

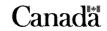
Labour Program **Federal Contractors Program** 

OFFICIAL USE ONLY	
Agreement N°:	

## Agreement to Implement Employment Equity

✓ New Agreement				
Revised Agreement				
	RGANIZATION			
Legal Name of Organization		Parent company is	s located outsic	le Canada
CHATEAU MONT SAINTE ANNE INC			Yes	✓ No
Operating Name (if different from Legal Name of Organization)		Procurement Bus	siness Numbe	r
		Total number of e (Full-Time/Part-Tir		
Organization's North American Industry Classification System (NAICS	) Code Nº			S Code Number please
7211		norme/naics-sciar		ibjects-sujets/standard- ian02I-eng.htm
		1		
Official use only (if information above is incorrect)  Procurement Business Number Total numl	ber of employees in Canad	la	Organization'	s NAICS Code No
rroduction Dusiness Number Total number	bei of employees in Carlac	ıa	Organization	NAICS CODE NO
	HEAD OFFICE			
Address (building number, street, suite, etc.)	City		Province	Postal Code
500 BEAU-PRÉ BLVD	BEAU-PRÉ		QC	GOA 1EO
	Telephone Numbe	r	Fax Number	-
	418 827-186	2	418-827	-5072
EMPLOYN	IENT EQUITY CONT	ACT		
Name (print)	Title			
MELANIE PELLETIER	DIRECTOR, F	INANCE		
Telephone Number 418-827-1862, #2889	E-mail Address	CGATEAUMSA.C	C)M	
410 027 1002/42003	Int common trains.	JONE ENGINEE	O1:1	
C	ERTIFICATION			
The above-named organization:  • having a combined workforce of 100 or more permanent full 12 weeks or more in Canada, AND	ıll-time, permanent part	time and tempora	ıry employees	having worked
<ul> <li>intending to bid on, or being in receipt of, a federal governr Supply Arrangement, valued at \$1,000,000 or more (included)</li> </ul>		contract, standing	offer or conti	act issued under a
Hereby certifies its commitment to implement or maintain empl	oyment equity on an or	-going basis, beyo	ond the period	d of the procurement
instrument, in keeping with the Federal Contractors Program r please refer to: http://www.esdc.gc.ca/eng/labour/equality/fcp/ii		information on ho	w to impleme	nt employment equity
<b>Important note:</b> If an audit of the Agreement to Implement Emthe procurement instrument(s) with the Government of Canada		ers misrepresenta	tion on the pa	art of the organization,
	SIGNATORY			
NOTE: The signatory must be the Chief Executive Officer OR contract on behalf of the organization.		an executive pos	sition with leg	al authority to sign a
Name (print) SEBASTIEN ROY	Title DIRECTOR GE	NERAL		
Telephone Number	E-mail Address			
418-827-1862	SROY@CHATEA	JMSA.COM		
Signature	Date			
	2018-04-25			
RETIL	RN INSTRUCTIONS			
IMPORTANT				

• The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (819) 953-8768 or by e-mail at: ee-eme@hrsdc-rhdcc.gc.ca

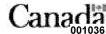


## **Default Workforce Analysis System - Detailed Report**

Date: 2019-02-20

### Women

		Women						
Employment Equity Occupational Group	Equity Occupational Group Internal			entation	Availab	ility	Differ	Place of recruitment
	location	#	#	%	%	#	ence <sub>#</sub>	
01: Senior Management	National	1	0	0.0 %	27.6 %	0	0	National
02: Middle management and other directors	National	4	3	75.0 %	39.4 %	2	**	National
03: Professionals		4	3	75.0 %	56.0 %	2	1	
1111: Auditors and Accountants	National	4	3	75.0 %	56.0 %	2	***	National
04: Semi-professional and technical staff		1	1	100.0 %	59.6 %	1	0	
5254: Program Leaders and Instructors in Recreation, Fitness and Sports	Quebec	1	1	100.0 %	59.6 %	1	0	Quebec
05: Supervisors		10	9	90.0 %	51.5 %	5	4	
Employment Equity Occupational Group	Quebec	10	9	90.0 %	51.5 %	5	4	Quebec
07: Administrative and Senior Clerical Staff		1	1	100.0 %	80.4 %	1	0	
Employment Equity Occupational Group	Quebec	1	1	100.0 %	80.4 %	1	0	Quebec
08: Specialized sales and service personnel		12	4	33.3 %	40.6 %	5	-1	
6321 : Chefs	Quebec	2	0	0.0 %	28.6 %	1	-1	Quebec
6322: Cooks	Quebec	10	4	40.0 %	43.0 %	4	0	Quebec
11: Intermediate sales and service personnel		59	46	78.0 %	62.6 %	37	9	
Employment Equity Occupational Group	Quebec	59	46	78.0 %	62.6 %	37	9	Quebec
12: Skilled Manual Workers		6	0	0.0 %	12.5 %	1	-1	
Employment Equity Occupational Group	Quebec	6	0	0.0 %	12.5 %	1	-1	Quebec
13: Other sales and service personnel		43	27	62.8 %	49,1 %	21	6	
Employment Equity Occupational Group	Quebec	43	27	62.8 %	49.1 %	21	6	Quebec
14: Other manual workers		6	0	0.0 %	17.5 %	1	-1	
Employment Equity Occupational Group	Quebec	6	0	0.0 %	17.5 %	1	-1	Quebec



## **Default Workforce Analysis System - Detailed Report**

Date: 2019-02-20

## Women

		Women						
Employment Equity Occupational Group	Internal	All employees	Representation	Availab	oility	Differ	Place of recruitment	
	location	#	#%.	%	#	ence		
						##		
						***************************************		
Total		147	94 64.0 %	51.3 %	76	18		

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

Sources: 2016 Census and internal employer data



## **Default Workforce Analysis System - Detailed Report**

Date: 2019-02-20

## Aboriginal

		Aboriginal						
Employment Equity Occupational Group	Internal location	All employees	Represe	entation	Availab	ility	Differ	Place of recruitment
	#	#	%	%	#	ence <sub>#</sub>		
01: Senior Management	National	1	0	0.0 %	3.2 %	0	0	National
02: Middle management and other directors	National	4	0	0.0 %	2.7 %	0	0	National
03: Professionals		4	0	0.0 %	1.4 %	0	0	
1111: Auditors and Accountants	National	4	0	0.0 %	1.4 %	0	0	National
04: Semi-professional and technical staff		1	0	0.0 %	2.4 %	0	0	
5254: Program Leaders and Instructors in Recreation, Fitness and Sports	Quebec	1	0	0.0 %	2.4 %	0	0	Quebec
05: Supervisors		10	0	0.0 %	2.0 %	0	0	
<b>Employment Equity Occupational Group</b>	Quebec	10	0	0.0 %	2.0 %	0	0	Quebec
07: Administrative and Senior Clerical Staff		1	0	0.0 %	1.4 %	0	0	
<b>Employment Equity Occupational Group</b>	Quebec	1	0	0.0 %	1.4 %	0	0	Quebec
08: Specialized sales and service personnel		12	0	0.0 %	2.4 %	0	0	
6321 : Chefs	Quebec	2	0	0.0 %	1.7 %	0	0	Quebec
6322: Cooks	Quebec	10	0	0.0 %	2.6 %	0	0	Quebec
11: Intermediate sales and service personnel		59	0	0.0 %	1.6 %	1	-1	
<b>Employment Equity Occupational Group</b>	Quebec	59	0	0.0 %	1.6 %	1	-1	Quebec
12: Skilled Manual Workers		6	0	0.0 %	1.6 %	0	0	
<b>Employment Equity Occupational Group</b>	Quebec	6	0	0.0 %	1.6 %	0	0	Quebec
13: Other sales and service personnel		43	0	0.0 %	1.8 %	1	•	
<b>Employment Equity Occupational Group</b>	Quebec	43	0	0.0 %	1.8 %	1	-1	Quebec
14: Other manual workers		6	0	0.0 %	2.0 %	0	0	
<b>Employment Equity Occupational Group</b>	Quebec	6	0	0.0 %	2.0 %	0	0	Quebec



## **Default Workforce Analysis System - Detailed Report**

Date: 2019-02-20

## **Aboriginal**

		Abo			
Internal location	All employees #	All employees Representation # #		Differ ence #	Place of recruitment
	4.47	0.000	4.0.0/		
			Internal All employees Representation location # #	location # # #	Internal All employees Representation Availability Differ location # # # ence #

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

Sources: 2016 Census and internal employer data



## **Default Workforce Analysis System - Detailed Report**

Date: 2019-02-20

## **Members of Visible Minorities**

Members of V						e Minorities		
Employment Equity Occupational Group	Internal	All employees	Represe	entationAva	ilability		Differ	Place of recruitment
	location	#	#	%	%	# €	nce <sub>#</sub>	
01: Senior Management	National	1	0	0.0 %	11.5 %	0	0	National
02: Middle management and other directors	National	4	0	0.0 %	17.6 %	1	-1	National
03: Professionals		4	0	0.0 %	32.3 %	1	-1	
1111: Auditors and Accountants	National	4	0	0.0 %	32.3 %	1	-1	National
04: Semi-professional and technical staff		1	0	0.0 %	10.2 %	0	0	
5254: Program Leaders and Instructors in Recreation, Fitness and Sports	Quebec	1	0	0.0 %	10.2 %	0	0	Quebec
05: Supervisors		10	0	0.0 %	3.2 %	0	0	
<b>Employment Equity Occupational Group</b>	Quebec	10	0	0.0 %	3.2 %	0	0	Quebec
07: Administrative and Senior Clerical Staff		1	0	0.0 %	3.3 %	0	0	
<b>Employment Equity Occupational Group</b>	Quebec	1	0	0.0 %	3.3 %	0	0	Quebec
08: Specialized sales and service personnel		12	0	0.0 %	22.1 %	3	-3	
6321 : Chefs	Quebec	2	0	0.0 %	38.7 %	1	-1	Quebec
6322: Cooks	Quebec	10	0	0.0 %	18.8 %	2	-2	Quebec
11: Intermediate sales and service personnel		59	0	0.0 %	6.4 %	4	4	
<b>Employment Equity Occupational Group</b>	Quebec	59	0	0.0 %	6.4 %	4	-4	Quebec
12: Skilled Manual Workers		6	0	0.0 %	3.9 %	0	0	
<b>Employment Equity Occupational Group</b>	Quebec	6	0	0.0 %	3.9 %	0	0	Quebec
13: Other sales and service personnel		43	1	2.3 %	7.7 %	3	-2	
Employment Equity Occupational Group	Quebec	43	1	2.3 %	7.7 %	3	-2	Quebec
14: Other manual workers		6	0	0.0 %	5.6 %	0	0	
<b>Employment Equity Occupational Group</b>	Quebec	6	0	0.0 %	5.6 %	0	0	Quebec



## **Default Workforce Analysis System - Detailed Report**

Date: 2019-02-20

## **Members of Visible Minorities**

Employment Equity Occupational Group	Internal	All employees		Repres	entationAva	ilability	Differ	Place of recruitment
	location	#	#	%	%	#	ence	
***************************************							#	
Total		147	1	0.7 %	8.8 %	12	<b>-1</b> 1	

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

Sources: 2016 Census and internal employer data



## **Default Workforce Analysis System - Detailed Report**

Date: 2019-02-20

## Persons with disabilities

			Persons with disabilities					
Employment Equity Occupational Group	Internal All employees	All employees	RepresentationAvailability				Differ	Place of recruitment
	location	#	#	%	%	#	ence#	
01/02 : Executives	National	5	0	0.0 %	5.0 %	0	0	National
03: Professionals	National	4	0	0.0 %	8.9 %	0	0	National
04: Semi-professional and technical staff	National	1	0	0.0 %	7.6 %	0	0	National
05: Supervisors	National	10	0	0.0 %	27.5 %	3	-3	National
07: Administrative and Senior Clerical Staff	National	1	0	0.0 %	10.0 %	0	0	National
08: Specialized sales and service personnel	National	12	0	0.0 %	8.0 %	1	-1	National
11: Intermediate sales and service personnel	National	59	1	1.7 %	10.8 %	6	-5	National
12: Skilled Manual Workers	National	6	1	16.7 %	10.3 %	1	0	National
13: Other sales and service personnel	National	43	1	2.3 %	10.7 %	5	-4	National
14: Other manual workers	National	6	0	0.0 %	6.8 %	0	0	National
Total		147	3	2.0 %	11.2 %	16	-13	

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**

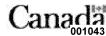
Date: 2019-02-20

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

## Remote area

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

Perform an analysis by	Place of recruitment
EEOG	National
EEOG	National
CNP	National
CNP	Provincial
EEOG	CMA
EEOG	CMA
CNP	Provincial
EEOG	CMA
	EEOG EEOG CNP CNP EEOG EEOG EEOG CNP EEOG



## **Default Workforce Analysis System - Detailed Report**

Date: 2019-02-20

## 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 05 :	CPEME	National
Supervisors	СРЕМЕ	National
07: Administrative and Senior Clerical Staff 08:	СРЕМЕ	National
Specialized Sales and Service Staff	СРЕМЕ	National
11: Intermediate Sales and Service Personnel 12:	СРЕМЕ	National
Skilled Manual Workers	СРЕМЕ	National
13: Other sales and service personnel 14: Other	СРЕМЕ	National
manual workers	СРЕМЕ	National
	СРЕМЕ	
	СРЕМЕ	
	СРЕМЕ	
	CPEME	



## **Default Workforce Analysis System - Summary Report**

Date: 2019-02-20

### Women

Employment Equity Occupational Group	All employees	Repres	sentation	Availa	bility	Differ	
	#	#	%	%	#	ence <sub>#</sub>	
01: Senior Management	1	0	0.0 %	27.6 %	0	0	
02: Middle management and other directors	4	3	75.0 %	39.4 %	2	1	
03: Professionals	4	3	75.0 %	56.0 %	2	1	
04: Semi-professional and technical staff	1	1	100.0 %	59.6 %	1	0	
05: Supervisors	10	9	90.0 %	51.5 %	5	4	
07: Administrative and Senior Clerical Staff	1	1	100.0 %	80.4 %	1	0	
08: Specialized sales and service personnel	12	4	33.3 %	40.6 %	5	-1	
11: Intermediate sales and service personnel	59	46	78.0 %	62.6 %	37	9	
12: Skilled Manual Workers	6	0	0.0 %	12.5 %	1	-1	
13: Other sales and service personnel	43	27	62.8 %	49.1 %	21	6	
14: Other manual workers	6	0	0.0 %	17.5 %	1	-1	
Total	147	94	64.0 %	51.3 %	76	18	



## **Default Workforce Analysis System - Summary Report**

Date: 2019-02-20

## Aboriginal

			Ab	original			
Employment Equity Occupational Group	All employees	Repres	entation	Availab	ility	Differ	
	#	#	%	%	#	ence <sub>#</sub>	
01: Senior Management	1	0	0.0 %	3.2 %	0	0	
02: Middle management and other directors	4	0	0.0 %	2.7 %	0	0	
03: Professionals	4	0	0.0 %	1.4 %	0	0	
04: Semi-professional and technical staff	1	0	0.0 %	2.4 %	0	0	
05: Supervisors	10	0	0.0 %	2.0 %	0	0	
07: Administrative and Senior Clerical Staff	1	0	0.0 %	1.4 %	0	0	
08: Specialized sales and service personnel	12	0	0.0 %	2.4 %	0	0	
11: Intermediate sales and service personnel	59	0	0.0 %	1.6 %	1	-1	
12: Skilled Manual Workers	6	0	0.0 %	1.6 %	0	0	
13: Other sales and service personnel	43	0	0.0 %	1.8 %	1	-1	
14: Other manual workers	6	0	0.0 %	2.0 %	0	0	
Total	147	0	0.0 %	1.8 %	2	-2	



## **Default Workforce Analysis System - Summary Report**

Date: 2019-02-20

## **Members of Visible Minorities**

		N	Members of	Visible Mino	rities		
Employment Equity Occupational Group	All employees	Repres	entationAva	ilability		Differ	
	#	#	%	%	#	ence <sub>#</sub>	
01: Senior Management	1	0	0.0 %	11.5 %	0	0	
02: Middle management and other directors	4	0	0.0 %	17.6 %	1	-1	
03: Professionals	4	0	0.0 %	32.3 %	1	-1	
04: Semi-professional and technical staff	1	0	0.0 %	10.2 %	0	0	
05: Supervisors	10	0	0.0 %	3.2 %	0	0	
07: Administrative and Senior Clerical Staff	1	0	0.0 %	3.3 %	0	0	
08: Specialized sales and service personnel	12	0	0.0 %	22.1 %	3	-3	
11: Intermediate sales and service personnel	59	0	0.0 %	6.4 %	4	-4	
12: Skilled Manual Workers	6	0	0.0 %	3.9 %	0	0	
13: Other sales and service personnel	43	. 1	2.3 %	7.7 %	3	-2	
14: Other manual workers	6	0	0.0 %	5.6 %	0	0	
Table	£ 1.49		070/	0.0.0/	40 ****	••	
Total	147	1	0.7 %	8.8 %	12	-11	



## **Default Workforce Analysis System - Summary Report**

Date: 2019-02-20

## Persons with disabilities

			Persons	with disabil	lities		
Employment Equity Occupational Group	All employees	Repres	entationAv	ailability		Differ	
	#	#	%	%	#	ence <sub>#</sub>	
01/02 : Executives	5	0	0.0 %	5.0 %	0	0	
03: Professionals	4	0	0.0 %	8.9 %	0	0	
04: Semi-professional and technical staff	1	0	0.0 %	7.6 %	0	0	
05: Supervisors	10	0	0.0 %	27.5 %	3	-3	
07: Administrative and Senior Clerical Staff	1	0	0.0 %	10.0 %	0	0	
08: Specialized sales and service personnel	12	0	0.0 %	8.0 %	1	-1	
11: Intermediate sales and service personnel	59	1	1.7 %	10.8 %	6	-5	
12: Skilled Manual Workers	6	1	16.7 %	10.3 %	1	0	
13: Other sales and service personnel	43	1	2.3 %	10.7 %	5	-4	
14: Other manual workers	6	0	0.0 %	6.8 %	0	0	
Total	147	3	2.0 %	11.2 %	16	-13	



## **Default Workforce Analysis System - Summary Report**

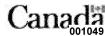
Date: 2019-02-20

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

## Remote area

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

Perform an analysis by	Place of recruitment
EEOG	National
EEOG	National
CNP	National
CNP	Provincial
EEOG	CMA
EEOG	CMA
CNP	Provincial
EEOG	CMA
	EEOG EEOG CNP CNP EEOG EEOG EEOG CNP EEOG



## **Default Workforce Analysis System - Summary Report**

Date: 2019-02-20

## 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 05 :	CPEME	National
Supervisors	СРЕМЕ	National
07: Administrative and Senior Clerical Staff 08:	СРЕМЕ	National
Specialized Sales and Service Staff	СРЕМЕ	National
11: Intermediate Sales and Service Personnel 12:	СРЕМЕ	National
Skilled Manual Workers	СРЕМЕ	National
13: Other sales and service personnel 14: Other	СРЕМЕ	National
manual workers	СРЕМЕ	National
	СРЕМЕ	
	СРЕМЕ	
	СРЕМЕ	
	CPEME	



Data from First	t/Previous Wor	kforce Analysis
<b>↓</b>	<b>\</b>	1

Data from Sub	osequent/Curre Analysis	nt Workforce
1	Ţ	1

ſ	Data from Fi	rst/Previous Work	force Analysis
ſ	YYYY	MM	DD
I	2019	02	20

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

		,	Гable 1: Women	
		First/Pr	evious Workforce A	Analysis
Emale	oyment Equity Occupational Group (EEOG)	All Employees	Wor	nen
сири	by ment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	1	0	27.6
02	Middle & Other Managers	4	3	39.4
03	Professionals	4	3	56.0
04	Semi-Professionals & Technicians	1	1	59.6
05	Supervisors	10	9	51.5
06	Supervisors: Crafts & Trades	0	o	0.0
07	Administrative & Senior Clerical Personnel	1	1	80.4
08	Skilled Sales & Service Personnel	12	4	40.6
09	Skilled Crafts & Trades Workers	0	o	0.0
10	Clerical Personnel	0	ol	0.0
11	Intermediate Sales & Service Personnel	59	46	62.6
12	Semi-Skilled Manual Workers	6	ol	12.5
13	Other Sales & Service Personnel	43	27	49.1
14	Other Manual Workers	6	o	17.5
Total		147	94	51.3

-	Γable 5: Women	
Subsequent	/Current Workford	e Analysis
All Employees	Won	ien
	Representation	Availability*
#	#	%
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	o	0.0
0	o	0.0
0	o	0.0
0	0	0.0
0	o	0.0
0	o	0.0
0	o	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0

		i.		S	0	ì	L	ı	Ĭ	£	į	3	•																																						
į	Ī																																																		
į	ı																																																		

	٠	۴	j	Ç	•	)	U	i	n	c	e	•																																																		
ı		777		88									333	**	777	***	8	22	**	8	8	333	***	**	***		8	3	***	8	8	8		88	8	88	8	8	3	8	8		8	8		3		8	8	8	**	88		8		83	8	8	8		8	8
ŀ																																																														
E																																																														

Data from First	/Previous Wor	kforce Analysis
<b>\</b>	<b>\</b>	1

2019	02	20
YYYY	MM	DD
Data from Fi	rst/Previous Work	orce Analysis

Data from Su	ubsequent/Curre Analysis	nt Workforce
1	Ţ	1

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

		Table	2: Aboriginal P	eoples
		First/Pr	evious Workforce	Analysis
Emple	oyment Equity Occupational Group (EEOG)	All Employees	Aborigina	il Peoples
Embic	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	1	0	3.2
02	Middle & Other Managers	4	0	2.7
03	Professionals	4	0	1.4
04	Semi-Professionals & Technicians	1	0	2.4
05	Supervisors	10	0	2.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	1	0	1.4
08	Skilled Sales & Service Personnel	12	0	2.4
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	0	0	0.0
11	Intermediate Sales & Service Personnel	59	0	1.6
12	Semi-Skilled Manual Workers	6	0	1.6
13	Other Sales & Service Personnel	43	0	1.8
14	Other Manual Workers	6	0	2.0
Total		147	0	1.8

Table	6: Aboriginal Pe	eoples
Subsequent	/Current Workford	e Analysis
All Employees	Aborigina	l 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	0	0.0
0	0	0.0

* Source:		
0		

-	* Source:	
	[0	

Data from Firs	t/Previous Wor	kforce Analysis
<b>↓</b>	<b>\</b>	<b>\</b>

Data from Fi	rst/Previous Work!	orce Analysis
YYYY	MM	DD
2019	02	20

Data from Su	bsequent/Curre Analysis	nt Workforce
1	<b>1</b>	1

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

Table 7: Members of Visible Minorities
Subsequent/Current Workforce Analysis

Representation

Members of Visible Minorities

0

Availability\*

		Table 3: Me	embers of Visibl	e Minorities								
		First/Pr	evious Workforce	Analysis								
Camble	yment Equity Occupational Group (EEOG)	All Employees	Members of Vi	Members of Visible Minorities								
Empie	yment Equity Occupational Group (EEOG)		Representation	Availability*								
		#	#	%								
01	Senior Managers	5	0	5.0								
02	Middle & Other Managers	4	0	8.9								
03	Professionals	1	0	7.6								
04	Semi-Professionals & Technicians	10	0	27.5								
05	Supervisors	0	0	0.0								
06	Supervisors: Crafts & Trades	1	0	10.0								
07	Administrative & Senior Clerical Personnel	12	0	8.0								
08	Skilled Sales & Service Personnel	0	0	0.0								
09	Skilled Crafts & Trades Workers	0	0	0.0								
10	Clerical Personnel	59	1	10.8								
11	Intermediate Sales & Service Personnel	6	1	10.3								
12	Semi-Skilled Manual Workers	43	1	10.7								
13	Other Sales & Service Personnel	6	0	6.8								
14	Other Manual Workers	147	3	11.2								
Total		147	1	8.8								

Source:			* Source:		
177	<u> </u>	0.0		V	
147	1	8.8	ļ <u>}                                   </u>	0	
147	3	11.2	0	0	
6	0	6.8	0	0	
43	1	10.7	0	0	
6	1	10.3	0	0	
59	1	10.8	0	0	
0	0	0.0	0	0	
0	0	0.0	0	0	
12	0	8.0	0	0	
1	0	10.0	0	0	
0	0	0.0	0	0	
10	0	27.5	0	0	
the state of the s	0	7.6	0	0	
4	0	8.9	0	0	

All Employees

0

* Source:	
0	

* Source:	
0	

Data from Fir	st/Previous Worl	<b>xforce Analysis</b>
<b>4</b>	<b>\</b>	1

2019	02	20
YYYY	MM	DD
Data from Fi	rst/Previous Work!	orce Analysis

Data from Si	ubsequent/Curre	nt Workforce
	Analysis	
Ψ	<u> </u>	<u> </u>

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

		Table 4:	Persons with Di	sabilities
		First/Pr	evious Workforce A	<b>Analysis</b>
Empla	umant Faults: Occupational Croup (FFOC)	All Employees	Persons with	Disabilities
Embio.	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01/02	Managers	5	0	5.0
03	Professionals	4	0	8.9
04	Semi-Professionals & Technicians	1	0	7.6
05	Supervisors	10	0	27.5
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	1	0	10.0
08	Skilled Sales & Service Personnel	12	0	8.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	0	0	0.0
11	Intermediate Sales & Service Personnel	59	1	10.8
12	Semi-Skilled Manual Workers	6	1	10.3
13	Other Sales & Service Personnel	43	1	10.7
14	Other Manual Workers	6	0	6.8
Total		147	3	11.2

Table 8:	Persons with Dis	sabilities										
Subsequen	t/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	o	0.0										
0	0	0.0										
0	0	0.0										
0	o	0.0										
0	o	0.0										
0	o	0.0										
0	o	0.0										
0	0	0.0										
0	0	0.0										
0	0	0.0										

ı	*		n	ñ	×	ě	. •																												
1		•	*	ä																															
1																																			
3	10000																																		

		333	k	
		8		
		8	١	
		8	,	
		×	C	
		×		
			į	
			l	
		8	ř	
		×	C	
			•	
			•	
		8		
		8		
		8		
		8		
		8		
		×		
		8		
	77	8		
		8		
		×		
		88		
		8		
		8		
		8		
		8		
		8		
		×		
		8		
		8		
		8		
		8		
		×		
		8		
		×		
		×		
		8		
		×		
		8		
		8		
		8		
		8		
		8		
		88		
		8		
		8		
		8		
		8		
		×		
		88		
		×		
		8		
		8		
		8		
		×		
		8		
		×		
		8		
	77	8		
		8		
		×		
		8		
		8		
		8		
		×		
		8		
		8		
		8		
		8		
		8		
		8		
		8		
		8		
		8		
		8		
		8		
		×		
		8		
		×		
		8		
		×		
		8		
		8		
		8		
		8		
		8		
		×		
		88		

## Part 2: Flow Data Analysis

## Château Mont Sainte-Anne

## 2019-02-18

2019	02	20
YYYY	MM	DD
Start	Date of Flov	v Data

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

## **Data from Form 4 - Employees** Hired

## 1 $\downarrow$

## Data from Form 5 - Employees Promoted 1

																						e		
																	1							

		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	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

	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
0	0	0	C
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	o	0

0

0

0

0

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

## Part 2: Flow Data Analysis

## Château Mont Sainte-Anne

## 2019-02-18

Start	Date of Flov	Data
YYYY	ММ	DD
2019	02	20

End I	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

lab	de 2: Abor	iginal Peo	ples
Full-time	/ National	Part-time	/ National
All		All	
Employees Hired	Aboriginal Peoples Hired	Employees Hired	Aboriginal Peoples Hired
micu		imeu	

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

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
0	0	0	0

Table 10: Aboriginal Peoples			
Full-time / National		Part-time / National	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

## Part 2: Flow Data Analysis

## Château Mont Sainte-Anne

## 2019-02-18

2019	02	20
YYYY	MM	DD
Start	Date of Flov	Data

End I	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

Ţ

ies

Table 3. 1 c			<i>J.</i> 1 C130H3	CISUNS WITH DISAUMITICS			
Employment Equity Occupational Group (EEOG)		Full-time	Full-time / National		Part-time / National		
		All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired		
		#	#	#	#		
01 5	Senior Managers	0	0	0	0		
02 1	Middle & Other Managers	0	0	0	0		
03 1	Professionals	0	0	0	0		
04 5	Semi-Professionals & Technicians	0	0	0	0		
05 8	Supervisors	0	0	0	0		
06 8	Supervisors: Crafts & Trades	0	0	0	0		
07	Administrative & Senior Clerical Personnel	0	0	0	0		
08 8	Skilled Sales & Service Personnel	0	0	0	0		
09 8	Skilled Crafts & Trades Workers	0	0	0	0		
10	Clerical Personnel	0	0	0	0		
11 1	ntermediate Sales & Service Personnel	0	0	0	0		
12 5	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		
Tota	1	0	0	0	0		

Table 7: Persons with D Full-time / National Part-t			/ National
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	C
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

0

0

0

0

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

## Part 2: Flow Data Analysis

## Château Mont Sainte-Anne

## 2019-02-18

Start	Date of Flov	v Data
YYYY	MM	DD
2019	02	20

End I	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

1

Table 4: Members of Visible Minorities

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

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

0

0

0

1

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

## Federal Contractors Program Achievement Report Part 3: Goals Château Mont Sainte-Anne

2019-02-18

									Data f	or First/F	revious (	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 <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНхЗ	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	<b>1</b>	<b>↓</b>	i	Ţ	\	Ţ	······································	Ţ	i	<del>.</del>	·	Ţ	<u> </u>	·······	<u> </u>	<u></u>	ļ	<b>J</b>	<b></b>
										Table 1:	Women								
									First/	Previous Sh	iort-term (	loals							
				All En	ployees									N	omen				
	Number	Grav	vth (New Posit	ione)	Turnover (Re		Terminated		Number	r			3 Yea	r Goals					
Employment Equity		97.0				Employees)		Anticipated	***************************************		eplacement of l Employees)	Hires Required	Fro	n - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-00	Actual	ual Projected Actual Projected		ected	Hires Over 3	YYYY-MM-DD			Over 3	YYYY	-YYYY	Availability	Present Gap	Gap	Representation	Representation in 3		
, , , , , , , , , , , , , , , , , , , ,	2019-02-28	Annually	Annually	Over 3	Annually	Annually	Over 3	Years	2019-02-20	Annually	Over 3	Vears	2619	2022					tears
			·	Vears		·	Years				Years								
at lo : M	# ,	9/g	%	#	9/e	9/6	#	# 0	#	6/6	#	#	#	%	9/6	#	# 0	9/6	%
01 Senior Managers	1	-100.0%	0.0%	0	0.0%	0.0%	0	0		0.0% 16.7%	1	0	U		27.6%	0		0.0%	0.0%
02 Middle & Other Managers 03 Professionals	4	-100.0% -100.0%	0.0%	0	0.0% 0.0%	16.7% 25.0%	2	2	3	25.0%	1 2		0		39.4% 56.0%	1 :	-!	75.0% 75.0%	25.0% 25.0%
03 Professionals 04 Semi-Professionals & Tech	4	-100.0%	0.0%	0	0.0%	0.0%	3 A			0.0%	0	1			59.6%		-1	100.0%	100.0%
05 Supervisors	10	-100.0%	0.0%	0	0.0%	10.0%	3	3	0	10.0%	1 3	1	0		51.5%	1 4	'	90.0%	60.0%
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	ا ا	0.0%	0	0			0.0%	1 7	,	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	1	-100.0%	0.0%	0	0.0%	0.0%	0	0	"	0.0%	1 6	1 6	0		80.4%	1 0	0	100.0%	100.0%
08 Skilled Sales & Service	12	-100.0%	0.0%	0	0.0%	9.1%	3	3	4	9.1%	li	2	1	40.6%	40.6%	] -1		33.3%	33.3%
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	o	0.0%	0.0%	0	0.0%	0.0%	0	ő	0	0.0%	0	0	0		0.0%	. 0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	59	-100.0%	0.0%	0	0.0%	15.3%	27	27	46	15.3%	21	12	1 0		62.6%	. 9	-12	78.0%	42,4%
12 Semi-Skilled Manual	6	-100.0%	0.0%	0	0.0%	16.7%	3	3	0	16.7%	0	1	1 0	12.5%	12.5%	-1	-1	0.0%	0.0%
13 Other Sales & Service	43	-100.0%	0.0%	0	0.0%	10.6%	14	14	27	10.6%	9	3			49.1%	6	-3	62.8%	41.9%
14 Other Manual Workers	6	-100.0%	0.0%	0	0.0%	20.0%	4	4	0	20.0%	0	1	1	17.5%	17.5%	-1	0	0.0%	16.7%
Total	147	-100.0%	0.0%	0	0.0%		0	0	94	0.0%	()	-19	0		51.3%	19	19	63.9%	63.9%

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)<sup>1/3</sup> - 1) x 100.

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

				Table 2: Women	
F	loyment Equity	Wor	ien		
*****************************	ipational Group (EEOG)	Short-term Goals	Long-term Goals	Comments	
	panonai Group (1200)	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	1 40.6	0 40.6	This is a position that is already difficult to fill. We are currently considering the possibility of hiring a French woman who could help us (senior chef position).	
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 12.5	0 12.5	The position is very manual, and it is difficult to recruit women. We have already had a woman in this position.	001059
13	Other Sales & Service	0.0	0.0		001039

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Château Mont Sainte-Anne
	2019-02-18
14 Other Manual Workers	1 17.5 0 17.5 The position is very manual, and it is difficult to recruit women.
Total	2 0.0 0 0.0

									Data 1	or First/I	revious (	Goals							
A B	С	D	E	F	G	H		J	K	L	M	N	О	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>3</sup>	Data Entry	CxHx3	F÷1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K • M + O) + (C + F)
	Ţ	↓	Ţ	Ļ	J	Ţ	Ţ	Ţ	J	Ţ	Ţ	Ţ	Ţ	Į.	1	Ţ	1	<b>J</b>	1
										e 3: Abori	<u> </u>	2							
									First/	Previous SI	iort-term (	Joals							
				All En	ployees					1		1			nal Peoples	1		ı	
	Number	Grow	th (New Posit	ions)	Turnover (Re	placement o Employees)	f Terminated		Number	Turnover (R	eplacement of	Hires	3 Year Goals From - To						
Employment Equity			Proje				jected	Anticipated Hires Over 3		Terminated	Employees)	Required		m - 10 - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	YYYY-MM-00	Actual	rroje		Actual	rroj		Years	YYYY-MM-DD			Over 3 Years	1111	-1111	Availability	r resear Gap	Gap	Representation	Years
	2019-02-20	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2019-02-20	Annually	Over 3 Years	1 cars	2019	2022					
	#	9/4	%	#	%	9/0	#	#	#	9/0	#	#	#	%	9/0	#	#	%	9/9
01 Senior Managers	1	-100.0%	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	4	-100.0%	0.0%	0	0.0%	16.7%	2	2	0	16.7%	0	0	(	)	2.7%	0	0	0.0%	0.0%
03 Professionals	4	-100.0%	0.0%	0	0.0%	25.0%	3	3	0	25.0%	0	0	- (	)	1.4%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	1	-100.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	(	)	2.4%	0	0	0.0%	0.0%
05 Supervisors	10	-100.0%	0.0%	0	0.0%	10.0%	3	3	0	10.0%	0	0	(	)	2.0%	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	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	(	)	1.4%	0	0	0.0%	0.0%
08 Skilled Sales & Service	12	-100.0%	0.0%	0	0.0%	9.1%	3	3	0	9.1%	0	0	(	)	2.4%	0	0	0.0%	0.0%
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	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!
11 Intermediate Sales & Service	59	-100,0%	0.0%	0	0.0%	15.3%	27	27	0	15.3%	0	1	(	1.6%	1.6%	-1	-1	0.0%	0.0%
12 Semi-Skilled Manual	6	-100.0%	0.0%	0	0.0%	16.7%	3	3	0	16.7%	0	0	(	)	1.6%	0	0	0.0%	0.0%
13 Other Sales & Service	43	-100.0%	0.0%	0	0.0%	10.6%	14	14	0	10.6%	0	1	(	1.8%	1.8%	-1	-1	0.0%	0.0%
14 Other Manual Workers	6	-100.0%	0.0%	0	0.0%	20.0%	4	4	0	20.0%	()	0	(	)	2.0%	0	0	0.0%	0.0%
Total	147	-100.0%	0.0%	0	0.0%		0	- 0	0	0.0%	0	3	(	)	1.8%	-3	-3	0.0%	0.0%

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis)<sup>1/3</sup> - 1) x 100.

Workforce Analysis) + 2) x 100.

					Table 4: Aboriginal Peoples	
	oyment Equity pational Group (EEOG)	Short-ter	Aboriginal P m Goals	eoples Long-term Goals	Comments	
0	pational Group (EDGG)		%	%		
01	Senior Managers	0	0.0	0.0		
02	Middle & Other Managers	0	0.0	0.0		
03	Professionals	0	0.0	0.0		
04	Semi-Professionals & Tech	0	0.0	0.0		
05	Supervisors	0	0.0	0.0		
06	Supervisors: Crafts & Trades	0	0.0	0.0		
07	Administrative & Sr Clerical	0	0.0	0,0		
08	Skilled Sales & Service	0	0.0	0,0		
09	Skilled Crafts & Trades	0	0.0	0.0		
10	Clerical Personnel	0	0.0	0.0		
111	Intermediate Sales & Service	0	1.6	0 1.6	Difficult, as we do not know.	
12	Semi-Skilled Manual	0	0.0	0.0		001061
13	Other Sales & Service	0	1.8	0 1.8	Difficult, as we do not know.	001081

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

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Château Mont Sainte-Anne
	2019-02-18
14 Other Manual Workers	0 0.0 0 0.0
Total	0 0.0 0 0.0

									Data f	or First/F	revious (	Goals							
A B	C	D	E	F	G	H		J	K	L	M	N	0	P	Q	R	S	T	L. U.
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>3</sup>	Data Entry	CxHx3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
940	Ţ	Ţ	1	Ţ	1	Ţ	1	Ţ	Ţ	1	1	Ţ	Ţ	Ţ	Ţ	1	1	1	Ţ
											with Disa								
									First/	Previous Sh	iort-term C	Coals							
				All En	nployees									Persons w	th Disabilitie	S			
	Number Growth (New Positions) Turnover (Replacement of Terminated								Number	Turnover (Replacement of			3 Year Goals						
Employment Equity						Employees)		Anticipated			epiacemeni oi l Employees)	Hires Required		n - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-00	Actual	Proje	cted	Actual	Proj	jected	Hires Over 3 Years	YYYY-MM-00			Over 3	YYYY	-YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2019-02-20	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	icais	2019-02-20	Annually	Over 3 Years	Years	2019	2022					i cars
	#	9/4	%	#	%	%	#	#	#	9/6	#	#	#	9/0	9/6	#	#	%	9/0
01/02 Managers	5	-100.0%	0.0%	€	0.0%	14.3%	. 2	2	0	14.3%	0	0	€		5.0%	0	0	0.0%	0.0%
03 Professionals	4	-100.0%	0.0%	€	0.0%	25.0%	3	3	0	25.0%	0	0	€		8.9%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	1	-100.0%	0.0%	•	0.0%	0.0%	0	0	0	0.0%	0	0	€		7.6%	0	0	0.0%	0.0%
05 Supervisors	10	-100.0%	0.0%	(	0.0%	10.0%	3	3	0	10.0%	0	3	l l	27.5%	27.5%	-3	-2	0.0%	10.0%
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	0	0.0% -100.0%	0.0% 0.0%		0.0%	0.0% 0.0%	0	0	0	0.0%		0			0.0% 10.0%	1 0		#DIV/0! 0.0%	#DIV/0! 0.0%
08 Skilled Sales & Service	12	-100.0% -100.0%	0.0%	(	0.0%	9.1%	2	2	0	9.1%	1 0	1		8.0%	8.0%	1 ,	,	0.0%	0.0%
09 Skilled Crafts & Trades	0	0.0%	0.0%		0.0%	0.0%	, ,		0	0.0%	1	,		0.076	0.0%			#DIV/0!	#DIV/0!
10 Clerical Personnel	0	0.0%	0.0%	(	0.0%	0.0%		0	"	0.0%	1 0	0			0.0%	1 0	"	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	59	-100.0%	0.0%	í	0.0%	15.3%	27	27	] i	15.3%	0	5	7	10.8%	10.8%	-5	-2	1.7%	6.8%
12 Semi-Skilled Manual	6	-100.0%	0.0%		0.0%	16.7%	3	3	, i	16.7%	ľ	1	6	10.00	10.3%	] 0	-1	16.7%	0.0%
13 Other Sales & Service	43	-100.0%	0.0%	Č	0.0%	10.6%	. 14	14	Ì	10.6%	. 0	4	1	10.7%	10.7%	. 4	-3	2.3%	4.7%
14 Other Manual Workers	6	-100.0%	0.0%	(	0.0%	20.0%	4	4	0	20.0%	0	0	€		6.8%	0	0	0.0%	0.0%
Total	147	-100.0%	0.0%	(	0.0%		0	0	3	0.0%	0	1.3	(		11.2%	-13	-13	2.0%	2.0%

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)<sup>1/3</sup> - 1) x 100.

0.0

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

Workforce Analysis) ÷ 2) x 100.

Total

			Table 6: Persons with Disabilities
Employment Faults	Persons with Disa	bilities	
Employment Equity Occupational Group (EEOG)	Short-term Goals L	ong-term Goals	Comments
Occupational Group (EE-OG)	%	%	
01/02 Managers	0.0	0.0	
03 Professionals	0,0	0.0	
04 Semi-Professionals & Tech	0,0	0.0	
05 Supervisors	1 27.5	0 27.5	Very difficult, given the lack of resources in Côte-de-Beaupré. We often learn this after the interview. Resources for persons with disabilities are in Quebec City and do not reach our area.
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	0 0.0	0,0	
08 Skilled Sales & Service	0 8.0	0 8.0	Very difficult, given the lack of resources in Côte-de-Beaupré. We often learn this after the interview. Resources for persons with disabilities are in Quebec City and do not reach our area.
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	0.0	0,0	
11 Intermediate Sales & Service	3 10.8	0 10.8	Very difficult, given the lack of resources in Côte-de-Beaupré. We often learn this after the interview. Resources for persons with disabilities are in Quebec City and do not reach our area.
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	1 10.7	0 10,7	Very difficult, given the lack of resources in Côte-de-Beaupré. We often learn this after the interview. Resources for persons with disabilities are in Quebec City and do not reach our area.
14 Other Manual Workers	0 0.0	0.0	001063

Federal Contractors Program Achievement Report
Part 3: Goals
Château Mont Sainte-Anne
2019-02-18

## Federal Contractors Program Achievement Report Part 3: Goals Château Mont Sainte-Anne

Data for First/Previous Goals В G H M O Q From Flow Data (K - M + From From From From Data Equivalent (F x Q) (K - M + O) + (CData sources: Workforce Data Entry C x E x 3 Analysis & CxHx3  $F \pm I$ Workforce KxLx3  $K \oplus C$ Workforce JxP Data Entry Workforce Workforce O) - ((C+  $R \pm M$ Entry to H +F) Workforce Analysis Analysis Analysis<sup>4</sup> Analysis Analysis F) x Q) Analysis<sup>3</sup> 1 Ţ 1 **Table 7: Members of Visible Minorities** First/Previous Short-term Goals

2019-02-18

				All En	ployees				Members of Visible Minorities										
	Number	Cray	oth (New Posit	ione)	Turnover (R	eplacement of	Terminated		Number				3 Yea	r Goals					
Employment Equity		.,,,,,				Employees)		Anticipated	· anno		eplacement of Employees)	mes	Fro	n - To					Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proje	ected	Hires Over 3	YYYY-MM-00			Required Over 3	1111	- ٧٧٧٧	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
	2019-02-20	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Vears	Years	2019-02-20	Annually	Over 3 Years	Years	2019	2022					Years
	#	9/a	9/0	#	%	9/0	#	#	#	6/0	#	#	#	%	9/6	#	#	%	6/4
01 Senior Managers	1	-100.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		11.5%	0	0	0.0%	0.0%
02 Middle & Other Managers	4	-100.0%	0.0%	0	0.0%	16.7%	2	2	0	16.7%	0	1	0	17.6%	17.6%	-1	-1	0.0%	0.0%
03 Professionals	4	-100.0%	0.0%	0	0.0%	25.0%	3	3	0	25.0%	0	1	1	32.3%	32.3%	-1	0	0.0%	25.0%
04 Semi-Professionals & Tech	1	-100.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		10.2%	0	0	0.0%	0.0%
05 Supervisors	10	-100.0%	0.0%	0	0.0%	10.0%	3	3	0	10.0%	0	0	0		3.2%	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%	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	0		3.3%	0	0	0.0%	0.0%
08 Skilled Sales & Service	12	-100.0%	0.0%	0	0.0%	9.1%	3	3	0	9.1%	0	3	1	22.1%	22.1%	-3	-2	0.0%	8.3%
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	59	-100.0%	0.0%	0	0.0%	15.3%	27	27	0	15.3%	0	4	2	6.4%	6.4%	-4	-2	0.0%	3.4%
12 Semi-Skilled Manual	6	-100.0%	0.0%	0	0.0%	16.7%	3	3	0	16.7%	0	0	0		3.9%	0	0	0.0%	0.0%
13 Other Sales & Service	43	-100.0%	0.0%	0	0.0%	10.6%	14	14	1	10.6%	0	2	1	7.7%	7.7%	-2	-1	2.3%	4.7%
14 Other Manual Workers	6	-100.0%	0.0%	0	0.0%	20.0%	4	4	0	20.0%	0	0	0		5.6%	0	0	0.0%	0.0%
Total	147	-100.0%	0.0%	0	0.0%		0	0	1	0.0%	0	12	0		8.8%	-12	-12	0.7%	0.7%

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis)<sup>1/3</sup> - 1) x 100.

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

Workforce Analysis) ± 2) x 100.

	Table 8: Members of Visible Minorities											
F	Memb	ers of Visi	ble Minori	ties								
Employment Equity Occupational Group (EEOG)	Short-tern	n Goals	Long-ter	rm Goals	Comments							
Occupational Group (EEOG)		%		%								
01 Senior Managers	0	0,0	0	0,0								
02 Middle & Other Managers	0	17.6	0	17.6	We have many Europeans working for us, but very few members of visible-minority groups. Côte-de-Beaupré has no adequate public transit to attract workers.							
03 Professionals	1	32.3	0	32.3	We have many Europeans working for us, but very few members of visible-minority groups. Côte-de-Beaupré has no adequate public transit to attract workers.							
04 Semi-Professionals & Tech	0	0.0	0	0.0								
05 Supervisors	0	0,0	0	0.0								
06 Supervisors: Crafts & Trades	0	0.0	0	0.0								
07 Administrative & Sr Clerical	0	0.0	0	0,0								
08 Skilled Sales & Service	1	22.1	0	22.1	We have many Europeans working for us, but very few members of visible-minority groups. Côte-de-Beaupré has no adequate public transit to attract workers. In summer, however, we deal with an							
09 Skilled Crafts & Trades	0	0.0	0	0.0								
10 Clerical Personnel	0	0.0	0	0.0								
11 Intermediate Sales & Service	2	6.4	0	6,4	We have many Europeans working for us, but very few members of visible-minority groups. Côte-de-Beaupré has no adequate public transit to attract workers. In summer, however, we deal with an							
12 Semi-Skilled Manual	0	0.0	0	0.0	001065							
13 Other Sales & Service	1	7.7	0	7.7	We have many Europeans working for us, but very few members of visible-minority groups. Côte-de-Beaupré has no adequate public transit to attract workers. In summer, however, wi							

			Federal Contractors Program Achievement Re	eport
			Part 3: Goals	
			Château Mont Sainte-Anne	
			2019-02-18	
14 Other Manual Workers	0.0	0.0		
Fotal	0 0.0	0 0.0		

									Data for	Subseque	nt/Curre	nt Goals							
AB	С	D	E	F	G	H	I	J	K	L	М	N	<u> </u>	P	Q	R	<u>I</u>	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	CxHx3	F ÷ I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	3 / \	K ÷ C	(K - M + O) ÷ (C + F)
<u> </u>	Ţ	<u>.</u>	Ţ	Ļ	,	Ţ	1	Ţ	J	Ţ	Ţ	J	1	<b>.</b>	J	Ţ	<b>1</b>	<b>J</b>	J
										Table 9:									
									Subsequ	ent/Curren	t Short-teri	m Goals							
				All En	ployees				Women										
	Number Growth (New Positions) Turnover (I			urnover (Replacement of Terminated Employees)			Number Turnover (Replacement of		3 Year Goals Hires From - To										
Employment Equity	YYYY-MM-00	Actual	Proj	ected	Actual			Anticipated Hires Over 3	YYYY-MM-DD	Terminated Employees)		Required	uired VVVV VVVV		Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	1111-111-111	Actual	110)	Over 3	ACTUAL	110	Over 3	Vears	1111-111-00		Over 3	Over 3 Years		1	Availability		Gap	Representation	Years
	M-10	Annually	Annually	Years	Annually	Annually	Years		***	Annually	Years		0	3					
	#	9/4	%	#	%	%	#	#	#	0/0	#	#	#	%	9/6	#	#	9/0	9/4
01 Senior Managers	0	-100.0%		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	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		0	0.0%		0	C	€	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	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		0	0.0%		0	C	€	0.0%	0	0	(	)	0.0%	0	0	#DIV/0!	#DIV/0!
06   Supervisors: Crafts & Trad	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	(	)	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Cleric	al 0	-100.0%		0	0.0%		0	C	€	0.0%	0	0	(	)	0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	-100.0%		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	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	0.0%		0	0.0%		0	0	•	0.0%	0	0	(	)	0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Servi	e 0	-100.0%		0	0.0%		0	C	€	0.0%	0	0	(	)	0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	-100.0%		0	0.0%		0	0	1	0.0%	0	0	(	)	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	[ (	)	0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	-100.0%		0	0.0%		0	0	(	0.0%	0	0	(	)	0.0%	0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%		0	0.0%		1 0		1	0.0%	. 0	0	(	)[	0.0%	<u> </u>	1 0	#DIV/0!	#DIV/0!

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)<sup>1/3</sup> - 1) x 100.

worktoice Analysis) = 2) x 10	1O,				
					Table 10: Women
Employment Equity		Wom	en		
Occupational Group (EEOG)	Short-teri	Short-term Goals		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 Scmi-Skilled Manual		0.0		0.0	
13 Other Sales & Service		0.0		0.0	001067

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.

			Federal Cor	ntractors Program Achie	vement Report									
				Part 3: Goals										
				Château Mont Sainte-Ar	ine									
	2019-02-18													
14 Other Manual Workers		0.0												
Total		0.0												

									Data for	Subseque	nt/Curre	nt Goals									
A B	C	Đ	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	Š	T	U		
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	CxHx3	F÷1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K • M + O) ÷ (C + F)		
	1	<b></b>	Ţ	Ţ	·	Ţ	J	Ţ	J	1	Ţ	Į.	J	1	Ţ	1	Ţ	<b>.</b>	<b>↓</b>		
										11: Abor											
									Subseque	ent/Current	t Short-teri	n Goals									
		All Employees								Aboriginal Peoples											
	Number Growth (New Positions) Turnover (I				eplacement of Terminated Employees)			Number Turnover (Replacement of		Hires	3 Year Goals From - To										
Employment Equity	YYYY-MM-DD	Actual	Proje		Actual		iected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Terminated Employees)			m - 10 - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3		
Occupational Group (EEOG)	1111-1111-00	Actual	110)		Actual	rio	Over 3	Years	1111-1111		Over 3	Over 3 Vears	1111		Availability	rresent Gap	Gap	Representation	Years		
	***	Annually	Annually	Over 3 Years	Annually	Annually	Vears			Annually	Years		0	3							
	#	9/4	%	#	%	%	#	#	#	9/6	#	#	#	%	%	#	#	%	6/4		
01 Senior Managers	0	-100.0%		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	#DIV/0!	#DIV/0!		
03 Professionals	0	-100.0%		0	0.0%		0	C	0	0.0%	0	0	- (	)	0.0%	0	0	#DIV/0!	#DIV/0!		
04   Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	C	0	0.0%	0	0	(	)	0.0%	0	0	#DIV/0!	#DIV/0!		
05 Supervisors	0	-100.0%		0	0.0%		0	C	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	0	-100.0%		0	0.0%		0	C	0	0.0%	0	0	(	) [	0.0%	0	0	#DIV/0!	#DIV/0!		
08 Skilled Sales & Service	0	-100.0%		0	0.0%		0	C	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	0.0%		0	0.0%		0	0	0	0.0%	0	0	(	)	0.0%	0	0	#DIV/0!	#DIV/0!		
11 Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0		0.0%	1 0	0	(		0.0%	1 0	1 0	#DIV/0!	#DIV/0!		
12 Semi-Skilled Manual	0	-100.0%		0	0.0%		0	0		0.0%	1 0	0	(		0.0%	1 0	1 0	#DIV/0!	#DIV/0!		
13 Other Sales & Service	0	-100.0%		0	0.0%		0	0		0.0%	1 0	0	(		0.0%		1 0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	0	-100.0%		0	0.0%		0	- 0	()	0.0%	0	0		1	0.0%	1 0	0	#DIV/0!	#DIV/0!		
Total	0	-100.0%		0	0.0%		0	(	0	0.0%	1 ()	1 0	(	1	0.0%	<u>1 0</u>	0	#DIV/0!	#DIV/0!		

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)<sup>1/3</sup> - 1) x 100.

Workforce Analysis) ÷ 2) x 10	Λ),				Table 12: Aboriginal Peoples
Employment Equity		Aborigina			·
Occupational Group (EEOG)	Short-ter	m 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	001003

Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis) ÷ (100 and 200 and

			Federal	l Contractors Program Ac	hievement Report								
				Part 3: Goals									
				Château Mont Sainte	-Anne								
	2019-02-18												
14 Other Manual Workers		0.0											
Total		0.0											

## Federal Contractors Program Achievement Report Part 3: Goals Château Mont Sainte-Anne 2019-02-18

									Data for	Subseque	nt/Curre	nt Goals							
A B	C	D	E	F	G	H	I	J	K	L	M	N	0	P	Q	R	L S	T	<u> </u>
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	CxHx3	F÷I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) + (C + F)
F	1			<b>↓</b>	1		<u> </u>	1	<u>↓</u>		<b>.</b>	<b>↓</b>	<u> </u>	<u> </u>	1	1		↓	<u>↓</u>
										: Persons									
									Subsequi	ent/Current	t Short-teri	m Goals		**	th Disabilitie				
				All En	rployees										th Disabilitie	<u>s</u>	1	I	
	Number	Grev	oth (New Posit	ions)	Turnover (Re	eplacement o Employees)	f Terminated		Number	Turnover (R	teplacement of	Hires		r Goals m - To	•				
Employment Equity	YYYY-MM-00	Actual	Proje	ont and	Actual		jected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	l Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	1111-111-111	Actual	110)		Actual	110		Years	1111-111-111		Over 3	Over 3 Years		1	Availability	I Trocar Onp	Gap	Representation	Years
	***	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years			Annually	Years		0	3	**************************************				
	#	9/4	%	#	%	9/6	#	#	#	9/0	#	#	#	%	9/6	#	#	9/4	9/4
01/02 Managers	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%	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	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	(	)	0.0%	1 0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	0	0.0% -100.0%		0	0.0% 0.0%		1 0	0	0	0.0%	U				0.0%	1 0	1 0	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
08 Skilled Sales & Service	0	-100.0% -100.0%		0	0.0%		1 0	0	0	0.0%	0			1	0.0% 0.0%		0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	n n	0.0%		0	0.0%		1 0	0	0	0.0%	0			1	0.0%		0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	0.0%		0	0.0%		0	0	0	0.0%	] 0	l ő			0.0%	l ő	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	(	)	0.0%		0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	-100,0%		0	0.0%		0	0	0	0.0%	, 0	ő		)	0.0%	.] o	0	#DIV/0!	1 1
13 Other Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	(	)	0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	-100.0%		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	#DIV/0!	#DIV/0!

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

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

• / /					Table 14: Persons with Disabilities
Employment Positio	Pe	rsons with	Disabilities		
Employment Equity Occupational Group (EEOG)	Short-ter	m Goals	Long-ter	m Goals	Comments
		%		9/6	
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	001071
Total		0.0		0.0	001071

# Federal Contractors Program Achievement Report Part 3: Goals Château Mont Sainte-Anne 2019-02-18

									Data for	Subseque	nt/Curre	nt Goals							
A B	C	D	E	F	G	H		J	K	L	M	N	О	P	Q	R	<u>S</u>	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	CxHx3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) + (C + F)
	1	1	Ţ	↓	4	↓	↓	↓	Į.	1	1	J	↓	↓	Ţ	1	1	↓	<b>↓</b>
								,	Fable 15: N				<u>'S</u>						
									Subseque	ent/Current	Short-teri	n Goals				•			
				All En	ployees					1					isible Minor	ities		ı	
	Number	Grov	th (New Positi	ions)	Turnover (Re	placement o Employees)	f Terminated		Number	Turnover (R	eplacement of	Hires		er Goals					
Employment Equity	YYYY-MM-00	Actual	Proje		Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		m - To	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	1111-114-00	Actual	11030		Actual	110		Years	111111111111111111111111111111111111111			Over 3 Years			Availability	I COUNT ONLY	Gap	Representation	Years
	***	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		**	Annually	Over 3 Years	1 cars	0	3					
	#	%	9/6	#	%	9/0	#	#	#	9/6	#	#	#	%	9/0	#	#	9/0	9/4
01 Senior Managers	0	-100.0%		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	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		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	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		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	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	(	0	0.0%	0	0	(	)	0.0%	1 0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	-100.0%		0	0.0%		U	(	0	0.0%	0	0	(	"	0.0%	1 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	0.0%		0	0.0%		0	(		0.0%	U	0	(	"	0.0%	1 0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	-100.0%		0	0.0%		0			0.0%	1	0	,	()	0.0%		1 2	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual 13 Other Sales & Service	0	-100.0%		0	0.0%		0	(		0.0%	1 0	0	'	"	0.0% 0.0%	1 0	1 0	#DIV/0! #DIV/0!	#DIV/0!
	0	-100.0% -100.0%			0.0%			(	1 "		0	0	'	(	0.0%	1 2	"	#DIV/0! #DIV/0!	#DIV/0!
	0	I		0	0.0%		0	(	1 0	0.0%		0		4		1 0	0		#DIV/0!
Total	()	-100.0%		()	0.0%		0	(	<u>'l</u>	0.0%	1 ()	1 0	(	1	0.0%	1 0	1 0	#DIV/0!	#DIV/0!

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis)<sup>1/3</sup> - 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.

Working Palation	**				Table 16: Members of Visible Minorities
Employment Equity		ibers of Visi			Table 101 (Actions of Colons)
Occupational Group (EEOG)	Short-ter	m Goals	Long-ter	m 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	-001072
13 Other Sales & Service		0.0		0.0	001072

		Federal Cor	ntractors Program Achie	vement Report		
			Part 3: Goals			
			Château Mont Sainte-Ar	ine		
			2019-02-18			
14 Other Manual Workers	0.0					
Total	0.0					

#### Federal Contractors Program Achievement Report Part 4: Results - Women Château Mont Sainte-Anne 2019-02-18 A В $\mathbf{C}$ D E F $\mathbf{G}$ Н 1 J K L M N 0 P 0 R S T U $\mathbf{v}$ W X Y Part I: Part 1: Part 1: Part 2: Part 2: Part 2: $\mathbf{E} + \mathbf{D}$ $D \times G$ $E \circ H$ Part 2: Flow $L \circ K$ Part 2: Flow $Q \oplus P|_X$ Part 2: Flow $V \oplus U|_X$ U x F + 100 V-X E - H Flow Data $K \times G + 100$ L-N Flow Data PxF ÷ 100 $O \cdot S$ Flow Data Workfore Workforce Workforce Data sources Data Analysis Data Analysis Data Analysis $\times 100$ + 100 x 100 x 100 100 Analysis Analysis Analysis Analysis Analysis Ţ T Ţ Ţ T 1 Ţ 1 1 Ţ Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Women Women All Employee All Employe All Employee (EEOG) Representation Availability Gap EE Resul Actual Expected Difference Actual Difference Actual Expected Difference Expected % % 2019 0 0.0 27.6 0.0 01 Senior Managers 0 0 0.0 0.0 0.0 0 0.0 0.0 0.0 0 0 190.4 2019 3 75.0 39.4 Middle & Other Managers 0 0.0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 2019 3 75.0 56.0 133.9 03 Professionals 0 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 167.8 2019 1 100.0 59.6 Semi-Professionals & Technicians 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 174.8 2019 10 9 90.0 51.5 05 Supervisors 0 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 0.0 Trades 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Part 2: Part 2: Flow E + DxPart 3: $E + G \times$ F + I x 100 Part 3: Goals F + M x 100 Data sources Flow Data Data Analysis 100 Goals 100 Goals Goals Analysis 1 J 1 1 T 1 1 Goals **New Entrants** Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Women Occupational Group Comments All Employees (EEOG) Percent of Percent of Percent of Percent of Actual Goal Met Goal Met Goal Met Goal Met % % % % 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 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Middle & Other 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 0.0 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 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 06 Trades 0 0.0 0.0 0.0 0.0 0.0

Federal Contractors Program Achievement Report
Part 4: Results - Women
Château Mont Sainte-Anne
2019-02-18

#### Federal Contractors Program Achievement Report Part 4: Results - Women Château Mont Sainte-Anne 2019-02-18 A В $\mathbf{C}$ D E F $\mathbf{G}$ Н 1 J K L M N 0 P 0 R S T U $\mathbf{v}$ W X Y Part I: Part 1: Part 1: Part 2: Part 2: Part 2: $\mathbf{E} \oplus \mathbf{D}$ $D \times G$ $E \circ H$ Part 2: Flow $L \circ K$ Part 2: Flow $Q \circledast P \, x$ Part 2: Flow $V \oplus U|_X$ V-X E - H Flow Data $K \times G + 100$ L-N Flow Data PxF ÷ 100 $O \cdot S$ U x F ± 100 Workforce Workforce Workforce Flow Data Data sources Data Analysis $\times 100$ + 100 x 100 Data Analysis x 100Data Analysis 100 Analysis Analysis Analysis Analysis Analysis Ţ T Ţ 1 Ţ 1 1 1 Ţ Workforce Analysis Flow Data Analysis **Employment Equity** Workforce **Promotions** Hires **Terminations** Year Occupational Group Women Women All Employee All Employe All Employee (EEOG) Representation Availability EE Resul Actual Expected Difference Actual Difference Actual Expected Gap Expected Difference % % % % Administrative & 2019 100.0 80.4 124.4 Senior Clerical 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0 0 0 2019 12 33.3 82.1 Skilled Sales & 4 40.6 08 Service Personnel 0 0.0 0.0 0.0 0 0 0.0 0.0 0 0.0 2019 0 0.0 0.0 0.0 Skilled Crafts & n9 Trades Workers 0 0 0.0 0.0 0 0.0 0 0.0 0.0 0 0.0 2019 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 59 37 124.5 2019 46 78.0 62.6 Intermediate Sales & Service Personnel 0 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 12.5 2019 0 0.0 -1 0.0 Semi-Skilled Manual Workers 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Part 2: Part 2: Flow E + DxPart 3: $E + G \times$ F + I x 100 Part 3: Goals Data sources Flow Data F = M x 100 Data Analysis 100 Goals 100 Goals Goals Analysis 1 J 1 1 T 1 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Occupational Group Comments All Employees (EEOG) Percent of Percent of Percent of Percent of Actual Goal Met Goal Met Goal Met Goal Met % % Administrative & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 0 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 40.6 0.0 0.0 40.6 0.0 Skilled Sales & Service 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 0.0 0.0 Skilled Crafts & 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 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 0.0 0.0 Intermediate Sales & Service Personnel 0 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 12.5 0.0 0.0 12.5 0.0 Semi-Skilled Manual Workers 0 0.0 0.0 0.0 0.0 0.0

Federal Contractors Program Achievement Report
Part 4: Results - Women
Château Mont Sainte-Anne
2019-02-18

								Feder	al Contr	actors	Progra	m Achie	vement	Renort									
												- Wome		por									
									Cl	hâteau I	Mont S	ainte-A	nne										
										2	019-02-	-18											
A B	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	T	U	v	w	X	Y
		Part I:	Part 1:	E ÷ D	Part 1:	D x G	***************************************	E » H	Part 2: Flow	Part 2:	L ÷ K	***************************************		Part 2: Flow	Part 2:	Q÷Px		********************	Part 2: Flow	Part 2:	V ÷ U x	***********	***************************************
Data sources:		Workforce Analysis	Workforce Analysis	x 100	Workforce Analysis	+ 100	E-H	x 100	Data Analysis	Flow Data Analysis	x 100	K.x G ÷ 100	L-N	Data Analysis	Flow Data Analysis	100	PxF + 100	Q·S	Data Analysis	Flow Data Analysis	100	U x F + 100	V-X
	1	<u> </u>	1	Ţ	Ţ	1	<u> </u>	Ţ	Ų	1	1	<u> </u>	Ţ	↓	1	Ţ	<u> </u>	Ţ	<u> </u>	Ų,	Ţ	1	Ţ
Employment Equity			1		orce An	alysis										Data A							
Occupational Group	Year			W	orkforce Woo	ien					Hires W	omen			P	romotio W	ns omen			Le	rminatio W	omen	
(EEOG)		All Employees	Represe		Availa	bility	Gap	El. Result	All Employees	Δe	Inal	Expected	Difference	All Employees	Ac	ual	Expected	Difference	All Employees	Act		Expected	Difference
Other Sales & Service	2019	# 43	# 27	% 62.8	49.1	21	# 6	% 127.9	#	#	**	#	#	#	#	6/ <sub>6</sub>	#	#	#	4	%	#	#
13 Personnel	0	0	0	0.0	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	6	0	0.0	17.5	1	-l	ļ	21							0.0					0.0		
	2019	147	0 94	0.0 63.9	0.0 51.3	75	0 19		0	0	0.0	0	()	1 0	0	0.0	ij		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	0.0	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÷1x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F ÷ M x 100											
***************************************	×*×*×********	<u> </u>	·	Ţ	1	1	<u> </u>	i	<b></b>	<del>`</del>	<u> </u>	<u></u>											
		New	Entrai	its				G	oals														
Employment Equity	Year	FI	low Data		5		rm Goal	S		Long-ter Wor							-						
Occupational Group (EEOG)		All Employees				Percent of Goal Met		Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					Ĺ	ommen	ts				
To a second	#	#	#	9/4	ž o	<b>6</b> / <u>6</u>	%	9,	#	9%	96	%											
13 Other Sales & Service Personnel	3	0	0	0.0 0.0	0	0.0	0.0	I	0	0.0	0.0	0.0											
Other Manual Workers	0 3	0	0	0.0 0.0	1	0.0	17.5 0.0		0	0.0	17.5 0.0												
Total	0	0	0	0.0	2	0.0	0.0	0.0	0	0.0	0.0	0.0											
	3	()	0	0.0			0.0	0.0		1	0.0	0.0											

#### Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples Château Mont Sainte-Anne 2019-02-18 A В $\mathbf{C}$ D E F $\mathbf{G}$ Н 1 J K L 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: $\mathbf{E} \oplus \mathbf{D}$ $D \times G$ $E \circ H$ Part 2: Flow $L \circ K$ Part 2: Flow $Q \circledast P \, x$ Part 2: Flow $V \oplus U|_X$ K.x G ÷ 100 V-X E - H Flow Data L-N Flow Data PxF ± 100 $O \cdot S$ Flow Data U x F ± 100 Workfore Workforce Workforce Data sources Data Analysis Data Analysis $\times 100$ + 100 x 100 Data Analysi x 100100 Analysis Analysis Analysis Analysis Analysis Ţ T Ţ Ţ 1 Ţ 1 1 Ţ Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Promotions Hires **Terminations** Vear Occupational Group **Aboriginal Peoples Aboriginal Peoples** Aboriginal Peoples **Aboriginal Peoples** All Employee All Employe All Employee (EEOG) Representation Availability Gap EE Resul Actual Expected Difference Actual Difference Actual Expected Expected Difference % % 2019 0 0.0 3.2 0.0 01 Senior Managers 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0 0 0 2019 0 2.7 Middle & Other 0.0 0.0 Managers 0 0.0 0.0 0.0 0 -0 0 0.0 0 0.0 0 0.0 2019 0 0.0 1.4 0.0 03 Professionals 0 0 0.0 0.0 0 0.0 0 0.0 0.0 0 0.0 2.4 2019 0 0.0 0 0 0.0 Semi-Professionals & Technicians 0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 0 0.0 0.0 0.0 2019 10 0 2.0 0 05 Supervisors 0 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 0.0 Trades 0.0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 Part 2: Part 2: Flow E + DxPart 3: $E + G \times$ Part 3: F + I x 100 Part 3: Goals Data sources Flow Data F = M x 100 Data Analysis 100 Goals 100 Goals Goals Analysis 1 J 1 1 T 1 1 Goals **New Entrants** Flow Data Short-term Goals Long-term Goals **Employment Equity** Year **Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples** Occupational Group Comments All Employee (EEOG) Percent of Percent of Percent of Percent of Actual Goal Goal Met Goal Met Goal Met Goal Met % % % 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 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Middle & Other 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 0.0 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 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 Supervisors: Crafts & 06 Trades 0 0.0 0.0 0.0 0.0 0.0

Federal Contractors Program Achievement Report
Part 5: Results - Aboriginal Peoples
Château Mont Sainte-Anne
2019-02-18

#### Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples Château Mont Sainte-Anne 2019-02-18 A В $\mathbf{C}$ D E F $\mathbf{G}$ Н 1 J K L M N 0 P 0 R S T U $\mathbf{v}$ W X Y Part I: Part 1: Part 1: Part 2: Part 2: Part 2: E + D $D \times G$ $E \circ H$ Part 2: Flow $L \circ K$ Part 2: Flow $Q \circledast P \, x$ Part 2: Flow $V \oplus U|_X$ K.x G ÷ 100 V-X E - H Flow Data L-N Flow Data PxF ± 100 $O \cdot S$ U x F ± 100 Workfore Workforce Workforce Flow Data Data sources Data Analysis $\times 100$ x 100 Data Analysi x 100Data Analysis 100 +100Analysis Analysis Analysis Analysis Analysis Ţ T Ţ 1 Ţ 1 1 1 Ţ Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Promotions Hires **Terminations** Vear Occupational Group **Aboriginal Peoples Aboriginal Peoples** Aboriginal Peoples **Aboriginal Peoples** All Employee All Employe All Employee (EEOG) Representation Availability EE Resul Actual Expected Difference Actual Difference Actual Gap Expected Expected Difference % % Administrative & 2019 0 0.0 1.4 0.0 Senior Clerical 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0 0 0 2019 12 2.4 Skilled Sales & 0 0.0 0.0 08 Service Personnel 0 0.0 0.0 0.0 0 -0 0 0.0 0.0 0 0.0 2019 0 0.0 0.0 0.0 Skilled Crafts & n9 Trades Workers 0 0 0.0 0.0 0 0.0 0 0.0 0.0 0 0.0 2019 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 59 2019 0 0.0 1.6 -1 0.0 Intermediate Sales & Service Personnel 0 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 2019 0 0.0 1.6 0 0 0.0 Semi-Skilled Manual Workers 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Part 2: Part 2: Flow E + DxPart 3: $E + G \times$ F + I x 100 Part 3: Goals Data sources Flow Data F = M x 100 Data Analysis 100 Goals 100 Goals Goals Analysis 1 J 1 1 T 1 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year **Aboriginal Peoples Aboriginal Peoples** Occupational Group **Aboriginal Peoples** Comments All Employee (EEOG) Percent of Percent of Percent of Percent of Actual Goal Goal Met Goal Met Goal Met Goal Met % % % Administrative & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 0 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 08 Service 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 0.0 0.0 Skilled Crafts & 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 10 Clerical Personnel 3 0.0 0.0 0 0.0 0.0 0.0 0 0 0.0 0.0 1.6 0.0 0.0 0.0 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 0.0 0.0 0.0 Semi-Skilled Manual Workers 0 0.0 0.0 0.0 0.0 0.0

Federal Contractors Program Achievement Report
Part 5: Results - Aboriginal Peoples
Château Mont Sainte-Anne
2019-02-18

								Feder	al Conti	actors	Progra	m Achie	vement	Report									
											_	riginal											
									C	hâteau ]	Mont S	ainte-A	ıne										
										2	019-02-	18											
A B	С	D	E	F	G	Н	ı	J	K	L	М	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	Е-Н	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K.x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q·S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V÷Ux 100	U x F + 100	V - X
<u> </u>		<u> </u>	↓	Ų	J.	1	<u> </u>	Į	L	<u> </u>	<u> </u>	J. J	Ţ	<u> </u>	<u> </u>	J	J. J	Ţ	<u> </u>	J.	Ţ	<u> </u>	L L
			1	Workfo	orce An	alysis									Flow	Data A	nalysis						
Employment Equity Occupational Group	Year			W	orkforce						Hires				j	Promotio				Ter	minatio		
(EEOG)		All Employees	Represe	ntation	Aborigina Availa		Gap	LE Result	All Employee	Ae	Aborig tual	nal Peoples  Expected	Difference	All Employees		Aborig	nal Peoples  Expected	Difference	All Employees	Acto		Expected	Difference
	#	#	#	%	**	#	#	%	#	#	%	#	#	#	#	4/4	#	#	#	#	%	#	#
13 Other Sales & Service Personnel	2019	43	0	0.0	1.8 0.0	1	-1 0		(	) 0	0.0	0	0	0	(	0.0	0	0	0	0	0.0	0	0
Other Manual	2019	6	0	0.0	······	0	0	0,0															
Workers	2019	0 147	0	0.0	0.0 1.8	0	-3	0.0	(	0	0.0	()	()	0	(	0.0	0	0	0	0	0.0	0	0
Total	0	0	0	0.0		0	0	ļ	(	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+Dx 100	Part 3: Goals	E + G x 100	Part 3: Goals	F÷1x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F ÷ M x 100											
		<u> </u>			1	Ψ.		<u> </u>				1											
			Entrai	nts		hort-te	rm Goal		oals	Long-ter	m Coals												
Employment Equity Occupational Group	Year		Aborigina	l Peoples			al Peoples	,		Aborigina							C	ommen	ts				
(EEOG)		All Employees	Act	ual		Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
Tal al as	#	#	#	%	# 1	*4	%	%	#	%	**	%											
Other Sales & Service Personnel	3	0	0	0.0	0	0.0	1.8 0.0	<b>!</b>	(	0.0	1.8 0.0	0.0											
14 Other Manual Workers	0 3	0	0			0.0	0.0	0.0	(	0.0	0.0	0.0											
Total	0 3	0	0	0.0	0	0.0	0.0	0.0	(	0.0	0.0	0.0											

Comparison   Com	W   X   Y
A B C D E F G H I J J K L M N O P Q R S T U V V   V   V   V   V   V   V   V   V	V+Ux UxF+100 V-X  UxF+100 V-X  UxF+100 V-X  UxF+100 V-X  Dinations  ersons with Disabilities  Expected Difference  ###
A B C D E F G H I J J K L M N O P Q R S T U V   V   Data sources:   Part 2: Analysis	V+Ux UxF+100 V-X  UxF+100 V-X  UxF+100 V-X  UxF+100 V-X  Dinations  ersons with Disabilities  Expected Difference  ###
Part     Part	V+Ux UxF+100 V-X  UxF+100 V-X  UxF+100 V-X  UxF+100 V-X  Dinations  ersons with Disabilities  Expected Difference  ###
Data Sources:   Workforc   Analysis   Variable   Vari	ninations ersons with Disabilities    Expected Difference
Figure   F	ninations ersons with Disabilities I Expected Difference % # #
Carpational Group (EEGG)   Formational Group (	ersons with Disabilities  I Expected Difference  % # #
Comparisonal Group (EEOG)   Persons with Disabilities   All Employees   Persons with Disabilities   All Employees   Representation   Availability   Gap   EE Result   Representation   Repr	ersons with Disabilities  I Expected Difference  % # #
CEOG   All Employees   Representation   Availability   Gap   Execut   All Employees   Actual   Expected   Difference   All Employees   Actual   Expected   Difference	Expected Difference  ##################################
	*** # #
O	0.0 0 0
O3   Professionals   2019   4   0   0.0   8.9   0   0   0.0   0.0   0   0   0   0   0	
O4   Semi-Professionals &   2019     1   0   0.0     7.6   0   0   0   0.0   0   0   0   0   0	0.0 0 0
05 Supervisors 2019 10 0 0.0 27.5 3 -3 0.0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0.0 0 0
O	
Part 2: Flow Part 2: E+Dx Part 3: E+Gx Part 3: E+Gx Part 3: E+Kx Part 3: E+Mx 100	0.0 0 0
Data courses: [Part 2: Flow Data   Explain Data   E	0.0 0 0
Data Analysis Data Analysis 100 Goals 100 Goals 100 Goals 17 To Goals 100 Go	
New Entrants Goals	
Employment Equity   Flow Data   Short-term Goals   Long-term Goals   Year   Persons with   Perso	
(EEOG)  Disabilities  Disabili	
# # # % # % % % # % % # % % % # % % %	
0 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 0.0 0.0 0.0 0.0 0.0 0.0 0.	
04 Semi-Professionals & 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 1 0.0 27.5 0.0 0 0.0 27.5 0.0	
3   0   0   0.0	

#### Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities Château Mont Sainte-Anne 2019-02-18 A В $\mathbf{C}$ D E F $\mathbf{G}$ Н 1 J K L M N 0 P 0 R S T U $\mathbf{V}$ W X Y Part I: Part 1: Part 1: Part 2: Part 2: Part 2: E + D $D \times G$ $E \circ H$ Part 2: Flow $L \circ K$ Part 2: Flow $Q \circledast P \, x$ Part 2: Flow $V \oplus U|_X$ K.x G ÷ 100 E - H Flow Data L-N Flow Data PxF ± 100 $O \cdot S$ U x F ± 100 V-X Workforce Workforce Flow Data Data sources Workforce x 100 Data Analysi x 100Data Analysis Data Analysis 100 $\times 100$ +100Analysis Analysis Analysis Analysis Analysis T T Ţ 1 Ţ 1 1 1 Ţ Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Vear Occupational Group Persons with Disabilities Persons with Disabilities Persons with Disabilities Persons with Disabilities All Employee All Employe All Employee (EEOG) Representation Availability EE Resul Difference Actual Difference Actual Gap Expected Expected Expected Difference % % Administrative & 2019 0 0.0 10.0 0.0 Senior Clerical 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0 0 0 2019 12 Skilled Sales & 0 0.0 8.0 0.0 Service Personnel 0 0.0 0.0 0 0.0 0 0.0 0.0 0 0.0 2019 0 0.0 0.0 0.0 Skilled Crafts & n9 Trades Workers 0 0 0.0 0.0 0 0.0 0 0.0 0.0 0 0.0 2019 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 59 15.7 2019 1.7 10.8 -5 Intermediate Sales & Service Personnel 0 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 2019 16.7 10.3 0 161.8 Semi-Skilled Manual Workers 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Part 2: Part 2: Flow E + DxPart 3: $E + G \times$ F + I x 100 Part 3: Goals Data sources Flow Data F = M x 100 Data Analysis 100 Goals 100 Goals Goals Analysis 1 J 1 1 T 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 All Employee (EEOG) Percent of Percent of Percent of Percent of Goal Actual Goal Goal Goal Met Goal Met Goal Met Goal Met # % % % % % Administrative & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 3 0.0 0.0 0.0 0.0 0.0 0 0 0 8.0 0.0 8.0 0.0 Skilled Sales & 0.0 0.0 0.0 Service Personnel 3 0 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 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 0.0 0.0 10.8 0.0 0.0 10.8 0.0 Intermediate Sales & Service 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 Semi-Skilled Manual 0.0 Workers 0.0 0.0 0.0 0.0 0.0 Page 35 of 45 001085

Federal Contractors Program Achievement Report
Part 6: Results - Persons with Disabilities
Château Mont Sainte-Anne
2019-02-18

									Feder	al Contr	actors	Prograi	m Achie	vement	Report									
	Part 6: Results - Persons with Disabilities																							
	Château Mont Sainte-Anne																							
	2019-02-18																							
A	В	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	O	R	s	Т	U	v	w	X	Y
			Part 1:	Part 1:	*****************	Part 1:	****************				Part 2:	******************		******************	å	Part 2:		······	********************	**************************************	Part 2:	**************		******************
Data so	ources:		Workforce Analysis	Workforce Analysis	E + D x 100	Workforce Analysis	D x G + 100	Е-Н	E = H x 100	Part 2: Flow Data Analysis	Flow Data	L + K x 100	K.x G ÷ 100	L-N	Part 2: Flow Data Analysis	Flow Data Analysis	Q ⊕ P x 100	P x F ÷ 100	Q·S	Part 2: Flow Data Analysis	Flow Data Analysis	V ⊕ U x 100	U x F + 100	V - X
·			1	,	Ţ	<u> </u>	1	Ų	Ų.	<u> </u>	<u> </u>	Ţ	, J	Ţ	<b></b>	<u> </u>	<u> </u>	, T	Ţ	<u> </u>	J.	1	,,	Ţ
***						orce An											Data A							
	oloyment Equity opational Group	Year				orkforce Persons with						Hires Persons w	ith Disabilitie			F	romotio	nS ith Disabilities			Terminations  Persons with Disabilities			
(EEC			All Employees	Represi		Availa		Gap	EL Result	All Employee	Λe	ual	Expected	Difference	All Employees	Ae	tual	Expected	Difference	All Employees	Acti		Expected	Difference
	01 01 00 1	*	# 43	#	%	*4	#	#	%	#	#	%	#	¥	#	#	%	#	#	#	#	%	#	#
1111	Other Sales & Service Personnel	2019 0	43 0	0	2.3 0.0	10.7 0.0	0	-4 0	21.7 0.0	(	) 0	0.0	()	0	0	0	0.0	0	0	0	0	0.0	0	0
	Other Manual	2019	6	0		6.8	0	0	<b></b>															
	Workers	0	0 147	0		0.0	0 16	-13		C	0	0.0	()	0	0	0	0.0	0	0	0	0	0.0	0	0
Total		2019 0	0	3 0	2.0 0.0	······································	10	*13		(	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	Û
	*************			,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			********	· · · · · · · · · · · · · · · · · · ·																
Data se	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data	E ÷ D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F+1x100	Part 3: Goals	E+Kx 100	Part 3: Goals	F ÷ M x 100											
	\$45.45.45.45.45.45.45.45.45.45.46.46.46.46.46.46.46.46.46.46.46.46.46.			Analysis		ļļ					<u>.</u>													
			↓ New	Entra	nts	1		Ψ	<u> </u>	oals	Ψ	Ψ_	Ţ											
				low Data			Short-te	rm Goals			Long-ter	m Goals												
	oloyment Equity opational Group	Year		Persor Disab		ı	ersons wit	h Disabilities		Persons with Disabilities					Comments				ts					
(EEC			All Employees	Act			Percent of Goal Met	Goal	Percent of	Goal	Percent of	Goal	Percent of											
		#	#	#	%	,,,	%	*/6	Goal Met	#	Goal Met	%	Goal Met											
1 [ 4 ]	Other Sales & Service	0	()	0		1	0.0	10.7	0.0	(	0.0	10.7	0.0											
<b></b>	Personnel Other Manual	3 0	0	0		ρ	0.0	0.0	0.0	(	0.0	0.0	0.0											
1 1 2 1	Workers	3	0	0		, i	5.0	0.0		,	0.0	0.0	0.0											
Total		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 7: Results - Members of Visible Minorities Château Mont Sainte-Anne 2019-02-18 A В $\mathbf{C}$ D E F $\mathbf{G}$ Н 1 J K L M N 0 P 0 R S T U $\mathbf{V}$ W X Y Part I: Part 1: Part 1: Part 2: Part 2: Part 2: $\mathbf{E} + \mathbf{D}$ $D \times G$ $E \circ H$ Part 2: Flow $L \circ K$ Part 2: Flow $Q \circledast P \, x$ Part 2: Flow $V \oplus U|_X$ K.x G + 100 V-X E - H Flow Data L-N Flow Data PxF ± 100 $O \cdot S$ Flow Data U x F ± 100 Workfore Workforce Workforce Data sources Data Analysis Data Analysis $\times 100$ + 100 x 100 Data Analysi x 100100 Analysis Analysis Analysis Analysis Analysis Ţ T Ţ Ţ 1 Ţ 1 1 Ţ Workforce Analysis Flow Data Analysis **Employment Equity** Workforce **Promotions** Hires **Terminations** Vear Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All Employee All Employe All Employee (EEOG) Representation Availability Gap EE Resul Actual Difference Actual Difference Actual Expected Expected Expected Difference % % 2019 0 0.0 5.0 0.0 01 Senior Managers 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0 0 0 2019 0 0.0 8.9 Middle & Other 0.0 Managers 0 0.0 0.0 0.0 0 -0 0 0.0 0.0 0 0.0 2019 0 0.0 7.6 0.0 03 Professionals 0 0 0.0 0.0 0 0.0 0 0.0 0.0 0 0.0 27.5 2019 0 0.0 0 0 0.0 Semi-Professionals & Technicians 0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 0 0.0 0.0 0.0 2019 10 0 0.0 0 05 Supervisors 0 0 0.0 0.0 0.0 0.0 0 0.0 0 0.0 10.0 Supervisors: Crafts & 2019 0 0.0 0 0 0.0 Trades 0.0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 Part 2: Part 2: Flow E + DxPart 3: $E + G \times$ Part 3: F + I x 100 Part 3: Goals F + M x 100 Data sources Flow Data Data Analysis 100 Goals 100 Goals Goals Analysis 1 J 1 1 T 1 1 Goals **New Entrants** Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments All Employee (EEOG) Percent of Percent of Percent of Percent of Actual Goal Goal Met Goal Met Goal Met Goal Met % % % % 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 0 0 0.0 0.0 17.6 0.0 0.0 17.6 0.0 Middle & Other 02 Managers 3 0.0 0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 32.3 0.0 0.0 32.3 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 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 06 Trades 0 0.0 0.0 0.0 0.0 0.0

Federal Contractors Program Achievement Report	
Part 7: Results - Members of Visible Minorities	
Château Mont Sainte-Anne	
2019-02-18	

#### Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities Château Mont Sainte-Anne 2019-02-18 A В $\mathbf{C}$ D E F $\mathbf{G}$ Н 1 J K L M N 0 P 0 R S T U $\mathbf{V}$ W X Y Part I: Part 1: Part 1: Part 2: Part 2: Part 2: E + D $D \times G$ $E \circ H$ Part 2: Flow $L \circ K$ Part 2: Flow $Q \circledast P \, x$ Part 2: Flow $V \oplus U|_X$ K.x G + 100 V-X E - H Flow Data L-N Flow Data PxF ± 100 $O \cdot S$ U x F ± 100 Workfore Workforce Workforce Flow Data Data sources $\times 100$ x 100 Data Analysi x 100Data Analysis Data Analysis 100 +100Analysis Analysis Analysis Analysis Analysis Ţ T Ţ 1 Ţ 1 1 1 Ţ Workforce Analysis Flow Data Analysis **Employment Equity** Workforce **Promotions** Hires **Terminations** Vear Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All Employee All Employe All Employee (EEOG) Representation Availability EE Resul Actual Difference Actual Difference Actual Gap Expected Expected Expected Difference % % Administrative & 2019 0 0.0 8.0 0.0 Senior Clerical 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0 0 0 2019 12 Skilled Sales & 0 0.0 0.0 0.0 08 Service Personnel 0 0.0 0.0 0.0 0 -0 0 0.0 0.0 0 0.0 2019 0 0.0 0.0 0.0 Skilled Crafts & n9 Trades Workers 0 0 0.0 0.0 0 0.0 0 0.0 0.0 0 0.0 2019 1 0.0 10.8 0 0.0 10 Clerical Personnel 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 59 2019 1.7 10.3 -5 16.5 Intermediate Sales & Service Personnel 0 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 155.8 2019 16.7 10.7 0 Semi-Skilled Manual Workers 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Part 2: Part 2: Flow E + DxPart 3: $E + G \times$ F + I x 100 Part 3: Goals Data sources Flow Data F = M x 100 Data Analysis 100 Goals 100 Goals Goals Analysis 1 J 1 1 T 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 Employee (EEOG) Percent of Percent of Percent of Percent of Actual Goal Goal Met Goal Met Goal Met Goal Met % % % % Administrative & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 0 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 22.1 0.0 0.0 22.1 0.0 Skilled Sales & Service 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 0.0 0.0 Skilled Crafts & 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 10 Clerical Personnel 3 0.0 0.0 0 0.0 0.0 0.0 0 0 0.0 0.0 6.4 0.0 0.0 6.4 0.0 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 0.0 0.0 0.0 Semi-Skilled Manual Workers 0 0.0 0.0 0.0 0.0 0.0

Federal Contractors Program Achievement Report
Part 7: Results - Members of Visible Minorities
Château Mont Sainte-Anne
2019-02-18

									Feder	al Contr	actors	Progra	m Achie	vement	Report									
	Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities																							
	Château Mont Sainte-Anne																							
											2	019-02-	-18											
A	В	C	D	E	F	G	Н	l	J	K	L	М	N	О	P	Q	R	S	Т	U	V	w	X	Y
Data sc	Burces:	*************	Part I: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G + 100	Е-Н	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L * K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Purt 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
ł		*************	i J	<b></b>	Ţ	Ţ	<b>1</b>	i	Ψ.	Ų	ι <b>.</b>	i l	i	Ţ	<u> </u>	<u>\</u>	Ţ		Ţ	·······	J J	Ţ	Ų	L. J
				1	Workfo	orce An	alysis									Flow I	)ata A	nalysis						
	loyment Equity ipational Group	Year			W	orkforce					1	Hires				P	romotio			Terminations				
(EEC	•		All Employees	Represe	ntation	Visible V Availi		Gap	EL Result	All Employee	Ac	V isible	Minorities Expected	Difference	All Employees	Aei		Minorities Expected	Difference	All Employees	Acti		Minorities Expected	Difference
		#	#	#	9/6	**	#	#	9/6	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
1 141	Other Sales & Service Personnel	2019 0	43	0	0.0	6.8 0.0	4	-3 0			) 0	0.0			)	0	0.0	0	0	0	0	0.0	0	0
-	Other Manual	2019	6	3	50.0	11.2	<u></u>	2	446.4		1	. 0.0	, v			V	0.0	V				0.0	· · · · · · · · · · · · · · · · · · ·	<u> </u>
' ' '	Workers	0	0	0	0.0	0.0	<b></b>	0	0.0	(	) 0	0.0	0	(	0	0	0.0	0	0	0	0	0.0	0	0
Total		2019 0	147 0	1 0	0.7 0.0	8.8 0.0		+12 0		C	0	0.0	0	(	0	0	0.0	0	0	0	0	0.0	0	0
	***********************	************			***********		000000000	· · · · · · · · · · · · · · · · · · ·				1	······											
Data so	nirces:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E+Gx 100	Part 3: Goals	F÷1x 100	Part 3: Goals	E+Kx 100	Part 3: Goals	F÷M x 100											
********	*******************************		<u> </u>	<b>\</b>	J.	1	Ţ	<u> </u>	1	Ţ	1	Ţ	1											
				Entrai	nts					oals														
*************	loyment Equity	Year	FI	ow Data Visible M	incested as			rm Goals dinorities	S		Long-ter Visible V													
	Occupational Group (EEOG)		All Employees	Acti		Goal	Percent of Goal Met		Percent of Goal Met	Goal	Percent of Goal Mer	·	Percent of Goal Met					· ·	ommen	IS .				
			#	#	%	#	%	%	%	#	6/6	%	%											
1 1 5 1	Other Sales & Service Personnel	0 3	0	0	0.0 0.0	1	0.0	7.7 0.0	0.0 0.0	(	0.0	7.7	0.0											
14	Other Manual	0	0	0	0.0	0	0.0	0.0	<u> </u>	(	0.0	4	Į											
	Workers	3 0	0	0	0.0	۸	0.0	0.0	0.0	,	0.0	0.0	0.0											
Total		3	0	0	0.0	U	0.0	0.0		(	0.0	0.0	0.0											

## **Federal Contractors Program Achievement Report** Part 8: Reasonable Efforts Château Mont Sainte-Anne 2019-02-18

## **Efforts**

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

Da	Lauter	measures:
KU	jun cu	measures.

Kequi	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):
Opera	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ation's activities during the period between the first/previous and subsequent/current compliance tient.
	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.								
Addi	tional Details								
Please	provide any additional information (optional):								



# **Self-Identification Questionnaire**

### Instructions

The Château Mont-Sainte-Anne wants to make sure that all employees are treated equitably. We believe in the principle of employment equity in the workplace according to which Women, Indigenous People, Persons with Disabilities and Visible Minorities should be equitably represented at all levels of the organization.

One of the components of the Employment Equity Program is to gather information on our employees. If you self-identify as a member of a designated group (Women, Indigenous People, Persons with Disabilities, Visible Minorities) in sections B to E, this will help us create an accurate profile of our workforce.

- It is not mandatory to complete this questionnaire.
- It is however <u>mandatory to complete Section A, to sign Section I and to return the questionnaire to Human Resources</u>, even if you decide to write nothing more.
- The questionnaire is available in another format, if you wish (e.g., paper, braille, large font, etc.).

The answers you provide on this questionnaire will be saved for statistical purposes and will remain confidential. We encourage you to review, update and correct the information that relates to you, at any time. Please be assured that it will not be used for any unauthorized purpose.

If a disability prevents you from reading or completing the questionnaire, please let us know and we will take the necessary measures to enable you to fulfill your obligation.

A.	Name:
Status	s: (check ✓)

Full-time	Part-time	Casual	Seasonal

1

B. Gender				
Woman		Man		
After reading the descrip "Yes" if one or the other omore than one group.	lions prov applies to	ided in eac you. Please	h of the next three section note that <u>you can self-ide</u>	s, answer entify with
C. Indigenous Pers	ons			
<b>An Indigenous person</b> is a No Indians, Status Indians and Ind	orth-Americ lians who a	can Indian, a N re members of	létis or an Inuit. Also included à Band or a First Nation.	are Treaty
	Are you	an Indigen	ous Person?	
	Yes	□ No		
D. Visible Minorities	S			
Visible minorities in Canada in are non-Caucasian or who are	nclude perso re non-whi	ons (other than te in colour, <u>r</u> e	n Indigenous persons, as describegardless of their place of birth	oed above) who or citizenship.
,	Are you c	member o	of a visible minority?	
	Ye	es 🗆 N	o 🗆	
E. Persons with Dis	abilities	ì		
This is a person who has declared as a person w		• '	er or not he or she has b	een officially
Examples of disabilities inc	lude, with	out being lin	ited to, the following:	
<ul> <li>Coordination or dex objects or using a ke</li> </ul>	•	culty using or	ne's hands or arms, for exam	iple, grasping

- Mobility: difficulty moving around from one place to another, walking long distances or going up or down stairs
- Blind or visual impairment: unable to see or difficulty seeing, glaucoma (do not include
  if your vision is corrected by wearing glasses or contact lenses)
- Speech: unable to speak or difficulty speaking or being understood
- Deaf or hard of hearing: unable to hear or difficulty hearing
- Other disabilities: learning, development or other

Included in this group are persons for whom accommodations have been made as part of their current job or workplace in order to address the functional limitations resulting from their impairment.

This category includes persons with a long-term or recurring physical, mental, sensory, psychiatric or learning impairment who consider themselves to be disadvantaged in employment by reason of that impairment, or who believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment. This group also includes persons with functional limitations due to their impairment who have been accommodated in their current job or workplace (for example, the use of technical aids, equipment alterations or alternate work arrangements).

			Are y	ou a	person	with (	a dis	ability?
				Yes		No		İ
F.	Other da	ita on	accom	moda	ations			
ac ac	commodate y	ou so th s are ac	at you o lopted,	can full please	y partic be assu	ipate i ured th	n the at the	ease let us know how we can workplace. If these ey will have no negative impact or ganization.
G	. Employe	es' vo	luntar	y part	ticipat	ion		
1)	Please indicat for Employme				agree t	hat the	e infor	rmation you provide can be used
	Yes		No					
2)	designated gr feedback on	roups to new pro ocal Hui	take po grams) man Re	art in vo . If you source	arious a agree t	ctivities hat the	s (e.g. e pers	we occasionally ask members of committees, focus groups, son responsible for Employment act you directly for this purpose,
	Yes		No					
Η.	. Employe	e feed	back					
Ec	juity Program, v	ve woul	d like to	receiv	e them.	Please	e con	h us regarding the Employment stact the person responsible for office, at extension 2810.
I.	Signatur	e of e	nploy	ee				
Sig	gnature:						Date:	
		7h	ank d	you k	'or yo	ur p	iart	ticipation!

## **Federal Contractors Program Report of the First Compliance Assessment**

Employer Name: Château Mont Sante-Anne Inc.

Primary Location: Beaupré (Québec)

**Number of Employees: 145** 

#### **Organization Overview:**

NAICS 7211 Traveller Accommodation

Château Mont-Sainte-Anne Inc. operates as a hotel and condominium resort and it is based in Beaupré (Québec). Its amenities include guest rooms, outdoor and indoor pools, restaurants, and spas. In addition, it includes health center, fitness room, sauna, outdoor Jacuzzi, and movie theater facilities.

## Key Dates - First Year Assessment

Initiated: 2019-02-20 Received: 2019-02-21 Workforce Analysis: 2019-02-20

#### **COLLECTION OF WORKFORCE INFORMATION**

Number of employees the questionnaire was sent to: Number of questionnaires returned:

Number of completed questionnaires returned:

100
96
91

- 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.
- 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.
- 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			als		
Employment Equity Occupational Group		Gap	Short- term	Long- term	Representation	LMA
	(EEOG)		(1 to 3	(+3		
			years)	more)		
#	Description	#	%	%	%	%
08	Skilled Sales & Service Personnel	-1	40.6	40.6	33.3	40.6
12	Semi-Skilled Manual Workers	-1	12.5	12.5	0.0	12.5
14 Other Manual Workers		-1	17.5	17.5	0.0	17.5

Observations: None

### **Aboriginal Peoples**

Workforce Analysis Results		Goals			***************************************
Employment Equity Occupational Group (EEOG)	C - :-	Short- term	Long- term	Representation	LMA
	Gap	(1 to 3	(+3		
		years)	more)		

#	Description	#	%	%	%	%
11	Intermediate Sales & Service Personnel	-1	1.6	1.6	0.0	1.6
13	Other Sales & Service Personnel	-1	1.8	1.8	0.0	1.8

Observations: None

## **Members of Visible Minorities**

	Workforce Analysis Results		Go	als	Representation	LMA
Employment Equity Occupational Group		Gap	Short- term	Long- term		
	(EEOG)		(1 to 3	(+3		
			years)	more)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-1	17.6	17.6	0.0	17.6
03	Professionals	-1	32.3	32.3	0.0	32.3
08	Skilled Sales & Service Personnel	-3	22.1	22.1	0.0	22.1
11	Intermediate Sales & Service Personnel	-4	6.4	6.4	0.0	6.4
13	Other Sales & Service Personnel	-2	7.7	7.7	2.3	7.7

Observations: None

### Persons with Disabilities

Workforce Analysis Results			Goals			***************************************
Employment Equity Occupational Group		Gap	Short- term	Long- term	Representation	LMA
	(EEOG)		(1 to 3	(+3		
			years)	more)		
#	Description	#	%	%	%	%
05	Supervisors	-3	27.5	27.5	0.0	27.5
08	Skilled Sales & Service Personnel	-1	8.0	8.0	0.0	8.0
11	Intermediate Sales & Service Personnel	-5	10.8	10.8	1.7	10.8
13	Other Sales & Service Personnel	-4	10.7	10.7	2.3	10.7

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:

- We encourage Château Mont Sainte-Anne Inc. to continue its follow-up with employees so that the results of the Workforce Survey are kept up to date and the participation rate thereby remains at its current level.
- The workforce analysis indicates that there are gaps in all designated groups. We encourage you to implement special measures to ensure that your targets are met and that the representation of members from designated groups is thereby increased. Château Mont Sainte-Anne Inc. should focus on the first steps of the recruitment process to ensure that there are no barriers impeding employment equity.

Name of Analyst: Maurice N. Yakibonge

Date: 2019-02-25

From: Yakibonge, Ntambwe N [NC] on behalf of EE-EME

Sent: March 20, 2019 8:59 AM

To: 'sroy@chateaumsa.com'

Cc: 'mpelletier@chateaumsa.com'; 'availlancourt@chateaumsa.com'

Subject: Government of Canada Agreement Number 050516-Notice of Compliance with

**Federal Contractors Program** 

This information is also available in English upon request.

Dear Mr. Roy,

I am writing to inform you that the compliance assessment initiated on February 20, 2019 has been completed. As a result of the assessment, Château Mont Sainte-Anne Inc., has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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

Based on a review of the information submitted by your organization, you will find recommendations below for your consideration to ensure the ongoing success of Château Mont Sainte-Anne Inc.'s employment equity program.

- We encourage Château Mont Sainte-Anne Inc. to continue the follow-up with their employees in order to keep the results of the workforce survey up to date and thereby maintain the participation rate at the current level.
- The workforce analysis reveals gaps in all the designated groups. We encourage you to
  implement special measures to ensure that your targets are met and thus that representation of
  members from designated groups is increased. Château Mont Sainte-Anne Inc. should focus on
  the first steps of the recruitment process in order to ensure that there are no barriers impeding
  employment equity.

#### **Next Steps**

Under the terms of the FCP, your organization will be subject to a subsequent compliance assessment four years after the award date of your initial goods or services contract and every three years thereafter. The next assessment will be initiated on February 20, 2022. 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 Château Mont Sainte-Anne Inc. 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, Château Mont Sainte-Anne Inc. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

- the implementation of initiatives to foster a diverse and inclusive workplace;
- measures to remove employment barriers;
- tailored programs to attract and retain designated group members in areas where they are 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 by email at <a href="mailto:ee-eme@hrsdc-rhdcc.gc.ca">ee-eme@hrsdc-rhdcc.gc.ca</a>.

Your cooperation during the course of this compliance assessment was appreciated and we wish Château Mont Sainte-Anne Inc. 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
Équipe de l'équité en emploi

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



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!