

OFFICIAL USE ONLY
Agreement N°:

s.19(1)

s.24(1)

Labour Program
Federal Contractors Program

Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement
- Revised Agreement

ORGANIZATION	
Legal Name of Organization Communication & Systems Canada	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) CS Canada	Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm 5415	Total number of employees in Canada (Permanent Full-Time and/or Part-Time) 130 <input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 22, avenue Galilée	City Le Plessis Robinson	Province France	Postal Code 92350
Telephone Number 33-01-41284000			

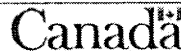
EMPLOYMENT EQUITY CONTACT			
Name (print) Andréanne Daigle	Title HR Advisor		
Telephone Number 5147488258	E-mail Address adaigle@cscanada.ca	Preferred Language of Correspondence <input type="checkbox"/> English <input checked="" type="checkbox"/> French	

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

SIGNATORY			
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.			
Name (print) Laurent Pieraut	Title CEO		
Telephone Number 514748 [REDACTED]	E-mail Address lpieraut@cscanada.ca	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	
Signature [REDACTED]	Date (YYYY-MM-DD) 2018-08-01		

Privacy Notice:
The information you provide on this form is collected under the authority of section 42 of the *Employment Equity Act* to determine your eligibility for the Federal Contractors Program (FCP).
Completion of this form is mandatory. Refusal to provide personal information will result in the organization's name being placed on the FCP Limited Eligibility to Bid List, loss of the right to bid on federal government goods or services contracts of any value and may also result in the termination of the contract.
The information you provide may be used and/or disclosed for policy analysis, research and/or evaluation purposes. However, these additional uses and/or disclosures of your personal information will never result in an administrative decision being made about you.
Your personal information is administered in accordance with the *Privacy Act* and other applicable laws. You have the right to the protection of, and access to, your personal information, which is described in Personal Information Bank ESDC PPU 721. Instructions for obtaining this information are outlined in the government publication entitled *Info Source*, which is available at the following website address: <http://www.infosource.gc.ca>. *Info Source* may also be accessed online at any Service Canada Centre.

RETURN INSTRUCTIONS	
IMPORTANT	
<ul style="list-style-type: none"> • The signed Agreement to Implement Employment Equity form must be sent to the Labour Program by e-mail at: ee-eme@hrsdcc-rhdcc.gc.ca. 	



Workplace Equity Information Management System - Communication & Systems Canada
Default Workforce Analysis System - Detailed Report
 Date: 2019-06-03

Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Availability		Difference #	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	-1	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	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.

Workplace Equity Information Management System - Communication & Systems Canada

Default Workforce Analysis System - Detailed Report

Date: 2019-06-03

Aboriginal people

Employment Equity Occupational Group	Internal location	All employees #	Representation		Aboriginal people Availability		Difference #	Place of recruitment
			#	%	%	#		
01: Senior managers	National	1	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.

Workplace Equity Information Management System - Communication & Systems Canada
Default Workforce Analysis System - Detailed Report
 Date: 2019-06-03

Members of visible minorities

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Differences #	Place of recruitment
			Representation #	Availability %	Representation %	Availability %		
01: Senior managers	National	1	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.

Workplace Equity Information Management System - Communication & Systems Canada
Default Workforce Analysis System - Detailed Report
 Date: 2019-06-03

People with disabilities

Employment Equity Occupational Group	Internal location	All employees #	Persons with disabilities				Differences #	Place of recruitment
			Representation #	Availability %	Availability %	Representation %		
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.

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	CPEME	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

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	
	CPEME	

Workplace Equity Information Management System - Communication & Systems Canada
Default Workforce Analysis System - Summary Report
 Date: 2019-06-03

Women

Employment Equity Occupational Group	All employees #	Representation		Women Availability		Difference #
		#	%	%	#	
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.

Workplace Equity Information Management System - Communication & Systems Canada

Default Workforce Analysis System - Summary Report

Date: 2019-06-03

Aboriginal people

Employment Equity Occupational Group	All employees #	Aboriginal people Representation		Aboriginal people Availability		Difference #
		#	%	%	#	
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	2.6 %	0.8 %	1	2

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

Workplace Equity Information Management System - Communication & Systems Canada
Default Workforce Analysis System - Summary Report
 Date: 2019-06-03

Members of visible minorities

Employment Equity Occupational Group	All employees #	Members of Visible Minorities				Differ ence #
		Representation #	Availability %	Representation %	Availability %	
01: Senior managers	1	0	0.0 %	11.5 %	0	0
02: 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.

Workplace Equity Information Management System - Communication & Systems Canada
Default Workforce Analysis System - Summary Report
 Date: 2019-06-03

People with disabilities

Employment Equity Occupational Group	All employees #	Persons with disabilities		Differ ence #
		Representation #	Availability %	
01/02 : Executives	7	0	0.0 %	0
03: Professionals	109	1	0.9 %	-9
04: Semi-professional and technical staff	1	0	0.0 %	0
07: Administrative and main office staff	1	0	0.0 %	0
10 : Office staff	1	0	0.0 %	0
Total	119	1	0.8 %	-9

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

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	CPEME	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

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	
	CPEME	
	CPEME	
	CPEME	

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

CS Communication et Systèmes Canada Inc.

2019-06-03

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2019	06	03

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
0	0	0

Table 3: Members of Visible Minorities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Members of Visible Minorities	
		#	Representation	Availability*
			#	%
01	Senior Managers	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	0	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	0	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	0	0.0
Total		119	41	0.0

Table 7: Members of Visible Minorities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Members of Visible 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	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
Total		0	0	0.0

* Source:
2016 Census

* Source:
0

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

CS Communication et Systèmes Canada Inc.

2019-06-03

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2019	06	03

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
0	0	0

Table 4: Persons with Disabilities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)	All Employees	Persons with Disabilities	
		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 Disabilities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)	All Employees	Persons with Disabilities	
		Representation	Availability*
		#	#
01/02 Managers	0	0	0.0
03 Professionals	0	0	0.0
04 Semi-Professionals & Technicians	0	0	0.0
05 Supervisors	0	0	0.0
06 Supervisors: Crafts & Trades	0	0	0.0
07 Administrative & Senior Clerical Personnel	0	0	0.0
08 Skilled Sales & Service Personnel	0	0	0.0
09 Skilled Crafts & Trades Workers	0	0	0.0
10 Clerical Personnel	0	0	0.0
11 Intermediate Sales & Service Personnel	0	0	0.0
12 Semi-Skilled Manual Workers	0	0	0.0
13 Other Sales & Service Personnel	0	0	0.0
14 Other Manual Workers	0	0	0.0
Total	0	0	0.0

*** Source:**
2017 Canadian Survey on Disability

*** Source:**

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

CS Communication et Systèmes Canada Inc.

2019-06-03

Start Date of Flow Data		
YYYY	MM	DD
2019	06	03

End Date of Flow Data		
YYYY	MM	DD
-	-	-

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 1: Women

Table 5: Women

Table 9: Women

Employment Equity Occupational Group (EEOG)	Table 1: Women				Table 5: Women				Table 9: Women			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	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
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	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
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	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

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

CS Communication et Systèmes Canada Inc.

2019-06-03

Start Date of Flow Data		
YYYY	MM	DD
2019	06	03

End Date of Flow Data		
YYYY	MM	DD
-	-	-

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 2: Aboriginal Peoples

Table 6: Aboriginal Peoples

Table 10: Aboriginal Peoples

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

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

CS Communication et Systèmes Canada Inc.

2019-06-03

Start Date of Flow Data		
YYYY	MM	DD
2019	06	03

End Date of Flow Data		
YYYY	MM	DD
-	-	-

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 3: Persons with Disabilities

Table 7: Persons with Disabilities

Table 11: Persons with Disabilities

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

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

CS Communication et Systèmes Canada Inc.

2019-06-03

Start Date of Flow Data		
YYYY	MM	DD
2019	06	03

End Date of Flow Data		
YYYY	MM	DD
-	-	-

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

Table 4: Members of Visible Minorities

Table 8: Members of Visible Minorities

Table 12: Members of Visible Minorities

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

Federal Contractors Program Achievement Report

Part 3: Goals

CS Communication et Systèmes Canada Inc.

2019-06-03

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EEOG)	All Employees										Women									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected	Over 3 Years	Actual	Projected			Over 3 Years	YYYY-MM-DD		Annually	Over 3 Years						From - To
	2019-06-03	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-06-03	Annually	Over 3 Years	Years	2019	2022	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%	
01 Senior Managers	1	-100.0%		0	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	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	29	0.0%	0	-29	0	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)^{1/3} - 1) x 100.

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

Table 2: Women

Employment Equity Occupational Group (EEOG)	Women		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0	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	

Federal Contractors Program Achievement Report

Part 3: Goals

CS Communication et Systèmes Canada Inc.

2019-06-03

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	All Employees										Aboriginal Peoples									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected	Over 3 Years	Actual	Projected			Over 3 Years	YYYY-MM-DD		Annually	Over 3 Years						From - To
	2019-06-03	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-06-03	Annually	Over 3 Years	Years	2019	2022	%	#	#	%	%		
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	#	#	%	%		
01 Senior Managers	1	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	3.2%	0	0	0.0%	0.0%	
02 Middle & Other Managers	6	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	2.7%	0	0	0.0%	0.0%	
03 Professionals	109	-100.0%		0	0.0%		0	0	3	0.0%	0	-2	0	0.7%	-2	2	2.8%	2.8%		
04 Semi-Professionals & Tech	1	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	1.1%	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	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	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)^{1/3} - 1) x 100.

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0		0.0	
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	

Federal Contractors Program Achievement Report

Part 3: Goals

CS Communication et Systèmes Canada Inc.

2019-06-03

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	First/Previous Short-term Goals																					
	All Employees										Persons with Disabilities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years			
		YYYY-MM-DD	Actual	Projected	Over 3 Years	Actual	Projected			Over 3 Years	YYYY-MM-DD		Annually	Over 3 Years						From - To	YYYY - YYYY	2019
	2019-06-03	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-06-03	Annually	Over 3 Years	Years	2019	2022	%	#	#	%	%				
#	%	%	#	%	%	#	#	%	#	#	#	%	%	#	#	%	%					
01/02 Managers	7	-100.0%		0	0.0%		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	0.0%		1	0	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%	0	0	0	7.6%	0	0	0.0%	0.0%	
05 Supervisors	0	0.0%		0	0.0%		0	0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	1	-100.0%		0	0.0%		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	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	1	-100.0%		0	0.0%		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	0.0%	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	0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	119	-100.0%		0	0.0%		0	0	0.0%		1	0	0.0%	0	-1	0	0.0%	0	1	1	0.8%	0.8%

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
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	

Federal Contractors Program Achievement Report

Part 4: Results - Women

CS Communication et Systèmes Canada Inc.

2019-06-03

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis							Flow Data Analysis																	
		Workforce							Hires				Promotions				Terminations									
		All Employees	Women			EE Result	All Employees	Women			All Employees	Women			All Employees	Women										
		#	Representation	Availability	Gap	%	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference								
13	Other Sales & Service Personnel	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	0	0	0	0	0.0	0	0	0
14	Other Manual Workers	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	0	0	0	0	0.0	0	0	0
Total		2019	119	29	24.4	0	29	0.0																		
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0

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

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

CS Communication et Systèmes Canada Inc.

2019-06-03

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
		Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference								
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
07	Administrative & Senior Clerical	2019	1	0	0.0	0.8	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0
08	Skilled Sales & Service Personnel	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
09	Skilled Crafts & Trades Workers	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
10	Clerical Personnel	2019	1	0	0.0	1.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0
11	Intermediate Sales & Service Personnel	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
12	Semi-Skilled Manual Workers	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

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments		
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Aboriginal Peoples	Aboriginal Peoples				Aboriginal Peoples						
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
#	#	%	#	%	%	%	#	%	%	%				
07	Administrative & Senior Clerical	0	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		3	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
08	Skilled Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
		3	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
09	Skilled Crafts & Trades Workers	0	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
		3	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
10	Clerical Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
		3	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
11	Intermediate Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
		3	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
12	Semi-Skilled Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
		3	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

CS Communication et Systèmes Canada Inc.

2019-06-03

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis							Flow Data Analysis															
		Workforce							Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples						All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
			Representation	Availability		Gap	EE Result		Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference				
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	%	#	#	%	#	#		
13	Other Sales & Service Personnel	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	0	0	0	0.0	0	0
14	Other Manual Workers	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	0	0	0	0.0	0	0
Total		2019	119	3	2.5	0.0	3	0.0																
		0	0	0	0.0	0.0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0

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

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

CS Communication et Systèmes Canada Inc.

2019-06-03

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

Employment Equity Occupational Group (EEOG)		Year	Workforce Analysis									Flow Data Analysis														
			Workforce									Hires				Promotions				Terminations						
			All Employees	Persons with Disabilities								All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
				Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference				
#	#	%	%	#	#	%	#	%	#	%	#	#	%	#	%	#	%	#	%	#	%	#	%			
01&02	Managers	2019	7	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	0	0	0	0	0	0	0.0	0	0
03	Professionals	2019	109	1	0.9	8.9	10	-9	10.3																	
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0
04	Semi-Professionals & Technicians	2019	1	0	0.0	7.6	0	0	0.0																	
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0
05	Supervisors	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	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	0	0	0	0	0	0.0	0	0

Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)		Year	New Entrants				Goals								Comments
			Flow Data				Short-term Goals				Long-term Goals				
			All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	#	%	#	%	#	%	#	%	#	%			
01&02	Managers	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
		3	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
03	Professionals	0	0	0.0	0	0.0	8.9	0.0	0	0.0	8.9	0.0			
		3	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
04	Semi-Professionals & Technicians	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0			
		3	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
05	Supervisors	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0			
		3	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0			
		3	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

CS Communication et Systèmes Canada Inc.

2019-06-03

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

Employment Equity Occupational Group (EEOG)		Year	Workforce Analysis							Flow Data Analysis															
			Workforce							Hires				Promotions				Terminations							
			All Employees		Persons with Disabilities					All Employees		Persons with Disabilities		All Employees		Persons with Disabilities		All Employees		Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	%	#	%	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
07	Administrative & Senior Clerical	2019	1	0.0	10.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
08	Skilled Sales & Service Personnel	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	0	0.0
09	Skilled Crafts & Trades Workers	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	0	0.0
10	Clerical Personnel	2019	1	0.0	9.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
11	Intermediate Sales & Service Personnel	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	0	0.0
12	Semi-Skilled Manual Workers	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	0	0.0

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)		Year	Goals										Comments		
			New Entrants				Short-term Goals				Long-term Goals				
			All Employees		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities			Persons with Disabilities	
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met	
#	%	#	%	%	#	%	%	#	%	%	#	%			
07	Administrative & Senior Clerical	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
08	Skilled Sales & Service Personnel	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
09	Skilled Crafts & Trades Workers	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	0.0	0.0	0.0	0.0		
11	Intermediate Sales & Service Personnel	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
12	Semi-Skilled Manual Workers	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

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis							Flow Data Analysis															
		Workforce							Hires				Promotions				Terminations							
		All Employees	Persons with Disabilities						All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities						
		#	Representation	Availability	Gap	EE Result	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference		
13 Other Sales & Service Personnel	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
14 Other Manual Workers	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
Total	2019	0	119	1	0.8	0	1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

CS Communication et Systèmes Canada Inc.

2019-06-03

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

Employment Equity Occupational Group (EEOG)		Year	Workforce Analysis						Flow Data Analysis																
			Workforce						Hires				Promotions				Terminations								
			All Employees	Visible Minorities					All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
				Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference						
#	#	%	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
01	Senior Managers	2019	1	0	0.0	11.5	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0
02	Middle & Other Managers	2019	6	0	0.0	17.6	1	-1	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	109	39	35.8	45.6	50	-11	78.5	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0
04	Semi-Professionals & Technicians	2019	1	1	100.0	16.5	0	1	606.1	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0
05	Supervisors	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
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

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)		Year	New Entrants		Goals								Comments	
			Flow Data		Short-term Goals				Long-term Goals					
			All Employees	Visible Minorities		Visible Minorities				Visible Minorities				
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	#	%	%	%					
01	Senior Managers	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
		3	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
02	Middle & Other Managers	0	0	0.0	0	0.0	17.6	0.0	0	0.0	17.6	0.0	0.0	
		3	0	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	45.6	0.0	0	0.0	45.6	0.0	0.0	
		3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
04	Semi-Professionals & Technicians	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
		3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
05	Supervisors	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
		3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
06	Supervisors: Crafts & Trades	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
		3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

CS Communication et Systèmes Canada Inc.

2019-06-03

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis							Flow Data Analysis																
		All Employees	Workforce						All Employees	Hires			Promotions			Terminations									
			Visible Minorities			Gap	EE Result	Visible Minorities		Expected	Difference	Visible Minorities		Expected	Difference	All Employees	Visible Minorities								
			Representation	Availability	EE Result			Actual				%	Actual				%	Actual	%	Actual	%				
#	#	%	%	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
07	Administrative & Senior Clerical	2019	1	0	0.0	14.6	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
08	Skilled Sales & Service Personnel	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
09	Skilled Crafts & Trades Workers	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
10	Clerical Personnel	2019	1	1	100.0	20.4	0	1	490.2	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
11	Intermediate Sales & Service Personnel	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
12	Semi-Skilled Manual Workers	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

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	Goals											Comments
		New Entrants				Short-term Goals				Long-term Goals			
		Flow Data		Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities			
		All Employees	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%			
07	Administrative & Senior Clerical	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	
08	Skilled Sales & Service Personnel	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	
09	Skilled Crafts & Trades Workers	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	
10	Clerical Personnel	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	
11	Intermediate Sales & Service Personnel	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	
12	Semi-Skilled Manual Workers	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 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.

Required measures:

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

Other measures:

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

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

Operational Context

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

- Impact of economic and industrial conditions on the organization.

- 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).

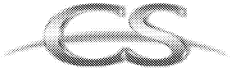
- Strikes (include dates, the number of employees affected and the occupational groups of those employees).

- Other.

Additional Details

Please provide any additional information (optional):

Self-identification questionnaire



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.

Self-identification questionnaire

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

Self-identification questionnaire

B. Sex

Woman Homme

Read the definitions in each of the next three sections and answer "yes" if they apply to you. You may identify yourself as a member of more than one group.

C. Aboriginal people

According to the *Employment Equity Act*, an Aboriginal person is an Indian, Métis or Inuit.

Are you an Aboriginal person?

Yes Non

D. Visible minorities

According to the *Employment Equity Act*, visible minorities are persons in Canada, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour, regardless of citizenship or place of birth.

The following is a non-exhaustive list of examples of visible minorities :

- 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

Self-identification questionnaire

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 person with a disability?
Yes Non

E. Additional data for accommodation purposes

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

Self-identification questionnaire

G. Voluntary employee participation

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

Yes Non

- 2) 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.

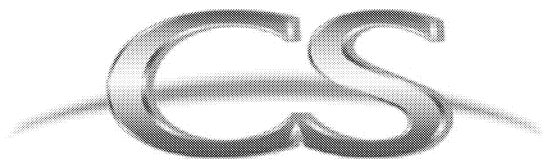
Please contact the employment equity contact person by phone at 514-748-8258 ext. 522 or by email at adaigle@cscanada.ca.

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 <ee-eme@hrsdcc.gc.ca>
Cc: Laurent Pieraut <lpieraut@cscanada.ca>; 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

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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>](mailto: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 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 [Workplace Equity Information Management System \(WEIMS\)](#). 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 [Help](#) page in the FCP documents section.

[WEIMS](#) 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 [WEIMS Access 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 ee-eme@hrsdc-rhdcc.gc.ca

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



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!

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:

#	%
119	100

Number of questionnaires returned:

100	84
-----	----

Number of completed questionnaires returned:

100	84
-----	----

- The questionnaire includes appropriate definitions.
- The questionnaire or accompanying documentation indicates that an employee may self-identify as being a member of more than one group.
- The questionnaire has an employee identifier.
- 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

- The workforce analysis was done using WEIMS.
- The organization selected the occupational defaults for establishing external availability estimates or provided reasonable justifications.
- The organization selected the geographic defaults for establishing external availability estimates or provided reasonable justifications.
- The organization appears to have properly coded its positions using the 2011 National Occupational Classification (NOC).
- The organization has set a goal for every designated group in every occupational group where a gap was identified.
- The organization has demonstrated that it has considered the following in setting its short-term goals: the degree of under-representation, the availability, anticipated growth or reduction and anticipated turnover in order to set a goal in each occupational group where a gap was identified.
- The goals set are sufficient to ensure reasonable progress by being above, or at minimum, equal to availability.

Observations: None

SUMMARY OF GOALS

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
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.

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
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			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
03	Professionals	-9	8.9	8.9	0.9	8.9

Observations: None

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

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

- 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>; 'tasse@cscanada.ca' <tasse@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 Federal Contractors Program (FCP) under the Employment Equity Act.

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 (Form 1 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 under-represented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

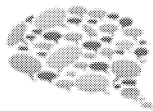
You may also visit our website to access a number of tools. In particular, we encourage your organization to continue using the [Workplace Equity Information Management System \(WEIMS\)](#). WEIMS can assist you in generating your workforce analysis and contains other data analysis tools, including the 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!