



OFFICIAL USE ONLY
Agreement N°: 060454

### Agreement to Implement Employment Equity

- New Agreement
- Revised Agreement

ORGANIZATION	
Legal Name of Organization Teknion Corporation	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number
Organization's North American Industry Classification System (NAICS) Code N° 337214	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 2,400 To find your organization's NAICS Code Number please visit: <a href="http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-sciant2002/naics-sciant021-eng.htm">http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-sciant2002/naics-sciant021-eng.htm</a>

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

HEAD OFFICE			
Address (building number, street, suite, etc.) 1150 Flint Road	City Toronto	Province Ontario	Postal Code M3J 2J5
	Telephone Number 416-661-1577	Fax Number 416-661-2647	

EMPLOYMENT EQUITY CONTACT	
Name (print) Chris Kovac	Title Director Corporate Compensation & Benefits
Telephone Number 416-661-1577 X2690	E-mail Address chris.kovac@teknion.com

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

SIGNATORY	
<b>NOTE:</b> The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) David Feldberg	Title President & CEO
Telephone Number 416-661-1577	E-mail Address david.feldberg@teknion.com
Signature 	Date 08.04.2013

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

**APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT  
INFORMATION*****Federal Contractors Program***

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As per Appendix D – The Federal Contractors Program for Employment Equity of Treasury Board’s *Contracting Policy*, contractors with a resident workforce of 100 or more employees who are awarded goods and services contracts of \$1 million or more are required to implement employment equity, submit information on their workforce and undergo a compliance assessment. If an unforeseen situation arises that prevents the contractor from meeting the submission of information deadline, the organization may submit an application for an extension. The application must be completed as outlined below and signed by a senior official of the corporation (e.g., chief executive officer, president or vice-president, authorized manager). Once completed, the form must be sent by email to: [ee-eme@hrsdc-rhdcc.gc.ca](mailto:ee-eme@hrsdc-rhdcc.gc.ca).

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I, the undersigned, on behalf of (legal name of organization) **Teknion Corporation** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) **060454**, agree to the following statements:

1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
3. I am therefore requesting an extension until (date) Friday March 13, 2020 for the following reason(s):

(Please describe) **Teknion is currently completing a 4 year long HRIS implementation. This process has involved gathering, cleansing and aligning information from ten of our sites. To ensure that our information is meaningful, we would like to resurvey our employee population. As many of our employees do not speak English as a first language, the process of completing the information is lengthy. We would appreciate an extension to assist us in collecting the most current information and ensuring that all our employees are supported with their language needs in completing the survey.**

4. As a senior official of the organization, I hereby declare that all of these statements are correct to the best of my knowledge, and I am requesting an extension.

Name: **Margo Gordon**

Position Title: **Vice President, Human Resources**

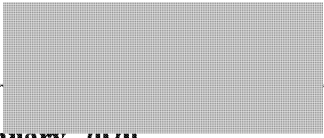
Email address: **margo.gordon@teknion.com**

Telephone number: **416 6611577 x 2715**

Business address: **1150 Flint Road**  
**Toronto, ON M3J2J5**



Signature: \_\_\_\_\_



Date: 16 January, 2020



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

Reporting Period 2017-03-02 to 2020-02-14

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	1675	1	10	1686	Calgary	128	0	0	128
Québec	1028	102	4	1134	Edmonton	3	0	0	3
Nova Scotia	1	0	0	1	Halifax	1	0	0	1
New Brunswick	2	0	0	2	Montréal	11	0	0	11
Manitoba	2	0	0	2	Toronto	1667	1	10	1678
British Columbia	3	0	0	3	Vancouver	3	0	0	3
Alberta	131	0	0	131	Winnipeg	2	0	0	2
Total Employees in Canada				2959	Moncton	2	0	0	2
					Québec	1017	102	4	1123
					Ottawa - Gatineau	7	0	0	7
					London	1	0	0	1
					Total Employees in Canada				2959





FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2017-03-02 to 2020-02-14

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
<b>Senior Managers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	20	19	1							1	1	
	<b>Total</b>	20	19	1							1	1	
<b>Middle and Other Managers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	230	146	84	2	2		9	5	4	49	35	14
	<b>Total</b>	230	146	84	2	2		9	5	4	49	35	14
<b>Professionals</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	135	93	42	1	1		2	2		61	41	20
	<b>Total</b>	135	93	42	1	1		2	2		61	41	20
<b>Semi-Professionals and Technicians</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	215	131	84	1		1	1		1	79	49	30
	<b>Total</b>	215	131	84	1		1	1		1	79	49	30



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2017-03-02 to 2020-02-14

007335

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
<b>Supervisors</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	11	7	4							4	2	2
	<b>Total</b>	11	7	4							4	2	2
<b>Supervisors: Crafts and Trades</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	142	126	16	1	1		1	1		84	81	3
	<b>Total</b>	142	126	16	1	1		1	1		84	81	3
<b>Administrative and Senior Clerical Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	54	20	34							23	12	11
	<b>Total</b>	54	20	34							23	12	11
<b>Skilled Sales and Service Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	67	25	42	1	1					57	24	33
	<b>Total</b>	67	25	42	1	1					57	24	33



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2017-03-02 to 2020-02-14

007336

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
<b>Skilled Crafts and Trades Workers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	141	140	1	4	4		4	4		56	56	
	<b>Total</b>	141	140	1	4	4		4	4		56	56	
<b>Clerical Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	194	96	98	7	2	5	5	2	3	105	65	40
	<b>Total</b>	194	96	98	7	2	5	5	2	3	105	65	40
<b>Intermediate Sales and Service Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	61	22	39							18	4	14
	<b>Total</b>	61	22	39							18	4	14
<b>Semi-Skilled Manual Workers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1550	1042	508	23	15	8	36	28	8	658	494	164
	<b>Total</b>	1550	1042	508	23	15	8	36	28	8	658	494	164



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2017-03-02 to 2020-02-14

007337

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
<b>Other Sales and Service Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	22	8	14	1		1				6	2	4
	<b>Total</b>	22	8	14	1		1				6	2	4
<b>Total Number of Employees</b>		<b>2842</b>	<b>1875</b>	<b>967</b>	<b>41</b>	<b>26</b>	<b>15</b>	<b>58</b>	<b>42</b>	<b>16</b>	<b>1201</b>	<b>866</b>	<b>335</b>



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / National

Reporting Period 2017-03-02 to 2020-02-14

007338

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
<b>Middle and Other Managers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1									
	<b>Total</b>		1		1								
<b>Semi-Professionals and Technicians</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	5	4	1									
	<b>Total</b>		5	4	1								
<b>Skilled Crafts and Trades Workers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	<b>Total</b>		1	1									
<b>Semi-Skilled Manual Workers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	96	77	19	2	2		3	2	1	6	6	
	<b>Total</b>		96	77	19	2	2		3	2	1	6	6



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / National

Reporting Period 2017-03-02 to 2020-02-14

007339

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
<b>Total Number of Employees</b>		<b>103</b>	<b>82</b>	<b>21</b>	<b>2</b>	<b>2</b>		<b>3</b>	<b>2</b>	<b>1</b>	<b>6</b>	<b>6</b>	



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Temporary / National

Reporting Period 2017-03-02 to 2020-02-14

007340

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
<b>Professionals</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	2	1									
	<b>Total</b>	3	2	1									
<b>Semi-Professionals and Technicians</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	6	3	3							3	1	2
	<b>Total</b>	6	3	3							3	1	2
<b>Administrative and Senior Clerical Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1								1	1	
	<b>Total</b>	1	1								1	1	
<b>Clerical Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2		2									
	<b>Total</b>	2		2									



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Temporary / National

Reporting Period 2017-03-02 to 2020-02-14

007341

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
<b>Semi-Skilled Manual Workers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	2										
	<b>Total</b>		2	2									
<b>Total Number of Employees</b>		14	8	6							4	2	2





FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / National

Reporting Period 2017-03-02 to 2020-02-14

Salary Range	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
<b>Under \$15,000</b>	<b>2842</b>	<b>1875</b>	<b>967</b>	<b>41</b>	<b>26</b>	<b>15</b>	<b>58</b>	<b>42</b>	<b>16</b>	<b>1201</b>	<b>866</b>	<b>335</b>
<b>Total Number of Employees</b>	<b>2842</b>	<b>1875</b>	<b>967</b>	<b>41</b>	<b>26</b>	<b>15</b>	<b>58</b>	<b>42</b>	<b>16</b>	<b>1201</b>	<b>866</b>	<b>335</b>



**Teknion Corporation (certificate # 060454)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
**Part-Time / National**  
**Reporting Period 2017-03-02 to 2020-02-14**

Salary Range	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
<b>Under \$5,000</b>	<b>103</b>	<b>82</b>	<b>21</b>	<b>2</b>	<b>2</b>		<b>3</b>	<b>2</b>	<b>1</b>	<b>6</b>	<b>6</b>	
<b>Total Number of Employees</b>	<b>103</b>	<b>82</b>	<b>21</b>	<b>2</b>	<b>2</b>		<b>3</b>	<b>2</b>	<b>1</b>	<b>6</b>	<b>6</b>	



**Teknion Corporation (certificate # 060454)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
**Temporary / National**  
**Reporting Period 2017-03-02 to 2020-02-14**

Salary Range	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
<b>Under \$5,000</b>	<b>14</b>	<b>8</b>	<b>6</b>							<b>4</b>	<b>2</b>	<b>2</b>
<b>Total Number of Employees</b>	<b>14</b>	<b>8</b>	<b>6</b>							<b>4</b>	<b>2</b>	<b>2</b>



**Teknion Corporation (certificate # 060454)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
**Full-Time / National**  
**Reporting Period 2017-03-02 to 2020-02-14**

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
Senior Managers	1	1										
Middle and Other Managers	32	12	20				2		2	6	2	4
Professionals	51	36	15							25	19	6
Semi-Professionals and Technicians	67	38	29	1		1				28	16	12
Supervisors: Crafts and Trades	7	6	1									
Administrative and Senior Clerical Personnel	16	8	8							8	4	4
Skilled Sales and Service Personnel	10	9	1	1	1					9	8	1
Skilled Crafts and Trades Workers	34	33	1	2	2		3	3		4	4	
Clerical Personnel	36	21	15				1	1		14	10	4
Intermediate Sales and Service Personnel	14	4	10							5	1	4
Semi-Skilled Manual Workers	421	295	126	9	5	4	10	6	4	154	130	24
Other Sales and Service Personnel	5	2	3									
<b>Total Number of Employees Hired</b>	<b>694</b>	<b>465</b>	<b>229</b>	<b>13</b>	<b>8</b>	<b>5</b>	<b>16</b>	<b>10</b>	<b>6</b>	<b>253</b>	<b>194</b>	<b>59</b>



**Teknion Corporation (certificate # 060454)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
**Part-Time / National**  
**Reporting Period 2017-03-02 to 2020-02-14**

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
<b>Semi-Professionals and Technicians</b>	5	4	1									
<b>Skilled Crafts and Trades Workers</b>	1	1										
<b>Clerical Personnel</b>	1		1							1		1
<b>Semi-Skilled Manual Workers</b>	90	73	17	2	2		3	2	1	5	5	
<b>Total Number of Employees Hired</b>	97	78	19	2	2		3	2	1	6	5	1



**Teknion Corporation (certificate # 060454)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
**Temporary / National**  
**Reporting Period 2017-03-02 to 2020-02-14**

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
<b>Professionals</b>	4	2	2									
<b>Semi-Professionals and Technicians</b>	13	7	6							4	1	3
<b>Administrative and Senior Clerical Personnel</b>	1	1								1	1	
<b>Clerical Personnel</b>	2		2									
<b>Semi-Skilled Manual Workers</b>	2	2										
<b>Total Number of Employees Hired</b>	22	12	10							5	2	3



**Teknion Corporation (certificate # 060454)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED**  
**Full-Time / National**  
**Reporting Period 2017-03-02 to 2020-02-14**

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
<b>Senior Managers</b>	2	2										
<b>Middle and Other Managers</b>	8	1	7							3	1	2
<b>Professionals</b>	2	1	1							2	1	1
<b>Semi-Professionals and Technicians</b>	11	7	4							8	6	2
<b>Supervisors</b>	1		1							1		1
<b>Supervisors: Crafts and Trades</b>	5	5								4	4	
<b>Administrative and Senior Clerical Personnel</b>	1		1									
<b>Skilled Sales and Service Personnel</b>	1		1									
<b>Skilled Crafts and Trades Workers</b>	2	2								2	2	
<b>Clerical Personnel</b>	4	2	2							3	2	1
<b>Semi-Skilled Manual Workers</b>	26	21	5				1	1		23	19	4
<b>Total Number of Employees Promoted</b>	63	41	22				1	1		46	35	11
<b>Total Number of Promotions</b>	63	41	22				1	1		46	35	11



**Teknion Corporation (certificate # 060454)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**  
**Full-Time / National**  
**Reporting Period 2017-03-02 to 2020-02-14**

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
Senior Managers	2	2										
Middle and Other Managers	20	11	9							1		1
Professionals	25	20	5							2	2	
Semi-Professionals and Technicians	24	18	6							3	3	
Supervisors: Crafts and Trades	7	7								2	2	
Administrative and Senior Clerical Personnel	4	1	3									
Skilled Sales and Service Personnel	5	3	2							2		2
Skilled Crafts and Trades Workers	10	10										
Clerical Personnel	19	13	6							4	3	1
Intermediate Sales and Service Personnel	4	2	2							1	1	
Semi-Skilled Manual Workers	121	98	23							28	21	7
Other Sales and Service Personnel	4	1	3									
<b>Total Number of Employees Terminated</b>	<b>245</b>	<b>186</b>	<b>59</b>							<b>43</b>	<b>32</b>	<b>11</b>





FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Part-Time / National

Reporting Period 2017-03-02 to 2020-02-14

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
<b>Clerical Personnel</b>	1		1							1		1
<b>Total Number of Employees Terminated</b>	1		1							1		1



**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**  
**Temporary / National**  
**Reporting Period 2017-03-02 to 2020-02-14**

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
<b>Professionals</b>	<b>1</b>		<b>1</b>									
<b>Semi-Professionals and Technicians</b>	<b>7</b>	<b>4</b>	<b>3</b>							<b>1</b>		<b>1</b>
<b>Total Number of Employees Terminated</b>	<b>8</b>	<b>4</b>	<b>4</b>							<b>1</b>		<b>1</b>



Workplace Equity Information Management System - Teknion Corporation

Workforce Analysis - Detailed Report

Date: 2020-02-14

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>01 : Senior Managers</b>	National	20	1	5.0 %	27.6 %	6	-5	National
<b>02 : Middle and Other Managers</b>	National	231	85	36.8 %	39.4 %	91	-6	National
<b>03 : Professionals</b>		138	43	31.2 %	32.2 %	44	-1	
1111 : Financial auditors and accountants	National	3	1	33.3 %	56.0 %	2	-1	National
1112 : Financial and investment analysts	National	13	7	53.8 %	44.9 %	6	1	National
1114 : Other financial officers	National	1	0	0.0 %	45.6 %	0	0	National
1121 : Human resources professionals	National	18	15	83.3 %	73.2 %	13	2	National
1123 : Professional occupations in advertising, marketing and public relations	National	6	4	66.7 %	66.6 %	4	0	National
2132 : Mechanical engineers	National	25	5	20.0 %	9.5 %	2	3	National
2141 : Industrial and manufacturing engineers	National	35	3	8.6 %	20.4 %	7	-4	National
2151 : Architects	National	1	1	100.0 %	32.4 %	0	1	National
2171 : Information systems analysts and consultants	National	6	1	16.7 %	27.7 %	2	-1	National
2172 : Database analysts and data administrators	National	12	4	33.3 %	33.0 %	4	0	National
2174 : Computer programmers and interactive media developers	National	14	1	7.1 %	16.6 %	2	-1	National
2175 : Web designers and developers	National	2	0	0.0 %	30.8 %	1	-1	National
4112 : Lawyers and Quebec notaries	National	2	1	50.0 %	43.9 %	1	0	National
<b>04 : Semi-Professionals and Technicians</b>		226	88	38.9 %	25.6 %	58	30	
2232 : Mechanical engineering technologists and technicians	Ontario	19	3	15.8 %	9.1 %	2	1	Ontario
2232 : Mechanical engineering technologists and technicians	Québec	3	3	100.0 %	8.6 %	0	3	Québec
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	54	28	51.9 %	18.6 %	10	18	Ontario
2233 : Industrial engineering and manufacturing technologists and technicians	Québec	86	28	32.6 %	24.6 %	21	7	Québec
2252 : Industrial designers	Ontario	13	4	30.8 %	31.0 %	4	0	Ontario
2252 : Industrial designers	Québec	12	5	41.7 %	31.6 %	4	1	Québec
2253 : Drafting technologists and technicians	Alberta	6	0	0.0 %	28.5 %	2	-2	Alberta



Workplace Equity Information Management System - Teknion Corporation

Workforce Analysis - Detailed Report

Date: 2020-02-14

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
2253 : Drafting technologists and technicians	Ontario	19	6	31.6 %	29.2 %	6	0	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	Alberta	1	1	100.0 %	38.6 %	0	1	Alberta
2263 : Inspectors in public and environmental health and occupational health and safety	Ontario	2	0	0.0 %	42.6 %	1	-1	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	Québec	1	0	0.0 %	44.8 %	0	0	Québec
5242 : Interior designers and interior decorators	Ontario	8	8	100.0 %	78.7 %	6	2	Ontario
5242 : Interior designers and interior decorators	Québec	2	2	100.0 %	80.8 %	2	0	Québec
<b>05 : Supervisors</b>		11	4	36.4 %	51.8 %	6	-2	
<b>Employment Equity Occupational Group</b>	Québec	4	1	25.0 %	51.5 %	2	-1	Québec
<b>Employment Equity Occupational Group</b>	Toronto	7	3	42.9 %	52.0 %	4	-1	Toronto
<b>06 : Supervisors: Crafts and Trades</b>		142	16	11.3 %	15.5 %	22	-6	
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	Ontario	2	0	0.0 %	5.9 %	0	0	Ontario
7301 : Contractors and supervisors, mechanic trades	Québec	3	0	0.0 %	9.5 %	0	0	Québec
9223 : Supervisors, electrical products manufacturing	Ontario	5	2	40.0 %	23.0 %	1	1	Ontario
9224 : Supervisors, furniture and fixtures manufacturing	Alberta	4	0	0.0 %	13.5 %	1	-1	Alberta
9224 : Supervisors, furniture and fixtures manufacturing	Ontario	107	9	8.4 %	15.3 %	16	-7	Ontario
9224 : Supervisors, furniture and fixtures manufacturing	Québec	21	5	23.8 %	17.4 %	4	1	Québec
<b>07 : Administrative and Senior Clerical Personnel</b>		55	34	61.8 %	79.4 %	44	-10	
<b>Employment Equity Occupational Group</b>	Québec	11	6	54.5 %	80.4 %	9	-3	Québec
<b>Employment Equity Occupational Group</b>	Toronto	44	28	63.6 %	79.1 %	35	-7	Toronto
<b>08 : Skilled Sales and Service Personnel</b>		67	42	62.7 %	15.1 %	10	32	
6322 : Cooks	Ontario	2	0	0.0 %	37.2 %	1	-1	Ontario
6345 : Upholsterers	Ontario	65	42	64.6 %	14.5 %	9	33	Ontario
<b>09 : Skilled Crafts and Trades Workers</b>		142	1	0.7 %	4.1 %	6	-5	
7232 : Tool and die makers	Alberta	1	0	0.0 %	4.6 %	0	0	Alberta



Workplace Equity Information Management System - Teknion Corporation

Workforce Analysis - Detailed Report

Date: 2020-02-14

007354

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
7232 : Tool and die makers	Ontario	6	0	0.0 %	2.7 %	0	0	Ontario
7237 : Welders and related machine operators	Ontario	37	0	0.0 %	5.5 %	2	-2	Ontario
7272 : Cabinetmakers	Alberta	32	1	3.1 %	8.1 %	3	-2	Alberta
7272 : Cabinetmakers	Ontario	2	0	0.0 %	4.8 %	0	0	Ontario
7311 : Construction millwrights and industrial mechanics	Ontario	18	0	0.0 %	1.4 %	0	0	Ontario
7311 : Construction millwrights and industrial mechanics	Québec	46	0	0.0 %	1.4 %	1	-1	Québec
<b>10 : Clerical Personnel</b>		196	100	51.0 %	64.6 %	127	-27	
<b>Employment Equity Occupational Group</b>	Calgary	8	5	62.5 %	70.7 %	6	-1	Calgary
<b>Employment Equity Occupational Group</b>	Québec	31	22	71.0 %	58.6 %	18	4	Québec
<b>Employment Equity Occupational Group</b>	Toronto	157	73	46.5 %	65.5 %	103	-30	Toronto
<b>11 : Intermediate Sales and Service Personnel</b>		61	39	63.9 %	64.2 %	39	0	
<b>Employment Equity Occupational Group</b>	Québec	28	11	39.3 %	62.6 %	18	-7	Québec
<b>Employment Equity Occupational Group</b>	Toronto	33	28	84.8 %	65.7 %	22	6	Toronto
<b>12 : Semi-Skilled Manual Workers</b>		1648	527	32.0 %	16.2 %	267	260	
<b>Employment Equity Occupational Group</b>	Calgary	63	6	9.5 %	14.4 %	9	-3	Calgary
<b>Employment Equity Occupational Group</b>	Québec	806	300	37.2 %	12.5 %	101	199	Québec
<b>Employment Equity Occupational Group</b>	Toronto	779	221	28.4 %	20.1 %	157	64	Toronto
<b>13 : Other Sales and Service Personnel</b>		22	14	63.6 %	54.0 %	12	2	
<b>Employment Equity Occupational Group</b>	Calgary	2	1	50.0 %	56.5 %	1	0	Calgary
<b>Employment Equity Occupational Group</b>	Edmonton	1	1	100.0 %	57.9 %	1	0	Edmonton
<b>Employment Equity Occupational Group</b>	Ottawa - Gatineau	2	2	100.0 %	49.8 %	1	1	Ottawa - Gatineau
<b>Employment Equity Occupational Group</b>	Québec	3	0	0.0 %	49.1 %	1	-1	Québec
<b>Employment Equity Occupational Group</b>	Toronto	13	9	69.2 %	55.0 %	7	2	Toronto
<b>Employment Equity Occupational Group</b>	Winnipeg	1	1	100.0 %	54.0 %	1	0	Winnipeg



Workplace Equity Information Management System - Teknion Corporation

**Workforce Analysis - Detailed Report**

Date: 2020-02-14

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**Women**

Employment Equity Occupational Group	Internal Location	Women					Recruitment Area
		All Employees #	Representation #	Representation %	Availability %	Availability #	
Total		2959	994	33.6 %	24.7 %	732	262

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workplace Equity Information Management System - Teknion Corporation

Workforce Analysis - Detailed Report

Date: 2020-02-14

007356

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples			Gap #	Recruitment Area
			Representation #	Availability %	Availability %		
<b>01 : Senior Managers</b>	National	20	0	0.0 %	3.2 %	1	National
<b>02 : Middle and Other Managers</b>	National	231	2	0.9 %	2.7 %	6	National
<b>03 : Professionals</b>		138	1	0.7 %	1.4 %	2	
1111 : Financial auditors and accountants	National	3	0	0.0 %	1.4 %	0	National
1112 : Financial and investment analysts	National	13	0	0.0 %	0.8 %	0	National
1114 : Other financial officers	National	1	0	0.0 %	1.6 %	0	National
1121 : Human resources professionals	National	18	0	0.0 %	3.1 %	1	National
1123 : Professional occupations in advertising, marketing and public relations	National	6	0	0.0 %	2.1 %	0	National
2132 : Mechanical engineers	National	25	0	0.0 %	1.0 %	0	National
2141 : Industrial and manufacturing engineers	National	35	0	0.0 %	0.9 %	0	National
2151 : Architects	National	1	0	0.0 %	0.7 %	0	National
2171 : Information systems analysts and consultants	National	6	0	0.0 %	1.3 %	0	National
2172 : Database analysts and data administrators	National	12	0	0.0 %	1.5 %	0	National
2174 : Computer programmers and interactive media developers	National	14	0	0.0 %	1.1 %	0	National
2175 : Web designers and developers	National	2	0	0.0 %	1.6 %	0	National
4112 : Lawyers and Quebec notaries	National	2	1	50.0 %	1.9 %	0	National
<b>04 : Semi-Professionals and Technicians</b>		226	1	0.4 %	1.4 %	3	
2232 : Mechanical engineering technologists and technicians	Ontario	19	0	0.0 %	1.7 %	0	Ontario
2232 : Mechanical engineering technologists and technicians	Québec	3	0	0.0 %	1.0 %	0	Québec
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	54	0	0.0 %	1.4 %	1	Ontario
2233 : Industrial engineering and manufacturing technologists and technicians	Québec	86	0	0.0 %	1.1 %	1	Québec
2252 : Industrial designers	Ontario	13	0	0.0 %	1.0 %	0	Ontario
2252 : Industrial designers	Québec	12	0	0.0 %	0.9 %	0	Québec
2253 : Drafting technologists and technicians	Alberta	6	0	0.0 %	3.1 %	0	Alberta



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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
2253 : Drafting technologists and technicians	Ontario	19	0	0.0 %	1.8 %	0	0	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	Alberta	1	0	0.0 %	5.9 %	0	0	Alberta
2263 : Inspectors in public and environmental health and occupational health and safety	Ontario	2	0	0.0 %	3.0 %	0	0	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	Québec	1	0	0.0 %	2.1 %	0	0	Québec
5242 : Interior designers and interior decorators	Ontario	8	1	12.5 %	1.3 %	0	1	Ontario
5242 : Interior designers and interior decorators	Québec	2	0	0.0 %	1.2 %	0	0	Québec
<b>05 : Supervisors</b>		11	0	0.0 %	1.3 %	0	0	
<b>Employment Equity Occupational Group</b>	Québec	4	0	0.0 %	2.0 %	0	0	Québec
<b>Employment Equity Occupational Group</b>	Toronto	7	0	0.0 %	0.9 %	0	0	Toronto
<b>06 : Supervisors: Crafts and Trades</b>		142	1	0.7 %	1.3 %	2	-1	
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	Ontario	2	0	0.0 %	2.7 %	0	0	Ontario
7301 : Contractors and supervisors, mechanic trades	Québec	3	0	0.0 %	2.1 %	0	0	Québec
9223 : Supervisors, electrical products manufacturing	Ontario	5	0	0.0 %	1.6 %	0	0	Ontario
9224 : Supervisors, furniture and fixtures manufacturing	Alberta	4	1	25.0 %	5.4 %	0	1	Alberta
9224 : Supervisors, furniture and fixtures manufacturing	Ontario	107	0	0.0 %	1.0 %	1	-1	Ontario
9224 : Supervisors, furniture and fixtures manufacturing	Québec	21	0	0.0 %	1.7 %	0	0	Québec
<b>07 : Administrative and Senior Clerical Personnel</b>		55	0	0.0 %	0.9 %	0	0	
<b>Employment Equity Occupational Group</b>	Québec	11	0	0.0 %	1.4 %	0	0	Québec
<b>Employment Equity Occupational Group</b>	Toronto	44	0	0.0 %	0.8 %	0	0	Toronto
<b>08 : Skilled Sales and Service Personnel</b>		67	1	1.5 %	2.7 %	2	-1	
6322 : Cooks	Ontario	2	0	0.0 %	4.5 %	0	0	Ontario
6345 : Upholsterers	Ontario	65	1	1.5 %	2.7 %	2	-1	Ontario
<b>09 : Skilled Crafts and Trades Workers</b>		142	4	2.8 %	2.8 %	4	0	
7232 : Tool and die makers	Alberta	1	0	0.0 %	4.6 %	0	0	Alberta





Workplace Equity Information Management System - Teknion Corporation

Workforce Analysis - Detailed Report

Date: 2020-02-14

007358

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
7232 : Tool and die makers	Ontario	6	0	0.0 %	1.2 %	0	0	Ontario
7237 : Welders and related machine operators	Ontario	37	1	2.7 %	3.1 %	1	0	Ontario
7272 : Cabinetmakers	Alberta	32	1	3.1 %	2.9 %	1	0	Alberta
7272 : Cabinetmakers	Ontario	2	0	0.0 %	2.2 %	0	0	Ontario
7311 : Construction millwrights and industrial mechanics	Ontario	18	1	5.6 %	3.0 %	1	0	Ontario
7311 : Construction millwrights and industrial mechanics	Québec	46	1	2.2 %	2.7 %	1	0	Québec
<b>10 : Clerical Personnel</b>		196	7	3.6 %	1.1 %	2	5	
<b>Employment Equity Occupational Group</b>	Calgary	8	2	25.0 %	3.1 %	0	2	Calgary
<b>Employment Equity Occupational Group</b>	Québec	31	0	0.0 %	1.6 %	0	0	Québec
<b>Employment Equity Occupational Group</b>	Toronto	157	5	3.2 %	0.8 %	1	4	Toronto
<b>11 : Intermediate Sales and Service Personnel</b>		61	0	0.0 %	1.2 %	1	-1	
<b>Employment Equity Occupational Group</b>	Québec	28	0	0.0 %	1.6 %	0	0	Québec
<b>Employment Equity Occupational Group</b>	Toronto	33	0	0.0 %	0.8 %	0	0	Toronto
<b>12 : Semi-Skilled Manual Workers</b>		1648	25	1.5 %	1.3 %	21	4	
<b>Employment Equity Occupational Group</b>	Calgary	63	6	9.5 %	3.0 %	2	4	Calgary
<b>Employment Equity Occupational Group</b>	Québec	806	10	1.2 %	1.6 %	13	-3	Québec
<b>Employment Equity Occupational Group</b>	Toronto	779	9	1.2 %	0.8 %	6	3	Toronto
<b>13 : Other Sales and Service Personnel</b>		22	1	4.5 %	2.3 %	1	0	
<b>Employment Equity Occupational Group</b>	Calgary	2	0	0.0 %	3.1 %	0	0	Calgary
<b>Employment Equity Occupational Group</b>	Edmonton	1	0	0.0 %	6.3 %	0	0	Edmonton
<b>Employment Equity Occupational Group</b>	Ottawa - Gatineau	2	1	50.0 %	3.7 %	0	1	Ottawa - Gatineau
<b>Employment Equity Occupational Group</b>	Québec	3	0	0.0 %	1.8 %	0	0	Québec
<b>Employment Equity Occupational Group</b>	Toronto	13	0	0.0 %	1.0 %	0	0	Toronto
<b>Employment Equity Occupational Group</b>	Winnipeg	1	0	0.0 %	12.1 %	0	0	Winnipeg



Workplace Equity Information Management System - Teknion Corporation

**Workforce Analysis - Detailed Report**

Date: 2020-02-14

007359

**Aboriginal Peoples**

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples			Recruitment Area
			Representation #	Availability %	Gap #	
Total		2959	43	1.4 %	45	-2

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workplace Equity Information Management System - Teknion Corporation

Workforce Analysis - Detailed Report

Date: 2020-02-14

007360

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
			#	%	%	#		
<b>01 : Senior Managers</b>	National	20	1	5.0 %	11.5 %	2	-1	National
<b>02 : Middle and Other Managers</b>	National	231	49	21.2 %	17.6 %	41	8	National
<b>03 : Professionals</b>		138	61	44.2 %	30.6 %	42	19	
1111 : Financial auditors and accountants	National	3	1	33.3 %	32.3 %	1	0	National
1112 : Financial and investment analysts	National	13	8	61.5 %	37.8 %	5	3	National
1114 : Other financial officers	National	1	0	0.0 %	26.5 %	0	0	National
1121 : Human resources professionals	National	18	5	27.8 %	16.7 %	3	2	National
1123 : Professional occupations in advertising, marketing and public relations	National	6	0	0.0 %	18.8 %	1	-1	National
2132 : Mechanical engineers	National	25	14	56.0 %	30.7 %	8	6	National
2141 : Industrial and manufacturing engineers	National	35	19	54.3 %	33.9 %	12	7	National
2151 : Architects	National	1	1	100.0 %	26.4 %	0	1	National
2171 : Information systems analysts and consultants	National	6	3	50.0 %	38.6 %	2	1	National
2172 : Database analysts and data administrators	National	12	5	41.7 %	35.5 %	4	1	National
2174 : Computer programmers and interactive media developers	National	14	3	21.4 %	34.2 %	5	-2	National
2175 : Web designers and developers	National	2	1	50.0 %	27.5 %	1	0	National
4112 : Lawyers and Quebec notaries	National	2	1	50.0 %	14.2 %	0	1	National
<b>04 : Semi-Professionals and Technicians</b>		226	82	36.3 %	22.6 %	51	31	
2232 : Mechanical engineering technologists and technicians	Ontario	19	14	73.7 %	26.2 %	5	9	Ontario
2232 : Mechanical engineering technologists and technicians	Québec	3	0	0.0 %	9.0 %	0	0	Québec
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	54	37	68.5 %	37.0 %	20	17	Ontario
2233 : Industrial engineering and manufacturing technologists and technicians	Québec	86	6	7.0 %	11.4 %	10	-4	Québec
2252 : Industrial designers	Ontario	13	6	46.2 %	27.4 %	4	2	Ontario
2252 : Industrial designers	Québec	12	0	0.0 %	12.0 %	1	-1	Québec
2253 : Drafting technologists and technicians	Alberta	6	4	66.7 %	36.0 %	2	2	Alberta



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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
			#	%	%	#		
2253 : Drafting technologists and technicians	Ontario	19	12	63.2 %	33.4 %	6	6	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	Alberta	1	0	0.0 %	10.7 %	0	0	Alberta
2263 : Inspectors in public and environmental health and occupational health and safety	Ontario	2	0	0.0 %	18.0 %	0	0	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	Québec	1	0	0.0 %	7.6 %	0	0	Québec
5242 : Interior designers and interior decorators	Ontario	8	3	37.5 %	21.6 %	2	1	Ontario
5242 : Interior designers and interior decorators	Québec	2	0	0.0 %	6.1 %	0	0	Québec
<b>05 : Supervisors</b>		11	4	36.4 %	33.9 %	4	0	
<b>Employment Equity Occupational Group</b>	Québec	4	0	0.0 %	3.2 %	0	0	Québec
<b>Employment Equity Occupational Group</b>	Toronto	7	4	57.1 %	51.5 %	4	0	Toronto
<b>06 : Supervisors: Crafts and Trades</b>		142	84	59.2 %	32.9 %	47	37	
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	Ontario	2	1	50.0 %	15.7 %	0	1	Ontario
7301 : Contractors and supervisors, mechanic trades	Québec	3	0	0.0 %	3.3 %	0	0	Québec
9223 : Supervisors, electrical products manufacturing	Ontario	5	2	40.0 %	23.0 %	1	1	Ontario
9224 : Supervisors, furniture and fixtures manufacturing	Alberta	4	3	75.0 %	18.9 %	1	2	Alberta
9224 : Supervisors, furniture and fixtures manufacturing	Ontario	107	78	72.9 %	40.9 %	44	34	Ontario
9224 : Supervisors, furniture and fixtures manufacturing	Québec	21	0	0.0 %	3.3 %	1	-1	Québec
<b>07 : Administrative and Senior Clerical Personnel</b>		55	24	43.6 %	33.1 %	18	6	
<b>Employment Equity Occupational Group</b>	Québec	11	0	0.0 %	3.3 %	0	0	Québec
<b>Employment Equity Occupational Group</b>	Toronto	44	24	54.5 %	40.6 %	18	6	Toronto
<b>08 : Skilled Sales and Service Personnel</b>		67	57	85.1 %	42.4 %	28	29	
6322 : Cooks	Ontario	2	2	100.0 %	34.3 %	1	1	Ontario
6345 : Upholsterers	Ontario	65	55	84.6 %	42.7 %	28	27	Ontario
<b>09 : Skilled Crafts and Trades Workers</b>		142	56	39.4 %	15.0 %	21	35	
7232 : Tool and die makers	Alberta	1	0	0.0 %	23.1 %	0	0	Alberta



Workplace Equity Information Management System - Teknion Corporation

Workforce Analysis - Detailed Report

Date: 2020-02-14

007362

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
7232 : Tool and die makers	Ontario	6	6	100.0 %	23.0 %	1	5	Ontario
7237 : Welders and related machine operators	Ontario	37	27	73.0 %	23.9 %	9	18	Ontario
7272 : Cabinetmakers	Alberta	32	12	37.5 %	19.8 %	6	6	Alberta
7272 : Cabinetmakers	Ontario	2	1	50.0 %	23.9 %	0	1	Ontario
7311 : Construction millwrights and industrial mechanics	Ontario	18	9	50.0 %	12.9 %	2	7	Ontario
7311 : Construction millwrights and industrial mechanics	Québec	46	1	2.2 %	3.6 %	2	-1	Québec
<b>10 : Clerical Personnel</b>		196	105	53.6 %	43.7 %	86	19	
<b>Employment Equity Occupational Group</b>	Calgary	8	1	12.5 %	30.6 %	2	-1	Calgary
<b>Employment Equity Occupational Group</b>	Québec	31	2	6.5 %	4.1 %	1	1	Québec
<b>Employment Equity Occupational Group</b>	Toronto	157	102	65.0 %	52.2 %	82	20	Toronto
<b>11 : Intermediate Sales and Service Personnel</b>		61	18	29.5 %	32.5 %	20	-2	
<b>Employment Equity Occupational Group</b>	Québec	28	2	7.1 %	6.4 %	2	0	Québec
<b>Employment Equity Occupational Group</b>	Toronto	33	16	48.5 %	54.7 %	18	-2	Toronto
<b>12 : Semi-Skilled Manual Workers</b>		1648	664	40.3 %	33.2 %	547	117	
<b>Employment Equity Occupational Group</b>	Calgary	63	28	44.4 %	40.1 %	25	3	Calgary
<b>Employment Equity Occupational Group</b>	Québec	806	39	4.8 %	3.9 %	31	8	Québec
<b>Employment Equity Occupational Group</b>	Toronto	779	597	76.6 %	62.9 %	490	107	Toronto
<b>13 : Other Sales and Service Personnel</b>		22	6	27.3 %	46.4 %	10	-4	
<b>Employment Equity Occupational Group</b>	Calgary	2	0	0.0 %	51.2 %	1	-1	Calgary
<b>Employment Equity Occupational Group</b>	Edmonton	1	0	0.0 %	43.4 %	0	0	Edmonton
<b>Employment Equity Occupational Group</b>	Ottawa - Gatineau	2	0	0.0 %	28.6 %	1	-1	Ottawa - Gatineau
<b>Employment Equity Occupational Group</b>	Québec	3	0	0.0 %	7.7 %	0	0	Québec
<b>Employment Equity Occupational Group</b>	Toronto	13	6	46.2 %	58.2 %	8	-2	Toronto
<b>Employment Equity Occupational Group</b>	Winnipeg	1	0	0.0 %	39.4 %	0	0	Winnipeg



Workplace Equity Information Management System - Teknion Corporation

**Workforce Analysis - Detailed Report**

Date: 2020-02-14

007363

**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
			#	%	%	#		
Total		2959	1211	40.9 %	31.0 %	917	294	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workplace Equity Information Management System - Teknion Corporation

Workforce Analysis - Detailed Report

Date: 2020-02-14

007364

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		Gap #	Recruitment Area
			#	%	%	#		
01/02 : Managers	National	251	9	3.6 %	5.0 %	13	-4	National
03 : Professionals	National	138	2	1.4 %	8.9 %	12	-10	National
04 : Semi-Professionals and Technicians	National	226	1	0.4 %	7.6 %	17	-16	National
05 : Supervisors	National	11	0	0.0 %	27.5 %	3	-3	National
06 : Supervisors: Crafts and Trades	National	142	1	0.7 %	10.1 %	14	-13	National
07 : Administrative and Senior Clerical Personnel	National	55	0	0.0 %	10.0 %	6	-6	National
08 : Skilled Sales and Service Personnel	National	67	0	0.0 %	8.0 %	5	-5	National
09 : Skilled Crafts and Trades Workers	National	142	4	2.8 %	7.8 %	11	-7	National
10 : Clerical Personnel	National	196	5	2.6 %	9.3 %	18	-13	National
11 : Intermediate Sales and Service Personnel	National	61	0	0.0 %	10.8 %	7	-7	National
12 : Semi-Skilled Manual Workers	National	1648	39	2.4 %	10.3 %	170	-131	National
13 : Other Sales and Service Personnel	National	22	0	0.0 %	10.7 %	2	-2	National
<b>Total</b>		<b>2959</b>	<b>61</b>	<b>2.1 %</b>	<b>9.4 %</b>	<b>278</b>	<b>-217</b>	

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: 2020-02-14

**WFA Defaults - Women, Aboriginal Peoples and Visible Minorities**

<b>Employment Equity Occupational Group</b>	<b>Perform Analysis By</b>	<b>Recruitment Area</b>
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
05 : Supervisors	EEOG	CMA
06 : Supervisors: Crafts and Trades	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
09 : Skilled Crafts and Trades Workers	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA
13 : Other Sales and Service Personnel	EEOG	CMA





### Workforce Analysis - Detailed Report

Date: 2020-02-14

#### WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
05 : Supervisors	EEOG	National
06 : Supervisors: Crafts and Trades	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
09 : Skilled Crafts and Trades Workers	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National
13 : Other Sales and Service Personnel	EEOG	National



Workplace Equity Information Management System - Teknion Corporation

**Workforce Analysis - Summary Report**

Date: 2020-02-14

**Women**

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	20	1	5.0 %	27.6 %	6	-5
02 : Middle and Other Managers	231	85	36.8 %	39.4 %	91	-6
03 : Professionals	138	43	31.2 %	32.2 %	44	-1
04 : Semi-Professionals and Technicians	226	88	38.9 %	25.6 %	58	30
05 : Supervisors	11	4	36.4 %	51.8 %	6	-2
06 : Supervisors: Crafts and Trades	142	16	11.3 %	15.5 %	22	-6
07 : Administrative and Senior Clerical Personnel	55	34	61.8 %	79.4 %	44	-10
08 : Skilled Sales and Service Personnel	67	42	62.7 %	15.1 %	10	32
09 : Skilled Crafts and Trades Workers	142	1	0.7 %	4.1 %	6	-5
10 : Clerical Personnel	196	100	51.0 %	64.6 %	127	-27
11 : Intermediate Sales and Service Personnel	61	39	63.9 %	64.2 %	39	0
12 : Semi-Skilled Manual Workers	1648	527	32.0 %	16.2 %	267	260
13 : Other Sales and Service Personnel	22	14	63.6 %	54.0 %	12	2
<b>Total</b>	<b>2959</b>	<b>994</b>	<b>33.6 %</b>	<b>24.7 %</b>	<b>732</b>	<b>262</b>

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Teknion Corporation

**Workforce Analysis - Summary Report**

Date: 2020-02-14

007368

**Aboriginal Peoples**

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
01 : Senior Managers	20	0	0.0 %	3.2 %	1	-1
02 : Middle and Other Managers	231	2	0.9 %	2.7 %	6	-4
03 : Professionals	138	1	0.7 %	1.4 %	2	-1
04 : Semi-Professionals and Technicians	226	1	0.4 %	1.4 %	3	-2
05 : Supervisors	11	0	0.0 %	1.3 %	0	0
06 : Supervisors: Crafts and Trades	142	1	0.7 %	1.3 %	2	-1
07 : Administrative and Senior Clerical Personnel	55	0	0.0 %	0.9 %	0	0
08 : Skilled Sales and Service Personnel	67	1	1.5 %	2.7 %	2	-1
09 : Skilled Crafts and Trades Workers	142	4	2.8 %	2.8 %	4	0
10 : Clerical Personnel	196	7	3.6 %	1.1 %	2	5
11 : Intermediate Sales and Service Personnel	61	0	0.0 %	1.2 %	1	-1
12 : Semi-Skilled Manual Workers	1648	25	1.5 %	1.3 %	21	4
13 : Other Sales and Service Personnel	22	1	4.5 %	2.3 %	1	0
<b>Total</b>	<b>2959</b>	<b>43</b>	<b>1.4 %</b>	<b>1.5 %</b>	<b>45</b>	<b>-2</b>

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Teknion Corporation

**Workforce Analysis - Summary Report**

Date: 2020-02-14

**Members of Visible Minorities**

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	20	1	5.0 %	11.5 %	2	-1
02 : Middle and Other Managers	231	49	21.2 %	17.6 %	41	8
03 : Professionals	138	61	44.2 %	30.6 %	42	19
04 : Semi-Professionals and Technicians	226	82	36.3 %	22.6 %	51	31
05 : Supervisors	11	4	36.4 %	33.9 %	4	0
06 : Supervisors: Crafts and Trades	142	84	59.2 %	32.9 %	47	37
07 : Administrative and Senior Clerical Personnel	55	24	43.6 %	33.1 %	18	6
08 : Skilled Sales and Service Personnel	67	57	85.1 %	42.4 %	28	29
09 : Skilled Crafts and Trades Workers	142	56	39.4 %	15.0 %	21	35
10 : Clerical Personnel	196	105	53.6 %	43.7 %	86	19
11 : Intermediate Sales and Service Personnel	61	18	29.5 %	32.5 %	20	-2
12 : Semi-Skilled Manual Workers	1648	664	40.3 %	33.2 %	547	117
13 : Other Sales and Service Personnel	22	6	27.3 %	46.4 %	10	-4
<b>Total</b>	<b>2959</b>	<b>1211</b>	<b>40.9 %</b>	<b>31.0 %</b>	<b>917</b>	<b>294</b>

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Teknion Corporation

**Workforce Analysis - Summary Report**

Date: 2020-02-14

007370

**Persons with Disabilities**

Employment Equity Occupational Group	Persons with Disabilities					Gap #
	All Employees	Representation		Availability		
	#	#	%	%	#	
01/02 : Managers	251	9	3.6 %	5.0 %	13	-4
03 : Professionals	138	2	1.4 %	8.9 %	12	-10
04 : Semi-Professionals and Technicians	226	1	0.4 %	7.6 %	17	-16
05 : Supervisors	11	0	0.0 %	27.5 %	3	-3
06 : Supervisors: Crafts and Trades	142	1	0.7 %	10.1 %	14	-13
07 : Administrative and Senior Clerical Personnel	55	0	0.0 %	10.0 %	6	-6
08 : Skilled Sales and Service Personnel	67	0	0.0 %	8.0 %	5	-5
09 : Skilled Crafts and Trades Workers	142	4	2.8 %	7.8 %	11	-7
10 : Clerical Personnel	196	5	2.6 %	9.3 %	18	-13
11 : Intermediate Sales and Service Personnel	61	0	0.0 %	10.8 %	7	-7
12 : Semi-Skilled Manual Workers	1648	39	2.4 %	10.3 %	170	-131
13 : Other Sales and Service Personnel	22	0	0.0 %	10.7 %	2	-2
<b>Total</b>	<b>2959</b>	<b>61</b>	<b>2.1 %</b>	<b>9.4 %</b>	<b>278</b>	<b>-217</b>

Total may not equal sum of components due to rounding.



### Workforce Analysis - Summary Report

Date: 2020-02-14

#### 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
04 : Semi-Professionals and Technicians	NOC	Provincial
05 : Supervisors	EEOG	CMA
06 : Supervisors: Crafts and Trades	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
09 : Skilled Crafts and Trades Workers	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA
13 : Other Sales and Service Personnel	EEOG	CMA



### Workforce Analysis - Summary Report

Date: 2020-02-14

#### WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
05 : Supervisors	EEOG	National
06 : Supervisors: Crafts and Trades	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
09 : Skilled Crafts and Trades Workers	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National
13 : Other Sales and Service Personnel	EEOG	National







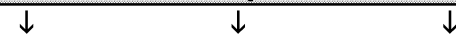
**Federal Contractors Program Achievement Report**  
**Part 1: Workforce Analysis**  
**Teknion Corporation**  
**2020-02-14**

**Data from First/Previous Workforce Analysis**



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2017	3	2

**Data from Subsequent/Current Workforce Analysis**



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2020	2	14

**Table 3: Members of Visible Minorities**

<b>Employment Equity Occupational Group (EEOG)</b>		<b>First/Previous Workforce Analysis</b>		
		<b>All Employees</b>	<b>Members of Visible Minorities</b>	
			<b>Representation</b>	<b>Availability*</b>
		<b>#</b>	<b>#</b>	<b>%</b>
01	Senior Managers	24	4	10.1
02	Middle & Other Managers	182	43	15.0
03	Professionals	113	23	26.2
04	Semi-Professionals & Technicians	223	54	21.3
05	Supervisors	13	7	39.1
06	Supervisors: Crafts & Trades	55	10	31.7
07	Administrative & Senior Clerical Personnel	53	19	29.8
08	Skilled Sales & Service Personnel	3	3	48.1
09	Skilled Crafts & Trades Workers	166	109	38.2
10	Clerical Personnel	231	99	41.9
11	Intermediate Sales & Service Personnel	29	7	48.9
12	Semi-Skilled Manual Workers	1,582	546	34.2
13	Other Sales & Service Personnel	6	3	52.7
14	Other Manual Workers	41	0	15.0
<b>Total</b>		<b>2,721</b>	<b>927</b>	<b>32.0</b>

**\* Source:**  
0

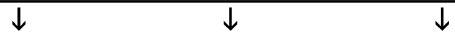
**Table 7: Members of Visible Minorities**

<b>Employment Equity Occupational Group (EEOG)</b>		<b>Subsequent/Current Workforce Analysis</b>		
		<b>All Employees</b>	<b>Members of Visible Minorities</b>	
			<b>Representation</b>	<b>Availability*</b>
		<b>#</b>	<b>#</b>	<b>%</b>
	20	1	11.5	
	231	49	17.6	
	138	61	30.6	
	226	82	22.6	
	11	4	33.9	
	142	84	32.9	
	55	24	33.1	
	67	57	42.4	
	142	56	15.0	
	196	105	43.7	
	61	18	32.5	
	1,648	664	33.2	
	22	6	46.4	
	0	0	0.0	
	<b>2,959</b>	<b>1,211</b>	<b>31.0</b>	

**\* Source:**  
0

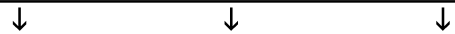
<b>Federal Contractors Program Achievement Report</b>
<b>Part 1: Workforce Analysis</b>
<b>Teknion Corporation</b>
<b>2020-02-14</b>

**Data from First/Previous Workforce Analysis**



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2017	3	2

**Data from Subsequent/Current Workforce Analysis**



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2020	2	14

<b>Employment Equity Occupational Group (EEOG)</b>		<b>Table 4: Persons with Disabilities</b>		
		<b>First/Previous Workforce Analysis</b>		
		All Employees	Persons with Disabilities	
		#	Representation	Availability*
		#	%	
01/02	Managers	206	10	4.3
03	Professionals	113	9	3.8
04	Semi-Professionals & Technicians	223	5	4.6
05	Supervisors	13	1	13.9
06	Supervisors: Crafts & Trades	55	5	7.8
07	Administrative & Senior Clerical Personnel	53	1	3.4
08	Skilled Sales & Service Personnel	3	0	3.5
09	Skilled Crafts & Trades Workers	166	6	3.8
10	Clerical Personnel	231	21	7.0
11	Intermediate Sales & Service Personnel	29	0	5.6
12	Semi-Skilled Manual Workers	1,582	145	4.8
13	Other Sales & Service Personnel	6	3	6.3
14	Other Manual Workers	41	9	5.3
<b>Total</b>		<b>2,721</b>	<b>215</b>	<b>4.9</b>

\* Source:

<b>Employment Equity Occupational Group (EEOG)</b>		<b>Table 8: Persons with Disabilities</b>		
		<b>Subsequent/Current Workforce Analysis</b>		
		All Employees	Persons with Disabilities	
		#	Representation	Availability*
		#	%	
		251	9	5.0
		138	2	8.9
		226	1	7.6
		11	0	27.5
		142	1	10.1
		55	0	10.0
		67	0	8.0
		142	4	7.8
		196	5	9.3
		61	0	10.8
		1,648	39	10.3
		22	0	10.7
		0	0	0.0
		<b>2,959</b>	<b>61</b>	<b>9.4</b>

\* Source:

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Teknion Corporation**

**2020-02-14**

Start Date of Flow Data		
YYYY	MM	DD
2017	3	2

End Date of Flow Data		
YYYY	MM	DD
2020	2	14

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

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Employment Equity Occupational Group (EEOG)	Table 1: Women			
	Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	1	0	0	0
02 Middle & Other Managers	32	20	0	0
03 Professionals	51	15	0	0
04 Semi-Professionals & Technicians	67	29	5	1
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	7	1	0	0
07 Administrative & Senior Clerical Personnel	16	8	0	0
08 Skilled Sales & Service Personnel	10	1	0	0
09 Skilled Crafts & Trades Workers	34	1	1	0
10 Clerical Personnel	36	15	1	1
11 Intermediate Sales & Service Personnel	14	10	0	0
12 Semi-Skilled Manual Workers	421	126	90	17
13 Other Sales & Service Personnel	5	3	0	0
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>694</b>	<b>229</b>	<b>97</b>	<b>19</b>

	Table 5: Women			
	Full-time / National		Part-time / National	
	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
	#	#	#	#
	2	0	0	0
	8	7	0	0
	2	1	0	0
	11	4	0	0
	1	1	0	0
	5	0	0	0
	1	1	0	0
	1	1	0	0
	2	0	0	0
	4	2	0	0
	0	0	0	0
	26	5	0	0
	0	0	0	0
	0	0	0	0
<b>Total</b>	<b>63</b>	<b>22</b>	<b>0</b>	<b>0</b>

	Table 9: Women			
	Full-time / National		Part-time / National	
	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#
	2	0	0	0
	20	9	0	0
	25	5	0	0
	24	6	0	0
	0	0	0	0
	7	0	0	0
	4	3	0	0
	5	2	0	0
	10	0	0	0
	19	6	1	1
	4	2	0	0
	121	23	0	0
	4	3	0	0
	0	0	0	0
<b>Total</b>	<b>245</b>	<b>59</b>	<b>1</b>	<b>1</b>

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Teknion Corporation**

**2020-02-14**

Start Date of Flow Data		
YYYY	MM	DD
2017	3	2

End Date of Flow Data		
YYYY	MM	DD
2020	2	14

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

**Table 2: Aboriginal Peoples**

**Table 6: Aboriginal Peoples**

**Table 10: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
	01 Senior Managers	1	0	0
02 Middle & Other Managers	32	0	0	0
03 Professionals	51	0	0	0
04 Semi-Professionals & Technicians	67	1	5	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	7	0	0	0
07 Administrative & Senior Clerical Personnel	16	0	0	0
08 Skilled Sales & Service Personnel	10	1	0	0
09 Skilled Crafts & Trades Workers	34	2	1	0
10 Clerical Personnel	36	0	1	0
11 Intermediate Sales & Service Personnel	14	0	0	0
12 Semi-Skilled Manual Workers	421	9	90	2
13 Other Sales & Service Personnel	5	0	0	0
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>694</b>	<b>13</b>	<b>97</b>	<b>2</b>

Full-time / National		Part-time / National	
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
2	0	0	0
8	0	0	0
2	0	0	0
11	0	0	0
1	0	0	0
5	0	0	0
1	0	0	0
1	0	0	0
2	0	0	0
4	0	0	0
0	0	0	0
26	0	0	0
0	0	0	0
0	0	0	0
<b>63</b>	<b>0</b>	<b>0</b>	<b>0</b>

Full-time / National		Part-time / National	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
2	0	0	0
20	0	0	0
25	0	0	0
24	0	0	0
0	0	0	0
7	0	0	0
4	0	0	0
5	0	0	0
10	0	0	0
19	0	1	0
4	0	0	0
121	0	0	0
4	0	0	0
0	0	0	0
<b>245</b>	<b>0</b>	<b>1</b>	<b>0</b>

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Teknion Corporation**

**2020-02-14**

Start Date of Flow Data		
YYYY	MM	DD
2017	3	2

End Date of Flow Data		
YYYY	MM	DD
2020	2	14

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

**Table 3: Persons with Disabilities**

**Table 7: Persons with Disabilities**

**Table 11: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
	01 Senior Managers	1	0	0
02 Middle & Other Managers	32	2	0	0
03 Professionals	51	0	0	0
04 Semi-Professionals & Technicians	67	0	5	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	7	0	0	0
07 Administrative & Senior Clerical Personnel	16	0	0	0
08 Skilled Sales & Service Personnel	10	0	0	0
09 Skilled Crafts & Trades Workers	34	3	1	0
10 Clerical Personnel	36	1	1	0
11 Intermediate Sales & Service Personnel	14	0	0	0
12 Semi-Skilled Manual Workers	421	10	90	3
13 Other Sales & Service Personnel	5	0	0	0
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>694</b>	<b>16</b>	<b>97</b>	<b>3</b>

Full-time / National		Part-time / National	
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
#	#	#	#
2	0	0	0
8	0	0	0
2	0	0	0
11	0	0	0
1	0	0	0
5	0	0	0
1	0	0	0
1	0	0	0
2	0	0	0
4	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
26	1	0	0
0	0	0	0
0	0	0	0
<b>63</b>	<b>1</b>	<b>0</b>	<b>0</b>

Full-time / National		Part-time / National	
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
2	0	0	0
20	0	0	0
25	0	0	0
24	0	0	0
0	0	0	0
7	0	0	0
4	0	0	0
5	0	0	0
10	0	0	0
19	0	1	0
4	0	0	0
121	0	0	0
4	0	0	0
0	0	0	0
<b>245</b>	<b>0</b>	<b>1</b>	<b>0</b>

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Teknion Corporation**

**2020-02-14**

Start Date of Flow Data		
YYYY	MM	DD
2017	3	2

End Date of Flow Data		
YYYY	MM	DD
2020	2	14

**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)	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
	01 Senior Managers	1	0	0
02 Middle & Other Managers	32	6	0	0
03 Professionals	51	25	0	0
04 Semi-Professionals & Technicians	67	28	5	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	7	0	0	0
07 Administrative & Senior Clerical Personnel	16	8	0	0
08 Skilled Sales & Service Personnel	10	9	0	0
09 Skilled Crafts & Trades Workers	34	4	1	0
10 Clerical Personnel	36	14	1	1
11 Intermediate Sales & Service Personnel	14	5	0	0
12 Semi-Skilled Manual Workers	421	154	90	5
13 Other Sales & Service Personnel	5	0	0	0
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>694</b>	<b>253</b>	<b>97</b>	<b>6</b>

Full-time / National		Part-time / National	
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
#	#	#	#
2	0	0	0
8	3	0	0
2	2	0	0
11	8	0	0
1	1	0	0
5	4	0	0
1	0	0	0
1	0	0	0
2	2	0	0
4	3	0	0
0	0	0	0
26	23	0	0
0	0	0	0
0	0	0	0
<b>63</b>	<b>46</b>	<b>0</b>	<b>0</b>

Full-time / National		Part-time / National	
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
2	0	0	0
20	1	0	0
25	2	0	0
24	3	0	0
0	0	0	0
7	2	0	0
4	0	0	0
5	2	0	0
10	0	0	0
19	4	1	1
4	1	0	0
121	28	0	0
4	0	0	0
0	0	0	0
<b>245</b>	<b>43</b>	<b>1</b>	<b>1</b>



Federal Contractors Program Achievement Report

Part 3: Goals

Teknion Corporation

2020-02-14

007381

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					Women				
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years											
		2017-3-2	Annually	Annually	Over 3 Years	Annually	Annually			Over 3 Years	Annually		Over 3 Years	2017						2020										
	#	%	%	#	%	%	#	#	%	%	#	#	%	%	#	#	%	%												
	01 Senior Managers	24	-5.9%	1.0%	1	9.1%	1.0%	1	2	2	1.0%	0	5	2	100.0%	27.4%	-5	-3	8.3%	16.0%										
02 Middle & Other Managers	182	8.3%	1.5%	8	9.7%	1.0%	5	13	53	1.0%	2	23	8	60.0%	38.9%	-18	-15	29.1%	31.1%											
03 Professionals	113	6.9%	3.0%	10	19.9%	3.0%	10	20	47	3.0%	4	2	5	25.0%	36.2%	6	3	41.6%	39.0%											
04 Semi-Professionals & Tech	223	0.4%	1.5%	10	10.7%	2.0%	13	23	74	2.0%	4	-20	6	25.0%	21.6%	26	26	33.2%	32.6%											
05 Supervisors	13	-5.4%	2.0%	1	0.0%	1.0%	0	1	4	1.0%	0	3	1	100.0%	53.0%	-3	-2	30.8%	35.7%											
06 Supervisors: Crafts & Trades	55	37.2%	1.0%	2	7.1%	1.0%	2	4	7	1.0%	0	-3	0	0.0%	7.3%	3	3	12.7%	12.3%											
07 Administrative & Sr Clerical	53	1.2%	3.0%	5	7.4%	3.0%	5	10	39	3.0%	4	12	10	100.0%	80.3%	-4	-2	73.6%	77.6%											
08 Skilled Sales & Service	3	181.6%	1.0%	0	14.3%	1.0%	0	0	1	1.0%	0	0	0	50.0%	43.9%	0	0	33.3%	33.3%											
09 Skilled Crafts & Trades	166	-5.1%	1.0%	5	6.5%	1.0%	5	10	54	1.0%	2	-46	1	5.0%	3.5%	48	47	32.5%	31.0%											
10 Clerical Personnel	231	-5.3%	1.0%	7	9.4%	1.0%	7	14	110	1.0%	3	47	11	75.0%	64.7%	-39	-36	47.6%	49.6%											
11 Intermediate Sales & Service	29	28.1%	2.0%	2	8.9%	2.0%	2	4	17	2.0%	1	4	4	100.0%	63.9%	-2	0	58.6%	64.5%											
12 Semi-Skilled Manual	1,582	1.4%	1.5%	71	7.5%	2.0%	95	166	513	2.0%	31	-180	58	35.0%	18.3%	223	238	32.4%	32.7%											
13 Other Sales & Service	6	54.2%	1.0%	0	28.6%	2.0%	0	0	2	2.0%	0	1	0	50.0%	55.5%	-1	-1	33.3%	33.3%											
14 Other Manual Workers	41	-100.0%	1.0%	1	0.0%	1.0%	1	2	1	1.0%	0	8	1	25.0%	20.5%	-7	-7	2.4%	4.8%											
Total	2,721	2.8%	1.5%	123	8.7%	1.8%	146	269	924	1.8%	50	-146	107	39.8%	25.6%	227	253	34.0%	34.5%											

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

‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + 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	100.0	60.0	
02 Middle & Other Managers	60.0	60.0	
03 Professionals	25.0	36.2	
04 Semi-Professionals & Tech	25.0	21.6	
05 Supervisors	100.0	60.0	
06 Supervisors: Crafts & Trades	0.0	7.3	
07 Administrative & Sr Clerical	100.0	100.0	
08 Skilled Sales & Service	50.0	43.9	
09 Skilled Crafts & Trades	5.0	3.5	
10 Clerical Personnel	75.0	75.0	
11 Intermediate Sales & Service	100.0	63.9	
12 Semi-Skilled Manual	35.0	18.3	
13 Other Sales & Service	50.0	55.5	
14 Other Manual Workers	25.0	20.5	
Total	39.8	25.6	



Federal Contractors Program Achievement Report

Part 3: Goals

Teknion Corporation

2020-02-14

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	All Employees										First/Previous Short-term Goals										Aboriginal Peoples				
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years					
		2017-3-2	Annually	Annually	Over 3 Years	Annually	Annually			Over 3 Years	Annually	Over 3 Years		From - To YYYY - YYYY	2017						2020				
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%							
	01 Senior Managers	24	-5.9%	1.0%	1	9.1%	1.0%	1	2	1	1.0%	0	0	0	5.0%	2.9%	0	0	4.2%	4.0%					
02 Middle & Other Managers	182	8.3%	1.5%	8	9.7%	1.0%	5	13	2	1.0%	0	2	3	20.0%	2.2%	-2	1	1.1%	2.6%						
03 Professionals	113	6.9%	3.0%	10	19.9%	3.0%	10	20	0	3.0%	0	2	2	10.0%	1.4%	-2	0	0.0%	1.6%						
04 Semi-Professionals & Tech	223	0.4%	1.5%	10	10.7%	2.0%	13	23	0	2.0%	0	2	3	15.0%	1.0%	-2	1	0.0%	1.3%						
05 Supervisors	13	-5.4%	2.0%	1	0.0%	1.0%	0	1	1	1.0%	0	-1	0	0.0%	1.0%	1	1	7.7%	7.1%						
06 Supervisors: Crafts & Trades	55	37.2%	1.0%	2	7.1%	1.0%	2	4	0	1.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%						
07 Administrative & Sr Clerical	53	1.2%	3.0%	5	7.4%	3.0%	5	10	0	3.0%	0	0	0	0.0%	0.8%	0	0	0.0%	0.0%						
08 Skilled Sales & Service	3	181.6%	1.0%	0	14.3%	1.0%	0	0	0	1.0%	0	0	0	0.0%	0.6%	0	0	0.0%	0.0%						
09 Skilled Crafts & Trades	166	-5.1%	1.0%	5	6.5%	1.0%	5	10	1	1.0%	0	0	0	0.0%	0.7%	0	0	0.6%	0.6%						
10 Clerical Personnel	231	-5.3%	1.0%	7	9.4%	1.0%	7	14	4	1.0%	0	-2	0	0.0%	0.7%	2	2	1.7%	1.7%						
11 Intermediate Sales & Service	29	28.1%	2.0%	2	8.9%	2.0%	2	4	0	2.0%	0	0	0	0.0%	0.6%	0	0	0.0%	0.0%						
12 Semi-Skilled Manual	1,582	1.4%	1.5%	71	7.5%	2.0%	95	166	6	2.0%	0	6	7	4.0%	0.7%	-5	1	0.4%	0.8%						
13 Other Sales & Service	6	54.2%	1.0%	0	28.6%	2.0%	0	0	0	2.0%	0	0	0	0.0%	0.8%	0	0	0.0%	0.0%						
14 Other Manual Workers	41	-100.0%	1.0%	1	0.0%	1.0%	1	2	0	1.0%	0	0	0	0.0%	1.1%	0	0	0.0%	0.0%						
Total	2,721	2.8%	1.5%	123	8.7%	1.8%	146	269	15	1.8%	1	12	15	5.6%	0.9%	-9	3	0.6%	1.0%						

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

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	5.0	2.9	
02 Middle & Other Managers	20.0	2.2	
03 Professionals	10.0	1.4	
04 Semi-Professionals & Tech	15.0	1.0	
05 Supervisors	0.0	1.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	0.0	0.8	
08 Skilled Sales & Service	0.0	0.6	
09 Skilled Crafts & Trades	0.0	0.7	
10 Clerical Personnel	0.0	0.7	
11 Intermediate Sales & Service	0.0	0.6	
12 Semi-Skilled Manual	4.0	0.7	
13 Other Sales & Service	0.0	0.8	
14 Other Manual Workers	0.0	1.1	
Total	5.6	0.9	

Federal Contractors Program Achievement Report

Part 3: Goals

Teknion Corporation

2020-02-14

007383

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																			First/Previous Short-term Goals				
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years					
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Over 3 Years	YYYY-MM-DD		Annually	Over 3 Years						From - To	YYYY - YYYY			
	2017-3-2	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-3-2	Annually	Over 3 Years	2017	2020												
	#	%	%	#	%	%	#	#	%	#	#	%	%	#	#	%	%							
01/02 Managers	206	1.2%	1.5%	9	9.4%	1.0%	6	15	10	1.0%	0	-1	1	5.0%	4.3%	1	2	4.9%	5.1%					
03 Professionals	113	6.9%	3.0%	10	19.9%	3.0%	10	20	9	3.0%	1	-3	1	5.0%	3.8%	5	4	8.0%	7.3%					
04 Semi-Professionals & Tech	223	0.4%	1.5%	10	10.7%	2.0%	13	23	5	2.0%	0	6	6	25.0%	4.6%	-5	0	2.2%	4.7%					
05 Supervisors	13	-5.4%	2.0%	1	0.0%	1.0%	0	1	1	1.0%	0	1	1	50.0%	13.9%	-1	0	7.7%	14.3%					
06 Supervisors: Crafts & Trades	55	37.2%	1.0%	2	7.1%	1.0%	2	4	5	1.0%	0	-1	0	5.0%	7.8%	1	1	9.1%	8.8%					
07 Administrative & Sr Clerical	53	1.2%	3.0%	5	7.4%	3.0%	5	10	1	3.0%	0	1	1	10.0%	3.4%	-1	0	1.9%	3.4%					
08 Skilled Sales & Service	3	181.6%	1.0%	0	14.3%	1.0%	0	0	0	1.0%	0	0	0	5.0%	3.5%	0	0	0.0%	0.0%					
09 Skilled Crafts & Trades	166	-5.1%	1.0%	5	6.5%	1.0%	5	10	6	1.0%	0	0	1	5.0%	3.8%	0	1	3.6%	4.1%					
10 Clerical Personnel	231	-5.3%	1.0%	7	9.4%	1.0%	7	14	21	1.0%	1	-3	1	5.0%	7.0%	5	4	9.1%	8.8%					
11 Intermediate Sales & Service	29	28.1%	2.0%	2	8.9%	2.0%	2	4	0	2.0%	0	2	2	40.0%	5.6%	-2	0	0.0%	6.5%					
12 Semi-Skilled Manual	1,582	1.4%	1.5%	71	7.5%	2.0%	95	166	145	2.0%	9	-57	8	5.0%	4.8%	69	65	9.2%	8.7%					
13 Other Sales & Service	6	54.2%	1.0%	0	28.6%	2.0%	0	0	3	2.0%	0	-3	0	5.0%	6.3%	3	3	50.0%	50.0%					
14 Other Manual Workers	41	-100.0%	1.0%	1	0.0%	1.0%	1	2	9	1.0%	0	-7	0	5.0%	5.3%	7	7	22.0%	21.4%					
Total	2,721	2.8%		0	8.7%	1.8%	146	146	215	1.8%	12	-70	22	15.1%	4.9%	82	92	7.9%	8.3%					

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02 Managers		5.0		4.3	
03 Professionals		5.0		3.8	
04 Semi-Professionals & Tech		25.0		4.6	
05 Supervisors		50.0		13.9	
06 Supervisors: Crafts & Trades		5.0		7.8	
07 Administrative & Sr Clerical		10.0		3.4	
08 Skilled Sales & Service		5.0		3.5	
09 Skilled Crafts & Trades		5.0		3.8	
10 Clerical Personnel		5.0		7.0	
11 Intermediate Sales & Service		40.0		5.6	
12 Semi-Skilled Manual		5.0		4.8	
13 Other Sales & Service		5.0		6.3	
14 Other Manual Workers		5.0		5.3	
Total		15.1		4.9	

Federal Contractors Program Achievement Report

Part 3: Goals

Teknion Corporation

2020-02-14

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					Members of Visible Minorities				
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years									
		2017-3-2	Annually	Annually	Over 3 Years	Annually	Annually			Over 3 Years	Annually		Over 3 Years	From - To YYYY - YYYY						2017	2020							
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	#	#	%	%										
	01 Senior Managers	24	-5.9%	1.0%	1	9.1%	1.0%	1	2	4	1.0%	0	-1	0	3.0%	10.1%	2	1	16.7%	16.0%								
02 Middle & Other Managers	182	8.3%	1.5%	8	9.7%	1.0%	5	13	43	1.0%	1	-14	2	15.0%	15.0%	16	16	23.6%	23.2%									
03 Professionals	113	6.9%	3.0%	10	19.9%	3.0%	10	20	23	3.0%	2	11	10	50.0%	26.2%	-7	-1	20.4%	25.2%									
04 Semi-Professionals & Tech	223	0.4%	1.5%	10	10.7%	2.0%	13	23	54	2.0%	3	-1	1	3.0%	21.3%	7	2	24.2%	22.3%									
05 Supervisors	13	-5.4%	2.0%	1	0.0%	1.0%	0	1	7	1.0%	0	-2	0	3.0%	39.1%	2	2	53.8%	50.0%									
06 Supervisors: Crafts & Trades	55	37.2%	1.0%	2	7.1%	1.0%	2	4	10	1.0%	0	8	2	50.0%	31.7%	-7	-6	18.2%	21.1%									
07 Administrative & Sr Clerical	53	1.2%	3.0%	5	7.4%	3.0%	5	10	19	3.0%	2	0	0	3.0%	29.8%	3	0	35.8%	29.3%									
08 Skilled Sales & Service	3	181.6%	1.0%	0	14.3%	1.0%	0	0	3	1.0%	0	-2	0	3.0%	48.1%	2	2	100.0%	100.0%									
09 Skilled Crafts & Trades	166	-5.1%	1.0%	5	6.5%	1.0%	5	10	109	1.0%	3	-41	0	3.0%	38.2%	46	41	65.7%	62.0%									
10 Clerical Personnel	231	-5.3%	1.0%	7	9.4%	1.0%	7	14	99	1.0%	3	4	0	3.0%	41.9%	2	-4	42.9%	40.3%									
11 Intermediate Sales & Service	29	28.1%	2.0%	2	8.9%	2.0%	2	4	7	2.0%	0	8	3	75.0%	48.9%	-7	-5	24.1%	32.3%									
12 Semi-Skilled Manual	1,582	1.4%	1.5%	71	7.5%	2.0%	95	166	546	2.0%	33	52	5	3.0%	34.2%	5	-47	34.5%	31.3%									
13 Other Sales & Service	6	54.2%	1.0%	0	28.6%	2.0%	0	0	3	2.0%	0	0	0	3.0%	52.7%	0	0	50.0%	50.0%									
14 Other Manual Workers	41	-100.0%	1.0%	1	0.0%	1.0%	1	2	0	1.0%	0	6	2	100.0%	15.0%	-6	-4	0.0%	4.8%									
Total	2,721	2.8%	1.5%	123	8.7%	1.8%	146	269	927	1.8%	50	33	25	9.3%	32.0%	56	-8	34.1%	31.7%									

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	3.0	10.1	
02 Middle & Other Managers	15.0	15.0	
03 Professionals	50.0	60.0	
04 Semi-Professionals & Tech	3.0	21.3	
05 Supervisors	3.0	39.1	
06 Supervisors: Crafts & Trades	50.0	60.0	
07 Administrative & Sr Clerical	3.0	29.8	
08 Skilled Sales & Service	3.0	48.1	
09 Skilled Crafts & Trades	3.0	38.2	
10 Clerical Personnel	3.0	60.0	
11 Intermediate Sales & Service	75.0	60.0	
12 Semi-Skilled Manual	3.0	60.0	
13 Other Sales & Service	3.0	52.7	
14 Other Manual Workers	100.0	60.0	
Total	9.3	50.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Teknion Corporation

2020-02-14

007385

Data for Subsequent/Current Goals

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

Table 9: Women

Employment Equity Occupational Group (EEOG)	Subsequent/Current Short-term Goals																		
	All Employees								Women										
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)			3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		2020-2-14	Annually	Annually	Over 3 Years	Annually	Annually			Over 3 Years	Annually	Over 3 Years	Hires Required Over 3 Years	From - To YYYY - YYYY					
	#	%	%	#	%	%	#	#	%	%	#	#	%	%	%	#	#	%	%
01 Senior Managers	20	-5.9%	0.0%	0	9.1%	0.0%	0	0	1	0.0%	0	5	0	27.6%	27.6%	-5	-5	5.0%	5.0%
02 Middle & Other Managers	231	8.3%	2.0%	14	9.7%	1.0%	7	21	85	1.0%	3	15	8	39.4%	39.4%	-6	-7	36.8%	36.7%
03 Professionals	138	6.9%	3.0%	12	19.9%	3.0%	12	24	43	3.0%	4	9	8	32.2%	32.2%	-1	-1	31.2%	31.3%
04 Semi-Professionals & Tech	226	0.4%	3.0%	20	10.7%	2.0%	14	34	88	2.0%	5	-20	0	25.6%	30	20	38.9%	33.7%	
05 Supervisors	11	-5.4%	2.0%	1	0.0%	1.0%	0	1	4	1.0%	0	2	1	50.0%	51.8%	-2	-1	36.4%	41.7%
06 Supervisors: Crafts & Trades	142	37.2%	0.0%	0	7.1%	0.0%	0	0	16	0.0%	0	6	0	15.5%	15.5%	-6	-6	11.3%	11.3%
07 Administrative & Sr Clerical	55	1.2%	3.0%	5	7.4%	2.0%	3	8	34	2.0%	2	16	0	79.4%	-10	-16	61.8%	53.3%	
08 Skilled Sales & Service	67	181.6%	2.0%	4	14.3%	2.0%	4	8	42	2.0%	3	-28	0	15.1%	32	28	62.7%	54.9%	
09 Skilled Crafts & Trades	142	-5.1%	1.0%	4	6.5%	1.0%	4	8	1	1.0%	0	5	0	4.1%	4.1%	-5	-5	0.7%	0.7%
10 Clerical Personnel	196	-5.3%	1.0%	6	9.4%	1.0%	6	12	100	1.0%	3	33	0	64.6%	-27	-33	51.0%	48.0%	
11 Intermediate Sales & Service	61	28.1%	1.0%	2	8.9%	1.0%	2	4	39	1.0%	1	2	0	64.2%	0	-2	63.9%	60.3%	
12 Semi-Skilled Manual	1,648	1.4%	3.0%	148	7.5%	1.0%	49	197	527	1.0%	16	-220	0	16.2%	260	220	32.0%	28.5%	
13 Other Sales & Service	22	54.2%	1.0%	1	28.6%	2.0%	1	2	14	2.0%	1	-1	0	54.0%	2	1	63.6%	56.5%	
14 Other Manual Workers	0	-100.0%	5.0%	0	0.0%	2.0%	0	0	0	2.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	2,959	2.8%	2.4%	217	8.7%	1.1%	102	319	994	1.1%	34	-176	17	5.3%	24.7%	263	193	33.6%	30.8%

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

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

Table 10: Women

Employment Equity Occupational Group (EEOG)	Women		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	27.6	27.6	
02 Middle & Other Managers	39.4	39.4	
03 Professionals	32.2	32.2	
04 Semi-Professionals & Tech			
05 Supervisors	50.0	50.0	
06 Supervisors: Crafts & Trades	15.5	15.5	
07 Administrative & Sr Clerical			No goal required to be set since the present representation is 61.8%
08 Skilled Sales & Service			
09 Skilled Crafts & Trades	4.1	4.1	
10 Clerical Personnel			No goal required to be set since the present representation is 51.0%
11 Intermediate Sales & Service			
12 Semi-Skilled Manual			
13 Other Sales & Service			
14 Other Manual Workers			
Total	5.3	24.7	

Federal Contractors Program Achievement Report

Part 3: Goals

Teknion Corporation

2020-02-14

007386

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)	Subsequent/Current Short-term Goals																		
	All Employees								Aboriginal Peoples										
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		2020-2-14	Annually	Annually	Over 3 Years	Annually	Annually			Over 3 Years	Annually		Over 3 Years	2020					
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%	
01 Senior Managers	20	-5.9%	0.0%	0	9.1%	0.0%	0	0	0	0.0%	0	1	0	3.2%	3.2%	-1	-1	0.0%	0.0%
02 Middle & Other Managers	231	8.3%	2.0%	14	9.7%	1.0%	7	21	2	1.0%	0	5	1	2.7%	2.7%	-4	-4	0.9%	1.2%
03 Professionals	138	6.9%	3.0%	12	19.9%	3.0%	12	24	1	3.0%	0	1	0	1.4%	1.4%	-1	-1	0.7%	0.7%
04 Semi-Professionals & Tech	226	0.4%	3.0%	20	10.7%	2.0%	14	34	1	2.0%	0	2	0	1.4%	1.4%	-2	-2	0.4%	0.4%
05 Supervisors	11	-5.4%	2.0%	1	0.0%	1.0%	0	1	0	1.0%	0	0	0	0.0%	1.3%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	142	37.2%	0.0%	0	7.1%	0.0%	0	0	1	0.0%	0	1	0	1.3%	1.3%	-1	-1	0.7%	0.7%
07 Administrative & Sr Clerical	55	1.2%	3.0%	5	7.4%	2.0%	3	8	0	2.0%	0	1	0	0.0%	0.9%	0	-1	0.0%	0.0%
08 Skilled Sales & Service	67	181.6%	2.0%	4	14.3%	2.0%	4	8	1	2.0%	0	1	0	2.7%	2.7%	-1	-1	1.5%	1.4%
09 Skilled Crafts & Trades	142	-5.1%	1.0%	4	6.5%	1.0%	4	8	4	1.0%	0	0	0	0.0%	2.8%	0	0	2.8%	2.7%
10 Clerical Personnel	196	-5.3%	1.0%	6	9.4%	1.0%	6	12	7	1.0%	0	-5	0	0.0%	1.1%	5	5	3.6%	3.5%
11 Intermediate Sales & Service	61	28.1%	1.0%	2	8.9%	1.0%	2	4	0	1.0%	0	1	0	1.2%	1.2%	-1	-1	0.0%	0.0%
12 Semi-Skilled Manual	1,648	1.4%	3.0%	148	7.5%	1.0%	49	197	25	1.0%	1	-1	0	0.0%	1.3%	4	1	1.5%	1.3%
13 Other Sales & Service	22	54.2%	1.0%	1	28.6%	2.0%	1	2	1	2.0%	0	0	0	0.0%	2.3%	0	0	4.5%	4.3%
14 Other Manual Workers	0	-100.0%	5.0%	0	0.0%	2.0%	0	0	0	2.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total	2,959	2.8%	2.4%	217	8.7%	1.1%	102	319	43	1.1%	1	6	1	0.3%	1.5%	-1	-5	1.5%	1.4%

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	3.2	3.2	
02 Middle & Other Managers	2.7	2.7	
03 Professionals	1.4	1.4	
04 Semi-Professionals & Tech	1.4	1.4	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	1.3	1.3	
07 Administrative & Sr Clerical	0.0	0.0	
08 Skilled Sales & Service	2.7	2.7	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	0.0	0.0	
11 Intermediate Sales & Service	1.2	1.2	
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	0.3	1.5	



Federal Contractors Program Achievement Report

Part 3: Goals

Teknion Corporation

2020-02-14

007387

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)	Subsequent/Current Short-term Goals																		
	All Employees								Persons with Disabilities										
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		2020-2-14	Annually	Annually	Over 3 Years	Annually	Annually			Over 3 Years	Annually		Over 3 Years	2020					
	#	%	%	#	%	%	#	#	%	%	#	#	%	%	#	#	%	%	
01/02 Managers	251	1.2%	1.8%	14	9.4%	0.9%	7	21	9	0.9%	0	4	1	5.0%	5.0%	-4	-3	3.6%	3.8%
03 Professionals	138	6.9%	3.0%	12	19.9%	3.0%	12	24	2	3.0%	0	11	2	8.9%	8.9%	-10	-9	1.4%	2.7%
04 Semi-Professionals & Tech	226	0.4%	3.0%	20	10.7%	2.0%	14	34	1	2.0%	0	18	3	7.6%	7.6%	-16	-15	0.4%	1.6%
05 Supervisors	11	-5.4%	2.0%	1	0.0%	1.0%	0	1	0	1.0%	0	3	0	27.5%	27.5%	-3	-3	0.0%	0.0%
06 Supervisors: Crafts & Trades	142	37.2%	0.0%	0	7.1%	0.0%	0	0	1	0.0%	0	13	0	10.1%	10.1%	-13	-13	0.7%	0.7%
07 Administrative & Sr Clerical	55	1.2%	3.0%	5	7.4%	2.0%	3	8	0	2.0%	0	6	1	10.0%	10.0%	-6	-5	0.0%	1.7%
08 Skilled Sales & Service	67	181.6%	2.0%	4	14.3%	2.0%	4	8	0	2.0%	0	6	1	8.0%	8.0%	-5	-5	0.0%	1.4%
09 Skilled Crafts & Trades	142	-5.1%	1.0%	4	6.5%	1.0%	4	8	4	1.0%	0	7	1	7.8%	7.8%	-7	-6	2.8%	3.4%
10 Clerical Personnel	196	-5.3%	1.0%	6	9.4%	1.0%	6	12	5	1.0%	0	14	1	9.3%	9.3%	-13	-13	2.6%	3.0%
11 Intermediate Sales & Service	61	28.1%	1.0%	2	8.9%	1.0%	2	4	0	1.0%	0	7	0	10.8%	10.8%	-7	-7	0.0%	0.0%
12 Semi-Skilled Manual	1,648	1.4%	3.0%	148	7.5%	1.0%	49	197	39	1.0%	1	147	20	10.3%	10.3%	-131	-127	2.4%	3.2%
13 Other Sales & Service	22	54.2%	1.0%	1	28.6%	2.0%	1	2	0	2.0%	0	2	0	10.7%	10.7%	-2	-2	0.0%	0.0%
14 Other Manual Workers	0	-100.0%	5.0%	0	0.0%	2.0%	0	0	0	2.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total	2,959	2.8%	2.4%	217	8.7%	1.1%	102	319	61	1.1%	2	240	30	9.4%	9.4%	-217	-210	2.1%	2.8%

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities			Comments
	Short-term Goals	Long-term Goals		
	%	%		
01/02 Managers	5.0	5.0		
03 Professionals	8.9	8.9		
04 Semi-Professionals & Tech	7.6	7.6		
05 Supervisors	27.5	27.5		
06 Supervisors: Crafts & Trades	10.1	10.1		
07 Administrative & Sr Clerical	10.0	10.0		
08 Skilled Sales & Service	8.0	8.0		
09 Skilled Crafts & Trades	7.8	7.8		
10 Clerical Personnel	9.3	9.3		
11 Intermediate Sales & Service	10.8	10.8		
12 Semi-Skilled Manual	10.3	10.3		
13 Other Sales & Service	10.7	10.7		
14 Other Manual Workers	0.0	0.0		
Total	9.4	10.0		

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Part 3: Goals

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Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees										Members of Visible Minorities									
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		2020-2-14	Annually	Annually	Over 3 Years	Annually	Annually			Over 3 Years	Annually		Over 3 Years	From - To YYYY - YYYY						2020
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	#	#	%	%		
	01 Senior Managers	20	-5.9%	0.0%	0	9.1%	0.0%	0	0	1	0.0%	0	1	0	11.5%	11.5%	-1	-1	5.0%	5.0%
02 Middle & Other Managers	231	8.3%	2.0%	14	9.7%	1.0%	7	21	49	1.0%	1	-5	0	0.0%	17.6%	8	5	21.2%	19.6%	
03 Professionals	138	6.9%	3.0%	12	19.9%	3.0%	12	24	61	3.0%	5	-10	0	0.0%	30.6%	19	10	44.2%	37.3%	
04 Semi-Professionals & Tech	226	0.4%	3.0%	20	10.7%	2.0%	14	34	82	2.0%	5	-21	0	0.0%	22.6%	31	21	36.3%	31.3%	
05 Supervisors	11	-5.4%	2.0%	1	0.0%	1.0%	0	1	4	1.0%	0	0	0	0.0%	33.9%	0	0	36.4%	33.3%	
06 Supervisors: Crafts & Trades	142	37.2%	0.0%	0	7.1%	0.0%	0	0	84	0.0%	0	-37	0	0.0%	32.9%	37	37	59.2%	59.2%	
07 Administrative & Sr Clerical	55	1.2%	3.0%	5	7.4%	2.0%	3	8	24	2.0%	1	-3	0	0.0%	33.1%	6	3	43.6%	38.3%	
08 Skilled Sales & Service	67	181.6%	2.0%	4	14.3%	2.0%	4	8	57	2.0%	3	-24	0	0.0%	42.4%	29	24	85.1%	76.1%	
09 Skilled Crafts & Trades	142	-5.1%	1.0%	4	6.5%	1.0%	4	8	56	1.0%	2	-32	0	0.0%	15.0%	35	32	39.4%	37.0%	
10 Clerical Personnel	196	-5.3%	1.0%	6	9.4%	1.0%	6	12	105	1.0%	3	-14	0	0.0%	43.7%	19	14	53.6%	50.5%	
11 Intermediate Sales & Service	61	28.1%	1.0%	2	8.9%	1.0%	2	4	18	1.0%	1	3	1	32.5%	32.5%	-2	-2	29.5%	28.6%	
12 Semi-Skilled Manual	1,648	1.4%	3.0%	148	7.5%	1.0%	49	197	664	1.0%	20	-48	0	0.0%	33.2%	117	48	40.3%	35.9%	
13 Other Sales & Service	22	54.2%	1.0%	1	28.6%	2.0%	1	2	6	2.0%	0	5	1	46.4%	46.4%	-4	-4	27.3%	30.4%	
14 Other Manual Workers	0	-100.0%	5.0%	0	0.0%	2.0%	0	0	0	2.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	2,959	2.8%	2.4%	217	8.7%	1.1%	102	319	1,211	1.1%	42	-184	2	0.6%	31.0%	294	186	40.9%	36.9%	

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	11.5	11.5	
02 Middle & Other Managers	0.0	0.0	
03 Professionals	0.0	0.0	
04 Semi-Professionals & Tech	0.0	0.0	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	0.0	0.0	
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	0.0	0.0	
11 Intermediate Sales & Service	32.5	32.5	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	46.4	46.4	
14 Other Manual Workers	0.0	0.0	
Total	0.6	31.0	

Federal Contractors Program Achievement Report

Part 4: Results - Women

Teknion Corporation

2020-02-14

007389

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							
01 Senior Managers	2017	24	2	8.3	27.4	7	-5	30.4																	
	2020	20	1	5.0	27.6	6	-5	18.1	1	0	0.0	0	0	2	0	0.0	0	0	2	0	0.0	0	0	0	0
02 Middle & Other Managers	2017	182	53	29.1	38.9	71	-18	74.9																	
	2020	231	85	36.8	39.4	91	-6	93.4	32	20	62.5	13	7	8	7	87.5	2	5	20	9	45.0	6	3	3	
03 Professionals	2017	113	47	41.6	36.2	41	6	114.9																	
	2020	138	43	31.2	32.2	44	-1	96.8	51	15	29.4	16	-1	2	1	50.0	1	0	25	5	20.0	10	-5	-5	
04 Semi-Professionals & Technicians	2017	223	74	33.2	21.6	48	26	153.6																	
	2020	226	88	38.9	25.6	58	30	152.1	72	30	41.7	18	12	11	4	36.4	4	0	24	6	25.0	8	-2	-2	
05 Supervisors	2017	13	4	30.8	53.0	7	-3	58.1																	
	2020	11	4	36.4	51.8	6	-2	70.2	0	0	0.0	0	0	1	1	100.0	0	1	0	0	0.0	0	0	0	
06 Supervisors: Crafts & Trades	2017	55	7	12.7	7.3	4	3	174.3																	
	2020	142	16	11.3	15.5	22	-6	72.7	7	1	14.3	1	0	5	0	0.0	1	-1	7	0	0.0	1	-1	-1	

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Women	Women		Women		Women					
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
01 Senior Managers	2020	3	0	0.0	0	0.0	100.0	0.0	0	0.0	60.0	0.0	
	2023	3	0	0.0			27.6	0.0			27.6	0.0	
02 Middle & Other Managers	2020	40	27	67.5	0	0.0	60.0	112.5	0	0.0	60.0	112.5	
	2023	40	27	67.5			39.4	171.3			39.4	171.3	
03 Professionals	2020	53	16	30.2	0	0.0	25.0	120.8	0	0.0	36.2	83.4	
	2023	53	16	30.2			32.2	93.8			32.2	93.8	
04 Semi-Professionals & Technicians	2020	83	34	41.0	0	0.0	25.0	163.9	0	0.0	21.6	189.6	
	2023	83	34	41.0			0.0	0.0			0.0	0.0	
05 Supervisors	2020	1	1	100.0	0	0.0	100.0	100.0	0	0.0	60.0	166.7	
	2023	1	1	100.0			50.0	200.0			50.0	200.0	
06 Supervisors: Crafts & Trades	2020	12	1	8.3	0	0.0	0.0	0.0	0	0.0	7.3	114.2	
	2023	12	1	8.3			15.5	53.8			15.5	53.8	



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Part 4: Results - Women

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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	2017	53	39	73.6	80.3	43	-4	91.6																
	2020	55	34	61.8	79.4	44	-10	77.9	16	8	50.0	13	-5	1	1	100.0	1	0	4	3	75.0	3	0		
08	Skilled Sales & Service Personnel	2017	3	1	33.3	43.9	1	0	75.9																
	2020	67	42	62.7	15.1	10	32	415.1	10	1	10.0	2	-1	1	1	100.0	0	1	5	2	40.0	2	0		
09	Skilled Crafts & Trades Workers	2017	166	54	32.5	3.5	6	48	929.4																
	2020	142	1	0.7	4.1	6	-5	17.2	35	1	2.9	1	0	2	0	0.0	1	-1	10	0	0.0	3	-3		
10	Clerical Personnel	2017	231	110	47.6	64.7	149	-39	73.6																
	2020	196	100	51.0	64.6	127	-27	79.0	37	16	43.2	24	-8	4	2	50.0	2	0	20	7	35.0	10	-3		
11	Intermediate Sales & Service Personnel	2017	29	17	58.6	63.9	19	-2	91.7																
	2020	61	39	63.9	64.2	39	0	99.6	14	10	71.4	9	1	0	0	0.0	0	0	4	2	50.0	2	0		
12	Semi-Skilled Manual Workers	2017	1,582	513	32.4	18.3	290	223	177.2																
	2020	1,648	527	32.0	16.2	267	260	197.4	511	143	28.0	83	60	26	5	19.2	8	-3	121	23	19.0	39	-16		

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments		
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Women	Women		Women		Women						
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					
07	Administrative & Senior Clerical	2020	17	9	52.9	0	0.0	100.0	52.9	0	0.0	100.0	52.9	
	2023	17	9	52.9		0.0		0.0		0.0		0.0	0.0	
08	Skilled Sales & Service Personnel	2020	11	2	18.2	0	0.0	50.0	36.4	0	0.0	43.9	41.4	
	2023	11	2	18.2		0.0		0.0		0.0		0.0	0.0	
09	Skilled Crafts & Trades Workers	2020	37	1	2.7	0	0.0	5.0	54.1	0	0.0	3.5	77.2	
	2023	37	1	2.7		4.1	65.9		4.1	65.9				
10	Clerical Personnel	2020	41	18	43.9	0	0.0	75.0	58.5	0	0.0	75.0	58.5	
	2023	41	18	43.9		0.0		0.0		0.0		0.0	0.0	
11	Intermediate Sales & Service Personnel	2020	14	10	71.4	0	0.0	100.0	71.4	0	0.0	63.9	111.8	
	2023	14	10	71.4		0.0		0.0		0.0		0.0	0.0	
12	Semi-Skilled Manual Workers	2020	537	148	27.6	0	0.0	35.0	78.7	0	0.0	18.3	150.6	
	2023	537	148	27.6		0.0		0.0		0.0		0.0	0.0	

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Part 4: Results - Women

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		Workforce								Hires				Promotions				Terminations								
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women										
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	%	%	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2017	6	2	33.3	55.5	3	-1	60.1																		
	2020	22	14	63.6	54.0	12	2	117.8	5	3	60.0	3	0	0	0	0.0	0	0	0	0	4	3	75.0	1	2	
14 Other Manual Workers	2017	41	1	2.4	20.5	8	-7	11.9																		
	2020	0	0	0.0	0.0	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	2017	2,721	924	34.0	25.6	697	227	132.6																		
	2020	2,959	994	33.6	24.7	731	263	136.0	791	248	31.4	195	53	63	22	34.9	21	1	246	60	24.4	84	-24			

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Women		Women		Women		Women					
			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	2020	5	3	60.0	0	0.0	50.0	120.0	0	0.0	55.5	108.1		
	2023	5	3	60.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2020	0	0	0.0	0	0.0	25.0	0.0	0	0.0	20.5	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2020	854	270	31.6	0	0.0	39.8	79.5	0	0.0	25.6	123.5		
	2023	854	270	31.6			5.3	593.3			24.7	128.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Teknion Corporation

2020-02-14

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples									
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
01 Senior Managers	2017	24	1	4.2	2.9	1	0	143.7																	
	2020	20	0	0.0	3.2	1	-1	0.0	1	0	0.0	0	0	2	0	0.0	0	0	2	0	0.0	0	0	0	0
02 Middle & Other Managers	2017	182	2	1.1	2.2	4	-2	50.0																	
	2020	231	2	0.9	2.7	6	-4	32.1	32	0	0.0	1	-1	8	0	0.0	0	0	20	0	0.0	0	0	0	0
03 Professionals	2017	113	0	0.0	1.4	2	-2	0.0																	
	2020	138	1	0.7	1.4	2	-1	51.8	51	0	0.0	1	-1	2	0	0.0	0	0	25	0	0.0	0	0	0	0
04 Semi-Professionals & Technicians	2017	223	0	0.0	1.0	2	-2	0.0																	
	2020	226	1	0.4	1.4	3	-2	31.6	72	1	1.4	1	0	11	0	0.0	0	0	24	0	0.0	0	0	0	0
05 Supervisors	2017	13	1	7.7	1.0	0	1	769.2																	
	2020	11	0	0.0	1.3	0	0	0.0	0	0	0.0	0	0	1	0	0.0	0	0	0	0	0.0	0	0	0	0
06 Supervisors: Crafts & Trades	2017	55	0	0.0	0.0	0	0	0.0																	
	2020	142	1	0.7	1.3	2	-1	54.2	7	0	0.0	0	0	5	0	0.0	0	0	7	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
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2020	3	0	0.0	0	0.0	5.0	0.0	0	0.0	2.9	0.0	
	2023	3	0	0.0			3.2	0.0			3.2	0.0	
02 Middle & Other Managers	2020	40	0	0.0	0	0.0	20.0	0.0	0	0.0	2.2	0.0	
	2023	40	0	0.0			2.7	0.0			2.7	0.0	
03 Professionals	2020	53	0	0.0	0	0.0	10.0	0.0	0	0.0	1.4	0.0	
	2023	53	0	0.0			1.4	0.0			1.4	0.0	
04 Semi-Professionals & Technicians	2020	83	1	1.2	0	0.0	15.0	8.0	0	0.0	1.0	120.5	
	2023	83	1	1.2			1.4	86.1			1.4	86.1	
05 Supervisors	2020	1	0	0.0	0	0.0	0.0	0.0	0	0.0	1.0	0.0	
	2023	1	0	0.0			0.0	0.0			0.0	0.0	
06 Supervisors: Crafts & Trades	2020	12	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	12	0	0.0			1.3	0.0			1.3	0.0	

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Part 5: Results - Aboriginal Peoples

Teknion Corporation

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples									
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
07 Administrative & Senior Clerical	2017	53	0	0.0	0.8	0	0	0	0.0																
	2020	55	0	0.0	0.9	0	0	0	0.0	16	0	0.0	0	0	1	0	0.0	0	0	4	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2017	3	0	0.0	0.6	0	0	0	0.0																
	2020	67	1	1.5	2.7	2	-1	55.3	10	1	10.0	0	1	1	0	0.0	0	0	5	0	0.0	0	0	0	0
09 Skilled Crafts & Trades Workers	2017	166	1	0.6	0.7	1	0	86.1																	
	2020	142	4	2.8	2.8	4	0	100.6	35	2	5.7	1	1	2	0	0.0	0	0	10	0	0.0	0	0	0	0
10 Clerical Personnel	2017	231	4	1.7	0.7	2	2	247.4																	
	2020	196	7	3.6	1.1	2	5	324.7	37	0	0.0	0	0	4	0	0.0	0	0	20	0	0.0	0	0	0	
11 Intermediate Sales & Service Personnel	2017	29	0	0.0	0.6	0	0	0.0																	
	2020	61	0	0.0	1.2	1	-1	0.0	14	0	0.0	0	0	0	0	0.0	0	0	4	0	0.0	0	0	0	0
12 Semi-Skilled Manual Workers	2017	1,582	6	0.4	0.7	11	-5	54.2																	
	2020	1,648	25	1.5	1.3	21	4	116.7	511	11	2.2	7	4	26	0	0.0	0	0	121	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
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples				
			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	2020	17	0	0.0	0	0.0	0.0	0.0	0	0.0	0.8	0.0	
	2023	17	0	0.0								0.0	
08 Skilled Sales & Service Personnel	2020	11	1	9.1	0	0.0	0.0	0.0	0	0.0	0.6	1515.2	
	2023	11	1	9.1			2.7	336.7			2.7	336.7	
09 Skilled Crafts & Trades Workers	2020	37	2	5.4	0	0.0	0.0	0.0	0	0.0	0.7	772.2	
	2023	37	2	5.4			0.0	0.0			0.0	0.0	
10 Clerical Personnel	2020	41	0	0.0	0	0.0	0.0	0.0	0	0.0	0.7	0.0	
	2023	41	0	0.0			0.0	0.0			0.0	0.0	
11 Intermediate Sales & Service Personnel	2020	14	0	0.0	0	0.0	0.0	0.0	0	0.0	0.6	0.0	
	2023	14	0	0.0			1.2	0.0			1.2	0.0	
12 Semi-Skilled Manual Workers	2020	537	11	2.0	0	0.0	4.0	51.2	0	0.0	0.7	292.6	
	2023	537	11	2.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Teknion Corporation

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		Workforce								Hires				Promotions				Terminations								
		All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples										
		#	Representation	Availability	Gap	EE Result	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference								
13 Other Sales & Service Personnel	2017	6	0	0.0	0.8	0	0	0	0.0																	
	2020	22	1	4.5	2.3	1	0	197.6	5	0	0.0	0	0	0	0	0	0.0	0	0	0	4	0	0.0	0	0	
14 Other Manual Workers	2017	41	0	0.0	1.1	0	0	0.0																		
	2020	0	0	0.0	0.0	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	2017	2,721	15	0.6	0.9	24	-9	61.3																		
	2020	2,959	43	1.5	1.5	44	-1	96.9	791	15	1.9	12	3	63	0	0.0	0	0	0	246	0	0.0	1	-1		

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Aboriginal Peoples	Aboriginal Peoples		Aboriginal Peoples		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	2020	5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.8	0.0		
	2023	5	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	1.1	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2020	854	15	1.8	0	0.0	5.6	31.5	0	0.0	0.9	195.2		
	2023	854	15	1.8			0.3	560.3			1.5	117.1		

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Part 6: Results - Persons with Disabilities

Teknion Corporation

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires			Promotions				Terminations					
		Persons with Disabilities										All Employees	Persons with Disabilities		All Employees	Persons with Disabilities			All Employees	Persons with Disabilities				
		All Employees	Representation		Availability		Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference				
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#				
01&02 Managers	2017	206	10	4.9	4.3	9	1	112.9																
	2020	251	9	3.6	5.0	13	-4	71.7	33	2	6.1	2	0	10	0	0.0	0	0	22	0	0.0	1	-1	
03 Professionals	2017	113	9	8.0	3.8	4	5	209.6																
	2020	138	2	1.4	8.9	12	-10	16.3	51	0	0.0	5	-5	2	0	0.0	0	0	25	0	0.0	2	-2	
04 Semi-Professionals & Technicians	2017	223	5	2.2	4.6	10	-5	48.7																
	2020	226	1	0.4	7.6	17	-16	5.8	72	0	0.0	5	-5	11	0	0.0	0	0	24	0	0.0	1	-1	
05 Supervisors	2017	13	1	7.7	13.9	2	-1	55.3																
	2020	11	0	0.0	27.5	3	-3	0.0	0	0	0.0	0	0	1	0	0.0	0	0	0	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2017	55	5	9.1	7.8	4	1	116.6																
	2020	142	1	0.7	10.1	14	-13	7.0	7	0	0.0	1	-1	5	0	0.0	0	0	7	0	0.0	1	-1	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		Persons with Disabilities				Persons with Disabilities				Persons with Disabilities				
		All Employees	Persons with Disabilities			Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	Goal	%	Goal	%	Goal	%	Goal	%			
01&02 Managers	2020	43	2	4.7	0	0.0	5.0	93.0	0	0.0	4.3	108.2		
	2023	43	2	4.7			5.0	93.0			5.0	93.0		
03 Professionals	2020	53	0	0.0	0	0.0	5.0	0.0	0	0.0	3.8	0.0		
	2023	53	0	0.0			8.9	0.0			8.9	0.0		
04 Semi-Professionals & Technicians	2020	83	0	0.0	0	0.0	25.0	0.0	0	0.0	4.6	0.0		
	2023	83	0	0.0			7.6	0.0			7.6	0.0		
05 Supervisors	2020	1	0	0.0	0	0.0	50.0	0.0	0	0.0	13.9	0.0		
	2023	1	0	0.0			27.5	0.0			27.5	0.0		
06 Supervisors: Crafts & Trades	2020	12	0	0.0	0	0.0	5.0	0.0	0	0.0	7.8	0.0		
	2023	12	0	0.0			10.1	0.0			10.1	0.0		

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Part 6: Results - Persons with Disabilities

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		Persons with Disabilities								Persons with Disabilities				Persons with Disabilities				Persons with Disabilities						
		All Employees	Representation		Availability		Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference				
#	#	%	%	#	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
07 Administrative & Senior Clerical	2017	53	1	1.9	3.4	2	-1	55.5																
	2020	55	0	0.0	10.0	6	-6	0.0	16	0	0.0	2	-2	1	0	0.0	0	0	4	0	0.0	0	0	
08 Skilled Sales & Service Personnel	2017	3	0	0.0	3.5	0	0	0.0																
	2020	67	0	0.0	8.0	5	-5	0.0	10	0	0.0	1	-1	1	0	0.0	0	0	5	0	0.0	0	0	
09 Skilled Crafts & Trades Workers	2017	166	6	3.6	3.8	6	0	95.1																
	2020	142	4	2.8	7.8	11	-7	36.1	35	3	8.6	3	0	2	0	0.0	0	0	10	0	0.0	0	0	
10 Clerical Personnel	2017	231	21	9.1	7.0	16	5	129.9																
	2020	196	5	2.6	9.3	18	-13	27.4	37	1	2.7	3	-2	4	0	0.0	0	0	20	0	0.0	2	-2	
11 Intermediate Sales & Service Personnel	2017	29	0	0.0	5.6	2	-2	0.0																
	2020	61	0	0.0	10.8	7	-7	0.0	14	0	0.0	2	-2	0	0	0.0	0	0	4	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2017	1,582	145	9.2	4.8	76	69	191.0																
	2020	1,648	39	2.4	10.3	170	-131	23.0	511	13	2.5	53	-40	26	1	3.8	2	-1	121	0	0.0	11	-11	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		Persons with Disabilities		Persons with Disabilities				Persons with Disabilities					
		All Employees	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	%	%	%	%	%	%	%				
07 Administrative & Senior Clerical	2020	17	0	0.0	0	0.0	10.0	0.0	0	0.0	3.4	0.0	
	2023	17	0	0.0			10.0	0.0			10.0	0.0	
08 Skilled Sales & Service Personnel	2020	11	0	0.0	0	0.0	5.0	0.0	0	0.0	3.5	0.0	
	2023	11	0	0.0			8.0	0.0			8.0	0.0	
09 Skilled Crafts & Trades Workers	2020	37	3	8.1	0	0.0	5.0	162.2	0	0.0	3.8	213.4	
	2023	37	3	8.1			7.8	104.0			7.8	104.0	
10 Clerical Personnel	2020	41	1	2.4	0	0.0	5.0	48.8	0	0.0	7.0	34.8	
	2023	41	1	2.4			9.3	26.2			9.3	26.2	
11 Intermediate Sales & Service Personnel	2020	14	0	0.0	0	0.0	40.0	0.0	0	0.0	5.6	0.0	
	2023	14	0	0.0			10.8	0.0			10.8	0.0	
12 Semi-Skilled Manual Workers	2020	537	14	2.6	0	0.0	5.0	52.1	0	0.0	4.8	54.3	
	2023	537	14	2.6			10.3	25.3			10.3	25.3	



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Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Persons with Disabilities				All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities									
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	#	%	#	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
13 Other Sales & Service Personnel	2017	6	3	50.0	6.3	0	3	793.7																	
	2020	22	0	0.0	10.7	2	-2	0.0	5	0	0.0	1	-1	0	0	0.0	0	0	0	4	0	0.0	2	-2	
14 Other Manual Workers	2017	41	9	22.0	5.3	2	7	414.2																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
Total	2017	2,721	215	7.9	4.9	133	82	161.3																	
	2020	2,959	61	2.1	9.4	278	-217	21.9	791	19	2.4	74	-55	63	1	1.6	5	-4	246	0	0.0	19	-19		

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	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	2020	5	0	0.0	0	0.0	5.0	0.0	0	0.0	6.3	0.0	
	2023	5	0	0.0			10.7	0.0			10.7	0.0	
14 Other Manual Workers	2020	0	0	0.0	0	0.0	5.0	0.0	0	0.0	5.3	0.0	
	2023	0	0	0.0			0.0	0.0			0.0	0.0	
Total	2020	854	20	2.3	0	0.0	15.1	15.5	0	0.0	4.9	47.8	
	2023	854	20	2.3			9.4	24.9			10.0	23.4	



Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Teknion Corporation

2020-02-14

007398

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			Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities									
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
01 Senior Managers	2017	24	4	16.7	10.1	2	2	165.0																		
	2020	20	1	5.0	11.5	2	-1	43.5	1	0	0.0	0	0	0	2	0	0.0	0	0	2	0	0.0	0	0	0	0
02 Middle & Other Managers	2017	182	43	23.6	15.0	27	16	157.5																		
	2020	231	49	21.2	17.6	41	8	120.5	32	6	18.8	6	0	8	3	37.5	2	1	20	1	5.0	5	-4			
03 Professionals	2017	113	23	20.4	26.2	30	-7	77.7																		
	2020	138	61	44.2	30.6	42	19	144.5	51	25	49.0	16	9	2	2	100.0	0	2	25	2	8.0	5	-3			
04 Semi-Professionals & Technicians	2017	223	54	24.2	21.3	47	7	113.7																		
	2020	226	82	36.3	22.6	51	31	160.5	72	28	38.9	16	12	11	8	72.7	3	5	24	3	12.5	6	-3			
05 Supervisors	2017	13	7	53.8	39.1	5	2	137.7																		
	2020	11	4	36.4	33.9	4	0	107.3	0	0	0.0	0	0	1	1	100.0	1	0	0	0	0.0	0	0			
06 Supervisors: Crafts & Trades	2017	55	10	18.2	31.7	17	-7	57.4																		
	2020	142	84	59.2	32.9	47	37	179.8	7	0	0.0	2	-2	5	4	80.0	1	3	7	2	28.6	1	1			

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	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	2020	3	0	0.0	0	0.0	3.0	0.0	0	0.0	10.1	0.0	
	2023	3	0	0.0			11.5	0.0			11.5	0.0	
02 Middle & Other Managers	2020	40	9	22.5	0	0.0	15.0	150.0	0	0.0	15.0	150.0	
	2023	40	9	22.5			0.0	0.0			0.0	0.0	
03 Professionals	2020	53	27	50.9	0	0.0	50.0	101.9	0	0.0	60.0	84.9	
	2023	53	27	50.9			0.0	0.0			0.0	0.0	
04 Semi-Professionals & Technicians	2020	83	36	43.4	0	0.0	3.0	1445.8	0	0.0	21.3	203.6	
	2023	83	36	43.4			0.0	0.0			0.0	0.0	
05 Supervisors	2020	1	1	100.0	0	0.0	3.0	3333.3	0	0.0	39.1	255.8	
	2023	1	1	100.0			0.0	0.0			0.0	0.0	
06 Supervisors: Crafts & Trades	2020	12	4	33.3	0	0.0	50.0	66.7	0	0.0	60.0	55.6	
	2023	12	4	33.3			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Teknion Corporation

2020-02-14

007399

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								
#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
07 Administrative & Senior Clerical	2017	53	19	35.8	29.8	16	3	120.3																		
	2020	55	24	43.6	33.1	18	6	131.8	16	8	50.0	5	3	1	0	0.0	0	0	4	0	0.0	1	-1			
08 Skilled Sales & Service Personnel	2017	3	3	100.0	48.1	1	2	207.9																		
	2020	67	57	85.1	42.4	28	29	200.6	10	9	90.0	4	5	1	0	0.0	1	-1	5	2	40.0	5	-3			
09 Skilled Crafts & Trades Workers	2017	166	109	65.7	38.2	63	46	171.9																		
	2020	142	56	39.4	15.0	21	35	262.9	35	4	11.4	5	-1	2	2	100.0	1	1	10	0	0.0	7	-7			
10 Clerical Personnel	2017	231	99	42.9	41.9	97	2	102.3																		
	2020	196	105	53.6	43.7	86	19	122.6	37	15	40.5	16	-1	4	3	75.0	2	1	20	5	25.0	9	-4			
11 Intermediate Sales & Service Personnel	2017	29	7	24.1	48.9	14	-7	49.4																		
	2020	61	18	29.5	32.5	20	-2	90.8	14	5	35.7	5	0	0	0	0.0	0	0	4	1	25.0	1	0			
12 Semi-Skilled Manual Workers	2017	1,582	546	34.5	34.2	541	5	100.9																		
	2020	1,648	664	40.3	33.2	547	117	121.4	511	159	31.1	170	-11	26	23	88.5	9	14	121	28	23.1	42	-14			

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Goal	Visible Minorities			Goal	Visible Minorities			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met			
#	#	%	#	%	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2020	17	8	47.1	0	0.0	3.0	1568.6	0	0.0	29.8	157.9		
	2023	17	8	47.1			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2020	11	9	81.8	0	0.0	3.0	2727.3	0	0.0	48.1	170.1		
	2023	11	9	81.8			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2020	37	6	16.2	0	0.0	3.0	540.5	0	0.0	38.2	42.5		
	2023	37	6	16.2			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2020	41	18	43.9	0	0.0	3.0	1463.4	0	0.0	60.0	73.2		
	2023	41	18	43.9			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2020	14	5	35.7	0	0.0	75.0	47.6	0	0.0	60.0	59.5		
	2023	14	5	35.7			32.5	109.9			32.5	109.9		
12 Semi-Skilled Manual Workers	2020	537	182	33.9	0	0.0	3.0	1129.7	0	0.0	60.0	56.5		
	2023	537	182	33.9			0.0	0.0			0.0	0.0		

**Federal Contractors Program Achievement Report**

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

**Teknion Corporation**

**2020-02-14**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities			Availability	Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities						
			Representation	%	#					Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference				
#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	
13 Other Sales & Service Personnel	2017	6	3	50.0	52.7	3	0	94.9																
	2020	22	6	27.3	46.4	10	-4	58.8	5	0	0.0	2	-2	0	0	0.0	0	0	4	0	0.0	2	-2	
14 Other Manual Workers	2017	41	0	0.0	15.0	6	-6	0.0																
	2020	0	0	0.0	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	2017	2,721	927	34.1	32.0	871	56	106.5																
	2020	2,959	1,211	40.9	31.0	917	294	132.0	791	259	32.7	245	14	63	46	73.0	21	25	246	44	17.9	84	-40	

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		
#	#	%	#	%	%	%	#	%	%	%				
13 Other Sales & Service Personnel	2020	5	0	0.0	0	0.0	3.0	0.0	0	0.0	52.7	0.0		
	2023	5	0	0.0			46.4	0.0			46.4	0.0		
14 Other Manual Workers	2020	0	0	0.0	0	0.0	100.0	0.0	0	0.0	60.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2020	854	305	35.7	0	0.0	9.3	384.3	0	0.0	50.0	71.4		
	2023	854	305	35.7			0.6	5696.4			31.0	115.2		

<b>Federal Contractors Program Achievement Report</b>
<b>Part 8: Reasonable Efforts</b>
<b>Teknion Corporation</b>
<b>2020-02-14</b>

## Efforts

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

### Required measures:

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

### Other measures:

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

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

## Operational Context

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

- Impact of economic and industrial conditions on the organization.

Relatively flat growth within the furniture industry due to the impact of offshore competitions

- Any reorganization or other corporate structural changes.

Amalgamation of three manufacturing facilities within current structure

- Acquisitions, mergers or transfers of employees.

Transfer of employees from facilities experiencing low manufacturing load to other facilities

- 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):

## Federal Contractors Program Report of the Subsequent Compliance Assessment

**Employer Name:** Teknion Corporation

**Primary Location:** Toronto, Ontario

**Number of Employees:** 2959

Ontario	1686
Québec	1134
Alberta	131
British Columbia	3
Manitoba	2
New Brunswick	2
Nova Scotia	1

**Organization Overview:**

NAICS # 3372 (Office Furniture (including Fixtures) Manufacturing)

Teknion Corporation designs, manufactures, and markets office systems and related office furniture products. The Company offers furnishings and decor products such as seating, tables, file cabinets, storage units, ergonomic items, mobile furniture, architectural wall systems, storage and filing, and accessories.

**Key Dates – First Year Assessment**

Initiated: 2017-02-04  
 Received: 2017-04-24  
 Closed: 2017-06-07  
 Workforce  
 Analysis: 2017-03-02

**Key Dates – Subsequent Assessment**

Initiated: 2020-02-04 extension granted – 2020-03-13  
 Received: 2020-03-09  
 Workforce  
 Analysis: 2020-02-14

**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

Comments:

The period reported on the Achievement report is 2017-03-02 to 2020-02-14.

### ASSESSMENT OF REASONABLE PROGRESS

In the previous assessment, goals were set in numbers format while some were not set. Progress has been assessed as per the goals set.

#### Women

01	Senior Managers	Goal not met (achieved 0.0%).
02	Middle & Other Managers	Goal met (achieved 112.5%).
05	Supervisors	Goal met (achieved 100.0%)
07	Admin. & Senior Clerical Personnel	Goal not met (achieved 52.9%)
10	Clerical Personnel	Goal not met (achieved 58.5%)
11	Inter. Sales & Service Personnel	Goal not met (achieved 71.4%)
13	Other Sales & Service Personnel	Goal met (achieved 120.0%)
14	Other Manual Workers	Goal not met (achieved 0.0%)

#### Assessment/Observations

- EEOG 01 – Out of three new entrants in this EEOG, none were not from this designated group. The market availability is 27.4 %. No goal was set in the previous assessment and thus was not able to assess any progress.
- EEOG 02 – Out of forty new entrants in this EEOG, twenty-seven were from this designated group. The market availability is 38.9 %. The company had set a goal of hiring / promoting 60.0% and achieved 112.5% % of the goal set.
- EEOG 5 - There were no new entrant in this EEOG in this designated group. The market availability is 53.0 %. The company had set a goal of hiring / promoting 100.0% and achieved 100.0 % of the goal set.
- EEOG 07 – Out of seventeen new entrants in this EEOG, nine were from this designated group. The market availability is 80.3 %. The company had set a goal of hiring / promoting 100.0% and achieved 52.9 % of the goal set.
- EEOG 10 – Out of forty-one new entrants in this EEOG, one was from this designated group. The market availability is 64.7 %. The company had set a goal of hiring / promoting 75.0% and achieved 58.5 % of the goal set.



- EEOG 11 – Out of fourteen new entrants in this EEOG, ten were from this designated group. The market availability is 63.9 %. The company had set a goal of hiring / promoting 100.0% and achieved 71.4 % of the goal set.
- EEOG 13 – Out of five new entrants in this EEOG, three were from this designated group. The market availability is 55.5 %. The company had set a goal of hiring / promoting 50.0% and achieved 120.0 % of the goal set.
- EEOG 14 - There was no new entrants in this EEOG in this designated group. The market availability is 20.5 %. The company had set a goal of hiring / promoting 25.0% and thus achieved 0.0 % of the goal set.

### **Aboriginal Peoples**

02	Middle & Other Managers	Goal not met (achieved 0.0%)
03	Professionals	Goal not met (achieved 0.0%)
04	Semi-Professionals & Technicians	Goal not met (achieved 8.0%)
12	Semi-Skilled Manual Workers	Goal not met (achieved 51.2%)

#### Assessment/Observations

- EEOG 02 - Out of forty new entrants in this EEOG, none were from this designated group. The market availability is 2.2 %. The company had set a goal of hiring / promoting 20.0% and achieved 0.0 % of the goal set.
- EEOG 03 - Out of fifty-three new entrants in this EEOG, none were from this designated group. The market availability is 1.4 %. The company had set a goal of hiring / promoting 10.0% and achieved 0.0 % of the goal set.
- EEOG 04 - Out of eighty-three new entrants in this EEOG, one was from this designated group. The market availability is 1.0 %. The company had set a goal of hiring / promoting 15.0% and achieved 8.0 % of the goal set.
- EEOG 12 - Out of Five hundred and thirty-seven new entrants in this EEOG, eleven were from this designated group. The market availability is 0.7 %. The company had set a goal of hiring / promoting 4.0 % and achieved 51.2 % of the goal set

### **Persons with Disabilities**

04	Semi-Professionals & Technicians	Goal not met (achieved 0.0%)
05	Supervisors	Goal not met (achieved 0.0%)
07	Admin. & Senior Clerical Personnel	Goal not met (achieved 0.0%)
11	Inter. Sales & Service Personnel	Goal not met (achieved 0.0%)

#### Assessment/Observations

- EEOG 04 - Out of eighty-three new entrants in this EEOG, none were from this designated group. The market availability is 4.6 %. The company had set a goal of hiring / promoting 25.0% and achieved 0.0 % of the goal set.

- EEOG 05 – There was only one new entrant in this EEOG and that was not from this designated group. The market availability is 13.9 %. The company had set a goal of hiring / promoting 50.0% and achieved 0.0 % of the goal set.
- EEOG 07 - Out of seventeen new entrants in this EEOG, none were from this designated group. The market availability is 3.4 %. The company had set a goal of hiring / promoting 10.0% and achieved 0.0 % of the goal set.
- EEOG 11 - Out of fourteen new entrants in this EEOG, none were from this designated group. The market availability is 5.6 %. The company had set a goal of hiring / promoting 40.0% and achieved 0.0 % of the goal set.

### **Members of Visible Minorities**

06	Supervisors: Crafts & Trades	Goal not met (achieved 66.7%)
11	Inter. Sales & Service Personnel	Goal not met (achieved 47.6%)
14	Other Manual Workers	Goal not met (achieved 0.0%)

### Assessment/Observations

- EEOG 06 - Out of twelve new entrants in this EEOG, four were from this designated group. The market availability is 31.7 %. The company had set a goal of hiring / promoting 50.0% and achieved 66.7 % of the goal set.
- EEOG 11 - Out of fourteen new entrants in this EEOG, five were from this designated group. The market availability is 48.9 %. The company had set a goal of hiring / promoting 75.0% and achieved 47.6 % of the goal set.
- EEOG 14 – There were no new entrants in this EEOG in this designated group. The market availability is 15.0 %. The company had set a goal of hiring / promoting 100.0% and achieved 0.0 % of the goal set.

### **ASSESSMENT OF REASONABLE EFFORTS**

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- This assessment covers the data from 2017-03-02 to 2020-02-14. During their initial assessment, the organization had set nineteen short-term and long-term goals, and three were met above the 80% while 16 short term and long-term goals were not achieved.
  - The Company stated that relatively flat growth within the furniture industry due to the impact of offshore competitions.
  - The organization also stated that they amalgamated three manufacturing facilities within current structure and transferred employees from facilities experiencing low manufacturing load to other facilities.

## ASSESSMENT OF GOALS

- All short and long-term goals are set in percentage format.
- All short and long-term goals are set at market availability.

### Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
01	Senior Managers	-5	27.6	27.6	5.0	27.6
02	Middle & Other Managers	-6	39.4	39.4	36.8	39.4
03	Professionals	-1	32.2	32.2	31.2	32.2
05	Supervisors	-2	50.0	50.0	36.4	51.8
06	Supervisors: Crafts & Trades	-6	15.5	15.5	11.3	15.5
07	Administrative and Sr. Clerical	-10	NR	NR	61.8	79.4
09	Skilled Crafts & Trades Workers	-5	4.1	4.1	0.7	4.1
10	Clerical Personnel	-27	NR	NR	51.0	64.6

#### Observations:

- EEOG 05 – The short-term and long-term goal is set at 50.0 even though the market availability is 51.8 % in order to avoid segregation.
- EEOG 07 & EEOG 10 - the organization is not required to set any short and long-term goals since the current representation of women is already at 61.8 % and 51.0 %.
- All short and long-term goals are set at market availability.

### Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	# or %	# or %	%	%
01	Senior Managers	-1	3.2	3.2	0.0	3.2
02	Middle & Other Managers	-4	2.7	2.7	0.9	2.7

03	Professionals	-1	1.4	1.4	0.7	1.4
04	Semi-Professionals & Technicians	-2	1.4	1.4	0.4	1.4
06	Supervisors: Crafts & Trades	-1	1.3	1.3	0.7	1.3
08	Skilled Sales & Service Personnel	-1	2.7	2.7	1.5	2.7
11	Inter. Sales & Service Personnel	-1	1.2	1.2	0.0	1.2

Observations:

- All short and long-term goals are set at market availability.

### ***Persons 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	-4	5.0	5.0	3.6	5.0
03	Professionals	-10	8.9	8.9	1.4	8.9
04	Semi-Professionals & Technicians	-16	7.6	7.6	0.4	7.6
05	Supervisors	-3	27.5	27.5	0.0	27.5
06	Supervisors: Crafts & Trades	-13	10.1	10.1	0.7	10.0
07	Admin. & Senior Clerical Personnel	-6	10.0	10.0	0.0	10.0
08	Skilled Sales & Service Personnel	-5	8.0	8.0	0.0	8.0
09	Skilled Crafts & Trades Workers	-7	7.8	7.8	2.8	7.8
10	Clerical Personnel	-13	9.3	9.3	2.6	9.3
11	Inter. Sales & Service Personnel	-7	10.8	10.8	0.0	10.8
12	Semi-Skilled Manual Workers	-131	10.3	10.3	2.4	10.3
13	Other Sales & Service Personnel	-2	10.7	10.7	0.0	10.7

Observations:

- All short and long-term goals are set at market availability.

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

Workforce Analysis Results		Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term		

#	Description	#	(1 to 3 years)	(3+ years)	%	%
			# or %	# or %		
01	Senior Managers	-1	11.5	11.5	5.0	11.5
11	Inter. Sales & Service Personnel	-2	32.5	32.5	29.5	32.5
13	Other Sales & Service Personnel	-4	46.4	46.4	27.3	46.4

## Observations:

- All short and long-term goals are set at market availability.

**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:

- Teknion Corporation has a number of gaps in all four designated groups, it may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of this designated group.
- Teknion Corporation has demonstrated through its first compliance assessment submission that they had set appropriate goals based on labour market availability. However, as demonstrated in the current Workforce Analysis, in Persons with Disabilities EEOG 12, a large gap exists. We encourage this organization to conduct an Employment Systems Review (ESR) of their recruitment and hiring policies and practices for the mentioned designated group.
- 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](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:** Neena Sharan

**Date:** May 7, 2020

**From:** Sharan, Neena N [NC]

**Sent:** June 22, 2020 2:02 PM

**To:** 'david.feldberg@teknion.com' <david.feldberg@teknion.com>; 'Chris Kovac' <chris.kovac@teknion.com>

**Subject:** Government of Canada Agreement Number: 060454 – Notification of Compliance with the Federal Contractors Program

*Cette information est également disponible en français sur demande.*

Dear David Feldberg:

I am writing to inform you that the subsequent compliance assessment initiated on February 4, 2020 has been completed. As a result of the assessment, Teknion Corporation 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 Teknion Corporation's employment equity program.

- Teknion Corporation has a number of gaps in all four designated groups, it may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of this designated group.
- Teknion Corporation has demonstrated through its first compliance assessment submission that they had set appropriate goals based on labour market availability. However, as demonstrated in the current Workforce Analysis, in Persons with Disabilities EEOG 12, a large gap exists. We encourage this organization to conduct an Employment Systems Review (ESR) of their recruitment and hiring policies and practices for the mentioned designated group.
- 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](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).

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 February 4, 2023. 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, Teknion Corporation 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.

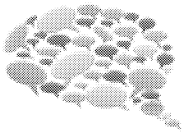
Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at [ee-eme@hrsdc-rhdcc.gc.ca](mailto:ee-eme@hrsdc-rhdcc.gc.ca).

Your cooperation during the course of this compliance assessment was appreciated and we wish Teknion Corporation 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



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!