



s.24(1)

Labour Program
Federal Contractors Program

Agreement to Implement Employment Equity

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Xerox Canada Inc.	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number <div style="background-color: #cccccc; width: 100px; height: 15px;"></div>
Organization's North American Industry Classification System (NAICS) Code N° 333310	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 3,928 To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02-eng.htm

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

HEAD OFFICE			
Address (building number, street, suite, etc.) 5650 Yonge Street	City Toronto	Province Ontario	Postal Code M2M 4G7
	Telephone Number 416-229-3769	Fax Number 416-733-6802	

EMPLOYMENT EQUITY CONTACT	
Name (print) Shelley Ralston	Title Director, Talent and Culture
Telephone Number 403-260-8884	E-mail Address shelley.ralston@xerox.com

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

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) Alan Varney	Title President and Chief Executive Officer
Telephone Number 416-733-6439	E-mail Address alan.varney@xerox.com
Signature 	Date 2015-02-23

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

Federal Contractors Program (FCP)

Contractors who are awarded an initial goods and services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes) are required to implement employment equity, and if representation gaps exist, to make all reasonable efforts within the context of their specific organizational environment and structural needs to close the gaps. This obligation is on-going and not only subject to the period of a specific contract.

Contractors are required to conduct, develop and maintain:

- a. A survey of their workforce on the representation of the four designated groups using a self-identification questionnaire;
- b. A workforce analysis (WFA) that compares representation with requisite labour market availability by occupational groups; and
- c. Short-term and long-term numeric goals on closing gaps that have been identified where under-representation exists.

Contractors are required to submit to ESDC-Labour:

- a. One year after the award of an initial goods and services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes):
 - Self-identification questionnaire used to collect workforce information;
 - Initial WFA; and
 - Annual short-term numeric goals for a period of three years and long-term numeric goals where under-representation exists on closing gaps that have been identified.
- b. Four years after the award of an initial goods and services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes) and every three years thereafter:
 - Updated WFA;
 - Updated annual short-term numeric goals for a period of three years and long term numeric goals where under-representation exists on closing gaps that have been identified; and
 - Completed Achievement Table.

ESDC-Labour will assess contractors on a risk-based basis, one year and four years after the award of an initial goods and services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes) and every three years thereafter. Assessments are based on the achievement of representation results and measured against the requirements set out for the FCP.

Contractors found to be in non-compliance will be ineligible for future goods and services contracts, standing offer agreements, or supply agreements of any value with the federal government. In addition, contractors will be placed on a public list of non-compliant contractors. A finding of non-compliance may result in the termination of the contract.

For information on the detailed requirements as well as the framework and standards for assessment of results, please refer to the website: <http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml>

Questions and Answers

Subsidiary vs. Division/Branch

Q1 Does the Agreement to Implement Employment Equity (Agreement) apply to the whole organization or only to the part carrying out the contract?

A1 The signed Agreement applies to the whole organization named in the Agreement and its entire Canadian workforce including all of its components (divisions, branches, etc.), with the exception of subsidiary corporations.

Division: A division is part of the primary business, not separate, and the primary business is legally responsible for the obligations and debts of the division.

Branch: A branch is an office that is not located at/with the company's corporate headquarters but is part of the organization.

Subsidiary: A subsidiary is owned or controlled by another entity (a parent company), but it is a separate legal entity.

Q2 If an organization that is not subject to the Federal Contractor Program (FCP) is taken over by (or merged with) an organization that is subject to the Program, does it become subject to the FCP as well?

A2 An organization is subject to the FCP if it becomes part of the acquiring company. However, if the organization remains a subsidiary and still operates as a separate legal entity from the acquiring company, it does not become subject to the FCP.

For the purpose of the FCP, subsidiaries require a separate Agreement (and Agreement number) because they are separate legal entities. Divisions are part of an organization and are included as part of the whole organization.

Q3 When should a new Agreement be completed and signed?

A3 A new Agreement should be completed if the organization has undergone a change in its legal name.

Employment Status

Q1 Who is considered to be a permanent full-time employee under the FCP?

A1 A permanent full-time employee is employed for an indeterminate period of time to work the standard number of hours on a regular basis as determined by the employer, depending on the occupational group to which the person belongs. The standard number of hours cannot be less than the usual number of hours worked by full-time employees in the same occupational group.

Q2 Who is considered to be a permanent part-time employee under the FCP?

A2 A permanent part-time employee is employed for an indeterminate period of time to work fewer than the standard number of hours on a regular basis as determined by the employer, depending on the occupational group to which the person belongs.

Generally, what is standard or usual for a group of employees is considered full-time; anything less is considered part-time. For example, in a case where the standard, usual way of working for the company is to work eight (8) hours per day for three (3) days per week, employees who fit this work pattern would be considered full-time, and employees who do not would be considered part-time.

Q3 Who is considered to be a temporary employee under the FCP?

- A3 A temporary employee is employed on a temporary basis for any number of hours within a fixed period or periods (start and end date) totalling 12 weeks or more during a calendar year. This does not include a person in full-time attendance at a secondary or post-secondary educational institution who is employed during a school break. Whether the hours are regular or irregular is not a factor to consider in determining temporary employment status.

The total number of weeks worked by temporary employees is calculated according to the cumulative number of weeks worked, not by the cumulative number of days. For example, an employee may be called to work two days one week, three days the following week and one day per week for ten other weeks during the calendar year. This employee would be considered a temporary employee for employment equity purposes.

The most significant distinction between temporary staff and permanent staff is job security, where permanence usually means employment for an indefinite duration. The duration of employment or the benefits received do not indicate employment status. Even if an employee is hired for a length of employment that is long term, the employee does not have permanent status if the duration of employment can be defined.

Q4 How are students counted under the FCP?

- A4 Students employed during a school break, even if this period exceeds 12 weeks, and who are returning to school, are not counted as employees for employment equity purposes.

Co-operative education (Co-op) students working during the summer period are not considered to be on a school break since this work experience forms part of their education. Co-op students who work more than 12 weeks during their work placements should be reported as temporary employees. In addition, students working on a permanent part-time basis throughout the year are counted provided they worked 12 weeks or more.

Q5 How are casual or other employees counted under the FCP?

- A5 Casual employees are employed to work less than 12 weeks during a calendar year and whose contracts have designated start and end dates.

Other employees are those who are on unpaid leave (often temporary lay-off or long-term leave) but who otherwise fulfil the definitions of permanent full-time, permanent part-time or temporary employees and maintain the right to return to work.



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

Reporting Period 2016-06-10 to 2018-10-31

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)



	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	939	5	0	944	Calgary	89	1	0	90
Québec	369	5	0	374	Edmonton	51	0	0	51
Nova Scotia	84	0	0	84	Halifax	84	0	0	84
New Brunswick	659	6	0	665	Montréal	341	5	0	346
Manitoba	44	0	0	44	Regina	3	0	0	3
British Columbia	85	0	0	85	Toronto	750	4	0	754
Prince Edward Island	7	0	0	7	Vancouver	66	0	0	66
Saskatchewan	14	0	0	14	Winnipeg	41	0	0	41
Alberta	153	1	0	154	St. John's	12	0	0	12
Newfoundland and Labrador	13	0	0	13	Saint John	654	6	0	660
Northwest Territories	2	0	0	2	Québec	22	0	0	22
Total Employees in Canada				2386	Kingston	1	0	0	1
					Ottawa - Gatineau	68	0	0	68
					Peterborough	3	0	0	3
					Kitchener - Cambridge - Waterloo	44	0	0	44
					London	20	1	0	21



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

Reporting Period 2016-06-10 to 2018-10-31

Census Metropolitan Areas

	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Windsor	7	0	0	7
Greater Sudbury	4	0	0	4
Brantford	4	0	0	4
Guelph	11	0	0	11
Saskatoon	11	0	0	11
Barrie	9	0	0	9
Kelowna	4	0	0	4
Victoria	5	0	0	5
Alta. less CMAs	13	0	0	13
B.C. less CMAs	10	0	0	10
Man. less CMA	3	0	0	3
N.B. less CMA	5	0	0	5
N.W.T.	2	0	0	2
Nfld.Lab. less CMA	1	0	0	1
Ont. less CMAs	18	0	0	18
P.E.I.	7	0	0	7
Que. less CMAs	6	0	0	6



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

Reporting Period 2016-06-10 to 2018-10-31

Total Employees in Canada ▶

2386



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	19	17	2				1	1		2	2	
	Total	19	17	2				1	1		2	2	
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	356	222	134	2	1	1	12	5	7	57	35	22
	Total	356	222	134	2	1	1	12	5	7	57	35	22
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	312	188	124	3	2	1	7	5	2	60	35	25
	Total	312	188	124	3	2	1	7	5	2	60	35	25
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	920	710	210	8	7	1	34	25	9	141	131	10
	Total	920	710	210	8	7	1	34	25	9	141	131	10



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	25	12	13				2	2		5	1	4
	Total	25	12	13				2	2		5	1	4
Supervisors: Crafts and Trades Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	7	5	2							2	1	1
	Total	7	5	2							2	1	1
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	13	1	12							1		1
	Total	13	1	12							1		1
Skilled Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	285	140	145	1		1	5	2	3	32	24	8
	Total	285	140	145	1		1	5	2	3	32	24	8



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Skilled Crafts and Trades Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	7	7								1	1	
	Total	7	7								1	1	
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	129	45	84	1		1	6	2	4	19	7	12
	Total	129	45	84	1		1	6	2	4	19	7	12
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	125	48	77	1	1		11	4	7	16	7	9
	Total	125	48	77	1	1		11	4	7	16	7	9
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	171	93	78	2	2		3	2	1	23	14	9
	Total	171	93	78	2	2		3	2	1	23	14	9



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total Number of Employees		2369	1488	881	18	13	5	81	48	33	359	258	101



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / National

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	5		5									
	Total	5		5									
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	6	1	5				1	1				
	Total	6	1	5				1	1				
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2		2							1		1
	Total	2		2							1		1
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2		2									
	Total	2		2									



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / National

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	1	1									
	Total		2	1	1								
Total Number of Employees		17	2	15				1	1		1		1



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	14	12	2				1	1		2	2	
	Total	14	12	2				1	1		2	2	
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	193	111	82	2	1	1	7	3	4	46	26	20
	Total	193	111	82	2	1	1	7	3	4	46	26	20
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	189	112	77				4	4		49	27	22
	Total	189	112	77				4	4		49	27	22
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	266	248	18	3	3		8	7	1	76	70	6
	Total	266	248	18	3	3		8	7	1	76	70	6



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	20	8	12				2	2		3		3
	Total	20	8	12				2	2		3		3
Supervisors: Crafts and Trades Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	7	5	2							2	1	1
	Total	7	5	2							2	1	1
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	7	1	6							1		1
	Total	7	1	6							1		1
Skilled Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	59	39	20				1	1		17	12	5
	Total	59	39	20				1	1		17	12	5



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Skilled Crafts and Trades Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	7	7								1	1	
	Total	7	7								1	1	
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	52	22	30	1		1	2		2	14	4	10
	Total	52	22	30	1		1	2		2	14	4	10
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	31	12	19				3	2	1	12	5	7
	Total	31	12	19				3	2	1	12	5	7
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	94	49	45	1	1		1	1		18	11	7
	Total	94	49	45	1	1		1	1		18	11	7



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total Number of Employees		939	626	313	7	5	2	29	21	8	241	159	82



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / Ontario

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2		2							1		1
	Total	2		2							1		1
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1									
	Total	1		1									



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / Ontario

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total Number of Employees		5		5							1		1



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Québec

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	4	4										
	Total	4	4										
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	47	39	8				1	1		2	2	
	Total	47	39	8				1	1		2	2	
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	49	34	15							8	5	3
	Total	49	34	15							8	5	3
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	163	148	15				2	2		15	14	1
	Total	163	148	15				2	2		15	14	1



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Québec

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	3								1	1	
	Total	3	3								1	1	
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3		3									
	Total	3		3									
Skilled Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	27	18	9							1	1	
	Total	27	18	9							1	1	
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	20	7	13				1		1	3	1	2
	Total	20	7	13				1		1	3	1	2



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Québec

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	15	4	11							1		1
	Total	15	4	11							1		1
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	38	24	14							1		1
	Total	38	24	14							1		1
Total Number of Employees		369	281	88				4	3	1	32	24	8



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / Québec

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3		3									
	Total	3		3									
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Total Number of Employees		5	1	4									



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Nova Scotia

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	14	10	4									
	Total	14	10	4									
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	8	4	4	1		1				1	1	
	Total	8	4	4	1		1				1	1	
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	31	20	11				1		1	1	1	
	Total	31	20	11				1		1	1	1	
Skilled Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	7	1	6							1	1	
	Total	7	1	6							1	1	



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Nova Scotia

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	5		5				1		1			
	Total	5		5				1		1			
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	15	3	12							1		1
	Total	15	3	12							1		1
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	4	2	2	1	1					1	1	
	Total	4	2	2	1	1					1	1	
Total Number of Employees		84	40	44	2	1	1	2		2	5	4	1



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / New Brunswick

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	68	32	36				4	1	3	1	1	
	Total	68	32	36				4	1	3	1	1	
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	35	18	17	1	1		2		2			
	Total	35	18	17	1	1		2		2			
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	281	125	156	1		1	15	8	7	11	9	2
	Total	281	125	156	1		1	15	8	7	11	9	2



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / New Brunswick

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2		2									
	Total		2		2								
Skilled Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	158	61	97	1		1	3	1	2	6	5	1
	Total		158	61	97	1		3	1	2	6	5	1
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	45	13	32				2	2				
	Total		45	13	32			2	2				
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	62	28	34	1	1		8	2	6	1	1	
	Total		62	28	34	1	1	8	2	6	1	1	



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / New Brunswick

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	7	5	2				2	1	1			
	Total	7	5	2				2	1	1			
Total Number of Employees		659	283	376	4	2	2	36	15	21	19	16	3



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / New Brunswick

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1									
	Total		1		1								
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	1	2				1	1				
	Total		3	1	2			1	1				
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2		2									
	Total		2		2								
Total Number of Employees		6	1	5				1	1				



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Manitoba

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	6	5	1							2	2	
	Total	6	5	1							2	2	
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	2	1									
	Total	3	2	1									
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	25	24	1				1	1		5	5	
	Total	25	24	1				1	1		5	5	
Skilled Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	3										
	Total	3	3										



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Manitoba

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	6	5	1							1	1	
	Total	6	5	1							1	1	
Total Number of Employees		44	39	5				1	1		8	8	



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / British Columbia

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	9	9								2	2	
	Total	9	9								2	2	
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	6	5	1							1	1	
	Total	6	5	1							1	1	
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	46	44	2	1	1		2	2		13	13	
	Total	46	44	2	1	1		2	2		13	13	
Supervisors Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1							1		1
	Total	1		1							1		1



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / British Columbia

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Skilled Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	13	8	5							6	4	2
	Total	13	8	5							6	4	2
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	2	1							2	2	
	Total	3	2	1							2	2	
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	6	3	3							1	1	
	Total	6	3	3							1	1	



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / British Columbia

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total Number of Employees		85	71	14	1	1		2	2		26	23	3



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Prince Edward Island

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	6	6										
	Total	6	6										
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		7	6	1									



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Saskatchewan

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	2										
	Total	2	2										
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1					1	1				
	Total	1	1					1	1				
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	11	10	1	1	1							
	Total	11	10	1	1	1							
Total Number of Employees		14	13	1	1	1		1	1				



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Alberta

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	17	14	3							4	2	2
	Total	17	14	3							4	2	2
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	20	11	9	1	1					1	1	
	Total	20	11	9	1	1					1	1	
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	79	73	6	2	2		2	2		20	19	1
	Total	79	73	6	2	2		2	2		20	19	1
Supervisors Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Alberta

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Skilled Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	18	10	8				1		1	1	1	
	Total	18	10	8				1		1	1	1	
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	1	2									
	Total	3	1	2									
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1								1	1	
	Total	1	1								1	1	



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Alberta

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	13	4	9							1		1
	Total	13	4	9							1		1
Total Number of Employees		153	115	38	3	3		3	2	1	28	24	4



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / Alberta

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1									
	Total		1		1								
Total Number of Employees		1		1									



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / Newfoundland and Labrador
 Reporting Period 2016-06-10 to 2018-10-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	10	10					2	2				
	Total	10	10					2	2				
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	1	1									
	Total	2	1	1									
Total Number of Employees		13	12	1				2	2				



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Northwest Territories

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	2					1	1				
	Total		2	2				1	1				
Total Number of Employees		2	2					1	1				



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / National

Reporting Period 2016-06-10 to 2018-10-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	2369	1488	881	18	13	5	81	48	33	359	258	101
Total Number of Employees	2369	1488	881	18	13	5	81	48	33	359	258	101



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Part-Time / National

Reporting Period 2016-06-10 to 2018-10-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$5,000	17	2	15				1	1		1		1
Total Number of Employees	17	2	15				1	1		1		1



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Ontario

Reporting Period 2016-06-10 to 2018-10-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	939	626	313	7	5	2	29	21	8	241	159	82
Total Number of Employees	939	626	313	7	5	2	29	21	8	241	159	82



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Part-Time / Ontario

Reporting Period 2016-06-10 to 2018-10-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$5,000	5		5							1		1
Total Number of Employees	5		5							1		1



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Québec

Reporting Period 2016-06-10 to 2018-10-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	369	281	88				4	3	1	32	24	8
Total Number of Employees	369	281	88				4	3	1	32	24	8



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Part-Time / Québec

Reporting Period 2016-06-10 to 2018-10-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$5,000	5	1	4									
Total Number of Employees	5	1	4									



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Nova Scotia

Reporting Period 2016-06-10 to 2018-10-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	84	40	44	2	1	1	2		2	5	4	1
Total Number of Employees	84	40	44	2	1	1	2		2	5	4	1



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / New Brunswick

Reporting Period 2016-06-10 to 2018-10-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	659	283	376	4	2	2	36	15	21	19	16	3
Total Number of Employees	659	283	376	4	2	2	36	15	21	19	16	3



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Part-Time / New Brunswick

Reporting Period 2016-06-10 to 2018-10-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$5,000	6	1	5				1	1				
Total Number of Employees	6	1	5				1	1				



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Manitoba

Reporting Period 2016-06-10 to 2018-10-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	44	39	5				1	1		8	8	
Total Number of Employees	44	39	5				1	1		8	8	



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / British Columbia

Reporting Period 2016-06-10 to 2018-10-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	85	71	14	1	1		2	2		26	23	3
Total Number of Employees	85	71	14	1	1		2	2		26	23	3



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Prince Edward Island

Reporting Period 2016-06-10 to 2018-10-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	7	6	1									
Total Number of Employees	7	6	1									



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Saskatchewan

Reporting Period 2016-06-10 to 2018-10-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	14	13	1	1	1		1	1				
Total Number of Employees	14	13	1	1	1		1	1				



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Alberta

Reporting Period 2016-06-10 to 2018-10-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	153	115	38	3	3		3	2	1	28	24	4
Total Number of Employees	153	115	38	3	3		3	2	1	28	24	4



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Part-Time / Alberta

Reporting Period 2016-06-10 to 2018-10-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$5,000	1		1									
Total Number of Employees	1		1									



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Newfoundland and Labrador
Reporting Period 2016-06-10 to 2018-10-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	13	12	1				2	2				
Total Number of Employees	13	12	1				2	2				



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Northwest Territories

Reporting Period 2016-06-10 to 2018-10-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	2	2					1	1				
Total Number of Employees	2	2					1	1				



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / National

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	20	15	5							4	3	1
Professionals	37	23	14							10	5	5
Semi-Professionals and Technicians	237	174	63				7	2	5	27	22	5
Supervisors	6	3	3									
Supervisors: Crafts and Trades	1	1										
Administrative and Senior Clerical Personnel	2		2									
Skilled Sales and Service Personnel	148	77	71	1	1		1		1	13	7	6
Skilled Crafts and Trades Workers	3	3										
Clerical Personnel	28	14	14							6	2	4
Intermediate Sales and Service Personnel	34	18	16				2	2		5	2	3
Semi-Skilled Manual Workers	79	44	35							8	6	2
Total Number of Employees Hired	595	372	223	1	1		10	4	6	73	47	26



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Part-Time / National

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Clerical Personnel	2		2									
Total Number of Employees Hired	2		2									



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Ontario

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	9	6	3							3	2	1
Professionals	23	16	7							8	4	4
Semi-Professionals and Technicians	51	46	5				1		1	9	8	1
Supervisors	6	3	3									
Supervisors: Crafts and Trades	1	1										
Skilled Sales and Service Personnel	27	14	13							8	4	4
Skilled Crafts and Trades Workers	3	3										
Clerical Personnel	20	12	8							5	2	3
Intermediate Sales and Service Personnel	11	6	5				2	2		4	1	3
Semi-Skilled Manual Workers	44	25	19							6	4	2
Total Number of Employees Hired	195	132	63				3	2	1	43	25	18



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Part-Time / Ontario

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Clerical Personnel	2		2									
Total Number of Employees Hired	2		2									



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Québec

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	3	1	2									
Professionals	5	3	2							2	1	1
Semi-Professionals and Technicians	40	36	4							5	4	1
Administrative and Senior Clerical Personnel	1		1									
Skilled Sales and Service Personnel	8	7	1							1	1	
Clerical Personnel	5	1	4							1		1
Intermediate Sales and Service Personnel	9	2	7									
Semi-Skilled Manual Workers	14	10	4									
Total Number of Employees Hired	85	60	25							9	6	3



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Nova Scotia

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Semi-Professionals and Technicians	2	1	1									
Clerical Personnel	1		1									
Semi-Skilled Manual Workers	2		2									
Total Number of Employees Hired	5	1	4									



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / New Brunswick

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	2	2										
Professionals	2	2										
Semi-Professionals and Technicians	120	69	51				6	2	4	8	5	3
Skilled Sales and Service Personnel	88	38	50	1	1					2	1	1
Clerical Personnel	1	1										
Intermediate Sales and Service Personnel	13	9	4									
Total Number of Employees Hired	226	121	105	1	1		6	2	4	10	6	4



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Manitoba

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	1	1								1	1	
Semi-Professionals and Technicians	7	7								1	1	
Skilled Sales and Service Personnel	2	2										
Semi-Skilled Manual Workers	5	4	1							1	1	
Total Number of Employees Hired	15	14	1							3	3	



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / British Columbia
Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	2	2										
Semi-Professionals and Technicians	6	5	1							1	1	
Skilled Sales and Service Personnel	7	5	2							1		1
Semi-Skilled Manual Workers	4	2	2							1	1	
Total Number of Employees Hired	19	14	5							3	2	1



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Prince Edward Island
Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Semi-Professionals and Technicians	1	1										
Total Number of Employees Hired	1	1										



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Saskatchewan

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Semi-Professionals and Technicians	1	1										
Total Number of Employees Hired	1	1										



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Alberta

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	3	3										
Professionals	7	2	5									
Semi-Professionals and Technicians	8	7	1							3	3	
Administrative and Senior Clerical Personnel	1		1									
Skilled Sales and Service Personnel	16	11	5				1		1	1	1	
Clerical Personnel	1		1									
Intermediate Sales and Service Personnel	1	1								1	1	
Semi-Skilled Manual Workers	10	3	7									
Total Number of Employees Hired	47	27	20				1		1	5	5	



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Newfoundland and Labrador
Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Semi-Professionals and Technicians	1	1										
Total Number of Employees Hired	1	1										



Xerox Canada Inc. (certificate # 060075)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / National
Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1	1										
Middle and Other Managers	86	62	24	1	1		1	1		14	10	4
Professionals	49	28	21							11	2	9
Semi-Professionals and Technicians	80	59	21				1	1		16	15	1
Supervisors	1	1										
Supervisors: Crafts and Trades	1	1										
Skilled Sales and Service Personnel	57	31	26				3	2	1	9	7	2
Clerical Personnel	13	4	9							2	1	1
Intermediate Sales and Service Personnel	1	1										
Semi-Skilled Manual Workers	5	3	2							2		2
Total Number of Employees Promoted	294	191	103	1	1		5	4	1	54	35	19
Total Number of Promotions	301	194	107	1	1		5	4	1	55	35	20



Xerox Canada Inc. (certificate # 060075)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Ontario
Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	36	20	16	1	1		1	1		10	6	4
Professionals	28	14	14							10	2	8
Semi-Professionals and Technicians	20	19	1							9	8	1
Supervisors	1	1										
Supervisors: Crafts and Trades	1	1										
Skilled Sales and Service Personnel	17	12	5				1	1		6	5	1
Clerical Personnel	4	3	1							1	1	
Intermediate Sales and Service Personnel	1	1										
Semi-Skilled Manual Workers	3	2	1							1		1
Total Number of Employees Promoted	111	73	38	1	1		2	2		37	22	15
Total Number of Promotions	114	74	40	1	1		2	2		38	22	16



Xerox Canada Inc. (certificate # 060075)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Québec
Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1	1										
Middle and Other Managers	19	15	4							1	1	
Professionals	12	7	5							1		1
Semi-Professionals and Technicians	15	14	1							3	3	
Skilled Sales and Service Personnel	9	7	2									
Clerical Personnel	2	1	1							1		1
Semi-Skilled Manual Workers	2	1	1							1		1
Total Number of Employees Promoted	60	46	14							7	4	3
Total Number of Promotions	62	47	15							7	4	3



Xerox Canada Inc. (certificate # 060075)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Nova Scotia
Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	4	4										
Professionals	2	1	1									
Semi-Professionals and Technicians	2	2										
Skilled Sales and Service Personnel	2		2									
Clerical Personnel	1		1									
Total Number of Employees Promoted	11	7	4									
Total Number of Promotions	11	7	4									



Xerox Canada Inc. (certificate # 060075)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / New Brunswick
Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	9	5	4									
Professionals	6	5	1									
Semi-Professionals and Technicians	31	13	18				1	1		2	2	
Skilled Sales and Service Personnel	24	10	14				2	1	1	2	2	
Clerical Personnel	6		6									
Total Number of Employees Promoted	76	33	43				3	2	1	4	4	
Total Number of Promotions	78	34	44				3	2	1	4	4	



Xerox Canada Inc. (certificate # 060075)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Manitoba
Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	3	3										
Semi-Professionals and Technicians	4	4							1	1		
Total Number of Employees Promoted	7	7							1	1		
Total Number of Promotions	7	7							1	1		



Xerox Canada Inc. (certificate # 060075)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / British Columbia
Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	8	8								2	2	
Professionals	1	1										
Semi-Professionals and Technicians	1	1										
Skilled Sales and Service Personnel	1		1							1		1
Total Number of Employees Promoted	11	10	1							3	2	1
Total Number of Promotions	11	10	1							3	2	1



Xerox Canada Inc. (certificate # 060075)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Saskatchewan
Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	2	2										
Semi-Professionals and Technicians	1	1										
Total Number of Employees Promoted	3	3										
Total Number of Promotions	3	3										



Xerox Canada Inc. (certificate # 060075)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Alberta
Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	5	5								1	1	
Semi-Professionals and Technicians	6	5	1							1	1	
Skilled Sales and Service Personnel	4	2	2									
Total Number of Employees Promoted	15	12	3							2	2	
Total Number of Promotions	15	12	3							2	2	



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / National

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	11	9	2							1	1	
Middle and Other Managers	215	137	78	2	1	1	4	1	3	34	24	10
Professionals	143	87	56	1	1		5	4	1	29	16	13
Semi-Professionals and Technicians	290	233	57	2	2		12	10	2	46	39	7
Supervisors	38	28	10				1	1		3	3	
Supervisors: Crafts and Trades	3	2	1									
Administrative and Senior Clerical Personnel	5	1	4				1	1		2		2
Skilled Sales and Service Personnel	201	124	77	1	1		3	2	1	22	14	8
Skilled Crafts and Trades Workers	1	1										
Clerical Personnel	54	19	35				3		3	9	3	6
Intermediate Sales and Service Personnel	41	8	33	1		1	3		3	6		6
Semi-Skilled Manual Workers	119	73	46	2	1	1	4	3	1	20	10	10
Total Number of Employees Terminated	1121	722	399	9	6	3	36	22	14	172	110	62



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Part-Time / National

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	2	1	1				1	1		1		1
Skilled Sales and Service Personnel	1		1									
Clerical Personnel	2		2									
Intermediate Sales and Service Personnel	1	1										
Semi-Skilled Manual Workers	1		1							1		1
Total Number of Employees Terminated	7	2	5				1	1		2		2



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Ontario

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	9	7	2							1	1	
Middle and Other Managers	143	90	53	2	1	1	3	1	2	31	21	10
Professionals	94	55	39				1		1	28	16	12
Semi-Professionals and Technicians	95	83	12				2	2		23	19	4
Supervisors	16	11	5				1	1		3	3	
Supervisors: Crafts and Trades	3	2	1									
Administrative and Senior Clerical Personnel	4	1	3				1	1		2		2
Skilled Sales and Service Personnel	56	39	17							13	10	3
Skilled Crafts and Trades Workers	1	1										
Clerical Personnel	34	12	22				2		2	9	3	6
Intermediate Sales and Service Personnel	15	1	14				2		2	4		4
Semi-Skilled Manual Workers	66	38	28	2	1	1	2	2		17	9	8
Total Number of Employees Terminated	536	340	196	4	2	2	14	7	7	131	82	49



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Part-Time / Ontario

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	2	1	1				1	1		1		1
Clerical Personnel	2		2									
Semi-Skilled Manual Workers	1		1							1		1
Total Number of Employees Terminated	5	1	4				1	1		2		2



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Québec

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	24	15	9							1	1	
Professionals	11	8	3									
Semi-Professionals and Technicians	44	41	3	1	1		1	1				
Supervisors	6	6										
Skilled Sales and Service Personnel	17	15	2									
Clerical Personnel	7	3	4									
Intermediate Sales and Service Personnel	6	1	5									
Semi-Skilled Manual Workers	10	6	4									
Total Number of Employees Terminated	125	95	30	1	1		1	1		1	1	



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Nova Scotia

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1	1										
Middle and Other Managers	7	4	3									
Professionals	8	3	5				1	1				
Semi-Professionals and Technicians	16	13	3									
Supervisors	5	4	1									
Skilled Sales and Service Personnel	6	4	2									
Clerical Personnel	4	1	3									
Intermediate Sales and Service Personnel	6	3	3									
Semi-Skilled Manual Workers	24	19	5							1		1
Total Number of Employees Terminated	77	52	25				1	1		1		1



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / New Brunswick
Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	15	7	8				1		1			
Professionals	12	9	3				1	1				
Semi-Professionals and Technicians	63	31	32				3	1	2	5	2	3
Supervisors	1	1										
Skilled Sales and Service Personnel	86	41	45	1	1		3	2	1	6	3	3
Clerical Personnel	4		4				1		1			
Intermediate Sales and Service Personnel	12	3	9	1		1	1		1	2		2
Total Number of Employees Terminated	193	92	101	2	1	1	10	4	6	13	5	8



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Part-Time / New Brunswick

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Intermediate Sales and Service Personnel	1	1										
Total Number of Employees Terminated	1	1										



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Manitoba

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	1	1										
Professionals	2	1	1				1	1				
Semi-Professionals and Technicians	7	7								1	1	
Supervisors	2	2										
Skilled Sales and Service Personnel	8	6	2							1		1
Intermediate Sales and Service Personnel	1		1									
Total Number of Employees Terminated	21	17	4				1	1		2	1	1



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / British Columbia

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	7	5	2									
Professionals	5	4	1	1	1					1		1
Semi-Professionals and Technicians	19	15	4							8	8	
Supervisors	1	1										
Skilled Sales and Service Personnel	9	7	2							1		1
Clerical Personnel	1		1									
Semi-Skilled Manual Workers	1		1							1		1
Total Number of Employees Terminated	43	32	11	1	1					11	8	3



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / Prince Edward Island
Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Semi-Professionals and Technicians	2	2										
Total Number of Employees Terminated	2	2										



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Saskatchewan

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	1	1										
Semi-Professionals and Technicians	2	2										
Total Number of Employees Terminated	3	3										



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Alberta

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1	1										
Middle and Other Managers	17	14	3							2	2	
Professionals	10	6	4				1	1				
Semi-Professionals and Technicians	41	38	3	1	1		6	6		9	9	
Supervisors	7	3	4									
Administrative and Senior Clerical Personnel	1		1									
Skilled Sales and Service Personnel	19	12	7							1	1	
Clerical Personnel	4	3	1									
Intermediate Sales and Service Personnel	1		1									
Semi-Skilled Manual Workers	18	10	8				2	1	1	1	1	
Total Number of Employees Terminated	119	87	32	1	1		9	8	1	13	13	



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Part-Time / Alberta

Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Skilled Sales and Service Personnel	1		1									
Total Number of Employees Terminated	1		1									



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / Newfoundland and Labrador
Reporting Period 2016-06-10 to 2018-10-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	1	1										
Semi-Professionals and Technicians	1	1										
Total Number of Employees Terminated	2	2										



Workplace Equity Information Management System - Xerox Canada Inc.

Workforce Analysis - Detailed Report

Date: 2018-10-31

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	19	2	10.5 %	27.4 %	5	-3	National
02 : Middle and Other Managers	National	356	134	37.6 %	38.9 %	138	-4	National
03 : Professionals		317	129	40.7 %	43.6 %	138	-9	
1111 : Financial auditors and accountants	National	2	2	100.0 %	55.1 %	1	1	National
1112 : Financial and investment analysts	National	39	22	56.4 %	50.1 %	20	2	National
1121 : Human resources professionals	National	24	17	70.8 %	71.1 %	17	0	National
1122 : Professional occupations in business management consulting	National	139	58	41.7 %	42.0 %	58	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	14	7	50.0 %	66.4 %	9	-2	National
2112 : Chemists	National	36	12	33.3 %	40.6 %	15	-3	National
2141 : Industrial and manufacturing engineers	National	2	0	0.0 %	17.0 %	0	0	National
2171 : Information systems analysts and consultants	National	56	8	14.3 %	28.3 %	16	-8	National
2172 : Database analysts and data administrators	National	2	1	50.0 %	35.2 %	1	0	National
4112 : Lawyers and Quebec notaries	National	3	2	66.7 %	42.5 %	1	1	National
04 : Semi-Professionals and Technicians		926	215	23.2 %	18.2 %	169	46	
2211 : Chemical technologists and technicians	Ontario	15	1	6.7 %	46.4 %	7	-6	Ontario
2242 : Electronic service technicians (household and business equipment)	Alberta	76	3	3.9 %	9.8 %	7	-4	Alberta
2242 : Electronic service technicians (household and business equipment)	British Columbia	41	0	0.0 %	5.3 %	2	-2	British Columbia
2242 : Electronic service technicians (household and business equipment)	Manitoba	25	1	4.0 %	4.7 %	1	0	Manitoba
2242 : Electronic service technicians (household and business equipment)	New Brunswick	15	5	33.3 %	16.7 %	3	2	New Brunswick
2242 : Electronic service technicians (household and business equipment)	Newfoundland and Labrador	10	0	0.0 %	7.6 %	1	-1	Newfoundland and
2242 : Electronic service technicians (household and business equipment)	Northwest Territories	2	0	0.0 %	0.0 %	0	0	Northwest Territories
2242 : Electronic service technicians (household and business equipment)	Nova Scotia	15	1	6.7 %	7.7 %	1	0	Nova Scotia
2242 : Electronic service technicians (household and business equipment)	Ontario	220	7	3.2 %	7.4 %	16	-9	Ontario
2242 : Electronic service technicians (household and business equipment)	Prince Edward Island	6	0	0.0 %	15.4 %	1	-1	Prince Edward Island



Workplace Equity Information Management System - Xerox Canada Inc.

Workforce Analysis - Detailed Report

Date: 2018-10-31

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
2242 : Electronic service technicians (household and business equipment)	Québec	136	7	5.1 %	7.5 %	10	-3	Québec
2242 : Electronic service technicians (household and business equipment)	Saskatchewan	11	1	9.1 %	7.4 %	1	0	Saskatchewan
2281 : Computer network technicians	New Brunswick	1	1	100.0 %	13.9 %	0	1	New Brunswick
2282 : User support technicians	Alberta	2	2	100.0 %	26.7 %	1	1	Alberta
2282 : User support technicians	British Columbia	3	0	0.0 %	25.1 %	1	-1	British Columbia
2282 : User support technicians	New Brunswick	267	152	56.9 %	33.0 %	88	64	New Brunswick
2282 : User support technicians	Nova Scotia	15	10	66.7 %	32.1 %	5	5	Nova Scotia
2282 : User support technicians	Ontario	19	6	31.6 %	24.2 %	5	1	Ontario
2282 : User support technicians	Québec	12	4	33.3 %	19.6 %	2	2	Québec
4211 : Paralegal and related occupations	Ontario	1	1	100.0 %	82.0 %	1	0	Ontario
4216 : Other instructors	New Brunswick	1	0	0.0 %	53.8 %	1	-1	New Brunswick
4216 : Other instructors	Ontario	1	0	0.0 %	57.3 %	1	-1	Ontario
4216 : Other instructors	Québec	2	0	0.0 %	51.4 %	1	-1	Québec
5241 : Graphic designers and illustrators	Alberta	2	2	100.0 %	51.7 %	1	1	Alberta
5241 : Graphic designers and illustrators	British Columbia	2	2	100.0 %	43.7 %	1	1	British Columbia
5241 : Graphic designers and illustrators	Nova Scotia	1	0	0.0 %	41.4 %	0	0	Nova Scotia
5241 : Graphic designers and illustrators	Ontario	11	4	36.4 %	44.9 %	5	-1	Ontario
5241 : Graphic designers and illustrators	Québec	14	5	35.7 %	47.2 %	7	-2	Québec
05 : Supervisors		25	13	52.0 %	54.2 %	14	-1	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	55.0 %	1	-1	Calgary
Employment Equity Occupational Group	Guelph	1	1	100.0 %	59.1 %	1	0	Guelph
Employment Equity Occupational Group	Montréal	3	0	0.0 %	50.8 %	2	-2	Montréal
Employment Equity Occupational Group	Ont. less CMAs	3	1	33.3 %	62.9 %	2	-1	Ont. less CMAs
Employment Equity Occupational Group	Toronto	16	10	62.5 %	53.0 %	8	2	Toronto



Workplace Equity Information Management System - Xerox Canada Inc.

Workforce Analysis - Detailed Report

Date: 2018-10-31

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Vancouver	1	1	100.0 %	51.4 %	1	0	Vancouver
06 : Supervisors: Crafts and Trades		7	2	28.6 %	22.7 %	2	0	
9227 : Supervisors, other products manufacturing and assembly	Ontario	7	2	28.6 %	22.7 %	2	0	Ontario
07 : Administrative and Senior Clerical Personnel		13	12	92.3 %	81.1 %	11	1	
Employment Equity Occupational Group	Calgary	1	1	100.0 %	80.5 %	1	0	Calgary
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	1	1	100.0 %	83.0 %	1	0	Kitchener - Cambridge
Employment Equity Occupational Group	Montréal	3	3	100.0 %	80.8 %	2	1	Montréal
Employment Equity Occupational Group	Saint John	2	2	100.0 %	83.6 %	2	0	Saint John
Employment Equity Occupational Group	Toronto	6	5	83.3 %	80.1 %	5	0	Toronto
08 : Skilled Sales and Service Personnel		285	145	50.9 %	26.6 %	76	69	
6221 : Technical sales specialists - wholesale trade	Alberta	18	8	44.4 %	20.5 %	4	4	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	13	5	38.5 %	26.3 %	3	2	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	3	0	0.0 %	27.8 %	1	-1	Manitoba
6221 : Technical sales specialists - wholesale trade	New Brunswick	158	97	61.4 %	26.1 %	41	56	New Brunswick
6221 : Technical sales specialists - wholesale trade	Nova Scotia	7	6	85.7 %	24.9 %	2	4	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	59	20	33.9 %	28.7 %	17	3	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	27	9	33.3 %	29.1 %	8	1	Québec
09 : Skilled Crafts and Trades Workers		7	0	0.0 %	3.7 %	0	0	
7333 : Electrical mechanics	Ontario	1	0	0.0 %	7.5 %	0	0	Ontario
7335 : Other small engine and small equipment repairers	Ontario	6	0	0.0 %	3.1 %	0	0	Ontario
10 : Clerical Personnel		131	86	65.6 %	67.0 %	88	-2	
Employment Equity Occupational Group	Calgary	3	2	66.7 %	70.2 %	2	0	Calgary
Employment Equity Occupational Group	Halifax	5	5	100.0 %	67.7 %	3	2	Halifax
Employment Equity Occupational Group	Montréal	20	13	65.0 %	62.5 %	13	0	Montréal



Workplace Equity Information Management System - Xerox Canada Inc.

Workforce Analysis - Detailed Report

Date: 2018-10-31

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Ottawa - Gatineau	2	1	50.0 %	65.8 %	1	0	Ottawa - Gatineau
Employment Equity Occupational Group	Saint John	45	32	71.1 %	70.5 %	32	0	Saint John
Employment Equity Occupational Group	Toronto	52	31	59.6 %	65.2 %	34	-3	Toronto
Employment Equity Occupational Group	Vancouver	3	1	33.3 %	70.0 %	2	-1	Vancouver
Employment Equity Occupational Group	Winnipeg	1	1	100.0 %	67.9 %	1	0	Winnipeg
11 : Intermediate Sales and Service Personnel		127	79	62.2 %	66.0 %	84	-5	
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	67.0 %	1	-1	Edmonton
Employment Equity Occupational Group	Halifax	15	12	80.0 %	65.5 %	10	2	Halifax
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	2	1	50.0 %	69.4 %	1	0	Kitchener - Cambridge
Employment Equity Occupational Group	Montréal	14	11	78.6 %	61.8 %	9	2	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	1	100.0 %	61.8 %	1	0	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	1	0	0.0 %	60.8 %	1	-1	Québec
Employment Equity Occupational Group	Saint John	64	36	56.3 %	68.1 %	44	-8	Saint John
Employment Equity Occupational Group	Toronto	28	17	60.7 %	63.9 %	18	-1	Toronto
Employment Equity Occupational Group	Vancouver	1	1	100.0 %	64.2 %	1	0	Vancouver
12 : Semi-Skilled Manual Workers		173	79	45.7 %	18.8 %	33	46	
Employment Equity Occupational Group	Alta. less CMAs	2	2	100.0 %	16.3 %	0	2	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	3	2	66.7 %	14.0 %	0	2	B.C. less CMAs
Employment Equity Occupational Group	Barrie	1	1	100.0 %	17.8 %	0	1	Barrie
Employment Equity Occupational Group	Calgary	7	4	57.1 %	14.5 %	1	3	Calgary
Employment Equity Occupational Group	Edmonton	4	3	75.0 %	16.0 %	1	2	Edmonton
Employment Equity Occupational Group	Guelph	8	4	50.0 %	26.3 %	2	2	Guelph
Employment Equity Occupational Group	Halifax	4	2	50.0 %	12.1 %	0	2	Halifax
Employment Equity Occupational Group	London	2	1	50.0 %	18.7 %	0	1	London



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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Montréal	35	12	34.3 %	18.4 %	6	6	Montréal
Employment Equity Occupational Group	Ont. less CMAs	8	4	50.0 %	20.7 %	2	2	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	9	3	33.3 %	14.6 %	1	2	Ottawa - Gatineau
Employment Equity Occupational Group	P.E.I.	1	1	100.0 %	18.3 %	0	1	P.E.I.
Employment Equity Occupational Group	Que. less CMAs	1	0	0.0 %	17.3 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Québec	3	2	66.7 %	13.2 %	0	2	Québec
Employment Equity Occupational Group	Saint John	7	2	28.6 %	8.3 %	1	1	Saint John
Employment Equity Occupational Group	St. John's	2	1	50.0 %	6.8 %	0	1	St. John's
Employment Equity Occupational Group	Toronto	65	31	47.7 %	22.0 %	14	17	Toronto
Employment Equity Occupational Group	Vancouver	3	1	33.3 %	17.1 %	1	0	Vancouver
Employment Equity Occupational Group	Windsor	2	2	100.0 %	24.1 %	0	2	Windsor
Employment Equity Occupational Group	Winnipeg	6	1	16.7 %	14.5 %	1	0	Winnipeg
Total		2386	896	37.5 %	31.7 %	758	138	

Total may not equal sum of components due to rounding.

Sources: 2011 National Household Survey and employer's internal data



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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Recruitment Area	
			Representation #	%	Availability %	Gap #		
01 : Senior Managers	National	19	0	0.0 %	2.9 %	1	-1	National
02 : Middle and Other Managers	National	356	2	0.6 %	2.2 %	8	-6	National
03 : Professionals		317	3	0.9 %	1.4 %	4	-1	
1111 : Financial auditors and accountants	National	2	0	0.0 %	1.3 %	0	0	National
1112 : Financial and investment analysts	National	39	0	0.0 %	0.9 %	0	0	National
1121 : Human resources professionals	National	24	0	0.0 %	2.7 %	1	-1	National
1122 : Professional occupations in business management consulting	National	139	2	1.4 %	1.6 %	2	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	14	0	0.0 %	2.1 %	0	0	National
2112 : Chemists	National	36	0	0.0 %	0.6 %	0	0	National
2141 : Industrial and manufacturing engineers	National	2	0	0.0 %	0.8 %	0	0	National
2171 : Information systems analysts and consultants	National	56	1	1.8 %	1.1 %	1	0	National
2172 : Database analysts and data administrators	National	2	0	0.0 %	1.3 %	0	0	National
4112 : Lawyers and Quebec notaries	National	3	0	0.0 %	1.6 %	0	0	National
04 : Semi-Professionals and Technicians		926	8	0.9 %	2.7 %	25	-17	
2211 : Chemical technologists and technicians	Ontario	15	0	0.0 %	1.9 %	0	0	Ontario
2242 : Electronic service technicians (household and business equipment)	Alberta	76	2	2.6 %	3.3 %	3	-1	Alberta
2242 : Electronic service technicians (household and business equipment)	British Columbia	41	1	2.4 %	2.1 %	1	0	British Columbia
2242 : Electronic service technicians (household and business equipment)	Manitoba	25	0	0.0 %	5.5 %	1	-1	Manitoba
2242 : Electronic service technicians (household and business equipment)	New Brunswick	15	0	0.0 %	4.8 %	1	-1	New Brunswick
2242 : Electronic service technicians (household and business equipment)	Newfoundland and Labrador	10	0	0.0 %	0.0 %	0	0	Newfoundland and Labrador
2242 : Electronic service technicians (household and business equipment)	Northwest Territories	2	0	0.0 %	23.1 %	0	0	Northwest Territories
2242 : Electronic service technicians (household and business equipment)	Nova Scotia	15	0	0.0 %	3.1 %	0	0	Nova Scotia
2242 : Electronic service technicians (household and business equipment)	Ontario	220	2	0.9 %	1.6 %	4	-2	Ontario
2242 : Electronic service technicians (household and business equipment)	Prince Edward Island	6	0	0.0 %	0.0 %	0	0	Prince Edward Island



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Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
2242 : Electronic service technicians (household and business equipment)	Québec	136	0	0.0 %	1.0 %	1	-1	Québec
2242 : Electronic service technicians (household and business equipment)	Saskatchewan	11	1	9.1 %	5.0 %	1	0	Saskatchewan
2281 : Computer network technicians	New Brunswick	1	0	0.0 %	1.0 %	0	0	New Brunswick
2282 : User support technicians	Alberta	2	0	0.0 %	3.8 %	0	0	Alberta
2282 : User support technicians	British Columbia	3	0	0.0 %	1.8 %	0	0	British Columbia
2282 : User support technicians	New Brunswick	267	1	0.4 %	4.2 %	11	-10	New Brunswick
2282 : User support technicians	Nova Scotia	15	0	0.0 %	3.2 %	0	0	Nova Scotia
2282 : User support technicians	Ontario	19	1	5.3 %	1.6 %	0	1	Ontario
2282 : User support technicians	Québec	12	0	0.0 %	1.3 %	0	0	Québec
4211 : Paralegal and related occupations	Ontario	1	0	0.0 %	1.5 %	0	0	Ontario
4216 : Other instructors	New Brunswick	1	0	0.0 %	3.2 %	0	0	New Brunswick
4216 : Other instructors	Ontario	1	0	0.0 %	1.4 %	0	0	Ontario
4216 : Other instructors	Québec	2	0	0.0 %	1.6 %	0	0	Québec
5241 : Graphic designers and illustrators	Alberta	2	0	0.0 %	2.5 %	0	0	Alberta
5241 : Graphic designers and illustrators	British Columbia	2	0	0.0 %	2.7 %	0	0	British Columbia
5241 : Graphic designers and illustrators	Nova Scotia	1	0	0.0 %	2.2 %	0	0	Nova Scotia
5241 : Graphic designers and illustrators	Ontario	11	0	0.0 %	1.6 %	0	0	Ontario
5241 : Graphic designers and illustrators	Québec	14	0	0.0 %	1.2 %	0	0	Québec
05 : Supervisors		25	0	0.0 %	1.6 %	0	0	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	3.1 %	0	0	Calgary
Employment Equity Occupational Group	Guelph	1	0	0.0 %	2.1 %	0	0	Guelph
Employment Equity Occupational Group	Montréal	3	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	Ont. less CMAs	3	0	0.0 %	4.9 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Toronto	16	0	0.0 %	1.0 %	0	0	Toronto



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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	2.6 %	0	0	Vancouver
06 : Supervisors: Crafts and Trades		7	0	0.0 %	1.2 %	0	0	
9227 : Supervisors, other products manufacturing and assembly	Ontario	7	0	0.0 %	1.2 %	0	0	Ontario
07 : Administrative and Senior Clerical Personnel		13	0	0.0 %	1.0 %	0	0	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	2.6 %	0	0	Calgary
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	1	0	0.0 %	1.6 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	Montréal	3	0	0.0 %	0.7 %	0	0	Montréal
Employment Equity Occupational Group	Saint John	2	0	0.0 %	1.1 %	0	0	Saint John
Employment Equity Occupational Group	Toronto	6	0	0.0 %	0.8 %	0	0	Toronto
08 : Skilled Sales and Service Personnel		285	1	0.4 %	0.7 %	2	-1	
6221 : Technical sales specialists - wholesale trade	Alberta	18	0	0.0 %	2.0 %	0	0	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	13	0	0.0 %	2.5 %	0	0	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	3	0	0.0 %	6.3 %	0	0	Manitoba
6221 : Technical sales specialists - wholesale trade	New Brunswick	158	1	0.6 %	0.0 %	0	1	New Brunswick
6221 : Technical sales specialists - wholesale trade	Nova Scotia	7	0	0.0 %	2.3 %	0	0	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	59	0	0.0 %	1.0 %	1	-1	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	27	0	0.0 %	1.0 %	0	0	Québec
09 : Skilled Crafts and Trades Workers		7	0	0.0 %	1.5 %	0	0	
7333 : Electrical mechanics	Ontario	1	0	0.0 %	1.2 %	0	0	Ontario
7335 : Other small engine and small equipment repairers	Ontario	6	0	0.0 %	1.6 %	0	0	Ontario
10 : Clerical Personnel		131	1	0.8 %	1.9 %	2	-1	
Employment Equity Occupational Group	Calgary	3	0	0.0 %	3.0 %	0	0	Calgary
Employment Equity Occupational Group	Halifax	5	0	0.0 %	2.7 %	0	0	Halifax
Employment Equity Occupational Group	Montréal	20	0	0.0 %	0.8 %	0	0	Montréal



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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Ottawa - Gatineau	2	1	50.0 %	2.8 %	0	1	Ottawa - Gatineau
Employment Equity Occupational Group	Saint John	45	0	0.0 %	3.3 %	1	-1	Saint John
Employment Equity Occupational Group	Toronto	52	0	0.0 %	0.7 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	3	0	0.0 %	2.4 %	0	0	Vancouver
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	9.8 %	0	0	Winnipeg
11 : Intermediate Sales and Service Personnel		127	1	0.8 %	1.5 %	2	-1	
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	4.8 %	0	0	Edmonton
Employment Equity Occupational Group	Halifax	15	0	0.0 %	3.2 %	0	0	Halifax
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	2	0	0.0 %	1.5 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	Montréal	14	0	0.0 %	0.9 %	0	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	3.0 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	1	0	0.0 %	1.2 %	0	0	Québec
Employment Equity Occupational Group	Saint John	64	1	1.6 %	1.6 %	1	0	Saint John
Employment Equity Occupational Group	Toronto	28	0	0.0 %	0.6 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	2.3 %	0	0	Vancouver
12 : Semi-Skilled Manual Workers		173	2	1.2 %	2.0 %	3	-1	
Employment Equity Occupational Group	Alta. less CMAs	2	0	0.0 %	8.5 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	3	0	0.0 %	11.0 %	0	0	B.C. less CMAs
Employment Equity Occupational Group	Barrie	1	0	0.0 %	1.8 %	0	0	Barrie
Employment Equity Occupational Group	Calgary	7	0	0.0 %	3.5 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	4	0	0.0 %	5.6 %	0	0	Edmonton
Employment Equity Occupational Group	Guelph	8	0	0.0 %	1.4 %	0	0	Guelph
Employment Equity Occupational Group	Halifax	4	1	25.0 %	2.9 %	0	1	Halifax
Employment Equity Occupational Group	London	2	0	0.0 %	1.9 %	0	0	London



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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Montréal	35	0	0.0 %	0.9 %	0	0	Montréal
Employment Equity Occupational Group	Ont. less CMAs	8	0	0.0 %	4.4 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	9	0	0.0 %	3.3 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	P.E.I.	1	0	0.0 %	1.1 %	0	0	P.E.I.
Employment Equity Occupational Group	Que. less CMAs	1	0	0.0 %	2.7 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Québec	3	0	0.0 %	0.8 %	0	0	Québec
Employment Equity Occupational Group	Saint John	7	0	0.0 %	1.2 %	0	0	Saint John
Employment Equity Occupational Group	St. John's	2	0	0.0 %	1.5 %	0	0	St. John's
Employment Equity Occupational Group	Toronto	65	1	1.5 %	0.7 %	0	1	Toronto
Employment Equity Occupational Group	Vancouver	3	0	0.0 %	2.2 %	0	0	Vancouver
Employment Equity Occupational Group	Windsor	2	0	0.0 %	2.0 %	0	0	Windsor
Employment Equity Occupational Group	Winnipeg	6	0	0.0 %	10.0 %	1	-1	Winnipeg
Total		2386	18	0.8 %	2.0 %	47	-29	

Total may not equal sum of components due to rounding.

Sources: 2011 National Household Survey and employer's internal data



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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	19	2	10.5 %	10.1 %	2	0	National
02 : Middle and Other Managers	National	356	57	16.0 %	15.0 %	53	4	National
03 : Professionals		317	60	18.9 %	26.1 %	83	-23	
1111 : Financial auditors and accountants	National	2	2	100.0 %	27.5 %	1	1	National
1112 : Financial and investment analysts	National	39	11	28.2 %	35.4 %	14	-3	National
1121 : Human resources professionals	National	24	3	12.5 %	14.1 %	3	0	National
1122 : Professional occupations in business management consulting	National	139	18	12.9 %	21.6 %	30	-12	National
1123 : Professional occupations in advertising, marketing and public relations	National	14	3	21.4 %	16.9 %	2	1	National
2112 : Chemists	National	36	10	27.8 %	37.3 %	13	-3	National
2141 : Industrial and manufacturing engineers	National	2	1	50.0 %	31.5 %	1	0	National
2171 : Information systems analysts and consultants	National	56	12	21.4 %	31.4 %	18	-6	National
2172 : Database analysts and data administrators	National	2	0	0.0 %	32.3 %	1	-1	National
4112 : Lawyers and Quebec notaries	National	3	0	0.0 %	12.5 %	0	0	National
04 : Semi-Professionals and Technicians		926	141	15.2 %	16.3 %	151	-10	
2211 : Chemical technologists and technicians	Ontario	15	10	66.7 %	30.7 %	5	5	Ontario
2242 : Electronic service technicians (household and business equipment)	Alberta	76	20	26.3 %	23.2 %	18	2	Alberta
2242 : Electronic service technicians (household and business equipment)	British Columbia	41	13	31.7 %	32.8 %	13	0	British Columbia
2242 : Electronic service technicians (household and business equipment)	Manitoba	25	5	20.0 %	16.8 %	4	1	Manitoba
2242 : Electronic service technicians (household and business equipment)	New Brunswick	15	2	13.3 %	3.2 %	0	2	New Brunswick
2242 : Electronic service technicians (household and business equipment)	Newfoundland and Labrador	10	0	0.0 %	0.0 %	0	0	Newfoundland and Labrador
2242 : Electronic service technicians (household and business equipment)	Northwest Territories	2	0	0.0 %	0.0 %	0	0	Northwest Territories
2242 : Electronic service technicians (household and business equipment)	Nova Scotia	15	1	6.7 %	1.4 %	0	1	Nova Scotia
2242 : Electronic service technicians (household and business equipment)	Ontario	220	55	25.0 %	29.3 %	64	-9	Ontario
2242 : Electronic service technicians (household and business equipment)	Prince Edward Island	6	0	0.0 %	0.0 %	0	0	Prince Edward Island



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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
2242 : Electronic service technicians (household and business equipment)	Québec	136	12	8.8 %	12.9 %	18	-6	Québec
2242 : Electronic service technicians (household and business equipment)	Saskatchewan	11	0	0.0 %	17.1 %	2	-2	Saskatchewan
2281 : Computer network technicians	New Brunswick	1	0	0.0 %	3.1 %	0	0	New Brunswick
2282 : User support technicians	Alberta	2	0	0.0 %	28.2 %	1	-1	Alberta
2282 : User support technicians	British Columbia	3	0	0.0 %	32.5 %	1	-1	British Columbia
2282 : User support technicians	New Brunswick	267	9	3.4 %	3.0 %	8	1	New Brunswick
2282 : User support technicians	Nova Scotia	15	0	0.0 %	11.3 %	2	-2	Nova Scotia
2282 : User support technicians	Ontario	19	6	31.6 %	35.9 %	7	-1	Ontario
2282 : User support technicians	Québec	12	3	25.0 %	18.2 %	2	1	Québec
4211 : Paralegal and related occupations	Ontario	1	0	0.0 %	22.3 %	0	0	Ontario
4216 : Other instructors	New Brunswick	1	0	0.0 %	3.2 %	0	0	New Brunswick
4216 : Other instructors	Ontario	1	0	0.0 %	37.5 %	0	0	Ontario
4216 : Other instructors	Québec	2	0	0.0 %	18.3 %	0	0	Québec
5241 : Graphic designers and illustrators	Alberta	2	0	0.0 %	15.4 %	0	0	Alberta
5241 : Graphic designers and illustrators	British Columbia	2	0	0.0 %	28.0 %	1	-1	British Columbia
5241 : Graphic designers and illustrators	Nova Scotia	1	0	0.0 %	5.5 %	0	0	Nova Scotia
5241 : Graphic designers and illustrators	Ontario	11	5	45.5 %	24.0 %	3	2	Ontario
5241 : Graphic designers and illustrators	Québec	14	0	0.0 %	11.2 %	2	-2	Québec
05 : Supervisors		25	5	20.0 %	34.5 %	9	-4	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	27.4 %	0	0	Calgary
Employment Equity Occupational Group	Guelph	1	0	0.0 %	3.1 %	0	0	Guelph
Employment Equity Occupational Group	Montréal	3	1	33.3 %	16.7 %	1	0	Montréal
Employment Equity Occupational Group	Ont. less CMAs	3	0	0.0 %	1.9 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Toronto	16	3	18.8 %	45.8 %	7	-4	Toronto



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Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Vancouver	1	1	100.0 %	43.4 %	0	1	Vancouver
06 : Supervisors: Crafts and Trades		7	2	28.6 %	22.7 %	2	0	
9227 : Supervisors, other products manufacturing and assembly	Ontario	7	2	28.6 %	22.7 %	2	0	Ontario
07 : Administrative and Senior Clerical Personnel		13	1	7.7 %	22.3 %	3	-2	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	16.5 %	0	0	Calgary
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	1	0	0.0 %	9.5 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	Montréal	3	0	0.0 %	12.2 %	0	0	Montréal
Employment Equity Occupational Group	Saint John	2	0	0.0 %	1.9 %	0	0	Saint John
Employment Equity Occupational Group	Toronto	6	1	16.7 %	37.3 %	2	-1	Toronto
08 : Skilled Sales and Service Personnel		285	32	11.2 %	7.1 %	20	12	
6221 : Technical sales specialists - wholesale trade	Alberta	18	1	5.6 %	11.3 %	2	-1	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	13	6	46.2 %	24.7 %	3	3	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	3	0	0.0 %	7.8 %	0	0	Manitoba
6221 : Technical sales specialists - wholesale trade	New Brunswick	158	6	3.8 %	0.0 %	0	6	New Brunswick
6221 : Technical sales specialists - wholesale trade	Nova Scotia	7	1	14.3 %	2.7 %	0	1	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	59	17	28.8 %	20.8 %	12	5	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	27	1	3.7 %	8.5 %	2	-1	Québec
09 : Skilled Crafts and Trades Workers		7	1	14.3 %	6.4 %	0	1	
7333 : Electrical mechanics	Ontario	1	1	100.0 %	23.9 %	0	1	Ontario
7335 : Other small engine and small equipment repairers	Ontario	6	0	0.0 %	3.4 %	0	0	Ontario
10 : Clerical Personnel		131	20	15.3 %	24.5 %	32	-12	
Employment Equity Occupational Group	Calgary	3	0	0.0 %	24.3 %	1	-1	Calgary
Employment Equity Occupational Group	Halifax	5	0	0.0 %	7.3 %	0	0	Halifax
Employment Equity Occupational Group	Montréal	20	3	15.0 %	17.4 %	3	0	Montréal



Workplace Equity Information Management System - Xerox Canada Inc.

Workforce Analysis - Detailed Report

Date: 2018-10-31

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	14.7 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Saint John	45	0	0.0 %	1.8 %	1	-1	Saint John
Employment Equity Occupational Group	Toronto	52	15	28.8 %	48.1 %	25	-10	Toronto
Employment Equity Occupational Group	Vancouver	3	2	66.7 %	42.3 %	1	1	Vancouver
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	17.0 %	0	0	Winnipeg
11 : Intermediate Sales and Service Personnel		127	16	12.6 %	16.7 %	21	-5	
Employment Equity Occupational Group	Edmonton	1	1	100.0 %	24.8 %	0	1	Edmonton
Employment Equity Occupational Group	Halifax	15	1	6.7 %	8.5 %	1	0	Halifax
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	2	0	0.0 %	13.8 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	Montréal	14	1	7.1 %	22.2 %	3	-2	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	22.0 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	1	0	0.0 %	3.0 %	0	0	Québec
Employment Equity Occupational Group	Saint John	64	1	1.6 %	2.8 %	2	-1	Saint John
Employment Equity Occupational Group	Toronto	28	12	42.9 %	48.9 %	14	-2	Toronto
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	47.5 %	0	0	Vancouver
12 : Semi-Skilled Manual Workers		173	23	13.3 %	32.9 %	57	-34	
Employment Equity Occupational Group	Alta. less CMAs	2	0	0.0 %	4.3 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	3	0	0.0 %	3.5 %	0	0	B.C. less CMAs
Employment Equity Occupational Group	Barrie	1	0	0.0 %	8.3 %	0	0	Barrie
Employment Equity Occupational Group	Calgary	7	1	14.3 %	33.1 %	2	-1	Calgary
Employment Equity Occupational Group	Edmonton	4	0	0.0 %	22.3 %	1	-1	Edmonton
Employment Equity Occupational Group	Guelph	8	1	12.5 %	24.8 %	2	-1	Guelph
Employment Equity Occupational Group	Halifax	4	1	25.0 %	6.1 %	0	1	Halifax
Employment Equity Occupational Group	London	2	0	0.0 %	12.9 %	0	0	London



Workplace Equity Information Management System - Xerox Canada Inc.

Workforce Analysis - Detailed Report

Date: 2018-10-31

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Montréal	35	1	2.9 %	22.7 %	8	-7	Montréal
Employment Equity Occupational Group	Ont. less CMAs	8	0	0.0 %	1.6 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	9	1	11.1 %	19.9 %	2	-1	Ottawa - Gatineau
Employment Equity Occupational Group	P.E.I.	1	0	0.0 %	1.2 %	0	0	P.E.I.
Employment Equity Occupational Group	Que. less CMAs	1	0	0.0 %	0.7 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Québec	3	0	0.0 %	2.3 %	0	0	Québec
Employment Equity Occupational Group	Saint John	7	0	0.0 %	1.8 %	0	0	Saint John
Employment Equity Occupational Group	St. John's	2	0	0.0 %	1.3 %	0	0	St. John's
Employment Equity Occupational Group	Toronto	65	16	24.6 %	57.5 %	37	-21	Toronto
Employment Equity Occupational Group	Vancouver	3	1	33.3 %	48.9 %	1	0	Vancouver
Employment Equity Occupational Group	Windsor	2	0	0.0 %	14.2 %	0	0	Windsor
Employment Equity Occupational Group	Winnipeg	6	1	16.7 %	27.9 %	2	-1	Winnipeg
Total		2386	360	15.1 %	18.1 %	433	-73	

Total may not equal sum of components due to rounding.

Sources: 2011 National Household Survey and employer's internal data



Workplace Equity Information Management System - Xerox Canada Inc.

Workforce Analysis - Detailed Report

Date: 2018-10-31

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		Gap #	Recruitment Area
			#	%	%	#		
01/02 : Managers	National	375	13	3.5 %	4.3 %	16	-3	National
03 : Professionals	National	317	7	2.2 %	3.8 %	12	-5	National
04 : Semi-Professionals and Technicians	National	926	35	3.8 %	4.6 %	43	-8	National
05 : Supervisors	National	25	2	8.0 %	13.9 %	3	-1	National
06 : Supervisors: Crafts and Trades	National	7	0	0.0 %	7.8 %	1	-1	National
07 : Administrative and Senior Clerical Personnel	National	13	0	0.0 %	3.4 %	0	0	National
08 : Skilled Sales and Service Personnel	National	285	5	1.8 %	3.5 %	10	-5	National
09 : Skilled Crafts and Trades Workers	National	7	0	0.0 %	3.8 %	0	0	National
10 : Clerical Personnel	National	131	6	4.6 %	7.0 %	9	-3	National
11 : Intermediate Sales and Service Personnel	National	127	11	8.7 %	5.6 %	7	4	National
12 : Semi-Skilled Manual Workers	National	173	3	1.7 %	4.8 %	8	-5	National
Total		2386	82	3.5 %	4.6 %	109	-27	

Total may not equal sum of components due to rounding.

Sources: 2012 Canadian Survey on Disability and employer's internal data



Workforce Analysis - Detailed Report

Date: 2018-10-31

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Detailed Report

Date: 2018-10-31

WFA Defaults - Persons with Disabilities

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



Workplace Equity Information Management System - Xerox Canada Inc.

Workforce Analysis - Summary Report

Date: 2018-10-31

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	19	2	10.5 %	27.4 %	5	-3
02 : Middle and Other Managers	356	134	37.6 %	38.9 %	138	-4
03 : Professionals	317	129	40.7 %	43.6 %	138	-9
04 : Semi-Professionals and Technicians	926	215	23.2 %	18.2 %	169	46
05 : Supervisors	25	13	52.0 %	54.2 %	14	-1
06 : Supervisors: Crafts and Trades	7	2	28.6 %	22.7 %	2	0
07 : Administrative and Senior Clerical Personnel	13	12	92.3 %	81.1 %	11	1
08 : Skilled Sales and Service Personnel	285	145	50.9 %	26.6 %	76	69
09 : Skilled Crafts and Trades Workers	7	0	0.0 %	3.7 %	0	0
10 : Clerical Personnel	131	86	65.6 %	67.0 %	88	-2
11 : Intermediate Sales and Service Personnel	127	79	62.2 %	66.0 %	84	-5
12 : Semi-Skilled Manual Workers	173	79	45.7 %	18.8 %	33	46
Total	2386	896	37.5 %	31.7 %	758	138

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Xerox Canada Inc.

Workforce Analysis - Summary Report

Date: 2018-10-31

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
01 : Senior Managers	19	0	0.0 %	2.9 %	1	-1
02 : Middle and Other Managers	356	2	0.6 %	2.2 %	8	-6
03 : Professionals	317	3	0.9 %	1.4 %	4	-1
04 : Semi-Professionals and Technicians	926	8	0.9 %	2.7 %	25	-17
05 : Supervisors	25	0	0.0 %	1.6 %	0	0
06 : Supervisors: Crafts and Trades	7	0	0.0 %	1.2 %	0	0
07 : Administrative and Senior Clerical Personnel	13	0	0.0 %	1.0 %	0	0
08 : Skilled Sales and Service Personnel	285	1	0.4 %	0.7 %	2	-1
09 : Skilled Crafts and Trades Workers	7	0	0.0 %	1.5 %	0	0
10 : Clerical Personnel	131	1	0.8 %	1.9 %	2	-1
11 : Intermediate Sales and Service Personnel	127	1	0.8 %	1.5 %	2	-1
12 : Semi-Skilled Manual Workers	173	2	1.2 %	2.0 %	3	-1
Total	2386	18	0.8 %	2.0 %	47	-29

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Xerox Canada Inc.

Workforce Analysis - Summary Report

Date: 2018-10-31

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	19	2	10.5 %	10.1 %	2	0
02 : Middle and Other Managers	356	57	16.0 %	15.0 %	53	4
03 : Professionals	317	60	18.9 %	26.1 %	83	-23
04 : Semi-Professionals and Technicians	926	141	15.2 %	16.3 %	151	-10
05 : Supervisors	25	5	20.0 %	34.5 %	9	-4
06 : Supervisors: Crafts and Trades	7	2	28.6 %	22.7 %	2	0
07 : Administrative and Senior Clerical Personnel	13	1	7.7 %	22.3 %	3	-2
08 : Skilled Sales and Service Personnel	285	32	11.2 %	7.1 %	20	12
09 : Skilled Crafts and Trades Workers	7	1	14.3 %	6.4 %	0	1
10 : Clerical Personnel	131	20	15.3 %	24.5 %	32	-12
11 : Intermediate Sales and Service Personnel	127	16	12.6 %	16.7 %	21	-5
12 : Semi-Skilled Manual Workers	173	23	13.3 %	32.9 %	57	-34
Total	2386	360	15.1 %	18.1 %	433	-73

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Xerox Canada Inc.

Workforce Analysis - Summary Report

Date: 2018-10-31

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	375	13	3.5 %	4.3 %	16	-3
03 : Professionals	317	7	2.2 %	3.8 %	12	-5
04 : Semi-Professionals and Technicians	926	35	3.8 %	4.6 %	43	-8
05 : Supervisors	25	2	8.0 %	13.9 %	3	-1
06 : Supervisors: Crafts and Trades	7	0	0.0 %	7.8 %	1	-1
07 : Administrative and Senior Clerical Personnel	13	0	0.0 %	3.4 %	0	0
08 : Skilled Sales and Service Personnel	285	5	1.8 %	3.5 %	10	-5
09 : Skilled Crafts and Trades Workers	7	0	0.0 %	3.8 %	0	0
10 : Clerical Personnel	131	6	4.6 %	7.0 %	9	-3
11 : Intermediate Sales and Service Personnel	127	11	8.7 %	5.6 %	7	4
12 : Semi-Skilled Manual Workers	173	3	1.7 %	4.8 %	8	-5
Total	2386	82	3.5 %	4.6 %	109	-27

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-10-31

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Summary Report

Date: 2018-10-31

WFA Defaults - Persons with Disabilities

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

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Xerox Canada Inc.

2018-12-01

Data from First/Previous Workforce Analysis

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Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	06	10

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	10	31

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)	All Employees	Women	
		Representation	Availability*
	#	#	%
01 Senior Managers	26	4	27.4
02 Middle & Other Managers	472	176	38.9
03 Professionals	407	175	42.0
04 Semi-Professionals & Technicians	973	199	17.4
05 Supervisors	123	33	54.6
06 Supervisors: Crafts & Trades	8	3	22.7
07 Administrative & Senior Clerical Personnel	16	14	80.9
08 Skilled Sales & Service Personnel	336	150	26.7
09 Skilled Crafts & Trades Workers	1	0	7.5
10 Clerical Personnel	164	113	67.0
11 Intermediate Sales & Service Personnel	161	110	66.0
12 Semi-Skilled Manual Workers	224	94	18.8
13 Other Sales & Service Personnel	0	0	0.0
14 Other Manual Workers	0	0	0.0
Total	2,911	1,071	33.0

Table 5: Women

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)	All Employees	Women	
		Representation	Availability*
	#	#	%
	19	2	27.4
	356	134	38.9
	317	129	43.6
	926	215	18.2
	25	13	54.2
	7	2	22.7
	13	12	81.1
	285	145	26.6
	7	0	3.7
	131	86	67.0
	127	79	66.0
	173	79	18.8
	0	0	0.0
	0	0	0.0
Total	2,386	896	31.7

*** Source:**

2011 National Household Survey

*** Source:**

2011 National Household Survey

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Xerox Canada Inc.
2018-12-01

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	06	10

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	10	31

Employment Equity Occupational Group (EEOG)		Table 2: Aboriginal Peoples		
		First/Previous Workforce Analysis		
		All Employees	Aboriginal Peoples	
		#	Representation	Availability*
01	Senior Managers	26	0	2.9
02	Middle & Other Managers	472	3	2.2
03	Professionals	407	2	1.3
04	Semi-Professionals & Technicians	973	11	2.5
05	Supervisors	123	0	2.6
06	Supervisors: Crafts & Trades	8	0	1.2
07	Administrative & Senior Clerical Personnel	16	0	1.2
08	Skilled Sales & Service Personnel	336	0	0.8
09	Skilled Crafts & Trades Workers	1	0	1.2
10	Clerical Personnel	164	1	1.8
11	Intermediate Sales & Service Personnel	161	3	1.6
12	Semi-Skilled Manual Workers	224	3	2.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		2,911	23	2.0

Employment Equity Occupational Group (EEOG)		Table 6: Aboriginal Peoples		
		Subsequent/Current Workforce Analysis		
		All Employees	Aboriginal Peoples	
		#	Representation	Availability*
	19	0	2.9	
	356	2	2.2	
	317	3	1.4	
	926	8	2.7	
	25	0	1.6	
	7	0	1.2	
	13	0	1.0	
	285	1	0.7	
	7	0	1.5	
	131	1	1.9	
	127	1	1.5	
	173	2	2.0	
	0	0	0.0	
	0	0	0.0	
	0	0	0.0	
	2,386	18	2.0	

*** Source:**
2011 National Household Survey

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Xerox Canada Inc.

2018-12-01

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	06	10

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	10	31

Table 3: Members of Visible Minorities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees		
		Members of Visible Minorities		
		Representation		Availability*
		#	#	%
01	Senior Managers	26	3	10.1
02	Middle & Other Managers	472	73	15.0
03	Professionals	407	66	27.4
04	Semi-Professionals & Technicians	973	150	18.8
05	Supervisors	123	18	26.0
06	Supervisors: Crafts & Trades	8	2	22.7
07	Administrative & Senior Clerical Personnel	16	3	24.9
08	Skilled Sales & Service Personnel	336	38	7.7
09	Skilled Crafts & Trades Workers	1	1	23.9
10	Clerical Personnel	164	23	24.0
11	Intermediate Sales & Service Personnel	161	18	16.6
12	Semi-Skilled Manual Workers	224	38	32.6
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		2,911	433	19.6

Table 7: Members of Visible Minorities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees		
		Members of Visible Minorities		
		Representation		Availability*
		#	#	%
		19	2	10.1
		356	57	15.0
		317	60	26.1
		926	141	16.3
		25	5	34.5
		7	2	22.7
		13	1	22.3
		285	32	7.1
		7	1	6.4
		131	20	24.5
		127	16	16.7
		173	23	32.9
		0	0	0.0
		0	0	0.0
Total		2,386	360	18.1

*** Source:**

2011 National Household Survey

*** Source:**

2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Xerox Canada Inc.

2018-12-01

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	06	10

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	10	31

Table 4: Persons with Disabilities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)	All Employees	Persons with Disabilities	
		Representation	Availability*
	#	#	%
01/02 Managers	498	10	4.30
03 Professionals	407	14	3.80
04 Semi-Professionals & Technicians	973	38	4.60
05 Supervisors	123	5	13.90
06 Supervisors: Crafts & Trades	8	0	7.80
07 Administrative & Senior Clerical Personnel	16	1	3.40
08 Skilled Sales & Service Personnel	336	9	3.50
09 Skilled Crafts & Trades Workers	1	0	3.80
10 Clerical Personnel	164	7	7.00
11 Intermediate Sales & Service Personnel	161	11	5.60
12 Semi-Skilled Manual Workers	224	6	4.80
13 Other Sales & Service Personnel	0	0	0.00
14 Other Manual Workers	0	0	0.00
Total	2,911	101	4.9

Table 8: Persons with Disabilities

Subsequent/Current Workforce Analysis

All Employees	Persons with Disabilities	
	Representation	Availability*
#	#	%
375	13	4.3
317	7	3.8
926	35	4.6
25	2	13.9
7	0	7.8
13	0	3.4
285	5	3.5
7	0	3.8
131	6	7.0
127	11	5.6
173	3	4.8
0	0	0.0
0	0	0.0
2,386	82	4.6

*** Source:**

2012 Canadian Survey on Disability

*** Source:**

2012 Canadian Survey on Disability

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Xerox Canada Inc.

43435

Start Date of Flow Data		
YYYY	MM	DD
2016	06	10

End Date of Flow Data		
YYYY	MM	DD
2018	10	31

Data from Form 4 - Employees Hired



Data from Form 5 - Employees Promoted



Data from Form 6 - Employees Terminated



Employment Equity Occupational Group (EEOG)

	Table 1: Women			
	Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	20	5	0	0
03 Professionals	37	14	0	0
04 Semi-Professionals & Technicians	237	63	0	0
05 Supervisors	6	3	0	0
06 Supervisors: Crafts & Trades	1	0	0	0
07 Administrative & Senior Clerical Personnel	2	2	0	0
08 Skilled Sales & Service Personnel	148	71	0	0
09 Skilled Crafts & Trades Workers	3	0	0	0
10 Clerical Personnel	28	14	2	2
11 Intermediate Sales & Service Personnel	34	16	0	0
12 Semi-Skilled Manual Workers	79	35	0	0
13 Other Sales & Service Personnel			0	0
14 Other Manual Workers			0	0
Total	595	223	2	2

	Table 5: Women			
	Full-time / National		Part-time / National	
	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
	#	#	#	#
01 Senior Managers	1	0	0	0
02 Middle & Other Managers	86	24	0	0
03 Professionals	49	21	0	0
04 Semi-Professionals & Technicians	80	21	0	0
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	1	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	57	26	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	13	9	0	0
11 Intermediate Sales & Service Personnel	1	0	0	0
12 Semi-Skilled Manual Workers	5	2	0	0
13 Other Sales & Service Personnel			0	0
14 Other Manual Workers			0	0
Total	294	103	0	0

	Table 9: Women			
	Full-time / National		Part-time / National	
	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#
01 Senior Managers	11	2	0	0
02 Middle & Other Managers	215	78	0	0
03 Professionals	143	56	2	1
04 Semi-Professionals & Technicians	290	57	0	0
05 Supervisors	38	10	0	0
06 Supervisors: Crafts & Trades	3	1	0	0
07 Administrative & Senior Clerical Personnel	5	4	0	0
08 Skilled Sales & Service Personnel	201	77	1	1
09 Skilled Crafts & Trades Workers	1	0	0	0
10 Clerical Personnel	54	35	2	2
11 Intermediate Sales & Service Personnel	41	33	1	0
12 Semi-Skilled Manual Workers	119	46	1	1
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	1,121	399	7	5

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Xerox Canada Inc.

43435

Start Date of Flow Data		
YYYY	MM	DD
2016	06	10

End Date of Flow Data		
YYYY	MM	DD
2018	10	31

Data from Form 4 - Employees Hired

↓ ↓ ↓ ↓

Data from Form 5 - Employees Promoted

↓ ↓ ↓ ↓

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples			
	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	20	0	0	0
03 Professionals	37	0	0	0
04 Semi-Professionals & Technicians	237	0	0	0
05 Supervisors	6	0	0	0
06 Supervisors: Crafts & Trades	1	0	0	0
07 Administrative & Senior Clerical Personnel	2	0	0	0
08 Skilled Sales & Service Personnel	148	1	0	0
09 Skilled Crafts & Trades Workers	3	0	0	0
10 Clerical Personnel	28	0	2	0
11 Intermediate Sales & Service Personnel	34	0	0	0
12 Semi-Skilled Manual Workers	79	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	595	1	2	0

Table 6: Aboriginal Peoples			
Full-time / National		Part-time / National	
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
1	0	0	0
86	1	0	0
49	0	0	0
80	0	0	0
1	0	0	0
1	0	0	0
0	0	0	0
57	0	0	0
0	0	0	0
13	0	0	0
1	0	0	0
5	0	0	0
0	0	0	0
0	0	0	0
294	1	0	0

Table 10: Aboriginal Peoples			
Full-time / National		Part-time / National	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
11	0	0	0
215	2	0	0
143	1	2	0
290	2	0	0
38	0	0	0
3	0	0	0
5	0	0	0
201	1	1	0
1	0	0	0
54	0	2	0
41	1	1	0
119	2	1	0
0	0	0	0
0	0	0	0
1,121	9	7	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Xerox Canada Inc.

43435

Start Date of Flow Data		
YYYY	MM	DD
2016	06	10

End Date of Flow Data		
YYYY	MM	DD
2018	10	31

Data from Form 4 - Employees Hired

↓ ↓ ↓ ↓

Data from Form 5 - Employees Promoted

↓ ↓ ↓ ↓

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

Employment Equity Occupational Group (EEOG)

Table 3: Persons with Disabilities

Full-time / National		Part-time / National	
All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
#	#	#	#

Table 7: Persons with Disabilities

Full-time / National		Part-time / National	
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
#	#	#	#

Table 11: Persons with Disabilities

Full-time / National		Part-time / National	
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	20	0	0	0
03 Professionals	37	0	0	0
04 Semi-Professionals & Technicians	237	7	0	0
05 Supervisors	6	0	0	0
06 Supervisors: Crafts & Trades	1	0	0	0
07 Administrative & Senior Clerical Personnel	2	0	0	0
08 Skilled Sales & Service Personnel	148	1	0	0
09 Skilled Crafts & Trades Workers	3	0	0	0
10 Clerical Personnel	28	0	2	0
11 Intermediate Sales & Service Personnel	34	2	0	0
12 Semi-Skilled Manual Workers	79	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	595	10	2	0

	1	0	0	0
	86	1	0	0
	49	0	0	0
	80	1	0	0
	1	0	0	0
	1	0	0	0
	0	0	0	0
	57	3	0	0
	0	0	0	0
	13	0	0	0
	1	0	0	0
	5	0	0	0
	0	0	0	0
	0	0	0	0
Total	294	5	0	0

	11	0	0	0
	215	4	0	0
	143	5	2	1
	290	12	0	0
	38	1	0	0
	3	0	0	0
	5	1	0	0
	201	3	1	0
	1	0	0	0
	54	3	2	0
	41	3	1	0
	119	4	1	0
	0	0	0	0
	0	0	0	0
Total	1,121	36	7	1

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Xerox Canada Inc.

43435

Start Date of Flow Data		
YYYY	MM	DD
2016	06	10

End Date of Flow Data		
YYYY	MM	DD
2018	10	31

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 4: Members of Visible Minorities

Table 8: Members of Visible Minorities

Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	20	4	0	0
03 Professionals	37	10	0	0
04 Semi-Professionals & Technicians	237	27	0	0
05 Supervisors	6	0	0	0
06 Supervisors: Crafts & Trades	1	0	0	0
07 Administrative & Senior Clerical Personnel	2	0	0	0
08 Skilled Sales & Service Personnel	148	13	0	0
09 Skilled Crafts & Trades Workers	3	0	0	0
10 Clerical Personnel	28	6	2	0
11 Intermediate Sales & Service Personnel	34	5	0	0
12 Semi-Skilled Manual Workers	79	8	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	595	73	2	0

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
86	14	0	0
49	11	0	0
80	16	0	0
1	0	0	0
1	0	0	0
0	0	0	0
57	9	0	0
0	0	0	0
13	2	0	0
1	0	0	0
5	2	0	0
0	0	0	0
0	0	0	0
294	54	0	0

Full-time / National		Part-time / National	
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
11	1	0	0
215	34	0	0
143	29	2	1
290	46	0	0
38	3	0	0
3	0	0	0
5	2	0	0
201	22	1	0
1	0	0	0
54	9	2	0
41	6	1	0
119	20	1	1
0	0	0	0
0	0	0	0
1,121	172	7	2

Federal Contractors Program Achievement Report

Part 3: Goals

Xerox Canada Inc.

43435

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EEOG)		All Employees										First/Previous Short-term Goals								
		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Actual	Projected		Actual	Projected			YYYY-MM-DD	Over 3 Years	Over 3 Years	From - To								
		2016-06-10	Annually	Over 3 Years	Annually	Over 3 Years	Over 3 Years	2016-06-10	Annually	Over 3 Years	2016	2019								
		#	%	%	#	%	%	#	#	%	#	%	%	#	#	%	%			
01	Senior Managers	26	-9.9%	0	48.9%	0	0	4	0.0%	0	3	0	27.4%	-3	-3	15.4%	15.4%			
02	Middle & Other Managers	472	-9.0%	0	51.9%	0	0	176	0.0%	0	8	0	38.9%	-8	-8	37.3%	37.3%			
03	Professionals	407	-8.0%	0	40.1%	0	0	175	0.0%	0	-4	0	42.0%	4	4	43.0%	43.0%			
04	Semi-Professionals & Tech	973	-1.6%	0	30.5%	0	0	199	0.0%	0	-30	0	17.4%	30	30	20.5%	20.5%			
05	Supervisors	123	-41.2%	0	51.4%	0	0	33	0.0%	0	34	0	54.6%	-34	-34	26.8%	26.8%			
06	Supervisors: Crafts & Trades	8	-4.4%	0	40.0%	0	0	3	0.0%	0	-1	0	22.7%	1	1	37.5%	37.5%			
07	Administrative & Sr Clerical	16	-6.7%	0	34.5%	0	0	14	0.0%	0	-1	0	80.9%	1	1	87.5%	87.5%			
08	Skilled Sales & Service	336	-5.3%	0	65.1%	0	0	150	0.0%	0	-60	0	26.7%	60	60	44.6%	44.6%			
09	Skilled Crafts & Trades	1	91.3%	0	25.0%	0	0	0	0.0%	0	0	0	7.5%	0	0	0.0%	0.0%			
10	Clerical Personnel	164	-7.2%	0	38.0%	0	0	113	0.0%	0	-3	0	67.0%	3	3	68.9%	68.9%			
11	Intermediate Sales & Service	161	-7.6%	0	29.2%	0	0	110	0.0%	0	-4	0	66.0%	4	4	68.3%	68.3%			
12	Semi-Skilled Manual	224	-8.3%	0	60.5%	0	0	94	0.0%	0	-52	0	18.8%	52	52	42.0%	42.0%			
13	Other Sales & Service	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
14	Other Manual Workers	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
Total		2,911	-6.4%	0	42.6%	0	0	1,071	0.0%	0	-110	0	33.0%	110	110	36.8%	36.8%			

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

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

Table 2: Women

Employment Equity Occupational Group (EEOG)		Women				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	1	0.0	1	0.0	
02	Middle & Other Managers	2	0.0	7	0.0	
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	12	0.0	18	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	
14	Other Manual Workers	0	0.0	0	0.0	
Total		15		26		

Federal Contractors Program Achievement Report

Part 3: Goals

Xerox Canada Inc.

43435

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		First/Previous Short-term Goals																		
		All Employees								Aboriginal Peoples										
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	From - To		YYYY - YYYY						
		2016-06-10	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2016-06-10	Annually	Over 3 Years	#	2016	2019	%	%	#	#	%
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%	
01	Senior Managers	26	-9.9%		0	48.9%		0	0	0	0.0%	0	1	0		2.9%	-1	-1	0.0%	0.0%
02	Middle & Other Managers	472	-9.0%		0	51.9%		0	0	3	0.0%	0	7	0		2.2%	-7	-7	0.6%	0.6%
03	Professionals	407	-8.0%		0	40.1%		0	0	2	0.0%	0	3	0		1.3%	-3	-3	0.5%	0.5%
04	Semi-Professionals & Tech	973	-1.6%		0	30.5%		0	0	11	0.0%	0	13	0		2.5%	-13	-13	1.1%	1.1%
05	Supervisors	123	-41.2%		0	51.4%		0	0	0	0.0%	0	3	0		2.6%	-3	-3	0.0%	0.0%
06	Supervisors: Crafts & Trades	8	-4.4%		0	40.0%		0	0	0	0.0%	0	0	0		1.2%	0	0	0.0%	0.0%
07	Administrative & Sr Clerical	16	-6.7%		0	34.5%		0	0	0	0.0%	0	0	0		1.2%	0	0	0.0%	0.0%
08	Skilled Sales & Service	336	-5.3%		0	65.1%		0	0	0	0.0%	0	3	0		0.8%	-3	-3	0.0%	0.0%
09	Skilled Crafts & Trades	1	91.3%		0	25.0%		0	0	0	0.0%	0	0	0		1.2%	0	0	0.0%	0.0%
10	Clerical Personnel	164	-7.2%		0	38.0%		0	0	1	0.0%	0	2	0		1.8%	-2	-2	0.6%	0.6%
11	Intermediate Sales & Service	161	-7.6%		0	29.2%		0	0	3	0.0%	0	0	0		1.6%	0	0	1.9%	1.9%
12	Semi-Skilled Manual	224	-8.3%		0	60.5%		0	0	3	0.0%	0	1	0		2.0%	-1	-1	1.3%	1.3%
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total		2,911	-6.4%		0	42.6%		0	0	23	0.0%	0	35	0		2.0%	-35	-35	0.8%	0.8%

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

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

Table 4: Aboriginal Peoples

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

Federal Contractors Program Achievement Report

Part 3: Goals

Xerox Canada Inc.

43435

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)		All Employees																	Persons with Disabilities				
		First/Previous Short-term Goals												3 Year Goals					Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Number			Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years							
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual	Projected	Actual	Projected		2016-06-10	Annually	Over 3 Years	2016-06-10	Annually	Over 3 Years	2016	2019				
		#	%	%	#	%	%	#	%	#	#	%	#	#	%	%	%	#	#	%	%		
01/02	Managers	498	-9.5%		0	50.4%		0	0	10	0.0%	0	11	0		4.3%	-11	-11	2.0%	2.0%			
03	Professionals	407	-8.0%		0	40.1%		0	0	14	0.0%	0	1	0		3.8%	-1	-1	3.4%	3.4%			
04	Semi-Professionals & Tech	973	-1.6%		0	30.5%		0	0	38	0.0%	0	7	0		4.6%	-7	-7	3.9%	3.9%			
05	Supervisors	123	-41.2%		0	51.4%		0	0	5	0.0%	0	12	0		13.9%	-12	-12	4.1%	4.1%			
06	Supervisors: Crafts & Trades	8	-4.4%		0	40.0%		0	0	0	0.0%	0	1	0		7.8%	-1	-1	0.0%	0.0%			
07	Administrative & Sr Clerical	16	-6.7%		0	34.5%		0	0	1	0.0%	0	0	0		3.4%	0	0	6.3%	6.3%			
08	Skilled Sales & Service	336	-5.3%		0	65.1%		0	0	9	0.0%	0	3	0		3.5%	-3	-3	2.7%	2.7%			
09	Skilled Crafts & Trades	1	91.3%		0	25.0%		0	0	0	0.0%	0	0	0		3.8%	0	0	0.0%	0.0%			
10	Clerical Personnel	164	-7.2%		0	38.0%		0	0	7	0.0%	0	4	0		7.0%	-4	-4	4.3%	4.3%			
11	Intermediate Sales & Service	161	-7.6%		0	29.2%		0	0	11	0.0%	0	-2	0		5.6%	2	2	6.8%	6.8%			
12	Semi-Skilled Manual	224	-8.3%		0	60.5%		0	0	6	0.0%	0	5	0		4.8%	-5	-5	2.7%	2.7%			
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!			
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!			
Total		2,911	-6.4%		0	42.6%		0	0	101	0.0%	0	42	0		4.9%	-42	-42	3.5%	3.5%			

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

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

Table 6: Persons with Disabilities

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

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Part 3: Goals

Xerox Canada Inc.

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Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		First/Previous Short-term Goals																		
		All Employees								Members of Visible Minorities										
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
		2016-06-10	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2016-06-10	Annually	Over 3 Years	#	2016	2019	%	#	#	%	%
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%	
01	Senior Managers	26	-9.9%		0	48.9%		0	0	3	0.0%	0	0	0	10.1%	0	0	11.5%	11.5%	
02	Middle & Other Managers	472	-9.0%		0	51.9%		0	0	73	0.0%	0	-2	0	15.0%	2	2	15.5%	15.5%	
03	Professionals	407	-8.0%		0	40.1%		0	0	66	0.0%	0	46	0	27.4%	-46	-46	16.2%	16.2%	
04	Semi-Professionals & Tech	973	-1.6%		0	30.5%		0	0	150	0.0%	0	33	0	18.8%	-33	-33	15.4%	15.4%	
05	Supervisors	123	-41.2%		0	51.4%		0	0	18	0.0%	0	14	0	26.0%	-14	-14	14.6%	14.6%	
06	Supervisors: Crafts & Trades	8	-4.4%		0	40.0%		0	0	2	0.0%	0	0	0	22.7%	0	0	25.0%	25.0%	
07	Administrative & Sr Clerical	16	-6.7%		0	34.5%		0	0	3	0.0%	0	1	0	24.9%	-1	-1	18.8%	18.8%	
08	Skilled Sales & Service	336	-5.3%		0	65.1%		0	0	38	0.0%	0	-12	0	7.7%	12	12	11.3%	11.3%	
09	Skilled Crafts & Trades	1	91.3%		0	25.0%		0	0	1	0.0%	0	-1	0	23.9%	1	1	100.0%	100.0%	
10	Clerical Personnel	164	-7.2%		0	38.0%		0	0	23	0.0%	0	16	0	24.0%	-16	-16	14.0%	14.0%	
11	Intermediate Sales & Service	161	-7.6%		0	29.2%		0	0	18	0.0%	0	9	0	16.6%	-9	-9	11.2%	11.2%	
12	Semi-Skilled Manual	224	-8.3%		0	60.5%		0	0	38	0.0%	0	35	0	32.6%	-35	-35	17.0%	17.0%	
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total		2,911	-6.4%		0	42.6%		0	0	433	0.0%	0	138	0	19.6%	-138	-138	14.9%	14.9%	

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		Members of Visible Minorities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	0.0	0	0.0	
03	Professionals	19	0.0	17	0.0	
04	Semi-Professionals & Tech	17	0.0	16	0.0	
05	Supervisors	6	0.0	4	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	1	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	7	0.0	5	0.0	
11	Intermediate Sales & Service	3	0.0	2	0.0	
12	Semi-Skilled Manual	15	0.0	14	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		67		59		

Federal Contractors Program Achievement Report

Part 3: Goals

Xerox Canada Inc.

43435

Data for Subsequent/Current Goals

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

Table 9: Women

Employment Equity Occupational Group (EEOG)		All Employees							Subsequent/Current Short-term Goals							Women						
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		From - To									
		2018-10-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2018-10-31	Annually	Over 3 Years	2018	2021								
		#	%	%	#	%	%	#	#	%	#	#	%	%								
01	Senior Managers	19	-9.9%	0.0%	0	48.9%	0.0%	0	2	0.0%	0	3	0	27.4%	27.4%	-3	-3	10.5%	10.5%			
02	Middle & Other Managers	356	-9.0%	0.0%	0	51.9%	0.5%	5	134	0.5%	2	6	2	38.9%	38.9%	-4	-4	37.6%	37.6%			
03	Professionals	317	-8.0%	0.0%	0	40.1%	1.0%	10	129	1.0%	4	13	4	43.6%	43.6%	-9	-9	40.7%	40.7%			
04	Semi-Professionals & Tech Supervisors	926	-1.6%	0.0%	0	30.5%	1.5%	42	215	1.5%	10	-36	0	18.2%	18.2%	46	36	23.2%	22.1%			
05	Supervisors	25	-41.2%	0.0%	0	51.4%	0.0%	0	13	0.0%	0	1	0	54.2%	54.2%	-1	-1	52.0%	52.0%			
06	Supervisors: Crafts & Trades	7	-4.4%	0.0%	0	40.0%	0.0%	0	2	0.0%	0	0	0	22.7%	22.7%	0	0	28.6%	28.6%			
07	Administrative & Sr Clerical	13	-6.7%	0.0%	0	34.5%	0.0%	0	12	0.0%	0	-1	0	81.1%	81.1%	1	1	92.3%	92.3%			
08	Skilled Sales & Service	285	-5.3%	0.0%	0	65.1%	2.0%	17	145	2.0%	9	-60	0	26.6%	26.6%	69	60	50.9%	47.7%			
09	Skilled Crafts & Trades	7	91.3%	0.0%	0	25.0%	0.0%	0	0	0.0%	0	0	0	3.7%	3.7%	0	0	0.0%	0.0%			
10	Clerical Personnel	131	-7.2%	0.0%	0	38.0%	0.0%	0	86	0.0%	0	2	0	67.0%	67.0%	-2	-2	65.6%	65.6%			
11	Intermediate Sales & Service	127	-7.6%	0.0%	0	29.2%	2.0%	8	79	2.0%	5	10	0	66.0%	66.0%	-5	-10	62.2%	58.3%			
12	Semi-Skilled Manual	173	-8.3%	0.0%	0	60.5%	0.0%	0	79	0.0%	0	-46	0	18.8%	18.8%	46	46	45.7%	45.7%			
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!			
Total		2,386	-6.4%	0.0%	0	42.6%		0	896	0.0%	0	-140	0	31.7%	31.7%	140	140	37.6%	37.6%			

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

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

Table 10: Women

Employment Equity Occupational Group (EEOG)		Women		Comments
		Short-term Goals	Long-term Goals	
		%	%	
01	Senior Managers	27.4	27.4%	We do not anticipate any hiring of senior managers in the next 3 years
02	Middle & Other Managers	38.9	38.9%	A global practice is to be adopted in Canada, known as The Wilson Rule, which requires that the hiring manager must consider and interview qualified female and minority candidates among the final
03	Professionals	43.6	43.6%	A global practice is to be adopted in Canada, known as The Wilson Rule, which requires that the hiring manager must consider and interview qualified female and minority candidates among the final
04	Semi-Professionals & Tech	0.0		s to maintain the current representation in this EEOG. Our focus is on maintaining and promoting people as well as our focus on promising workplace practices that create an environmen that is health
05	Supervisors	0.0		Our goals to improve this employment equity gap will be focused on identifying measures and activities within internal hiring and promotion. Our focus is on maintaining and promoting people as we
06	Supervisors: Crafts & Trades	0.0		Our goals to improve this employment equity gap will be focused on identifying measures and activities within internal hiring and promotion. Our focus is on maintaining and promoting people as we
07	Administrative & Sr Clerical	0.0		Although we do not anticipate hiring in the short term, our goal is to maintain the current representation in this EEOG
08	Skilled Sales & Service	0.0		Although we do not anticipate hiring in the short term, our goal is to maintain the current representation in this EEOG
09	Skilled Crafts & Trades	0.0		Our goals to improve this employment equity gap will be focused on identifying measures and activities within internal hiring and promotion. Our focus is on maintaining and promoting people as we
10	Clerical Personnel	0.0		Our goals to improve this employment equity gap will be focused on identifying measures and activities within internal hiring and promotion. Our focus is on maintaining and promoting people as we
11	Intermediate Sales & Service	0.0		Our goals to improve this employment equity gap will be focused on identifying measures and activities within internal hiring and promotion. Our focus is on maintaining and promoting people as we
12	Semi-Skilled Manual	0.0		Although we do not anticipate hiring in the short term, our goal is to maintain the current representation in this EEOG
13	Other Sales & Service	0.0		
14	Other Manual Workers	0.0		
Total		31.7		

Federal Contractors Program Achievement Report

Part 3: Goals

Xerox Canada Inc.

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Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		Subsequent/Current Short-term Goals																			
		All Employees							Aboriginal Peoples												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years	Annually		Over 3 Years	From - To					
		2018-10-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-10-31	Annually	Over 3 Years	Annually	Over 3 Years	2018	2021						
		#	%	%	#	%	%	#	#	%	#	#	%	#	%						
01	Senior Managers	19	-9.9%	0.0%	0	48.9%	0.0%	0	0	0	0.0%	0	1	0	2.9%	2.9%	-1	-1	0.0%	0.0%	
02	Middle & Other Managers	356	-9.0%	0.0%	0	51.9%	0.5%	5	5	2	0.5%	0	6	0	2.2%	2.2%	-6	-6	0.6%	0.6%	
03	Professionals	317	-8.0%	0.0%	0	40.1%	0.5%	5	5	3	0.5%	0	1	0	1.4%	1.4%	-1	-1	0.9%	0.9%	
04	Semi-Professionals & Tech	926	-1.6%	0.0%	0	30.5%	1.0%	28	28	8	1.0%	0	17	1	2.7%	2.7%	-17	-16	0.9%	1.0%	
05	Supervisors	25	-41.2%	0.0%	0	51.4%	0.0%	0	0	0	0.0%	0	0	0	1.6%	0	0	0	0.0%	0.0%	
06	Supervisors: Crafts & Trades	7	-4.4%	0.0%	0	40.0%	0.0%	0	0	0	0.0%	0	0	0	1.2%	0	0	0	0.0%	0.0%	
07	Administrative & Sr Clerical	13	-6.7%	0.0%	0	34.5%	0.0%	0	0	0	0.0%	0	0	0	1.0%	0	0	0	0.0%	0.0%	
08	Skilled Sales & Service	285	-5.3%	0.0%	0	65.1%	1.0%	9	9	1	1.0%	0	1	0	0.7%	0.7%	-1	-1	0.4%	0.4%	
09	Skilled Crafts & Trades	7	91.3%	0.0%	0	25.0%	0.0%	0	0	0	0.0%	0	0	0	1.5%	0	0	0	0.0%	0.0%	
10	Clerical Personnel	131	-7.2%	0.0%	0	38.0%	0.0%	0	0	1	0.0%	0	1	0	1.9%	1.9%	-1	-1	0.8%	0.8%	
11	Intermediate Sales & Service	127	-7.6%	0.0%	0	29.2%	1.0%	4	4	1	1.0%	0	1	0	1.5%	1.5%	-1	-1	0.8%	0.8%	
12	Semi-Skilled Manual	173	-8.3%	0.0%	0	60.5%	0.0%	0	0	2	0.0%	0	1	0	2.0%	2.0%	-1	-1	1.2%	1.2%	
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!	
Total		2,386	-6.4%		0	42.6%		0	0	18	0.0%	0	30	0	2.0%	2.0%	-30	-30	0.8%	0.8%	

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		Aboriginal Peoples		Comments
		Short-term Goals	Long-term Goals	
		%	%	
01	Senior Managers	2.9	2.9%	We do not anticipate any hiring of senior managers in the next 3 years
02	Middle & Other Managers	2.2	2.2%	Our goals to improve this employment equity gap will be focused on identifying measures and activities within internal hiring and promotion. We are planning to partner with agencies that support hi
03	Professionals	1.4	1.4%	Our goals to improve this employment equity gap will be focused on identifying measures and activities within internal hiring and promotion. We are planning to partner with agencies that support hi
04	Semi-Professionals & Tech	2.7	2.7%	Our goals to improve this employment equity gap will be focused on identifying measures and activities within internal hiring and promotion. We are planning to partner with agencies that support hi
05	Supervisors	0.0	0.0%	Our goals to improve this employment equity gap will be focused on identifying measures and activities within internal hiring and promotion. We are planning to partner with agencies that support hi
06	Supervisors: Crafts & Trades	0.0	0.0%	Our goals to improve this employment equity gap will be focused on identifying measures and activities within internal hiring and promotion. We are planning to partner with agencies that support hi
07	Administrative & Sr Clerical	0.0	0.0%	Our goals to improve this employment equity gap will be focused on identifying measures and activities within internal hiring and promotion. We are planning to partner with agencies that support hi
08	Skilled Sales & Service	0.7	0.7%	Our goals to improve this employment equity gap will be focused on identifying measures and activities within internal hiring and promotion. We are planning to partner with agencies that support hi
09	Skilled Crafts & Trades	0.0	0.0%	Our goals to improve this employment equity gap will be focused on identifying measures and activities within internal hiring and promotion. We are planning to partner with agencies that support hi
10	Clerical Personnel	1.9	1.9%	Our goals to improve this employment equity gap will be focused on identifying measures and activities within internal hiring and promotion. We are planning to partner with agencies that support hi
11	Intermediate Sales & Service	1.5	1.5%	Our goals to improve this employment equity gap will be focused on identifying measures and activities within internal hiring and promotion. We are planning to partner with agencies that support hi
12	Semi-Skilled Manual	2.0	2.0%	Our goals to improve this employment equity gap will be focused on identifying measures and activities within internal hiring and promotion. We are planning to partner with agencies that support hi
13	Other Sales & Service	0.0	0.0%	
14	Other Manual Workers	0.0	0.0%	
Total		0.0		

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Xerox Canada Inc.

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Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Persons with Disabilities												
	Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
	YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years		From - To YYYY - YYYY						
	2018-10-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2018-10-31	Annually	Over 3 Years	#	Annually	Over 3 Years	2018	2021	%	#	#	%	%
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%	
01/02 Managers	375	-9.5%	0.0%	0	50.4%	0.5%	6	6	13	0.5%	0	3	0	4.3%	4.3%	-3	-3	3.5%	3.5%		
03 Professionals	317	-8.0%	0.0%	0	40.1%	0.5%	5	5	7	0.5%	0	5	0	3.8%	3.8%	-5	-5	2.2%	2.2%		
04 Semi-Professionals & Tech	926	-1.6%	0.0%	0	30.5%	1.0%	28	28	35	1.0%	1	9	1	4.6%	4.6%	-8	-8	3.8%	3.8%		
05 Supervisors	25	-41.2%	0.0%	0	51.4%	0.0%	0	0	2	0.0%	0	1	0	13.9%	13.9%	-1	-1	8.0%	8.0%		
06 Supervisors: Crafts & Trades	7	-4.4%	0.0%	0	40.0%	0.0%	0	0	0	0.0%	0	1	0	7.8%	7.8%	-1	-1	0.0%	0.0%		
07 Administrative & Sr Clerical	13	-6.7%	0.0%	0	34.5%	0.0%	0	0	0	0.0%	0	0	0	3.4%	3.4%	0	0	0.0%	0.0%		
08 Skilled Sales & Service	285	-5.3%	0.0%	0	65.1%	1.0%	9	9	5	1.0%	0	5	0	3.5%	3.5%	-5	-5	1.8%	1.8%		
09 Skilled Crafts & Trades	7	91.3%	0.0%	0	25.0%	0.0%	0	0	0	0.0%	0	0	0	3.8%	3.8%	0	0	0.0%	0.0%		
10 Clerical Personnel	131	-7.2%	0.0%	0	38.0%	0.0%	0	0	6	0.0%	0	3	0	7.0%	7.0%	-3	-3	4.6%	4.6%		
11 Intermediate Sales & Service	127	-7.6%	0.0%	0	29.2%	1.0%	4	4	11	1.0%	0	-4	0	5.6%	5.6%	4	4	8.7%	8.7%		
12 Semi-Skilled Manual	173	-8.3%	0.0%	0	60.5%	0.0%	0	0	3	0.0%	0	5	0	4.8%	4.8%	-5	-5	1.7%	1.7%		
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	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	0	#DIV/0!	#DIV/0!		
Total	2,386	-6.4%		0	42.6%		0	0	82	0.0%	0	28	0	4.6%	4.6%	-28	-28	3.4%	3.4%		

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02 Managers		4.3		4.3	We do not anticipate any hiring of senior managers in the next 3 years
03 Professionals		3.8		3.8	Our goals to improve this employment equity gap will be focused on identifying measures and activities within internal hiring and promotion. A project team will be reviewing survey to identify and e
04 Semi-Professionals & Tech		4.6		4.6	Our goals to improve this employment equity gap will be focused on identifying measures and activities within internal hiring and promotion. A project team will be reviewing survey to identify and e
05 Supervisors		13.9		13.9	Our goals to improve this employment equity gap will be focused on identifying measures and activities within internal hiring and promotion. A project team will be reviewing survey to identify and e
06 Supervisors: Crafts & Trades		7.8		7.8	Our goals to improve this employment equity gap will be focused on identifying measures and activities within internal hiring and promotion. A project team will be reviewing survey to identify and e
07 Administrative & Sr Clerical		0.0		0.0	Our goals to improve this employment equity gap will be focused on identifying measures and activities within internal hiring and promotion. A project team will be reviewing survey to identify and e
08 Skilled Sales & Service		3.5		3.5	Our goals to improve this employment equity gap will be focused on identifying measures and activities within internal hiring and promotion. A project team will be reviewing survey to identify and e
09 Skilled Crafts & Trades		0.0		0.0	Our goals to improve this employment equity gap will be focused on identifying measures and activities within internal hiring and promotion. A project team will be reviewing survey to identify and e
10 Clerical Personnel		7.0		7.0	Our goals to improve this employment equity gap will be focused on identifying measures and activities within internal hiring and promotion. A project team will be reviewing survey to identify and e
11 Intermediate Sales & Service		0.0		0.0	Our goals to improve this employment equity gap will be focused on identifying measures and activities within internal hiring and promotion. A project team will be reviewing survey to identify and e
12 Semi-Skilled Manual		4.8		4.8	Our goals to improve this employment equity gap will be focused on identifying measures and activities within internal hiring and promotion. A project team will be reviewing survey to identify and e
13 Other Sales & Service		0.0		n/a	
14 Other Manual Workers		0.0			
Total		0.0			n/a

Federal Contractors Program Achievement Report

Part 3: Goals

Xerox Canada Inc.

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Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		All Employees							Members of Visible Minorities												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	From - To		YYYY - YYYY								
		2018-10-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-10-31	Annually	Over 3 Years			2018	2021						
		#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%	
		01	Senior Managers	19	-9.9%	0.0%	0	48.9%	0.0%	0	5	2	0.0%	0	0	0	10.1%	0	0	10.5%	10.5%
02	Middle & Other Managers	356	-9.0%	0.0%	0	51.9%	0.5%	5	0	57	0.5%	1	-3	0	15.0%	4	3	16.0%	15.7%		
03	Professionals	317	-8.0%	0.0%	0	40.1%	0.5%	5	5	60	0.5%	1	24	1	26.1%	-23	-23	18.9%	18.9%		
04	Semi-Professionals & Tech Supervisors	926	-1.6%	0.0%	0	30.5%	1.0%	28	28	141	1.0%	4	14	5	16.3%	-10	-9	15.2%	15.3%		
05	Supervisors: Crafts & Trades	25	-41.2%	0.0%	0	51.4%	0.0%	0	0	5	0.0%	0	4	0	34.5%	-4	-4	20.0%	20.0%		
06	Administrative & Sr Clerical	7	-4.4%	0.0%	0	40.0%	0.0%	0	0	2	0.0%	0	0	0	22.7%	0	0	28.6%	28.6%		
07	Skilled Sales & Service	13	-6.7%	0.0%	0	34.5%	0.0%	0	0	1	0.0%	0	2	0	22.3%	-2	-2	7.7%	7.7%		
08	Skilled Crafts & Trades	285	-5.3%	0.0%	0	65.1%	1.0%	9	9	32	1.0%	1	-11	0	7.1%	12	11	11.2%	10.9%		
09	Clerical Personnel	7	91.3%	0.0%	0	25.0%	0.0%	0	0	1	0.0%	0	-1	0	6.4%	1	1	14.3%	14.3%		
10	Intermediate Sales & Service	131	-7.2%	0.0%	0	38.0%	0.0%	0	0	20	0.0%	0	12	0	24.5%	-12	-12	15.3%	15.3%		
11	Semi-Skilled Manual	127	-7.6%	0.0%	0	29.2%	1.0%	4	4	16	1.0%	0	5	1	16.7%	-5	-4	12.6%	13.4%		
12	Other Sales & Service	173	-8.3%	0.0%	0	60.5%	0.0%	0	0	23	0.0%	0	34	0	32.9%	-34	-34	13.3%	13.3%		
13	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	#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	#DIV/0!	#DIV/0!		
Total		2,386	-6.4%	0.0%	0	42.6%	0.0%	0	0	360	0.0%	0	72	0	18.1%	-72	-72	15.1%	15.1%		

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		Members of Visible Minorities		Comments
		Short-term Goals	Long-term Goals	
01	Senior Managers	0.0		We do not anticipate any hiring of senior managers in the next 3 years
02	Middle & Other Managers	0.0		Although we do not anticipate hiring in the short term, our goal is to maintain the current representation in this EEOG
03	Professionals	26.1	26.1%	Our goals to improve this employment equity gap will be focused on identifying measures and activities within internal hiring and promotion. Our focus is on maintaining and promoting people as we
04	Semi-Professionals & Tech Supervisors	16.3	16.3%	Our goals to improve this employment equity gap will be focused on identifying measures and activities within internal hiring and promotion. Our focus is on maintaining and promoting people as we
05	Supervisors: Crafts & Trades	34.5	34.5%	Our goals to improve this employment equity gap will be focused on identifying measures and activities within internal hiring and promotion. Our focus is on maintaining and promoting people as we
06	Administrative & Sr Clerical	0.0		Our goals to improve this employment equity gap will be focused on identifying measures and activities within internal hiring and promotion. Our focus is on maintaining and promoting people as we
07	Skilled Sales & Service	22.3	22.3%	Our goals to improve this employment equity gap will be focused on identifying measures and activities within internal hiring and promotion. Our focus is on maintaining and promoting people as we
08	Skilled Crafts & Trades	0.0		Although we do not anticipate hiring in the short term, our goal is to maintain the current representation in this EEOG
09	Clerical Personnel	0.0		Although we do not anticipate hiring in the short term, our goal is to maintain the current representation in this EEOG
10	Intermediate Sales & Service	24.5	24.5%	Our goals to improve this employment equity gap will be focused on identifying measures and activities within internal hiring and promotion. Our focus is on maintaining and promoting people as we
11	Semi-Skilled Manual	16.7	16.7%	Our goals to improve this employment equity gap will be focused on identifying measures and activities within internal hiring and promotion. Our focus is on maintaining and promoting people as we
12	Other Sales & Service	32.9	32.9%	Our goals to improve this employment equity gap will be focused on identifying measures and activities within internal hiring and promotion. Our focus is on maintaining and promoting people as we
13	Other Manual Workers	0.0		
14	Other Manual Workers	0.0		
Total		0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Xerox Canada Inc.

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women								
		#	#	%	%	#	%	#	%	%	#	%	%	#	%	%	#	%	%	#	%	%	#	%	%
01 Senior Managers	2016	26	4	15.4	27.4	7	-3	56.1																	
	2018	19	2	10.5	27.4	5	-3	38.4	0	0	0.0	0	0	0	1	0	0.0	0	0	0	11	2	18.2	2	0
02 Middle & Other Managers	2016	472	176	37.3	38.9	184	-8	95.9																	
	2018	356	134	37.6	38.9	138	-4	96.8	20	5	25.0	8	-3	86	24	27.9	32	-8	215	78	36.3	80	-2		
03 Professionals	2016	407	175	43.0	42.0	171	4	102.4																	
	2018	317	129	40.7	43.6	138	-9	93.3	37	14	37.8	16	-2	49	21	42.9	21	0	145	57	39.3	62	-5		
04 Semi-Professionals & Technicians	2016	973	199	20.5	17.4	169	30	117.5																	
	2018	926	215	23.2	18.2	169	46	127.6	237	63	26.6	43	20	80	21	26.3	16	5	290	57	19.7	59	-2		
05 Supervisors	2016	123	33	26.8	54.6	67	-34	49.1																	
	2018	25	13	52.0	54.2	14	-1	95.9	6	3	50.0	3	0	1	0	0.0	0	0	38	10	26.3	10	0		
06 Supervisors: Crafts & Trades	2016	8	3	37.5	22.7	2	1	165.2																	
	2018	7	2	28.6	22.7	2	0	125.9	1	0	0.0	0	0	1	0	0.0	0	0	3	1	33.3	1	0		

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Women	Women		Women		Women		Women			
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	%	%	%	%	%	%				
01 Senior Managers	2018	1	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0	Since our last assessment our senior mgt positions have reduced significantly. We do not anticipate any hiring of senior ma
	2021	1	0	0.0			27.4	0.0			0.3	0.0	
02 Middle & Other Managers	2018	106	29	27.4	2	1,450.0	0.0	0.0	7	414.3	0.0	0.0	A global practice is to be adopted in Canada, known as The Wilson Rule, which requires that the hiring manager must cons
	2021	106	29	27.4			38.9	70.3			0.4	7033.0	
03 Professionals	2018	86	35	40.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0	A global practice is to be adopted in Canada, known as The Wilson Rule, which requires that the hiring manager must cons
	2021	86	35	40.7			43.6	93.3			0.4	9334.3	
04 Semi-Professionals & Technicians	2018	317	84	26.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Since our last assessment we have experienced a reduction in force within this EEOG, go forward although we're not hiring
	2021	317	84	26.5			0.0	0.0			0.0	0.0	
05 Supervisors	2018	7	3	42.9	12	25.0	0.0	0.0	18	16.7	0.0	0.0	Since our last assessment we have experienced a reduction in force within this EEOG, go forward although we're not hiring
	2021	7	3	42.9			0.0	0.0			0.0	0.0	
06 Supervisors: Crafts & Trades	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	

Federal Contractors Program Achievement Report

Part 4: Results - Women

Xerox Canada Inc.

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women				Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women						
		#	Representation	Availability	Gap	EE Result	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference		
#	#	%	%	%	#	#	%	%	#	#	%	%	#	#	%	%	#	#	%	%	#	#		
07 Administrative & Senior Clerical	2016	16	14	87.5	80.9	13	1	108.2																
	2018	13	12	92.3	81.1	11	1	113.8	2	2	100.0	2	0	0	0	0.0	0	0	5	4	80.0	4	0	
08 Skilled Sales & Service Personnel	2016	336	150	44.6	26.7	90	60	167.2																
	2018	285	145	50.9	26.6	76	69	191.3	148	71	48.0	39	32	57	26	45.6	25	1	202	78	38.6	90	-12	
09 Skilled Crafts & Trades Workers	2016	1	0	0.0	7.5	0	0	0.0																
	2018	7	0	0.0	3.7	0	0	0.0	3	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	
10 Clerical Personnel	2016	164	113	68.9	67.0	110	3	102.8																
	2018	131	86	65.6	67.0	88	-2	98.0	30	16	53.3	20	-4	13	9	69.2	9	0	56	37	66.1	39	-2	
11 Intermediate Sales & Service Personnel	2016	161	110	68.3	66.0	106	4	103.5																
	2018	127	79	62.2	66.0	84	-5	94.2	34	16	47.1	22	-6	1	0	0.0	1	-1	42	33	78.6	29	4	
12 Semi-Skilled Manual Workers	2016	224	94	42.0	18.8	42	52	223.2																
	2018	173	79	45.7	18.8	33	46	242.9	79	35	44.3	15	20	5	2	40.0	2	0	120	47	39.2	50	-3	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Women	Women		Women		Women		Women			
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	#	%	%	#	%	%		
07 Administrative & Senior Clerical	2018	2	2	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Since our last assessment we have experienced a reduction in force within this EEOG, go forward although we're not hiring
	2021	2	2	100.0			0.0	0.0			0.0	0.0	
08 Skilled Sales & Service Personnel	2018	205	97	47.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Since our last assessment we have experienced a reduction in force within this EEOG, go forward although we're not hiring
	2021	205	97	47.3			0.0	0.0			0.0	0.0	
09 Skilled Crafts & Trades Workers	2018	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	3	0	0.0			0.0	0.0			0.0	0.0	
10 Clerical Personnel	2018	43	25	58.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Since our last assessment we have experienced a reduction in force within this EEOG, go forward although we're not hiring
	2021	43	25	58.1			0.0	0.0			0.0	0.0	
11 Intermediate Sales & Service Personnel	2018	35	16	45.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Since our last assessment we have experienced a reduction in force within this EEOG, go forward although we're not hiring
	2021	35	16	45.7			0.0	0.0			0.0	0.0	
12 Semi-Skilled Manual Workers	2018	84	37	44.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Since our last assessment we have experienced a reduction in force within this EEOG, go forward although we're not hiring
	2021	84	37	44.0			0.0	0.0			0.0	0.0	

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Part 4: Results - Women

Xerox Canada Inc.

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women				Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women							
			Representation	Availability						Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
#	#	#	%	%	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	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	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	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	0	0
Total	2016	2,911	1,071	36.8	33.0	961	110	111.5																	
	2018	2,386	896	37.6	31.7	756	140	118.5	597	225	37.7	189	36	294	103	35.0	108	-5	1,128	404	35.8	415	-11		

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Women		Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	%	%	%		
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	n/a
	2021	0	0	0.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	n/a
	2021	0	0	0.0			0.0	0.0			0.0	0.0	
Total	2018	891	328	36.8	15	2186.7	0.0	0.0	26	1261.5	0.0	0.0	
	2021	891	328	36.8			31.7	116.1			0.0	0.0	

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Part 5: Results - Aboriginal Peoples

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples				EE Result				All Employees	Aboriginal Peoples			Difference			All Employees	Aboriginal Peoples			Difference			
		#	Representation	Availability	Gap	EE Result	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference			
01 Senior Managers	2016	26	0	0.0	2.9	1	-1	0.0																	
	2018	19	0	0.0	2.9	1	-1	0.0	0	0	0.0	0	0	0	1	0	0.0	0	0	11	0	0.0	0	0	0
02 Middle & Other Managers	2016	472	3	0.6	2.2	10	-7	28.9																	
	2018	356	2	0.6	2.2	8	-6	25.5	20	0	0.0	0	0	0	86	1	1.2	1	0	215	2	0.9	1	1	1
03 Professionals	2016	407	2	0.5	1.3	5	-3	37.8																	
	2018	317	3	0.9	1.4	4	-1	67.6	37	0	0.0	1	-1	49	0	0.0	0	0	0	145	1	0.7	1	0	
04 Semi-Professionals & Technicians	2016	973	11	1.1	2.5	24	-13	45.2																	
	2018	926	8	0.9	2.7	25	-17	32.0	237	0	0.0	6	-6	80	0	0.0	1	-1	290	2	0.7	3	-1	-1	
05 Supervisors	2016	123	0	0.0	2.6	3	-3	0.0																	
	2018	25	0	0.0	1.6	0	0	0.0	6	0	0.0	0	0	1	0	0.0	0	0	0	38	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	2016	8	0	0.0	1.2	0	0	0.0																	
	2018	7	0	0.0	1.2	0	0	0.0	1	0	0.0	0	0	1	0	0.0	0	0	0	3	0	0.0	0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Aboriginal Peoples	Aboriginal Peoples				Aboriginal Peoples					
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
01 Senior Managers	2018	1	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0	Since our last assessment our senior managers positions have reduced significantly. We do not anticipate any hiring of senior
	2021	1	0	0.0			2.9	0.0			0.0	0.0	
02 Middle & Other Managers	2018	106	1	0.9	3	33.3	0.0	0.0	2	50.0	0.0	0.0	Since our last assessment we have experienced a reduction in force within this EEOG, go forward although we're not hiring
	2021	106	1	0.9			2.2	42.9			0.0	4288.2	
03 Professionals	2018	86	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0	Since our last assessment we have experienced a reduction in force within this EEOG, go forward although we're not hiring
	2021	86	0	0.0			1.4	0.0			0.0	0.0	
04 Semi-Professionals & Technicians	2018	317	0	0.0	4	0.0	0.0	0.0	3	0.0	0.0	0.0	Since our last assessment we have experienced a reduction in force within this EEOG, go forward although we're not hiring
	2021	317	0	0.0			2.7	0.0			0.0	0.0	
05 Supervisors	2018	7	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0	Since our last assessment we have experienced a reduction in force within this EEOG, go forward although we're not hiring
	2021	7	0	0.0			0.0	0.0			0.0	0.0	
06 Supervisors: Crafts & Trades	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Since our last assessment we have experienced a reduction in force within this EEOG, go forward although we're not hiring
	2021	2	0	0.0			0.0	0.0			0.0	0.0	

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples				Aboriginal Peoples				All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	
07 Administrative & Senior Clerical	2016	16	0	0.0	1.2	0	0	0.0																	
	2018	13	0	0.0	1.0	0	0	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	0	5	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	336	0	0.0	0.8	3	-3	0.0																	
	2018	285	1	0.4	0.7	2	-1	50.1	148	1	0.7	1	0	57	0	0.0	0	0	0	202	1	0.5	0	0	1
09 Skilled Crafts & Trades Workers	2016	1	0	0.0	1.2	0	0	0.0																	
	2018	7	0	0.0	1.5	0	0	0.0	3	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0	
10 Clerical Personnel	2016	164	1	0.6	1.8	3	-2	33.9																	
	2018	131	1	0.8	1.9	2	-1	40.2	30	0	0.0	1	-1	13	0	0.0	0	0	0	56	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2016	161	3	1.9	1.6	3	0	116.5																	
	2018	127	1	0.8	1.5	2	-1	52.5	34	0	0.0	1	-1	1	0	0.0	0	0	0	42	1	2.4	1	0	
12 Semi-Skilled Manual Workers	2016	224	3	1.3	2.0	4	-1	67.0																	
	2018	173	2	1.2	2.0	3	-1	57.8	79	0	0.0	2	-2	5	0	0.0	0	0	0	120	2	1.7	2	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Aboriginal Peoples	Aboriginal Peoples				Aboriginal Peoples					
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	%	%	%	%	%	%	%				
07 Administrative & Senior Clerical	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Since our last assessment we have experienced a reduction in force within this EEOG, go forward although we're not hiring
	2021	2	0	0.0			0.0	0.0			0.0	0.0	
08 Skilled Sales & Service Personnel	2018	205	1	0.5	1	100.0	0.0	0.0	1	100.0	0.0	0.0	Met our goal since last assessment and focus go forward is to maintain and improve our representation by identify opportu
	2021	205	1	0.5			0.7	69.7			0.0	6968.6	
09 Skilled Crafts & Trades Workers	2018	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	3	0	0.0			0.0	0.0			0.0	0.0	
10 Clerical Personnel	2018	43	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0	Since our last assessment we have experienced a reduction in force within this EEOG, go forward although we're not hiring
	2021	43	0	0.0			1.9	0.0			0.0	0.0	
11 Intermediate Sales & Service Personnel	2018	35	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Since our last assessment we have experienced a reduction in force within this EEOG, go forward although we're not hiring
	2021	35	0	0.0			1.5	0.0			0.0	0.0	
12 Semi-Skilled Manual Workers	2018	84	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0	Since our last assessment we have experienced a reduction in force within this EEOG, go forward although we're not hiring
	2021	84	0	0.0			2.0	0.0			0.0	0.0	

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		All Employees	Workforce				Hires				Promotions				Terminations											
			Aboriginal Peoples				Aboriginal Peoples				Aboriginal Peoples				Aboriginal Peoples											
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference								
#	#	%	%	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%							
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																		
	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	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																		
	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	0	0
Total	2016	2,911	23	0.8	2.0	58	-35	39.5																		
	2018	2,386	18	0.8	2.0	48	-30	37.7	597	1	0.2	12		-11	294	1	0.3	2		-1	1,128	9	0.8	9	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		All Employees	Flow Data		Short-term Goals				Long-term Goals				
			Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		Goal
#	#	%	%	#	%	%	%	#	%	%	%		
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	n/a
	2021	0	0	0.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	n/a
	2021	0	0	0.0			0.0	0.0			0.0	0.0	
Total	2018	891	2	0.2	10	20.0	0.0	0.0	11	18.2	0.0	0.0	
	2021	891	2	0.2			0.0	0.0			0.0	0.0	

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Part 6: Results - Persons with Disabilities

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		All Employees	Workforce							Hires				Promotions				Terminations								
			Persons with Disabilities							Persons with Disabilities				Persons with Disabilities				Persons with Disabilities								
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference								
#	#	%	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
01 & 02 Managers	2016	498	10	2.0	4.3	21	-11	46.7																		
	2018	375	13	3.5	4.3	16	-3	80.6	20	0	0.0	1	-1	87	1	1.1	2	-1	226	4	1.8	5	-1			
03 Professionals	2016	407	14	3.4	3.8	15	-1	90.5																		
	2018	317	7	2.2	3.8	12	-5	58.1	37	0	0.0	1	-1	49	0	0.0	2	-2	145	6	4.1	5	1			
04 Semi-Professionals & Technicians	2016	973	38	3.9	4.6	45	-7	84.9																		
	2018	926	35	3.8	4.6	43	-8	82.2	237	7	3.0	11	-4	80	1	1.3	3	-2	290	12	4.1	11	1			
05 Supervisors	2016	123	5	4.1	13.9	17	-12	29.2																		
	2018	25	2	8.0	13.9	3	-1	57.6	6	0	0.0	1	-1	1	0	0.0	0	0	38	1	2.6	2	-1			
06 Supervisors: Crafts & Trades	2016	8	0	0.0	7.8	1	-1	0.0																		
	2018	7	0	0.0	7.8	1	-1	0.0	1	0	0.0	0	0	1	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 (EEOG)	Year	New Entrants				Goals								Comments
		All Employees	Flow Data			Short-term Goals				Long-term Goals				
			Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	#	%	%	%	#	%	%	%				
01 & 02 Managers	2018	107	1	0.9	4	25.0	0.0	0.0	2	50.0	0.00	0.0	Since our last assessment we have experienced a reduction in force within this EEOG, go forward although we're not hiring short term, our goal is to maintain the current representation in this EEOG	
	2021	107	1	0.9			4.3	21.7			4.30	21.7		
03 Professionals	2018	86	0	0.0	0	0.0	0.0	0.0	1	0.0	0.00	0.0	Since our last assessment we have experienced a reduction in force within this EEOG, go forward although we're not hiring short term, our goal is to maintain the current representation in this EEOG	
	2021	86	0	0.0			3.8	0.0			3.80	0.0		
04 Semi-Professionals & Technicians	2018	317	8	2.5	3	266.7	0.0	0.0	1	800.0	0.00	0.0	Made good progress since our last assessment, go forward although we're not hiring short term, our goal is to maintain the c	
	2021	317	8	2.5			4.6	54.9			4.60	54.9		
05 Supervisors	2018	7	0	0.0	4	0.0	0.0	0.0	3	0.0	0.00	0.0	we have realigned our workforce resulting in significant reduction in this EEOG. Our goal is to maintain the current repre	
	2021	7	0	0.0			13.9	0.0			13.90	0.0		
06 Supervisors: Crafts & Trades	2018	2	0	0.0	0	0.0	0.0	0.0	1	0.0	0.00	0.0		
	2021	2	0	0.0			7.8	0.0			7.80	0.0		

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		All Employees	Workforce							Hires				Promotions					Terminations							
			Persons with Disabilities							Persons with Disabilities				Persons with Disabilities					Persons with Disabilities							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference								
#	#	%	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
07 Administrative & Senior Clerical	2016	16	1	6.3	3.4	1	0	183.8																		
	2018	13	0	0.0	3.4	0	0	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	0	5	1	20.0	0	1	
08 Skilled Sales & Service Personnel	2016	336	9	2.7	3.5	12	-3	76.5																		
	2018	285	5	1.8	3.5	10	-5	50.1	148	1	0.7	5	-4	57	3	5.3	2	1	202	3	1.5	5	-2			
09 Skilled Crafts & Trades Workers	2016	1	0	0.0	3.8	0	0	0.0																		
	2018	7	0	0.0	3.8	0	0	0.0	3	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0			
10 Clerical Personnel	2016	164	7	4.3	7.0	11	-4	61.0																		
	2018	131	6	4.6	7.0	9	-3	65.4	30	0	0.0	2	-2	13	0	0.0	1	-1	56	3	5.4	2	1			
11 Intermediate Sales & Service Personnel	2016	161	11	6.8	5.6	9	2	122.0																		
	2018	127	11	8.7	5.6	7	4	154.7	34	2	5.9	2	0	1	0	0.0	0	0	42	3	7.1	3	0			
12 Semi-Skilled Manual Workers	2016	224	6	2.7	4.8	11	-5	55.8																		
	2018	173	3	1.7	4.8	8	-5	36.1	79	0	0.0	4	-4	5	0	0.0	0	0	120	4	3.3	3	1			

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		All Employees	Persons with Disabilities	Short-term Goals				Long-term Goals					
				Actual		Goal		Goal		Goal			
				#	%	#	%	#	%	#	%		
07 Administrative & Senior Clerical	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	
08 Skilled Sales & Service Personnel	2018	205	4	2.0	1	400.0	0.0	0.0	1	400.0	0.0	0.0	
	2021	205	4	2.0			3.5	55.7			3.5	55.7	
09 Skilled Crafts & Trades Workers	2018	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	3	0	0.0			0.0	0.0			0.0	0.0	
10 Clerical Personnel	2018	43	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0	
	2021	43	0	0.0			7.0	0.0			7.0	0.0	
11 Intermediate Sales & Service Personnel	2018	35	2	5.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	35	2	5.7			0.0	0.0			0.0	0.0	
12 Semi-Skilled Manual Workers	2018	84	0	0.0	1	0.0	0.0	0.0	2	0.0	0.0	0.0	
	2021	84	0	0.0			4.8	0.0			4.8	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Xerox Canada Inc.

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							Hires				Promotions				Terminations							
			Persons with Disabilities							Persons with Disabilities				Persons with Disabilities				Persons with Disabilities							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	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	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	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	0
Total	2016	2,911	101	3.5	4.9	143	-42	70.8																	
	2018	2,386	82	3.4	4.6	110	-28	74.7	597	10	1.7	27	-17	294	5	1.7	10	-5	1,128	37	3.3	39	-2		

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		All Employees	Persons with Disabilities	Short-term Goals				Long-term Goals					
				Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities			
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met
#	#	#	%	#	%	%	%	#	%	%	%		
13 Other Sales & Service Personnel	2018	0	0	0.0	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	0.0	
14 Other Manual Workers	2018	0	0	0.0	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	0.0	
Total	2018	891	15	1.7	14	107.1	0.0	0.0	12	125.0	0.0	0.0	
	2021	891	15	1.7			0.0	0.0			0.0	0.0	

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Part 7: Results - Members of Visible Minorities

Xerox Canada Inc.

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities				Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference				
#	#	%	%	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	
01 Senior Managers	2016	26	3	11.5	10.1	3	0	114.2																	
	2018	19	2	10.5	10.1	2	0	104.2	0	0	0.0	0	0	0	1	0	0.0	0	0	0	11	1	9.1	1	0
02 Middle & Other Managers	2016	472	73	15.5	15.0	71	2	103.1																	
	2018	356	57	16.0	15.0	53	4	106.7	20	4	20.0	3	1	86	14	16.3	13	1	215	34	15.8	33	1		
03 Professionals	2016	407	66	16.2	27.4	112	-46	59.2																	
	2018	317	60	18.9	26.1	83	-23	72.5	37	10	27.0	10	0	49	11	22.4	8	3	145	30	20.7	24	6		
04 Semi-Professionals & Technicians	2016	973	150	15.4	18.8	183	-33	82.0																	
	2018	926	141	15.2	16.3	151	-10	93.4	237	27	11.4	39	-12	80	16	20.0	12	4	290	46	15.9	45	1		
05 Supervisors	2016	123	18	14.6	26.0	32	-14	56.3																	
	2018	25	5	20.0	34.5	9	-4	58.0	6	0	0.0	2	-2	1	0	0.0	0	0	38	3	7.9	6	-3		
06 Supervisors: Crafts & Trades	2016	8	2	25.0	22.7	2	0	110.1																	
	2018	7	2	28.6	22.7	2	0	125.9	1	0	0.0	0	0	1	0	0.0	0	0	3	0	0.0	1	-1		

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Visible Minorities	Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities			
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%		
01 Senior Managers	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Since our last assessment our senior managers positions have reduced significantly. We do not anticipate any hiring of senior managers.
	2021	1	0	0.0									
02 Middle & Other Managers	2018	106	18	17.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	We met our goals in hiring and promoting. Since our last assessment we have experienced a reduction in force within this EEOG.
	2021	106	18	17.0									
03 Professionals	2018	86	21	24.4	19	110.5	0.0	0.0	17	123.5	0.0	0.0	We met our goals in hiring and promoting. Since our last assessment we have experienced a reduction in force within this EEOG.
	2021	86	21	24.4							0.3	9355.8	
04 Semi-Professionals & Technicians	2018	317	43	13.6	17	252.9	0.0	0.0	16	268.8	0.0	0.0	Since our last assessment we have experienced a reduction in force within this EEOG, go forward although we're not hiring.
	2021	317	43	13.6							0.2	8321.9	
05 Supervisors	2018	7	0	0.0	6	0.0	0.0	0.0	4	0.0	0.0	0.0	We have realigned our workforce resulting in significant reduction in this EEOG. Our goal is to maintain the current representation.
	2021	7	0	0.0							0.3	0.0	
06 Supervisors: Crafts & Trades	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	

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Part 7: Results - Members of Visible Minorities

Xerox Canada Inc.

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																	
		Workforce								Hires				Promotions				Terminations									
		All Employees	Visible Minorities				EE Result				All Employees	Visible Minorities			Difference			All Employees	Visible Minorities			Difference					
		#	#	%	%	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%
07 Administrative & Senior Clerical	2016	16	3	18.8	24.9	4	-1	75.3																			
	2018	13	1	7.7	22.3	3	-2	34.5	2	0	0.0	0	0	0	0	0	0.0	0	0	0	5	2	40.0	1	1		
08 Skilled Sales & Service Personnel	2016	336	38	11.3	7.7	26	12	146.9																			
	2018	285	32	11.2	7.1	20	12	158.1	148	13	8.8	11	2	57	9	15.8	6	3	202	22	10.9	23	-1				
09 Skilled Crafts & Trades Workers	2016	1	1	100.0	23.9	0	1	418.4																			
	2018	7	1	14.3	6.4	0	1	223.2	3	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	1	-1				
10 Clerical Personnel	2016	164	23	14.0	24.0	39	-16	58.4																			
	2018	131	20	15.3	24.5	32	-12	62.3	30	6	20.0	7	-1	13	2	15.4	2	0	56	9	16.1	8	1				
11 Intermediate Sales & Service Personnel	2016	161	18	11.2	16.6	27	-9	67.4																			
	2018	127	16	12.6	16.7	21	-5	75.4	34	5	14.7	6	-1	1	0	0.0	0	0	42	6	14.3	5	1				
12 Semi-Skilled Manual Workers	2016	224	38	17.0	32.6	73	-35	52.0																			
	2018	173	23	13.3	32.9	57	-34	40.4	79	8	10.1	26	-18	5	2	40.0	1	1	120	21	17.5	20	1				

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities	Visible Minorities		Visible Minorities		Visible Minorities						
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
07 Administrative & Senior Clerical	2018	2	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	2	0	0.0			22.3	0.0			0.2	0.0		
08 Skilled Sales & Service Personnel	2018	205	22	10.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Since our last assessment we have experienced a reduction in force within this EEOG, go forward although we're not hiring	
	2021	205	22	10.7			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	3	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	43	8	18.6	7	114.3	0.0	0.0	5	160.0	0.0	0.0	Since our last assessment we have experienced a reduction in force within this EEOG, go forward although we're not hiring	
	2021	43	8	18.6			24.5	75.9			0.2	7593.7		
11 Intermediate Sales & Service Personnel	2018	35	5	14.3	3	166.7	0.0	0.0	2	250.0	0.0	0.0	Since our last assessment we have experienced a reduction in force within this EEOG, go forward although we're not hiring	
	2021	35	5	14.3			16.7	85.5			0.2	8554.3		
12 Semi-Skilled Manual Workers	2018	84	10	11.9	15	66.7	0.0	0.0	14	71.4	0.0	0.0	Since our last assessment we have experienced a reduction in force within this EEOG, go forward although we're not hiring	
	2021	84	10	11.9			32.9	36.2			0.3	3618.5		

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Part 7: Results - Members of Visible Minorities

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities				Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
			Representation	Availability						Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
#	#	%	%	#	#	%	#	%	#	#	%	#	%	#	#	%	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	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	0.0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	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	0.0	0
Total	2016	2,911	433	14.9	19.6	571	-138	75.9																	
	2018	2,386	360	15.1	18.1	432	-72	83.4	597	73	12.2	108	-35	294	54	18.4	44	10	1,128	174	15.4	168	6		

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	n/a
	2021	0	0	0.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	n/a
	2021	0	0	0.0			0.0	0.0			0.0	0.0	
Total	2018	891	127	14.3	67	189.6	0.0	0.0	59	215.3	0.0	0.0	
	2021	891	127	14.3			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Xerox Canada Inc.
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Efforts

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

Required measures:

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

Other measures:

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

- Put in place a strategy to ensure a barrier-free workplace.
- Undertook initiatives to increase representation where gaps in representation were found.
- Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
- Other (please describe):

Recently launched diversity training required for hiring managers and recruitment as an effort to educate hiring managers and promote diverse teams and hiring practices. Our Balanced Workforce Strategy is designed to drive equitable employee representation at all levels of the corporation by establishing annual goals for representation of minorities and women. Our Wilson Rule has been a global practice in the US being launched in Canada, where the hiring manager must consider and interview qualified female and minority candidates among the final pool of qualified candidates for the following in scope positions: Managers with direct reports and professionals in a job grade over D05. We have active caucus groups focused on networking and promotion of women, visible minorities and LGBTQ employee populations. Each caucus has an active senior leader champion and has monthly / quarterly meetings with members to support inclusion, promote equality, provide mentoring and discuss workplace challenges and opportunities. Our promising workplace practices include a robust accommodation process, harassment policy and training including communication that delivered to all employees annually. Our employee assistance programs, career development programs, flexible work arrangements are all contributing to an environment that is healthy, welcoming and respectful and all efforts toward maintaining balanced workforce and retention. Although we are not hiring in this climate, we are confident our workplace practices are not reducing the representation we have in the protected groups.

Operational Context

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

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

Xerox corporation is in the midst of reinventing itself and transforming into a lean and agile technology powerhouse. This global transformation of our business includes priorities aligned to driving revenue and how we go to market, optimizing our operations for simplicity in the way we are organized and ensuring we are driving profitable revenue to ensure our strength into the future. This has resulted in a reduction of our workforce since our last assessment as we have focused on

increasing our profitability and better organizing how we operate. Our hiring is presently on pause and we do not anticipate growth for the short term 3 years. Our goals to improve any employment equity gaps will be focused on identifying measures and activities within internal hiring and promotion.

- Acquisitions, mergers or transfers of employees.

With globalization there have been opportunities where work has moved globally impacting Cdn roles

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

Since our last assessment in 2016 we have declined our workforce by 18% through layoff, as well as natural attrition in areas we have not replaced. This has impacted all of our occupational groups with the exception of Skilled crafts & trades. As we continue in our reorganization, we anticipate further reductions and minimal replacement of turnover.

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

- Other.

Additional Details

Please provide any additional information (optional):

Due to our current corporate re-organization, we will have reduced opportunity to address gaps in the short term. Long term planning is difficult to predict until we stabilize

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Xerox Canada Inc.

Primary Location: Toronto, Ontario

Number of Employees: 2386

• Ontario	944	• Prince Edward Island	7
• Québec	374	• Saskatchewan	14
• Nova Scotia	84	• Alberta	154
• New Brunswick	665	• Newfoundland and Labrador	13
• Manitoba	44	• Northwest Territories	2
• British Columbia	85		

Organization Overview:

NAICS 3333 – Commercial and Service Industry Machinery Manufacturing
Xerox Canada Inc. manufactures and sells office electronics and related software. The organization also provides office systems supplies and related professional consulting services in document management.

Key Dates – First Year Assessment

Initiated: 2016-06-01
Received: 2016-06-29
Closed: 2016-07-06
Workforce Analysis: 2016-06-10

Key Dates – Subsequent Assessment

Initiated: 2018-12-15
Received: 2018-12-20
Workforce Analysis: 2018-10-31

DATA VERIFICATION

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

Yes No

Comments: None

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

Yes No

Comments: None

ASSESSMENT OF REASONABLE PROGRESS

- The organization established goals in numbers and not in percentages.
- The previous compliance assessment revealed 26 gaps and 20 goals were set.

Women

01	Senior Managers	Goal not met (0% achieved)
02	Middle & Other Managers	Goal met at 1450%
05	Supervisors	Goal not met (25% achieved)

Assessment/Observations

- EEOG 01: There was one new entrant in this occupational group and it was not a woman. This is to be expected given the labour market availability (LMA) of 27.4%.
- EEOG 05: There were seven new entrants including three women. This is to be expected given the labour market availability (LMA) of 54.6%

Aboriginal Peoples

01	Senior Managers	No goal set
02	Middle & Other Managers	Goal not met (33% achieved)
03	Professionals	No goal set
04	Semi-Professionals & Technicians	Goal not met (0% achieved)
05	Supervisors	Goal not met (0% achieved)
08	Skilled Sales & Service Personnel	Goal met at 100%
10	Clerical Personnel	Goal not met (0% achieved)
12	Semi-Skilled Manual Workers	No goal set

Assessment/Observations

- EEOG 02: There were 106 new entrants including one Aboriginal. This represents a hiring rate of 0.9% which is below the LMA for this group of 2.2%. At this availability rate, at least two would have been expected.
- EEOG 04: There were 317 new entrants and none were Aboriginal persons. With an availability rate of 2.5%, at least seven would have been expected.
- EEOG 05: There were seven new entrants and none were Aboriginal persons. This is to be expected given the labour market availability (LMA) of 2.6%.

- EEOG 10: There were 43 new entrants and none were Aboriginal persons. This is to be expected given the labour market availability (LMA) of 1.8%.

Persons with Disabilities

01/02	Managers	Goal not met (25% achieved)
03	Professionals	No goal set
04	Semi-Professionals & Technicians	Goal met at 267%
05	Supervisors	Goal not met (0% achieved)
06	Supervisors: Crafts & Trades	No goal set
08	Skilled Sales & Service Personnel	Goal met at 400%
10	Clerical Personnel	Goal not met (0% achieved)
12	Semi-Skilled Manual Workers	Goal not met (0% achieved)

Assessment/Observations

- EEOG 01/02: There were 107 new entrants and one was a person with disabilities. This represents 0.9% hiring rate. Given the LMA of 4.3%, at least four would have been expected.
- EEOG 05: There were seven new entrants and none were persons with disabilities. This is to be expected given the labour market availability (LMA) of 13.9%.
- EEOG 10: There were 43 new entrants and none were persons with disabilities. Given the LMA of 7.0%, at least three would have been expected.
- EEOG 12: There were 84 new entrants and none were persons with disabilities. Given the LMA of 4.8%, at least four would have been expected.

Members of Visible Minorities

03	Professionals	Goal met at 111%
04	Semi-Professionals & Technicians	Goal met at 253%
05	Supervisors	Goal not met (0% achieved)
07	Administrative & Senior Clerical Personnel	No goal set
10	Clerical Personnel	Goal met at 114%
11	Intermediate Sales & Service Personnel	Goal met at 167%
12	Semi-Skilled Manual Workers	Goal not met (67% achieved)

Assessment/Observations

- EEOG 05: There were seven new entrants and none were members of visible minorities. At LMA rate of 26.0%, at least one would have been expected.
- EEOG 12: There were 84 new entrants including 10 members of visible minorities. This represents a hiring rate of 11.9%. At LMA rate of 32.6%, at least 27 would have been expected.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- The organization set 20 goals and achieved eight. This equals 40% of goals met, which does not meet the 80% threshold necessary to demonstrate reasonable efforts.
 - The organization had 28 months between the two compliance assessments. Should they have had a full three-year period, it is possible that additional progress could have been made.
 - In addition, Xerox is going thru a global transformation of the business and this has resulted in a reduction of the workforce from 2911 to 2386 employees since the last compliance assessment.
 - The downsizing and restructuring of Xerox would likely have made it challenging to meet their employment equity goals.
 - The Effort form demonstrates that the organization is taking steps towards achieving a representative workforce.

ASSESSMENT OF GOALS

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

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (+3 years)		
#	Description	#	%	%	%	%
01	Senior Managers	-3	27.4	27.4	10.5	27.4
02	Middle & Other Managers	-4	38.9	38.9	37.6	38.9
03	Professionals	-9	43.6	43.6	40.7	43.6
05	Supervisors	-1	-	-	52.0	54.2
10	Clerical Personnel	-2	-	-	65.6	67.0
11	Intermediate Sales & Service Personnel	-5	-	-	62.2	66.0

Observations:

- Goals are not required for EEOG 05, 10 and 11 given that the present representation is above 50%.

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
01	Senior Managers	-1	2.9	2.9	0.0	2.9
02	Middle & Other Managers	-6	2.2	2.2	0.6	2.2
03	Professionals	-1	1.4	1.4	0.9	1.4
04	Semi-Professionals & Technicians	-17	2.7	2.7	0.9	2.7
08	Skilled Sales & Service Personnel	-1	0.7	0.7	0.4	0.7
10	Clerical Personnel	-1	1.9	1.9	0.8	1.9
11	Intermediate Sales & Service Personnel	-1	1.5	1.5	0.8	1.5
12	Semi-Skilled Manual Workers	-1	2.0	2.0	1.2	2.0

Observations: None

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
01/02	Managers	-3	4.3	4.3	3.5	4.3
03	Professionals	-5	3.8	3.8	2.2	3.8
04	Semi-Professionals & Technicians	-8	4.6	4.6	3.8	4.6
05	Supervisors	-1	13.9	13.9	8.0	13.9
06	Supervisors: Crafts & Trades	-1	7.8	7.8	0.0	7.8
08	Skilled Sales & Service Personnel	-5	3.5	3.5	1.8	3.5
10	Clerical Personnel	-3	7.0	7.0	4.6	7.0
12	Semi-Skilled Manual Workers	-5	4.8	4.8	1.7	4.8

Observations: None

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
03	Professionals	-23	26.1	26.1	18.9	26.1
04	Semi-Professionals & Technicians	-10	16.3	16.3	15.2	16.3
05	Supervisors	-4	34.5	34.5	20.0	34.5
07	Admin & Senior Clerical Personnel	-2	22.3	22.3	7.7	22.3
10	Clerical Personnel	-12	24.5	24.5	15.3	24.5
11	Intermediate Sales & Service Personnel	-5	16.7	16.7	12.6	16.7
12	Semi-Skilled Manual Workers	-34	32.9	32.9	13.3	32.9

Observations: None

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

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

- Xerox Canada Inc. has demonstrated through their second compliance assessment submission that they were able to meet eight of the 20 goals set during their first compliance assessment. Twenty-nine (29) gaps are still present across all four designated groups.
- We recommend that this organization continue to implement hiring practices that encourage recruitment in the designated groups to avoid the creation of new gaps in representation. The organization might consider forging links with trade programs, career fairs and professional associations in order to identify qualified potential employees that are members of the designated groups. This may help them in reducing or eliminating the gaps.
- Xerox Canada Inc. may focus on the early stages of the hiring and recruitment process to ensure that there are no barriers in place, which are preventing employment equity. The company may want to consider conducting an Employment Systems Review (ESR) to identify any potential barriers to the recruitment and retention of employees of

designated groups. Guidance on the conduct of an ESR is available on the Labour Program website ([Step 2-2](#) of the training modules).

Name of Analyst: Maurice N. Yakibonge

Date: 2019-02-25

From: Yakibonge, Ntambwe N [NC]
Sent: March 20, 2019 9:42 AM
To: 'steven.connor@xerox.com' <steven.connor@xerox.com>
Cc: 'neal.krisko@xerox.com' <neal.krisko@xerox.com>; 'lis.trites@xerox.com' <lis.trites@xerox.com>; 'john.innes@xerox.com' <john.innes@xerox.com>
Subject: Government of Canada Agreement Number: 060075 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Steven Connor:

I am writing to inform you that the subsequent compliance assessment initiated on December 15, 2018 has been completed. As a result of the assessment, Xerox Canada Inc. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

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

- Xerox Canada Inc. has demonstrated through their second compliance assessment submission that they were able to meet eight of the 20 goals set during their first compliance assessment. Twenty-nine (29) gaps are still present across all four designated groups.
- We recommend that this organization continue to implement hiring practices that encourage recruitment in the designated groups to avoid the creation of new gaps in representation. The organization might consider forging links with trade programs, career fairs and professional associations in order to identify qualified potential employees that are members of the designated groups. This may help them in reducing or eliminating the gaps.
- Xerox Canada Inc. may focus on the early stages of the hiring and recruitment process to ensure that there are no barriers in place, which are preventing employment equity. The company may want to consider conducting an Employment Systems Review (ESR) to identify any potential barriers to the recruitment and retention of employees of designated groups. Guidance on the conduct of an ESR is available on the Labour Program website (Step 2-2 of the training modules).

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 15, 2021. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

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

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If over the three year period reasonable progress has not been made, Xerox Canada Inc. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

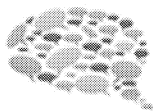
Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at ee-eme@hrsgdc-rhdcc.gc.ca.

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

Sincerely,

Workplace Equity Team

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



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