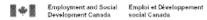
Labour Program Federal Contractors Program

ROTECTED WHEN COMPLETED	~ B
OFFICIAL USE ONLY	*********
Agreement N°:	

Agreement to Implement Employment Equity

New Agreement (All sections must be completed)										
Revised Agreement										
	000/	NIZATION		***************************************						
Legal Name of Organization	URGA	MIZATION	Parent company	is located outside	Canada	3				
Communication & Systems Cana	ada				×******					
				✓ Yes	No					
Operating Name (if different from Legal Name	of Organization)		Business Numl	ber	***************************************					
CS Canada										
				employees in Car Time and/or Part		130				
Organization's North American Industry Classif		Number	<u></u>	***************************************						
To find your organization's four-digit NAICS co- http://www.statcan.gc.ca/subjects-sujets/standa		st-liste-eng.htm	Federally I	Regulated						
5415			Provinciall	y Regulated						
	HEA	D OFFICE								
Address (building number, street, suite, etc.)		City		Province	Posta	al Code				
22, avenue Galilée		Le Plessis F	Robinson	France	923	50				
		Telephone Number	n.a.a							
		<u> </u>		······································						
	EMPLOYMENT	EQUITY CONTA	ACT							
Name (print) Andréanne Daigle		Title HR Advisor								
Telephone Number	E-mail Address			Preferred Langua	ge of Co	rrespondence				
5147488258	adaigle@cscanada.	ca		☐ English	V	French				
	CERT	IFICATION								
The above-named organization:										
having a combined workforce of 100 c	or more permanent full-tim	e and permanent p	art-time employ	rees in Canada,	AND					
intending to bid on, or being in receipt Supply Arrangement, valued at \$1,000			contract, standir	ng offer or contra	ict issue	ed under a				
hereby certifies its commitment to impleme			going basis, bey	yond the period	of the p	rocurement				
instrument, in keeping with the Federal C please refer to: http://www.esdc.gc.ca/eng			nformation on h	iow to implemen	t emplo	yment equity				
Important note: If an audit of the Agreem the procurement instrument(s) with the Go			ers misrepresen	tation on the par	t of the	organization,				
	SIG	NATORY				w				
NOTE: The signatory must be the Chief I contract on behalf of the organiza		uthorized person in	an executive p	osition with lega	l author	ity to sign a				
Name (print)	***************************************	Title		···						
Laurent Pieraut		CEO								
Telephone Number	E-mail Address			Preferred Langi	rage of (Correspondence				
514749	lpieraut@cscanad	a.ca			sh	French				
Signature		Date (YYYY-MM-DI))							
		2018-08-01								
Privacy Notice:			······································	······································		accessorates explanation new convenience convenience				
The information you provide on this form is coll Contractors Program (FCP).	ected under the authority of s	ection 42 of the Empl	loyment Equity Ac	of to determine you	ır eligibili	ity for the Federal				
Completion of this form is mandatory. Refusal to Bid List, loss of the right to bid on federal go	to provide personal information vernment goods or services of	on will result in the org contracts of any value	janization's name and may also res	being placed on tout in the terminal	ne FCP on of the	Limited Eligibility contract.				
The information you provide may be used and/ disclosures of your personal information will ne	ver result in an administrative	decision being made	about you.							
Your personal information is administered in accordance with the <i>Privacy Act</i> 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 <i>Info Source</i> , which is available at the following website address: http://www.infosource.gc.ca. <i>Info Source</i> may also be accessed online at any Service Canada Centre.										
RETURN INSTRUCTIONS										
IMPORTANT										
 The signed Agreement to implement e-mail at: ee-eme@hrsdc-rhdcc.gc 		rm must be sent t	to the Labour F	rogram by						



Default Workforce Analysis System - Detailed Report Date: 2019-06-03

Women

	Women							
Employment Equity Occupational Group	Internal location	All employees	Repres	entation	Availa	bility #	Differ ence _{st}	Place of recruitment
		#	#	%	%	#	#	
01: Senior managers	National	1	0	0.0 %	27.6 %	0	0	National
02: Middle management and other directors	National	6	1	16.7 %	39.4 %	2	•	National
03: Professionals		109	27	24.8 %	18.4 %	20	7	
1111: Auditors and Accountants	National	1	1	100.0 %	56.0 %	1	0	National
1112: Financial and Investment Analysts	National	2	2	100.0 %	44.9 %	1	1	National
1114: Other financial agents	National	1	0	0.0 %	45.6 %	0	0	National
1121: Human Resources Professionals	National	2	2	100.0 %	73.2 %	1	1	National
2172: Database Analysts and Data Administrators	National	1	1	100.0 %	33.0 %	0	1	National
2173: Engineers and Software Designers	National	102	21	20.6 %	16.0 %	16	5	National
04: Semi-professional and technical staff		1	0	0.0 %	14.0 %	0	0	
2281: Computer Network Technicians	Quebec	1	0	0.0 %	14.0 %	0	0	Quebec
07: Administrative and main office staff		1	0	0.0 %	80.9 %	1	-1	
Employment Equity Occupational Group	Montreal	1	0	0.0 %	80.9 %	1	-1	Montreal
10 : Office staff		*	1	100.0 %	61.6 %	1	0	
Employment Equity Occupational Group	Montreal	1	1	100.0 %	61.6 %	1	0	Montreal
Total		119	29	24.4 %	20.4 %	24	5	

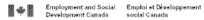
The total does not necessarily equal the sum of the components due to rounding.

Sources: 2016 Census and internal employer data.

2019-06-03

Canada

Page 1 of 6



Default Workforce Analysis System - Detailed Report Date: 2019-06-03

Aboriginal people

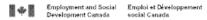
			Aboriginal people						
Employment Equity Occupational Group	Internal location	All employees	Representation		Availability		Differ	Place of recruitment	
	location	#	#	%	%	#	ence _#		
01: Senior managers	National	\$	0	0.0 %	3.2 %	0	0	National	
02: Middle management and other directors	National	6	0	0.0 %	2.7 %	0	0	National	
03: Professionals		109	3	2.8 %	0.7 %	1	2		
1111: Auditors and Accountants	National	1	0	0.0 %	1.4 %	0	0	National	
1112: Financial and Investment Analysts	National	2	0	0.0 %	0.8 %	0	0	National	
1114: Other financial agents	National	1	0	0.0 %	1.6 %	0	0	National	
1121: Human Resources Professionals	National	2	0	0.0 %	3.1 %	0	0	National	
2172: Database Analysts and Data Administrators	National	1	0	0.0 %	1.5 %	0	0	National	
2173: Engineers and Software Designers	National	102	3	2.9 %	0.6 %	1	2	National	
04: Semi-professional and technical staff		1	0	0.0 %	1.1 %	0	0		
2281: Computer Network Technicians	Quebec	1	0	0.0 %	1.1 %	0	0	Quebec	
07: Administrative and main office staff		1	0	0.0 %	0.8 %	0	0		
Employment Equity Occupational Group	Montreal	1	0	0.0 %	0.8 %	0	0	Montreal	
10 : Office staff		1	0	0.0 %	1.0 %	0	0		
Employment Equity Occupational Group	Montreal	1	0	0.0 %	1.0 %	0	0	Montreal	
Total		119	3	2.6 %	0.8 %	1	2		

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

Sources: 2016 Census and internal employer data.

Canada

2019-06-03



Default Workforce Analysis System - Detailed Report Date: 2019-06-03

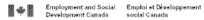
Members of visible minorities

Employment Equity Occupational Group	Internal Ali employees				Members of Visible Minorities RepresentationAvailability Differ				
	location	#	#	%	%	#	ence	Place of recruitment	
01: Senior managers	National	ŧ	0	0.0 %	11.5 %	0	0	National	
02: Middle management and other directors	National	6	0	0.0 %	17.6 %	1	-1	National	
03: Professionals		109	39	35.8 %	45.6 %	50	-11		
1111: Auditors and Accountants	National	1	1	100.0 %	32.3 %	0	1	National	
1112: Financial and Investment Analysts	National	2	2	100.0 %	37.8 %	1	1	National	
1114: Other financial agents	National	1	0	0.0 %	26.5 %	0	0	National	
1121: Human Resources Professionals	National	2	1	50.0 %	16.7 %	0	1	National	
2172: Database Analysts and Data Administrators	National	1	0	0.0 %	35.5 %	0	0	National	
2173: Engineers and Software Designers	National	102	35	34.3 %	46.7 %	48	-13	National	
04: Semi-professional and technical staff		1	1	100.0 %	16.5 %	0	1		
2281: Computer Network Technicians	Quebec	1	1	100.0 %	16.5 %	0	1	Quebec	
07: Administrative and main office staff		1	0	0.0 %	14.6 %	0	0		
Employment Equity Occupational Group	Montreal	1	0	0.0 %	14.6 %	0	0	Montreal	
10 : Office staff		1	1	100.0 %	20.4 %	0	1		
Employment Equity Occupational Group	Montreal	1	1	100.0 %	20.4 %	0	1	Montreal	
Total		119	41	34.5 %	43.2 %	51	-10		

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

Sources: 2016 Census and internal employer data.

2019-06-03



Default Workforce Analysis System - Detailed Report Date: 2019-06-03

People with disabilities

		Persons with disabilities								
Employment Equity Occupational Group	Internal	All employees	RepresentationAvailability				Differ	Place of recruitment		
	location	#	#	%	%	#	ence _#			
01/02 : Executives	National	7	0	0.0 %	5.0 %	0	0	National		
03: Professionals	National	109	1	0.9 %	8.9 %	10	-9	National		
04: Semi-professional and technical staff	National	1	0	0.0 %	7.6 %	0	0	National		
07: Administrative and main office staff	National	1	0	0.0 %	10.0 %	0	0	National		
10 : Office staff	National	1	0	0.0 %	9.3 %	0	0	National		
Total		119	1	0.8 %	8.7 %	10	.9			

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

Sources: 2017 Canadian Disability Survey and internal employer data.

2019-06-03





Employment and Social Emploi et Développement Development Canada social Canada

Workplace Equity Information Management System - Communication & Systems Canada

Default Workforce Analysis System - Detailed Report

Date: 2019-06-03

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

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01: Senior managers	СРЕМЕ	National
02: Middle management and other directors	CPEME	National
03: Professionals	CNP	National
04: Semi-professional and technical staff	CNP	Provincial
07: Administrative and main office staff	CPEME	CMA
10 : Office staff	CPEME	CMA
13: Other sales and service personnel	CPEME	CMA

Canada

Page 5 of 6 2019-06-03



Default Workforce Analysis System - Detailed Report

Date: 2019-06-03

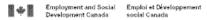
Default data for workforce analysis - Persons with disabilities

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

Canada

Page 6 of 6

2019-06-03



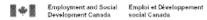
Default Workforce Analysis System - Summary Report Date: 2019-06-03

Women

	Women						
Employment Equity Occupational Group	All employees	Repres	sentation	Availa	bility	Differ	
	#	#	%	%	#	ence _#	
01: Senior managers	1	0	0.0 %	27.6 %	0	0	
02: Middle management and other directors	6	1	16.7 %	39.4 %	2	-1	
03: Professionals	109	27	24.8 %	18.4 %	20	7	
04: Semi-professional and technical staff	1	0	0.0 %	14.0 %	0	0	
07: Administrative and main office staff	1	0	0.0 %	80.9 %	1	-1	
10 : Office staff	1	1	100.0 %	61.6 %	1	0	
Total	119	29	24.4 %	20.4 %	24	5	

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

2019-06-03



Default Workforce Analysis System - Summary Report Date: 2019-06-03

Aboriginal people

	Aboriginal people						
Employment Equity Occupational Group	All employees	Represe	ntation	Availab	ility	Differ	
	#	#	%	%	#	ence	
01: Senior managers	1	0	0.0 %	3.2 %	0	0	
02: Middle management and other directors	6	0	0.0 %	2.7 %	0	0	
03: Professionals	109	3	2.8 %	0.7 %	1	2	
04: Semi-professional and technical staff	1	0	0.0 %	1.1 %	0	0	
07: Administrative and main office staff	1	0	0.0 %	0.8 %	0	0	
10 : Office staff	1	0	0.0 %	1.0 %	0	0	
Total	119	3	26%	0.8%	1	2	

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

2019-06-03



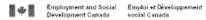
Default Workforce Analysis System - Summary Report Date: 2019-06-03

Members of visible minorities

	Members of Visible Minorities						
Employment Equity Occupational Group	All employees	Repres	entationAv	ailability		Differ	
	#	#	%	%	#	ence#	
01: Senior managers	1	0	0.0 %	11.5 %	0	0	
92: Middle management and other directors	6	0	0.0 %	17.6 %	1	-1	
03: Professionals	109	39	35.8 %	45.6 %	50	-11	
04: Semi-professional and technical staff	1	1	100.0 %	16.5 %	0	1	
07: Administrative and main office staff	1	0	0.0 %	14.6 %	0	0	
10 : Office staff	1	1	100.0 %	20.4 %	0	1	
Total	119	41	34.5 %	43.2 %	51	-10	

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

2019-06-03



Default Workforce Analysis System - Summary Report Date: 2019-06-03

People with disabilities

	Persons with disabilities						
Employment Equity Occupational Group	All employees	Represe	entationAva	ilability		Differ	
	#	#	%	%	#	ence#	
01/02 : Executives	7	0	0.0 %	5.0 %	0	0	
03: Professionals	109	1	0.9 %	8.9 %	10	-9	
04: Semi-professional and technical staff	1	0	0.0 %	7.6 %	0	0	
07: Administrative and main office staff	1	0	0.0 %	10.0 %	0	0	
10 : Office staff	1	0	0.0 %	9.3 %	0	0	
Total	119	1	0.8 %	8.7 %	10		

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

2019-06-03



Default Workforce Analysis System - Summary Report

Date: 2019-06-03

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

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01: Senior managers	СРЕМЕ	National
02: Middle management and other directors	CPEME	National
03: Professionals	CNP	National
04: Semi-professional and technical staff	CNP	Provincial
07: Administrative and main office staff	CPEME	CMA
10: Office staff	CPEME	CMA
13: Other sales and service personnel	CPEME	CMA

Canada

Page 5 of 6 2019-06-03

Default Workforce Analysis System - Summary Report

Date: 2019-06-03

Default data for workforce analysis - Persons with disabilities

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

Canada

Page 6 of 6 2019-06-03

Data from Fi	rst/Previous Wor	kforce Analysis
Ţ	Ţ	7

Data from Fi	rst/Previous Work!	orce Analysis
YYYY	MM	DD
2019	06	03

I)ata fro	m Subse	equent/C	urrent Wo	orkforce /	Analysis
	YYY	ΎΥ	1	ИМ	D)D

Data from Subsequent/Current Workforce Analysis

		Table 1: Women First/Previous Workforce Analysis				
						Familia
Embr	oyment Equity Occupational Group (EEOG)		Representation	Availability*		
		#	#	%		
01	Senior Managers	1	0	27.6		
02	Middle & Other Managers	6	1	39.4		
03	Professionals	109	27	18.4		
04	Semi-Professionals & Technicians	1	0	14.0		
05	Supervisors	0	0	0.0		
06	Supervisors: Crafts & Trades	0	0	0.0		
07	Administrative & Senior Clerical Personnel	1	0	80.9		
08	Skilled Sales & Service Personnel	0	0	0.0		
09	Skilled Crafts & Trades Workers	0	0	0.0		
10	Clerical Personnel	1	1	61.6		
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		119	29	0.0		

Table 5: Women					
Subsequent	Subsequent/Current Workforce Analysis				
All Employees	Won	ien			
	Representation	Availability*			
#	#	%			
0	0	0.0			
0	0	0.0			
0	0	0.0			
0	o	0.0			
0	0	0.0			
0	0	0.0			
0	0	0.0			
0	0	0.0			
0	0	0.0			
0	o	0.0			
0	0	0.0			
0	0	0.0			
0	0	0.0			
0	0	0.0			
0	0	0.0			

* Source:	:		
2016 Cen	sus		

Sour	ce:			

Data from Fir	st/Previous Wor	kforce Analysis
1	Ţ	Į.

YYYY	rst/Previous Workt MM	DD
2019	06	03

Data from S	Subsequent/Curr Analysis	ent Workforce
1	1	1

0	0	0
YYYY	MM	DD
Data from Subse	equent/Current Wo	rkforce Analysis

Table 6: Aboriginal Peoples
Subsequent/Current Workforce Analysis

		Table 2: Aboriginal Peoples First/Previous Workforce Analysis			
		Empre	syment Equity Occupational Group (EEOG)		Representation
		#	#	%	
01	Senior Managers	1	0	3.2	
02	Middle & Other Managers	6	0	2.7	
03	Professionals	109	3	0.7	
04	Semi-Professionals & Technicians	1	0	1.1	
05	Supervisors	0	0	0.0	
06	Supervisors: Crafts & Trades	0	0	0.0	
07	Administrative & Senior Clerical Personnel	1	0	0.8	
08	Skilled Sales & Service Personnel	0	0	0.0	
09	Skilled Crafts & Trades Workers	0	0	0.0	
10	Clerical Personnel	1	0	1.0	
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	•	119	3	0.0	

All Employees	Aboriginal Peoples			
	Representation	Availability*		
#	#	%		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	o	0.0		
0	0	0.0		

* Source:	
2016 Cen:	sus

0				

Data from Fi	rst/Previous Wor	kforce Analysis
Ţ	Ţ	

2019	06	03
YYYY	MM	DD
Data from Fi	rst/Previous Work	orce Analysis

Data from Subse	quent/Current Wo	orkforce Analysis
YYYY	MM	DD
0	O	n

Data from Subsequent/Current Workforce Analysis

		Table 3: Members of Visible Minorities First/Previous Workforce Analysis All Employees Members of Visible Minorities			
Emple	oyment Equity Occupational Group (EEOG)	All Employees	Representation	Availability*	
		#	#	%	
01	Senior Managers	1	0	11.5	
02	Middle & Other Managers	6	0	17.6	
03	Professionals	109	39	45.6	
04	Semi-Professionals & Technicians	1	1	16.5	
05	Supervisors	0	o	0.0	
06	Supervisors: Crafts & Trades	0	0	0.0	
07	Administrative & Senior Clerical Personnel	1	0	14.6	
08	Skilled Sales & Service Personnel	0	0	0.0	
09	Skilled Crafts & Trades Workers	0	o	0.0	
10	Clerical Personnel	1	1	20.4	
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	o	0.0	
Total		119	41	0.0	

Table 7: Me	mbers of Visible	Minorities
Subsequent	/Current Workford	e Analysis
All Employees	Members of Visi	ble Minorities
	Representation	Availability*
#	#	%
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	o	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0

* Source:		
2016 Census		

*	Source	::		
C	ŀ			

Data from Fir	st/Previous Worl	kforce Analysis
1	Ţ	Ţ

2019	06	03
YYYY	MM	DD
Data from Fi	rst/Previous Work!	orce Analysis

0	0	0
YYYY	MM	DD
Data from Subse	quent/Current Wo	rkforce Analysis

Data from Subsequent/Current Workforce Analysis

		Table 4:	Persons with Dis	sabilities
		First/Pr	evious Workforce A	Analysis
F1-	amont Faulty Occupational Coope (FFOC)	All Employees	Persons with	Disabilities
Embio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01/02	Managers	7	0	5.0
03	Professionals	109	1	8.9
04	Semi-Professionals & Technicians	1	0	7.6
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	1	0	10.0
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	1	0	9.3
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		119	1	0.0

Table 8:	Persons with Dis	abilities
Subsequent	/Current Workford	e Analysis
All Employees	Persons with	Disabilities
	Representation	Availability*
#	#	%
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0

* Source:			
2017 Cana	dian Survey on Dis	ability	

*		٤	,	()	ì	ı	Ì	١	C	ŧ		•																																																																																																000000000000
		***	**																																																																																																										
***	*	**	**		۰	8	۰	8	×	**	×	×	8	۳	8	×	×	8	8	*	×	8	×	×	8	×	8	3	*	×	8	8	×	۰	×	8	8	3	8	3	3	8	8	3	3	۳	۰	×	۳	8	8	S	8	8	S	8	8	8	8	8	3	×	8	8	8	8	×	8	×	8	8	8	3	×	8	S	8	8	8	×	8	8	3	×	×	×	8	8	8	8	*	*	×	×	8	×	8	8	8	8	8	8	×	8	8	33	20	8	×
*		۳	*											ï					Š	×					ä													Š				Š							ï			8	Š	8	Š	Š	i				ä								Ĭ				ä			i		8		Ĭ			Š					Š	8	Š	ï	ï											ï			٦	٥	B	8
		*	*											ï		ı				Ĭ					Ĭ			Ĭ																																	Ĭ												Ĭ																		Ĭ	ï					Ï									۱	۱		8
																																																																																																										Ī			
																																																																																																													00000000

Part 2: Flow Data Analysis

CS Communication et Systèmes Canada Inc.

2019-06-03

0

Start	Date of Flow	Data
YYYY	MM	DD
2019	06	03

-	-	*	
YYYY	MM	DD	
End l	Date of Flow	Data	

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

	•	₩	•	•
		Table 1:	Women	
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	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	o	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	o	0	0
13 Other Sales & Service Personnel	0	0	0	0

14 Other Manual Workers

	Table 5:	Women	
Full-time	'National	Part-time	National
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
o	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
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	(

Part 2: Flow Data Analysis

CS Communication et Systèmes Canada Inc.

2019-06-03

2019	06	03
Start YYYY	Date of Flow MM	Data DD

-	**	**
YYYY	MM	DD
End I	Date of Flow	Data

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

Data from Form 6 - Employees Terminated

		↓	. ↓	↓	. ↓	
		Tab	ole 2: Abor	iginal Peo	ples	
		Full-time	/ National	Part-time	art-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

14 Other Manual Workers

Total

11 Intermediate Sales & Service Personnel12 Semi-Skilled Manual Workers13 Other Sales & Service Personnel

Table 6: Aboriginal Peoples				
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	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
n	n	n	n	

Full-time	/ National	Part-time	/ National	
All Employees Terminated	Employees Peoples		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

CS Communication et Systèmes Canada Inc.

2019-06-03

2019	06	03
YYYY	MM	DD
Start	Date of Flow	Data

-		-
YYYY	MM	DD
End I	Date of Flow	Data

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

Table 7: Persons with Disabilities

Data from Form 6 - Employees Terminated

		↓ Table	↓ 3: Persons	↓ with Disa	↓ bilities
Employment Equity Occupational Group (EEOG)		Full-time / National Part-time / National			
		All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
		#	#	#	#
01	Senior Managers	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	ol	0	0

13 Other Sales & Service Personnel

14 Other Manual Workers

Total

Full-time / National		Part-time / Nationa	
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 Dis	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	(

Part 2: Flow Data Analysis

CS Communication et Systèmes Canada Inc.

2019-06-03

0

2019	06	03
YYYY	MM	DD
Start	Date of Flow	v Data

-	**	**
YYYY	MM	DD
End I	Date of Flow	Data

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

		1	1	4	1
		Table 4:	Members o	f Visible N	Ainorities
		Full-time	/ National	Part-time	/ National
	nployment Equity Occupational Group EOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
		#	#	#	Ħ
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

11 Intermediate Sales & Service Personnel 12 Semi-Skilled Manual Workers 13 Other Sales & Service Personnel

10 Clerical Personnel

14 Other Manual Workers

Total

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
Δ			

Full-time	/ National	Part-time	/ National	Full-time	/ National	Part-time	/ National
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#	#	#	#	#
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
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 for First/Previous Goals

'																			
A B	C	D	E	F	G	Н	1	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F → 1	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	Ţ	Ţ	Ţ	Ţ	1	Ţ	Į.	Ţ		1	1	1	Ţ	Ţ	<u> </u>	1
										Table 1:									
									First/	Previous Sh	iort-term G	loals							
				All En	ployees							T			omen			,	
	Number	Grow	oth (New Posit	ions)	Turnover (Re	placement of Employees)	f Terminated		Number	Turnover (R	eplacement of	Hires		r Goals					
Employment Equity Occupational					,			Anticipated Hires Over 3		Terminated	Employees)	Required		n - To	Present	P	Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proj		Actual	Proj	ected	Years	YYYY-MM-DD			Over 3	1111	-1111	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2019-06-03	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2019-06-03	Annually	Over 3 Years	Years	2019	2022					
	#	%	%	#	%	%	#	#	Ħ	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	1	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		27.6%	0	0	0.0%	0.0%
02 Middle & Other Managers	6	-100.0%		0	0.0%		0	0	1	0.0%	0	1	0	39.4%	39.4%	-1	-1	16.7%	16.7%
03 Professionals	109	-100.0%		0	0.0%		0	0	27	0.0%	0	-7	0		18.4%	7	7	24.8%	24.8%
04 Semi-Professionals & Tech	1	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		14.0%	0	0	0.0%	0.0%
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#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	1.	-100.0%		0	0.0%		0	0	0	0.0%	0	1	0	50.0%	80.9%	-1	-1	0.0%	0.0%
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	1	-100.0%		0	0.0%		0	0	1	0.0%	0	0	0		61.6%	0	0	100.0%	100.0%
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	()		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	()	#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	119	~100.0%	<u> </u>	()	0.0%		1 0	1 0	29	0.0%	1 0	-29	()	'	0.0%	29	29	24,4%	24.4%

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 10.
- 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 2: Women
Empl	oyment Equity Occupational		men		
	p (EEOG)	Short-term Goals	Long-term G	oals	Comments
		6/6		%	
	Senior Managers	0.		0.0	
02	Middle & Other Managers	39.	4	39.4	
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	50.	0	50.0	
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	001258

Data for First/Previous Goals

									Data	OF PIFSI/E	revious (702IS							
A B	C	D	E	F	G	Н		J	К	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	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)
CALLER TO THE TAXABLE PROPERTY OF THE PARTY	1	1	1	1	Ţ	Ţ	1	1	Ţ	Ţ	Ţ		1	1	1	Ţ	Į	<u> </u>	Ţ
										e 3: Abori	5-7								
									First	Previous St	iort-term G	ioals							
				All En	ployees									Aborigi	nal Peoples				
	Number	Grm	oth (New Position	nel	Turnover (Re		f Terminated		Number		eplacement of		3 Yea	r Goals					
Employment Equity Occupational				****		Employees)		Anticipated		Terminated		Hires Required	Fron	n - To	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Project	ted	Actual	Pre	jected	Hires Over 3	YYYY-MM-DB			Over 3	YYYY	- ۲۲۲۲	Availability	Present Gap	Gap	Representation	Representation in 3
	2019-06-03	Annually	Annually	Over 3	Annually	Annually	Over 3	Years	2019-06-03	Annually	Over 3	Years	2019	2022					Years
				Vears			Vears				Years								
	# .	%	%	#	%	%	#	#	#	0/9	#	#	#	9/6	9/0	#	#	%	%
01 Senior Managers	1	-100.0%		0	0.0%		0	0		0.0%	0	0	0		3.2%	0	0	0.0%	0.0%
02 Middle & Other Managers 03 Professionals	109	-100.0% -100.0%		0	0.0% 0.0%		0	0		0.0%	0	0	0		2.7% 0.7%	0	0	0.0% 2.8%	0.0% 2.8%
03 Professionals 04 Semi-Professionals & Tech	109	-100.0%		0	0.0%		0	0	3	0.0%	0	-2	0		1.1%	2 0	2	2.8% 0.0%	2.8% 0.0%
05 Supervisors	0	0.0%		n	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	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	ĭ	-100.0%		0	0.0%) o	ő	0	0.0%	0	ő	0		0.8%	0	0	0.0%	0.0%
08 Skilled Sales & Service	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	1	~100.0%		0	0.0%		0	0	0	0.0%	0	0	0		1.0%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	- 0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	119	~100.0%		0	0.0%		0	0] 3	0.0%	0	-3	0		0.0%	3	3	2.5%	2.5%

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 10x.
- 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
Employment Equity Occupational	Aborigina	d Peoples	
Group (EEOG)	Short-term Goals	Long-term Goals	Comments
	9/6	9/6	
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	
14 Other Manual Workers	0.0	0.0	
Total	0.0	0.0	001259

									Data t	or First/P	revious (Joals							
A B	<u>C</u>	D	E	F	G	Н		J	K	L	М	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	CxHx3	F÷I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	J×P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	<u> </u>	1	Ų.	↓	↓	Ų	1	Ţ	Ų.	ţ	Ţ	Ų	Ţ	J.	Ų	Į.	Ų	Ų	J.
										Persons									
									First/	Previous Sh	ort-ferm G	oals		0	th Disabilities				
		1		All En	nployees										th Disabilities				
	Number	Gres	oth (New Positi	ions)	Turnover (Re	placement o Employees)	f Terminated		Number	Turnover (R	eplacement of	Hires		r Goals 1 - To					
Employment Equity Occupational	YYYY-MM-DD		Proje		 		iected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- >>>>	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	***************************************	Actual	rroji		Actual	rre		Years	1 1 1 1 1 - NI NI - I/I/I			Over 3	1111	- 1111	Availability	r resent Gap	Gap	Representation	Years
	2019-06-03	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2019-06-03	Annually	Over 3 Years	Years	2019	2022					
	#	%	9/6	#	9/6	%	#	#	#	%	#	#	#	%	%	#	#	%	9/6
01/02 Managers	7	-100.0%	-	0	0.0%		0	0	0	0.0%	0	0	0	/-	5.0%	0	0	0.0%	0.0%
03 Professionals	109	-100.0%		0	0.0%		0	0	1	0.0%	0	9	0	8.9%	8.9%	-9	-9	0.9%	0.9%
04 Semi-Professionals & Tech	1	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		7.6%	0	0	0.0%	0.0%
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#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	1	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		10.0%	0	0	0.0%	0.0%
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	1	-100.0%		()	0.0%		0	0	0	0.0%	0	0	0		9.3%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service		0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	110	0.0%		()	0.0%		0	0	()	0.0%	0	0	0		0.0%	0	()	#DIV/0!	#DIV/0!
Total	119	~100.0%		()	0.0%		1 0	0	<u> </u>	0,0%	0	-1	1 0	L	0.0%			0.8%	0.8%

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

Wolkdotee /matysis; - 2, x to				Table 6: Persons with Disabilities
Employment Equity Occupational		ersons with Disabilitie		
Group (EEOG)	Short-ter	m Goals Long-to	rm Goals	Comments
01/02 Managers		0,0	0.0	
03 Professionals		8.9	8.9	
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	

Data for First/Previous Goals

\$22.000 M 1 M 1 M 1 M 1 M 1 M 1 M 1 M 1 M 1	***************************************		ye	¥	çy	**************	ķ	·	·	y	¥110-111-111-1110-1110-1110-1110-1	driver and the same of	************	ž. 200. c. 200	£1#**********************	ķ	£2337233472347234723347		ş
AB	<u>C</u>	D	E	<u> </u>	G	Н	<u> </u>	<u> </u>	K	L	M	L N	O	P	Q	R	S	T	<u>U</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	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) + (C + F)
	Ţ	Ţ	Ų	Į.	Ţ	Ţ	Ų.	↓	J	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	J.
								•	Fable 7: M										
									First/	Previous Sh	ort-term G	loals							
				All Em	ployees							, ,			isible Minori	ties			
	Number	Grow	oth (New Posit	ions)	Turnover (Re	placement of Employees)	Terminated		Number	Turnover (R)	eplacement of	Hires		r Goals					
Employment Equity Occupational								Anticipated Hires Over 3		Terminated	Employees)	Required		1 - To - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	YVYY-MM-DD	Actual	Proj	ected	Actual	Proje		Years	YYYY-MM-DD		I	Over 3	1111	- 1 1 1 1	Availability	rresent Gap	Gap	Representation	Years
2	2019-06-03	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2019-06-03	Annually	Over 3 Years	Years	2019	2022					
	#	%	%	#	%	º/o	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	1	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		11.5%	0	0	0.0%	0.0%
02 Middle & Other Managers	6	-100.0%		0	0.0%		0	0	0	0.0%	0	1	0	17.6%	17.6%	-1	-1	0.0%	0.0%
03 Professionals	109	-100.0%		0	0.0%		0	0	39		0	11	0	45.6%	45.6%	-11	-11	35.8%	35.8%
04 Semi-Professionals & Tech	1	-100.0%		0	0.0%		0	0	1	0.0%	0	-1	0		16.5%	1	1	100.0%	100.0%
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical 08 Skilled Sales & Service	1	-100.0% 0.0%		0	0.0% 0.0%		0	0	0	0.0%	0	0	0		14.6% 0.0%	0	0	0.0% #DIV/0!	0.0% #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	1	-100,0%		0	0.0%		0	0	1	0.0%	0	.1	0		20.4%	1	1	100.0%	100.0%
11 Intermediate Sales & Service	0	0.0%		0	0.0%		'n	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	1 0	0	0.0%	ا ٥	0	0		0.0%	ن 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	119	~100.0%		0	0.0%		0	0	41	0,0%	0	-41	0		0.0%	41	41	34.5%	34.5%

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 10.
- 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
£	loyment Equity Occupational	Men	ibers of Visi	ible Minori	ties	
	p (EEOG)	Short-ter	m Goals	Long-te	rm Goals	Comments
			%		%	
	Senior Managers		0.0		0.0	
02	Middle & Other Managers		17.6		17.6	
03	Professionals		45.6		45.6	
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	001261

Data for Subsaguant/Current Coals

									Data for	Subseque	nt/Curre	nt Goals							
AB	С	D	E j	F	G	Н]]	J	К	L	М	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	J×P	Data Entry	From Workforce Analysis	From Workforce Analysis		K ÷ C	(K - M + O) ÷ (C + F)
***************************************	Ţ	1	1	1	\	Ţ	1	Ţ	1	1	1	Ţ	1	1	Ţ	Ţ	Ţ	<u> </u>	Ţ
										Table 9:									
									Subsequ	ent/Current	Short-tern	n Goals							
				All En	ployees							,			omen				
	Number	Grow	th (New Positio	uis)	Turnover (Re				Number		eplacement of		3 Yes	r Goals					
Employment Equity Occupational						Employees)		Anticipated		Terminated		Hires Required		m - To	Present		Projected	Present	Projected
Group (EEOG)	AAAA-WW-DD	Actual	Proje	cted	Actual			Hires Over 3	YYYY-MM-DD		,	Over 3	1777	-1111	Availability	Present Gap	Gap	Representation	Representation in 3
•	an.	Annually	Annually	Over 3	Annually	Annually	Over 3	Years	414	Annualiy	Over 3	Years	0	3					Years
				Vears			Years				Years								
01 6 :- 11	#	% -100.0%	%	# 0	0.0%	%	# 0	# 0	# //	0.00/	# 0	#	#	%	% 0.0%	# 0	#	% #DIV/0!	% #DIV/0!
01 Senior Managers 02 Middle & Other Managers	0	-100.0% -100.0%		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	1		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	0.0%		n	0.0%		0	0	0	0.0%	0	0	ì		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	,	0	ì		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	ì		0.0%	0	ı ő	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%		0	0.0%		l ő	0	0	0.0%	,	o	ì		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	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	~100.0%		0	0.0%		0	0	0	0.0%	0	0	(0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	(0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	(0.0%	0	0	#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	(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	#DIV/0!	#DIV/0!

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 10.
- 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
Emn	oyment Equity Occupational		men		
	p (EEOG)	Short-term Goals	Long-te	rm Goals	Comments
		%		%	
- 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	
14	Other Manual Workers	0	0	0.0	
Total		0	0	0.0	001262

Data for Subsequent/Current Goals

									Data ivi										
A B	С	D	E	F	G	Н	I	<u>J</u>	К	L	М	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [†]	Data Entry	CxHx3	F÷I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis		K÷C	(K - M + O) ÷ (C + F)
	Ţ	Ţ	Ų.	↓	↓	Ų.	J.	1	↓	ţ	Ţ	↓	1	Ţ	Ų	Ų	Ų	1	J.
										11: Abor	-5-7								
									Subsequ	ent/Current	Short-terr	n Goals							
		,		All Em	ployees			,				,			nal Peoples	+			,
	Number	Grov	oth (New Positi	ons)	Turnover (Re	placement o Employees)			Number	Turnover (R	eplacement of	Hires		r Goals					
Employment Equity Occupational					.			Anticipated		Terminated	Employees)	Required		n - To	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proje	cted	Actual	Prej	ected	Hires Over 3 Years	YVYY-MM-DD			Over 3	1111	- 1111	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	***	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		**	Annually	Over 3 Years	Years	Ð	3					
	2	%	%	#	9/6	%	4	H	.,	0/6	#		ž	9/6	%		#	%	9/9
01 Senior Managers	- 0	-100.0%	/6		0.0%	70	,,	0	()	0.0%	- 0	- 0	- (/6	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	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	-0		0.0%	0	0	#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	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0,0%	0	0	()		0.0%	0	0	#DIV/0!	#DIV/0!
Total	0	~100.0%		0	0.0%		0	0	0	0,0%	0	0	()	1	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) 10.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

					Table 12: Aboriginal Peoples
Empleymen	nt Equity Occupational	Aborigina	l Peoples		
Group (EEC		Short-term Goals	Long-ter	rm Goals	Comments
		9/6		%	
01 Senior	or Managers	0.0		0.0	
02 Middl	lle & Other Managers	0.0		0.0	
03 Profes	essionals	0.0		0.0	
04 Semi-	-Professionals & Tech	0.0	1	0.0	
05 Super	rvisors	0,0		0.0	
06 Super	rvisors: Crafts & Trades	0.0		0.0	
07 Admir	inistrative & Sr Clerical	0.0		0.0	
08 Skilled	ed Sales & Service	0.0		0.0	
09 Skilled	ed Crafts & Trades	0.0		0.0	
10 Cleric	cal Personnel	0.0		0.0	
11 Interm	mediate Sales & Service	0.0		0.0	
12 Semi-	-Skilled Manual	0.0		0.0	
13 Other	r Sales & Service	0.0		0.0	
14 Other	r Manual Workers	0,0		0.0	
Total		0,0		0.0	001263

									Data for	Subseque	nt/Curre	nt Goals							
A B	C	D	E	F	G	Н] 1	J	K	L	М	N	0	P	Q	R	S	T	<u> </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	J×P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
Estation	Ţ	,	<u> </u>		<u> </u>	Ţ	<u> </u>	1	J	ţ	1	,	Ţ	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	·············	Į	Į	Į	<u> </u>
										: Persons									
									Subsequ	ent/Current	Short-terr	n Goals							
				All Ei	nployees							1	T 221		th Disabilitie	<u> </u>			
	Number	Gree	oth (New Posit	ions)		placement o Employees)	f Terminated		Number	Turnover (R	eplacement of	Hires		r Goals n - To					
Employment Equity Occupational	YYYY-MM-DD	Actual	Deal	ected	Actual		jected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	(Employees)	Required		- >>>>	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	1111-111-111	Actual	1109	Over 3	Actual	110	Over 3	Years			Over 3	Over 3 Vears		1	Availability		Gap	Representation	Vears
	1404	Annually	Annually	Years	Annually	Annually	Years		**	Annually	Years		0	3					
	#	%	9/6	#	%	%	#	#	#	e/ ₀	#	#	#	%	%	#	#	%	9/6
01/02 Managers	0	-100.0%		(0.0%		0	0	0	0.0%	0	0) ()	0.0%	. 0	0	#DIV/0!	#DIV/0!
03 Professionals	θ	-100.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	9 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%	9 0	0	#DIV/0!	#DIV/0!
05 Supervisors	θ	0.0%		(0.0%		0	0	0	0.0%	0	0) ()	0.0%	, 0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	θ	0.0%		(0.0%		0	0	0	0.0%	0	0) ()	0.0%	, 0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	θ	-100.0%		(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	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	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	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	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	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		(0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		(0.0%		()	0	0	0.0%	0	0) ()	0.0%	0	0	#DIV/0!	#DIV/0!
Total	0	~100.0%	<u> </u>	(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) x 100.
- taclculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

					Table 14: Persons with Disabilities
Employment Fords (Onnochional	Pe	ersons with Disab	ilities		
Employment Equity Occupational Group (EEOG)	Short-ter		ng-teri	n Goals	Comments
		%		%	
01/02 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	

Data for Subsequent/Current Goals

AB	C	D	E	F	G	Н		J	K	L	М	N	o	P	Q	R	S	T	<u> </u>
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3		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)
	Ţ	Ţ	Ų	Į.	↓	Ţ	Į.	Ţ	Ţ	Ţ	Ţ	Į.	Ţ	Į.	Į.	Ļ	Ļ	Ţ	Ţ
								71	able 15: N				S						
									Subsequ	ent/Current	Short-terr	n Goals							
				All Em	ployees							1			isible Minori	ties		,	
	Number	Grov	oth (New Posit	ions)	Turnover (Re		f Terminated		Number	Turnover (R	eplacement of			r Goals					
Employment Equity Occupational						Employees)		Anticipated		Terminated		Hires Required		n - To	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Pro	ected	Hires Over 3 Years	YYYY-MM-DD		ı	Over 3	1111	- 1111	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	***	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years			Annually	Over 3 Years	Years	0	3					
	#	%	9/0	#	%	%	#	丝	ii	%	#	#	#	%	%	#	#	%	9/6
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	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#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	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	1	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	#DIV/0!	#DIV/0!
Total	0	~100.0%		0	0.0%		0	0	0	0,0%	0	0	0	1	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) 10.
- 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
Email	syment Equity Occupational	Membe	ers of Visib	de Minoriti	es	
	(EEOG)	Short-term	Goals	Long-terr	n Goals	Comments
			%		%	
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	
14	Other Manual Workers		0,0		0.0	
Total			0.0		0.0	001265

Federal Contractors Program Achievement Report Part 4: Results - Women CS Communication et Systèmes Canada Inc. 2019-06-03 В \boldsymbol{C} D E F \mathbf{G} H I K M N 0 P 0 R S T U \mathbf{v} W X Y Part 1: Part 1: Part 2: Part 2: Flow Part 2: Flow Part 2: Flow $V \pm U x$ $Q \oplus P|_X$ $E \circ D$ DxG E = H $L \oplus K$ PxF+100 U x F + 100 Data sources: Workforce Workforce Workforce E - H Flow Data K x G + 100 Flow Data Q - S Flow Data $V \cdot X$ Data Analysis x 100 Data Analysis Data Analysis $\times 100$ ÷ 100 x 100 Analysis Analysis Analysis Analysis Analysis Ansilvsis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Occupational Group Women Women Women Women All ΑĦ All (EEOG) Employees Representation Availability EE Result Employees Actual Difference Employees Actual Difference Employees Actual Expected Difference Gap Expected Expected 0% % % 2019 0 27.6 0.0 01 Senior Managers () 0.0 0.0 0.0 0.0 0.0 0.0 Middle & Other 2019 16.7 39.4 42.3 Managers 0.0 0 0 0.0 0.0 0.0 0.0 0.0 109 27 24.8 134.6 2019 18.4 20 03 Professionals O 0 0.0 0.0 0.0 0.0 0.0 0.0 2019 0 0.0 14.0 0.0 Semi-Professionals & Technicians 0.0 0 0 0.0 0.0 0.0 0.0 0.0 2019 0 0.0 0.0 0.0 05 Supervisors 0 0 0.0 0.0 0.0 0.0 0 0.0 0.0 Supervisors: Crafts & 2019 0 0.0 0.0 0.0 Trades 0 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: Part 2: Flow $E = D \, x$ Part 3: $E \div G x$ Part 3: E + K.xPart 3: Data sources: Flow Data F ÷ I x 100 Part 3: Goals F ÷ M x 100 Data Analysis Goals 100 Goals Goals 100 Analysis 1 1 1 1 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Occupational Group Women Women Women Comments All (EEOG) Percent of Percent o Percent of Percent of Employees Actual Goal Goal Goal Goal Goal Met Goal Me Goal Me Goal Met % ٧. % % % ٧. % 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 3 0 0.0 0.0 0.0 0.0 0.0 39.4 39.4 Middle & Other 0 0 0.0 0.0 0.0 0.0 02 Managers 3 0.0 0 0.0 0.0 0.0 0.0 0.0 () 0 0.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 3 0 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & Technicians 3 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 05 Supervisors

0.0

0.0

0.0

0.0

0.0

0.0

0.0

3

0

3

Supervisors: Crafts &

Trades

0

0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

Federal Contractors Program Achievement Report Part 4: Results - Women CS Communication et Systèmes Canada Inc. 2019-06-03 В \boldsymbol{C} D E F \mathbf{G} H K M N 0 P 0 R S T U \mathbf{v} W X Y Part 1: Part 1: Part 2: Part 2: Flow Part 2: Flow Part 2: Flow $Q \oplus P|_X$ V + Ux $E \circ D$ DxG E = H $L \oplus K$ U x F + 100 Data sources: Workforce Workforce Workforce E - H Flow Data K x G + 100 Flow Data PxF+100 Q - S Flow Data $V \cdot X$ Data Analysis Data Analysis 100 Data Analysis $\times 100$ ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Ansilvsis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Occupational Group Women Women Women Women All All (EEOG) Employees Representation Availability EE Result Employees Actual Difference Employees Actual Difference Employees Actual Difference Gap Expected Expected Expected ٠. % 2019 0.0 80.9 0.0 Administrative & 0 Senior Clerical () 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 2019 0 0.0 0.0 0.0 Service Personnel 0.0 0 0 0.0 0.0 0.0 0.0 0.0 0 0.0 Skilled Crafts & 2019 0.0 0.0 Trades Workers 0 0 0.0 0.0 0.0 0.0 0.0 0.0 2019 100.0 162.3 61.6 10 Clerical Personnel 0 0 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 2019 0 0.0 0.0 0.0 Service Personnel 0 0 0.0 0.0 0.0 0.0 0 0.0 0.0 Semi-Skilled Manual 2019 0 0.0 0.0 0.0 Workers 0 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: Part 2: Flow $E = D \, x$ Part 3: $E \div G x$ Part 3: E + K.xPart 3: Data sources: Flow Data F ⇒ Lx 100 Part 3: Goals F ÷ M x 100 Data Analysis Goals Goals Goals 100 100 Analysis 1 1 1 1 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year Women Women Women Occupational Group Comments All (EEOG) Percent o Percent of Percent of Percent of Employees Actual Goal Goal Goal Goal Goal Me Goal Me Goal Me Goal Met % % % % % % % Administrative & 0 0 0.0 0.0 50.0 0.0 0.0 50.0 0.0 Senior Clerical 3 0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 0 0 0.0 0.0 0.0 0.0 0.0 Service Personnel 0.0 3 0 0.0 0.0 0.0 0.0 0.0 0 0 0.0 Skilled Crafts & 0.0 0.0 0.0 0.0 0.0 Trades Workers 3 0.0 0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 10 Clerical Personnel 3 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 Intermediate Sales & 0 0.0

0.0

0.0

0.0

0.0

0.0

0.0

Service Personnel

Workers

Semi-Skilled Manual

3

0

3

0

0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

								Fede	al Conti					Report									
												- Wome		-									
								<u>C:</u>	S Comm				Canada	Inc.									
										20)19-06-	.03											
A B] C	D	E	F	G	H	I	J	K	L	M	<u>N</u>	0	P	Q	R	S	T	L. 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	PxF+100	Q-S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V+Ux 100	UxF+100	V-X
	***************************************	Į į	Į	1	1	1	1	Ų.	1	↓	1	<u> </u>	Ţ	, 1	1	Ţ	1	1		Ţ	1	Ţ	
			1		orce An										Flow I				,				
Employment Equity Occupational Group	Year	All		W	orkforce	men			Ali		Hires	omen		All	Pı	romotio v	ns omen		All	Te	rminatio w	omen	
(EEOG)		All Employees	Represen	tation	Avails		Gap	EE Result	All Employees	Act		Expected	Difference	Employees	Act		Expected	Difference	An Employees	Act		Expected	Difference
	#	#	ä	9/6	*,	ä	ä	%	H	#	%	#	Ħ	#	#	%	H	#	#	£	•%	ji	#
13 Other Sales & Service Personnel	2019	0	0	0.0	0.0 0.0		0	0.0	1	0	0.0	n	0		0.	0.0	a			0	0.0	0	0
Other Manual	2019	0	0	0.0	0.0	<u> </u>	0	0.0		, ,	0.0	, v		<u> </u>	V	(7,0	U		· · · · ·	U	0.0		
14 Workers	0	0	0	0.0	0.0	·	0	0.0	(0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Total	2019	119	29 0	24.4	0.0		29 0	0.0			0.0					0.0					2.0		
L	0	0	υ;	0.0	0.0		U	0.0		0	0.0	V V	0) 0	0	0.0	0	1 0	1 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+Gx 100	Part 3: Goals	F ⇒ I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100											
	•	1	Ţ	Ţ	1	1	1	1	Ţ	1	1	↓ ·											
			Entran	ts					oals														
Employment Equity	Year	FI	ow Data Wom				rm Goals _{men}	i .		Long-teri Wom							,		4				
Occupational Group (EEOG)		All Employees	Actu		Goal	Percent of Goal Met	Geal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					,	Commen	15				
-	- 4	li li	ž.	%	#	%	7/6	%	и	%	×	%											
Other Sales & Service Personnel	3	0	0	0.0	0	0.0	0,0	0.0	(0.0	0.0	4											
Other Menuel	0	0	0	0.0	0	0.0	0.0	0.0	(0.0	0.0	4											
14 Workers	3	0	0	0.0			0.0	0.0			0.0	0.0											
Total	3	0	0	0.0	0	0.0	0.0	0,0 0.0	(0.0	0.0 0.0	.1											

Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples CS Communication et Systèmes Canada Inc. 2019-06-03 A В \boldsymbol{C} D E F \mathbf{G} H I K M N 0 P 0 R S T U \mathbf{v} W X Y Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Flow Part 2: Flow Part 2: Flow $V \pm U x$ $Q \oplus P|_X$ $E \circ D$ DxG $E \oplus H$ $L \oplus K$ U x F + 100 Data sources: Workforce Workforce Workforce E - H Flow Data K x G + 100 Flow Data PxF+100 Q - S Flow Data $V \cdot X$ Data Analysi: x 100 Data Analysis Data Analysis $\times 100$ + 100 x 100 Analysis Analysis Analysis Analysis Analysis Ansilvsis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Occupational Group Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples All All All (EEOG) Employees Representation Availability EE Result Employees Actual Difference Employees Actual Difference Employees Actual Gap Expected Expected Expected Difference ٠., ٠. 2019 0 0.0 3.2 0.0 01 Senior Managers () 0.0 0.0 0.0 0.0 0.0 0.0 Middle & Other 2019 0 0.0 2.7 0.0 Managers 0.0 0 0 0.0 0.0 0.0 0.0 0.0 109 3 2.8 393.2 2019 0.7 03 Professionals 0 O 0.0 0.0 0.0 0.0 0.0 0.0 2019 0 0.0 LI 0.0 Semi-Professionals & Technicians 0.0 0 0 0.0 0.0 0.0 0.0 0.0 2019 0 0.0 0.0 0.0 05 Supervisors 0 0 0.0 0.0 0.0 0.0 0 0.0 0.0 Supervisors: Crafts & 2019 0 0.0 0.0 0.0 Trades 0 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: Part 2: Flow $E = D \, x$ Part 3: $E \div G x$ Part 3: E + K.xPart 3: Data sources: Flow Data F ⇒ I x 100 Part 3: Goals F ÷ M x 100 Data Analysis Goals Goals Goals 100 100 Analysis 1 1 1 1 1 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year Occupational Group **Aboriginal Peoples** Aboriginal Peoples Aboriginal Peoples Comments All (EEOG) Percent o Percent of Percent of Percent of Employees Actual Goal Goal Goal Goal Goal Me Goal Me Goal Me Goal Me % % % % % % % # 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 3 0 0.0 0.0 0.0 0.6 0.0 0.0 Middle & Other 0 0 0.0 0.0 0.0 0.0 0.0 0.0 02 Managers 3 0.0 0 0.0 0.0 0.0 0.0 0.0 () 0 0.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 3 0 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & Technicians 3 0 0.0 0.0 0.0 0.0 0.0

0.0

0.0

0.0

0.0

0.0

0.0

0

3

0

3

05 Supervisors

Trades

Supervisors: Crafts &

0

0

0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples CS Communication et Systèmes Canada Inc. 2019-06-03 В \boldsymbol{C} D E F \mathbf{G} H K M N 0 P 0 R S T U \mathbf{v} W X Y Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Flow Part 2: Flow Part 2: Flow $Q \oplus P|_X$ V + Ux $E \circ D$ DxG $E \oplus H$ $L \oplus K$ U x F + 100 Data sources: Workforce Workforce Workforce E - H Flow Data K x G + 100 Flow Data PxF+100 Q - S Flow Data $V \cdot X$ Data Analysi: Data Analysis 100 Data Analysis $\times 100$ + 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Ansilvsis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples All ΑĦ All (EEOG) Employees Representation Availability EE Result Employees Actual Employees Actual Employees Actual Gap Expected Difference Expected Difference Expected Difference ٠., ٠. 2019 0.0 0.8 0.0 Administrative & 0 Senior Clerical () 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 2019 0 0.0 0.0 0.0 Service Personnel 0.0 0 0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 2019 0 0.0 0.0 Trades Workers 0 0 0.0 0.0 0.0 0.0 0.0 0.0 2019 0 0.0 1.0 0.0 10 Clerical Personnel 0.0 0 0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 2019 0 0.0 0.0 0.0 Service Personnel 0 0 0.0 0.0 0.0 0.0 0 0.0 0.0 Semi-Skilled Manual 2019 0 0.0 0.0 0.0 Workers 0 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: Part 2: Flow $E = D \, x$ Part 3: $E \div G x$ Part 3: E + K.xPart 3: Data sources: Flow Data F ⇒ I x 100 Part 3: Goals F ÷ M x 100 Data Analysis Goals 100 Goals 100 Goals Analysis 1 1 1 1 1 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year **Aboriginal Peoples** Aboriginal Peoples Aboriginal Peoples Occupational Group Comments All (EEOG) Percent o Percent of Percent of Percent of Employees Actual Goal Goal Goal Goal Goal Me Goal Me Goal Me Goal Met % ٧. % % % % % Administrative & 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 07 Senior Clerical 3 0 0.0 0.0 0.6 0.0 0.0 0.0 Skilled Sales & 0 0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 0.0 3 0 0.0 0.0 0.0 0.0 0.0 0 0 0.0 Skilled Crafts & 0.0 0.0 0.0 0.0 0.0 Trades Workers 3 0 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 10 Clerical Personnel 3 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 Intermediate Sales & 0 0.0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

Service Personnel

Workers

Semi-Skilled Manual

3

0

3

0

0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

									Feder	al Contr					Report									
										Part 5: Commi			riginal I	-	(no									
										Commi		019-06-		_anaua i	inc.									
		·····			***********		looooooool	**********	······································	***************	ş	************	*************		**************************	şamını		Y	*************	***************************************	yerranenen y	***********	2434343444444444	
A	B	C	D	E	F	G	H	I	J	<u>K</u>	<u> </u>	M	N	0	P	<u>. Q</u>	R	S	T	JU	V	W	X	Y
Data so	irces:		Part 1: Workforce Analysis	Part I: 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	PxF+100	Q-S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	UxF+100	V-X
			1	Į.	1	Ţ	1	1	T .	Ų.	Ţ	1	1	Ţ	1	1	Ţ	1	1	1	Ţ	1	Ţ	
				1		orce An									,	Flow D				,				
	loyment Equity pational Group	Year			W	orkforce	al Peoples					Hires	nal Peoples			Pr	omotio	nal Peoples		All	Te	rminatio	ons nal Peoples	
(EEC			All Employees	Represe	ntation	Avail		Gap	EE Result	Ali Employees	Act	imi	Expected	Difference	All Employees	Acti		Expected	Difference	Employees	Act		Expected	Difference
		#	#	#	b _{/0}	9,		#	9/6	¥	μ	%	#	¥	#	#	%	#	#	ı,	Ħ	%	#	¥
1 13 1	Other Sales & Service Personnel	2019 0	0	0	0.0	0.0	\$	0	0.0			0.0				0.	0.0					0.0		
	Other Manual	2019	0	0	0.0	0.0		0	0.0		0	0.0	U			l "	0.0	U	U	- U	0	0.0	()	U
	Vorkers	0	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Total		2019	119	3	2.5	0.0		3	0.0															
L		0	0	0	0.0	0.0	. 0	0	0.0	0	0	0.0	0	0	1 0	0	0.0	0	0	1 0	0	0.0	0	U
Data so	urces:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E+Gx 100	Part 3: Goals	F = I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F÷Mx 100											
			1	J	↓	Ţ	Ţ	Ţ	J	Ţ	↓	Ţ	J.											
				Entran	its					oals														
	loyment Equity	Year	FI	ow Data Aberigina			Short-ter	m Goal:	S		Long-teri													
Occu (EEC	pational Group)G)		All Employees		•		Aporigina Percent of		Percent of		Percent of		Percent of					(Commen	ts				
(Aen		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
1	Other Sales & Service	0	# 0	0	0.0	# ()	94	% 0.0	0.0	# ()	% 0.0	0.0	% 0.0											
1 1 4 1	'ersonnel	3	0	0	0.0			0.0	0.0			0.0	0.0											
	Other Manual	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	Vorkers	3 0	0	0	0,0	n	0.0	0.0	0.0	<u> </u>	0.0	0.0	0.0 0.0											
Total		3	0	0	0.0	V	V.U	0.0	0.0	V	V.0	0.0	0.0											

									ral Conti														
									Part 6: R S Comm														
		***************************************						~,	Comm		019-06-												
	ç	<i>ş</i>	\$c0c0c0cococococococo	*******	pp.			·	·	************		·	,	************************	p	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	***********	·	,	ęnnannannya	*******		
A B	<u>C</u>	D	E	F	G	H	I	J	K	<u>.</u>	M	N	O	P	Q	R	S	T	U	V	W	X	<u>Y</u>
Data sources:		Part 1: Workforce	1 WOLKIOICE 1	5 ÷ D c 100	Part 1: Workforce	D x G ÷ 100	E - H	E + H × 100	Part 2: Flow Data Analysis	Part 2: Flow Data	L ÷ K × 100	K x G + 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data	Q ÷ P x 100	P x F + 100	Q-S	Part 2: Flow Data Analysis	Part 2: Flow Data	V+Ux 100	U x F + 100	V-X
	*********	Analysis J	Analysis J	Ţ	Analysis J			l	<u> </u>	Analysis 	<u> </u>	J	<u> </u>	l J	Analysis J		J.	1	<u> </u>	Analysis L		J	J
			*	orkfo	orce An					•			•			Data Ai		•	•	•			
Employment Equity Occupational Group	Year				orkforce Persons with						Hires	th Disabilitie			P	romotio	18 th Disabilitie				minatio		
(EEOG)		All Employees	Representa		Persons with Availa		Gap	EE Result	All Employees	Ac	Persons wi tual	th Disabilitie Expected	Difference	All Employees	Ac		Expected	Difference	All Employees	Acto		h Disabilities Expected	Difference
	#	#	# 0	**	9,6	i i	# 0	%	H	#	7,	#	#	#	#	***	#	#	ü	#	*,	#	ŧ
01& 02 Managers	2019 0	0	0	0.0 0.0	5.0 0.0	0	0	0.0 0.0	(0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
03 Professionals	2019 0	109	1 0	0.9 0.0	8.9 0.0	10 0	-9 0	10.3 0.0	(0	0.0	0	0	0	0	0.0	n	0	0	0	0.0	0	0
04 Semi-Professionals &	2019	i	0	0.0	7.6	0	0	0.0				×		`									
Technicians	2019	0	0	0.0	0.0	0	0	0.0	(0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
05 Supervisors	0	0	0	0.0	0.0	0	0	0.0	() 0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2019 0	0	0	0.0 0.0	0.0 0.0	0	0	0.0	(0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
***************************************	*********		Part 2:	*******			***********	*******************	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		×												
Data sources:		Part 2: Flow Data Analysis	Estam Prom 1 8	+ D x 100	Part 3: Goals	B + G x 100	Part 3: Goals	F ÷ 1 x 100	Part 3: Goals	E+Kx 100	Part 3: Goals	F ÷ M x 100											
		i	L V	Ţ	Ji	Ţ	Ţ	ţ	i	<u></u>	J	J				***************************************							
			Entrants	,					oals														
Employment Equity	Year	F	low Data Persons w			Short-ter Persons with				Long-ter Persons with							,	,					
Occupational Group (EEOG)		All Employees	Disabiliti Actual			Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of					(Commen	IS .				
	1	4		%	#	Goal Met	%	Goal Met	u u	Goal Met	e _a	Goal Met											
01& Managers	0	0	0	0.0	0	0.0	0.0	0.0	(0.0	0.0	0.0											
03 Professionals	0	0	0	0.0	0	0.0	0.0 8.9	0.0	.	0.0	.	0.0											
Sami Professionals &	3	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0	0.0											
04 Technicians	3	0	0	0.0			0.0	0,0			0.0	0.0											
05 Supervisors	3	0	0	0.0	0	0.0	0.0 0.0	0.0 0.0		0.0	0.0	0.0 0.0											
06 Supervisors: Crafts & Trades	0	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0	0.0											
Litages	1 3	0	U	0,0			0.0	U.0	<u> </u>	1	0.0	0.0											

Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities CS Communication et Systèmes Canada Inc. 2019-06-03 В \boldsymbol{C} D E F \mathbf{G} H K M N 0 P 0 R S T U \mathbf{v} W X Y Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Flow Part 2: Flow Part 2: Flow $Q \oplus P|_X$ V + Ux $E \circ D$ DxG $E \oplus H$ $L \oplus K$ U x F + 100 Data sources: Workforce Workforce Workforce E - H Flow Data K x G + 100 Flow Data PxF+100 Q - S Flow Data $V \cdot X$ Data Analysi: Data Analysis 100 Data Analysis $\times 100$ + 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Ansilvsis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Persons with Disabilities Persons with Disabilities Persons with Disabilities Persons with Disabilities All ΑĦ All (EEOG) Employees Representation Availability EE Result Employees Employees Employees Actual Gap Actual Expected Difference Actual Expected Difference Expected Difference ٠., % 2019 0.0 10.0 0.0 Administrative & 0 Senior Clerical () 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 2019 0 0.0 0.0 0.0 Service Personnel 0.0 0 0 0.0 0.0 0.0 0.0 0.0 0 0.0 Skilled Crafts & 2019 0.0 0.0 Trades Workers 0 0 0.0 0.0 0.0 0.0 0.0 0.0 2019 0 0.0 9.3 0.0 10 Clerical Personnel 0.0 0 0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 2019 0 0.0 0.0 0.0 Service Personnel 0 0 0.0 0.0 0.0 0.0 0 0.0 0.0 Semi-Skilled Manual 2019 0 0.0 0.0 0.0 Workers 0 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: Part 2: Flow $E = D \, x$ Part 3: E + G xPart 3: E + K.xPart 3: Data sources: Flow Data F ⇒ I x 100 Part 3: Goals F ÷ M x 100 Data Analysis Goals Goals 100 100 Goals Analysis 1 1 1 1 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Persons with Persons with Disabilities Persons with Disabilities Occupational Group Comments Disabilities AH (EEOG) Employees Percent o Percent of Percent of Percent of Actual Goal Goal Goal Goal Goal Met Goal Met Goal Met Goal Met # # % # % % % # % ٠., % 0.0 0.0 0.0 Administrative & 0 0.0 0.0 0.0 0.0 Senior Clerical 3 0 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 Skilled Sales & () 0.0 0.0 0.0 0.0 08 Service Personnel 3 0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 09 Trades Workers 3 0.0 0.0 0.0 0.0 0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 0.0 10 Clerical Personnel 0 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 0 0 0.0 0.0 0.0 0.0 0.0 0.0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

Service Personnel

Workers

Semi-Skilled Manual

0

0.0

0.0

0.0

0

0

0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

	Federal Contractors Program Achievement Report																						
	Part 6: Results - Persons with Disabilities CS Communication et Systèmes Canada Inc.																						
	2019-06-03																						
400004000000000000000000000000000000000																							
A B	C	D	<u>E</u>	F	G	H	I	J	K	<u>L</u>	M	N	<u>O</u>	P	<u> Q </u>	R	S	T	JU	<u>V</u>	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	PxF+100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ± U x 100	UxF+100	V-X
***************************************		1	1	1	1	1	1	Ţ	Ų.	1	Ţ	J	1	<u> </u>	Ţ	1	1	1	<u> </u>	<u> </u>	1	Ţ	
Employment Equity				Workfo										T	Flow I				·				
Occupational Group	Year	All			orkforce Persons with	ı Disabilities			All		Hires Persons wi	th Disabilitie		All	P	omotio	NS ith Disabilitie		Terminations All Persons with Disabilities			es	
(EEOG)		Employees	Repres	entation	Avail	ability	Gap	EE Result	Employees	Ac	(m)	Expected	Difference	Employees	Act	ual	Expected	Difference	Employees	Act	ual	Expected	Difference
Today Calar R. C. a ta	# 2019	# 0	# 0	**	0.0	# 0	# 0	%	#	#	7,	¥	#	#	#	%	Ħ	#	#	#	9,	#	#
Other Sales & Service Personnel	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
14 Other Manual	2019	0	0		0.0		0	0.0			\$		***************************************			•••••		***************************************			•••••		
Workers	0 2019	0 119	0		0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	(0
Total	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
				1						······································	í												
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F * I x 100	Part 3: Goals	E+Kx 100	Part 3: Goals	F + M x 100											
i		1	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	<u> </u>	↓ ↓	Ţ											
			Entra						oals														
Employment Equity	Year	FI	ow Data	os with			rm Goal			Long-ter													
Occupational Group (EEOG)		All Employees		bilities			i Disabilities			Persons with	Disabilities						(Commen	ts				
(EEOO)		Employees	Ac	tual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
Other Sales & Service	# ()	# 0	# ()	0.0	#	0,0	0.0	0,0	#	0.0	0.0	0.0											
Personnel	3	0	0		V	V.0	0.0	0.0	V	7.0	0.0	0.0											
14 Other Manual Workers	0 3	0	0		0	0.0	0.0 0.0	0.0 0.0	0	0.0	0.0 0.0	0.0 0.0											
Total	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0,0	0.0											
	3	0	()	0.0			0.0	0.0			0.0	0.0											

Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities CS Communication et Systèmes Canada Inc. 2019-06-03 В \boldsymbol{C} D E F \mathbf{G} H I K M N 0 P 0 R S T U \mathbf{v} W X Y Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Flow Part 2: Flow Part 2: Flow $V \pm U x$ $Q \oplus P|_X$ $E \circ D$ DxG $E \oplus H$ $L \oplus K$ U x F + 100 Data sources: Workforce Workforce Workforce E - H Flow Data K x G + 100 Flow Data PxF+100 Q - S Flow Data $V \cdot X$ Data Analysi: x 100 Data Analysis 100 Data Analysis $\times 100$ ÷ 100 x 100 Analysis Analysis Analysis Analysis Analysis Ansilvsis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All ΑĦ All (EEOG) Employees Representation Availability EE Result Employees Actual Difference Employees Actual Difference Employees Actual Gap Expected Expected Expected Difference ٠., ٠. 2019 0.0 11.5 0.0 0 01 Senior Managers () 0.0 0.0 0.0 0.0 0.0 0.0 Middle & Other 2019 0 0.0 17.6 0.0 Managers 0.0 0 0 0.0 0.0 0.0 0.0 0.0 109 39 35.8 -11 78.5 2019 45.6 50 03 Professionals O 0 0.0 0.0 0.0 0.0 0.0 0.0 2019 100.0 16.5 606.1 Semi-Professionals & Technicians 0 0 0.0 0.0 0.0 0.0 0.0 0.0 2019 0 0.0 0.0 0.0 05 Supervisors 0 0 0.0 0.0 0.0 0.0 0 0.0 0.0 Supervisors: Crafts & 2019 0 0.0 0.0 0.0 Trades 0 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: Part 2: Flow $E = D \, x$ Part 3: E + G xPart 3: E + K.xPart 3: Data sources: Flow Data F ÷ I x 100 Part 3: Goals F ÷ M x 100 Data Analysis Goals Goals Goals 100 100 Analysis 1 1 1 1 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Visible Minorities Visible Minorities Occupational Group Visible Minorities Comments All (EEOG) Percent o Percent of Percent of Percent of Employees Actual Goal Goal Goal Goal Goal Me Goal Me Goal Me Goal Met % ٧. % % % % % # 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 3 0 0.0 0.0 0.0 0.0 0.0 17.6 Middle & Other 0 0 0.0 0.0 0.0 17.6 0.0 02 Managers 3 0.0 0 0.0 0.0 0.0 0.0 45.6 () 0 0.0 45.6 0.0 0.0 0.0 0.0 03 Professionals 2 0 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & Technicians 3 0 0.0 0.0 0.0 0.0 0.0

0.0

0.0

0.0

0.0

0.0

0.0

0

3

0

3

05 Supervisors

Trades

Supervisors: Crafts &

0

0

0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities CS Communication et Systèmes Canada Inc. 2019-06-03 В \boldsymbol{C} D E F \mathbf{G} H K M N 0 P 0 R S T U \mathbf{v} W X Y Part 1: Part 1: Part 1: Part 2: Part 2: Flow Part 2: Flow Part 2: Flow $Q \oplus P|_X$ V + Ux $E \circ D$ DxG $E \oplus H$ $L \oplus K$ U x F + 100 Data sources: Workforce Workforce Workforce E - H Flow Data K x G + 100 Flow Data PxF+100 Q - S Flow Data $V \cdot X$ Data Analysi: Data Analysis 100 Data Analysis $\times 100$ ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Ansilvsis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All All All (EEOG) Employees Representation Availability EE Result Employees Actual Employees Actual Difference Employees Actual Gap Expected Difference Expected Expected Difference ٠., ٠. 2019 0.0 14.6 0.0 Administrative & 0 Senior Clerical () 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 2019 0 0.0 0.0 0.0 Service Personnel 0.0 0 0 0.0 0.0 0.0 0.0 0.0 0 0.0 Skilled Crafts & 2019 0.0 0.0 Trades Workers 0 0 0.0 0.0 0.0 0.0 0.0 0.0 2019 100.0 20.4 490.2 10 Clerical Personnel 0 0 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 2019 0 0.0 0.0 0.0 Service Personnel 0 0 0.0 0.0 0.0 0.0 0 0.0 0.0 Semi-Skilled Manual 2019 0 0.0 0.0 0.0 Workers 0 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: Part 2: Flow $E = D \, x$ Part 3: E + G xPart 3: E + K.xPart 3: Data sources: Flow Data F ⇒ I x 100 Part 3: Goals F ÷ M x 100 Data Analysis Goals Goals 100 100 Goals Analysis 1 1 1 1 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments All (EEOG) Percent e Percent of Percent of Percent of Employees Goal Goal Actual Goal Goal Goal Me Goal Me Goal Me Goal Met % ٧. % % % % % Administrative & 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 07 Senior Clerical 3 0 0.0 0.0 0.6 0.0 0.0 0.0 Skilled Sales & 0 0 0.0 0.0 0.0 0.0 0.0 Service Personnel 0.0 3 0 0.0 0.0 0.0 0.0 0.0 0 0 0.0 Skilled Crafts & 0.0 0.0 0.0 0.0 0.0 Trades Workers 3 0.0 0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 10 Clerical Personnel 3 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 Intermediate Sales & 0 0.0 Service Personnel 3 0 0.0 0.0 0.0 0.0 0.0

Semi-Skilled Manual

Workers

0

3

0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

	Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities																							
-	CS Communication et Systèmes Canada Inc. 2019-06-03																							
		***********	ge.e.e.e.e.e.e.e.e.e.e.e.e.e.e.e.e.e	,,,,	**********	passassassassassassas		**********	·	ymmoonoo		·	·	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		·		·	·			**********	,	90000000000
A	B	<i>C</i>	D	E	F	G	Н	I	J	<u>K</u>	<u>.</u>	<u> </u>	<u>N</u>	0	P	Q	R	S	T	<u> </u>	<u>V</u>	W	X	<u> </u>
Data s	nurces:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E → D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E+11 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	UxF+100	V-X
innnn			J	J ,	1	<u> </u>	1	Ţ	\	<u> </u>	1	<u> </u>	<u> </u>	<u> </u>	<u>, 1</u>	<u> </u>	1	1	Ţ	\	<u> </u>	1	Ţ	
				V		orce An										Flow I				_				
	doyment Equity upational Group	Year			W	orkforce Visible V					T	Hires	Minorities			Pi	omotio	Minorities			Terminations Visible Minorities			
(EE	•		All Employees	Represent	ation	Availa	······	Gap	EE Result	Ali Employees	Ac	tual	Expected	Difference	All Employees	Act		Expected	Difference	All Employees	Act		Expected	Difference
		#	#	g g	υ,	**	- 8	ä	%	¥	ji .	%	#	#	#	#	%	Ĥ	#	ü	#	4/ ₆	#	#
1 1 5 1	Other Sales & Service Personnel	2019	0	0	0.0	0.0	0	0	0.0								0.0					0.0		
	Other Manual	2019	0	0	0.0	0,0 0.0	0	0	0.0		0	0.0	0		0	0	0.0	U		0	0	0.0		0
	Workers	0	0	0	0.0	0.0	0	0	0.0	(0 0	0.0	0	C	0	0	0.0	0	C	0	0	0.0	0	0
Total		2019	119	41	34.5	0.0	0	41																
L		0	0	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÷Gx 100	Part 3: Goals	F ≈ I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100											
i		•••••	Ţ	Ţ	Ţ	Ţ	V	Ţ	Ţ	J	↓	Ţ	<u>.</u>	•										
			New	Entrant	S				(Goals														
	loyment Equity	Year	Fl	ow Data		-	Short-ter		S		Long-ter													
Occ (EE	ipational Group DG)		All Employees	Visible Mir Actua		Goal	Visible M Percent of Goal Met	Goal	Percent of Goal Met	Goal	Visible M Percent of Goal Met		Percent of Goal Met					(Commen	ts				
		4	ii ii	a	%	#	%	%	vanar viet %	и	%	%	%											
1 1 1 1	Other Sales & Service	0	0	0	0.0	0	0.0	0,0	ł		0.0		Į											
	Personnel Other Manual	3 0	0	0	0.0	n	0.0	0.0	0.0		0.0	0.0												
1 1 3 1	Workers	3	0	0	0.0	U	0.0	0.0		ł	0.0	0.0	Į											
Total		0 3	0	0	0.0	0	0.0	0.0 0.0	0.0	(0.0	0.0	1											

Federal Contractors Program Achievement Report Part 8: Reasonable Efforts CS Communication et Systèmes Canada Inc. 2019-06-03

Efforts

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

Contact	ovoro i rogram.
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.
	Devoted adequate resources (financial and human) to ensure that the short-term goals would be met.
	Consulted employee/union representatives on communication and implementation of employment equity.

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



Instructions

CS Communication and Systems Canada Inc. believes that all employees should be treated fairly. We promote employment equity in the workplace to ensure that women, Aboriginal peoples, persons with disabilities and visible minorities are fairly represented at all levels of our organization. Our employment equity program ensures that our hiring and promotion practices are based on qualifications and competencies.

As part of our employment equity program, we are using this questionnaire to gather information about our workforce. By identifying yourself as a member of a designated group (women, Aboriginal peoples, persons with disabilities and visible minorities) in sections B to E, you will help us get an accurate picture of our workforce. Rest assured that in our workplace, you can safely identify yourself as a member of a designated group. You can request the accommodation you need to perform your duties to the best of your ability.

You are not required to complete Sections B to H of the questionnaire; however, you must complete Section A, sign Section I and return the questionnaire to the Human Resources Department, even if you decide not to provide any other information.

The answers you provide in this questionnaire will be kept solely for statistical analysis and their confidentiality will be protected. We invite you to review, update and correct your information at any time. This information will not be used for unauthorized purposes.

March 2019

Privacy Notice

The information you provide is collected under the authority of sections 18 and 42 of the *Employment Equity Act for* the purpose of enabling our organization to collect workforce data, comply with employment equity legislation and implement employment equity in the workplace.

Participation in the self-identification survey is voluntary. Any refusal to provide personal information will result in incomplete or inaccurate capture of our membership data.

The information you provide will be aggregated with data from other employees and will be shared with the Labour Program of Employment and Social Development Canada (EDSC) for the purpose of complying with employment equity legislation in the Federal Contractors Program.

The information you provide may be used or disclosed by EDSC for policy analysis, research or evaluation purposes. However, these additional uses or disclosures of your personal information will never be used to make an administrative decision about you.

Your personal information is administered by EDSC in accordance with the *Privacy Act* and other applicable laws. You have the right to protection of and access to your personal information. Your personal information is stored in EDSC Personal Information Bank PPU 729. The procedure for obtaining this information is described in the government publication *Info Source*, which is available at the following website: http://www.infosource.gc.ca. You can also access Info *Source* online at a Service Canada Centre.

This questionnaire is also available upon request in Braille, large print or audio format. It is also available on our website at the following address

A.First name/Last
name:

Position:
Employee number:

Employment Status: Full time

Part-time

Temporary

March 2019 Page **2** of **5**

B.

Sex

Woman □Homme □

C.	Aboriginal people
Accor	ding to the Employment Equity Act, an Aboriginal person is an Indian, Métis or Inuit.
	Are you an Aboriginal person?
	Yes □Non □
D.	Visible minorities
Abori	ding to the <i>Employment Equity Act</i> , visible minorities are persons in Canada, other than ginal peoples, who are non-Caucasian in race or non-white in colour, regardless of aship or place of birth.
The f	ollowing is a non-exhaustive list of examples of visible minorities :
٠	The Blacks
•	Non-white Latin Americans (including indigenous people from Central and South America)
	East Asians (e.g. Chinese, Japanese or Koreans)
•	South Asians or East Indians (e.g. Indians, Pakistanis, Bangladeshis or East Indians from Guyana, Trinidad or East Africa)
•	Southeast Asians (e.g., Burmese, Cambodian, Filipino, Laotian, Thai or Vietnamese)
	West Asians, North Africans or non-white skinned Arabs (e.g. Iranians, Lebanese, Egyptians or Libyans)
•	People of mixed origin (e.g., one parent of whom is a member of a visible minority)
	Are you a member of a visible minority? Yes □Non □
Marcl	n Page 3 of
2019	· ·

E. People with disabilities

According to the *Act*, persons with disabilities are persons who have a long-term or recurrent impairment in physical, mental or sensory abilities, psychiatric or learning impairments, and who consider themselves to have reduced capacity for employment or who believe that they are likely to be classified as such by their employer or by prospective employers because of such impairment. This group also includes persons whose functional limitations related to their disability are being accommodated in their job or workplace (including technical aids, equipment modifications or other work arrangements).

The following is a non-exhaustive list of examples of disabilities:

- · Coordination or dexterity
 - (e.g., difficulty using hands or arms, such as grasping objects or using a keyboard)
- Mobility
 - (e.g., difficulty moving from one office to another, walking long distances or using stairs)
- · Blindness or visual impairment
 - (e.g., inability or difficulty to see, glaucoma, excluding people who can see well with glasses or contact lenses)
- Parole
 - (e.g., inability or difficulty in speaking and being understood)
- · Deafness or hearing impairment
 - (e.g., inability or difficulty hearing)
- · Other impairments

(e.g., learning, developmental or other disability)

Are you a perso	n with :	a disability?
Yes □Non □		

F. Additional data for accommodation purposes

lease indicate how we could accommodate you to enable your full participation in you orkplace. Please note that these accommodations, if implemented, will not negatively our hiring, training, promotion opportunities and retention within our organization.	

March 2019

G.Voluntary employee participation

1) Would you like your employment equity self-identification information to be used for employment equity measures?

Yes □Non □

As part of our ongoing employment equity efforts, from time to time, we ask

designated group members to participate in various activities (e.g., committees or focus groups) to share their ideas on new programs. Check the "Yes" box below if you consent to being contacted directly by the employment equity contact person or a local human resources manager for this purpose.

Yes □Non □

H. Employee comments

We would like to hear your comments or ideas about our employment equity program. Please be assured that all comments received will remain confidential.

Please contact the employment equity contact person by phone at 514-748-8258 ext. 522 or by email at adaigle@cscanada.ca.

I. Signature of the employee

Signature:Date:

Thank you for your participation!

Please return this signed questionnaire to the human resources office or send us a scanned copy.



From: Andréanne Daigle < adaigle@cscanada.ca>

Sent: June 4, 2019 2:18 PM

To: EE-EME < <u>ee-eme@hrsdc-rhdcc.gc.ca></u>

Cc: Laurent Pieraut tristan Tassé < ttasse@cscanada.ca

Subject: RE: Government of Canada Agreement Number 10000681 - Notice of First Assessment of

Conformity under the Federal Contractors Program

Hello,

As requested, you will find in attachments:

- The self-identification questionnaire used to conduct the workforce survey.
- The results of the workforce analysis (summary report and detailed report).
- A completed Achievement Report in an Excel format file that includes short and long-term numerical goals based on representation gaps identified in the workforce analysis.

And here are the results of the workforce survey:

- · the number of employees surveyed: 119
- the total number of self-identification questionnaires that were returned (fully and partially completed and not completed): 100
- the number of self-evaluation questionnaires that were returned duly completed: 100

Also, please note that the email address you have for Mr. Laurent Pieraut is wrong, the correct address is: lpieraut@cscanada.ca.

Please do not hesitate to contact us if you have any questions.

Yours sincerely,

Andréanne Daigle

Human Resources Advisor CS Communication & Systems Canada Inc. Tel. 514.748.8258 Ext. 522

CS Canada your partner for Innovative Critical Systems

Data contained herein is subject to applicable export control regulations.

Export Classification: Public - No Export Regulated Technical Data

Property notice This email contains confidential information and receipt of this email does not constitute authorization to use or disclose its

This message contains confidential information and is intended only for the named person. If you are not the named recipient, you must not broadcast, distribute or copy this email. Please reply immediately to the sender if you have received this e-mail in error and delete it from your system. This e-mail and its attachments do not contain technical data controlled under the Canadian Export Control List (ECL), the United States Munitions List (USML) or the United States Commercial Control List (CCL).

Proprietary Notice -

This email contains confidential information and its receipt does not constitute an authorization to use or disclose its contents. This message contains confidential information and is intended only for the individual named. If you are not the named addressee you should not disseminate, distribute or copy this e-mail. Please notify by replying to the sender immediately if you have received this e-mail by mistake and delete this copy from your system. This e-mail, including attachments, contains no technical data controlled by the Canadian Export Control List (ECL), the United States Munitions List (USML), or the United States Commerce Control List (CCL)

From: maurice.yakibonge@labour-travail.gc.ca < maurice.yakibonge@labour-travail.gc.ca > From

ee-eme@hrsdc-rhdcc.gc.ca Submitted: 1 May 2019 08:05 To:

lpierault@cscanada.ca

Cc: Andréanne Daigle < adaigle@cscanada.ca>

Re: Government of Canada Agreement Number 10000681 - Notice of First Assessment of

Compliance under the Federal Contractors Program

This information is also available in English upon request.

Mr. Pierault,

This is to inform you that Communication & Systems Canada will undergo an initial compliance assessment under the Federal Contractors Program (FCP) under the Employment Equity Act.

Compliance with FCP requirements is a prerequisite for maintaining the right to bid on future federal contracts, regardless of value.

For the first conformity assessment, we ask you to send the following information to $\underline{\text{ee-}}$ eme@hrsdc-rhdcc.gc.ca by 8 June 2019 at the latest:

- 1. The self-identification questionnaire used to conduct the workforce survey.
- 2. The results of the workforce survey, including:
 - o the number of employees who were surveyed;

- the total number of self-identification questionnaires that were returned (fully and partially completed and not completed);
- the number of self-evaluation questionnaires that were returned duly completed.
- 3. The results of the workforce analysis (summary report and detailed report).
- 4. A completed Achievement Report in an Excel format file that includes short and long-term numerical goals based on representation gaps identified in the workforce analysis.

The first conformity assessment includes an analysis and verification of the documents submitted by your company to ensure that they are complete and comply with FCP requirements. We will inform you of our findings when the assessment is completed.

Tools and resources

To facilitate your work, we encourage you to use the <u>Workplace Equity Information Management System</u> (WEIMS). For your reference, you will find the Quick Reference Guide for Contractors (how to complete the submission of a compliance assessment under the Federal Contractors Program) on the WEIMS <u>Help</u> page in the FCP documents section.

<u>WEIMS</u> is a secure, toll-free, web-based reporting application that will help your company meet its obligations. This application allows you to upload your workforce data and then complete and submit your workforce analysis (Step 3 above). It also allows you to:

- · keep your company's employment equity information up to date;
- · to create backup copies of your data;
- · produce a workforce analysis using the most recent census data.

If your company does not have access to WEIMS, please complete and submit the <u>WEIMS Access</u> Authorization Form.

We strongly encourage you to use the tools provided on the EWISMS help page to help you set your goals. These tools simplify the calculation process and help you set your short and medium-term goals to address gaps in representation within your company (Step 4 above). Please refer to the *Quick Reference Guide for further* details.

If you have any questions, please contact your program officer, Maurice Yakibonge, at maurice.yakibonge@labour-travail.gc.ca.

Équipe de l'équité en emploi / Workplace Equity Team

Workplace Equity Directorate, Labour Program Employment and Social Development Canada / Government of Canada <u>eeeme@hrsdc-rhdcc.gc.ca</u>

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



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

Federal Contractors Program Report of the First Compliance Assessment

Employer Name: Communication & Systems Canada

Primary Location: Montréal, Québec

Number of Employees: 119

Organization Overview:

NAICS 5415 – Computer Systems Design and Related Services

Communication & Systems Canada develop, validate, verify and certify safety and mission critical embedded software. The company designs information systems, develops software and manages projects.

Key Dates - First Year Assessment

Initiated: 2019-06-08 Received: 2019-06-04 Workforce Analysis: 2019-06-03

COLLECTION OF WORKFORCE INFORMATION

Number of employees the questionnaire was sent to:

Number of questionnaires returned:

Number of completed questionnaires returned:

#	%
119	100
100	84
100	84

- 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: None

WORKFORCE ANALYSIS & GOAL SETTING

- availability estimates or provided reasonable justifications.
- ☐ The organization selected the geographic defaults for establishing external availability estimates or provided reasonable justifications.
- Occupational Classification (NOC).
- 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: None

SUMMARY OF GOALS

Women

	Workforce Analysis Results	Go	als			
Er	nployment Equity Occupational Group	Gap	Short- term	Long- term	Representation	LMA
	(EEOG)		(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-1	39.4	39.4	16.7	39.4
07	Admin & Senior Clerical Personnel	-1	50	50	0.0	80.9

Observations:

Note that EEOG 07 has only one employee.

Aboriginal Peoples

Observations: There are no gaps in this occupational group.

Can:001291

Members of Visible Minorities

	Workforce Analysis Results	Go	als				
Er	mployment Equity Occupational Group		Short- term	Long- term	Representation	LMA	
	(EEOG)	Gap	(1 to 3	(3+			
			years)	years)			
#	Description	#	%	%	%	%	
02	Middle & Other Managers	-1	17.6	17.6	0.0	17.6	
03	Professionals	-11	45.6	45.6	35.8	45.6	

Observations: None

Persons with Disabilities

Workforce Analysis Results				als		
		Gap	Short-	Long-	Representation	LMA
Er	nployment Equity Occupational Group		term	term	representation	LIVIA
	(EEOG)		(1 to 3	(3+		
		***************************************	years)	years)		
#	Description	#	%	%	%	%
03	Professionals	-9	8.9	8.9	0.9	8.9

Observations: None

RECOMMENDATION

I recommend that the employer be found:

 \boxtimes in compliance \square in non-compliance

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

The workforce analysis indicated significant gaps in the 03 – Professional occupational category for members of visible minorities and persons with disabilities. We encourage you to implement special measures to meet your objectives set at the time of this assessment and thus increase the representation of designated group members in this employment equity occupational category. You could consider, for example, contacting organizations promoting access to employment for designated group members in your region in order to identify qualified candidates who could be considered next time you begin an appointment process to fill a vacancy.

Name of Analyst: Maurice N. Yakibonge

Date: 2019-09-25

From: Yakibonge, Ntambwe N [NC] On Behalf Of EE-EME

Sent: September 27, 2019 2:39 PM

To: 'lpierault@cscanada.ca' <lpierault@cscanada.ca>

Cc: 'adaigle@cscanada.ca' <adaigle@cscanada.ca>; 'ttasse@cscanada.ca' <ttasse@cscanada.ca>

Subject: Government of Canada Agreement Number: 10000681 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Laurent Pierault:

I am writing to inform you that the compliance assessment initiated on June 8, 2019, has been completed. As a result of the assessment, Communication & Systems Canada 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 objectives 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 Communication & Systems Canada's employment equity program.

• The workforce analysis indicated significant gaps in the 03 - Professional occupational category for members of visible minorities and persons with disabilities. We encourage you to implement special measures to meet your objectives set at the time of this assessment and thus increase the representation of designated group members in this employment equity occupational category. You could consider, for example, contacting organizations promoting access to employment for designated group members in your region in order to identify qualified candidates who could be considered next time you begin an appointment process to fill a vacancy.

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

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

- the implementation of initiatives to foster a diverse and inclusive workplace;
- measures to remove employment barriers;



- tailored programs to attract and retain designated group members in areas where they are underrepresented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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 us at ee-eme@hrsdc-rhdcc.gc.ca.

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

Workplace Equity Team

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



Joignez-vous au Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT) en ligne, un espace collaboratif pour employeurs. Envoyez-nous un courriel pour vous joindre!

Join the online Workplace Equity, Diversity and Inclusion Forum (WEDIF), a collaborative space for employers. Send us an email to join!