s.19(1)

s.24(1)

Labour Program **Federal Contractors Program**

PROTECTED WHEN COMPLETE	:D - B
OFFICIAL USE ONLY	
Agreement N°:	

Agreement to Implement Employment Equity

· **	Agreement	to implement Employ
New Agreement		(All sections must be completed
Revised Agreement	t	

7 (g. 00)	ionic to improm		•	-9411		
New Agreement (All sections must be completed)						
Revised Agreement						
ORGANIZATION						
Legal Name of Organization			Parent company	is located outside	Canada	
674725 Ontario Ltd.				Yes	/ No	
Operating Name (if different from Legal Name	of Organization)		Business Numi	ber		
Agilec						
				employees in Cana -Time and/or Part-T		
Organization's North American Industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm 6243		☐ Federally Regulated ✓ Provincially Regulated				
	HEA	D OFFICE				***********
Address (building number, street, suite, etc.)	25.60	City		Province	Postal Code	
419 King Street West, Suite	3560	Oshawa		Ontario	L1J 2K5	
		Telephone Number 905-443-1003				
	EMPLOYMENT	EQUITY CONT.	ACT			
Name (print)		Title				
Wendy Legere		CEO				
Telephone Number	E-mail Address			Preferred Languag	e of Correspondence	
905-443-1001 X2000	wlegere@agilec.ca			✓ English	French	
CERTIFICATION						
The above-named organization:						
having a combined workforce of 100	or more permanent full-time	e and permanent p	part-time employ	ees in Canada, i	AND	
 intending to bid on, or being in receip Supply Arrangement, valued at \$1,00 			contract, standii	ng offer or contrac	t issued under a	
nereby 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 olease refer to: http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml:						

Important note: If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization, the procurement instrument(s) with the Government of Canada may be terminated.

SIGNATORY				
NOTE: The signatory must be the Chi contract on behalf of the organ		authorized person in an executive p	osition with legal aut	hority to sign a
Name (print)		Title		
Wendy Legere		CEO		
Telephone Number	E-mail Address		Preferred Language	of Correspondence
905-443-1001	wlegere@agilec.c	ca	✓ English	French
Signatura		Date (YYYY-MM-DD)		
		2017/11/29		::
The information was added with forming		10.64.5		

The information you provide on this form is collected under the authority of section 42 of the *Employment Equity Act* to determine your eligibility for the Federal Contractors Program (FCP).

Completion of this form is mandatory. Refusal to provide personal information will result in the organization's name being placed on the FCP Limited Eligibility to Bid List, loss of the right to bid on federal government goods or services contracts of any value and may also result in the termination of the contract.

The information you provide may be used and/or disclosed for policy analysis, research and/or evaluation purposes. However, these additional uses and/or disclosures of your personal information will never result in an administrative decision being made about you.

Your personal information is administered in accordance with the *Privacy Act* and other applicable laws. You have the right to the protection of, and access to, your personal information, which is described in Personal Information Bank ESDC PPU 721. Instructions for obtaining this information are outlined in the government publication entitled *Info Source*, which is available at the following website address: http://www.infosource.gc.ca. *Info Source* may also be accessed online at any Service Canada Centre.

RETURN INSTRUCTIONS

IMPORTANT

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

Workforce Analysis - Summary Report

Date: 2018-10-04

Women

	Women						
Employment Equity Occupational Group	All Employees	Repres	entation	Ava	ilability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	6	3	50.0 %	27.4 %	2	1	
02 : Middle and Other Managers	11	10	90.9 %	38.9 %	4	6	
03 : Professionals	105	81	77.1 %	72.7 %	76	5	
04 : Semi-Professionals and Technicians	5	2	40.0 %	24.2 %	1	1	
05 : Supervisors	16	12	75.0 %	58.5 %	9	3	
07 : Administrative and Senior Clerical Personnel	11	11	100.0 %	84.4 %	9	2	
10 : Clerical Personnel	1	1	100.0 %	67.3 %	1	0	
11 : Intermediate Sales and Service Personnel	4	4	100.0 %	69.8 %	3	1	
Total	159	124	78.0 %	66.4 %	105	19	



Workforce Analysis - Summary Report

Date: 2018-10-04

Aboriginal Peoples

			Aboriç	ginal Peoples			
Employment Equity Occupational Group	All Employees	Repres	entation	Availa	ability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	6	0	0.0 %	2.9 %	0	0	
02 : Middle and Other Managers	11	0	0.0 %	2.2 %	0	0	
03 : Professionals	105	0	0.0 %	7.2 %	8	-8	
04 : Semi-Professionals and Technicians	5	0	0.0 %	1.6 %	0	0	
05 : Supervisors	16	1	6.3 %	3.3 %	1	0	
07 : Administrative and Senior Clerical Personnel	11	2	18.2 %	2.7 %	0	2	
10 : Clerical Personnel	1	0	0.0 %	1.0 %	0	0	
11 : Intermediate Sales and Service Personnel	4	1	25.0 %	1.8 %	0	1	
Total	159	4	2.5 %	5.6 %	9	-5	
Total	139	4	2.5 /6	J.U /0	ت	-0	



Workforce Analysis - Summary Report

Date: 2018-10-04

Members of Visible Minorities

	Members of Visible Minorities						
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	lability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	6	0	0.0 %	10.1 %	1	-1	
02 : Middle and Other Managers	11	0	0.0 %	15.0 %	2	-2	
03 : Professionals	105	15	14.3 %	15.7 %	16	-1	
04 : Semi-Professionals and Technicians	5	2	40.0 %	35.9 %	2	0	
05 : Supervisors	16	2	12.5 %	9.3 %	1	1	
07 : Administrative and Senior Clerical Personnel	11	1	9.1 %	8.5 %	1	0	
10 : Clerical Personnel	1	0	0.0 %	9.8 %	0	0	
11 : Intermediate Sales and Service Personnel	4	3	75.0 %	13.0 %	1	2	
Total	159	23	14.5 %	14.8 %	24	-1	



Workforce Analysis - Summary Report

Date: 2018-10-04

Persons with Disabilities

	Persons with Disabilities					
Employment Equity Occupational Group	All Employees	Repres	entation	Availa	ability	Gap
	#	#	%	%	#	#
01/02 : Managers	17	1	5.9 %	4.3 %	1	0
03 : Professionals	105	6	5.7 %	3.8 %	4	2
04 : Semi-Professionals and Technicians	5	0	0.0 %	4.6 %	0	0
05 : Supervisors	16	0	0.0 %	13.9 %	2	-2
7 : Administrative and Senior Clerical Personnel	11	2	18.2 %	3.4 %	0	2
I0 : Clerical Personnel	1	0	0.0 %	7.0 %	0	0
11 : Intermediate Sales and Service Personnel	4	0	0.0 %	5.6 %	0	0
Total	159	9	5.7 %	4.9 %	7	2



Workforce Analysis - Summary Report

Date: 2018-10-04

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
07 : Administrative and Senior Clerical Personnel	EEOG	СМА
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA



Workforce Analysis - Summary Report

Date: 2018-10-04

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
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National



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

Data from Sul	osequent/Curro Analysis	ent Workforce
\	\downarrow	\downarrow

Data from Fir	st/Previous Workf	orce Analysis
YYYY	MM	DD
2018	10	04

Data from Subse	equent/Current Wo	orkforce Analysis
YYYY	MM	DD
2018	10	04

			Гable 1: Women	l	
		First/Previous Workforce Analysis			
Emple	rement Equity Occupational Crown (EEOC)	All Employees	Wor	nen	
Embic	yment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	9/0	
01	Senior Managers	6	3	27.4	
02	Middle & Other Managers	11	10	38.9	
03	Professionals	105	81	72.7	
04	Semi-Professionals & Technicians	5	2	24.2	
05	Supervisors	16	12	58.5	
06	Supervisors: Crafts & Trades				
07	Administrative & Senior Clerical Personnel	11	11	84.4	
08	Skilled Sales & Service Personnel				
09	Skilled Crafts & Trades Workers				
10	Clerical Personnel	1	1	67.3	
11	Intermediate Sales & Service Personnel	4	4	69.8	
12	Semi-Skilled Manual Workers				
13	Other Sales & Service Personnel				
14	Other Manual Workers				
Total		159	124	0.0	

	Table 5: Women			
Subsequen	t/Current Workford	ce Analysis		
All Employees	nen			
	Representation	Availability*		
#	#	%		
0	0	0.		

* Source:			
2011 Natio	nal Household	Survey	

* Source:			
2011 Natio	onal Househo	old Survey	

Data from Firs	t/Previous Wor	kforce Analysis
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Data from Fi	rst/Previous Work	force Analysis	Data from Subs	equent/Current W	orkforce Analysis
YYYY	MM	DD	YYYY	MM	DD

2018

04

		Table	2: Aboriginal Po	eoples	
		First/Previous Workforce Analysis			
Emale	nument Equity Occupational Chaup (EEOC)	All Employees	Aborigina	l Peoples	
rmbe	oyment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01	Senior Managers	6	0	2.9	
02	Middle & Other Managers	11	0	2.2	
03	Professionals	105	0	7.2	
04	Semi-Professionals & Technicians	5	0	1.6	
05	Supervisors	16	1	3.3	
06	Supervisors: Crafts & Trades	0			
07	Administrative & Senior Clerical Personnel	11	2	2.7	
08	Skilled Sales & Service Personnel	0			
09	Skilled Crafts & Trades Workers	0			
10	Clerical Personnel	1	0	1.0	
11	Intermediate Sales & Service Personnel	4	1	1.8	
12	Semi-Skilled Manual Workers	0			
13	Other Sales & Service Personnel	0			
14	Other Manual Workers	0			
Total		159	4	0.0	

2018

Table 6: Aboriginal Peoples			
Subsequen	t/Current Workford	ce Analysis	
All Employees	Aborigina	il Peoples	
	Representation	Availability*	
#	#	%	
0			
0			
0			
0			
0			
0			
0			
0			
0			
0			
0			
0			
0			
0			
0	0	0	

Data from Subsequent/Current Workforce Analysis

10

* Sou	rce:			
2011	National Hou	usehold Survey	7	

* Source	•		
12011 Nat	ional Household	d Survev	

04

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

Data from Sul	osequent/Curro Analysis	ent Workforce
\	\downarrow	\downarrow

2018	10	04
YYYY	MM	DD
Data from Fi	rst/Previous Work	force Analysis

2018	10	04
YYYY	MM	DD
Data from Subse	equent/Current Wo	orkforce Analysis

		Table 3: Me	embers of Visible	e Minorities
E L C (EFOC)		First/Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
Embr	oyment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	6	0	10.1
02	Middle & Other Managers	11	0	15.0
03	Professionals	105	15	15.7
04	Semi-Professionals & Technicians	5	2	35.9
05	Supervisors	16	2	9.3
06	Supervisors: Crafts & Trades	0		
07	Administrative & Senior Clerical Personnel	11	1	8.5
08	Skilled Sales & Service Personnel	0		
09	Skilled Crafts & Trades Workers	0		
10	Clerical Personnel	1	0	9.8
11	Intermediate Sales & Service Personnel	4	3	13.0
12	Semi-Skilled Manual Workers	0		
13	Other Sales & Service Personnel	0		
14	Other Manual Workers	0		
Total		159	23	0.0

Table 7: Members of Visible Minorities Subsequent/Current Workforce Analysis		
All Employees	Members of Vis	
	Representation	Availability*
#	#	%
0		
0		
0		
0		
0		
0		
0		
0		
0		
0		
0		
0		
0		
0		
0	0	0

Source:	
011 National Household Survey	

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

Data from Sul	osequent/Curro Analysis	ent Workforce
\	\downarrow	\downarrow

2018	10	04
YYYY	MM	DD
Data from Fi	rst/Previous Workf	force Analysis

Data from Subse	equent/Current Wo	orkforce Analysis
YYYY	MM	DD
2018	10	04

		Table 4: Persons with Disabilities			
		First/Previous Workforce Analysis			
F1-	annest Fauity Occupational Course (FFOC)	All Employees	Persons with Disabilities		
rmbio	yment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01/02	Managers	17	1	4.3	
03	Professionals	105	6	3.8	
04	Semi-Professionals & Technicians	5	0	4.6	
05	Supervisors	16	0	13.9	
06	Supervisors: Crafts & Trades	0			
07	Administrative & Senior Clerical Personnel	11	2	3.4	
08	Skilled Sales & Service Personnel	0			
09	Skilled Crafts & Trades Workers	0			
10	Clerical Personnel	1	0	7.0	
11	Intermediate Sales & Service Personnel	4	0	5.6	
12	Semi-Skilled Manual Workers	0			
13	Other Sales & Service Personnel	0			
14	Other Manual Workers	0			
Total		159	9	0.0	

Table 8:	Table 8: Persons with Disabilities Subsequent/Current Workforce Analysis				
Subsequent					
All Employees	Persons with	Disabilities			
	Representation	Availability*			
#	#	%			
0					
0					
0					
0					
0					
0					
0					
0					
0					
0					
0					
0					
0					
0	0	0.0			

* Source:			
2011 National H	ousehold Surve	У	

* Source:		
2011 National H	ousehold Survey	

Part 2: Flow Data Analysis

674725 Ontario Ltd.

43405

Start	Date of Flow	v Data
YYYY	MM	DD

End I	Date of Flow	Data
YYYY	MM	DD

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

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Data from Form 6 - Employees Terminated

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

Total

Table 5: Women				
Full-time / National		Part-time	/ National	
All Employees Promoted	Women Promoted Employees Promoted	Women Employees Pro		
#	#	#	#	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	

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

Part 2: Flow Data Analysis

674725 Ontario Ltd.

43405

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Start	Date of Flov	Data
YYYY	MM	DD
0	0	0

0	0	0
YYYY	MM	DD
End I	Date of Flow	Data

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Data from Form 4 - Employees Hired

0

0

Data from Form 5 - Employees
Promoted

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Data from Form 6 - Employees Terminated

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

Total

Full-time	/ National	Part-time	/ National
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	C
0	0	0	C
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

Tabl	le 10: Abo	riginal Ped	ples
Full-time	/ National	Part-time	/ National
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

Part 2: Flow Data Analysis

674725 Ontario Ltd.

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YYYY	MM	DD
0	0	0

End I	Date of Flow	Data
YYYY	MM	DD
0	0	0

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Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

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Data from Form 6 - Employees Terminated

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

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

Table 1	1: Persons	s with Disa	abilities
Full-time	/ National	Part-time	/ National
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

Part 2: Flow Data Analysis

674725 Ontario Ltd.

43405

0	0	0
YYYY	MM	DD
Start	Date of Flov	/ Data

End I	Date of Flow	Data
YYYY	MM	DD
0	0	0

Data from Form 4 - Employees Hired

		L	8.	22	×	86	в	×	×	×	н	ж	×	×	×	×	и	w	88	8	ø	×	×	33	×	œ	и	w	×	£	38			Е	22	20	×	×	×	w	×	8	2	×	×	×	22	8	22	82	
																												i																							

Data from Form 6 - Employees Terminated $\overline{\downarrow}$

			•	v	
		Table 4:	Members o	f Visible N	Ainorities
		Full-time	/ National	Part-time	/ National
	ployment Equity Occupational Group EOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
		#	#	#	#
01	Senior Managers	0	0	0	0
02	Middle & Other Managers	0	0	0	0
03	Professionals	0	0	0	0
04	Semi-Professionals & Technicians	0	0	0	0
05	Supervisors	0	0	0	0
06	Supervisors: Crafts & Trades	0	0	0	0
07	Administrative & Senior Clerical Personnel	0	0	0	0
08	Skilled Sales & Service Personnel	0	0	0	0
09	Skilled Crafts & Trades Workers	0	0	0	0
10	Clerical Personnel	0	0	0	0
11	Intermediate Sales & Service Personnel	0	0	0	0
12	Semi-Skilled Manual Workers	0	0	0	0
13	Other Sales & Service Personnel	0	0	0	0
14	Other Manual Workers	0	0	0	0
Tot	al	0	0	0	0

Full-time	/ National	Part-time / National										
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted									
#	#	#	#									
0	0	0	0									
0	0	0	0									
0	0	0	0									
0	0	0	0									
0	0	0	0									
0	0	0	0									
0	0	0	0									
0	0	0	0									
0	0	0	0									
0	0	0	0									
0	0	0	0									
0	0	0	0									
0	0	0	0									
0	0	0	0									
0	0	0	0									

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

									Data 1	or First/P	Previous (Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	О	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
		↓	1	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	J
	Table 1: Women First/Previous Short-term Goals																		
		First/Previous Short-term Goals All Employees Women																	
				All En	'										omen			1	
	Number	Grow	th (New Posit	ions)	Turnover (Re		Terminated		Number	Turnover (Re	onlacement of	3 Year Goals							
Employment Equity			r		Actual	Employees)		Anticipated		Terminated		Hires Required	ļ	n - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	YYY-MM-DD Actual Projected				Proj	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Ga	Gap	Representation	Representation in 3 Years
	2018-10-04	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	icais	2018-10-04	Anoually	Over 3 Years	Years	2018	2021					l Cars
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	6	-100.0%	0.0%	0	0.0%	0.0%	0	0	3	0.0%	0	-1	0		27.4%	1	1	50.0%	50.0%
02 Middle & Other Managers	11	-100.0%	0.0%	0	0.0%	10.0%	1	3	10	10.0%	3	-3	0		38.9%	6	3	90.9%	63.6%
03 Professionals	105	-100.0%	0.0%	0	0.0%	14.0%	1	44	81		34	29	0		72.7%	5	-29	77.1%	44.8%
04 Semi-Professionals & Tech	5	-100.0%	0.0%	0	0.0%	10.0%	2	2	2	10.0%	1	0	0		24.2%	1	0	40.0%	20.0%
05 Supervisors	16	-100.0%	0.0%	0	0.0%	10.0%	5	5	12		4	1	0		58.5%	3	-1	75.0%	50.0%
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	14.0%	0	0	0	14.0%	0	0	0		0.0%	0	1 0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	11	-100.0%	0.0%	0	0.0%	14.0%	5	5	11	14.0%	5	3	0		84.4%	2	-3	100.0%	54.5%
08 Skilled Sales & Service	0	0.0%	0.0% 0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	1 0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	',	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	"	1 0	#DIV/0!	#DIV/0!
10 Clerical Personnel		-100.0% -100.0%	0.0%	0	0.0%	14.0% 10.0%	1	0	1	14.0% 10.0%	0	0	0		67.3% 69.8%	0	"	100.0%	100.0% 75.0%
11 Intermediate Sales & Service 12 Semi-Skilled Manual	4	0.0%	0.0%	"	0.0%	0.0%	1 0		4	0.0%	1 0	١	0		0.0%	1	1 0	100.0% #DIV/0!	#DIV/0!
12 Semi-Skilled Manual 13 Other Sales & Service	"	0.0%	0.0%	0	0.0%	0.0%	0		"	0.0%	0	"	0		0.0%	"] ,	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0		"	0.0%	ا ا	"	0		0.0%	"] ,	#DIV/0!	#DIV/0!
Total	159		0.0%	0	0.0%	14.0%	67	67	124		52	-72	0		0.0%	124	72		45.3%

[†] 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									
Emr	loyment Equity		Won	nen											
	ipational Group (EEOG)	Short-ter	m Goals	Long-tei	rm Goals	Comments									
		#	%	#	%										
01	Senior Managers				0.0	no goals required as there is no gaps in our representation									
02	Middle & Other Managers				0.0										
03	Professionals				0.0										
04	Semi-Professionals & Tech				0.0										
05	Supervisors				0.0										
06	Supervisors: Crafts & Trades				0.0										
07	Administrative & Sr Clerical				0.0										
08	Skilled Sales & Service				0.0										
09	Skilled Crafts & Trades				0.0										
10	Clerical Personnel				0.0										
11	Intermediate Sales & Service				0.0	000076									

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			Part 3: G	oals		
			674725 Onta	rio Ltd.		
			43405	5		
12 Semi-Skilled Manual		0.0				
13 Other Sales & Service 14 Other Manual Workers		0.0				
14 Other Manual Workers		0.0				
Total	0.0	0.0				

									Data	or First/I	Previous (Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	↓		↓		↓	↓	↓	↓			<u>↓</u>			↓	↓	↓	↓	↓	
										3: Abori	O								
				10.6					First/	Previous St	iort-term C	oals			1.0 1				
		1		All En	aployees							1	Aboriginal Peoples 3 Year Goals						1
	Number	Grov	th (New Posit	ions)	Turnover (Re	eplacement of Employees)	Terminated		Number	Turnover (Replacement of		Hires		r Goais n - To					
Employment Equity	YYYY-MM-DD	Actual	D _{ren} i	ected	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated Employees)		Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	1111-8181-00	Actual		Over 3	Actual	110)	Over 3	Years	1111-100-00		Over 3	Over 3 Years		T	Availability	r count out	Gap	Representation	Years
	2018-10-04	Annually	Annually	Years	Annually	Annually	Years		2018-10-04	Annually	Years	Lais	2018	2021					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	9%	#	#	%	%
01 Senior Managers	6	-100.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	11	-100.0%	0.0%	0	0.0%	10.0%	3	3	0	10.0%	0	0	0		2.2%	0	0	0.0%	0.0%
03 Professionals	105		0.0%	0	0.0%	14.0%	44	44	0	14.0%	0	8	3	7.2%	7.2%	-8	-5	0.0%	2.9%
04 Semi-Professionals & Tech	5	-100.0%	0.0%	0	0.0%	10.0%	2	2	0	10.0%	0	0	0		1.6%	0	0	0.0%	0.0%
05 Supervisors	16		0.0%	0	0.0%	10.0%	5	5	1	10.0%	0	0	0		3.3%	0	0	6.3%	6.3%
06 Supervisors: Crafts & Trades	0	01070	0.0%	0	0.0%	14.0%	0	0	0	14.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	11		0.0%	0	0.0%	14.0%	5	5	2	14.0%	1	-1	0		2.7%	2	1	18.2%	9.1%
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	1	-100.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		1.0%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	4	-100.0%	0.0%	0	0.0%	14.0%	2	2	1	14.0%	0	-1	0		1.8%	1	1	25.0%	25.0%
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#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	159	-100.0%	0.0%	0	0.0%	14.0%	67	67	4	14.0%	2	-2	0		0.0%	4	2	2.5%	1.3%

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

• • • •					Table 4: Aboriginal Peoples
F 1 4 F 54		Aborigin:	al Peoples		
Employment Equity Occupational Group (EEOG)	Short-te	rm Goals	Long-t	erm Goals	Comments
Occupational Group (EEGG)	#	%	#	%	
01 Senior Managers	0)		0	
02 Middle & Other Managers	0)		0	
03 Professionals	3	7.2	2	8 7.2	Working with local team leaders to reach out to indigenous communities when recruting new hires; long-term goal to remove gap in our representation
04 Semi-Professionals & Tech	0)		0	
05 Supervisors	0)		0	
06 Supervisors: Crafts & Trades	0)		0	
07 Administrative & Sr Clerical	0)		2	
08 Skilled Sales & Service	0)		0	
09 Skilled Crafts & Trades	0)		0	
10 Clerical Personnel	0)		0	
11 Intermediate Sales & Service	0)		1	
12 Semi-Skilled Manual	0)		0	
13 Other Sales & Service	O.)		ol	00007

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	43405
14 Other Manual Workers	
Total	0 0.0 0 0.0

									Data 1	for First/F	Previous (Goals							
A B	С	D	Е	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
		\	\	1	1	1	↓	\	↓	↓	J	1	↓	\	↓	J	1	1	↓
										: Persons									
		First/Previous Short-term Goals All Employees Persons with Disabilities																	
				All En	,			ı		ı					th Disabilitie	S	ı	ı	1
	Number	Grov	vth (New Posit	ions)	Turnover (Re	placement o Employees)	f Terminated		Number	Turnover (Re	eplacement of	Hires		Goals					
Employment Equity	YYYY-MM-DD	Actual	Proj	antad .	Actual		iected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated Employees)		Required	From - To YYYY - YYYY		Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	2018-10-04	Annually	Annually	Over 3	Annually	Annually	Over 3	Years	2018-10-04	Annually	Over 3	Over 3 Years	2018	2021	Availability		Gap	Representation	Years
				Years	,		Years		2016-10-04	<u> </u>	Years		2010						
arrada.	#	%	%	#	%	%	#	#	#	%	#	#	#	%	9%	#	#	%	9/6
01/02 Managers 03 Professionals	17	100.070	0.0%	0	0.0%	10.0%		3		10.0%	0	0	0		4.3%	0	0	5.9%	5.9%
03 Professionals 04 Semi-Professionals & Tech	105	-100.0% -100.0%	0.0%		0.0%	14.0% 10.0%	3 1	44	0	14.0% 10.0%	3	1	"		3.8% 4.6%	2	-1	5.7% 0.0%	2.9% 0.0%
1 1	16	-100.0%	0.0%		0.0%	10.0%	1	5		10.0%	0	'	1	13.9%	13.9%	0	1	0.0%	6.3%
								,	"		"			13.770		-2	-1		
06 Supervisors: Crafts & Trades		0.0%	0.0%	(0.0%	0.0%		"	"	0.0%	0	"	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	11	100.070	0.0%	C	0.0%	14.0%	1	5	2	14.0%	1	-1	0		3.4%	2	1	18.2%	9.1%
08 Skilled Sales & Service	0	0.0%	0.0%	C	0.0%	14.0%	3 1	0	0	14.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%	0.0%	(0.0%	0.0%	8	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	1	-100.0%	0.0%	C	0.0%	0.0%	0	0	0	0.0%	0	0	0		7.0%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	4	-100.0%	0.0%	C	0.0%	10.0%	1	1	0	10.0%	0	0	0		5.6%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	0	0.0%	0.0%	c	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%	0.0%	C	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%	0.0%	C	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	159	-100.0%	0.0%	0	0.0%		0	0	9	0.0%	0	-9	0		0.0%	9	9	5.7%	5.7%

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

• , ,					Table 6: Persons with Disabilities
	ı	ersons with	Disabilitie	es	
Employment Equity Occupational Group (EEOG)	Short-te	rm Goals	Long-to	erm Goals	Comments
Secupational Group (EEOG)	#	%	#	%	
01/02 Managers	()		0	
03 Professionals	()		0	
04 Semi-Professionals & Tech	()		0	
05 Supervisors		13.9		1 13.9	Working with local networks and community partners to promote hiring persons with disabilities
06 Supervisors: Crafts & Trades	()		o	
07 Administrative & Sr Clerical	()		0	
08 Skilled Sales & Service	()		0	
09 Skilled Crafts & Trades	()		0	
10 Clerical Personnel	()		0	
11 Intermediate Sales & Service	()		0	
12 Semi-Skilled Manual	()		0	00008
13 Other Sales & Service		nl .	l	o l	

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14 Other Manual W Total	Vorkers 0 0 0 0 0.0 0 0.0

									Data 1	or First/I	Previous (Goals							
A B	C	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	↓	↓	1	↓	<u> </u>	J	\	1	<u> </u>	<u> </u>	↓	<u> </u>	↓	\	\	<u> </u>	1	.	<u> </u>
		Table 7: Members of Visible Minorities First/Previous Short-term Goals																	
									First/	Previous SI	iort-term (Joals							
				All Em	ployees								3 Year		isible Minor	ities		ı	ı
	Number	Grow	th (New Positi	ons)	Turnover (Re	eplacement of Employees)	Terminated	Anticipated	Number	Turnover (Replacement of		Hires From							
Employment Equity Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proje	cted	Actual Projected Hires Ox				YYYY-MM-DD	Terminated	I Employees)	Required Over 3	YYYY - YYYY		Present Availability			Present Representation	Projected Representation in 3
Оссиранован Group (ЕЕОG)	2018-10-04	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2018-10-04	Annually	Over 3 Years	Years	2018	2021	Availability		Gap	Kepresentation	Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	9%	#	#	%	%
01 Senior Managers	6	-100.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	1	0	10.1%	10.1%	-1	-1	0.0%	0.0%
02 Middle & Other Managers	11	-100.0%	0.0%	0	0.0%	10.0%	3	3	0	10.0%	0	2	0	15.0%	15.0%	-2	-2	0.0%	0.0%
03 Professionals	105	-100.0%	0.0%	0	0.0%	14.0%	44	44	15	14.0%	6	7	7	15.7%	15.7%	-1	0	14.3%	15.2%
04 Semi-Professionals & Tech	5	-100.0%	0.0%	0	0.0%	10.0%	2	2	2	10.0%	1	1	0		35.9%	0	-1	40.0%	20.0%
05 Supervisors	16	-100.0%	0.0%	0	0.0%	10.0%	5	5	2	10.0%		0	0		9.3%	1	0	12.5%	6.3%
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%		0	0		0.0%	1 0	1 0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical 08 Skilled Sales & Service	11	-100.0%	0.0%	0	0.0%	14.0%	٥	3	1	14.0%		"	"		8.5% 0.0%	1 0	1 0	9.1% #DIV/0!	9.1% #DIV/0!
08 Skilled Sales & Service 09 Skilled Crafts & Trades	0	0.0% 0.0%	0.0%	0	0.0%	0.0% 0.0%	١	0	"	0.0%	1 %	"	"		0.0%	1 0] ,	#DIV/0!	#DIV/0! #DIV/0!
10 Clerical Personnel	1	-100.0%	0.0%	0	0.0%	14.0%	١	0	١	14.0%] "	"	١		9.8%	1 6	1 6	#DIV/0: 0.0%	0.0%
11 Intermediate Sales & Service	4	-100.0%	0.0%	0	0.0%	10.0%	1	1	3	10.0%] 1	_1	ا ا		13.0%	2	"	75.0%	50.0%
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	ا أ	0		0.0%	أ أ	1 0			0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	ان	0	ا آ	0.0%	l ő	0	ن ا		0.0%	ا آ	ا آ	#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	159	-100.0%	0.0%	0	0.0%	0.0%	0	0	23	0.0%	0	-23	0		0.0%	23	23	14.5%	14.5%

[†] 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) ÷ ((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
E	ployment Equity	Men	ibers of Visil	ole Minor	ities	
	upational Group (EEOG)	Short-ter	m Goals	Long-te	rm Goals	Comments
	apational Group (EEGG)	#	%	#	%	
01	Senior Managers		10.1		10.1	
02	Middle & Other Managers		15.0		15.0	
03	Professionals	7	15.7	7	15.7	Training and working with leaders to reach out to local networks and community partners to promote hiring visible diverse team members
04	Semi-Professionals & Tech	1	0.0	1	0.0	No immediate hiring anticipated in this team
05	Supervisors		0.0		0.0	
06	Supervisors: Crafts & Trades		0.0		0.0	
07	Administrative & Sr Clerical		0,0		0.0	
08	Skilled Sales & Service		0.0		0,0	
09	Skilled Crafts & Trades		0.0		0.0	
10	Clerical Personnel		0.0		0.0	
11	Intermediate Sales & Service		0.0		0.0	
12	Semi-Skilled Manual		0.0		0.0	000082
13	Other Sales & Service		0.0		0.0	000002

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14 Other Manual Wor	
Total	

									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	<u> </u>	↓	↓	↓	↓	↓	↓	↓	
									C 1	Table 9:									
				AHEA	aployees				Subsequ	ent/Current	t Short-teri	m Goals		11/	omen				
				AHEH	, .		ere · ·		1			1	3 Van	r Goals	omen				
	Number	Grov	th (New Posit	ions)		Employees)	f Terminated	Anticipated	Number		eplacement of	Hires	From - To						Projected
Employment Equity	YYYY-MM-DD	Actual	Proj	ected	Actual				YYYY-MM-DD	Terminated	Terminated Employees)			- YYYY	Present Availability	Present Gap	Projected	Present Representation	Representation in 3
Occupational Group (EEOG)				Over 3			Over 3	Years			Over 3	Over 3 Years			Ауанавицу		Gap	Representation	Years
	2018-10-04	Annually	Annually	Years	Annually	Annually	Years		2018-10-04	Annually	Vears		2018	2021					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	9%	#	#	%	%
01 Senior Managers	0	-100.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%	0.0%	0	0.0%	10.0%	0	0	0	10.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%	0.0%	0	0.0%	14.0%	0	0	0	14.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%	0.0%	0	0.0%	10.0%		0	0	10.0%	0		0		0.0%	1 0	0	#DIV/0!	#DIV/0!
05 Supervisors 06 Supervisors: Crafts & Trades	"	-100.0% 0.0%	0.0% 0.0%	0	0.0%	10.0% 14.0%	81	"	"	10.0% 14.0%	1 0		"		0.0% 0.0%		0	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	"	-100.0%	0.0%	0	0.0%	14.0%	81	"	"	14.0%	1 %		"		0.0%	1 %	"	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	"	0.0%	0.0%	"	0.0%	0.0%] 0	١	"	0.0%	1 0] ,	١		0.0%] "	"	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	"	0.0%	0.0%	0	0.0%	0.0%	1 0	۱	"	0.0%	1 6] ,	١		0.0%] "	"	#DIV/0!	#DIV/0!
10 Clerical Personnel	ا ،	-100.0%	0.0%	0	0.0%	14.0%] 0	ا آ	ا ،	14.0%	ن ا	ن ا	ا ،		0.0%	ن ا	ن ا	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service		-100.0%	0.0%	0	0.0%	10.0%	1	0	0	10.0%	0	0	0		0.0%	ه ا	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%		0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	. 0	0	#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	0	-100.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!

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

				Table 10: Women
Employment Equity Occupational Group (EEOG)	Short-ter	Women m Goals Long-	term Goals	Comments
Occupational Group (EEOO)		%	9%	
01 Senior Managers		0.0	0.0	
02 Middle & Other Managers		0.0	0.0	
03 Professionals		0.0	0.0	
04 Semi-Professionals & Tech		0.0	0.0	
05 Supervisors		0.0	0.0	
06 Supervisors: Crafts & Trades		0.0	0.0	
07 Administrative & Sr Clerical		0.0	0.0	
08 Skilled Sales & Service		0.0	0.0	
09 Skilled Crafts & Trades		0.0	0.0	
10 Clerical Personnel		0.0	0.0	
11 Intermediate Sales & Service		0.0	0.0	
12 Semi-Skilled Manual		0.0	0.0	
13 Other Sales & Service		0.0	0.0	000084
14 Other Manual Workers		0.0	0.0	

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									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	↓	↓	↓	↓	↓	↓		↓	<u> </u>	↓	<u> </u>	↓	↓	↓	↓	↓	↓	↓	<u> </u>
										11: Abor									
				AUE					Subsequ	ent/Current	t Short-teri	m Goals			nal Peoples				
		T		AHER	ployees			<u> </u>		1		1	2.1/	r Goals	nai reopies	1		1	
	Number	Grov	rth (New Posi	tions)		eplacement o Employees)	of Terminated		Number		eplacement of	Hires	From - To						
Employment Equity	YYYY-MM-DD	Actual	Pro	jected	Actual	,	jected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	l Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)				Over 3			Over 3	Years			Over 3	Over 3 Years			Availability		Gap	Representation	Years
	2018-10-04	Annually	Annually	Years	Annually	Annually	Years		2018-10-04	Annually	Years		2018	2021					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	-100.0%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	-100.0%			0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%			0.0%		0	0	0	0.0%	1 0	0	0		0.0%	1 0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%			0.0%		0	0	0	0.0%	1 0	0	0		0.0%	1 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	0	-100.0%			0.0%		0	1 0	1 0	0.0%	1 0	1 0	L 0		0.0%	1 0	1 0	#DIV/0!	#DIV/0!

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

				Table 12: Aboriginal Peoples
Employment Equity Occupational Group (EEOG)	Short-ter	Aboriginal Peoples m Goals Long-t	erm Goals	Comments
Occupational Group (EEGG)		%	%	
01 Senior Managers		0.0	0.0	
02 Middle & Other Managers		0.0	0.0	
03 Professionals		0.0	0.0	
04 Semi-Professionals & Tech		0.0	0.0	
05 Supervisors		0.0	0.0	
06 Supervisors: Crafts & Trades		0.0	0.0	
07 Administrative & Sr Clerical		0.0	0.0	
08 Skilled Sales & Service		0.0	0.0	
09 Skilled Crafts & Trades		0.0	0.0	
10 Clerical Personnel		0.0	0.0	
11 Intermediate Sales & Service		0.0	0.0	
12 Semi-Skilled Manual		0.0	0.0	
13 Other Sales & Service		0.0	0.0	000086
14 Other Manual Workers		0.0	0.0	

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Total	0.0 0.0

									Data for	Subseque	nt/Curre	nt Goals							
A B	C	D	E	F	G	Н	I	J	K	L	М	N	О	P	Q	R	s	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	↓	1	1	1	\	\	\	↓	↓	↓	\	1	1	<u> </u>	\	↓	↓	↓	1
										: Persons									
									Subsequ	ent/Curren	t Short-teri	n Goals							
				All En	ıployees			ı							th Disabilitie	'S	1	ı	1
	Number	Grow	th (New Posit	ions)	Turnover (Re	eplacement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires		r Goals n - To					
Employment Equity	YYYY-MM-DD	Actual	n:	rojected Actual Projected			Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3	
Occupational Group (EEOG)	YYYY-MM-DD	Actual	110)	Over 3	Actuai	FIO	Over 3	Years	YYYY-MM-DD		Over 3	Over 3 Years	1111	- 1 1 1 1	Availability	resent Gap	Gap	Representation	Years
	2018-10-04	Annually	Annually	Years	Annually	Annually	Years		2018-10-04	Annually	Years	, cars	2018	2021					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	C		0.0%	l .	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	C		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%		0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		0	0.0%		0	0		0.0%	1 0				0.0% 0.0%			#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	١	0.0% -100.0%		0	0.0%		"	"		0.0%	1 %				0.0%			#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
08 Skilled Sales & Service	0	0.0%		0	0.0%		۱ °	"	"	0.0%	1 0	"			0.0%] ,	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	j ,	0.0%		0	0.0%		J 0	٥		0.0%] ő				0.0%	هٔ ا	l ő	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	ď		0.0%		ő	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	C		0.0%	6 0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	(0.0%	6 0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	(0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	C		0.0%	0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!

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

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

Workforce Analysis) · 2) x 10				Table 14: Persons with Disabilities
	Pe	rsons with Disabilitie	es	
Employment Equity Occupational Group (EEOG)	Short-teri	m Goals Long-t	erm Goals	Comments
		%	%	
1/02 Managers		0.0	0.0	
03 Professionals		0.0	0,0	
04 Semi-Professionals & Tech		0.0	0.0	
05 Supervisors		0.0	0.0	
06 Supervisors: Crafts & Trades		0.0	0.0	
07 Administrative & Sr Clerical		0.0	0.0	
08 Skilled Sales & Service		0.0	0.0	
09 Skilled Crafts & Trades		0.0	0.0	
10 Clerical Personnel		0.0	0.0	
11 Intermediate Sales & Service		0.0	0.0	
12 Semi-Skilled Manual		0.0	0.0	
13 Other Sales & Service		0.0	0.0	
14 Other Manual Workers		0.0	0.0	
Total		0.0	0.0	000088

									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	О	P	Q	R	s	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	\	\	1	1	↓	↓	↓	1	↓	1	↓	1	↓	\	↓	V	↓	1	1
								•	Table 15: N				es						
	Subsequent/Current Short-term Goals All Employees Members of Visible																		
				All En	•							Members of Visible Minorities							1
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated	Number	Turnover (Replacement of		cement of Hires		3 Year Goals From - To					
Employment Equity										Terminated	Employees)	Required	ļ		Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Pro	jected	Actual	Pro	1	Hires Over 3 Years	YYYY-MM-DD			Over 3	1111	- YYYY	Availability	rresem Gap	Gap	Representation	Years
	2018-10-04	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2018-10-04	Annually	Over 3 Years	Years	2018	2021					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!

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

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)	Mem Short-ter	bers of Visible Mine m Goals Long-	orities term Goals	Comments
Occupational Group (EEGG)		%	%	
01 Senior Managers		0.0	0.0	
02 Middle & Other Managers		0.0	0.0	
03 Professionals		0.0	0.0	
04 Semi-Professionals & Tech		0.0	0.0	
05 Supervisors		0.0	0.0	
06 Supervisors: Crafts & Trades		0.0	0.0	
07 Administrative & Sr Clerical		0.0	0.0	
08 Skilled Sales & Service		0.0	0.0	
09 Skilled Crafts & Trades		0.0	0.0	
10 Clerical Personnel		0.0	0.0	
11 Intermediate Sales & Service		0.0	0.0	
12 Semi-Skilled Manual		0.0	0.0	
13 Other Sales & Service		0.0	0.0	000089
14 Other Manual Workers		0.0	0.0	

	Federal Contractors Program Achievement Report
	Part 3: Goals
	674725 Ontario Ltd.
	43405
Total	0.0 0.0

								Feder	al Contr	actors	Progra	m Achie	evement	Report								
									P	art 4:	Results	- Wome	en									
										67472	5 Onta	rio Ltd.										
											43405	<u> </u>										
A B	С	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	s	Т	U	V	W	X Y
Data sources:		Part 1: Workforce	Part 1: Workforce	E÷ D	Part 1: Workforce	DxG	E-H	E ÷ H	Part 2: Flow	Part 2: Flow Data	L÷K	K x G ÷ 100	L-N	Part 2: Flow		Q÷Px	P x F ÷ 100	Q - S	Part 2: Flow	Part 2: . Flow Data	V÷Ux I	JxF÷100 V-X
		Analysis	Analysis	x 100	Analysis	÷ 100		x 100	Data Analysis	Analysis	x 100	<u> </u>		Data Analysis	Analysis	100	<u> </u>	<u> </u>	Data Analysis	Analysis	100	
		<u> </u>	<u> </u>	<u>↓</u>					<u>↓</u>					↓	<u>_</u>	J	<u></u>		↓	↓		<u> </u>
Employment Equity					orce An						Hires			Т		Data A	•		Т	Torr	mination	16
Occupational Group	Year	All		***		men			All			/omen		All	1		omen		All	1611	Woo	
(EEOG)		Employees	Represe	ntation	Avail	ability	Gap	EE Result	Employees	Ac	tual	Expected	Difference	Employees	Ac	tual	Expected	Difference	Employees	Actua	ıl	Expected Differen
	# 2018	#	# 3	50.0	% 27.4	#	# 1	% 182.5	#	#	%	#	#	#	#	%	#	#	#	#	%	# #
01 Senior Managers	2018	6 0	0	0.0	0.0	:	0	0.0	0	0	0.0	0	(0 0	0	0.0	0	0	0	0	0.0	0
02 Middle & Other	2018	11	10	90.9	38.9		6	233.7														
Managers	2018	105	0 81	77.1	0.0 72.7		5	0.0	0	0	0.0	0	(0 0	0	0.0	0	0	0	0	0.0	0
03 Professionals	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
04 Semi-Professionals &	2018	5	2		24.2	:	1	165.3														
Technicians	2018	16	0 12	75.0	0.0 58.5	-	0	0.0	0	0	0.0	0	(0 0	0	0.0	0	0	0	0	0.0	0
05 Supervisors	2018	0	0	0.0	0.0		0	0.0	0	0	0.0	0	(0 0	0	0.0	0	0	0	0	0.0	0
06 Supervisors: Crafts &	2018	0			0.0	:	0	0.0														
Trades	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	1 0	(0] 0	0	0.0	0	1 0	1 0	0	0.0	0
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100										
		↓	l	J	l J	iJ	!↓	T	↓ ↓	! J	.i	.i↓	i									
		New	Entrar	ıts			•	G	ioals	•	•	•										
Employment Equity	Year	F	low Data			Short-te	rm Goals			Long-ter	m Goals											
Occupational Group	Itai	All	Wor	nen			men	D		Wor	nen	Ta					(Commen	ts			
(EEOG)		Employees	Act		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met										
	2019	# 0	# 0	%	#	%	%	%	# 0	%	%	%										
01 Senior Managers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0										
02 Middle & Other	2018	0		0.0	0	0.0	0.0	0.0		0.0	0.0	l										
Managers	2021 2018	0	0		0	0.0	0.0	0.0	100001100001110000110000110000	0.0	0.0											
03 Professionals	2018	0	0		"	0.0	0.0	0.0		0.0	0.0											
04 Semi-Professionals &	2018	0	0		0	0.0	0.0	0.0	***************************************	0.0			1									
Technicians Technicians	2021	0	0		n	0.0	0.0	0.0	0	0.0	0.0											
05 Supervisors	2018	0	0		0	0.0	0.0	0.0		0.0	0.0		1									
06 Supervisors: Crafts &	2018	0	0		0	0.0	0.0	0.0		0.0												
Trades	2021	0	0	0.0			0.0	0.0			0.0	0.0										

								Feder	al Contr	actors	Progra	m Achie	evement	Report								
									P	art 4:	Results	- Wome	en									
										67472	5 Onta	rio Ltd.										
											43405	<u> </u>										
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Data sources:		Part 1: Workforce	Part 1: Workforce	E÷D	Part 1: Workforce	DxG	E - H	E ÷ H	Part 2: Flow	Part 2: Flow Data	L÷K	K x G ÷ 100	L-N	Part 2: Flow	Part 2: Flow Data	Q÷Px	P x F ÷ 100	Q - S	Part 2: Flow		V÷Ux I	J x F ÷ 100 V - X
		Analysis	Analysis	x 100	Analysis	÷ 100		x 100	Data Analysis	Analysis	x 100	<u> </u>		Data Analysis	Analysis	100			Data Analysis	Analysis	100	
	1	<u>↓</u>		V out €	<u> </u>	<u>↓</u>			<u>↓</u>							Data A	<u>_</u>		↓	↓		<u> </u>
Employment Equity				Workfo	orkforce						Hires			Т		Data A	•		ı	Tori	mination	16
Occupational Group	Year	All		**		men			All			/omen		All	1		omen		All	1611	Wor	
(EEOG)		Employees	Repres	entation	Avail	ability	Gap	EE Result	Employees	Ac	tual	Expected	Difference	Employees	Ac	tual	Expected	Difference	Employees	Actua	ı	Expected Different
A desiried and in the	2018	#	# 11	% 100.0	% 84.4	#	# 2	110.5	#	#	%	#	Ħ	#	Ħ	%	#	#	#	#	%	# #
07 Administrative & Senior Clerical	2018	11 0	11		0.0	:	0	118.5 0.0	0	0	0.0	0	(0 0	0	0.0	0	0	0	0	0.0	0
08 Skilled Sales &	2018	0	0		0.0	0	0	0.0														
Service Personnel	2018 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
09 Skilled Crafts & Trades Workers	2018	0	0		0.0		0	0.0	0	0	0.0	0		0 0	0	0.0	0	0	0	0	0.0	0
10 Clerical Personnel	2018	1	1	100.0	67.3		0	148.6														
Intermediate Sales &	2018 2018	0	0 4		0.0 69.8		0	0.0	0	0	0.0	0	(0 0	0	0.0	0	0	0	0	0.0	0
Service Personnel	2018	0	0		0.0		0	0.0	0	0	0.0	0	(0 0	0	0.0	0	0	0	0	0.0	0
12 Semi-Skilled Manual	2018	0			0.0		0	0.0														
Workers	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0		0 0	0	0.0	0	0	0	0	0.0	0
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										
		<u> </u>	J. Tallalysis	J	↓	<u></u> ↓	↓	L	 	i J	.i	.										
		New	Entra	•		•	•	Ğ	oals	•		•										
Employment Equity	l.		low Data			Short-te	rm Goals			Long-ter	m Goals											
Occupational Group	Year	All	Wo	men		Wo	men I	0 -		Wor	1	l					(Commen	ts			
(EEOG)		Employees	Ac	lual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met										
Administration 0	# 2019	#	#	%	#	%	%	%	# 0	%	% 0.0	%										
07 Administrative & Senior Clerical	2018	0	0		0	0.0	0.0	0.0	C. CONT. CONT. CONT. CONT.	0.0	0.0	0.0										
08 Skilled Sales &	2018	0		0.0	0	0.0	0.0	0.0	0	0.0	0.0	l										
Service Personnel	2021 2018	0	0			0.0	0.0	0.0	1000.11100.11100.11100.1110	0.0	0.0											
O9 Skilled Crafts & Trades Workers	2018	0	0		U	0.0	0.0	0.0		0.0	0.0											
10 Clerical Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	8	0.0										
	2021	0	0		0	0.0	0.0	0.0	0	0.0	0.0											
Intermediate Sales & Service Personnel	2018	0	0		U	0.0	0.0	0.0		0.0	0.0		1									
12 Semi-Skilled Manual	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0										
Workers	2021	0	0	0.0			0.0	0.0			0.0	0.0										

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										67472:	5 Onta	rio Ltd.												
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A B	С	D	Е	F	G	Н	I	J	K	L	M	N	0	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	
														<u> </u>	\	↓	\	\	<u> </u>			<u> </u>		
			1	Vorkf	orce An	alysis									Flow	Data A	nalysis							
Employment Equity	otional Crown														P	romotic				To	rminati	ninations		
Occupational Group (EEOG)		All Employees			Wo		-	lana .	All Employees		W tual	omen		All Employees	Ac		Vomen	Difference	All Employees		V	omen	T	
Employees Representation Availability Gap EE Result Employees												Expected #	Difference #	#	Ac	uai %	Expected #	Difference #	#	# Ac	tual %	Expected #	Difference #	
Other Sales & Service	2018	0	0	0.0	0.0		0	0.0			%			" " " 70 " " " " " 70 T T										
Personnel	2018	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
14 Other Manual Workers	2018	0	0	0.0	0.0		0	0.0	0	0	0.0				0	0.0		0		0	0.0	0		
	2018	159	124	78.0	0.0		124	0.0	0	0	0.0	0		1	0	0.0	0	0		0	0.0	-	0	
Total	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	
f										 İ	·													
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F÷Ix 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100												
			↓		<u> </u>		↓																	
			Entran	ıts					oals															
Employment Equity	Year	FI	ow Data Won			Short-te	rm Goal men	S		Long-ter Won							_	•						
Occupational Group (EEOG)		All Employees	Acu		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met												
	#	#	#	%	#	%	%	%	#	º/e	%	%												
Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
Other Manual	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	1	0.0												
Workers Workers	2021	0	0	0.0			0.0	0.0			0.0	0.0												
Total	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												

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									Part 5	: Result	s - Abo	riginal	Peoples										
										67472	5 Onta	rio Ltd.											
											43405												
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	Р	Q	R	S	Т	U	V	W	X	Y
		Part 1:	Part 1:		Part 1:				D . 2 FI	Part 2:				D 42 E	Part 2:	O - P			D + 2 El	Part 2:	37 - 11		
Data sources:		Workforce Analysis	Workforce Analysis	E ÷ D x 100	Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
	1	<u> </u>		↓	↓	↓	↓			↓							↓		↓			↓	
			1		orce An										Flow	Data A	nalysis						
Employment Equity Occupational Group	Year			N	orkforce						Hires				P	romotio				Te	rminatio		
(EEOG)		All Employees	Represer	station	Aborigina Availa		Gap	EE Result	All Employees		Aborigi tual	nal Peoples Expected	Difference	All Employees	Ac		nal Peoples Expected	Difference	All Employees	Act	_	nal Peoples Expected	Difference
	#	#	# #	%	%	#	#	%	#	#	- %	#	#	#	#	wai %	Expected #	#	#	#	₩ %	##	#
01 SiM	2018	6	0	0.0	2.9	0	0	0.0															
01 Senior Managers	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
02 Middle & Other	2018	11	0	0.0	2.2		0	0.0													0.0		
Managers	2018	105	0	0.0	0.0 7.2		-8	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
03 Professionals	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
04 Semi-Professionals &	2018	5	0	0.0	1.6	0	0	0.0															
Technicians Technicians	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
05 Supervisors	2018	16	1 0	6.3	3.3		0	189.4	0	0	0.0				0	0.0	0	0	0		0.0		
O6 Supervisors: Crafts &	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
Trades	2018	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
,		.,			,		,				,												
Data sources:		Part 2: Flow	Part 2: Flow Data	$E \div D x$	Part 3:	E ÷ G x	Part 3:	F÷1x 100	Part 3: Goals	E÷Kx	Part 3:	F ÷ M x 100											
Data sources.		Data Analysis	Analysis	100	Goals	100	Goals	1 . 1 X 100	Tart 5. Goals	100	Goals	1 - WIX 100											
		, \	1	\	\	1	<u> </u>	\	. ↓	↓	<u> </u>	↓											
		New	Entran	its				G	oals														
Employment Equity	Year		ow Data				rm Goals	S		Long-ter													
Occupational Group		All	Aboriginal	Peoples			al Peoples	lo		Aborigina Percent of	l Peoples	Percent of					C	Commen	ts				
(EEOG)		Employees	Actu	ıal	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Goal Met	Goal	Goal Met											
T	#	#	#	%	#	%	%	%	#	%	%	%											
01 Senior Managers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Middle & Other	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
02 Managers	2021	0	0	0.0	V	v.V	0.0	0.0	***************************************		0.0	0.0											
03 Professionals	2018	0	0	0.0	3	0.0	7.2	0.0	8	0.0	7.2												
	2021	0	0	0.0		^^	0.0	0.0			0.0												
04 Semi-Professionals & Technicians	2018	0	0	0.0	0	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												
05 Supervisors	2021	0	0	0.0			0.0	0.0			0.0												
06 Supervisors: Crafts &	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
Trades	2021	0	0	0.0			0.0	0.0			0.0	0.0 0.0											

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											67472	5 Onta	rio Ltd.											
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A	В	С	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U	V	W	X	Y
Data	sources:		Part 1: Workforce Analysis		÷ D 100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
			↓ ↓	1	↓	\	1	V	↓	. ↓	↓	<u> </u>	↓	1	` ↓	\	↓	\	↓	↓	↓ Î	1	\	
				Wo		orce An										Flow I		•						
	ployment Equity upational Group	Year		1	W	orkforce Aborigina					1	Hires	nal Peoples			Pi	omotio	nal Peoples			Ter	minatio	ons nal Peoples	
	OG)		All Employees	Representati	on	Aborigina		Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	Act		Expected	Difference	All Employees	Actu		Expected	Difference
		#	#		%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
07	Administrative &	2018	11	1 :	18.2	2.7		2	673.4								_							
	Senior Clerical Skilled Sales &	2018 2018	0		0.0	0.0		0	0.0		0	0.0	0	С	0	0	0.0	0	0	0	0	0.0	0	0
08	Service Personnel	2018	0	0	0.0	0.0		0	0.0	0	0	0.0	0	C	0	0	0.0	0	0	0	0	0.0	0	0
09	Skilled Crafts &	2018	0		0.0			0	0.0															
	Trades Workers	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	С	0	0	0.0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2018 2018	1 0	0	0.0	1.0 0.0	0	0	0.0	0	0	0.0				0	0.0	0	0	0	0	0.0		0
<u> </u>	Intermediate Sales &	2018	4		25.0	1.8		1	1,388.9			0.0			1		0.0	-	Ů	0	0	0.0		, , , , , , , , , , , , , , , , , , ,
	Service Personnel	2018	0	0	0.0	0.0		0	0.0	0	0	0.0	0	C	0	0	0.0	0	0	0	0	0.0	0	0
12	Semi-Skilled Manual Workers	2018	0		0.0	0.0	0	0	0.0		0	0.0		C		0	0.0	0			0	0.0	0	
	WORKETS	2016		J 0	0.0	0.0	0	0	0.0		1 0	0.0	1 0		<u>'</u>	<u>'I</u>	0.0	0			U	0.0		
Data	sources:		Part 2: Flow Data Analysis		- D x 00	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F÷Ix 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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				Entrants			O.			oals	-	~ .												
	ployment Equity upational Group	Year	F	low Data Aboriginal Peo	oles			rm Goals al Peoples	3		Long-ter Aborigina							-	Commen	to				
	upanonai Group OG)		All Employees	Actual	,	Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of					,	ommen	LS				
		#	#	,	%		Goal Met	%	Goal Met		Goal Met	%	Goal Met											
	Administrative &	2018	7 0	0	0.0	0	0.0	0.0	0.0	2	0.0	0.0	0.0											
07	Senior Clerical	2021	0	1 :	0.0			0.0	0.0			0.0												
08	Skilled Sales & Service Personnel	2018	0		0.0		0.0	0.0	0.0	1.002*************************	0.0	0.0												
\vdash	Skilled Crafts &	2021	0		0.0	0.110000.110000.110000.1100	0.0	0.0	0.0	1000 11000 11000 11000 11000	0.0	0.0												
09	Trades Workers	2021	0		0.0		0.0	0.0	0.0		0.0	0.0												
10	Clerical Personnel	2018	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	200-11000-11000-11000-11000	0.0	0.0												
11	Intermediate Sales & Service Personnel	2018	0	0	0.0	U	0.0	0.0	0.0		0.0	0.0												
12	Semi-Skilled Manual	2018	0	0	0.0	0	0.0		0.0	93012119301211930121193012119301	0.0	0.0												
	Workers	2021	0	0	0.0			0.0	0.0			0.0	0.0 0.0											

Part 5 Results Abortginal Peoples Section Peoples People									Feder	al Contr	actors	Progra	m Achie	vement	Report									
A B C D E F G H I J K L M N O P Q R S T U V W X V												_												
A B C D E F G II I J K L M N O P Q R S T U V W X Y											67472	5 Onta	rio Ltd.											
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Part Workforce Part											·					,		·	,					,
Data sources Workforc Total Workforc Total	A B	С	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U	V	W	X	Y
Common C	Data sources:		Workforce	Workforce		Workforce		E - H			Flow Data		K x G ÷ 100	L - N		Flow Data		P x F ÷ 100	Q - S		Flow Data		U x F ÷ 100	V - X
Personnel Equity Occupational Group (EEOG) Personnel Equity Oc					↓	<u></u>	1	↓	1	↓	\	, T	,	·↓		<u> </u>	<u> </u>	·	\	<u> </u>	↓	1	1	<u> </u>
Very Supersymbol Group (EEOG) Very Supersymbol		Novement Equity D																						
Employees Representation Availability Gap Ex Result Ringiloyees Actual Expected Difference Employees Actual Expected Difference Expected Difference Expected Expected Difference Expected Expected Expected Difference Expected Differe		ational Crown														P								
13 Other Sales & Service 2018 0 0 0 0 0 0 0 0 0				Represe	entation			Gan	EE Result		Ac		· · · · · · · · · · · · · · · · · · ·	Difference		Ac			Difference		Acti		· · · · · · · · · · · · · · · · · · ·	Difference
13 Other Sales & Service 13 Other Sales & Service 13 Other Sales & Service 14 Other Manual 2018 0 0 0 0 0 0 0 0 0		#	#	#						#					#					#				
14 Other Manual 2018 0 0 0 0 0 0 0 0 0	1 13 1		0	1		:	0	0																
Verr Ver Ver	Other Manual		0				0	0		0	0	0.0	0	C	0	0	0.0	0	0	0	0	0.0	0	0
Data sources: Data		0			;		0		0	0	0.0	0	C	0	0	0.0	0	0	0	0	0.0	0	0	
Data sources: Part 2: Flow Part 2: Flow Data Analysis Pow Data Data Analysis Pow Data Anal	Total							4																
Data Analysis Flow Data Part 3: Flow Data Fart 3: Flow Dat		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
New Entrants Flow Data Short-term Goals Long-term Goals Long-term Goals	Data sources:			Flow Data					F ÷ I x 100	Part 3: Goals			F ÷ M x 100											
Flow Data Short-term Goals Comments			↓	V	↓	↓	Ţ	V	Ţ	<u> </u>	·	, J		i										
Cocupational Group (EEOG) Vear All Employees Actual Goal Goal Met Goal Goal Met G			New	Entra	nts				G	oals														
Cacupational Group (EEOG)		Vear	F						3															
13 Other Sales & Service 2018 0 0 0.		•		_	·	Goal	Percent of			Goal	Percent of			cent of										
13 Personnel 2021 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 0.			0			0	0.0			0	0.0													
14 Workers 2021 0 0 0.0	Other Manual		0	- 1		0	0.0			0	0.0	8												
Total 2018 0 0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0	1 14 1		0					0.0				0.0	0.0											
2021 0 0 0,0 0,0 0,0 0,0 0,0	Total		V			0	0.0			0	0.0													

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										al Contr Part 6: R		_			-									
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	В	С	D	Е	F	G	Н	I	J	K	L	М	N	0	P	Q	R	s	Т	U	V	W	X	Y
I.A.	Б	<u>i</u>	······································		Г	·	<u> </u>		J	K	· <u></u>	171	1 1N		F	······			<u> </u>	U		YY	Α	I
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		P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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	ployment Equity upational Group	Year	All		V	Vorkfored Persons wit	e th Disabilitie			All		Hires Persons w	ith Disabilitie		All		Promotio	n S ith Disabilitie	•	All	Te	rminatio	ns th Disabilities	
	(oG)		Employees	Represe	ntation	.,	lability	Gap	EE Result	All Employees	Ac	tual	Expected	Difference	Employees	A	ctual	Expected	Difference	Au Employees	Act		Expected	Difference
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	Ħ	%	#	#	#	#	%	#	#
01& 02	Managers	2018 2018	1	1 :	5.9 0.0	1	•	0	136.8 0.0	0	0	0.0	0	C	0	,	0.0	0	0	0	0	0.0	0	0
03	Professionals	2018			5.7 0.0			2	150.4 0.0	0	0	0.0		C			0.0			0	0	0.0	0	0
	Semi-Professionals	2018 2018		5 0	0.0			0	0.0	0	0	0.0	0		1	'	0.0	0	0	0	U	0.0	0	0
04	Technicians	2018		°	0.0			0	0.0	0	0	0.0	0	C	0		0.0	0	0	0	0	0.0	0	0
05	Supervisors	2018			0.0			-2	0.0	0	0	0.0	0	0			0.0	0	0	0	0	0.0	0	0
06	Supervisors: Crafts	& 2018	. (0 0	0.0	0.0	0	0	0.0											· ·				
	Trades	2018	(0	0.0	0.0	0	0	0.0	0	0	0.0	0	C	0	1	0.0	0	0	0	0	0.0	0	0
Data	sources:		Part 2: Flow	Part 2: Flow Data	E÷Dx	Part 3:	E÷Gx	Part 3:	F - Lv 100	Part 3: Goals	E÷Kx	Part 3:	F ÷ M x 100											
Data	sources.		Data Analysi	S Analysis	100	Goals	100	Goals		rait 3. Goals	100	Goals	F - W X 100											
			<u> </u>	<u>\</u>		<u> </u>	↓	↓	<u> </u>			Ψ.												
				w Entrai	HS		Short-te	rm Goals		oals	Long-ter	m Goals												
	ployment Equity upational Group	Year		Person Disab				h Disabilities			Persons with							(Sommen	fs				
	og)		All Employees	Act		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	#	%	#	%	%	%	#	%	%	%											
01& 02	Managers	2018		0 0			0.0	0.0	0.0	0	0.0	0.0	0.0											
03	Professionals	2018	: (+		0.100000.10000.10000.100	0.0	0.0	0.0	0	0.0	0.0												
<u> </u>	Semi-Professionals	2021 2018		9 0		101000001000001010000101000	0.0	0.0	0.0	0	0.0	0.0												
04	Technicians	2021			0.0		0.0	0.0	0.0	U	0.0	0.0	0.0											
05	Supervisors	2018 2021		·	0.0	1	0.0	13.9	0.0	1	0.0	13.9	0.0											
06	Supervisors: Crafts		+	+	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	Trades	2021	(0 0	0.0			0.0	0.0			0.0	0.0											

									Feder	ral Contr	actors	Progra	m Achie	vement	Report									
									J	Part 6: R	esults -	Persor	s with I	Disabiliti	ies									
											67472	5 Onta	rio Ltd.											
												43405	5											
Α	В	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U	V	W	X	Y
Data s	ources:	•••••	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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					Workfo	orce An	alysis									Flow I	Data A	nalysis						
	oloyment Equity	Year			W	orkforce	· ·					Hires				P	romotio	ns			Te	rminatio	ons	
	upational Group		All			Persons with	n Disabilities		,	All		Persons w	ith Disabilitie	\$	All		Persons w	ith Disabilitie	S	All		Persons w	th Disabilitie	š
(EE	OG)		Employees	Represe		Availa		Gap	EE Result	Employees	Ac	tual	Expected	Difference	Employees	Act		Expected	Difference	Employees	Act		Expected	Difference
	Administrative &	2018	# 11	# 2	% 18.2	% 3.4	# 0	# 2	% 534.8	#	#	%	#	#	#	#	%	#	#	#	#	%	¥	#
	Senior Clerical	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
	Skilled Sales &	2018	0	0	0.0	0.0		0																
	Service Personnel	2018	0	0		0.0		0	0.0		0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
	Skilled Crafts & Trades Workers	2018	0	0		0.0		0	0.0		0	0.0	0	0		0	0.0	0	0	0	0	0.0	0	0
		2018	1	0		7.0		0	0.0		0	0.0	-		1	Ů	0.0				Ů	0.0	Ů	0
10	Clerical Personnel	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
	Intermediate Sales &	2018	4	0		5.6		0																
\vdash	Service Personnel Semi-Skilled Manual	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
1 1/1	Workers	2018	0	0		0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
			,	,		,		,							•			•						
Data s	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F÷Ix 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100											
·			↓	↓	↓		J	↓	↓	<u> </u>	\	.i	¥	i										
			New	Entra	nts				(loals														
Emi	oloyment Equity			low Data			Short-te	rm Goals	S		Long-ter	m Goals												
	upational Group	Year	All	Persor Disah			Persons with	n Disabilities	3	1	ersons with	Disabilities						(ommen	ts				
(EE	OG)		Employees	Act	tual	Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of											
		#	#	#	%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met											
	Administrative &	2018	0	0		0	0.0	0.0		0	0.0		0.0											
	Senior Clerical	2021	0					0.0				0.0	0.0											
	Skilled Sales & Service Personnel	2018	0	0		0	0.0	0.0			0.0	0.0	I											
\vdash	Skilled Crafts &	2021	0	0		0	0.0	0.0			0.0													
	Trades Workers	2021	0	0		V	v. v	0.0				0.0	l											
10	Clerical Personnel	2018 2021	0	0		0	0.0	0.0			0.0	0.0	0.0											
	Intermediate Sales &	2018	0	0		0	0.0	0.0		1999001199900119990001199900	0.0	3												
	Service Personnel	2021	0	0				0.0				0.0	0.0											
1 17 1	Semi-Skilled Manual Workers	2018	0	0		0	0.0	0.0			0.0		l											
	workers	2021	0	0	0.0			0.0	0.0			0.0	0.0											

								Endar	al Contr	rantare l	Drogra	m A ahia	vomant	Danart									
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												rio Ltd.											
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A B	С	D	Е	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	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	$\begin{array}{c} Q \div P \ x \\ 100 \end{array}$	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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			V	Vorkf	orce An	alysis									Flow	Data A	nalysis						
Employment Equity	Year				orkforce						Hires				P	romotio				Te	rminati		
Occupational Group (EEOG)		All Employees	Represent		Persons with Availa		Gap	EE Result	All Employees	Acc	Persons w	th Disabilitie Expected	Difference	All Employees	Act		ith Disabilitie Expected	S Difference	All Employees	Ac	Persons w	ith Disabilitie Expected	Difference
•	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
Other Sales & Service		0	0	0.0	0.0	0	0	0.0															
Personnel	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	C	0	0	0.0	0	0
Other Manual Workers	2018 2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	C	0	0	0.0	0	0
Total	2018	159	9	5.7	0.0	0	9	0.0															
Total	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	C	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											
		V	V	Ţ	V	↓ ·	\	1	V	<u> </u>	<u> </u>	\											
			Entran	ts				G	oals														
Employment Equity	Year	F	ow Data Persons	with		Short-ter				Long-ter													
Occupational Group (EEOG)	ı Cai	All Employees	Disabili Actus	ties	Goal	Persons with Percent of Goal Met	Disabilities Goal	Percent of Goal Met	Goal	Persons with Percent of Goal Met	Disabilities Goal	Percent of Goal Met					(Commen	ts				
	#	#	#	%	#	%	%	%	#	%	%	Goar Mei											
Other Sales & Service	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Personnel	2021 2018	0	0	0.0		0.0	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	U	0.0	0.0	0.0											
Total	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Total	2021	0	0	0.0			0.0	0.0			0.0	0.0											

								Feder	al Contr	actors	Progra	m Achie	evement	Report									
								Par	t 7: Resu	ılts - Mo	embers	of Visit	ole Mino	rities									
										67472	5 Onta	rio Ltd.											
											43405												
A B	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E-H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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			1	Vorkf	orce An	alysis									Flow	Data A	nalysis						
Employment Equity	Year			N	orkforce						Hires				P	romotio				Te	rminatio		
Occupational Group (EEOG)		All Employees			Visible V		I 6	leen i	All Employees	<u> </u>		Minorities	Diff	All Employees	<u> </u>		Minorities	Exter .	All Employees			Minorities	D.M.
(22.50)	#	#	Represen	tation %	Avail:	abinty #	Gap #	EE Result	#	Ac	tual %	Expected #	Difference #	##	Act	:uai %	Expected #	Difference #	#	Act #	uai %	Expected #	Difference #
01 6 : 14	2018	6	0	0.0	10.1		-1	0.0		- "					"		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,				,,		
01 Senior Managers	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
02 Middle & Other	2018	11	0	0.0	15.0	:	-2																
Managers	2018 2018	105	0 15	0.0	0.0 15.7	<u> </u>	-1	91.0	0	0	0.0	0	0		0	0.0	0	0	0	0	0.0		0
03 Professionals	2018	103	0	0.0	0.0		-1	0.0	0	, 0	0.0	0	0		, 0	0.0	0	0	0	0	0.0	0	
04 Semi-Professionals &	2018	5	2	40.0	35.9	<u> </u>	0	111.4			0.0		ľ			0.0				Ť	0.0	i	
Technicians Technicians	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
05 Supervisors	2018	16	2	12.5	9.3		1	134.4								0.0					0.0	<u> </u>	
Supervisors: Crafts &	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	<u>0</u>	1 0
Trades	2018	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
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01 Senior Managers	2018	0	0	0.0	U	0.0	10.1	0.0	U	0.0	10.1	0.0											
Middle & Other	2018	0	-	0.0	0	0.0		0.0	0	0.0	15.0												
02 Managers	2021	0	0	0.0			0.0	0.0			0.0	0.0											
03 Professionals	2018	0	0	0.0	7	0.0	15.7	0.0	7	0.0	15.7	0.0											
Cami Duafassianala fe	2021	0	0	0.0	1	0.0	0.0	0.0		0.0	0.0												
04 Semi-Professionals & Technicians	2018	0	0	0.0	l I	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												
05 Supervisors	2021	0	0	0.0			0.0	0.0			0.0												
06 Supervisors: Crafts &	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
Trades	2021	0	0	0.0			0.0	0.0			0.0	0.0											

								Feder	al Contr	actors	Progra	m Achie	vement	Report									
								Par	t 7: Resu	ılts - Mo	embers	of Visit	ole Mino	rities									
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Administrative &	2018	11	1	9.1	8.5		0	107.0	7	"	, 'v	17	,	7	П П		"		,,	*	,,		7
07 Senior Clerical	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
08 Skilled Sales &	2018	0	0	0.0	0.0	:	0	0.0															
Service Personnel	2018	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0.0		0	0.0		0	0.0				0	0.0	0	0	0	0	0.0		
	2018	1	0	0.0	9.8	<u> </u>	0	0.0	0	, 0	0.0	0	0	0	0	0.0	0	0	0	0	0.0		0
10 Clerical Personnel	2018	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
11 Intermediate Sales &	2018	4	3	75.0	13.0		2	576.9															
Service Personnel	2018	0	0	0.0	0.0	<u> </u>	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0.0		0	0.0	0	0	0.0	0			0	0.0	0	0	0	0	0.0	0	
Workers	2016	<u> </u>	V:	0.0	0.0			0.0		<u> </u>	: 0.0		<u> </u>	<u>'1 </u>	1 0	0.0	U	0	<u> </u>		0.0		<u> </u>
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(2200)			Actu		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
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07 Administrative & Senior Clerical	2018	0	0	0.0	U	0.0	0.0	0.0	V	0.0	0.0	0.0											
08 Skilled Sales &	2018	0	-	0.0	0	0.0		0.0	0	0.0	0.0												
Service Personnel	2021	0	0	0.0			0.0	0.0			0.0												
09 Skilled Crafts &	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
Trades Workers	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
10 Clerical Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	U	1 0.0	0.0												
Intermediate Sales &	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
Service Personnel	2021	0	0	0.0			0.0	0.0			0.0												
12 Semi-Skilled Manual	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
Workers	2021	0	0	0.0			0.0	0.0			0.0	0.0											

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Employment Equity Occupational Group	Year			W	orkforce						Hires				P	romotio				Te	rminati		
(EEOG)		All Employees	Repres	entation	Visible M Avails		Gap	EE Result	All Employees	Ας	Visible tual	Minorities Expected	Difference	All Employees	Ac	Visible tual	Minorities Expected	Difference	All Employees	Acti		Minorities Expected	Difference
	#	#	#	%	%	#	#	%	#	#	%	#	#	#	Ħ	%	#	#	#	#	%	#	#
Other Sales & Service	2018	0	0		0.0	0	0	0.0															
Personnel	2018 2018	0	0		0.0	0	0	0.0	0	0	0.0	0	C	0	0	0.0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2018	0	0		0.0		0	0.0	0	0	0.0	0	C	0	0	0.0	0	0	0	0	0.0	0	0
Total	2018	159	23		0.0		23	0.0															
Total	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	С	0	0	0.0	0	0	0	0	0.0	0	0
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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		New	Entra	nts				G	oals														
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Occupational Group (EEOG)		All Employees	Visible M		Goal	Visible N Percent of Goal Met	linorities Goal	Percent of Goal Met	Goal	Visible M Percent of Goal Met	Goal	Percent of Goal Met					C	ommen	ts				
	#	#	#	%	#	%	%	%	#	%	%	%											
Other Sales & Service	2018	0	0		0	0.0	0.0	0.0	0	0.0	0.0												
Personnel	2021 2018	0	0		0	0.0	0.0	0.0	_	0.0	0.0												
14 Other Manual Workers	2018	0	0		U	0.0	0.0	0.0	0	0.0	0.0												
Total	2018	0	0	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											

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
674725 Ontario Ltd.
43405

Efforts

equity.

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

Contra	ctors Program.
Requi	red 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.
J	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, the steps taken to implement it and the progress made in its implementation.
✓	Put in place a strategy to ensure a barrier-free workplace.
	Undertook initiatives to increase representation where gaps in representation were found.
	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
	Other (please describe):
Oper	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ration's activities during the period between the first/previous and subsequent/current compliance nent.
	Impact of economic and industrial conditions on the organization.
	Any reorganization or other corporate structural changes.
	Acquisitions, mergers or transfers of employees.
	Significant layoffs (include the number of employees affected and the occupational groups of those employees).

	Strikes (include dates, the number of employees affected and the occupational groups of those employees).
	Other.
Addit	tional Details
Please p	provide any additional information (optional):



Step 1: Navigate to the Dayforce Website: https://dayforcehcm.com

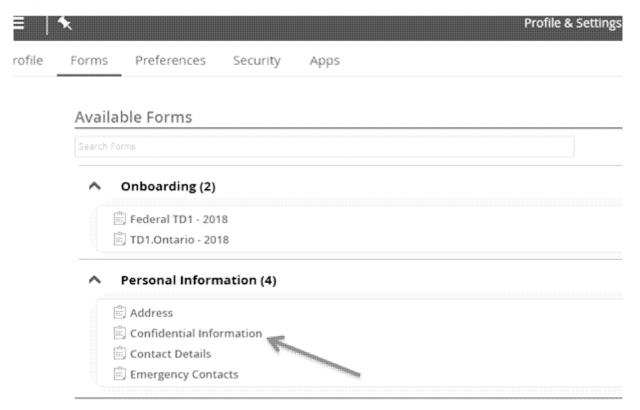
Sign into Dayforce as an employee.

From the Welcome page select **Forms** icon or go to the Profile & Setting page and select Forms on the top menu bar:





Step 2: Select Confidential Information form

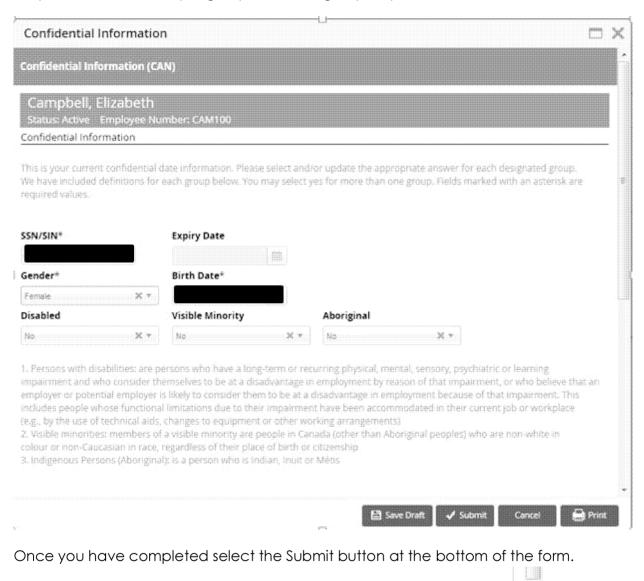


Dayforce Training Aid How to complete Confidential Information Form



You will then see this screen with your Confidential Information. Review any pre-populated information (SIN, Gender, Birth Date) to confirm.

Next complete the sections: **Disabled, Visible Minority, and Aboriginal** (Indigenous Persons) by selecting Yes or No in the drop-down menu. We have included the definitions for these designated groups on the form for your reference and assistance. We remind you that you may select Yes for multiple groups according to your personal status.



Human Resources will be automatically notified once you have completed the form.

✓ Submit

This survey is also available in alternative format, if requested.

El Sava Dian

Dorval, Frederic F [NC]

From: Elizabeth Campbell <ECampbell@agilec.ca>

Sent: December 4, 2018 11:36 AM **To:** Sharan, Neena N [NC]

Subject: RE: Review Goals in Achievement Report

Attachments: Summary rep_Wfa02_94745_20181004131749.pdf

Hi,

Here's the Summary Report and I've added the following information in the table provided below:

Partially Complete	0
	2 (on
	mat
Not Complete	leave)
Total	159

Let me know if there is anything else you require.

Regards, Elizabeth

From: neena.sharan@labour-travail.gc.ca [mailto:neena.sharan@labour-travail.gc.ca]

Sent: December-04-18 11:25 AM

To: Elizabeth Campbell

Subject: RE: Review Goals in Achievement Report

Hi Elizabeth,

Please send me the Workforce Analysis – Summary report for 2018-10-04 and the survey results i.e.

Fully Complete	
Partially Complete	
Not Complete	
Total	

Thank you and have a nice day.

Neena Sharan.

From: Elizabeth Campbell [mailto:ECampbell@agilec.ca]

Sent: December-04-18 11:09 AM

To: Sharan, Neena N [NC]

Subject: RE: Review Goals in Achievement Report

Hi Neena.

Thank you for your support we have updated the Report to only reflect short and long term goals in the EEOG groups in which we had gaps in our current representation and/or equal to the goals set in the automated tool. Please review and let us know if this is complete.

I understand that in addition to this report Agilec is to provide copies of the Forms and survey information (see attached).

We are happy to report that we received 100% participation to complete the survey for all active and permanent employees. Our next step will be bringing the final report to our leadership team in the new year to review.

Reaards, Elizabeth



Elizabeth Campbell, BA, CHRL | Agilec Human Resources Specialist 419 King St. W, Suite 3560, Oshawa, ON L1J 2K5 905-443-1001 x2006

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From: neena.sharan@labour-travail.qc.ca [mailto:neena.sharan@labour-travail.qc.ca]

Sent: November-05-18 9:47 AM

To: Elizabeth Campbell

Subject: RE: Review Goals in Achievement Report

Hi Elizabeth,

Please set the long-term goals in the Members of Visible minorities - table 8. The goals only need to be set where ever there is an under-representation of the designated groups. Therefore, I have erased all the goals that were set where a gap did not exist. I have attached the Achievement report for you reference.

If you have any questions please do not hesitate to contact me.

Neena Sharan

From: Elizabeth Campbell [mailto:ECampbell@agilec.ca]

Sent: November-03-18 1:28 PM To: Sharan, Neena N [NC]

Subject: Review Goals in Achievement Report

Hi Neena.

Thank you for calling this week if was very helpful. Based on your feedback we have set up Goals in our Achievement Report. Can you please review the attached to see if what I have projected as goals is correct. We need to present our goals to the leaders next week before we can finalize our plans.

Thanks you for your guidance, Elizabeth



Elizabeth Campbell, BA, CHRL | Agilec Human Resources Specialist 419 King St. W, Suite 3560, Oshawa, ON L1J 2K5 905-443-1001 x2006

www.agilec.cc

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Federal Contractors Program Report of the First Compliance Assessment

Employer Name: 674725 Ontario LTD

Primary Location: Oshawa, Ontario

Number of Employees: 159

Ontario - 159

Organization Overview:

NAICS # 6243 (Vocational Rehabilitation Services)

The common name by which 674725 Ontario LTD goes by is Agilec. Agilec is a founding partner in Voc Rehab Canada, a national network of regional vocational rehabilitation and disability management companies.

Key Dates – First Year Assessment

Initiated: 2018-12-12 Received: 2018-12-04 Workforce 2018-10-04

Analysis:

COLLECTION OF WORKFORCE INFORMATION

Number of employees the questionnaire was sent to:

Number of questionnaires returned:

Number of completed questionnaires returned:

#	%
159	100
159	100
157	98.75
15/	98.75

- The questionnaire or accompanying documentation indicates that an employee may self-identify as being a member of more than one group.
- The questionnaire includes a question on gender if this information cannot be obtained from payroll or personnel records.
- The questionnaire indicates that it is available in alternate formats upon request.
- The questionnaire indicates that answering the self-identification questions is voluntary.

- The questionnaire indicates that the information gathered is confidential and will only be shared with others within the organization in order to carry-out employment equity obligations.
- The questionnaire indicates that employees can update or change information about themselves at any time

Observations:

• The self-identification questionnaire was reviewed and found to be in compliance by the Workplace Equity Division of the Labour Program. The response rate is 98.75 %.

WORKFORCE ANALYSIS & GOAL SETTING

- availability estimates or provided reasonable justifications.
- estimates or provided reasonable justifications.
- Occupational Classification (NOC).
- ☐ The organization has set a goal for every designated group in every occupational group where a gap was identified.
- The organization has demonstrated that it has considered the following in setting its short-term goals: the degree of under-representation, the availability, anticipated growth or reduction and anticipated turnover in order to set a goal in each occupational group where a gap was identified.
- The goals set are sufficient to ensure reasonable progress by being above, or at minimum, equal to availability.

Observations:

- All short and long-term goals are set as per the market availability. Goals were set for each and every gap respectively.
- All goals are set in numerical and percentage format. For the purposes of this assessment, percentage format will be used.

SUMMARY OF GOALS

Women

Observations:

No goals were required to be set by the organization since no gap exists.

Aboriginal Peoples

Workforce Analysis Results		Goals				
			Short- term	Long- term	Representation	LMA
Emp	Employment Equity Occupational Group	Present		(3	Representation	LIVIA
	(EEOG)	Gap	(1 to 3	years		
			years)	or		
				more)		
#	Description	#	# or %	# or %	%	%
03	Professionals	-8	7.2	7.2	0.0	7.2

Observations:

The organization has set the short and long term goal as per the market availability.

Persons with Disabilities

	Workforce Analysis Results		Goals			
			Short- term	Long- term	Representation	LMA
Emp	oloyment Equity Occupational Group	Present		(3	Representation	LIVIA
	(EEOG)	Gap	(1 to 3	years		
			years)	or		
				more)		
#	Description	#	# or %	# or %	%	%
05	Supervisors	-2	13.9	13.9	0.0	13.9

Observations:

The organization has set the short and long term goal as per the market availability.

Members of Visible Minorities

Workforce Analysis Results	Goals	Representation	LMA	
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Emp	ployment Equity Occupational Group (EEOG)	Present Gap	Short- term	Long- term (3 years		
			years)	or		
				more)		
#	Description	#	# or %	# or %	%	%
01	Senior Managers	-1	10.1	10.1	0.0	10.1
02	Middle & Other Managers	-2	15.0	15.0	0.0	15.0
03	Professionals	-1	15.7	15.7	14.3	15.7

Observations:

The organization has set the short and long term goal as per the market availability.

RECOMMENDATION

I recommend that the employer be found: \boxtimes in compliance \square in non-compliance

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

Given the minor gaps in Indigenous Peoples, Person with Disabilities and Members of Visible Minorities groups, it may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of this designated group.

Name of Analyst: Neena Sharan

Date: December 05, 2018.

Dorval, Frederic F [NC]

From: Sharan, Neena N [NC] on behalf of EE-EME

Sent: January 15, 2019 8:20 AM

To: 'wlegere@agilec.ca'; 'Elizabeth Campbell'

Subject: Government of Canada Agreement Number: 10000658 – Notification of Compliance

with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Wendy Legere:

I am writing to inform you that the compliance assessment initiated on December 12, 2018 has been completed. As a result of the assessment, 674725 Ontario Ltd. has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

The purpose of this initial assessment was to verify that your organization has taken steps to achieve employment equity by surveying its workforce, conducting a workforce analysis and setting hiring and promotion goals where gaps in the representation of the designated groups were identified.

Based on a review of the information submitted by your organization, you will find recommendations below for your consideration to ensure the ongoing success of the 674725 Ontario Ltd. employment equity program.

Given the minor gaps in Indigenous Peoples, Person with Disabilities and Members of Visible Minorities groups, it
may be beneficial for this organization to develop relationships with colleges, universities or other professional
associations to identify and hire qualified students or professionals that are part of this designated group.

Next Steps

Under the terms of the FCP, your organization will be subject to a subsequent compliance assessment four years after the award date of your initial goods or services contract and every three years thereafter. The next assessment will be initiated on December 12, 2021. Future compliance assessments will focus on the achievement of reasonable progress in meeting the goals established in your organization's initial or updated employment equity submission.

When 674725 Ontario Ltd. is notified of a subsequent assessment, the following information will be required:

- 1. Workforce data (Form1 to 6) at the national level.
- 2. A current workforce analysis; and
- 3. A completed Achievement Report that includes revised short-term and long-term numerical goals for any remaining 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 reasonable progress has not been made, 674725 Ontario Ltd. 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.

You may also visit our website to access a number of tools. In particular, we encourage your organization to continue using the <u>Workplace Equity Information Management System</u> (WEIMS). WEIMS can assist you in generating your workforce analysis and contains other data analysis tools, including the Achievement Report, as well as a series of training modules.

Should you require any further information regarding your organization's obligations under the FCP, please contact Neena Sharan at neena.sahran@labour-travail.gc.ca.

Your cooperation during the course of this compliance assessment was appreciated and we wish 674725 Ontario Ltd. continued success in achieving a diverse and inclusive workplace.

Workplace Equity Team

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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!