Crafts & Trades   16   2.0%   0   6.1%   0   0   0   0   0.0%   0   1   0   7.8%   -1   -1   0.0%   0	1 1	8			0	1		0	0	0	l	0	0	C			0	0		
07         Administrative & Sr Clerical         11         2.9%         0         69.6%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0         0.0%         0		3			0			0	0	0	l	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%         0         0         0.0%         0         0         0.0%         0         0         0         0         0         0         0         0         0         0         0         0         0         0         3.8%         0         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         0         0         1         0         5.6%         -1         -1         -1         4.1%         4.1%		16			0	1 1		0	0	0	l	0	1	0			-1	-1		
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%	1 1	11			0			0	0	0		0	0				0	0		
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%		"			0			0	0	0	l	1 0	0				0	0		
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%					0	1 1		0	0	/	l	1 0	0				0	0		
					0			"	"	2			3				-3	-3		
1 12   Seini-Skineu Manuar   191   0.976     0   21.276   0   0   0   0   0   0   4.876   -0   -0   1.076   1.076	1 1				0			"	"	2			1				-1	-1		
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%	1 1	191			"	1		۱ °		] 3	l		"				-0	-0		
15 Other Sales & Service	1 1					1		"			l	] ,	-1					1		
Total 586 1.5% 0 25.4% 0 0 16 0.0% 0 13 0 4.9% -13 -13 2.7% 2.7%		586			0			1 0	0	16		1 0	13	1 0			-13	-13		

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

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

	Workforce Analysis) ÷ 2) x 10	JU.		
				Table 6: Persons with Disabilities
т		Persons with	Disabilities	
	loyment Equity Occupational p (EEOG)	Short-term Goals	Long-term Goals	Comments
Grot	p (EEOG)	9%	%	
01/0	2 Managers	0.0	0 0.0	
03	Professionals	0.0	1 0.0	
04	Semi-Professionals & Tech	0.0	0 0.0	
05	Supervisors	0 0.0	0 0.0	
06	Supervisors: Crafts & Trades	0.0	1 0.0	
07	Administrative & Sr Clerical	0.0	0 0.0	
08	Skilled Sales & Service	0.0	0 0.0	
09	Skilled Crafts & Trades	0.0	0.0	
10	Clerical Personnel	1 0.0	2 0.0	
- 11	Intermediate Sales & Service	1 0.0	0.0	
12	Semi-Skilled Manual	1 0.0	5 0.0	
13	Other Sales & Service	0,0	0 0.0	
14	Other Manual Workers	0 0.0	0 0.0	
Tota		3	9	

									017 01 12										
									Data I	or First/F	Previous (	Goals							
A B	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	: / ''	K÷C	(K - M + O) ÷ (C + F)
	<u> </u>	<b></b>	↓	<b>\</b>	<b></b>	<b>↓</b>	1	<b>J</b>	1	<u> </u>	<u> </u>	<u> </u>	1	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<b>\</b>	<u> </u>
									Table 7: M				ş.						
									First/	Previous St	iort-term G	oals							
				All En	nployees					,		,			isible Minor	ities			
	Number	Gre	wth (New Posi	tions)	Turnover (Re		f Terminated		Number	Turnover (R	eplacement of			r Goals					
<b>Employment Equity Occupational</b>						Employees)		Anticipated		Terminated		Hires Required		n - To	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Pro	ected	Actual	Pro	jected	Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2016-03-03	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	TC	2016-03-03	Annually	Over 3 Years	Years	2016	2019					
	#	%	%	H	%	%	#	H	H	%	#	#	Ħ	%	%	#	H	%	%
01 Senior Managers	3	-12.6%			80.0%		. (	0	0	0.0%	0	0	0	)	10.1%	0	0	0.0%	0.0%
02 Middle & Other Managers	29	3.3%	5	C	16.4%		C	0	1	0.0%	0	3	0		15.0%	-3	-3	3.4%	3.4%
03 Professionals	16	0.0%	5	l c	25.0%		C	0	11	0.0%	0	-6	0		29.2%	6	6	68.8%	68.8%
04 Semi-Professionals & Tech	8	14.5%	5	c	60.0%		C	0	0	0.0%	0	1	0		18.4%	-1	-1	0.0%	0.0%
05 Supervisors	3	26.0%	6	(	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%		C	0	0	0.0%	0	1	0		8.1%	-1	-1	0.0%	0.0%
07 Administrative & Sr Clerical	11			C	69.6%		C	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%		C	0	0	0.0%	0	0	0	)	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	180	0.4%		C	27.6%		C	0	30	0.0%	0	-12	0	)	9.9%	12	1	l .	16.7%
10 Clerical Personnel	74			0	23.7%		0	0	9	0.0%	0	15	0		32.4%	-15	1	l .	12.2%
11 Intermediate Sales & Service	49	0.7%		[ C	26.3%		C	0	3	0.0%	0	15	0	)	36.3%	-15			6.1%
12 Semi-Skilled Manual	191	0.9%		[ C	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%	o l	1 0	40.0%		1 0	9 0	1 0	0.0%	1 0	0	0	)	24.3%	·  0	1 0	0.0%	0.0%

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

1.5%

54.5%

25.4%

14 Other Manual Workers

Total

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

114

0.0%

44

	[ [					Table 8: Members of Visible Minorities
Employe	nent Equity Occupational	Mem	bers of Visibl	le Minoritie	·s	
Group (E		Short-teri	m Goals	Long-tern	i Goals	Comments
			%		%	
	nior Managers	0	0.0	0	0.0	
02 Mie	ddle & Other Managers	1	0.0	2	0.0	
03 Pro	ofessionals	0	0.0	0	0.0	
04 Ser	mi-Professionals & Tech	1	0.0	0	0.0	
05 Sup	pervisors	0	0.0	0	0.0	
06 Sup	pervisors: Crafts & Trades	1	0.0	0	0.0	
07 Ad	Iministrative & Sr Clerical	0	0.0	0	0.0	
08 Ski	illed Sales & Service	0	0.0	0	0.0	
09   Ski	illed Crafts & Trades	0	0.0	0	0.0	
10 Cle	erical Personnel	2	0.0	13	0.0	
11 Inte	ermediate Sales & Service	1	0.0	14	0.0	
12 Ser	mi-Skilled Manual	10	0.0	15	0.0	
13 Oth	her Sales & Service	0	0.0	0	0.0	
14 Oth	her Manual Workers	0	0.0	1	0.0	
Total		16		45		

20.0%

19.5%

20.0%

19.5%

39.6%

26.9%

-44

-44

									Data for	Subseque	nt/Currei	nt Goals							
A B	C	D	E	F	G	Н	I	J	К	L	М	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis		K ÷ C	(K - M + O) ÷ (C + F)
	<b>J</b>	<b>J</b>	,	<b>J</b>	<b>.</b>	<b>\</b>		<b>J</b>	<b>T</b>	<b>.</b>	<b></b>	<b></b>	<b></b>	<b>\</b>	<b>\</b>	,	<b></b>	<u> </u>	<u> </u>
										Table 9:	Women								
									Subsequ	ent/Current	Short-tern	a Goals							
				All En	ıployees									W	omen				
	Number	Grow	vth (New Posi	tions)	Turnover (Re		f Terminated		Number	T	eplacement of		3 Year	Goals					
Employment Equity Occupational		<b></b> ,		,		Employees)		Anticipated	· · · · · · · · · · · · · · · · · · ·	Terminated		Hires Required	Fron	ı - To	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Pro	ected	Actual	Pro	jected	Hires Over 3	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3
• •	2019-01-12	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2019-01-12	Annually	Over 3 Years	Years	2019	2022					Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	2	-12.6%		C	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%		C	16.4%		0	0	13	0.0%	0	0	0		39.4%	0	0	40.6%	40.6%
03 Professionals	16	0.0%		C	25.0%		0	0	7	0.0%	0	0	0		42.5%	0	0	43.8%	43.8%
04 Semi-Professionals & Tech	12	14.5%		C	60.0%		0	0	5	0.0%	0	0	0		38.5%	0	0	41.7%	41.7%
05 Supervisors	6	26.0%		0	0.0%		0	0	4	0.0%	0	-1	0		51.5%	1	1	66.7%	66.7%
06 Supervisors: Crafts & Trades	17	2.0%		0	6.1%		0	0	4	0.0%	0	-2	0		13.8%	2	2	23.5%	23.5%
07 Administrative & Sr Clerical	12	2.9%			69.6%		0	0	8	0.0%	0	2	0		80.2%	-2	-2	66.7%	66.7%
08 Skilled Sales & Service 09 Skilled Crafts & Trades	182	0.0% 0.4%			0.0% 27.6%		0	0	0	0.0% 0.0%	"	"	0	8.6%	0.0% 8.6%	"	-8	#DIV/0! 4.4%	#DIV/0! 4.4%
10 Clerical Personnel	78	1.8%			23.7%			0	51	0.0%	0		١	0.076	65.2%	-0	-8	65.4%	65.4%
11 Intermediate Sales & Service	50	0.7%		"	26.3%			0	12	1	0	21	١	50.0%	65.4%	-21	-21	24.0%	24.0%
12 Semi-Skilled Manual	196	0.7%			21.2%			0	133	1	0	-98	٥	30.070	17.9%	98	1	l	67.9%
13 Other Sales & Service	4	58.7%		0	40.0%		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	0	2	0.0%	o	-1	0		24.1%	1	1	33.3%	33.3%
Total	613	1.5%		C	25.4%		0	0	248	0.0%	0	-70	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)<sup>1/3</sup> 1) x 100.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) + Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

					Table 10: Women
Emp	oyment Equity Occupational		Women		
	p (EEOG)	Short-tern		term Goals	Comments
			%	%	
	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	

Data for Subsequent/Current Goals

A B	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	<u> </u>	1	<b></b>	<b>1</b>	<b>↓</b>	1	<u> </u>	<u> </u>	1	<u> </u>	↓	<b>\</b>	<b>1</b>	<u> </u>	<b>\</b>	<u> </u>	. ↓	<b>.</b>	1
										11: Abor									
									Subsequ	ent/Current	Short-tern	n Goals							
				All En	ployees					,		,		•	nal Peoples	,	,	,	
	Number	Grow	vth (New Posit	tions)	Turnover (Rep		Terminated		Number	Turnover (R	eplacement of		3 Year						
<b>Employment Equity Occupational</b>						Imployees)		Anticipated		Terminated	Employees)	Hires Required		n - To	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2019-01-12	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	itais	2019-01-12	Annually	Over 3 Years	Years	2019	2022					icars
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
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	0	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	0	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	0	1.2%	1.2%		-1	0.5%	0.5%
10 Clerical Personnel	78	1.8%		0	23.7%		0	0	1	0.0%	0	1	0	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		0	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	0	1.8%	1.8%	-1	-1	1.5%	1.5%
13 Other Sales & Service	4	58.7%		0	40.0%		0	1 0		0.0%	0	0	0	0.50	1.0%	1 .	0	0.0%	0.0%
14 Other Manual Workers	6	6.3%		1 0	54.5%		0	1 0	0	0.0%	1 0	1	0	8.7%	8.7%	-1	-1	0.0%	0.0%

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

25.4%

613

1.5%

Total

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

0.0%

					Table 12: Aboriginal Peoples
Emn	oyment Equity Occupational		Aboriginal People		
	p (EEOG)	Short-teri	m Goals Long	term Goals	Comments
			%	%	
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	

1.0%

1.0%

1.9%

									Data for	Subseque	nt/Currei	it Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	<b>1</b>	<b>1</b>	↓	<b>\</b>	<b>1</b>	↓	↓	↓	1	<u> </u>	<b>J</b>	1	1	↓	<b>J</b>	Ţ	<u> </u>	<b>1</b>	<b>1</b>
										: Persons									
				40.6					Subsequ	ent/Current	Short-tern	ı Goals		ъ .	at Dr. Core				
				All En	ployees					T			2.1/	r Goals	th Disabilities				I
	Number	Grov	vth (New Posit	ions)	Turnover (Re	placement of Employees)	Terminated		Number		eplacement of	Hires		n - To					
<b>Employment Equity Occupational</b>	YYYY-MM-DD	Actual	Proj	ected	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)			-	Over 3			Over 3	Years			Over 3	Over 3 Years			Availability		Gap	Representation	Years
	2019-01-12	Annually	Annually	Years	Annually	Annually	Years		2019-01-12	Annually	Years		2019	2022					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	34	-4.7%		0	48.2%		0	0	1	0.0%	0	1	C	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	C	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	C	7.6%	7.6%	-1	-1	0.0%	0.0%
05 Supervisors	6	26.0%		0	0.0% 6.1%		0	0	0	0.0%	0	2	C	27.5% 10.1%	27.5% 10.1%	-2	-2	0.0% 0.0%	0.0% 0.0%
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	17 12	2.0% 2.9%		"	69.6%		"	0	١	0.0%	0	2		10.1%	10.1%	-2	-2	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%		0	0.0%		1 0	0	١	0.0%	١	0		10.070	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	182	0.4%		ن ا	27.6%		ا ٥	0	5	0.0%	0	9	C	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	C	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	C	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	C	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	C		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	C		6.8%	0	0	0.0%	0.0%
Total	613	1.5%		0	25.4%		0	0	11	0.0%	0	45	C		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)<sup>1/3</sup> - 1) x 100.

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

	workforce Analysis) $\pm 2$ ) x 10	<i>i</i> 0.				
						Table 14: Persons with Disabilities
	F 10 0 11 1	Pe	ersons with E	isabilities		
	loyment Equity Occupational p (EEOG)	Short-teri	m Goals	Long-ter	m Goals	Comments
Grou	p (EEOG)		%		%	
01/02	2 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	

									2019-01-12										
									Data for	Subseque	nt/Currei	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>		СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	↓	Ţ	1	<b>\</b>	↓	↓	1	↓	1	↓	<b>1</b>	1	<b>1</b>	<b>\</b>	<b>1</b>	1	↓	<b>↓</b>	<u> </u>
								*	Гаble 15: <b>М</b>				<u>'8</u>						
									Subsequ	ent/Current	t Short-tern	1 Goals							
				All En	nployees			1							isible Minori	ties		ı	
	Number	Gree	wth (New Posi	tions)	Turnover (R	eplacement o	f Terminated		Number	Turnover (R	eplacement of	Hires		r Goals					
<b>Employment Equity Occupational</b>						Employees)		Anticipated		Terminated	Employees)	Required		a - To	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Pro	jected	Actual	Pro	jected	Hires Over 3 Years	YYYY-MM-DI			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2019-01-12	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	1	2019-01-12	Annually	Over 3 Years	Years	2019	2022					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	2	-12.6%	,	C	80.0%		0	0	(	0.0%	0	0	0		11.5%	0	0	0.0%	0.0%
02 Middle & Other Managers	32			C	16.4%		0	0	) 2	0.0%	0	4	0	17.6%	17.6%	-4	-4	6.3%	6.3%
03 Professionals	16	0.0%		C	25.0%		0	0	10	0.0%	0	-5	0		34.3%	5	5	62.5%	62.5%
04   Semi-Professionals & Tech	12	14.5%		C	60.0%		0	0	)	0.0%	0	1	0	18.9%	18.5%	-1	-1	8.3%	8.3%
05 Supervisors	6	26.0%		C	0.0%		0	0	)	0.0%	0	1	0	41.2%	41.2%	-1	-1	16.7%	16.7%
06   Supervisors: Crafts & Trades	17	2.0%		0	6.1%		0	0		0.0%	0	2	0	10.5%	10.5%	-2	_	0.0%	0.0%
07 Administrative & Sr Clerical	12	1		0	69.6%		0		2	0.0%	0	1	0	25.6%	25.6%	-1	-1	16.7%	16.7%
08 Skilled Sales & Service	0	0.0%		C	0.0%		0			0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	182	1		0	27.6%		0		42		0	-16	0		14.4%	l		23.1%	23.1%
10 Clerical Personnel	78				23.7%		0		] 13	0.0%	0	14	0	34.3%	34.3%	I		16.7%	16.7%
11 Intermediate Sales & Service	50	1		[ C	26.3%		0	0	)  4	0.0%	0	18	0	43.5%	43.5%	-18		8.0%	8.0%
12 Semi-Skilled Manual	196	0.9%		0	21.2%		0	0	63	0.0%	0	29	0	46.8%	46.9%	-29	-29	32.1%	32.1%
13 Other Sales & Service	4	58.7%	)	1 0	40.0%		0		)	0.0%	0	1	0	50.0%	50.7%	-1	-1	25.0%	25.0%

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

54.5%

25.4%

6.3%

1.5%

14 Other Manual Workers

Total

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.

140

0.0%

0.0%

39.8%

38.1%

31.3%

···				Table 16: Members of Visible Minorities
Employment Equity Occupational	Mem	ibers of Visible Minori	ties	
Group (EEOG)	Short-ter	m Goals Long-te	rm Goals	Comments
•		%	%	
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	

16.7%

22.8%

16.7%

22.8%

-52

									Fede	ral Contr	actors	Progra	m Achie	vement	Report									7007307
										I	art 4: l	Results	- Wome	en										5
											Suj	premex	Inc.											
											2	019-01-	12											
A	В	C	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U	V	W	X	Y
Data soı	urces:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E÷H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q÷Px 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
			↓	Ţ	<u> </u>	<u> </u>	\	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	` ↓	<u> </u>	, \	<b>\</b>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	↓	<u> </u>
						orce An	•									Flow	Data A	nalysis						
	loyment Equity pational Group	Year			V	orkforce					1	Hires				I	romotio				To	erminati		
(EEC			All Employees	Repres	entation	Wo Avail		Gap	EE Result	All Employees	Ac	toal	omen Expected	Difference	All Employees	Ac	tual	Vomen Expected	Difference	All Employees	Ac	tual	Expected	Difference
l		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
01 S	Senior Managers	2016	3	1				0	121.7				-						-					
	Middle & Other	2019 2016	29	7				-1 -4	0.0 62.1	1	0	0.0	0	(	0	0	0.0	0	0	2	1	50.0	1	(
1 02 1	Managers	2019	32	13			:		103.1	7	5	71.4	3	2	2 0	0	0.0	0	0	5	0	0.0	1	-1
03 F	Professionals	2016	16	7				0	97.7															
5	Semi-Professionals &	2019 2016	16 8	7				-1	102.9 61.7	4	. 3	75.0	2		1 0	0	0.0	0	0	4	3	75.0	2	]
1 ()4 1	Technicians	2019	12	5	:	38.5		0	108.2	9	5	55.6	3	2	2 0	0	0.0	0	0	6	3	50.0	2	2
05 S	Supervisors	2016	3	1				-1																
9	Supervisors: Crafts &	2019 2016	16	3		51.5		1	129.4 144.2	1	1	100.0	1	'	0	0	0.0	0	0	0	0	0.0	0	(
	Trades	2019	17	4	<u>:</u>			2	170.5	3	1	33.3	0		1 0	0	0.0	0	0	1	0	0.0	0	(
					1	7	!	!	<b></b>	:	·	······································	: :	ĭ										
Data soı	urces:		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÷Ix 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F÷M x 100											
			1	↓		<u> </u>	<b>↓</b>	<u> </u>	<u> </u>	1		<u> </u>	<b>↓</b>											
				Entra						oals														
	loyment Equity pational Group	Year	FI	ow Data	l men		Short-te We	rm Goal	S		Long-ter Wor							-	Commen	to.				
(EEC			All Employees		tual	Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of					•	Journen	ıs				
		#	#	#	%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met											
01.5	Sanian Mana	2019	1	0	•		0.0	0.0	0.0	0	0.0	0.0												
	Senior Managers	2022	1	0				27.6	0.0	0/2 0/2 0/2 0/2 0/2		27.6	0.0											
1 02 1	Middle & Other Managers	2019 2022	7	5	<del>.</del>	1	500.0	0.0			166.7	0.0												
	-	2019	4	3		100000000000000000000000000000000000000	0.0	0.0		000 000 000 000 000	0.0	0.0												
	Professionals	2022	4	3	75.0		-	0.0		0.000.000.0000.0000.0000		0.0												
	Semi-Professionals & Technicians	2019	9	5		STOREGISTORIGISTORIGISTORI	0.0	0.0		110000011000011000001000001000	500.0	0.0												
-	Supervisors	2019	1	1		100000000000000000000000000000000000000	0.0	0.0			100.0	0.0												
		2022	1	1	100.0		_	0.0		HIZKEHIZKEHIZKEHIZKEHIZ	_	0.0												
06 S	Supervisors: Crafts & Frades	2019	3	1			0.0	0.0			0.0	0.0												

									Fede	al Contr			n Achie - Wome		Report									007308
										r				:11										
												oremex												
											20	019-01-	12											
Α	В	C	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U	V	W	X	Y
Data s	ources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E÷H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ 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	0 V-X
			<b>1</b>	<b>↓</b>	<b>V</b>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	` ↓	<u> </u>	<u> </u>	<u> </u>	<u> </u>	` ↓	<u> </u>	<u> </u>	1	,	<u> </u>	<b>\</b>	<u> </u>	<u> </u>
						orce An	•									Flow	Data A	nalysis						
	oloyment Equity upational Group	Year			V	orkforce						Hires				P	romotio				To	rminatio		
	OG)		All Employees	Represe	entation	Wo Avail:		Gap	EE Result	All Employees	Act	tual	omen Expected	Difference	All Employees	Ac		omen Expected	Difference	All Employees	Ac	tual	Expected	1 Difference
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
07	Administrative &	2016	11	7		80.6																		
	Senior Clerical Skilled Sales &	2019 2016	12	8		80.2 0.0			83.1 0.0	10	7	70.0	8	-1	1	1	100.0	1	0	8	5	62.5	5	5 (
08	Service Personnel	2019	0	0		-		- ·	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	C	0 (
09	Skilled Crafts &	2016	180	10				_	129.2									_						
	Trades Workers	2019 2016	182 74	8 47		8.6 65.6			51.1 96.8	49	1	2.0	4	-3	3	0	0.0	0	0	50	2	4.0	3	3 -:
10	Clerical Personnel	2019	78	51		65.2	:		100.3	23	17	73.9	15	2	C	0	0.0	0	0	18	13	72.2	11	1 2
11	Intermediate Sales &	2016	49	13		-								_										
	Service Personnel Semi-Skilled Manual	2019 2016	50 191	12 130		65.4 19.9			36.7 342.0	17	4	23.5	11	-7	1 0	0	0.0	0	0	13	3	23.1	3	3 (
12	Workers	2019	196	133	-	17.9			379.1	49	30	61.2	9	21	1	. 0	0.0	1	-1	41	27	65.9	28	8 -1
:						1	!				·	: :	:	i										
Data s	ources:		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÷Ix 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F÷M x 100											
			<b>↓</b>	<b>\</b>	↓	<b>↓</b>	<b>\</b>	↓	↓	↓	<b>↓</b>	<b>\</b>	<b>↓</b>	-										
				Entra	nts					oals														
	oloyment Equity	Year	FI	ow Data	men			rm Goals	5		Long-teri Wom							-		4				
200000000000000000000000000000000000000	upational Group OG)		All Employees	Act		Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of					Č	ommen	LS .				
		#	#	#	uai %	Geat #	Goal Met	Geal %	Goal Met	Goai #	Goal Met	Goal %	Goal Met											
	Administrative &	2019	# 11	# 8		0	0.0	0.0	0.0	2	400.0	0.0	0.0											
07	Senior Clerical	2022	11	8	72.7			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												
09	Skilled Crafts &	2019	52	1		2006 (2006 (2006 (2006)	0.0		0.0	0	0.0	0.0												
09	Trades Workers	2022	52	1				8.6	22.4			8.6												
10	Clerical Personnel	2019 2022	23 23	17 17			1700.0	0.0	0.0	1	1700.0	0.0												
11	Intermediate Sales &	2019	17	4	23.5	2	200.0	0.0	0.0	16	25.0	0.0	0.0	Usually litt	tle movemen	t in this iol	category							
H	Service Personnel	2022	17	4		51020-51020-51020-51020	0.0	50.0	47.1	^	0.0	50.0		County III	moremen		- aregory							
12	Semi-Skilled Manual Workers	2019	50 50	30 30			0.0	0.0	0.0	0	0.0	0.0												

Part	Part 4: Results - Women Supremex Inc.													
A   B   C   D   E   F   G   H   I   J   K   L   M   N   O   P   Q   R   S   T   U   V   V	·													
A														
Part	2019-01-12													
Part														
Data sources:   Data Sources	F G H I J K L M N O P Q R S T	UVWX	Y											
Flow Data Analysis   Flow Da	e $\stackrel{E+D}{=}$ Workforce $\stackrel{D\times G}{=}$ E+H $\stackrel{E+H}{=}$ Part Z-100V Flow Data $\stackrel{L+K}{=}$ Kx G $\stackrel{\div}{=}$ 100 L-N Part Z-100V Flow Data $\stackrel{Q+P\times}{=}$ Part $\stackrel{D\times G}{=}$ Part $D\times$	Part 2: Flow Data V ÷ U x F ÷ 100 U x F ÷ 100	V - X											
Figure   F		\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	1											
Cocupational Group (EEOG)   All   Nomen   Nomen   All   Nomen   All   Nomen   All   Nomen   All   Nomen   Nomen   All   Nomen   All   Nomen   Nomen   Nomen   Nomen   All   Nomen	Workforce Analysis Flow Data Analysis													
CEPOG    Employees   Representation   Availability   Gap   EE Result   Employees   Actual   Expected   Difference   Employees   Expected   Difference   Employees   Expected   Difference   Employees	Fquity Group    Year   Superior													
H	All   Women													
13   Personnel   2019	Column   C													
Other Manual Workers   2016   5   3   60,0   27,9   1   2   215,1   1   1   138,3   3   0   0,0   1   -1   0   0   0,0   0   0   0   0   0   0														
Variety   Vari	<del></del>	0 1 1 100.0 0												
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  Data sources:  Part 2: Flow Data Analysis Part 2: Flow Data Analysis 100 Part 3: Goals 100 Part 3: Goals F+1 x 100 Part 3: Goals F+1 x 100 Part 3: Goals F+M x 100 Part 3: Goals Part 3: Goal		0 3 1 33,3 2												
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	a 100 Gods 100 Gods F÷1x100 Part 3: Gods 100 Gods F÷Mx100													
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13   Other Sales & Service   2019   4   2   50.0   0   0.0   0.0   1   200.0   0.0   0.0   0.0       Personnel   2022   4   2   50.0   50.0   100.0   50.0   100.0														
14 Other Manual 2019 3 0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0	0 0.0 0 0.0 0.0 0.0 0 0.0 0.0 0.0													
Workers 2022 3 0 0.0 0.0 0.0 0.0 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 0.0 25 308.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0	· · · · · · · · · · · · · · · · · · ·													

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	ployment Equity upational Group	Year			V	orkforce					1	Hires				I	Promotio				To	erminatio		
	OG)		All Employees	Repres	entation		al Peoples ability	Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	Ac	Aportg	Expected	Difference	All Employees	Ac	Aporigi	nal Peoples Expected	Difference
		#	#	#	%	%	#	#	%	#	#	9/6	#	#	#	#	%	#	#	#	#	%	#	#
01	Senior Managers	2016 2019	3	0			•	0	0.0		0											0.0		
	Middle & Other	2019	29	0				-1	0.0	1	0	0.0	0	'	0	0	0.0	0	0	2	0	0.0	0	0
02	Managers	2019	32	0	i .	2.7	1	-1	0.0	7	0	0.0	0	(	0	0	0.0	0	0	5	0	0.0	0	0
03	Professionals	2016	16 16	0	:			0	0.0 480.8		. 1	25.0	0		1	0	0.0		0	1	0	0.0	0	0
04	Semi-Professionals &	2019	8	0				0	0.0	1	1	23.0	0				0.0	1 0	0	+	-	0.0	0	0
04	Technicians	2019	12	0					0.0	9	0	0.0	0	(	0	0	0.0	0	0	6	0	0.0	0	0
05	Supervisors	2016	3	0			:	0	0.0	1	0	0.0	0			0	0.0	0	0	0	0	0.0	0	0
06	Supervisors: Crafts &	2016	16	0	•	2.3	0	0		Î	·					Ì		, v	·		·	***	·	v
	Trades	2019	17	0	0.0	3.2	1	-1	0.0	3	0	0.0	0	(	0	0	0.0	0	0	1	0	0.0	0	0
Data	iources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ <b>G</b> x 100	Part 3: Goals	F÷1x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100											
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	ployment Equity upational Group	Year		ow Data	al Peoples			rm Goal	S		Long-ter Aborigina							-	Commen	to				
	OG)		All Employees	Ac		Goal	Percent of	Goal	Percent of	Goal	Percent of		Percent of						Johnnen					
		#	¥	#	%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met											
01	Senior Managers	2019	-1	0	0.0	greex greex greex grees	0.0	0.0	0.0	0	0.0	0.0	0.0											
		2022	-1 2	0			0.0	0.0		100001100001100001100011000	0.0	0.0												
02	Middle & Other Managers	2019	2	0		3110231102311023110	0.0	2.7			0.0	2.7												
03	Professionals	2019	0	1	:	30111103011110301111030111103	0.0	0.0	0.0		0.0	0.0	0.0											
	Semi-Professionals &	2022	3	0			0.0	0.0			0.0	0.0												
04	Technicians	2022	3	0	0.0		0.0	0.0	0.0	1100000110000010000010000	9.0	0.0	0.0											
05	Supervisors	2019 2022	1	0		B10000010000010000000000	0.0	0.0			0.0	0.0												
06	Supervisors: Crafts &	2022	2	0		300/2010/2010/2010/2010/2010/2010/2010/2	0.0	0.0		1122 5112 5112 5112 5112	0.0	8												
06	Trades	2022	2	0	<u> </u>			3.2				3.2												

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	loyment Equity pational Group	Year			V	Vorkforce	e ial Peoples				1	Hires	inal Peoples			P	romotio	INS inal Peoples			To	erminatio	ons inal Peoples	
(EEC			All Employees	Repres	entation		lability	Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	Ac	tual	Expected	Difference	All Employees	Ac	tual	Expected	Difference
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	9/6	#	#	#	#	%	#	#
	Administrative &	2016	11	0		1.4		0	0.0															
	lenior Clerical	2019 2016	12	0			•	0	0.0	10	0	0.0	0	C	1	0	0.0	0	0	8	0	0.0	0	
1 ()X I	ervice Personnel	2010	0	0				0	0.0	0	0	0.0	0	C	0	0	0.0	0	0	0	0	0.0	0	
	killed Crafts &	2016	180	0	0.0			-5	0.0															
r	rades Workers	2019	182	1		+		-1		49	0	0.0	1	-1	1 3	1	33.3	0	1	50	0	0.0	0	) (
10 C	Clerical Personnel	2016 2019	74 78	1		1		-1 -1	64.4 49.3	23	0	0.0	1	-1	1 0	0	0.0	0	0	18	0	0.0	0	
1.1 In	ntermediate Sales &	2016	49	0	<del> </del>		•	-1		20		0.0	1			, v	0.0			10	, ,		Ť	
$\vdash$	ervice Personnel	2019	50	0				-1	0.0	17	0	0.0	0	C	0	0	0.0	0	0	13	0	0.0	0	) (
1 1/1	emi-Skilled Manual Vorkers	2016 2019	191 196	6				3	196.3 85.0	49	0	0.0	1	-1	1 1	0	0.0		0	41	1	2.4	1	
		2017	150		1.0	1.0	'i '		05.0	1 7/		. 0.0	1	<u> </u>	1 1		. 0.0	<u>'1</u> '1		1 11		<u>:</u> 2.7	1	<u> </u>
Data soi	urces:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷1x100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷M x 100											
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	loyment Equity	Year	FI	ow Data	al Peoples		Short-te	rm Goal	S		Long-ter Aborigina							,	4	4				
(EEC	pational Group )G)		All Employees		tual	Geal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of					Ĺ	Commen	is.				
		н	,	μ	%	Goai #	Goal Met	<b>!</b>	Goal Met	Goai	Goal Met	Goai %	Goal Met											
0 =   A	Administrative &	2019	# 11	# 0	•		0.0	0.0		7 0	0.0	0.0												
1 07/1	enior Clerical	2022	11	0		anaxanaxanaxana	- 10	0.0		_		0.0												
	killed Sales &	2019	0	0		02100002100002100002100	0.0				0.0													
	killed Crafts &	2022 2019	52	0	•	(3000) (3000) (3000) (3000)	100.0	0.0		020,000,000,000,000	25.0	0.0												
	rades Workers	2022	52	1		***************************************	100.0	1.2			25.0	1.2		Few nomin	nations were	eceived fr	om Abori	ginal people	).					
10	Clerical Personnel	2019 2022	23 23	0		STERROSTER CONTROL CONTROL	0.0	0.0 2.6			0.0	0.0 2.6												
	ntermediate Sales & Service Personnel	2019	17	0	:	5311000003100000310000031000	0.0	0.0	0.0	1100000110000100000100000100000	0.0	0.0												
	Semi-Skilled Manual	2022 2019	17 50	0	•	110/2010/2010/2010/2010/2	0.0	2.3 0.0		11920-11920-11920-11920-1192	0.0	2.3 0.0												
12 3	Vorkers	2022	50	0	:	311000031100031100031100	1	1.8			1 0.0	1.8												

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								reuc				riginal l		кероп									
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Data sources:		Part 1: Workforce Analysis		E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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		·	•	<u> </u>	rce An	<u> </u>	•	<u> </u>	Ť	<u> </u>	•	•	•	•	•	Data A	<u> </u>	•	•	<u> </u>		•	
Employment Equity	Year				orkforce						Hires			T		romotio				Ter	minati	ons	
Occupational Group (EEOG)		All		- 1	Aberigina	•			All			nal Peoples		All			inal Peoples		All			inal Peoples	
(EEOG)	#	Employees #	Represent	ation %	Availa %	bility #	Gap #	EE Result	Employees #	Act	tual %	Expected #	Difference #	Employees #	# A	tual %	Expected	Difference #	Employees #	Actu	al %	Expected #	Differen #
Other Sales & Service	2016	1	0	0.0	0.8	0	0	0.0		, ,	/4	*	*	*	"	/0	#	*	#	*	/0		,
Personnel	2019	4	0	0.0	1.0	0	0	0.0	4	0	0.0	0	0	(	) (	0.0	0	(	) 1	0	0.0	0	
Other Manual Workers	2016	5	0	0.0	7.7 8.7	0	0	0.0		0	0.0		0			0.0	) 0		) 3	0	0.0		
	2019	586		1.2	2.1	12	-5	56.9		0	0.0	0	- 0			0.0	0		, 3	0	0.0	1	
Total	2019	613	6	1.0	1.9	12		51.5	180	1	0.6	3	-2	5	5 1	20.0	0	j	1 152	1	0.7	2	
Data sources:		Part 2: Flow Data Analysis		E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F÷Ix 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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		New	Entrant	ts				C	Goals														
Employment Equity	Year	F	ow Data		5		rm Goals	S		Long-ter													
Occupational Group	rear	All	Aboriginal I	Peoples			al Peoples			Aboriginal	Peoples						(	Commen	its				
(EEOG)		Employees	Actua		Geal	Percent of Goal Met	Geal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
Other Sales & Service	# 2019	# 4	# 0	0.0	# 0	0.0	% 0.0	<b>%</b>	# 0	0.0	0.0	<b>%</b>											
Personnel	2022	4	0	0.0	, and the second	0	0.0	0.0	<b></b>		0.0	0.0											
Other Manual	2019	3	0	0.0	0	0.0		0.0		0.0	0.0												
Workers	2022	3	0	0.0			8.7	0.0			8.7	0.0											

0.0

0.0

Few nominations were received from Aboriginal people.

50.0

185 185 1.1

2019

2022

Total

0.0

50.0

0.0

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A B	С	D	Е	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	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	Е-Н	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q÷Px 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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				Workf	orce An	alysis									Flow	Data A	nalysis						
Employment Equity Occupational Group	Year			V	orkforce					1	Hires				P	romotio				Te	rminatio		
(EEOG)		All Employees	Repres	entation	Persons with		Gap	EE Result	All Employees	A.c	Persons w	ith Disabilitie Expected	Difference	All Employees	Ac		ith Disabilitie Expected	Difference	All Employees	Act		th Disabilities Expected	Difference
	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
01& 02 Managers	2016	32	1				0	72.7															
	2019	34 16	0				-1	58.8 0.0	8	0	0.0	0	0	0	0	0.0	0	0	7	0	0.0	0	
03 Professionals	2016	16	0	:			-1	0.0	4	. 0	0.0	0	0	0	0	0.0	0	0	4	0	0.0	0	
04 Semi-Professionals &	2016	8	0				0	0.0					_					_					
Technicians	2019	12	0				-1	0.0	9	0	0.0	1	-1	. 0	0	0.0	0	0	6	0	0.0	0	
05 Supervisors	2016	6	0				-2	0.0	1	0	0.0		0	0	0	0.0	0	- 0	0	0	0.0	0	
06 Supervisors: Crafts &	2016	16	0				-1	0.0	-	-	0.0				Ť	0.0		1	Ť	Ů	0.0	Ů	
Trades	2019	17	0	0.0	10.1	2	-2	0.0	3	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	
		Ĭ	Part 2:	·····																			
Data sources:		Part 2: Flow Data Analysis	Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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		•	/ Entra	•		•	•	·	loals	•	•	•											
Employment Equity			low Data			Short-te	rm Goals	5		Long-ter	m Goals	,											
Occupational Group	Year	All		ns with pilities		Persons wit	h Disabilities			Persons with	Disabilities						(	Sommen	ts				
(EEOG)		Employees		tual	Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of											
	#	#	#	9/6	#	Goal Met	9/6	Goal Met	#	Goal Met	%	Goal Met											
01& Managers	2019	8	0		0	0.0	0.0	0.0	0		0.0	0.0											
02 Managers	2022	8	0				5.0	0.0			5.0	_											
03 Professionals	2019	4	0			0.0	0.0 8.9	0.0	1	0.0	0.0 8.9												
04 Semi-Professionals &	2019	9	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Technicians	2022	9	0		80 JUNE 200 CO		7.6	0.0	_		7.6												
05 Supervisors	2019	1	0			0.0	0.0 27.5	0.0	0	0.0	0.0 27.5												
06 Supervisors: Crafts &	2019	3	0	<del>.</del>	000 01000 01000 01000	0.0	0.0	0.0	1	0.0	85												
Trades	2022	3	0	0.0			10.1	0.0			10.1	0.0											

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									I	Part 6: R	esults -	Person	s with D	isabiliti	es									700
												oremex												
											20	019-01-	12											
A	В	C	D	E	F	G	Н	I	J	K	L	M	N	O	P	Q	R	S	Т	U	V	W	X	Y
Data s	ources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E÷D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E÷H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q÷Px 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
			1	↓	↓	↓	<b>1</b>	1	↓	↓	↓	↓	↓	1	↓	<b>1</b>	↓	↓	<b>1</b>	1	↓	↓	<b></b>	<b>1</b>
Emi	oloyment Equity				Workfo							111'			T	Flow I		•		T		·		
	upational Group	Year	All			orkforce Persons with	Disabilities			All		Hires Persons w	ith Disabilitie		All	P	romotio Persons w	NS ith Disabilitie		All	Te	rminatio	ONS ith Disabilities	s
(EE	OG)		Employees	Repres	entation	Avail	ability	Gap	EE Result	Employees	Ac	tual	Expected	Difference	Employees	Act	ual	Expected	Difference	Employees	Act	ual	Expected	Difference
	Administration P	# 2016	# 11	# ()	0.0	% 3.4	#	#	0.0	#	#	%	#	#	#	#	9/0	#	#	#	#	%	#	#
07	Administrative & Senior Clerical	2019	12	0		10.0	:	-1	0.0	10	0	0.0	1	-1	1	0	0.0	0	0	8	0	0.0	0	0
08	Skilled Sales &	2016	0	0		0.0	:	0	0.0															
	Service Personnel Skilled Crafts &	2019 2016	180	7		0.0 3.8		0	0.0 102.3	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
09	Trades Workers	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 2019	74 78	2		7.0 9.3		-3 -5	38.6 27.6	23	1	4.3	2	-1		0	0.0	0	0	18	1	5.6		1
11	Intermediate Sales &	2016	49	2		5.6		-1	72.9	23		7.5		-1	·	, v	0.0	0	0	10	1	5.0		1
11	Service Personnel	2019	50	0	<u>:                                    </u>	10.8	:	-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 2019	191 196	3		4.8		-6 -18	32.7 9.9	49	1	2.0	5	-4	1	0	0.0	0	0	41	1	2.4	1	0
<u></u>					·					,	·	·	·		•									
Data s	ources:		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÷Ix 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷M x 100											
			<b>\</b>	<b></b>	<u> </u>	<b>V</b>	<b></b>	<b>1</b>	<b>V</b>	↓	<u> </u>	<u> </u>	<u> </u>											
				Entra						oals														
	oloyment Equity	Year	Fl	ow Data	ns with		Short-ter				Long-ter													
Occ (EE	upational Group OG)		All Employees	Disal	oilities		Persons with	Disabilities			Persons with	Disabilities						(	Commen	ts				
\			Limpioyees	Ac	tual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Geal	Percent of Goal Met											
	Administrative &	# 2019	# 11	# 0	0.0	#	0.0	% 0.0	0.0	# 0	0,0	0.0	0.0											
07	Senior Clerical	2022	11	0			0.0	10.0	0.0	U	0.0	10.0												
	Skilled Sales &	2019	0				0.0	0.0		0	0.0	0.0												
	Service Personnel Skilled Crafts &	2022 2019	52	2		25 1102 1102 1102	0.0	0.0	0.0	0	0.0	0.0												
09	Trades Workers	2022	52	2	3.8		0	7.8	49.3			7.8	49.3											
10	Clerical Personnel	2019	23 23	1		0.0001100.0001100.0001100.0001	100.0	0.0 9.3	0.0 46.8	2	50.0	0.0 9.3												
11	Intermediate Sales &	2019	17	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0											
	Service Personnel Semi-Skilled Manual	2022 2019	17 50	0	:	92811028110281102811	100.0	10.8	0.0	5	20.0	10.8												
	Workers	2022	50		2.0		100.0	10.3	19.4		20.0	10.3												

									Feder	al Contr	actors I	Prograi	n Achie	vement l	Renort									315
	Federal Contractors Program Achievement Report  Part 6: Results - Persons with Disabilities																							
	Supremex Inc.																							
	2019-01-12																							
A B	3	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	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
				<b>\</b>	·	.i	······································	\	↓	<b>1</b>	<u> </u>	<b></b>	J	<b>\</b>		<u> </u>	<u> </u>	<b>\</b>	<b>.</b>	<u> </u>	<u>↓</u>	<b>\</b>	.i↓	<u> </u>
					Workf	orce An	alysis									Flow	Data A	nalysis						
Employment E Occupational O		Year			V	Vorkforce						Hires				F	romotio				Te	rminati		
(EEOG)	Group		All Employees	Represe	entation	Persons with Avail	h Disabilities ability	Gap	EE Result	All Employees	Act		th Disabilitie Expected	Difference	All Employees	Ac	Persons wi	th Disabilitie Expected	Difference	All Employees	Act		Expected	Difference
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
Other Sales	& Service	2016	1	1	100.0	6.3		1	1,587.3															
Personnel	1	2019 2016	4	0	25.0 0.0			1	233.6	4	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	1	-1
14 Other Manua Workers	ıaı	2010	6	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															
Total		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	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	Goals	F÷Ix 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
			↓ New	↓ Entra	↓ nte	<del>                                     </del>				↓ oals	<u> </u>	↓	<u>↓</u>											
				ow Data			Short-ter	m Goals			Long-teri	m Goals												
Employment E Occupational G		Year	All		ns with		Persons with				Persons with							(	Commen	ts				
(EEOG)			Employees	Act	tual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
<u> </u>		#	#	#	%	#	9/6	%	%	#	%	%	9/9											
Other Sales of Personnel	& Service	2019 2022	4	0			0.0	0.0	0.0	0	0.0	0.0	0.0											
Other Manus	ıal	2019	3	0		00.0000.0000.0000.0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Workers		2022	3	0				0.0	0.0			0.0	0.0											
Total	-	2019 2022	185 185	4			133.3	0.0	0.0	9	44.4	0.0		Work can b employee e		depending	g on the pe	rson's disa	bility. We d	on't want to c	reate a dar	igerous s	ituation for	the
		2022	185	4	2.2			0.0	0.0			0.0	0.0	стрюуее е	amer.									

	Federal Contractors Program Achievement Report  Part 7: Results - Members of Visible Minorities																							
									Par	t 7: Resu	lts - Mo	embers	of Visib	le Mino	orities									
	Supremex Inc.																							
											20	019-01-	-12											
A	В	С	D	E	F	G	Н	I	J	K	L	M	N	0	Р	Q	R	S	Т	U	V	W	X	Y
Data so	urces:		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		V ÷ U x 100	U x F ÷ 100	V - X
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						orce An										Flow	Data A	nalysis						
	loyment Equity pational Group	Year			V	orkforce						Hires				P	romotio				T	erminati		
(EEC			All Employees	Papera	entation	Visible N Availa	dinorities	6	EE Result	All Employees		Visible tual	Minorities Expected	Difference	All Employees	Act		Minorities	Difference	All Employees		Visible tual	Minorities	Difference
	,	#	#	#	: %	%	#	Gap #	EE RESUIT	#	#	- %	#	#	#	#	uai %	Expected #	#	#	#	. %	Expected #	#
01 8	Senior Managers	2016	3	0	0.0	10.1	0	0	0.0															
		2019	2	0				0	0.0	1	0	0.0	0	(	0 0	0	0.0	0	0	) 2	2 0	0.0	0	0
1 02 1	Middle & Other Managers	2016 2019	29 32	1 2			:	-3	23.0 35.5	7	1	14.3	1		0	0	0.0	0	0	1 .	5 0	0.0	0	0
	_	2016	16	11		_		6	235.4	,	1	14.5				-	0.0			, .	1	0.0		
03 F	Professionals	2019	16	10				5	182.2	4	. 3	75.0	1	2	2 0	0	0.0	0	0	) 4	1 4	100.0	3	1
1 ()4 1	Semi-Professionals & Fechnicians	2016	8	0				-1	0.0			22.2	ļ		1		0.0					22.2		<u> </u>
$\vdash$		2019 2016	12	1	<del> </del>			-1	45.0 126.3	9	3	33.3	2	J	0	0	0.0	0	0	) (	5 2	33.3	- 0	2
05 S	Supervisors	2019	6	1	•	41.2		-1	40.5	1	0	0.0	0	(	0 0	0	0.0	0	0	) (	0	0.0	0	0
	Supervisors: Crafts &	2016	16	0				-1	0.0															
1	Trades	2019	17	0	0.0	10.5	2	-2	0.0	3	0	0.0	0	(	0 0	0	0.0	0	0	)	1 0	0.0	0	0
			Part 2: Flow	Part 2:	E÷Dx	Part 3:	E÷Gx	Part 3:			E÷Kx	Part 3:												
Data so	urces:		Data Analysis	Flow Data Analysis	100	Goals	100	Goals	F ÷ I x 100	Part 3: Goals	100	Goals	F ÷ M x 100											
			<b>V</b>	<b>V</b>	<u> </u>	↓ ↓	<b>\</b>	<u> </u>	<b>\</b>	↓	<u> </u>	<u> </u>	<u> </u>											
			New	Entra	nts				C	loals														
	loyment Equity	Year	F	ow Data				rm Goal	S		Long-ter													
	pational Group	. car	All		dinorities			dinorities	Pose *		Visible M	inorities	Dono					C	Commen	its				
(EEC	/G)		Employees	Ac	tual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
Т		#	# .	#	%	#	%	%	**	#	%	%	%											
01 S	Senior Managers	2019 2022	1	0		graveraveravera	0.0	0.0	0.0	0	0.0	0.0												
02 N	Middle & Other	2019	7	1		109200000000000000000000000000000000000	100.0	0.0	0.0	2	50.0	0.0												
02 N	Managers	2022	7	1	•	(00000000000000000000000000000000000000		17.6	81.2			17.6												
03 F	Professionals	2019 2022	4	3			0.0	0.0	0.0	0	0.0	0.0												
0.18	Semi-Professionals &	2022	9	3			300.0	0.0	0.0	0	0.0	0.0												
	Technicians	2022	9	3	•			18.9	176.4			18.9												
05 S	Supervisors	2019	1	0		331000003100000310000031000	0.0	0.0	0.0	0	0.0	0.0												
	Supervisors: Crafts &	2022 2019	1 3	0		300/2500/2500/2500/2	0.0	41.2 0.0	0.0	0	0.0	41.2 0.0												
	Trades	2022	3	0	<del>.</del>		0.0	10.5	0.0		5.0	10.5												

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									Par	t 7: Resu	ilts - Mo	embers	of Visib	le Mino	rities									
	Supremex Inc.																							
											20	019-01-	12											
A	В	С	D	E	F	G	Н	I	J	K	L	M	N	0	Р	Q	R	S	Т	U	V	W	X	Y
Data sour	rces:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	E÷H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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r						orce An	•											nalysis						
	oyment Equity pational Group	Year	All		·	orkforce Visible N	linorities			All		Hires Visible	Minorities		All	P	romotio Visible	Minorities		All	Te	rminatio	OHS Minorities	
(EEO			Employees	Represe	entation	Availa		Gap	EE Result	Employees	Ac	tual	Expected	Difference	Employees	Act		Expected	Difference	Employees	Ac	tual	Expected	Difference
		#	#	#	%	9/0	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
	dministrative & enior Clerical	2016 2019	11 12	2 2		21.2 25.6		0	85.8 65.1	10	3	30.0	3	0	1	1	100.0	0	1	8	3	37.5	1	2
$\vdash$	cilled Sales &	2016	0	0				0	0.0	10		20.0					100.0	, ,				57.5		
Se	ervice Personnel	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
	killed Crafts & rades Workers	2016 2019	180 182	30 42		9.9 14.4			168.4 160.3	49	22	44.9	7	15	3	2	66.7	1	2	50	12	24.0	8	3 4
10 CI	lerical Personnel	2016	74	9	12.2	32.4	24	-15																
	termediate Sales &	2019 2016	78 49	13 3		34.3 36.3			48.6 16.9	23	6	26.1	8	-2	0	0	0.0	0	0	18	2	11.1	2	. (
	ervice Personnel	2019	50	4		43.5			18.4	17	3	17.6	7	-4	0	0	0.0	0	0	13	2	15.4	1	. 1
1 1/1	emi-Skilled Manual Torkers	2016 2019	191 196	56 63						40		26.5	22				0.0			41	.,,	27.0	10	
	OIKEIS	2019	196	0.5	32.1	46.9	92	-29	68.5	49	18	36.7	23	-5	1	0	0.0	l 0	0	41	. 11	26.8	12	-1
Data sour	rces:		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÷Ix 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷M x 100											
i			↓		↓	·	<b></b>	·	·↓	↓	<u> </u>	<u>.</u>	<u> </u>											
			New	Entrai	nts				C	loals														
	oyment Equity	Year	Fl	ow Data Visible M		1		rm Goals	S		Long-ter Visible M													
Occup (EEO	oational Group G)		All Employees				Percent of		Percent of		Percent of		Percent of					(	ommen	ts				
		#	р	Act		Goal #	Goal Met	Goal	Goal Met	Goal #	Goal Met	Goal	Goal Met											
07 A	dministrative &	2019	# 11	# 4	% 36.4	0	% 0.0	0.0	<b>%</b>	# 0	0.0	% 0.0												
07 Se	enior Clerical	2022	11	4	36.4			25.6	142.0			25.6	142.0											
1 0X I	cilled Sales & ervice Personnel	2019 2022	0	0			0.0	0.0	0.0	0	0.0	0.0												
-	killed Crafts &	2019	52	24		200000000000000000000000000000000000000	0.0			0	0.0	0.0												
Tr	rades Workers	2022	52	24				0.0	0.0			0.0												
10 Cl	lerical Personnel	2019	23 23	6 6		2	300.0	0.0 34.3	0.0 76.1	13	46.2	0.0 34.3												
	termediate Sales &	2019	17	3	17.6	1	300.0	0.0	0.0	14	21.4	0.0	0.0											
Se	ervice Personnel emi-Skilled Manual	2022 2019	17 50	3 18		10	180.0	43.5	40.6	15	120.0	43.5 0.0	40.6											
1 17 1	orkers	2022	50	18			100.0	46.8	76.9		120.0	46.8												

	Federal Contractors Program Achievement Report																							
	Part 7: Results - Members of Visible Minorities																							
	Supremex Inc.																							
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A	В	C	D	Е	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U	V	W	X	Y
Data sour	rces:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q÷Px 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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				1		orce An											Data A	•						
	oyment Equity pational Group	Year			W	orkforce					1	Hires				P	romotio				Te	rminati		
(EEO			All Employees	Represe	atation	Visible M Availa		Gap	EE Result	All Employees	Act		Minorities Expected	Difference	All Employees	Ac		Minorities Expected	Difference	All Employees	Act		Minorities Expected	Difference
•	•	#	#	# :	%	%	#	Gap #	ee resuit	#	#	₩ %	#	#	#	#	uai %	##	#	#	#	%	Expected #	#
	ther Sales & Service	2016	1	0	0.0	24.3		0	0.0															
Pe	ersonnel	2019	4	1	25.0	50.7		-1	49.3	4	2	50.0	2	0	0	0	0.0	0	0	1	1	100.0	0	1
1 14 1	ther Manual orkers	2016 2019	5	1 1	20.0	39.6 38.1		-1	50.5 43.7	2	0	0.0	1	-1		0	0.0	0			1	33.3		0
	OTREIS	2019	586	114	19.5	26.9		-44	72.3		"	0.0	1	-1	0	0	0.0	0	- 0	3	1	33.3	1	0
Total		2019	613	140	22.8	31.3		-52	73.0	180	61	33.9	56	5	5	3	60.0	1	2	152	38	25.0	30	8
				D . 2							ĭ i													
Data sour	rces:		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÷Kx 100	Part 3: Goals	F ÷ M x 100											
			↓	<b>\</b>	↓	<b></b>	1	↓	<b>1</b>	↓	↓	1	↓											
				Entrar	its					oals														
	oyment Equity	Year	Fl	ow Data Visible M				rm Goals			Long-teri Visible Mi													
(EEO	oational Group G)		All Employees	Acti		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					(	Commen	ts				
		#	#	# :	%	#	%	9/6	%	#	%	%	%											
1 13 1	ther Sales & Service	2019	4	2		0	0.0	0.0	0.0	0	0.0	0.0	0.0											
-	ersonnel ther Manual	2022 2019	4	2		0	0.0	50.0	100.0	1	0.0	50.0	100.0											
1 14 1	orkers	2022	3	0		U	0.0	39.8	0.0	1	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											
Total		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 Co

Rea	mired	measures:
1104	uncu	measures.

equity.

Contra	ctors Program.
Requi	red measures:
✓	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
<b>V</b>	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.
<b>/</b>	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).
<b>V</b>	Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
<b>/</b>	Ensured that any new gaps identified are addressed accordingly.
<b>V</b>	Maintained appropriate records in all required areas.
Other	measures:
7	Reviewed employment systems, policies and practices to ensure that they do not result in barriers to employment of designated group members, monitored their implementation and adjusted as appropriate.
	Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
<b>/</b>	Ensured ongoing senior-level support for employment equity and its implementation.
	Established accountability mechanisms to ensure that the short-term goals would be met.
<b>✓</b>	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.
<b>√</b>	Consulted employee/union representatives on communication and implementation of employment

	Kept all staff, including new employees and managers, informed of the purpose of employment equity, the steps taken to implement it and the progress made in its implementation.
$\checkmark$	Put in place a strategy to ensure a barrier-free workplace.
	Undertook initiatives to increase representation where gaps in representation were found.
J	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
	Other (please describe):
Oper	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ration's activities during the period between the first/previous and subsequent/current compliance ment.
$\checkmark$	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.
<b>✓</b>	Acquisitions, mergers or transfers of employees.
	Ongoing and planned acquisitions and mergers. This will change the corporate landscape.
<b>√</b>	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.
Addit	ional Details
Please p	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> <li>Ontario</li> </ul>	316	• Britis
<ul> <li>Québec</li> </ul>	202	• Sask
<ul> <li>New-Brunswick</li> </ul>	7	• Albe
<ul> <li>Manitoba</li> </ul>	46	

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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:

 $\boxtimes$  Yes  $\square$  No Comments: None

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

 $\boxtimes$  Yes  $\square$  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 shortterm 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 fives 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				
		Short-	Long-	Representation	LMA	
Empley	For all and the Comment of the Comme	Gap	term	term	Representation	
Employ	Employment Equity Occupational Group (EEOG)		(1 to 3	(+3		
			years)	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			
			Short-	Long-	Representation	LMA
Employ	Employment Equity Occupational Group (EEOG)		term	term		
Lilibio			(1 to 3	(+3		
			years)	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			
5 1 15 11 0 11 10 (5500)		Gap	Short- term	Long- term	Representation	LMA
Employ	Employment Equity Occupational Group (EEOG)		(1 to 3	(+3		
#	Description	#	years) %	years) %	%	%
#	Description	#	70	70	70	70
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			
Employment Equity Occupational Group (EEOG)		Gap	Short- term	Long- term	Representation	LMA
			(1 to 3 years)	(+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:

 $\boxtimes$  in compliance  $\square$  in non-compliance

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

• 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 <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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 <a href="Workplace Equity Information Management System">Workplace Equity Information Management System</a> (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@hrsdc-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@hrsdc-rhdcc.gc.ga



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!