



OFFICIAL USE ONLY
Agreement N°:

Agreement to Implement Employment Equity

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization TEKsystems Canada Inc.	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) TEKsystems Canada	Procurement Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° 56132 - Temporary Help Agencies	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 447 To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian021-eng.htm

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

HEAD OFFICE			
Address (building number, street, suite, etc.) 350 Burnhamthorpe Rd. West Suite 7600	City Mississauga	Province ON	Postal Code L5B 3J1
	Telephone Number 1-877-211-1338	Fax Number 905-283-1432	

EMPLOYMENT EQUITY CONTACT	
Name (print) Sarah Sizmur	Title Human Resources Generalist
Telephone Number 905-283-1324	E-mail Address ssizmur@teksystems.com

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

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) FRANCIS B. BUCKLEY	Title Secretary
Telephone Number [REDACTED]	E-mail Address fbuckley@allegisgroup.com
	Date 12/22/14

RETURN INSTRUCTIONS
IMPORTANT <ul style="list-style-type: none"> • The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (819) 953-8768 or by e-mail at: ee-eme@hrsdcc-rhdcc.gc.ca



FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA

Reporting Period 2016-04-01 to 2019-04-29

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)



	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	294	0	0	294	Calgary	41	0	0	41
Québec	36	0	0	36	Edmonton	24	0	0	24
British Columbia	102	0	0	102	Montréal	36	0	0	36
Alberta	65	0	0	65	Toronto	232	0	0	232
Total Employees in Canada				497	Vancouver	102	0	0	102
					Ottawa - Gatineau	62	0	0	62
					Total Employees in Canada				497



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-04-01 to 2019-04-29

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	44	21	23							5	1	4
	Total	44	21	23							5	1	4
Professionals Top Range: \$ 60,000 - \$64,999 Bottom Range: Under \$5,000	4	1		1							1		1
	3												
	2												
	1	10		10							3		3
	Total	11		11							4		4
Supervisors Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	5	1	4							1		1
	Total	5	1	4							1		1



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-04-01 to 2019-04-29

007416

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	234	128	106	3	1	2	2	1	1	87	49	38
	Total	234	128	106	3	1	2	2	1	1	87	49	38
Skilled Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	159	108	51							33	22	11
	Total	159	108	51							33	22	11
Clerical Personnel Top Range: \$ 35,000 - \$39,999 Bottom Range: Under \$5,000	4	1		1							1		1
	3												
	2												
	1	42	11	31							15	6	9
	Total	43	11	32							16	6	10
Total Number of Employees		497	270	227	3	1	2	2	1	1	146	78	68



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / National

Reporting Period 2016-04-01 to 2019-04-29

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	5	1	4							1		1
Professionals	9		9							5		5
Administrative and Senior Clerical Personnel	229	135	94	3	1	2	3	1	2	73	41	32
Skilled Sales and Service Personnel	41	29	12							10	8	2
Clerical Personnel	24	5	19							9	2	7
Total Number of Employees Hired	308	170	138	3	1	2	3	1	2	98	51	47



TEKsystems Canada Inc. (certificate # 10000003)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / National
Reporting Period 2016-04-01 to 2019-04-29

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	18	10	8							3		3
Supervisors	2		2									
Administrative and Senior Clerical Personnel	140	79	61	2	1	1	3	1	2	42	23	19
Skilled Sales and Service Personnel	85	57	28							14	10	4
Clerical Personnel	6	1	5							3	1	2
Total Number of Employees Promoted	251	147	104	2	1	1	3	1	2	62	34	28
Total Number of Promotions	315	185	130	2	1	1	3	1	2	75	42	33



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / National

Reporting Period 2016-04-01 to 2019-04-29

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	7	2	5							2		2
Professionals	5		5							3		3
Supervisors	4		4							1		1
Administrative and Senior Clerical Personnel	146	85	61				1		1	42	22	20
Skilled Sales and Service Personnel	37	19	18							5	1	4
Clerical Personnel	20	6	14							7	4	3
Total Number of Employees Terminated	219	112	107				1		1	60	27	33



Workplace Equity Information Management System - TEKsystems Canada Inc.

Workforce Analysis - Detailed Report

Date: 2019-04-29

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	1	0	0.0 %	27.6 %	0	0	National
02 : Middle and Other Managers	National	44	23	52.3 %	39.4 %	17	6	National
03 : Professionals		11	11	100.0 %	57.4 %	6	5	
1122 : Professional occupations in business management consulting	National	1	1	100.0 %	42.7 %	0	1	National
5121 : Authors and writers	National	8	8	100.0 %	56.1 %	4	4	National
5125 : Translators, terminologists and interpreters	National	2	2	100.0 %	69.7 %	1	1	National
05 : Supervisors		5	4	80.0 %	52.2 %	3	1	
Employment Equity Occupational Group	Toronto	3	2	66.7 %	52.0 %	2	0	Toronto
Employment Equity Occupational Group	Vancouver	2	2	100.0 %	52.5 %	1	1	Vancouver
07 : Administrative and Senior Clerical Personnel		234	106	45.3 %	79.4 %	186	-80	
Employment Equity Occupational Group	Calgary	21	7	33.3 %	81.2 %	17	-10	Calgary
Employment Equity Occupational Group	Edmonton	11	7	63.6 %	84.2 %	9	-2	Edmonton
Employment Equity Occupational Group	Montréal	21	7	33.3 %	80.9 %	17	-10	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	26	12	46.2 %	76.8 %	20	-8	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	104	52	50.0 %	79.1 %	82	-30	Toronto
Employment Equity Occupational Group	Vancouver	51	21	41.2 %	78.9 %	40	-19	Vancouver
08 : Skilled Sales and Service Personnel		159	51	32.1 %	27.4 %	44	7	
6221 : Technical sales specialists - wholesale trade	Alberta	24	11	45.8 %	23.4 %	6	5	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	35	10	28.6 %	27.9 %	10	0	British Columbia
6221 : Technical sales specialists - wholesale trade	Ontario	89	28	31.5 %	27.9 %	25	3	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	11	2	18.2 %	29.9 %	3	-1	Québec
10 : Clerical Personnel		43	32	74.4 %	66.6 %	29	3	
Employment Equity Occupational Group	Calgary	2	1	50.0 %	70.7 %	1	0	Calgary
Employment Equity Occupational Group	Edmonton	2	2	100.0 %	71.9 %	1	1	Edmonton



Workplace Equity Information Management System - TEKsystems Canada Inc.

Workforce Analysis - Detailed Report

Date: 2019-04-29

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Montréal	3	2	66.7 %	61.6 %	2	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	2	1	50.0 %	65.7 %	1	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	27	21	77.8 %	65.5 %	18	3	Toronto
Employment Equity Occupational Group	Vancouver	7	5	71.4 %	70.6 %	5	0	Vancouver
Total		497	227	45.7 %	57.3 %	285	-58	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workplace Equity Information Management System - TEKsystems Canada Inc.

Workforce Analysis - Detailed Report

Date: 2019-04-29

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	1	0	0.0 %	3.2 %	0	0	National
02 : Middle and Other Managers	National	44	0	0.0 %	2.7 %	1	-1	National
03 : Professionals		11	0	0.0 %	2.5 %	0	0	
1122 : Professional occupations in business management consulting	National	1	0	0.0 %	1.6 %	0	0	National
5121 : Authors and writers	National	8	0	0.0 %	2.3 %	0	0	National
5125 : Translators, terminologists and interpreters	National	2	0	0.0 %	3.5 %	0	0	National
05 : Supervisors		5	0	0.0 %	1.6 %	0	0	
Employment Equity Occupational Group	Toronto	3	0	0.0 %	0.9 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	2	0	0.0 %	2.7 %	0	0	Vancouver
07 : Administrative and Senior Clerical Personnel		234	3	1.3 %	1.8 %	4	-1	
Employment Equity Occupational Group	Calgary	21	0	0.0 %	2.9 %	1	-1	Calgary
Employment Equity Occupational Group	Edmonton	11	0	0.0 %	4.7 %	1	-1	Edmonton
Employment Equity Occupational Group	Montréal	21	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	26	0	0.0 %	3.4 %	1	-1	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	104	1	1.0 %	0.8 %	1	0	Toronto
Employment Equity Occupational Group	Vancouver	51	2	3.9 %	2.1 %	1	1	Vancouver
08 : Skilled Sales and Service Personnel		159	0	0.0 %	1.6 %	3	-3	
6221 : Technical sales specialists - wholesale trade	Alberta	24	0	0.0 %	2.8 %	1	-1	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	35	0	0.0 %	2.1 %	1	-1	British Columbia
6221 : Technical sales specialists - wholesale trade	Ontario	89	0	0.0 %	1.2 %	1	-1	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	11	0	0.0 %	1.1 %	0	0	Québec
10 : Clerical Personnel		43	0	0.0 %	1.6 %	1	-1	
Employment Equity Occupational Group	Calgary	2	0	0.0 %	3.1 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	2	0	0.0 %	5.3 %	0	0	Edmonton



Workplace Equity Information Management System - TEKsystems Canada Inc.

Workforce Analysis - Detailed Report

Date: 2019-04-29

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Montréal	3	0	0.0 %	1.0 %	0	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	3.5 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	27	0	0.0 %	0.8 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	7	0	0.0 %	2.7 %	0	0	Vancouver
Total		497	3	0.6 %	1.8 %	9	-6	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workplace Equity Information Management System - TEKsystems Canada Inc.

Workforce Analysis - Detailed Report

Date: 2019-04-29

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	1	0	0.0 %	11.5 %	0	0	National
02 : Middle and Other Managers	National	44	5	11.4 %	17.6 %	8	-3	National
03 : Professionals		11	4	36.4 %	16.4 %	2	2	
1122 : Professional occupations in business management consulting	National	1	0	0.0 %	26.4 %	0	0	National
5121 : Authors and writers	National	8	2	25.0 %	12.8 %	1	1	National
5125 : Translators, terminologists and interpreters	National	2	2	100.0 %	25.8 %	1	1	National
05 : Supervisors		5	1	20.0 %	50.8 %	3	-2	
Employment Equity Occupational Group	Toronto	3	0	0.0 %	51.5 %	2	-2	Toronto
Employment Equity Occupational Group	Vancouver	2	1	50.0 %	49.6 %	1	0	Vancouver
07 : Administrative and Senior Clerical Personnel		234	87	37.2 %	32.2 %	75	12	
Employment Equity Occupational Group	Calgary	21	7	33.3 %	20.6 %	4	3	Calgary
Employment Equity Occupational Group	Edmonton	11	6	54.5 %	16.9 %	2	4	Edmonton
Employment Equity Occupational Group	Montréal	21	5	23.8 %	14.6 %	3	2	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	26	4	15.4 %	14.1 %	4	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	104	43	41.3 %	40.6 %	42	1	Toronto
Employment Equity Occupational Group	Vancouver	51	22	43.1 %	39.9 %	20	2	Vancouver
08 : Skilled Sales and Service Personnel		159	33	20.8 %	21.2 %	34	-1	
6221 : Technical sales specialists - wholesale trade	Alberta	24	5	20.8 %	12.9 %	3	2	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	35	10	28.6 %	26.1 %	9	1	British Columbia
6221 : Technical sales specialists - wholesale trade	Ontario	89	18	20.2 %	22.8 %	20	-2	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	11	0	0.0 %	10.9 %	1	-1	Québec
10 : Clerical Personnel		43	16	37.2 %	45.1 %	19	-3	
Employment Equity Occupational Group	Calgary	2	1	50.0 %	30.6 %	1	0	Calgary
Employment Equity Occupational Group	Edmonton	2	0	0.0 %	21.5 %	0	0	Edmonton



Workplace Equity Information Management System - TEKsystems Canada Inc.

Workforce Analysis - Detailed Report

Date: 2019-04-29

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Montréal	3	1	33.3 %	20.4 %	1	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	18.2 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	27	11	40.7 %	52.2 %	14	-3	Toronto
Employment Equity Occupational Group	Vancouver	7	3	42.9 %	46.7 %	3	0	Vancouver
Total		497	146	29.4 %	28.3 %	141	5	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workplace Equity Information Management System - TEKsystems Canada Inc.

Workforce Analysis - Detailed Report

Date: 2019-04-29

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities		Availability %	Gap #	Recruitment Area	
			Representation #	Representation %				
01/02 : Managers	National	45	0	0.0 %	5.0 %	2	-2	National
03 : Professionals	National	11	0	0.0 %	8.9 %	1	-1	National
05 : Supervisors	National	5	0	0.0 %	27.5 %	1	-1	National
07 : Administrative and Senior Clerical Personnel	National	234	2	0.9 %	10.0 %	23	-21	National
08 : Skilled Sales and Service Personnel	National	159	0	0.0 %	8.0 %	13	-13	National
10 : Clerical Personnel	National	43	0	0.0 %	9.3 %	4	-4	National
Total		497	2	0.4 %	9.0 %	44	-42	

Total may not equal sum of components due to rounding.

Sources: 2017 Canadian Survey on Disability and employer's internal data



Workforce Analysis - Detailed Report

Date: 2019-04-29

Reasons for selecting a different analysis scope, recruitment area or recruitment location:

Information is needed for goal setting.

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
05 : Supervisors	EEOG	CMA
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA



Workforce Analysis - Detailed Report

Date: 2019-04-29

007428

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
05 : Supervisors	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National



Workplace Equity Information Management System - TEKsystems Canada Inc.

Workforce Analysis - Summary Report

Date: 2019-04-29

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	1	0	0.0 %	27.6 %	0	0
02 : Middle and Other Managers	44	23	52.3 %	39.4 %	17	6
03 : Professionals	11	11	100.0 %	57.4 %	6	5
05 : Supervisors	5	4	80.0 %	52.2 %	3	1
07 : Administrative and Senior Clerical Personnel	234	106	45.3 %	79.4 %	186	-80
08 : Skilled Sales and Service Personnel	159	51	32.1 %	27.4 %	44	7
10 : Clerical Personnel	43	32	74.4 %	66.6 %	29	3
Total	497	227	45.7 %	57.3 %	285	-58

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - TEKsystems Canada Inc.

Workforce Analysis - Summary Report

Date: 2019-04-29

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
01 : Senior Managers	1	0	0.0 %	3.2 %	0	0
02 : Middle and Other Managers	44	0	0.0 %	2.7 %	1	-1
03 : Professionals	11	0	0.0 %	2.5 %	0	0
05 : Supervisors	5	0	0.0 %	1.6 %	0	0
07 : Administrative and Senior Clerical Personnel	234	3	1.3 %	1.8 %	4	-1
08 : Skilled Sales and Service Personnel	159	0	0.0 %	1.6 %	3	-3
10 : Clerical Personnel	43	0	0.0 %	1.6 %	1	-1
Total	497	3	0.6 %	1.8 %	9	-6

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - TEKsystems Canada Inc.

Workforce Analysis - Summary Report

Date: 2019-04-29

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	1	0	0.0 %	11.5 %	0	0
02 : Middle and Other Managers	44	5	11.4 %	17.6 %	8	-3
03 : Professionals	11	4	36.4 %	16.4 %	2	2
05 : Supervisors	5	1	20.0 %	50.8 %	3	-2
07 : Administrative and Senior Clerical Personnel	234	87	37.2 %	32.2 %	75	12
08 : Skilled Sales and Service Personnel	159	33	20.8 %	21.2 %	34	-1
10 : Clerical Personnel	43	16	37.2 %	45.1 %	19	-3
Total	497	146	29.4 %	28.3 %	141	5

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - TEKsystems Canada Inc.

Workforce Analysis - Summary Report

Date: 2019-04-29

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	45	0	0.0 %	5.0 %	2	-2
03 : Professionals	11	0	0.0 %	8.9 %	1	-1
05 : Supervisors	5	0	0.0 %	27.5 %	1	-1
07 : Administrative and Senior Clerical Personnel	234	2	0.9 %	10.0 %	23	-21
08 : Skilled Sales and Service Personnel	159	0	0.0 %	8.0 %	13	-13
10 : Clerical Personnel	43	0	0.0 %	9.3 %	4	-4
Total	497	2	0.4 %	9.0 %	44	-42

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-04-29

Reasons for selecting a different analysis scope, recruitment area or recruitment location:

Information is needed for goal setting.

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
05 : Supervisors	EEOG	CMA
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA



Workforce Analysis - Summary Report

Date: 2019-04-29

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
05 : Supervisors	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

TEKsystems Canada Inc.

[Date: 2019-04-29]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	04	01

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	04	29

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
01	Senior Managers	1	0	27.40
02	Middle & Other Managers	12	7	38.90
03	Professionals	3	3	50.60
04	Semi-Professionals & Technicians	0	0	0.00
05	Supervisors	4	3	52.60
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	91	43	79.80
08	Skilled Sales & Service Personnel	65	24	27.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	23	13	66.10
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		199	93	57.3

Table 5: Women

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
01	Senior Managers	1	0	27.60
02	Middle & Other Managers	44	23	39.40
03	Professionals	11	11	57.40
04	Semi-Professionals & Technicians	0	0	0.00
05	Supervisors	5	4	52.20
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	234	106	79.40
08	Skilled Sales & Service Personnel	159	51	27.40
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	43	32	66.60
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		497	227	57.3

*** Source:**

2011 National Household Survey

*** Source:**

2016 Census

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

TEKsystems Canada Inc.

[Date: 2019-04-29]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	04	01

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	04	29

Table 2: Aboriginal Peoples

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
01	Senior Managers	1	0	2.90
02	Middle & Other Managers	12	0	2.20
03	Professionals	3	0	1.80
04	Semi-Professionals & Technicians	0	0	0.00
05	Supervisors	4	0	1.40
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	91	0	1.60
08	Skilled Sales & Service Personnel	65	0	1.50
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	23	0	1.40
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		199	0	1.6

*** Source:**

2011 National Household Survey

Table 6: Aboriginal Peoples

Subsequent/Current Workforce Analysis

All Employees		Aboriginal Peoples	
		Representation	Availability*
#	#	%	
1	0	3.20	
44	0	2.70	
11	0	2.50	
0	0	0.00	
5	0	1.60	
0	0	0.00	
234	3	1.80	
159	0	1.60	
0	0	0.00	
43	0	1.60	
0	0	0.00	
0	0	0.00	
0	0	0.00	
0	0	0.00	
497	3	1.8	

*** Source:**

2016 Census

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

TEKsystems Canada Inc.

[Date: 2019-04-29]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	04	01

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	04	29

Table 3: Members of Visible Minorities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Members of Visible Minorities	
			Representation	Availability*
		#	#	%
01	Senior Managers	1	0	10.10
02	Middle & Other Managers	12	1	15.00
03	Professionals	3	1	14.30
04	Semi-Professionals & Technicians	0	0	0.00
05	Supervisors	4	1	45.20
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	91	37	28.50
08	Skilled Sales & Service Personnel	65	18	19.80
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	23	10	39.40
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		199	68	26.1

*** Source:**
2011 National Household Survey

Table 7: Members of Visible Minorities

Subsequent/Current Workforce Analysis

All Employees		Members of Visible Minorities	
		Representation	Availability*
#	#	%	
1	0	11.50	
44	5	17.60	
11	4	16.40	
0	0	0.00	
5	1	50.80	
0	0	0.00	
234	87	32.20	
159	33	21.20	
0	0	0.00	
43	16	45.10	
0	0	0.00	
0	0	0.00	
0	0	0.00	
0	0	0.00	
497	146	28.3	

*** Source:**
2016 Census

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

TEKsystems Canada Inc.

[Date: 2019-04-29]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	04	01

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	04	29

Table 4: Persons with Disabilities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
01/02	Managers	13	0	4.30
03	Professionals	3	0	3.80
04	Semi-Professionals & Technicians	0	0	0.00
05	Supervisors	4	0	13.90
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	91	0	3.40
08	Skilled Sales & Service Personnel	65	0	3.50
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	23	0	7.00
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		199	0	4.1

Table 8: Persons with Disabilities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
		45	0	5.00
		11	0	8.90
		0	0	0.00
		5	0	27.50
		0	0	0.00
		234	2	10.00
		159	0	8.00
		0	0	0.00
		43	0	9.30
		0	0	0.00
		0	0	0.00
		0	0	0.00
		0	0	0.00
		0	0	0.00
		0	0	0.00
		497	2	9.0

*** Source:**

2012 Canadian Survey on Disability

*** Source:**

2017 Canadian Survey on Disability

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

TEKsystems Canada Inc.

[Date: 2019-04-29]

Start Date of Flow Data		
YYYY	MM	DD
2016	04	01

End Date of Flow Data		
YYYY	MM	DD
2019	04	29

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated



Table 1: Women

Table 5: Women

Table 9: Women

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	5	4	0	0	18	8	0	0	7	5	0	0
03 Professionals	9	9	0	0	0	0	0	0	5	5	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	2	2	0	0	4	4	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	229	94	0	0	140	61	0	0	146	61	0	0
08 Skilled Sales & Service Personnel	41	12	0	0	85	28	0	0	37	18	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	24	19	0	0	6	5	0	0	20	14	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	308	138	0	0	251	104	0	0	219	107	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

TEKsystems Canada Inc.

[Date: 2019-04-29]

Start Date of Flow Data		
YYYY	MM	DD
2016	04	01

End Date of Flow Data		
YYYY	MM	DD
2019	04	29

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 2: Aboriginal Peoples

Table 6: Aboriginal Peoples

Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples				Table 6: Aboriginal Peoples				Table 10: Aboriginal Peoples			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	5	0	0	0	18	0	0	0	7	0	0	0
03 Professionals	9	0	0	0	0	0	0	0	5	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	2	0	0	0	4	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	229	3	0	0	140	2	0	0	146	0	0	0
08 Skilled Sales & Service Personnel	41	0	0	0	85	0	0	0	37	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	24	0	0	0	6	0	0	0	20	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	308	3	0	0	251	2	0	0	219	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

TEKsystems Canada Inc.

[Date: 2019-04-29]

Start Date of Flow Data		
YYYY	MM	DD
2016	04	01

End Date of Flow Data		
YYYY	MM	DD
2019	04	29

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 3: Persons with Disabilities

Table 7: Persons with Disabilities

Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	5	0	0	0	18	0	0	0	7	0	0	0
03 Professionals	9	0	0	0	0	0	0	0	5	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	2	0	0	0	4	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	229	3	0	0	140	3	0	0	146	1	0	0
08 Skilled Sales & Service Personnel	41	0	0	0	85	0	0	0	37	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	24	0	0	0	6	0	0	0	20	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	308	3	0	0	251	3	0	0	219	1	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

TEKsystems Canada Inc.

[Date: 2019-04-29]

Start Date of Flow Data		
YYYY	MM	DD
2016	04	01

End Date of Flow Data		
YYYY	MM	DD
2019	04	29

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 4: Members of Visible Minorities

Table 8: Members of Visible Minorities

Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	5	1	0	0	18	3	0	0	7	2	0	0
03 Professionals	9	5	0	0	0	0	0	0	5	3	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	2	0	0	0	4	1	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	229	73	0	0	140	42	0	0	146	42	0	0
08 Skilled Sales & Service Personnel	41	10	0	0	85	14	0	0	37	5	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	24	9	0	0	6	3	0	0	20	7	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	308	98	0	0	251	62	0	0	219	60	0	0

Federal Contractors Program Achievement Report

Part 3: Goals

TEKsystems Canada Inc.

[Date: 2019-04-29]

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EEOG)		All Employees							First/Previous Short-term Goals												
		Growth (New Positions)			Turnover (Replacement of Terminated Employees)				Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Number	Actual		Projected		Actual	Projected		Number	Terminated Employees		From - To								
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual	Projected		Over 3 Years	Over 3 Years	Over 3 Years	Over 3 Years		Over 3 Years	Over 3 Years					
		2016-04-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	#	#	#	#	#	%	%	%	%	%		
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	%	%				
01	Senior Managers	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	27.4%	0	0	0.0%	0.0%	
02	Middle & Other Managers	12	54.2%		0	25.0%		0	0	7	0.0%	0	-2	0	38.9%	2	2	58.3%	58.3%		
03	Professionals	3	54.2%		0	71.4%		0	0	3	0.0%	0	-1	0	50.6%	1	1	100.0%	100.0%		
04	Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
05	Supervisors	4	7.7%		0	88.9%		0	0	3	0.0%	0	-1	0	52.6%	1	1	75.0%	75.0%		
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07	Administrative & Sr Clerical	91	37.0%		0	89.8%		0	0	43	0.0%	0	30	0	79.8%	-30	-30	47.3%	47.3%		
08	Skilled Sales & Service	65	34.7%		0	33.0%		0	0	24	0.0%	0	-6	0	27.0%	6	6	36.9%	36.9%		
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10	Clerical Personnel	23	23.2%		0	60.6%		0	0	13	0.0%	0	2	0	66.1%	-2	-2	56.5%	56.5%		
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total		199	35.7%		0	62.9%		0	0	93	0.0%	0	21	0	57.3%	-21	-21	46.7%	46.7%		

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

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

Table 2: Women

Employment Equity Occupational Group (EEOG)		Women				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	3	0.0	3	0.0	
03	Professionals	2	0.0	2	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	2	0.0	2	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	71	0.0	85	0.0	
08	Skilled Sales & Service	15	0.0	15	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	19	0.0	19	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		112		126		

Federal Contractors Program Achievement Report

Part 3: Goals

TEKsystems Canada Inc.

[Date: 2019-04-29]

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		All Employees							First/Previous Short-term Goals												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD			YYYY - YYYY								
		2016-04-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-04-01	Annually	Over 3 Years	2016		2019						
		#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%	
01	Senior Managers	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		2.9%	0	0	0.0%	0.0%	
02	Middle & Other Managers	12	54.2%		0	25.0%		0	0	0	0.0%	0	0	0		2.2%	0	0	0.0%	0.0%	
03	Professionals	3	54.2%		0	71.4%		0	0	0	0.0%	0	0	0		1.8%	0	0	0.0%	0.0%	
04	Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
05	Supervisors	4	7.7%		0	88.9%		0	0	0	0.0%	0	0	0		1.4%	0	0	0.0%	0.0%	
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	91	37.0%		0	89.8%		0	0	0	0.0%	0	1	0		1.6%	-1	-1	0.0%	0.0%	
08	Skilled Sales & Service	65	34.7%		0	33.0%		0	0	0	0.0%	0	1	0		1.5%	-1	-1	0.0%	0.0%	
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	23	23.2%		0	60.6%		0	0	0	0.0%	0	0	0		1.4%	0	0	0.0%	0.0%	
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
Total		199	35.7%		0	62.9%		0	0	0	0.0%	0	3	0		1.6%	-3	-3	0.0%	0.0%	

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

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

Table 4: Aboriginal Peoples

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

Federal Contractors Program Achievement Report

Part 3: Goals

TEKsystems Canada Inc.

[Date: 2019-04-29]

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	All Employees										Persons with Disabilities									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY
	2016-04-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-04-01	Annually	Over 3 Years	2016	2019	%	#	#	%	%			
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%		
01/02 Managers	13	27.1%		0	12.5%		0	0	0	0.0%	0	1	0	4.3%	-1	-1	0.0%	0.0%		
03 Professionals	3	54.2%		0	71.4%		0	0	0	0.0%	0	0	3.8%	0	0	0.0%	0.0%			
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
05 Supervisors	4	7.7%		0	88.9%		0	0	0	0.0%	0	1	0	13.9%	-1	-1	0.0%	0.0%		
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
07 Administrative & Sr Clerical	91	37.0%		0	89.8%		0	0	0	0.0%	0	3	0	3.4%	-3	-3	0.0%	0.0%		
08 Skilled Sales & Service	65	34.7%		0	33.0%		0	0	0	0.0%	0	2	0	3.5%	-2	-2	0.0%	0.0%		
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	23	23.2%		0	60.6%		0	0	0	0.0%	0	2	0	7.0%	-2	-2	0.0%	0.0%		
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total	199	35.7%		0	62.9%		0	0	0	0.0%	0	8	0	4.1%	-8	-8	0.0%	0.0%		

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

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

Table 6: Persons with Disabilities

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

Federal Contractors Program Achievement Report

Part 3: Goals

TEKsystems Canada Inc.

[Date: 2019-04-29]

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	All Employees										First/Previous Short-term Goals									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	YYYY - YYYY						
	2016-04-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-04-01	Annually	Over 3 Years	2016	2019								
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%		
01 Senior Managers	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	10.1%	0	0	0.0%	0.0%		
02 Middle & Other Managers	12	54.2%		0	25.0%		0	0	1	0.0%	0	1	0	15.0%	-1	-1	8.3%	8.3%		
03 Professionals	3	54.2%		0	71.4%		0	0	1	0.0%	0	-1	0	14.3%	1	1	33.3%	33.3%		
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
05 Supervisors	4	7.7%		0	88.9%		0	0	1	0.0%	0	1	0	45.2%	-1	-1	25.0%	25.0%		
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07 Administrative & Sr Clerical	91	37.0%		0	89.8%		0	0	37	0.0%	0	-11	0	28.5%	11	11	40.7%	40.7%		
08 Skilled Sales & Service	65	34.7%		0	33.0%		0	0	18	0.0%	0	-5	0	19.8%	5	5	27.7%	27.7%		
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	23	23.2%		0	60.6%		0	0	10	0.0%	0	-1	0	39.4%	1	1	43.5%	43.5%		
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total	199	35.7%		0	62.9%		0	0	68	0.0%	0	-16	0	26.1%	16	16	34.2%	34.2%		

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	2	0.0	2	0.0	
03 Professionals	1	0.0	1	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	2	0.0	2	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	45	0.0	50	0.0	
08 Skilled Sales & Service	11	0.0	16	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	12	0.0	12	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	73		83		

Federal Contractors Program Achievement Report

Part 3: Goals

TEKsystems Canada Inc.

[Date: 2019-04-29]

Data for Subsequent/Current Goals

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

Table 9: Women

Employment Equity Occupational Group (EEOG)		All Employees							Subsequent/Current Short-term Goals												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years	Annually		Over 3 Years	YYYY - YYYY					
		2019-04-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-04-29	Annually	Over 3 Years	Annually	Over 3 Years	2019	2022						
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%	
01	Senior Managers	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		27.6%	0	0	0.0%	0.0%	
02	Middle & Other Managers	44	54.2%		0	25.0%		0	0	23	0.0%	0	-6	0		39.4%	6	6	52.3%	52.3%	
03	Professionals	11	54.2%		0	71.4%		0	0	11	0.0%	0	-5	0		57.4%	5	5	100.0%	100.0%	
04	Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
05	Supervisors	5	7.7%		0	88.9%		0	0	4	0.0%	0	-1	0		52.2%	1	1	80.0%	80.0%	
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	234	37.0%		0	89.8%		0	0	106	0.0%	0	80	0	50.0%	79.4%	-80	-80	45.3%	45.3%	
08	Skilled Sales & Service	159	34.7%		0	33.0%		0	0	51	0.0%	0	-7	0		27.4%	7	7	32.1%	32.1%	
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	43	23.2%		0	60.6%		0	0	32	0.0%	0	-3	0		66.6%	3	3	74.4%	74.4%	
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
Total		497	35.7%		0	62.9%		0	0	227	0.0%	0	58	0		57.3%	-58	-58	45.7%	45.7%	

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

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

Table 10: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0			
02 Middle & Other Managers		0.0			
03 Professionals		0.0			
04 Semi-Professionals & Tech		0.0			
05 Supervisors		0.0			
06 Supervisors: Crafts & Trades		0.0			
07 Administrative & Sr Clerical		50.0		50.0	Anticipated growth in this EEOG over next 3 years
08 Skilled Sales & Service		0.0			
09 Skilled Crafts & Trades		0.0			
10 Clerical Personnel		0.0			
11 Intermediate Sales & Service		0.0			
12 Semi-Skilled Manual		0.0			
13 Other Sales & Service		0.0			
14 Other Manual Workers		0.0			
Total		0.0			

Federal Contractors Program Achievement Report

Part 3: Goals

TEKsystems Canada Inc.

[Date: 2019-04-29]

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		All Employees										Subsequent/Current Short-term Goals								
		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Aboriginal Peoples			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		Number	Actual		Projected		Actual		Projected		Number		Turnover (Replacement of Terminated Employees)							From - To
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual	Projected	Actual	Projected	Over 3 Years	Over 3 Years	Over 3 Years	2019	2022					
		2019-04-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Annually	Over 3 Years	2019	2022					
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%	
01	Senior Managers	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	3.2%	0	0	0.0%	0.0%
02	Middle & Other Managers	44	54.2%		0	25.0%		0	0	0	0.0%	0	1	2.7%	2.7%	-1	-1	0.0%	0.0%	
03	Professionals	11	54.2%		0	71.4%		0	0	0	0.0%	0	0	0	2.5%	0	0	0.0%	0.0%	
04	Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
05	Supervisors	5	7.7%		0	88.9%		0	0	0	0.0%	0	0	0	1.6%	0	0	0.0%	0.0%	
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	234	37.0%		0	89.8%		0	0	3	0.0%	0	1	1.8%	1.8%	-1	-1	1.3%	1.3%	
08	Skilled Sales & Service	159	34.7%		0	33.0%		0	0	0	0.0%	0	3	1.6%	1.6%	-3	-3	0.0%	0.0%	
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	43	23.2%		0	60.6%		0	0	0	0.0%	0	1	1.6%	1.6%	-1	-1	0.0%	0.0%	
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total		497	35.7%		0	62.9%		0	0	3	0.0%	0	6	0	1.8%	-6	-6	0.6%	0.6%	

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		Aboriginal Peoples		Comments
		Short-term Goals	Long-term Goals	
			%	
01	Senior Managers		0.0	
02	Middle & Other Managers		2.7	Access to qualified aboriginal candidates projected to continue to be limited in the areas where we recruit these positions.
03	Professionals		0.0	
04	Semi-Professionals & Tech		0.0	
05	Supervisors		0.0	
06	Supervisors: Crafts & Trades		0.0	
07	Administrative & Sr Clerical		1.8	
08	Skilled Sales & Service		1.6	Access to qualified aboriginal candidates projected to continue to be limited in the areas where we recruit these positions.
09	Skilled Crafts & Trades		0.0	
10	Clerical Personnel		1.6	
11	Intermediate Sales & Service		0.0	
12	Semi-Skilled Manual		0.0	
13	Other Sales & Service		0.0	
14	Other Manual Workers		0.0	
Total			0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

TEKsystems Canada Inc.

[Date: 2019-04-29]

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	All Employees										Subsequent/Current Short-term Goals									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						
	2019-04-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-04-29	Annually	Over 3 Years	2019	2022								
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%		
01/02 Managers	45	27.1%		0	12.5%		0	0	0	0.0%	0	2	0	5.0%	5.0%	-2	-2	0.0%	0.0%	
03 Professionals	11	54.2%		0	71.4%		0	0	0	0.0%	0	1	0	8.9%	8.9%	-1	-1	0.0%	0.0%	
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
05 Supervisors	5	7.7%		0	88.9%		0	0	0	0.0%	0	1	0	27.5%	27.5%	-1	-1	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	234	37.0%		0	89.8%		0	0	2	0.0%	0	21	0	10.0%	10.0%	-21	-21	0.9%	0.9%	
08 Skilled Sales & Service	159	34.7%		0	33.0%		0	0	0	0.0%	0	13	0	8.0%	8.0%	-13	-13	0.0%	0.0%	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	43	23.2%		0	60.6%		0	0	0	0.0%	0	4	0	9.3%	9.3%	-4	-4	0.0%	0.0%	
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	497	35.7%		0	62.9%		0	0	2	0.0%	0	43	0	9.0%	9.0%	-43	-43	0.4%	0.4%	

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02 Managers		5.0		5.0	Qualifications of the position projected to continue to make it difficult to close this gap completely in the short or long term.
03 Professionals		8.9		8.9	
04 Semi-Professionals & Tech		0.0		0.0	
05 Supervisors		27.5		27.5	
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		10.0		10.0	
08 Skilled Sales & Service		8.0		8.0	Continued demands (physical, mental) of this position make it particularly difficult for persons with disabilities thus creating a smaller pool of qualified candidates. Turnover in this role will hopefully
09 Skilled Crafts & Trades		0.0		0.0	
10 Clerical Personnel		9.3		9.3	
11 Intermediate Sales & Service		0.0		0.0	
12 Semi-Skilled Manual		0.0		0.0	
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		0.0		0.0	
Total		0.0		0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

TEKsystems Canada Inc.

[Date: 2019-04-29]

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		All Employees										Subsequent/Current Short-term Goals										
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years		YYYY - YYYY						
		2019-04-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-04-29	Annually	Over 3 Years	Annually	Over 3 Years	2019	2022							
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%		
01	Senior Managers	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	11.5%	0	0	0.0%	0.0%		
02	Middle & Other Managers	44	54.2%		0	25.0%		0	0	5	0.0%	0	3	0	17.6%	17.6%	-3	-3	11.4%	11.4%		
03	Professionals	11	54.2%		0	71.4%		0	0	4	0.0%	0	-2	0	16.4%	16.4%	2	2	36.4%	36.4%		
04	Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
05	Supervisors	5	7.7%		0	88.9%		0	0	1	0.0%	0	2	0	50.0%	50.8%	-2	-2	20.0%	20.0%		
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
07	Administrative & Sr Clerical	234	37.0%		0	89.8%		0	0	87	0.0%	0	-12	0	32.2%	32.2%	12	12	37.2%	37.2%		
08	Skilled Sales & Service	159	34.7%		0	33.0%		0	0	33	0.0%	0	1	0	21.2%	21.2%	-1	-1	20.8%	20.8%		
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
10	Clerical Personnel	43	23.2%		0	60.6%		0	0	16	0.0%	0	3	0	45.1%	45.1%	-3	-3	37.2%	37.2%		
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
Total		497	35.7%		0	62.9%		0	0	146	0.0%	0	-5	0	28.3%	28.3%	5	5	29.4%	29.4%		

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		Members of Visible Minorities				Comments
		Short-term Goals		Long-term Goals		
			%		%	
01	Senior Managers		0.0			
02	Middle & Other Managers		17.6		17.6	
03	Professionals		0.0			
04	Semi-Professionals & Tech		0.0			
05	Supervisors		50.0		50.0	
06	Supervisors: Crafts & Trades		0.0			
07	Administrative & Sr Clerical		0.0			
08	Skilled Sales & Service		21.2		21.2	
09	Skilled Crafts & Trades		0.0			
10	Clerical Personnel		45.1		45.1	
11	Intermediate Sales & Service		0.0			
12	Semi-Skilled Manual		0.0			
13	Other Sales & Service		0.0			
14	Other Manual Workers		0.0			
Total			0.0			

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
TEKsystems Canada Inc.
[Date: 2019-04-29]

Efforts

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

Required measures:

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

Other measures:

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

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

Operational Context

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

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

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

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

- Other.

Additional Details

Please provide any additional information (optional):

Since we did our first assessment in 2016, we have annually evaluated our progress to determine where gaps still exist. We have worked together with our internal recruiter to ensure job postings are placed on a variety of job boards to ensure attraction of qualified candidates from the designated groups. Senior leadership accross Canada is aware of the gaps that were indentified via our first assessment in 2016 and as a result continue to make concerted efforts in their hiring and promotion activities within the designated groups with the goal of creating equal

Federal Contractors Program Achievement Report

Part 4: Results - Women

TEKsystems Canada Inc.

[Date: 2019-04-29]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women							All Employees	Women			All Employees	Women			All Employees	Women					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2016	1	0	0.0	27.4	0	0	0.0																
	2019	1	0	0.0	27.6	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2016	12	7	58.3	38.9	5	2	150.0																
	2019	44	23	52.3	39.4	17	6	132.7	5	4	80.0	2	2	18	8	44.4	11	-3	7	5	71.4	4	1	
03 Professionals	2016	3	3	100.0	50.6	2	1	197.6																
	2019	11	11	100.0	57.4	6	5	174.2	9	9	100.0	5	4	0	0	0.0	0	0	5	5	100.0	5	0	
04 Semi-Professionals & Technicians	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
05 Supervisors	2016	4	3	75.0	52.6	2	1	142.6																
	2019	5	4	80.0	52.2	3	1	153.3	0	0	0.0	0	0	2	2	100.0	2	1	4	4	100.0	3	1	
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Women		Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	#	%	%	#	%		
01 Senior Managers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
02 Middle & Other Managers	2019	23	12	52.2	3	400.0	0.0	0.0	3	400.0	0.0	0.0	
	2022	23	12	52.2			0.0	0.0			0.0	0.0	
03 Professionals	2019	9	9	100.0	2	450.0	0.0	0.0	2	450.0	0.0	0.0	
	2022	9	9	100.0			0.0	0.0			0.0	0.0	
04 Semi-Professionals & Technicians	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
05 Supervisors	2019	2	2	100.0	2	100.0	0.0	0.0	2	100.0	0.0	0.0	
	2022	2	2	100.0			0.0	0.0			0.0	0.0	
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 4: Results - Women

TEKsystems Canada Inc.

[Date: 2019-04-29]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women							All Employees	Women			All Employees	Women			All Employees	Women					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	91	43	47.3	79.8	73	-30	59.2																
	2019	234	106	45.3	79.4	186	-80	57.1	229	94	41.0	182	-88	140	61	43.6	66	-5	146	61	41.8	69	-8	
08 Skilled Sales & Service Personnel	2016	65	24	36.9	27.0	18	6	136.8																
	2019	159	51	32.1	27.4	44	7	117.1	41	12	29.3	11	1	85	28	32.9	31	-3	37	18	48.6	14	4	
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
10 Clerical Personnel	2016	23	13	56.5	66.1	15	-2	85.5																
	2019	43	32	74.4	66.6	29	3	111.7	24	19	79.2	16	3	6	5	83.3	3	2	20	14	70.0	11	3	
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Women		Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	#	%	%	#	%		
07 Administrative & Senior Clerical	2019	369	155	42.0	71	218.3	0.0	0.0	85	182.4	0.0	0.0	
	2022	369	155	42.0			50.0	84.0			50.0	84.0	
08 Skilled Sales & Service Personnel	2019	126	40	31.7	15	266.7	0.0	0.0	15	266.7	0.0	0.0	
	2022	126	40	31.7			0.0	0.0			0.0	0.0	
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
10 Clerical Personnel	2019	30	24	80.0	19	126.3	0.0	0.0	19	126.3	0.0	0.0	
	2022	30	24	80.0			0.0	0.0			0.0	0.0	
11 Intermediate Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 4: Results - Women

TEKsystems Canada Inc.

[Date: 2019-04-29]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women							All Employees	Women			All Employees	Women			All Employees	Women					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	199	93	46.7	57.3	114	-21	81.6																
	2019	497	227	45.7	57.3	285	-58	79.7	308	138	44.8	176	-38	251	104	41.4	117	-13	219	107	48.9	102	5	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Goal	Women			Goal	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2019	559	242	43.3	112	216.1	0.0	0.0	126	192.1	0.0	0.0		
	2022	559	242	43.3			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

TEKsystems Canada Inc.

[Date: 2019-04-29]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2016	1	0	0.0	2.9	0	0	0.0																
	2019	1	0	0.0	3.2	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2016	12	0	0.0	2.2	0	0	0.0																
	2019	44	0	0.0	2.7	1	-1	0.0	5	0	0.0	0	0	0	18	0	0.0	0	0	7	0	0.0	0	0
03 Professionals	2016	3	0	0.0	1.8	0	0	0.0																
	2019	11	0	0.0	2.5	0	0	0.0	9	0	0.0	0	0	0	0	0.0	0	0	5	0	0.0	0	0	0
04 Semi-Professionals & Technicians	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2016	4	0	0.0	1.4	0	0	0.0																
	2019	5	0	0.0	1.6	0	0	0.0	0	0	0.0	0	0	2	0	0.0	0	0	4	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	#	%	%	#	%		
01 Senior Managers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
02 Middle & Other Managers	2019	23	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	23	0	0.0			2.7	0.0			2.7	0.0	
03 Professionals	2019	9	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	9	0	0.0			0.0	0.0			0.0	0.0	
04 Semi-Professionals & Technicians	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
05 Supervisors	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	2	0	0.0			0.0	0.0			0.0	0.0	
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

TEKsystems Canada Inc.

[Date: 2019-04-29]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	91	0	0.0	1.6	1	-1	0.0																
	2019	234	3	1.3	1.8	4	-1	71.2	229	3	1.3	4	-1	140	2	1.4	0	2	146	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2016	65	0	0.0	1.5	1	-1	0.0																
	2019	159	0	0.0	1.6	3	-3	0.0	41	0	0.0	1	-1	85	0	0.0	0	0	37	0	0.0	0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
10 Clerical Personnel	2016	23	0	0.0	1.4	0	0	0.0																
	2019	43	0	0.0	1.6	1	-1	0.0	24	0	0.0	0	0	6	0	0.0	0	0	20	0	0.0	0	0	0
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	#	%	%	#	%	%		
07 Administrative & Senior Clerical	2019	369	5	1.4	2	250.0	0.0	0.0	2	250.0	0.0	0.0		
	2022	369	5	1.4			1.8	75.3			1.8	75.3		
08 Skilled Sales & Service Personnel	2019	126	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	126	0	0.0			1.6	0.0			1.6	0.0		
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2019	30	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	30	0	0.0			1.6	0.0			1.6	0.0		
11 Intermediate Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

TEKsystems Canada Inc.

[Date: 2019-04-29]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference				
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
Total	2016	199	0	0.0	1.6	3	-3	-3	0.0																
	2019	497	3	0.6	1.8	9	-6	33.5	308	3	1.0	6	-3	251	2	0.8	0	2	219	0	0.0	0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Goal	Aboriginal Peoples			Goal	Aboriginal Peoples			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2019	559	5	0.9	3	166.7	0.0	0.0	3	166.7	0.0	0.0		
	2022	559	5	0.9			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

TEKsystems Canada Inc.

[Date: 2019-04-29]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 & 02 Managers	2016	13	0	0.0	4.3	1	-1	0.0																
	2019	45	0	0.0	5.0	2	-2	0.0	5	0	0.0	0	0	18	0	0.0	0	0	7	0	0.0	0	0	0
03 Professionals	2016	3	0	0.0	3.8	0	0	0.0																
	2019	11	0	0.0	8.9	1	-1	0.0	9	0	0.0	1	-1	0	0	0.0	0	0	5	0	0.0	0	0	0
04 Semi-Professionals & Technicians	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
05 Supervisors	2016	4	0	0.0	13.9	1	-1	0.0																
	2019	5	0	0.0	27.5	1	-1	0.0	0	0	0.0	0	0	2	0	0.0	0	0	4	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
01 & 02 Managers	2019	23	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	23	0	0.0				5.0	0.0			5.00	0.0	
03 Professionals	2019	9	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	9	0	0.0				8.9	0.0			8.90	0.0	
04 Semi-Professionals & Technicians	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	0	0	0.0				0.0	0.0			0.00	0.0	
05 Supervisors	2019	2	0	0.0	2	0.0	0.0	0.0	2	0.0	0.00	0.0		
	2022	2	0	0.0				27.5	0.0			27.50	0.0	
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	0	0	0.0				0.0	0.0			0.00	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

TEKsystems Canada Inc.

[Date: 2019-04-29]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	91	0	0.0	3.4	3	-3	0.0																
	2019	234	2	0.9	10.0	23	-21	8.5	229	3	1.3	23	-20	140	3	2.1	0	3	146	1	0.7	0	1	
08 Skilled Sales & Service Personnel	2016	65	0	0.0	3.5	2	-2	0.0																
	2019	159	0	0.0	8.0	13	-13	0.0	41	0	0.0	3	-3	85	0	0.0	0	0	37	0	0.0	0	0	
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
10 Clerical Personnel	2016	23	0	0.0	7.0	2	-2	0.0																
	2019	43	0	0.0	9.3	4	-4	0.0	24	0	0.0	2	-2	6	0	0.0	0	0	20	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	369	6	1.6	5	120.0	0.0	0.0	5	120.0	0.0	0.0		
	2022	369	6	1.6			10.0	16.3			10.0	16.3		
08 Skilled Sales & Service Personnel	2019	126	0	0.0	3	0.0	0.0	0.0	3	0.0	0.0	0.0		
	2022	126	0	0.0			8.0	0.0			8.0	0.0		
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2019	30	0	0.0	3	0.0	0.0	0.0	3	0.0	0.0	0.0		
	2022	30	0	0.0			9.3	0.0			9.3	0.0		
11 Intermediate Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

TEKsystems Canada Inc.

[Date: 2019-04-29]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#			
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
Total	2016	199	0	0.0	4.1	8	-8	0.0																	
	2019	497	2	0.4	9.0	45	-43	4.5	308	3	1.0	28	-25	251	3	1.2	0	3	219	1	0.5	0	1	1	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2019	559	6	1.1	13	46.2	0.0	0.0	13	46.2	0.0	0.0		
	2022	559	6	1.1			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

TEKsystems Canada Inc.

[Date: 2019-04-29]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2016	1	0	0.0	10.1	0	0	0.0																
	2019	1	0	0.0	11.5	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2016	12	1	8.3	15.0	2	-1	55.6																
	2019	44	5	11.4	17.6	8	-3	64.6	5	1	20.0	1	0	18	3	16.7	2	2	7	2	28.6	1	1	
03 Professionals	2016	3	1	33.3	14.3	0	1	233.1																
	2019	11	4	36.4	16.4	2	2	221.7	9	5	55.6	1	4	0	0	0.0	0	0	5	3	60.0	2	1	
04 Semi-Professionals & Technicians	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
05 Supervisors	2016	4	1	25.0	45.2	2	-1	55.3																
	2019	5	1	20.0	50.8	3	-2	39.4	0	0	0.0	0	0	2	0	0.0	1	-1	4	1	25.0	1	0	
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	#	%	%	%			
01 Senior Managers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
02 Middle & Other Managers	2019	23	4	17.4	2	200.0	0.0	0.0	2	200.0	0.0	0.0	
	2022	23	4	17.4			17.6	98.8			17.6	98.8	
03 Professionals	2019	9	5	55.6	1	500.0	0.0	0.0	1	500.0	0.0	0.0	
	2022	9	5	55.6			0.0	0.0			0.0	0.0	
04 Semi-Professionals & Technicians	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
05 Supervisors	2019	2	0	0.0	2	0.0	0.0	0.0	2	0.0	0.0	0.0	
	2022	2	0	0.0			50.0	0.0			50.0	0.0	
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

TEKsystems Canada Inc.

[Date: 2019-04-29]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	91	37	40.7	28.5	26	11	142.7																
	2019	234	87	37.2	32.2	75	12	115.5	229	73	31.9	74	-1	140	42	30.0	57	-15	146	42	28.8	59	-17	
08 Skilled Sales & Service Personnel	2016	65	18	27.7	19.8	13	5	139.9																
	2019	159	33	20.8	21.2	34	-1	97.9	41	10	24.4	9	1	85	14	16.5	24	-10	37	5	13.5	10	-5	
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
10 Clerical Personnel	2016	23	10	43.5	39.4	9	1	110.4																
	2019	43	16	37.2	45.1	19	-3	82.5	24	9	37.5	11	-2	6	3	50.0	3	0	20	7	35.0	9	-2	
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	#	%	%	#	%	%	
07 Administrative & Senior Clerical	2019	369	115	31.2	45	255.6	0.0	0.0	50	230.0	0.0	0.0	
	2022	369	115	31.2			0.0	0.0			0.0	0.0	
08 Skilled Sales & Service Personnel	2019	126	24	19.0	11	218.2	0.0	0.0	16	150.0	0.0	0.0	
	2022	126	24	19.0			21.2	89.8			21.2	89.8	
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
10 Clerical Personnel	2019	30	12	40.0	12	100.0	0.0	0.0	12	100.0	0.0	0.0	
	2022	30	12	40.0			45.1	88.7			45.1	88.7	
11 Intermediate Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

TEKsystems Canada Inc.

[Date: 2019-04-29]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		All Employees	Workforce							All Employees	Hires			All Employees	Promotions			All Employees	Terminations					
			Visible Minorities								Visible Minorities				Visible Minorities				Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference			
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	199	68	34.2	26.1	52	16	130.9																
	2019	497	146	29.4	28.3	141	5	103.8	308	98	31.8	87	11	251	62	24.7	86	-24	219	60	27.4	75	-15	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants			Goals								Comments
		All Employees	Flow Data		Short-term Goals				Long-term Goals				
			Visible Minorities		Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
Total	2019	559	160	28.6	73	219.2	0.0	0.0	83	192.8	0.0	0.0	
	2022	559	160	28.6			0.0	0.0			0.0	0.0	

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: TekSystems Canada Inc.

Primary Location: Mississauga, ON

Number of Employees: 497

- **Ontario: 294**
- **British Columbia: 102**
- **Alberta: 65**
- **Quebec: 36**

Organization Overview: NAICS 3342 (*Informatics Professional Services*)

TekSystems Canada helps clients activate ideas and solutions in the communications and financial sectors by developing solutions and connecting clients with IT partners around the globe. As reported by the Ottawa Business Journal (Aug. 14, 2019), TekSystems Canada was recently awarded a contract for supply arrangement with Transport Canada for \$1,984,088.

Key Dates – First Year Assessment

Initiated: 2016-05-09
 Received: 2016-05-09
 Closed: 2016-06-10
 Workforce
 Analysis: 2016-01-04

Key Dates – Subsequent Assessment

Initiated: 2019-09-25
 Received: 2019-05-02
 Workforce
 Analysis: 2019-04-29

DATA VERIFICATION

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

Yes No

Comments:

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

Yes No

ASSESSMENT OF REASONABLE PROGRESS**Women**

07	Administrative and Senior Clerical	Goal met (218% achieved)
10	Clerical Personnel	Goal met (126% achieved)

Assessment/Observations

- Goals for EEOGs with no gaps were set as well. Those goals were also achieved at 100% or above.

Aboriginal Peoples

07	Administrative & Senior Clerical	Goal met (250% achieved)
08	Skilled Sales & Service Personnel	Goal not met (0% achieved)

Assessment/Observations

- 08: Out of 126 new hires in this EEOG, none was an Aboriginal person. The goal of hiring 1 (one) person was achievable given the LMA rate of 1.5%.

Person with Disabilities

01/02	Managers	No goal set
05	Supervisors	Goal not met (0% achieved)
07	Administrative and Senior Clerical Personnel	Goal met (120% achieved)
08	Skilled Sales & Service Personnel	Goal not met (0% achieved)
10	Clerical Personnel	Goal not met (0% achieved)

Assessment/Observations

- 05: Out of two (2) people hired in this EEOG none was an Aboriginal person. Given the availability rate of 13.9%, this goal was unattainable.
- 08: Out of 126 people hired in this EEOG, given the LMA rate of 3.5%, the goal of hiring 3 Aboriginal people, was unattainable.
- 10: Out of 30 people hired in this EEOG, none was Aboriginal. The LMA rate of 7% would have allowed 2 Aboriginal people to be hired. The goal of hiring 3 people was unattainable.

Members of Visible Minorities

02	Middle & Other Managers	Goal met (200% achieved)
05	Supervisors	Goal not met (0% achieved)

Assessment/Observations

- 09 Skilled Crafts and Trades Workers: no new hires were done, so goal of hiring one person from that EEOG was unattainable.
- 05: Given that only 2 Supervisors were hired and the LMA rate of 45.2, this goal was unattainable.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.

ASSESSMENT OF GOALS**Women**

Workforce Analysis Results			Goals		Representatio n	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
01	Senior Managers	0	-	-	0	27.6
02	Middle & Other Managers	6	-	-	23	39.4
03	Professionals	5	-	-	11	57.4
05	Supervisors	1	-	-	4	52.20
07	Admin. & Senior Clerical Personnel	-80	50.0	50.0	106	79.4
08	Skilled Sales & Service Personnel	7	-	-	51	27.4
10	Clerical Personnel	3	-	-	32	66.60

Observations:

- All goals were set appropriately for the three EEOGs with gaps.
- 07: Anticipated growth in this EEOG over next 3 years

Aboriginal Peoples

Workforce Analysis Results			Goals		Representatio n	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 + years)		
#	Description	#	# or %	# or %	%	%
01	Senior Managers	0	-	-	0	3.2
02	Middle & Other Managers	-1	2.7	2.7	0	2.7
03	Professionals	0	-	-	0	2.5
05	Supervisors	0	-	-	0	1.6
07	Admin. & Senior Clerical Personnel	-1	1.8	1.8	3	1.8
08	Skilled Sales & Service Personnel	-3	1.6	1.6	0	1.6
10	Clerical Personnel	-1	1.6	1.6	0	1.6

Observations:

- All goals were set appropriately, when there was a gap in current representation.
- 02: Access to qualified aboriginal candidates projected to continue to be limited in the areas where contractor recruits these positions.

- 08: Access to qualified aboriginal candidates projected to continue to be limited in the areas where contractor recruits these positions.

Person with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years) # or %	(3+ years) # or %	%
01/02	Managers	-2	5.0	5.0	0	5.0
03	Professionals	-1	8.9	8.9	0	8.9
05	Supervisors	-1	27.5	27.5	0	27.5
07	Admin. & Senior Clerical Personnel	-21	10.0	10.0	2	10.0
08	Skilled Sales & Service Personnel	-13	8.0	8.0	0	8.0
10	Clerical Personnel	-4	9.3	9.3	0	9.3

Observations:

- All goals were set appropriately, when there was a gap in current representation.
- 01/02: Qualifications of the position projected to continue to make it difficult to close this gap completely in the short or long term.
- 08: Continued demands (physical, mental) of this position make it particularly difficult for persons with disabilities thus creating a smaller pool of qualified candidates. Turnover in this role will hopefully allow for new and diverse candidates to be hired.

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years) # or %	(3+ years) # or %	%
01	Senior Managers	0	-	-	0	11.5
02	Middle & Other Managers	-3	17.6	17.6	5	17.6

03	Professionals	2	-	-	4	16.4
05	Supervisors	-2	50.0	50.0	1	50.8
07	Admin. & Senior Clerical Personnel	12	-	-	87	32.2
08	Skilled Sales & Service Personnel	-1	21.2	21.2	33	21.2
10	Clerical Personnel	-3	45.1	45.1	16	45.1

Observations:

- All goals were set appropriately, when there was a gap in current representation.

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

Having assessed the data submitted by the employer regarding its workforce and considered its unique circumstances; I recommend that the closing letter include the following:

- Through their second compliance assessment, the employer has demonstrated progress towards achieving employment equity in the workplace.
- It is recommended that the employer continue to implement hiring practices that encourage recruitment in all four designated groups to avoid creating any new gaps in representation.
- Partnerships with colleges, universities or other professional associations can help identify qualified students or professionals that are part of the designated groups and consider them for permanent full-time and permanent part-time employment, when vacancies arise.
- It is recommended that an Employment Systems Review (ESR) be conducted to identify potential barriers to the recruitment and retention of individuals in the designated groups. Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&_ga=2.252268041.1845905918.1519931408-1912045188.1507820070.

Name of Analyst: Olga Arnaoudova

Date: October 3, 2019

Nyirasafari, Ange AN [NC]

From: Arnaudova, Olga O [NC] on behalf of EE-EME
Sent: October 11, 2019 12:08 PM
To: 'fbuckley@allegisgroup.com'
Cc: 'ssizmur@teksystems.com'; 'Wendy Glaser'; 'nshewnar@teksystems.ca'
Subject: Government of Canada Agreement Number: 10000003 – Notification of Compliance with the Federal Contractors Program

Expires: April 8, 2020 12:00 AM

Subject: Government of Canada Agreement Number: 10000003 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Francis B. Buckley:

I am writing to inform you that the subsequent compliance assessment initiated on May 7, 2019 has been completed. As a result of the assessment, TEKsystems Canada Inc. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

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

- Through their second compliance assessment, the employer has demonstrated progress towards achieving employment equity in the workplace.
- It is recommended that the employer continue to implement hiring practices that encourage recruitment in all four designated groups to avoid creating any new gaps in representation.
- Partnerships with colleges, universities or other professional associations can help identify qualified students or professionals that are part of the designated groups and consider them for permanent full-time and permanent part-time employment, when vacancies arise.
- It is recommended that an Employment Systems Review (ESR) be conducted to identify potential barriers to the recruitment and retention of individuals in the designated groups. Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules):
https://equity.esdc.gc.ca/sqiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&_ga=2.252268041.1845905918.1519931408-1912045188.1507820070.

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on **May 7, 2022**. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

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

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If over the three year period reasonable progress has not been made, TEKsystems Canada

Inc. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

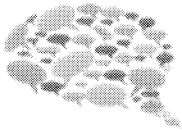
Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at ee-eme@hrsdc-rhdcc.gc.ca.

Your cooperation during the course of this compliance assessment was appreciated and we wish TEKsystems Canada Inc. continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

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



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