s.19(1) s.24(1) Emploi et Développement social Canada

Labour Program Federal Contractors Program

ROTECTED WHEN COMPLETED	- Б
OFFICIAL USE ONLY	
Agreement N°:	

Revised Agreement					
	OR	RGANIZATION			
Legal Name of Organization			Parent company	y is located outside	Canada
Services linguistiques	Versacom Inc.			Yes	√ No
Operating Name (if different from Lega	al Name of Organization)		Business Num	ber	
			Total number of	empl I-time and/or Part-tii	
Organization's North American Indust Number. To find your organization's fc http://www23.statcan.gc.ca/imdb/p3VI 54193	our-digit NAICS code please visit:			Regulated	пе)
	Н	EAD OFFICE			
Address (building number, street, suite		City		Province	Postal Code
1501, av McGill College	e, Bureau 600	Montreal		Quebec	нза зм8
		Telephone Numbe			
	EMPLOYME	NT EQUITY CONT	ACT		
Name (print) Sonia Nethersole		Title Human Resou	rana Admisa	. r	
Telephone Number	E-mail Address	nullan Resou.	rces Advisc		e of Correspondence
514-394-4626	snethersole@ver	rsacom.ca		English	✓ French
	CE	RTIFICATION			
The above-named organization:					
 having a combined workforce 	of 100 or more permanent full-	time and/or permane	nt part-time emp	loyees in Canada	a, AND
 intending to bid on, or being ir supply arrangement, valued at 	n receipt of, a federal governme t \$1,000,000 or more (including		contract, standi	ng offer or contrac	ct issued under a
supply arrangement, valued at hereby certifies its commitment to instrument, in keeping with the Fe	t \$1,000,000 or more (including implement or maintain employ ederal Contractors Program req	g applicable taxes) ment equity on an on- quirements. For more	-going basis, be information on h	yond the period o	f the procurement
supply arrangement, valued at hereby certifies its commitment to instrument, in keeping with the Fe please contact the Labour Prograr Important note: If an audit of the	t \$1,000,000 or more (including implement or maintain employ ederal Contractors Program red m at the email address provided Agreement to Implement Empl	g applicable taxes) ment equity on an on quirements. For more d at the bottom of this loyment Equity uncov	-going basis, be information on h s form.	yond the period o now to implement	f the procurement employment equity
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supply arrangement, valued at hereby certifies its commitment to instrument, in keeping with the Feplease contact the Labour Program Important note: If an audit of the the procurement instrument(s) with the procurement instrument be the contract on behalf of the contract on beh	t \$1,000,000 or more (including implement or maintain employ ederal Contractors Program red m at the email address provided Agreement to Implement Employ in the Government of Canada m See Chief Executive Officer OR an organization. E-mail Address	g applicable taxes) ment equity on an on- quirements. For more d at the bottom of this doyment Equity uncov may be terminated. SIGNATORY In authorized person in Title Vice Presid y@versacom.ca	going basis, be information on he form. ers misrepresen an an executive pent	yond the period on ow to implement station on the part sosition with legal	f the procurement employment equity of the organization authority to sign a
supply arrangement, valued at hereby certifies its commitment to instrument, in keeping with the Feplease contact the Labour Progran Important note: If an audit of the the procurement instrument(s) with the procurement instrument(s) with the contract on behalf of the contract o	t \$1,000,000 or more (including implement or maintain employ ederal Contractors Program required at the email address provided Agreement to Implement Employ the Government of Canada in Section 2015. Section of Executive Officer OR and organization. E-mail Address claudette.mont	g applicable taxes) ment equity on an on- quirements. For more d at the bottom of this loyment Equity uncov- nay be terminated. GIGNATORY In authorized person in Vice Presid y@versacom.ca ate (YYYY-MM-D 0 15/08/26	going basis, be information on his form. ers misrepresen nan executive pent	yond the period on ow to implement station on the part station with legal Preferred Language English	f the procurement employment equity of the organization authority to sign a age of Correspondent h
supply arrangement, valued at hereby certifies its commitment to instrument, in keeping with the Feplease contact the Labour Program Important note: If an audit of the the procurement instrument(s) with the procurement instrument(s) with the procurement instrument (s) with the procurement (s) with the	t \$1,000,000 or more (including implement or maintain employ ederal Contractors Program required at the email address provided Agreement to Implement Emplie the Government of Canada in Section 2015. E-mail Address claudette.mont E-mail collected under the authority of Refusal to provide personal inform	g applicable taxes) ment equity on an on- quirements. For more d at the bottom of this loyment Equity uncoverage be terminated. SIGNATORY In authorized person in Title Vice Presid 20 y@versacom.ca ate (YYYY-MM-D 015/08/26 of section 42 of the Emplation will result in the on-	going basis, be information on he form. ers misrepresent an executive pent D)	yond the period on ow to implement station on the part sosition with legal Preferred Language English	f the procurement employment equity of the organization authority to sign a age of Correspondent French eligibility for the Fed

RETURN INSTRUCTIONS

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IMPORTANT

• The signed Agreement to Implement Employment Equity form must be sent to the Labour Program by e-mail at: ee-eme@hrsdc-rhdcc.gc.ca



Employment and Social Emploi et Développement Development Canada social Canada

Versacom (Certificate # 10000250)

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION EXPAND: 2018-11-30

Geographic regions

(INDICATE THE NUMBER OF EMPLOYEES IN EACH REGION).

	ı	Province		
	Permanent full time	Permanent part- time	Temporary	Total number of employees
Ontario2		0	0	1 7
Quebec159		24	0	402
New-1 Brunswick		0	0	183
Colombia-1 British		0	0	1
Total number of er in Canada	mployees			187

Census Metropolitan Area		
Montreal15323	0	176
Moncton10	0	1
Quebec10	0	1
Sherbrooke20	0	2
Trois-Rivières30	0	3
Hamilton10	0	1
BC minus10 CMAs	0	1
Ont. minus10 CMAs Qc minus RMRs01	0	1
	0	1
Total number of employees as of Canada		187

Canada

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES Full time / National

Reporting period 2016-01-29 to 2018-11-30

Occupational Category		All	employees			Aboriginal		Perso	ons with disa	bilities	Members	of Visible M	inorities
Salary Range Col. 1	Quarte r	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Management	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	7	1	6									
	Total	7	1	6									
Middle management and other directors	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	3	2	1							1	1	
	Total	3	2	1							1	1	
Professionals	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	89	26	63							4	1	;
	Total	89	26	63							4	1	
Semi-professional and technical staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	6	3	3							1		
	Total	6	3	3							1		

Page 1 of 3 Canada

008275

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES Full time / National

Reporting period 2016-01-29 to 2018-11-30

Occupational Category		All	employees			Aboriginal		Perso	ons with disal	bilities	Members	of Visible M	inorities
Salary Range	Quarte	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	_ '	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Administrative and main office staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	38	8	30							6		6
	Total	38	8	30							6		6
Clerical staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	18	6	12							1	1	
	Total	18	6	12							1	1	
Intermediate sales and service personnel	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	2		2							2		2
	Total	2		2							2		2
Total number of employees		163	46	117							15	3	12

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES Part-time / National

Reporting period 2016-01-29 to 2018-11-30

Occupational Category		All	employees			Aboriginal		Perso	ons with disa	bilities	Members	s of Visible M	inorities
Salary Range	Quarte	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Professionals	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	20	6	14							2	1	,
	Total	20	6	14							2	1	
Clerical staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	4	1	3									
	Total	4	1	3									
Total number of employees		24	7	17							2	1	,

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Form 2 B

Versacom (Certificate # 10000250) FEDERAL

Form 4 A

CONTRACT PROGRAMS: RECRUITMENTS

Full time / National

Reporting period 2016-01-29 to 2018-11-30

	Al	l employees			Aboriginal		Pers	ons with disab	ilities	Member	s of Visible Min	orities
Occupational Category	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Management	1		1									
Middle management and other directors	1		1									
Professionals	21	2	19							1		1
Semi-professional and technical staff	1		1							1		1
Administrative and main office staff	18	4	14							4		4
Clerical staff	6	4	2							1	1	
Intermediate sales and service personnel	1		1							1		1
Total number of employees hired	49	10	39							8	1	7

Canada Page 1 of 2

Versacom (Certificate # 10000250) FEDERAL

Form 4 B

CONTRACT PROGRAMS: RECRUITMENTS

Part-time / National

Reporting period 2016-01-29 to 2018-11-30

	Al	II employees			Aboriginal		Pers	ons with disab	ilities	Member	s of Visible Min	orities
Occupational Category	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	1	1								1	1	
Clerical staff	2	1	1									
Total number of employees hired	3	2	1							1	1	

Canada Page 2 of 2

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS Full time / National

	Promoted 6	employees (em	ployees promo	ted during the	od 2016-01-29 year should be	to 2018 11 30 reported only	in the occupat	onal groups in	which or to whi	ch they were la	st promoted.		
Occupational Category	Al	l employees			Aboriginal			sons with disab	ilities	<u> </u> Member	Members of Visible Minorities		
To Co	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12	
Senior Management	1		1										
Middle management and other directors	1	1											
Professionals	7	2	5										
Administrative and main office staff	6	1	5							2		2	
Clerical staff	5	1	4										
Total number of employees promoted	20	5	15							2		2	
Total number of promotions	20	5	15							2		2	

Canada Page 1 of 1

Form 6 A

FEDERAL CONTRACTING PROGRAMS: TERMINATIONS OF **EMPLOYEES**

Full time / National

	Al	l employees	F	eporting peri-	od 2016-01-29 Aboriginal	to 2018-11-30	Pers	ons with disabi	lities	Members	s of Visible Min	orities
Occupational Category	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Administrative and main office staff	3	001. 2	3	001. 4	301. 3	001. 0		001. 0	001. 0	2	301. 11	2
Total number of employees whose employment was terminated	3		3							2		2

Canada Page 1 of 1

Default Workforce Analysis System - Detailed Report

Date: 2018-11-30

Women

Employment Equity Occupational Group	Internal location	All employees	Repres	sentation	Availa	ability	Differ	Place of recruitment
	location	#	#	%	%	#	ence _#	
01: Senior Management	National	7	6	85.7 %	27.6 %	2	4	National
02: Middle management and other directors	National	3	1	33.3 %	39.4 %	1	0	National
03: Professionals		109	77	70.6 %	67.1 %	73	4	
1121: Human Resources Professionals	National	2	2	100.0 %	73.2 %	1	1	National
1123: Advertising, marketing and public relations professionals	National	1	0	0.0 %	66.6 %	1	-1	National
2174: Programmers and Interactive Media Developers	National	5	1	20.0 %	16.6 %	1	0	National
5121: Authors, writers and editors	National	2	2	100.0 %	56.1 %	1	1	National
5125: Translators, Terminologists and Interpreters	National	99	72	72.7 %	69.7 %	69	3	National
04: Semi-professional and technical staff		6	3	50.0 %	19.4 %	1	2	
2281 : Computer Network Technicians	Quebec	2	0	0.0 %	14.0 %	0	0	Quebec
2282: User Support Agents	Quebec	4	3	75.0 %	22.1 %	1	2	Quebec
07: Administrative and Senior Clerical Staff		38	30	78.9 %	80.9 %	31	-1	
Employment Equity Occupational Group	Montreal	38	30	78.9 %	80.9 %	31	-1	Montreal
10 : Office staff		22	15	68.2 %	61.4 %	14	1	
Employment Equity Occupational Group	Montreal	21	14	66.7 %	61.6 %	13	1	Montreal
Employment Equity Occupational Group	Quebec	1	1	100.0 %	58.6 %	1	0	Quebec
11: Intermediate sales and service personnel		2	2	100.0 %	63.2 %	1	1	
Employment Equity Occupational Group	Montreal	2	2	100.0 %	63.2 %	1	1	Montreal
Total		187	134	71.6 %	65.7 %	123	11	
		101		70	/0	.20	• • •	

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

Sources: 2016 Census and internal employer data

2019-11-01

Page 1 of 6

Canada

Default Workforce Analysis System - Detailed Report Date: 2018-11-30

Aboriginal

			Aboriginal					
Employment Equity Occupational Group	Internal location	All employees	Represe		Availab	•	Differ ence _#	Place of recruitment
		#	#	%	%	#	#	
01: Senior Management	National	7	0	0.0 %	3.2 %	0	0	National
02: Middle management and other directors	National	3	0	0.0 %	2.7 %	0	0	National
03: Professionals		109	0	0.0 %	3.4 %	4	-4	
1121: Human Resources Professionals	National	2	0	0.0 %	3.1 %	0	0	National
1123: Advertising, marketing and public relations professionals	National	1	0	0.0 %	2.1 %	0	0	National
2174: Programmers and Interactive Media Developers	National	5	0	0.0 %	1.1 %	0	0	National
5121: Authors, Editors and Writers	National	2	0	0.0 %	2.3 %	0	0	National
5125: Translators, Terminologists and Interpreters	National	99	0	0.0 %	3.5 %	3	-3	National
04: Semi-professional and technical staff		6	0	0.0 %	1.2 %	0	0	
2281 : Computer Network Technicians	Quebec	2	0	0.0 %	1.1 %	0	0	Quebec
2282: User Support Agents	Quebec	4	0	0.0 %	1.3 %	0	0	Quebec
07: Administrative and Senior Clerical Staff		38	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Montreal	38	0	0.0 %	0.8 %	0	0	Montreal
10 : Office staff		22	0	0.0 %	1.0 %	0	0	
Employment Equity Occupational Group	Montreal	21	0	0.0 %	1.0 %	0	0	Montreal
Employment Equity Occupational Group	Quebec	1	0	0.0 %	1.6 %	0	0	Quebec
11: Intermediate sales and service personnel		2	0	0.0 %	0.8 %	0	0	

0 0.0 % 2.5 % The total does not necessarily equal the sum of the components due to rounding.

Montreal

Sources: 2016 Census and internal employer data

Employment Equity Occupational Group

Canada

0 Montreal

187

0.0 % 0.8 %

Total

Default Workforce Analysis System - Detailed Report

Date: 2018-11-30

Members of Visible Minorities

	Members of Visible Minorities							
Employment Equity Occupational Group	Internal location	All employees	•	entationAv	-	_	Differ ence _#	Place of recruitment
		#	#	%	%	#		
01: Senior Management	National	7	0	0.0 %	11.5 %	1	-1	National
02: Middle management and other directors	National	3	1	33.3 %	17.6 %	1	0	National
03: Professionals		109	6	5.5 %	25.7 %	28	-22	
1121: Human Resources Professionals	National	2	1	50.0 %	16.7 %	0	1	National
1123: Advertising, marketing and public relations professionals	National	1	0	0.0 %	18.8 %	0	0	National
2174: Programmers and Interactive Media Developers	National	5	1	20.0 %	34.2 %	2	-1	National
5121: Authors, writers and editors	National	2	0	0.0 %	12.8 %	0	0	National
5125: Translators, Terminologists and Interpreters	National	99	4	4.0 %	25.8 %	26	-22	National
04: Semi-professional and technical staff		6	1	16.7 %	19.3 %	1	0	
2281 : Computer Network Technicians	Quebec	2	0	0.0 %	16.5 %	0	0	Quebec
2282: User Support Agents	Quebec	4	1	25.0 %	20.8 %	1	0	Quebec
07: Administrative and Senior Clerical Staff		38	6	15.8 %	14.6 %	6	0	
Employment Equity Occupational Group	Montreal	38	6	15.8 %	14.6 %	6	0	Montreal
10 : Office staff		22	1	4.5 %	19.6 %	4	-3	
Employment Equity Occupational Group	Montreal	21	1	4.8 %	20.4 %	4	-3	Montreal
Employment Equity Occupational Group	Quebec	1	0	0.0 %	4.1 %	0	0	Quebec
11: Intermediate sales and service personnel		2	2	100.0 %	26.6 %	1	1	
Employment Equity Occupational Group	Montreal	2	2	100.0 %	26.6 %	1	1	Montreal
Total		187	17	9.1 %	21.9 %	42	-25	

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

Sources: 2016 Census and internal employer data

2019-11-01

Page 3 of 6

Canada

Default Workforce Analysis System - Detailed Report

Date: 2018-11-30

Persons with disabilities

				Persons			
Employment Equity Occupational Group	Internal	All employees	Represe	entationAva	ailability	Differ	Place of recruitment
	location	#	#	%	%	# ence _#	
01/02 : Executives	National	10	0	0.0 %	5.0 %	1 -1	National
03: Professionals	National	109	0	0.0 %	8.9 %	10 -10	National
04: Semi-professional and technical staff	National	6	0	0.0 %	7.6 %	0 0	National
07: Administrative and Senior Clerical Staff	National	38	0	0.0 %	10.0 %	4 -4	National
10 : Office staff	National	22	0	0.0 %	9.3 %	2 -2	National
11: Intermediate sales and service personnel	National	2	0	0.0 %	10.8 %	0 0	National
Total		187	0	0.0 %	8.9 %	17 -17	

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

Sources: 2017 Canadian Disability Survey and internal employer data.

Default Workforce Analysis System - Detailed Report

Date: 2018-11-30

Reasons why an occupational category or area of recruitment has been changed.

The only category for which we recruit nationally is Professionals, and this is only for sub-category 5125.

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

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01: Senior Management	EEOG	National
02: Middle management and other directors	EEOG	National
03: Professionals	CNP	National
04: Semi-professional and technical staff	CNP	Provincial
07: Administrative and Senior Clerical Staff	EEOG	CMA
10 : Office staff	EEOG	CMA
11: Intermediate sales and service personnel	EEOG	CMA

2019-11-01 Page 5 of 6 Canada

Default Workforce Analysis System - Detailed Report

Date: 2018-11-30

Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	СРЕМЕ	National
3. : Professionals	CPEME	National
4.1: Semi-Professional and Technical Staff 07:	CPEME	National
Administrative and Senior Clerical Staff 10:	CPEME	National
Clerical Staff	CPEME	National
11: Intermediate sales and service personnel	CPEME	National
	CPEME	
	CPEME	
	CPEME	

Default Workforce Analysis System - Summary Report

Date: 2018-11-30

Women

		Women					
Employment Equity Occupational Group	All employees	Repres	sentation	Availa	ability	Differ	
	#	#	%	%	#	ence _#	
01: Senior Management	7	6	85.7 %	27.6 %	2	4	
02: Middle management and other directors	3	1	33.3 %	39.4 %	1	0	
03: Professionals	109	77	70.6 %	67.1 %	73	4	
04: Semi-professional and technical staff	6	3	50.0 %	19.4 %	1	2	
07: Administrative and Senior Clerical Staff	38	30	78.9 %	80.9 %	31	-1	
10 : Office staff	22	15	68.2 %	61.4 %	14	1	
11: Intermediate sales and service personnel	2	2	100.0 %	63.2 %	1	1	
Total	187	134	71.6 %	65.7 %	123	11	
i otal	107	134	71.0 70	00.7 70	123		



Default Workforce Analysis System - Summary Report

Date: 2018-11-30

Aboriginal

	Aboriginal						
Employment Equity Occupational Group	All employees	Represe	entation	Availab	ility	Differ	
	#	#	%	%	#	ence _#	
01: Senior Management	7	0	0.0 %	3.2 %	0	0	
02: Middle management and other directors	3	0	0.0 %	2.7 %	0	0	
03: Professionals	109	0	0.0 %	3.4 %	4	-4	
04: Semi-professional and technical staff	6	0	0.0 %	1.2 %	0	0	
07: Administrative and Senior Clerical Staff	38	0	0.0 %	0.8 %	0	0	
10 : Office staff	22	0	0.0 %	1.0 %	0	0	
11: Intermediate sales and service personnel	2	0	0.0 %	0.8 %	0	0	
Total	187	0	0.0 %	2.5 %	4	-4	

Default Workforce Analysis System - Summary Report

Date: 2018-11-30

Members of Visible Minorities

	Members of Visible Minorities						
Employment Equity Occupational Group	All employees	Repres	entationAva	ailability		Differ	
	#	#	%	%	#	ence _#	
01: Senior Management	7	0	0.0 %	11.5 %	1	-1	
02: Middle management and other directors	3	1	33.3 %	17.6 %	1	0	
03: Professionals	109	6	5.5 %	25.7 %	28	-22	
04: Semi-professional and technical staff	6	1	16.7 %	19.3 %	1	0	
07: Administrative and Senior Clerical Staff	38	6	15.8 %	14.6 %	6	0	
10 : Office staff	22	1	4.5 %	19.6 %	4	-3	
11: Intermediate sales and service personnel	2	2	100.0 %	26.6 %	1	1	
Total	187	17	9.1 %	21.9 %	42	-25	



10 : Office staff

Total

11: Intermediate sales and service personnel

Workplace Equity Information Management System - Versacom

Default Workforce Analysis System - Summary Report Date: 2018-11-30

Persons with disabilities

22

187

0 0.0 % 9.3 % 0 0.0 % 10.8 %

0 0.0 % 8.9 %

17 **-17**

Employment Equity Occupational Group	All employees	Persons with disabilities All employees RepresentationAvailability Differ					
	#	#	%	%	#	ence _#	
01/02 : Executives	10	0	0.0 %	5.0 %	1	-1	
03: Professionals	109	0	0.0 %	8.9 %	10	-10	
04: Semi-professional and technical staff	6	0	0.0 %	7.6 %	0	0	
07: Administrative and Senior Clerical Staff	38	0	0.0 %	10.0 %	4	-4	

Default Workforce Analysis System - Summary Report

Date: 2018-11-30

Reasons why an occupational category or area of recruitment has been changed.

The only category for which we recruit nationally is Professionals, and this is only for sub-category 5125.

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

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01: Senior Management	EEOG	National
02: Middle management and other directors	EEOG	National
03: Professionals	CNP	National
04: Semi-professional and technical staff	CNP	Provincial
07: Administrative and Senior Clerical Staff	EEOG	CMA
10 : Office staff	EEOG	CMA
11: Intermediate sales and service personnel	EEOG	CMA

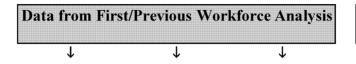
Default Workforce Analysis System - Summary Report

Date: 2018-11-30

Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	СРЕМЕ	National
3. : Professionals	CPEME	National
4.1: Semi-Professional and Technical Staff 07:	CPEME	National
Administrative and Senior Clerical Staff 10:	СРЕМЕ	National
Clerical Staff	СРЕМЕ	National
11: Intermediate sales and service personnel	СРЕМЕ	National
·	СРЕМЕ	
	СРЕМЕ	
	СРЕМЕ	

2019-11-01 Page 6 of 6 Canada



Data from Sub	sequent/Cur Analysis	rent Workforce	
	$\overline{\downarrow}$	\	

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2016	01	29

Data from Subse	equent/Current Wo	orkforce Analysis
YYYY	MM	DD
2018	11	30

			Fable 1: Women evious Workforce A			
	(F. '(O . () I.G. (FFOC)	All Employees		Women		
Empic	oyment Equity Occupational Group (EEOG)		Representation	Availability*		
		#	#	0/0		
01	Senior Managers	7	5	27.4		
02	Middle & Other Managers	3	1	38.9		
03	Professionals	95	65	67.7		
04	Semi-Professionals & Technicians	5	2	19.2		
05	Supervisors	0	0	0.0		
06	Supervisors: Crafts & Trades	0	0	0.0		
07	Administrative & Senior Clerical Personnel	25	19	80.8		
08	Skilled Sales & Service Personnel	0	0	0.0		
09	Skilled Crafts & Trades Workers	0	0	0.0		
10	Clerical Personnel	19	13	62.5		
11	Intermediate Sales & Service Personnel	2	1	61.8		
12	Semi-Skilled Manual Workers	0	0	0.0		
13	Other Sales & Service Personnel	0	0	0.0		
14	Other Manual Workers	0	0	0.0		
Total		156	106	65.2		

Table 5: Women			
Subsequent	Subsequent/Current Workforce Analysis		
All Employees	Won	Women	
	Representation	Availability*	
#	#	%	
7	6	27.6	
3	1	39.4	
109	77	67.1	
6	3	19.4	
0	0	0.0	
0	0	0.0	
38	30	80.9	
0	o	0.0	
0	0	0.0	
22	15	61.4	
2	2	63.2	
o	o	0.0	
o	0	0.0	
0	0	0.0	
187	134	65.7	

* Source	:			
2011 Nat	ional House	hold Surve	У	

* Source:			
2016 Cens	sus		

Data from Fir	st/Previous Wo	rkforce Analysis
1	<u> </u>	\

Data from Sul	bsequent/Curre Analysis	ent Workforce
\	\downarrow	\

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2016	01	29

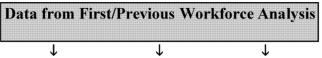
2018	11	30	
YYYY	MM	DD	
Data from Subsequent/Current Workforce Analysis			

		Table	2: Aboriginal P	eoples
		First/Previous Workforce Analysis		
		All Employees	Aborigina	ıl Peoples
Emba	oyment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	7	0	2.9
02	Middle & Other Managers	3	0	2.2
03	Professionals	95	0	2.8
04	Semi-Professionals & Technicians	5	0	1.2
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	25	0	0.7
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	19	0	0.8
11	Intermediate Sales & Service Personnel	2	0	0.9
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		156	0	2.1

Table 6: Aboriginal Peoples			
Subsequent/Current Workforce Analysis			
All Employees	All Employees Aboriginal Peoples		
	Representation	Availability*	
#	#	%	
7	0	3.2	
3	0	2.7	
109	0	3.4	
6	0	1.2	
0	0	0.0	
0	0	0.0	
38	0	0.8	
0	0	0.0	
0	0	0.0	
22	0	1.0	
2	0	0.8	
0	0	0.0	
0	0	0.0	
0	0	0.0	
187	0	2.5	

* Source:	
2011 National Household Survey	

Source			
2016 Cer	ısus		



			_			
Data from Fi	rst/Previous Work	force Analysis		Data from Subse	equent/Current Wo	orkforce Analysis
YYYY	MM	DD		YYYY	MM	DD
2016	01	29		2018	11	30

		Table 3: Me	mbers of Visible	e Minorities
		First/Previous Workforce Analysis		
		All Employees	Members of Vis	ible Minorities
Embio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	7	0	10.1
02	Middle & Other Managers	3	1	15.0
03	Professionals	95	4	22.5
04	Semi-Professionals & Technicians	5	0	16.2
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	25	3	12.2
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	19	2	16.6
11	Intermediate Sales & Service Personnel	2	1	22.2
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		156	11	19.2

Table 7: Me	Table 7: Members of Visible Minorities			
	Subsequent/Current Workforce Analysis			
All Employees	Members of Visi	ible Minorities		
	Representation	Availability*		
#	#	%		
7	0	11.5		
3	1	17.6		
109	6	25.7		
6	1	19.3		
0	0	0.0		
0	o	0.0		
38	6	14.6		
0	o	0.0		
0	0	0.0		
22	1	19.6		
2	2	26.6		
0	o	0.0		
0	0	0.0		
0	0	0.0		
187	17	21.9		

Data from Subsequent/Current Workforce

Analysis

* Source:		
2011 National Ho	usehold Survey	

* Source:	
2016 Census	

Data from Firs	t/Previous Wor	kforce Analysis
\downarrow	\	\

Data from Su	bsequent/Curr Analysis	ent Workforce
	\downarrow	

Data from Fi	rst/Previous Work	orce Analysis
YYYY	MM	DD
2016	01	29

2018	11	30
YYYY	MM	DD
Data from Subse	equent/Current Wo	orkforce Analysis

		Table 4:	Persons with Dis	sabilities
		First/Previous Workforce Analysis		
		All Employees	Persons with	Disabilities
rmbio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01/02	Managers	10	0	4.3
03	Professionals	95	0	3.8
04	Semi-Professionals & Technicians	5	0	4.6
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	25	0	3.4
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	19	0	7.0
11	Intermediate Sales & Service Personnel	2	0	5.6
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		156	0	4.2

Table 8: Persons with Disabilities				
Subsequent	Subsequent/Current Workforce Analysis			
All Employees	Persons with Disabilities			
	Representation	Availability*		
#	#	%		
10	0	5.0		
109	0	8.9		
6	0	7.6		
0	0	0.0		
0	0	0.0		
38	0	10.0		
0	0	0.0		
0	0	0.0		
22	0	9.3		
2	0	10.8		
0	0	0.0		
0	0	0.0		
0	0	0.0		
187	0	8.9		

* Source:			
2012 Canad	ian Survey on Dis	sability	

* Source:			
2017 Canad	an Survey on Di	isability	

Part 2: Flow Data Analysis

Versacom

2019-11-01

Start	Date of Flov	v Data
YYYY	MM	DD
2016	01	29

End I	Date of Flow	Data
YYYY	MM	DD
2018	11	30

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

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		Table 1: Women			
	Full-time	/ National	Part-time	/ National	
Employment Equity Occupational Group (EEOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired	
	#	#	#	#	
01 Senior Managers	1	1	0	0	
02 Middle & Other Managers	1	1	0	0	
03 Professionals	21	19	1	0	
04 Semi-Professionals & Technicians	1	1	0	0	
05 Supervisors	0	0	0	0	
06 Supervisors: Crafts & Trades	0	0	0	0	
07 Administrative & Senior Clerical Personnel	18	14	0	0	
08 Skilled Sales & Service Personnel	0	0	0	0	
09 Skilled Crafts & Trades Workers	0	0	0	0	
10 Clerical Personnel	6	2	2	1	
11 Intermediate Sales & Service Personnel	1	1	0	0	
12 Semi-Skilled Manual Workers	0	o	0	0	
13 Other Sales & Service Personnel	0	0	0	0	
14 Other Manual Workers	0	0	0	0	
Total	49	39	3	1	

Full-time /	National	Part-time	National
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
1	1	0	0
1	0	0	0
7	5	0	0
0	0	0	0
0	0	0	0
0	0	0	0
6	5	0	0
0	0	0	0
0	0	0	0
5	4	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
20	15	0	0

Table 9: Women			
Full-time	/ National	Part-time	/ National
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
3	3	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
3	3	0	0

Part 2: Flow Data Analysis

Versacom

2019-11-01

Start	Date of Flov	v Data
YYYY	MM	DD
2016	01	29

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End I	Date of Flow	Data
YYYY	MM	DD
2018	11	30

Data from Form 4 - Employees Hired

iployees Da

Data from Form 5 - Employees Promoted Data from Form 6 - Employees Terminated

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	Table 2: Aboriginal Peoples			
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
01 Senior Managers	1	0	0	0
02 Middle & Other Managers	1	0	0	0
03 Professionals	21	0	1	0
04 Semi-Professionals & Technicians	1	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	18	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	6	0	2	0
11 Intermediate Sales & Service Personnel	1	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	49	0	3	0

Full-time /	National	Part-time	/ National
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
1	0	0	0
1	0	0	0
7	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
6	0	0	0
0	0	0	0
0	0	0	0
5	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
20	0	0	0

Tabl	e 10: Abo	riginal Peo	ples
Full-time / National		Part-time / Nationa	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
3	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
3	0	0	0

Part 2: Flow Data Analysis

Versacom

2019-11-01

Start	Date of Flov	V Data
YYYY	MM	DD
2016	01	29

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End I	Date of Flow	Data
YYYY	MM	DD
2018	11	30

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Data from Form 4 - Employees Hired Data from Form 5 - Employees Promoted Data from Form 6 - Employees Terminated

	Table 3: Persons with Disabiliti			
	Full-time	/ National	Part-time / National	
Employment Equity Occupational Group (EEOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	# #		#	#
01 Senior Managers	1	0	0	0
02 Middle & Other Managers	1	0	0	0
03 Professionals	21	0	1^{\dagger}	0
04 Semi-Professionals & Technicians	1	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	18	0	0	0
08 Skilled Sales & Service Personnel	0	0	$0^{!}$	0
09 Skilled Crafts & Trades Workers	0	0	$0^{!}$	0
10 Clerical Personnel	6	o	2	0
11 Intermediate Sales & Service Personnel	1	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	l 0	0

Total

Full-time / National		Part-time / National		
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	
#	#	#	#	
1	0	0	0	
1	0	0	0	
7	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
6	0	0	0	
0	0	0	0	
0	0	0	0	
5	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
20	0	0	0	

Table 11: Persons with Disabilities				
Full-time	/ National	Part-time / Nation		
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated	
#	#	#	#	
0	0	0	(
0	0	0	(
0	0	0	C	
0	0	0	(
0	0	0	(
0	0	0	(
3	0	0	C	
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
3	0	0	0	

Part 2: Flow Data Analysis

Versacom

2019-11-01

Start	Date of Flov	V Data
YYYY	MM	DD
2016	01	29

End I	Date of Flow	Data
YYYY	MM	DD
2018	11	30

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Data from Form 4 - Employees Hired

Hired

Data from Form 5 - Employees Promoted Data from Form 6 - Employees Terminated

	Table 4: Members of Visible Minori			
	Full-time	/ National	Part-time / National	
Employment Equity Occupational Group (EEOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
01 Senior Managers	1	0	0	0
02 Middle & Other Managers	1	0	0	0
03 Professionals	21	1	1 1	
04 Semi-Professionals & Technicians	1	1	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	18	4	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	6	1	2	0
11 Intermediate Sales & Service Personnel	1	1	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0

Total

49

Full-time / National		Part-time / National		
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	
#	#	#	#	
1	0	0	0	
1	0	0	0	
7	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
6	2	0	0	
0	0	0	0	
0	0	0	0	
5	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
20	2	0	0	

Table 12:	Members	of Visible	Minorities
Full-time	/ National	Part-time	/ National
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
0	0	0	C
0	0	0	C
0	0	0	0
0	0	0	C
0	0	0	C
0	0	0	C
3	2	0	0
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	0
0	0	0	C
0	0	0	0
3	2	0	0

Federal Contractors Program Achievement Report
Part 3: Goals
Versacom
2019-11-01

												· ·							
									Data	or First/I	Previous (Joals							
A B	С	D	Е	F	G	Н	I	J	K	L	M	N	0	Р	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	: / \\	K÷C	(K - M + O) ÷ (C + F)
	↓	↓	1	↓	↓	Ţ	↓	↓	J	1	1	↓	Ţ	\	↓	1	↓	1	1
										Table 1:									
									First/	Previous SI	nort-term (Foals							
				All En	nployees									W	omen				
	Number	Grov	vth (New Posi	tions)	Turnover (Re		fTerminated		Number	T (D	eplacement of		3 Yea	r Goals					
Employment Equity	. rumoci	0.01		Cions)		Employees)		Anticipated	- runnect		epiacement of l Employees)	Hires Required	Froi	n - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Pro	ected	Actual	Pro	jected	Hires Over 3	YYYY-MM-DD			Over 3	YYYY - YYYY		Availability	Present Gap	Gap	Representation	Representation in 3
,	2016-01-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2016-01-29	Annually	Over 3 Years	Years	2016	2019				•	Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	7	0.0%	0.0%	C	0.0%	0.0%	0	0	5	0.0%	0	-3	C	0.0%	27.4%	3	3	71.4%	71.4%
02 Middle & Other Managers	3	0.0%	0.0%	d	0.0%	0.0%	0	0	1	0.0%	0	0	c	0.0%	38.9%	0	0	33.3%	33.3%
03 Professionals	95	4.7%	0.0%	C	0.0%	0.0%	0	0	65	0.0%	0	-1	0	0.0%	67.7%	1	1	68.4%	68.4%
04 Semi-Professionals & Tech	5	6.3%	0.0%	C	0.0%	0.0%	0	0	2	0.0%	0	-1	0	0.0%	19.2%	1	1	40.0%	40.0%
05 Supervisors	0	0.0%	0.0%	C	0.0%	0.0%	0	0	C	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	(0.0%	0.0%	0	0	C	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	25		0.0%	C	9.5%	0.0%	0	0	19	0.0%	0	1	0	0.0%	80.8%	-1	-1	76.0%	76.0%
08 Skilled Sales & Service	0	0.0%	0.0%	(0.0%	0.0%	0	0	C	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%	0.0%	C	0.0%	0.0%	0	0	C	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	19	5.0%	0.0%	C	0.0%	0.0%) 0	0	13	0.0%	0	-1	0	0.0%	62.5%	1	1	68.4%	68.4%
11 Intermediate Sales & Service	2	0.0%	0.0%	(0.0%	0.0%	0	0	1	0.0%	0	0	0	0.0%	61.8%	0	0	50.0%	50.0%
12 Semi-Skilled Manual	0	0.0%	0.0%	(0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%	0.0%	(0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%	0.0%	(0.0%	0.0%	. 0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!

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

6.2%

Total

106

<u> </u>					Table 2: Women
F F		Wom	ien		
Employment Equity Occupational Group (EEOG)	Short-ter	m Goals	Long-te	rm Goals	Comments
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	s 0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	1 o.oF	008301

67.9%

67.9%

65.2%

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.

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14	Other Manual Workers	0	0.0	0	0.0	
Total		0	0.0	0	0.0	

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									Data 1	or First/I	Previous (Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	↓	↓	↓	Ţ	\	↓	↓	. ↓	\	\	1	1	Ţ	\	1	Ţ	1	\	1
											iginal Peo								
									First/	Previous SI	iort-term (Goals							
				All En	iployees			,							nal Peoples				,
	Number	Grov	vth (New Posit	tions)	Turnover (Re		Terminated		Number	T(D	eplacement of		3 Yea	r Goals					
Employment Equity						Employees)		Anticipated			Employees)	Hires Required		n - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Pro	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2016-01-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Tears	2016-01-29	Annually	Over 3 Years	Years	2016	2019					rears
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	7	0.0%	0.0%	C	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	3	0.0%	0.0%	(0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	2.2%	0	0	0.0%	0.0%
03 Professionals	95		0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	3	0	0.0%	2.8%	-3	-3	0.0%	0.0%
04 Semi-Professionals & Tech	5	6.3%	0.0%		0.0%	0.0%	0	0	0	0.0%	0		0	0.0%	1.2%		0	0.0%	0.0%
05 Supervisors	0	0.0%	0.0%		0.0%	0.0%	0		0	0.0%	1 0			0.0%	0.0%			#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	1 25	0.0%	0.0%		0.0%	0.0%	"		"	0.0%	1 %		"	0.0%	0.0%] ,	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical 08 Skilled Sales & Service	25	15.0% 0.0%	0.0%		9.5% 0.0%	0.0% 0.0%	"] "	"	0.0%	1 %		"	0.0% 0.0%	0.7% 0.0%			0.0% #DIV/0!	0.0% #DIV/0!
09 Skilled Crafts & Trades	"	0.0%	0.0%		0.0%	0.0%	1 0		"	0.0%	1 0		"	0.0%	0.0%		1 %	#DIV/0!	#DIV/0! #DIV/0!
10 Clerical Personnel	19		0.0%		0.0%	0.0%	1 6	1 6	"	0.0%			"	0.0%	0.076]	1 ,	#D1V/0: 0.0%	0.0%
11 Intermediate Sales & Service	,	0.0%	0.0%		0.0%	0.0%	ا ا	ا آ	١	0.0%	J ,	ا ا	"	0.0%	0.9%]	J ,	0.0%	0.0%
12 Semi-Skilled Manual	0	0.0%	0.0%		0.0%	0.0%	Ö	o o	0	0.0%	Ö	ŏ	0	0.0%	0.0%		0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%	0.0%		0.0%	0.0%	J 0	o o	0	0.0%	م ا	o o	0	0.0%	0.0%	. 0	ه ا	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	. 0	0	1 0	0.0%	0.0%	.l 0	0	#DIV/0!	#DIV/0!

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

1.7%

6.2%

Total

0.0%

					Table 4: Aboriginal Peoples
F1		Aboriginal	Peoples		
Employment Equity Occupational Group (EEOG)	Short-ter	m Goals	Long-ter	m Goals	Comments
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0,0	0	0.0	
11 Intermediate Sales & Service	0	0,0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	008303

0.0%

0.0%

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.

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14 Other Manual Workers	0 0.0 0 0.0	

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									Data	for First/I	Previous (Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	О	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	\	1	1	↓	\	1	↓	1	J	↓	1	1	↓	↓	1	\	1	\	<u> </u>
										: Persons									
									First/	Previous SI	iort-term (Goals							
				All En	ployees			1				1			th Disabilitie	·S			
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)				Number	Turnover (Replacement o		Hires		3 Year Goals From - To					
Employment Equity			·					Anticipated Hires Over 3		Terminated	Employees)	Required		m - To - YYYY	Present	Present Gan	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	YYYY-MM-DD	Actual	i		Actual Projected		Years	YYYY-MM-DD			Over 3	1111	- 1111	Availability	r resent Gap	Gap	Representation	Years	
	2016-01-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-01-29	Annually	Over 3 Years	Years	2016	2019					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	10	0.0%	0.0%	0	0.0%	0.0%	0	0	C	0.0%	0	0) (0.0%	4.3%	5 0	0	0.0%	0.0%
03 Professionals	95	4.7%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	4	· C	0.0%	3.8%	1	-4	0.0%	0.0%
04 Semi-Professionals & Tech	5	6.3%	0.0%	0	0.0%	0.0%	0	0	C	0.0%	0	0		0.0%	4.6%		0	0.0%	0.0%
05 Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0		0	0.0%	0	0		0.0%	0.0%		0	#DIV/0	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0			0.0%	1 0			0.0%	0.0%	1		#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	25		0.0%	0	9.5%	0.0%	0			0.0%	1 0			0.0%	3.4%	1	-1	0.0%	0.0%
08 Skilled Sales & Service 09 Skilled Crafts & Trades	0	0.0%	0.0% 0.0%	0	0.0%	0.0%	0			0.0%				0.0%	0.0%	1		#DIV/0!	#DIV/0! #DIV/0!
09 Skilled Crafts & Trades 10 Clerical Personnel	19	0.0% 5.0%	0.0%	0	0.0%	0.0% 0.0%	1 0			0.0%	1 %		Ί :	0.0%	0.0% 7.0%	1	ή ί	#DIV/0!	#DIV/0! 0.0%
11 Intermediate Sales & Service	2	0.0%	0.0%	0	0.0%	0.0%	"			0.0%	1 %			0.0%	5.6%	1	-1	0.0%	
12 Semi-Skilled Manual		0.0%	0.0%	"	0.0%	0.0%	1 0			0.0%] ,			0.0%	0.0%	1)	#DIV/0!	#DIV/0!
13 Other Sales & Service		0.0%	0.0%		0.0%	0.0%	ا ا		"	0.0%] "] "		0.0%	0.0%	1) n	#DIV/0!	#DIV/0! #DIV/0!
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	ا آ]	1 6	0.0%] 0) o		0.0%	0.0%	1	ا ا	#DIV/0	#DIV/0!
Total	156	6.2%	2.270	0	1.7%	5,570	0	1 0	0	0.0%	1 0	7	1 0) 3.370	4.2%		-7	0.0%	0.0%

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

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

					Table 6: Persons with Disabilities
	F	ersons with	Disabilities		
Employment Equity Occupational Group (EEOG)	Short-te	rm Goals	Long-term Go		Comments
	#	%		%	
01/02 Managers	C	0.0	0	0.0	
03 Professionals	C	0.0	0	0.0	
04 Semi-Professionals & Tech	C	0.0	0	0.0	
05 Supervisors	C	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	C	0.0	0	0.0	
08 Skilled Sales & Service	C	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	C	0.0	0	0.0	008305

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	Data for First/Previous Goals																		
A B	C	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	\	↓	↓	Ţ	↓	↓	↓	. ↓	J	1	↓	Ţ	Ţ	\	1	\	1	\	1
	Table 7: Members of Visible Minorities																		
									First/	Previous SI	hort-term (Goals							
All Employees							Members of Visible Minorities										,		
	Number	Growth (New Positions)			Turnover (Replacement of Terminated			Anticipated	Number	Turnover (Replacement of Terminated Employees)		Hires Required	3 Yea	r Goals					
Employment Equity					Employees)		From - To						Present	Present Gap Projected Gap	Projected	Present	Projected		
Occupational Group (EEOG)	YYYY-MM-DD	D Actual Projected			Actual Projected			Hires Over 3 Years	YYYY-MM-DD		Over 3		YYYY		YYY - YYYY Availability		Representation	Representation in 3 Years	
	2016-01-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Tears	2016-01-29	Annually	Over 3 Years	Years	2016	2019					Tears
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	7	0.0%	0.0%	(0.0%	0.0%	0	0	C	0.0%	6 0	1	0	0.0%	10.1%	-1	-1	0.0%	0.0%
02 Middle & Other Managers	3	0.0%	0.0%	(0.0%	0.0%	0	0	1	0.0%	6 0	-1	0	0.0%	15.0%	1	. 1	33.3%	33.3%
03 Professionals	95	4.7%	0.0%	0	0.0%	0.0%	0	0	4	0.0%	6 0	17	0	0.0%	22.5%	-17	-17	4.2%	4.2%
04 Semi-Professionals & Tech	5	6.3%	0.0%	C	0.0%	0.0%	0	0	C	0.0%	6 0		0	0.0%	16.2%	-1	-1	0.0%	0.0%
05 Supervisors	0	0.0%	0.0%	(0.0%	0.0%	0	0		0.0%	0	0	0	0.0%	0.0%		0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%	0.0%		0.0%	0.0%	0	0		0.0%			0	0.0%	0.0%		0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	25		0.0%		9.5%	0.0%	0	0	3	0.0%			0	0.0%	12.2%		0	12.0%	12.0%
08 Skilled Sales & Service	0	0.0%	0.0%		0.0%	0.0%	0			0.0%				0.0%	0.0%			#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%	0.0%		0.0%	0.0%	1 0	1 0	1	0.0%] '		0.0%	0.0%		ή .	#DIV/0!	#DIV/0!
10 Clerical Personnel	19	5.070	0.0%		0.0%	0.0%	1 ,] 2	0.0%] !		0.0%	16.6%	'l -¦	-1	10.5%	10.5%
11 Intermediate Sales & Service 12 Semi-Skilled Manual	2	0.0% 0.0%	0.0%	1 6	0.0%	0.0% 0.0%	1 0] "		0.0%		<u>'</u>		0.0% 0.0%	22.2% 0.0%			50.0% #DIV/0!	50.0% #DIV/0!
13 Other Sales & Service	0	0.0%	0.0%		0.0%	0.0%	1 ,] ,		0.0%		() (0.0%	0.0%] ,	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
14 Other Manual Workers	0	0.0%	0.0%		0.0%	0.0%] "		0.0%		()		0.0%	0.0%] ,	#DIV/0!	#DIV/0! #DIV/0!
14 Other Manual Workers	U	0.0%	0.076	1 '	1 0.0%	0.0%	η υ	1 0	1	0.0%	υ <u> </u>	′1 0	1 (0.076	0.0%	ր և	<u>'l</u>	#D1V/0:	#DIV/0!

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

1.7%

6.2%

Total

0.0%

19

19.2%

-19

-19

	Workforce Finallysis) · 2) x Fe					Table 8: Members of Visible Minorities
***	1 (F %	Men	nbers of Visi	ble Minor	rities	
Employment Equity Occupational Group (EEOG)		Short-ter	·	Long-te	erm Goals	Comments
	Senior Managers	#	% 0.0	#	0.0	
	_	0			<u> </u>	
1	Middle & Other Managers	0	0.0		0.0	
03	Professionals	0	0.0	(0.0	
04	Semi-Professionals & Tech	0	0.0	(0.0	
05	Supervisors	0	0.0	(0.0	
06	Supervisors: Crafts & Trades	0	0.0	(0.0	
07	Administrative & Sr Clerical	0	0.0	(0.0	
08	Skilled Sales & Service	0	0.0	(0.0	
09	Skilled Crafts & Trades	0	0.0	(0.0	
10	Clerical Personnel	0	0.0	(0.0	
11	Intermediate Sales & Service	0	0.0	(0.0	
12	Semi-Skilled Manual	0	0.0	(0.0	
13	Other Sales & Service	0	0.0	(0.0	008307

7.1%

7.1%

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

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	2019-11-01	
14 Other Manual Workers	0 0.0 0 0.0	

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2019-11-01

									Data for	Subseque	nt/Curre	nt Goals							
A B	C	D	E	F	G	Н	I	J	K	L	М	N	О	Р	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	↓	↓	↓	1	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	<u> </u>
										Table 9:									
				40.6					Subseque	ent/Current	t Short-teri	n Goals		***					
				All En	ployees								3.57		omen			1	
	Number	Sumber Growth (New Positions)				Turnover (Replacement of Terminated Employees)			Number		Turnover (Replacement of			r Goals n - To					
Employment Equity	YYYY-MM-DD	Actual	Proi	antad	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Hires Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	1111-0101-00	Actual	1103	Over 3	Actual	110)	Over 3	Years	1111-000-00		Over 3	Over 3 Years			Availability		Gap	Representation	Years
	2018-11-30	Annually	Annually	Years	Annually	Annually	Years		2018-11-30	Annually	Years	7003	2018	2021					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	7	0.0%	0.0%	0	0.0%	0.0%	0	0	6	0.0%	0	-4	0	0.0%	27.6%	4	4	85.7%	85.7%
02 Middle & Other Managers	3	0.0%	0.0%	0	0.0%	0.0%	0	0	1	0.0%	0	0	0	0.0%	39.4%	0	0	33.3%	33.3%
03 Professionals	109	4.7%	0.0%	0	1 0.070	1.5%	5	5	77	1.5%	3	-1	0	0.0%	67.1%	4	1	70.6%	67.9%
04 Semi-Professionals & Tech	6	6.3%	0.0%	0	0.0%	0.0%	0	0	3	0.0%	0	-2	0	0.0%	19.4%	2	2	50.0%	50.0%
05 Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.070	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	38		0.0%	0	7.0	0.0%	0	0	30	0.0%	0	1	0	0.0%	80.9%	-1	-1	78.9%	78.9%
08 Skilled Sales & Service	0	0.070	0.0%	0	0.070	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	1 0.070	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	22		0.0%	0	1 0.070	1.0%	1	1	15	1.0%	0	-1	0	0.0%	61.4%	1	1	68.2%	68.2%
11 Intermediate Sales & Service	2	0.0%	0.0%	0	0.0%	0.0%	0	0	2	0.0%	0	-1	0	0.0%	63.2%	1	1	100.0%	100.0%
12 Semi-Skilled Manual	0	0.0%	0.0%		0.0%	0.0%	0			0.0%				0.0%	0.0%] 0		#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%	0.0%		0.0%	0.0%	0			0.0%				0.0%	0.0%]		#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	100	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total	187	6.2%		0	1.7%		0	0	134	0.0%	0	-11	1 0		65.7%	11	11	71.7%	71.7%

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

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

				Table 10: Women							
Employment Equity	Short-tern	Women n Goals Long-to	rm Goals	Comments							
Occupational Group (EEOG)		%	%								
01 Senior Managers		0.0		Senior management does not anticipate any major expansion. Stability and sustainability are among the company's top priorities. The workforce has always been extremely stable, as Versacom							
02 Middle & Other Managers		0.0		offers working conditions tailored to our industry's experts.							
03 Professionals		0.0		We currently have five permanent positions to be filled. We will hire qualified candidates, regardless of whether or not they are members of designated groups.							
04 Semi-Professionals & Tech		0.0									
05 Supervisors		0.0									
06 Supervisors: Crafts & Trades		0.0									
07 Administrative & Sr Clerical		0.0									
08 Skilled Sales & Service		0.0									
09 Skilled Crafts & Trades		0.0									
10 Clerical Personnel		0.0									
11 Intermediate Sales & Service		0.0									
12 Semi-Skilled Manual		0.0									
13 Other Sales & Service		0.0		008309							
14 Other Manual Workers		0.0									

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	2019-11-01
Total	0.0

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									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	Е	F	G	Н	I	J	K	L	M	N	0	Р	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
<u>!</u>	1	1	<u> </u>	<u> </u>	<u> </u>	1	<u> </u>	1	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	1	↓	V
		Table 11: Aboriginal Peoples																	
									Subseque	ent/Curren	t Short-teri	n Goals							
		1		All En	nployees					1			330		nal Peoples	1	1		
	Number	Grov	vth (New Posi	tions)		Turnover (Replacement of Terminated Employees)			Number		eplacement of	Hires	3 Year Goats From - To						
Employment Equity	YYYY-MM-DD	Actual Projected Actual				Projected Hires Over 3			YYYY-MM-DD Terminated Employees)			Required	YYYY-YYYY		Present Availability	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	2018-11-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2018-11-30	Annually	Over 3 Years	Over 3 Years	2018	2021	Availability		Gap	Representation	Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	7	0.0%	0.0%	C	0.0%	0.0%	0	0	0	0.0%	0	0	0		3.2%	0	0	0.0%	0.0%
02 Middle & Other Managers	3	0.0%	0.0%	C	0.0%	0.0%	0	0	0	0.0%	0	0	0		2.7%	0	0	0.0%	0.0%
03 Professionals	109		0.0%	0	0.0%	1.5%	5	5	0	1.5%	0	4	0	3.4%	3.4%	-4	-4	0.0%	0.0%
04 Semi-Professionals & Tech	6	0.070	0.0%		0.0%	0.0%	0	0	0	0.0%	0	0	0		1.2%			0.0%	0.0%
05 Supervisors 06 Supervisors: Crafts & Trades	0	0.0% 0.0%	0.0%		0.0%	0.0% 0.0%	1 0	0	0	0.0% 0.0%	"	0	0		0.0%			#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
07 Administrative & Sr Clerical	38		0.0%		9.5%	0.0%	1 0	0	١	0.0%	1 0				0.8%] "	1 6	#D1V/0:	0.0%
08 Skilled Sales & Service	0		0.0%] (0.0%	0.0%	ن ا	0	ا ن	0.0%	Ĭ		0		0.0%		ه ا	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0		0.0%	1 0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	. 0	o o	#DIV/0!	#DIV/0!
10 Clerical Personnel	22	5.0%	0.0%	d	0.0%	1.0%	1	1	0	1.0%	0	0	0		1.0%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	2	0.0%	0.0%	d	0.0%	0,0%	0	0	0	0.0%	0	0	0		0.8%	. 0	0	0.0%	0.0%
12 Semi-Skilled Manual	0	0.0%	0.0%	(0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%	0.0%	C	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%	0.0%	1 0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	187	6.2%	<u> </u>	1 0	1.7%		D :	0	0	0.0%	0	5	1 0		2.5%	-5	-5	0.0%	0.0%

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} 1) x 100.
- Laculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

				Table 12: Aboriginal Peoples
Employment Equity Occupational Group (EEOG)	Short-ter	Aboriginal People m Goals Long	term Goals	Comments
Occupational Group (EEOG)		%	%	
01 Senior Managers		0.0		Senior management does not anticipate any major expansion. Stability and sustainability are among the company's top priorities. The workforce has always been extremely stable, as Versacom
02 Middle & Other Managers		0.0		offers working conditions tailored to our industry's experts.
03 Professionals		3.4	3.4	We currently have five permanent positions to be filled. We will hire qualified candidates, regardless of whether or not they are members of designated groups.
04 Semi-Professionals & Tech		0.0		
05 Supervisors		0.0		
06 Supervisors: Crafts & Trades		0.0		
07 Administrative & Sr Clerical		0.0		
08 Skilled Sales & Service		0.0		
09 Skilled Crafts & Trades		0.0		
10 Clerical Personnel		0.0		
11 Intermediate Sales & Service		0.0		
12 Semi-Skilled Manual		0.0		
13 Other Sales & Service		0.0		008311
14 Other Manual Workers		0.0		

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Total	0.0

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									2017 11 01										
									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	Е	F	G	Н	I	J	K	L	М	N	O	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
<u>i</u>	<u> </u>		\	\	\	↓	<u> </u>	1	<u> </u>	\	<u> </u>	.	V	.	V	<u> </u>	.	<u> </u>	
											with Dis								
									Subsequ	ent/Curren	t Short-teri	n Goals							
				All En	nployees									Persons wi	th Disabilitie	s			
	Number	Number Grow		Growth (New Positions)			Turnover (Replacement of Terminated			Turnover (Replacement of			3 Year Goals						
Employment Equity						Employees)		Anticipated	Number		Employees)	Hires Required		n - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	D Actual Projected			1			Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY - YYYY		Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2018-11-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Tears	2018-11-30	Annually	Over 3 Years	Years	2018	2021					icais
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	10	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	1	0	5.0%	5.0%	-1	-1	0.0%	0.0%
03 Professionals	109	4.7%	0.0%	0	0.0%	1.5%	5	5	0	1.5%	0	10	0	8.9%	8.9%	-10	-10		0.0%
04 Semi-Professionals & Tech	6	6.3%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		7.6%	0	0	0.0%	0.0%
05 Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0		0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0		0	0.0%		0	0		0.0%		0	"B1170.	#DIV/0!
07 Administrative & Sr Clerical	38		0.0%	0	9.5%	0.0%	0		0	0.0%		4	0	10.0%	10.0%	-4	-4	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%	0.0% 0.0%	0	0.0%	0.0%	0		1 0	0.0%		0	0		0.0%		0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades 10 Clerical Personnel	20	0.0% 5.0%	0.0%		0.0%	0.0% 1.0%	"	' '	"	0.0% 1.0%		0	0	9.3%	0.0% 9.3%	1 3	-2	"BI 170.	#DIV/0! 0.0%
11 Intermediate Sales & Service	22	0.0%	0.0%	0	0.0%	0.0%	1			0.0%	ן "	2 0	0	9.5%	9.3% 10.8%	-2	-2	0.0%	0.0%
12 Semi-Skilled Manual		0.0%	0.0%	"	0.0%	0.0%	1 4			0.0%] ,	"			0.0%] ,	0		#DIV/0!
13 Other Sales & Service	ا ا	0.0%	0.0%		0.0%	0.0%	ا ا		"	0.0%] "	"			0.0%] "	0	#DIV/0!	#DIV/0! #DIV/0!
15 Cilici Saics & Service	l '						1 .	1 "	1 ,		ĭ š	1 ,	"			Ί ,	1 0		#DIV/0!
14 Other Manual Workers	1 0	0.0%	0.0%	0	0.0%	0.0%	a ())] (1 0	0.0%	d 0	1 0	1 0		0.0%	. ()	1 0	#DIV/0!	#171 V / U ! 1

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

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

					Table 14: Persons with Disabilities							
F. J. F.	Pe	ersons with D	Disabilities									
Employment Equity Occupational Group (EEOG)	Short-term Goals Long-term			oals %	Comments							
01/02 Managers		5.0	0.0000000		Senior management does not anticipate any major expansion. Stability and sustainability are among the company's top priorities. The workforce has always been extremely stable, as Versacom							
03 Professionals		8.9	6666	8.9	offers working conditions tailored to our industry's experts.							
04 Semi-Professionals & Tech		0.0			We currently have five permanent positions to be filled. We will hire qualified candidates, regardless of whether or not they are members of designated groups.							
05 Supervisors		0.0										
06 Supervisors: Crafts & Trades		0.0										
07 Administrative & Sr Clerical		10.0		10.0								
08 Skilled Sales & Service		0.0		Ī								
09 Skilled Crafts & Trades		0.0		Ī								
10 Clerical Personnel		9.3		9.3								
11 Intermediate Sales & Service		0.0										
12 Semi-Skilled Manual		0.0										
13 Other Sales & Service		0.0										
14 Other Manual Workers		0.0										
Total		0.0			008313							

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									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	+	↓	1	1	\	↓	1	↓	↓	1	1	1	1		↓	\	1	<u></u>	
									Table 15: N				S						
				AR F.	aployees				Subseque	ent/Current	Short-teri	n Goals	34		isible Minor	141			
				AHER	, ,					I			3 Year		isible Minor	ines			
	Number	Grow	rth (New Posit	ions)	Turnover (Rep	olacement of Employees)	Terminated		Number	Turnover (Re		Hires		Goars 1 - To					
Employment Equity	YYYY-MM-DD	Actual	Proj	ected	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required	YYYY		Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)				Over 3	1	······································	Over 3	Years			Over 3	Over 3 Years			Availability		Gap	Representation	Years
	2018-11-30	Annually	Annually	Years	Annually	Annually	Years		2018-11-30	Annually	Years		2018	2021					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	9/0
01 Senior Managers	7	0.0%	0.0%	C	0.0%	0.0%	0	0	0	0.0%	0	1	0	11.5%	11.5%	-1	-1	0.0%	0.0%
02 Middle & Other Managers	3	0.0%	0.0%	0	0.0%	0.0%	0	0	1	0.0%	0	0	0		17.6%	0	0	33.3%	33.3%
03 Professionals	109	4.7%	0.0%	C	0.070	1.5%	5	5	6	1.5%	0	22	1	25.7%	25.7%	-22	-21	5.5%	6.4%
04 Semi-Professionals & Tech	6	6.3%	0.0% 0.0%		0.0%	0.0% 0.0%	0	0		0.0% 0.0%	0	0	0		19.3%	0	0	16.7%	16.7% #DIV/0!
05 Supervisors 06 Supervisors: Crafts & Trades	0	0.0% 0.0%	0.0%		0.0%	0.0%	0	"	"	0.0%	"	0	0		0.0% 0.0%		0	#DIV/0! #DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	38	15.0%	0.0%		I II	0.0%	0	١	6	0.0%	"		0		14.6%		0	#D1V/0! 15.8%	#D1V/0!
08 Skilled Sales & Service	0	0.0%	0.0%		1	0.0%	0	١	0	0.0%	ن ا	٥	0		0.0%	J 0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%	0.0%		0.0%	0.0%	0	0	o o	0.0%	ا	Ö	ő		0.0%	Ö	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	22	5.0%	0.0%	d	0.0%	1.0%	1	1	1	1.0%	0	3	0	19.6%	19.6%	-3	-3	4.5%	4.5%
11 Intermediate Sales & Service	2	0.0%	0.0%	C	0.0%	0.0%	0	0	2	0.0%	0	-1	0		26.6%	1	1	100.0%	100.0%
12 Semi-Skilled Manual	0	0.0%	0.0%	C	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%	0.0%	C	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%	0.0%	C	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	187	6.2%		C	1.7%		0	0	17	0.0%	0	24	0		21.9%	-24	-24	9.1%	9.1%

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

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

				Table 16: Members of Visible Minorities
Employment Equity		bers of Visible M		
Occupational Group (EEOG)	Short-teri		ng-term Goals	Comments
		%	%	
01 Senior Managers		11.5	2000 (100) (1000 (1000 (1000 (1000 (1000 (100) (1000 (1000 (1000 (100) (1000 (100) (1000 (100) (1000 (100) (1000 (100) (1000 (100) (1000 (100) (1000 (100) (1000 (100) (1000 (100) (1000 (100) (1000 (100) (1000 (100) (1000 (100) (1000 (100) (1000 (100) (1000 (100) (1000 (100) (100) (1000 (100) (100) (1000 (100) (1000 (100) (100) (1000 (100) (100) (1000 (100) (100) (1000 (100) (Senior management does not anticipate any major expansion. Stability and sustainability are among the company's top priorities. The workforce has always been extremely stable, as Versacom
02 Middle & Other Managers		0.0		offers working conditions tailored to our industry's experts.
03 Professionals		25.7	25.7	We currently have five permanent positions to be filled. We will hire qualified candidates, regardless of whether or not they are members of designated groups.
04 Semi-Professionals & Tech		0.0		
05 Supervisors		0.0		
06 Supervisors: Crafts & Trades		0.0		
07 Administrative & Sr Clerical		0.0		
08 Skilled Sales & Service		0.0		
09 Skilled Crafts & Trades		0.0		
10 Clerical Personnel		19.6	19.6	
11 Intermediate Sales & Service		0.0		
12 Semi-Skilled Manual		0.0		
13 Other Sales & Service		0.0		008314
14 Other Manual Workers		0.0		

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Versacom
	2019-11-01
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A B	C	D	E	F	G	Н	I	J	K	L	M	N	0	Р	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
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01 Senior Managers	2016 2018	7	5	71.4 85.7	27.4 27.6		3	260.7 310.6	1	1	100.0	0	1	1	,	100.0	1			0	0.0	0	
Middle & Other	2016	3	6	33.3	38.9		0	85.7	1	1	100.0	0	1	1	1	100.0	1	0	0	0	0.0	0	0
02 Managers	2018	3	1	33.3	39.4	1	0	84.6	1	1	100.0	0	1	1	0	0.0	0	0	0	0	0.0	0	0
03 Professionals	2016 2018	95 109	65 77	68.4 70.6	67.7 67.1	64 73		101.1 105.3	22	19	86.4	15	4	7	5	71.4	5	0	0	0	0.0	0	0
04 Semi-Professionals &	2016	5	2	40.0	19.2		1	208.3		12	00.1	13	'	<u> </u>		71.1		Ŭ	Ü	Ť	0.0	-	
Technicians	2018	6	3	50.0	19.4	1	2	257.7	1	1	100.0	0	1	0	0	0.0	0	0	0	0	0.0	0	0
05 Supervisors	2016	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts &	2016	0	0	0.0	0.0		0	0.0															
Trades	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Data sources:	•••••	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100											
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01 Senior Managers	2018	2	2	100.0	0	0.0	0.0	0.0	0	0.0	0.0												
Middle & Other	2021	2 2	2	100.0 50.0	0	0.0	0.0	0.0	0	0.0	0.0												
02 Middle & Other Managers	2018	2	1	50.0		0.0	0.0	0.0	U	0.0	0.0												
03 Professionals	2018	29		82.8	0	0.0	0.0	0.0	0	0.0	0.0	-											
Cami Das Caraianala R	2021 29 24 82.8 0.0 0.0 0.0 0.0 0.0 0.0 2018 1 1 100.0 0 0.0 0 0 0.0 0.0 0.0																						
04 Technicians	2021	1	1			0.0	0.0			0.0	0.0												
05 Supervisors	2018																						
06 Supervisors: Crafts &	2021 0 0 0.0																						
Trades	2021	0	0	0.0			0.0	0.0			0.0	0.0											

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07 Administrative & Senior Clerical	2016	25	19	76.0	80.8			94.1	10	1.4	77.0	15	,			92.2		0	,	2	100.0	2	1
08 Skilled Sales &	2018	38		78.9 0.0	80.9 0.0	31 0	-1 0	97.6 0.0	18	14	77.8	15	-1	0	5	83.3	3	0	3	3	100.0		1
Service Personnel	2018	0	0	0.0	0.0		0	0.0	0	0	0.0	0	C	0	0	0.0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	19		68.4	62.5			109.5			27.5					00.0					0.0		
Intermediate Sales &	2018	22	15 1	68.2 50.0	61.4 61.8	14 1	0	111.0 80.9	8	3	37.5	3	-2	3	4	80.0	3	1	0	0	0.0	0	0
Service Personnel	2018	2	2	100.0	63.2 0.0		1	158.2	1	1	100.0	1	C	0	0	0.0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
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(EEOG)		All Employees	Actu	ial	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met						Junion	LS				
	#	#	#	%	#	%	%	%	#	%	9/6	%											
07 Administrative & Senior Clerical	2018	21 21	19 19	90.5 90.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
OS Skilled Sales &	2018	0	0	0.0	0	0.0		0.0	110000110000110000110000110000	0.0	0.0	0.0											
Service Personnel	2021 2018	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0	0.0											
09 Trades Workers	2021	0	0	0.0		0.0	0.0	0.0		0.0	0.0 0.0												
10 Clerical Personnel	2018	13 13	7 7	53.8 53.8	0	0 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0																	
11 Intermediate Sales & Service Personnel	2018	2018 1 1 100.0 0 0.0 0.0 0.0 0 0.0 0.0 0.0																					
12 Semi-Skilled Manual	nnel 2021 1 1 100.0 0.0 0.0 0.0 0.0																						
Workers	2021	0	0	0.0			0.0	0.0			0.0	0.0											

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13 Other Sales & Service Personnel		0	* 1		1 :		0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0		
Other Manual	2016	0	0	0.0	0.0		0	0.0		"	0.0	0			ľ	0.0	0			V .	0.0		-	
Workers	2018	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
Total	2016 2018	156 187	106 134	67.9 71.7	65.2 65.7	102 123	11	104.2 109.1	52	40	76.9	34	6	20	15	75.0	14	1	3	3	100.0	2	1	
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Occupational Group	Year	All	Won	ien		Wor	nen			Won	ien						C	ommen	ts					
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Other Sales & Service	# 2018	# 0	# 0	0.0	# 0	0.0	0.0	% 0.0	# ()	0,0		% % 0,0 0,0												
13 Personnel	2021	0	0	0.0		V.0	0.0	0.0	V	V.V	0.0	0.0												
Other Manual	2018	0	0	0.0	0	0.0																		
Workers	2021 2018	0 69	0 55	0.0 79.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
Total	2021	69	55	79.7		0.0	0.0	0.0		5.0	0.0	0.0												

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01	Senior Managers	2016	7	0	0.0	2.9	0	0	0.0								0.0					0.0		
\vdash	Middle & Other	2018 2016	3	0	0.0	3.2	0	0	0.0	1	0	0.0	0	()	0	0.0	0	0	0	0	0.0	- 0	
1 02 1	Managers	2018	3	0	0.0	2.7	0	0	0.0	1	0	0.0	0	() 1	0	0.0	0	0	0	0	0.0	0	0
03	Professionals	2016	95		0.0	L	3	-3	0.0															
\vdash	Semi-Professionals &	2018 2016	109	0	0.0	3.4 1.2	0	-4	0.0	22	. 0	0.0	1	-]	1 7	7 0	0.0	0	0	0	0	0.0	0	0
	Technicians	2018	6	0	0.0		0	0	0.0	1	0	0.0	0	() (0	0.0	0	0	0	0	0.0	0	0
05	Supervisors	2016	0	0	0.0	L	0	0	0.0															
	Supervisors: Crafts &	2018 2016	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	() (0	0.0	0	0	0	0	0.0	0	0
1 00 1	Trades	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	() (0	0.0	0	0	0	0	0.0	0	0
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01	Senior Managers	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	_	2021	2	0	0.0	_		0.0	0.0	-		0.0	0.0											
02	Middle & Other Managers	2018 2021	2 2		0.0		0.0	0.0	0.0	0	0.0	0.0	0.0											
\vdash	Professionals	2018	29		0.0	0.100400.100400.100400.1004	0.0	0.0	0.0	0	0.0	0.0	0.0											
		2021	29		0.0	K 10000 10000 10000 1000		3.4	0.0			3.4	0.0											
	Semi-Professionals & Technicians	2018 2021	1	0	0.0		0.0	0.0	0.0	0	0.0	0.0	0.0											
\vdash		2021	0		0.0	31000310003100031000	0.0	0.0	0.0	0	0.0	0.0	0.0											
\sqcup	Supervisors	2021	0	0	0.0			0.0	0.0			0.0	0.0											
	Supervisors: Crafts & Trades	2018 2021	0	0	0.0		0.0	0.0	0.0	0	0.0	0.0	0.0											

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	upational Group	Year	All		**	Aborigina				All			nal Peoples		All			nal Peoples		All	10		nal Peoples	
(EI	OG)		Employees	Representa	ition	Availa	bility	Gap	EE Result	Employees	Ac	tual	Expected	Difference	Employees	Act	ual	Expected	Difference	Employees	Actu	al	Expected	Difference
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	Ħ
07	Administrative & Senior Clerical	2016 2018	25 38	:	0.0	0.7 0.8	0	0	0.0	18	0	0.0	0	() 6	5 0	0.0	٥	0	3	0	0.0	ا	ا
08	Skilled Sales &	2016	0		0.0	0.0	0	0	0.0	10		0.0		`		1	0.0	Ŭ			Ť	0.0	Ť	
08	Service Personnel	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	() (0	0.0	0	0	0	0	0.0	0	0
09	Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	() (0	0.0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2016	19	 	0.0	0.8	0	0	0.0				· ·	Ì						, and the second				
L.		2018	22	 	0.0	1.0 0.9	0	0	0.0	8	0	0.0	0	() 5	5 0	0.0	0	0	0	0	0.0	0	0
11	Intermediate Sales & Service Personnel	2016	2 2	0	0.0	0.9	0	0	0.0	1	0	0.0	0	() (0	0.0	0	0	0	0	0.0	0	0
12	Semi-Skilled Manual	2016	0		0.0	0.0	0	0	0.0															
	Workers	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	(0 (0	0.0	0	0	0	0	0.0	0	0
			Part 2: Flow	Part 2:	: E ÷ D x	Part 3:	E÷Gx	Part 3:	•••••		E÷Kx	Part 3:												
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	upational Group (OG)		All Employees	Aboriginai r		Cert	Percent of		Percent of	Goal	Percent of		Percent of					C	Commen	ES				
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	Administrative &	2018	21	0	0.0	7 0	0.0	0.0	0.0	0	0.0	0.0	0.0											
07	Senior Clerical	2021	21	· · · · · · · ·	0.0			0.0	0.0			0.0	0.0											
08	Skilled Sales & Service Personnel	2018	0		0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	Skilled Crafts &	2021	0	 	0.0	0	0.0	0.0	0.0	0	0.0		0.0											
09	Trades Workers	2021	0	0	0.0			0.0	0.0			0.0	0.0											
10	Clerical Personnel	2018	13 13		0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
11	Intermediate Sales &	2021	13	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	Service Personnel	2021	1	0	0.0			0.0	0.0			0.0	0.0											
12	Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											

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			1	Vorkf	orce An	alysis									Flow	Data A	nalysis							
Employment Equity Occupational Group	al Group All Aboriginal Peoples All Aboriginal Peoples															romotio				Terr	ninatio			
(EEOG)			Represer	itation	·		Gan	EE Result			Difference	All Employees	Ac		nal Peoples Expected	Difference	All Employees	Actua	,	al Peoples Expected	Difference			
	# # # % # # % # # % # # % #															#								
Other Sales & Service		0			1 :	:	0																	
Personnel Other Manual	2018 2016	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
Workers	2018	0	0	0.0			0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
Total	2016	156	0	0.0			-3																	
7 0 11	2018	187	0	0.0	2.5	5	-5	0.0	52	0	0.0	1	-1	20	0	0.0	0	0	3	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	Year		ow Data Aboriginal	Pennles			rm Goals	5		Long-ter Aborigina									40					
(EEOG)		All Employees	Actu	•	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met												
	#	#	#	%	#	%	%	%	#	%	%	%												
Other Sales & Service Personnel	2018	0	0	0.0	\$100005100005100051000	0.0	0.0	0.0	0	0.0	0.0													
Other Manual	2021 0 0 0.0 0																							
Workers	2021	0	0	0.0	10000100001000010000		0.0	0.0			0.0	0.0												
Total	2018	69	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
	2021	69	0	0.0			0.0	0.0			0.0	0.0												

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Employment Equity Occupational Group	Year			V	Vorkforce Persons wit					1	Hires	ith Disabilitie			1	Promotio	n S ith Disabilitie			Te	rminatio	ns th Disabilitie	_
(EEOG)		All Employees	Represe	entation	.,	ability	Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	- A	rersons w	Expected	Difference	All Employees	Act		Expected	Difference
	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
01& Managers	2016 2018	10 10		0.0 0.0	4.3 5.0	:	0 -1	0.0 0.0	2	0	0.0	0	0	2	C	0.0	0	0	0	0	0.0	0	0
03 Professionals	2016	95			3.8	•	-4												_				
Semi-Professionals &	2018	109	0		8.9	<u> </u>		0.0	22	0	0.0	2	-2	2 7	C	0.0	0	0	0	0	0.0	0	0
04 Technicians	2018	6	0		7.6		0	0.0	1	0	0.0	0	0	0	C	0.0	0	0	0	0	0.0	0	0
05 Supervisors	2016	0	0				0	0.0															
	2018	0	0			•	0	0.0	0	0	0.0	0	0	0	C	0.0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2018	0	0				0	0.0	0	0	0.0	0	0	0	- C	0.0	0	0	0	0	0.0	0	0
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Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷Dx 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F÷1x100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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		New	/ Entra	nts				G	oals														
Employment Equity		F	low Data			Short-te	rm Goal	S		Long-ter	m Goals												
Occupational Group	Year	All	Person Disab	is with pilities		Persons wit	h Disabilitie	S		Persons with	Disabilities						(Commen	ts				
(EEOG)		Employees	Act	tual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
	#	#	Ħ	%	#	%	%	%	#	%	%	%											
01& Managers	2018	4	0		georgeongeongeon	0.0	9	0.0	0	0.0	0.0												
	2021	29	0		0.0000.0000.0000.000	0.0	5.0	0.0	0	0.0	5.0												
03 Professionals	2021	29			**************************************	3.0	8.9	0.0	·		8.9												
04 Semi-Professionals &	2018	1	0		100000000000000000000000000000000000000	0.0	0.0	0.0	0	0.0	0.0												
Technicians	2021	0	0		40001400140014001	0.0	0.0	0.0	0	0.0	0.0												
05 Supervisors	2021	0	0			0.0	0.0	0.0		0.0	0.0												
06 Supervisors: Crafts &	2018	0	0		0	0.0	0.0	0.0	0	0.0	0.0												
Trades	2021	0	0	0.0)		0.0	0.0			0.0	0.0											

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Occupational Group	Year	All		W	orkforce Persons with				All		Hires Persons w	ith Disabilitie		All	P	romotio Persons w	NS ith Disabilitie	s	All	1 e	rminatio	ONS ith Disabilitie	,	
(EEOG)		Employees	Represe		Availa	bility	Gap	EE Result	Employees	Act	tual	Expected	Difference	Employees	Act		Expected	Difference	Employees	Act		Expected	Difference	
Administrative &	# 2016	# 25	# 0	0.0	3,4	# 1	# -1	0.0	#	#	%	#	#	#	#	%	#	#	#	#	9/6	#	#	
07 Senior Clerical	2018	38	0	0.0	10.0	4	-4	0.0	18	0	0.0	2	-2	6	0	0.0	0	0	3	0	0.0	0	0	
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0		0	0.0	0	0		0	0.0	0	0	0	0	0.0	0		
09 Skilled Crafts &	2016	2016 0 0 0.0 0.0 0 0.0 0																0.0						
Trades Workers	2018	18 0 0 0.0 0.0 0 0.0 0<															0							
10 Clerical Personnel	2018	22	0	0.0	9.3	2	-2		8	0	0.0	1	-1	5	0	0.0	0	0	0	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2016	2	0	0.0	5.6	0	0	0.0																
Semi-Skilled Manual	2018 2016	0	0	0.0	10.8	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
Workers Workers	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
		D . 2 El	Part 2:	F . D	D . 2	F. 6				F . V	D . 2													
Data sources:		Part 2: Flow Data Analysis	Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100												
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Employment Equity	Year	F	ow Data Person	s with		Short-ter Persons with				Long-ter														
Occupational Group (EEOG)		All Employees	Disabi			Percent of		Percent of		Percent of	Ι	Percent of					(Commen	ES					
			Acti		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met												
Administrative &	# 2018	# 21	0	0.0	# 0	0.0	0.0	0.0	# 0	0.0	% 0.0	%												
Senior Clerical	2021	21	0	0.0			10.0				10.0	0.0												
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
09 Skilled Crafts &	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
Trades Workers	2021 2018	13	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
10 Clerical Personnel	2018	13	0	0.0		0.0	9.3	0.0	V	0.0	9.3	0.0												
11 Intermediate Sales & Service Personnel	ermediate Sales & 2018 1 0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0																							
Semi-Skilled Manual																								
Workers Workers	2021	0	0	0.0			0.0	0.0			0.0	0.0												

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	Occupational Group (EEOG)		All Employees	Repres	entation	Persons with Avail:		Gap	EE Result	All Employees	Act		ith Disabilitie Expected	Difference	All Employees	Ac	Persons w	ith Disabilitie Expected	S Difference	All Employees	Act		th Disabilitie Expected	S Difference
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	9/6	#	#
			0	0		0.0		0	0.0															
F	Personnel	2018	0	0		0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	(0	0	0.0	0	0
	Other Manual Workers	2016 2018	0	0		0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	(0 0	0	0.0	0	0
Total		2016	156	0		4.2		-7	0.0															
Total		2018	187	0	0.0	8.9	17	-17	0.0	52	0	0.0	5	-5	20	0	0.0	0	(3	0	0.0	0	0
Data so	urces:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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			New	Entra	nts				G	oals														
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Occu	Occupational Group (EEOG)		All Employees	Persoi Disal Ac			Persons wit	h Disabilities Goal	Percent of	Goal	Persons with Percent of	Disabilities Goal	Percent of					C	Commen	its				
				#	.uai %	Goal #	Goal Met	Goal	Goal Met	Goai #	Goal Met		Goal Met											
	Other Sales & Service	# 2018	# 0	# 0		7 0	0.0	0.0	0.0	7 0	0.0	%	0.0											
	Personnel	2021	0	0	0.0			0.0	0.0			0.0	0.0											
1 14 1	Other Manual Workers	2018 2021	0	0		0	0.0	0.0		0	0.0	0.0												
	TOROIS	2021	69	0		0	0.0	0.0	0.0	0	0.0	0.0												
Total	tal 2021	69	0				0.0				0.0													

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			V		orce An											Data A	•						
Employment Equity Occupational Group	Year			W	orkforce Visible N					ı	Hires	Minorities			P	romotio	18 Minorities			Te	rminatio	Minorities	
(EEOG)		All Employees	Represent	ation	Avail		Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	Act		Expected	Difference	All Employees	Act		Expected	Difference
	#	ij	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
01 Senior Managers	2016 2018	7 7	0	0.0	10.1 11.5		-1 -1	0.0	1	0	0.0	0	O	1	0	0.0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2016 2018	3	1 1	33.3 33.3	15.0 17.6		1	222.2 189.4	1	0	0.0	0	0) 1	0	0.0	0	0	0	0	0.0		
	2016	95	4	4.2	22.5		-17		1	- 0	0.0	0	U	1	"	0.0	0	0	0	0.	0.0		
03 Professionals	2018	109	6	5.5	25.7	28	-22	21.4	22	. 2	9.1	6	-4	7	0	0.0	0	0	0	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	5	0	0.0	16.2		-1	0.0	1	1	100.0	0				0.0	0		0	0	0.0		
	2018	0	0	16.7	19.3 0.0		0	86.4 0.0	1	1	100.0	0	I	. 0	0	0.0	0	0	0	0	0.0		0
05 Supervisors	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0		0	0.0	0	0	0	0	0.0	0	
	2010	ı v	v:	0.0	0.0		v	0.0	<u> </u>		0.0	v		<u>'l </u>		0.0	V	l v	·	· ·	0.0		
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷Dx 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷Ix 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100											
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			Entrant	S		O	~ .		oals	-													
Employment Equity Occupational Group	Year		ow Data Visible Min	orities		Short-tel Visible M		S		Long-ter Visible M							•	Commen	* e				
(EEOG)		All Employees	Actua		Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of					·	Juniten	r2				
	#	#	4	%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met											
01 Sanjar Managara	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
01 Senior Managers	2021	2	0	0.0			11.5	0.0	11000 211000 211000 211000 211000		11.5	0.0											
02 Middle & Other Managers	2018	2 2	0	0.0	0	0.0	0.0	0.0	UNION TURING NEURON TURING NEURON TURING	0.0	0.0	0.0											
	2018	29	2	6.9	0	0.0	0.0	0.0	200 1200 1200 1200 1200	0.0		0.0											
03 Professionals	2021	29	2	6.9			25.7	26.8			25.7	26.8											
04 Semi-Professionals & Technicians	2018	1	1	100.0	0	0.0	0.0	0.0		0.0	0.0	0.0											
	2021	0	0	0.0	0	0.0	0.0	0.0	2000-1-200	0.0		0.0											
05 Supervisors	2021	0	0	0.0			0.0	0.0	construction at the construction at		0.0	0.0											
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0	0.0											
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(EEOG)		All Employees	Represer	ntation	Avail		Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	Ac	tual	Expected	Difference	All Employees	Act		Expected	Difference
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07 Administrative &	2016	25	3	12.0	12.2	3	0	98.4															
Senior Clerical	2018	38	-	15.8	14.6 0.0		0	108.1	18	4	22.2	3	1	6	2	33.3	1	1	3	2	66.7	0	2
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
09 Skilled Crafts &	2016	0	0	0.0	0.0		0		_														
Trades Workers	2018	0	0	0.0	0.0	<u> </u>	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	19	2	10.5	16.6 19.6		-1 -3	63.4 23.2	8	1	12.5	2	-1		0	0.0	1	1	0	0	0.0	<u></u>	
Intermediate Sales &	2016	22	1	50.0	22.2		-3 1	225.2	°	1	12.3	2	-1	3	"	0.0	1	-1	0	U	0.0		0
Service Personnel	2018	2	2	100.0	26.6	1	1	375.9	1	1	100.0	0	1	0	0	0.0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0		0	0.0	0	0	0	0	0.0	0	
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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÷Ix 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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(EEOG)		All Employees	Actu		Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of						Johnnen	Lo				
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Administrative &	2018	21	6	28.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
07 Senior Clerical	2021	21	6	28.6			0.0	0.0			0.0												
08 Skilled Sales & Service Personnel	2018	0		0.0	0	0.0			THE REPORT OF THE PROPERTY OF	0.0													
Skilled Crofts &	2021	0	0	0.0	0	0.0	0.0		200 1200 1200 1200 1200	0.0	0.0												
09 Trades Workers	2021	0	0	0.0	V	*.V	0.0				0.0												
10 Clerical Personnel	2018 2021	13 13	1 1	7.7 7.7	0	0.0	0.0 19.6	0.0 39.2		0.0	0.0 19.6												
11 Intermediate Sales &	2018	1	1	100.0	0	0.0	0.0			0.0		1											
Service Personnel	2021	1	1	100.0			0.0		********************************		0.0												
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0			0.0	0.0												
1	1 2021	<u> </u>	<u> </u>	0.0		l	0.0	1 0.0			0.0	1 0.0											

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Occupational Group (EEOG)		All Employees	Represe	ntation	Visible M Avail		Gap	EE Result	All Employees	A.c	Visible tual	Minorities Expected	Difference	All Employees	Δ.	Visible tual	Minorities Expected	Difference	All Employees	Actu		Minorities Expected	Difference
	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
Other Sales & Service	2016	0	0	0.0	0.0		0	0.0															
Personnel Other Manual	2018 2016	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Workers	2018	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Total	2016	156	11	7.1	19.2		-19																
	2018	187	17	9.1	21.9	41	-24	41.5	52	9	17.3	11	-2	20	2	10.0	1	1	3	2	66.7	0	2
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 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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Occupational Group (EEOG)		All Employees	Acti		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met						ommen	LS				
	#	#	#	%	#	%	%	%	#	%	%	%											
Other Sales & Service Personnel	2018 2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0		0.0											
Other Manual	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Workers	2021	0	0	0.0			0.0	0.0			0.0	0.0											
Total	2018	69	11	15.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	2021	69	11	15.9			0.0	0.0			0.0	0.0											

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Versacom
2019-11-01

Efforts

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

Required 1	measures:
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equity.

1	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
J	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).
J	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.
\checkmark	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

J	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):
Oper	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ration's activities during the period between the first/previous and subsequent/current compliance ment.
✓	Impact of economic and industrial conditions on the organization.
	Competition is fierce in the translation industry, and clients are always looking to save money. To ensure our company's stability and sustainability, we must adapt to new technology and client demands.
	Any reorganization or other corporate structural changes.
✓	Acquisitions, mergers or transfers of employees.
	We have benefited from a company's outsourced linguistic services since the previous assessment. This has enabled us to attract a new client and hire new employees.
	Significant layoffs (include the number of employees affected and the occupational groups of those employees).

	Strikes (include dates, the number of employees affected and the occupational groups of those employees).
	Other.
Addit	tional Details
Please p	provide any additional information (optional):
	Senior management had not anticipated any major expansions, and none have occurred. Stability and sustainability have always been the company's priority, and the turnover rate has always been very low.

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Versacom

Primary Location: Montréal (Québec)

Number of Employees: 187

•	Ontario	2
•	Québec	183
•	New-Brunswick	1
•	British Columbia	1

Organization Overview:

NAICS 5619 Other Support Services

Versacom is a multilingual translation company that offers translation services as well as relevant support services.

Key Dates - First Year Assessment

Initiated: 2016-04-01 Received: 2016-01-29 Closed: 2016-02-03 Workforce Analysis: 2016-01-29

Key Dates – Subsequent Assessment

Initiated: 2018-12-04 Received: 2019-11-05 Workforce Analysis: 2018-11-30

DATA VERIFICATION

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

\boxtimes	Yes I	╝	۷o
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Comments: None

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

X	Yes		No
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Comments: None

ASSESSMENT OF REASONABLE PROGRESS

The previous compliance assessment revealed nine gaps and no goals were set.

Women

07	Administrative & Senior Clerical Personnel	No goal set (gap -1)
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Assessment/Observations

• EEOG 07: A goal was not required given that the representation was over 50%.

Aboriginal Peoples

03	Professionals	No goal set (gap -3)
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Assessment/Observations

None

Persons with Disabilities

()3	Professionals	No goal set (gap -4)
()7	Administrative & Senior Clerical Personnel	No goal set (gap -1)
1	LO	Clerical Personnel	No goal set (gap -1)

Assessment/Observations

• None

Members of Visible Minorities

01	Senior Managers	No goal set (gap -1)
03	Professionals	No goal set (gap -17)
04	Semi-Professionals & Technicians	No goal set (gap -1)
10	Clerical Personnel	No goal set (gap -1)

Assessment/Observations

• None

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
 - The previous assessment accepted that the company be found in compliance without setting goals for all the area of under-representation. An assessment of reasonable efforts is therefore not possible.

Nevertheless, the organisation implemented all the measures required in the Federal Contractors Program.

ASSESSMENT OF GOALS

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

Women

Workforce Analysis Results			Goals			
			Short-	Long-	 Representation	LMA
Employ	Franksynt Frysky Occupational Crown (FFOC)	Gap	term	term	Representation	
Ellibio	Employment Equity Occupational Group (EEOG)		(1 to 3	(+3		
			years)	years)		
#	Description	#	%	%	%	%
07	Admin & Senior Clerical Personnel	-1	-	-	78.9	80.9

Observations:

EEOG 07: A goal is not required given that the current representation is above 50%.

Aboriginal Peoples

Workforce Analysis Results			Goals			
	Employment Equity Occupational Group (EEOG)		Short-	Long-	Representation	LMA
Empley			term	term		
Emblo			(1 to 3	(+3		
			years)	years)		
#	Description	#	%	%	%	%
03	Professionals	-4	3.4	3.4	0.0	3.4

Observations: None

Persons with Disabilities

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

			(1 to 3 years)	(+3 years)		
#	Description	#	%	%	%	%
01/02	Managers	-1	5.0	5.0	0.0	5.0
03	Professionals	-10	8.9	8.9	0.0	8.9
07	Admin & Senior Clerical Personnel	-4	10.0	10.0	0.0	10.0
10	Clerical Personnel	-2	9.3	9.3	0.0	9.3

Observations: None

Members of Visible Minorities

Workforce Analysis Results			Goals			
		Gap	Short- term	Long- term	Representation	LMA
Employ	Employment Equity Occupational Group (EEOG)		(1 to 3	(+3		
			years)	years)		
#	Description	#	%	%	%	%
01	Senior Managers	-1	11.5	11.5	0.0	11.5
03	Professionals	-22	25.7	25.7	5.5	25.7
10	Clerical Personnel	-3	19.6	19.6	4.5	19.6

Observations: None

RECOMMENDATION

I recommend that the employer be found:

 \boxtimes in compliance \square in non-compliance

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

- Given that no short-term goal had been set during the first assessment, no assessment of reasonable efforts was completed for this assessment.
- We noted that women are well represented in the organization, but there are increased gaps in the representation of members from three other designated groups, the most significant of which are in the 03 occupational category – Professionals. The workforce analysis indicated that there is no representation of Aboriginal peoples or persons with disabilities in this category, although the availability is 3.4% and 8.9% respectively. For members of visible minorities, the representation is 5.5% with a labour market availability of 25.7%.

- Versacom could focus on the first steps of the recruitment process to ensure that there are no barriers to achieving full representation of designated group members.
- We also encourage Versacom to introduce special measures to ensure that goals set during this assessment are met and increase representation of designated group members.

Name of Analyst: Maurice N. Yakibonge

Date: 2019-12-06

From: Yakibonge, Ntambwe N [NC]
Sent: December 18, 2019 8:23 AM
To: 'claudette.monty@versacom.ca'
Cc: 'snethersole@versacom.ca'

Subject: Government of Canada Agreement Number: 10000250, AIEE – Notification of

Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Ms. Monty,

I am writing to inform you that the subsequent compliance assessment initiated on December 4, 2018, has been completed. As a result of the assessment, Versacom has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

The purpose of this subsequent 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 Versacom's employment equity program:

- Given that no short-term goal had been set during the first assessment, no assessment of reasonable efforts was completed for this assessment.
- We noted that women are well represented in the organization, but there are increased gaps in the representation of members from three other designated groups, the most significant of which are in the 03 occupational category Professionals. The workforce analysis indicated that there is no representation of Aboriginal peoples or persons with disabilities in this category, although the availability is 3.4% and 8.9% respectively. For members of visible minorities, the representation is 5.5% with a labour market availability of 25.7%.
- Versacom could focus on the first steps of the recruitment process to ensure that there are no barriers to achieving full representation of designated group members.
- We also encourage Versacom to introduce special measures to ensure that goals set during this assessment are met and increase representation of designated group members.

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 December 4, 2021. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

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

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

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

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

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

Sincerely,

Équipe de l'équité en emploi / Workplace Equity Team

Direction de l'équité en milieu de travail, Programme du travail Emploi et Développement social Canada / Gouvernement du Canada ee-eme@hrsdc-rhdcc.gc.ca

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



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