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OFFICIAL USE ONLY
Agreement N°: 061025

Agreement to Implement Employment Equity

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization CISION CANADA INC.	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° 519190	Total number of employees in Canada (Full-Time/Part-Time/Temporary) To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02f-eng.htm

Official use only (if information above is incorrect)		
Procurement Business Number	Total number of employees in Canada 199	Organization's NAICS Code No

HEAD OFFICE			
Address (building number, street, suite, etc.) 1100-150 FERRAND DRIVE		City TORONTO	Province ON
		Postal Code M3C3E5	
Telephone Number 416.750.2220		Fax Number 416.750.7321	

EMPLOYMENT EQUITY CONTACT	
Name (print) HEATHER HOFMANN	Title DIRECTOR, HR & ADMINISTRATION
Telephone Number 416.750.2220 ext2253	E-mail Address heather.hofmann@cision.com

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

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization	
Name (print) KARIM FARAG	Title VP, FINANCE & HR
Telephone Number 416.750.2220	E-mail Address karim.farag@cision.com
[REDACTED]	Date 07/23/2013

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



Workplace Equity Information Management System - Cision Canada Inc.

Workforce Analysis - Detailed Report

Date: 2018-02-27

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	11	5	45.5 %	27.4 %	3	2	National
02 : Middle and Other Managers	National	73	23	31.5 %	38.9 %	28	-5	National
03 : Professionals		118	63	53.4 %	53.0 %	63	0	
1111 : Financial auditors and accountants	National	4	1	25.0 %	55.1 %	2	-1	National
1121 : Human resources professionals	National	6	2	33.3 %	71.1 %	4	-2	National
1122 : Professional occupations in business management consulting	National	4	2	50.0 %	42.0 %	2	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	2	1	50.0 %	66.4 %	1	0	National
2171 : Information systems analysts and consultants	National	3	1	33.3 %	28.3 %	1	0	National
2173 : Software engineers and designers	National	2	0	0.0 %	17.4 %	0	0	National
2175 : Web designers and developers	National	25	9	36.0 %	32.9 %	8	1	National
4163 : Business development officers and marketing researchers and consultants	National	7	6	85.7 %	50.7 %	4	2	National
5121 : Authors and writers	National	1	0	0.0 %	54.9 %	1	-1	National
5122 : Editors	National	58	37	63.8 %	62.7 %	36	1	National
5123 : Journalists	National	1	0	0.0 %	47.1 %	0	0	National
5124 : NOC 2006 - Professional Occupations in Public Relations and Communications	National	5	4	80.0 %	55.0 %	3	1	National
04 : Semi-Professionals and Technicians		17	3	17.6 %	31.3 %	5	-2	
2281 : Computer network technicians	Ontario	3	1	33.3 %	20.8 %	1	0	Ontario
2282 : User support technicians	Ontario	4	0	0.0 %	24.2 %	1	-1	Ontario
2282 : User support technicians	Québec	2	0	0.0 %	19.6 %	0	0	Québec
5226 : Other technical and co-ordinating occupations in motion pictures, broadcasting and the performing arts	Ontario	7	2	28.6 %	41.5 %	3	-1	Ontario
5226 : Other technical and co-ordinating occupations in motion pictures, broadcasting and the performing arts	Québec	1	0	0.0 %	43.5 %	0	0	Québec
05 : Supervisors		24	13	54.2 %	52.7 %	13	0	
Employment Equity Occupational Group	Halifax	1	1	100.0 %	55.9 %	1	0	Halifax
Employment Equity Occupational Group	Moncton	1	1	100.0 %	58.4 %	1	0	Moncton



Workplace Equity Information Management System - Cision Canada Inc.

Workforce Analysis - Detailed Report

Date: 2018-02-27

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Montréal	6	3	50.0 %	50.8 %	3	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	50.7 %	1	-1	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	14	8	57.1 %	53.0 %	7	1	Toronto
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	51.4 %	1	-1	Vancouver
07 : Administrative and Senior Clerical Personnel		2	1	50.0 %	80.1 %	2	-1	
Employment Equity Occupational Group	Toronto	2	1	50.0 %	80.1 %	2	-1	Toronto
10 : Clerical Personnel		59	26	44.1 %	64.6 %	38	-12	
Employment Equity Occupational Group	Calgary	1	1	100.0 %	70.2 %	1	0	Calgary
Employment Equity Occupational Group	Greater Sudbury	2	2	100.0 %	70.9 %	1	1	Greater Sudbury
Employment Equity Occupational Group	Moncton	3	0	0.0 %	62.4 %	2	-2	Moncton
Employment Equity Occupational Group	Montréal	23	5	21.7 %	62.5 %	14	-9	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	4	2	50.0 %	65.8 %	3	-1	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	23	15	65.2 %	65.2 %	15	0	Toronto
Employment Equity Occupational Group	Vancouver	2	1	50.0 %	70.0 %	1	0	Vancouver
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	67.9 %	1	-1	Winnipeg
11 : Intermediate Sales and Service Personnel		10	6	60.0 %	63.1 %	6	0	
Employment Equity Occupational Group	Montréal	3	2	66.7 %	61.8 %	2	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	1	100.0 %	61.8 %	1	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	6	3	50.0 %	63.9 %	4	-1	Toronto
Total		314	140	44.6 %	50.3 %	158	-18	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - Cision Canada Inc.

Workforce Analysis - Detailed Report

Date: 2018-02-27

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	11	0	0.0 %	2.9 %	0	0	National
02 : Middle and Other Managers	National	73	1	1.4 %	2.2 %	2	-1	National
03 : Professionals		118	1	0.8 %	1.6 %	2	-1	
1111 : Financial auditors and accountants	National	4	0	0.0 %	1.3 %	0	0	National
1121 : Human resources professionals	National	6	0	0.0 %	2.7 %	0	0	National
1122 : Professional occupations in business management consulting	National	4	0	0.0 %	1.6 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	2	0	0.0 %	2.1 %	0	0	National
2171 : Information systems analysts and consultants	National	3	0	0.0 %	1.1 %	0	0	National
2173 : Software engineers and designers	National	2	0	0.0 %	0.6 %	0	0	National
2175 : Web designers and developers	National	25	0	0.0 %	1.5 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	7	1	14.3 %	2.0 %	0	1	National
5121 : Authors and writers	National	1	0	0.0 %	1.9 %	0	0	National
5122 : Editors	National	58	0	0.0 %	1.6 %	1	-1	National
5123 : Journalists	National	1	0	0.0 %	2.0 %	0	0	National
5124 : NOC 2006 - Professional Occupations in Public Relations and Communications	National	5	0	0.0 %	2.1 %	0	0	National
04 : Semi-Professionals and Technicians		17	0	0.0 %	1.1 %	0	0	
2281 : Computer network technicians	Ontario	3	0	0.0 %	1.4 %	0	0	Ontario
2282 : User support technicians	Ontario	4	0	0.0 %	1.6 %	0	0	Ontario
2282 : User support technicians	Québec	2	0	0.0 %	1.3 %	0	0	Québec
5226 : Other technical and co-ordinating occupations in motion pictures, broadcasting and the performing arts	Ontario	7	0	0.0 %	0.6 %	0	0	Ontario
5226 : Other technical and co-ordinating occupations in motion pictures, broadcasting and the performing arts	Québec	1	0	0.0 %	0.9 %	0	0	Québec
05 : Supervisors		24	1	4.2 %	1.3 %	0	1	
Employment Equity Occupational Group	Halifax	1	0	0.0 %	2.2 %	0	0	Halifax
Employment Equity Occupational Group	Moncton	1	0	0.0 %	4.1 %	0	0	Moncton



Workplace Equity Information Management System - Cision Canada Inc.

Workforce Analysis - Detailed Report

Date: 2018-02-27

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Montréal	6	1	16.7 %	0.8 %	0	1	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	2.7 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	14	0	0.0 %	1.0 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	2.6 %	0	0	Vancouver
07 : Administrative and Senior Clerical Personnel		2	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Toronto	2	0	0.0 %	0.8 %	0	0	Toronto
10 : Clerical Personnel		59	2	3.4 %	1.4 %	1	1	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	3.0 %	0	0	Calgary
Employment Equity Occupational Group	Greater Sudbury	2	0	0.0 %	7.4 %	0	0	Greater Sudbury
Employment Equity Occupational Group	Moncton	3	0	0.0 %	2.0 %	0	0	Moncton
Employment Equity Occupational Group	Montréal	23	1	4.3 %	0.8 %	0	1	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	4	0	0.0 %	2.8 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	23	1	4.3 %	0.7 %	0	1	Toronto
Employment Equity Occupational Group	Vancouver	2	0	0.0 %	2.4 %	0	0	Vancouver
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	9.8 %	0	0	Winnipeg
11 : Intermediate Sales and Service Personnel		10	0	0.0 %	0.9 %	0	0	
Employment Equity Occupational Group	Montréal	3	0	0.0 %	0.9 %	0	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	3.0 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	6	0	0.0 %	0.6 %	0	0	Toronto
Total		314	5	1.6 %	1.7 %	5	0	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - Cision Canada Inc.

Workforce Analysis - Detailed Report

Date: 2018-02-27

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	11	1	9.1 %	10.1 %	1	0	National
02 : Middle and Other Managers	National	73	22	30.1 %	15.0 %	11	11	National
03 : Professionals		118	32	27.1 %	17.8 %	21	11	
1111 : Financial auditors and accountants	National	4	0	0.0 %	27.5 %	1	-1	National
1121 : Human resources professionals	National	6	1	16.7 %	14.1 %	1	0	National
1122 : Professional occupations in business management consulting	National	4	2	50.0 %	21.6 %	1	1	National
1123 : Professional occupations in advertising, marketing and public relations	National	2	0	0.0 %	16.9 %	0	0	National
2171 : Information systems analysts and consultants	National	3	0	0.0 %	31.4 %	1	-1	National
2173 : Software engineers and designers	National	2	2	100.0 %	40.5 %	1	1	National
2175 : Web designers and developers	National	25	7	28.0 %	22.8 %	6	1	National
4163 : Business development officers and marketing researchers and consultants	National	7	2	28.6 %	21.9 %	2	0	National
5121 : Authors and writers	National	1	0	0.0 %	10.7 %	0	0	National
5122 : Editors	National	58	15	25.9 %	13.2 %	8	7	National
5123 : Journalists	National	1	1	100.0 %	12.2 %	0	1	National
5124 : NOC 2006 - Professional Occupations in Public Relations and Communications	National	5	2	40.0 %	19.9 %	1	1	National
04 : Semi-Professionals and Technicians		17	2	11.8 %	21.6 %	4	-2	
2281 : Computer network technicians	Ontario	3	0	0.0 %	34.1 %	1	-1	Ontario
2282 : User support technicians	Ontario	4	1	25.0 %	35.9 %	1	0	Ontario
2282 : User support technicians	Québec	2	0	0.0 %	18.2 %	0	0	Québec
5226 : Other technical and co-ordinating occupations in motion pictures, broadcasting and the performing arts	Ontario	7	1	14.3 %	11.6 %	1	0	Ontario
5226 : Other technical and co-ordinating occupations in motion pictures, broadcasting and the performing arts	Québec	1	0	0.0 %	4.1 %	0	0	Québec
05 : Supervisors		24	4	16.7 %	33.7 %	8	-4	
Employment Equity Occupational Group	Halifax	1	0	0.0 %	4.6 %	0	0	Halifax
Employment Equity Occupational Group	Moncton	1	0	0.0 %	5.2 %	0	0	Moncton



Workplace Equity Information Management System - Cision Canada Inc.

Workforce Analysis - Detailed Report

Date: 2018-02-27

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Montréal	6	0	0.0 %	16.7 %	1	-1	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	14.7 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	14	4	28.6 %	45.8 %	6	-2	Toronto
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	43.4 %	0	0	Vancouver
07 : Administrative and Senior Clerical Personnel		2	0	0.0 %	37.3 %	1	-1	
Employment Equity Occupational Group	Toronto	2	0	0.0 %	37.3 %	1	-1	Toronto
10 : Clerical Personnel		59	10	16.9 %	28.8 %	17	-7	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	24.3 %	0	0	Calgary
Employment Equity Occupational Group	Greater Sudbury	2	0	0.0 %	1.8 %	0	0	Greater Sudbury
Employment Equity Occupational Group	Moncton	3	0	0.0 %	1.5 %	0	0	Moncton
Employment Equity Occupational Group	Montréal	23	4	17.4 %	17.4 %	4	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	4	1	25.0 %	14.7 %	1	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	23	4	17.4 %	48.1 %	11	-7	Toronto
Employment Equity Occupational Group	Vancouver	2	1	50.0 %	42.3 %	1	0	Vancouver
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	17.0 %	0	0	Winnipeg
11 : Intermediate Sales and Service Personnel		10	3	30.0 %	38.2 %	4	-1	
Employment Equity Occupational Group	Montréal	3	0	0.0 %	22.2 %	1	-1	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	22.0 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	6	3	50.0 %	48.9 %	3	0	Toronto
Total		314	74	23.5 %	21.1 %	67	7	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - Cision Canada Inc.

Workforce Analysis - Detailed Report

Date: 2018-02-27

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities				Recruitment Area	
			Representation #	%	Availability %	Gap #		
01/02 : Managers	National	84	0	0.0 %	4.3 %	4	-4	National
03 : Professionals	National	118	4	3.4 %	3.8 %	4	0	National
04 : Semi-Professionals and Technicians	National	17	1	5.9 %	4.6 %	1	0	National
05 : Supervisors	National	24	0	0.0 %	13.9 %	3	-3	National
07 : Administrative and Senior Clerical Personnel	National	2	0	0.0 %	3.4 %	0	0	National
10 : Clerical Personnel	National	59	4	6.8 %	7.0 %	4	0	National
11 : Intermediate Sales and Service Personnel	National	10	1	10.0 %	5.6 %	1	0	National
Total		314	10	3.2 %	5.4 %	17	-7	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-02-27

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Detailed Report

Date: 2018-02-27

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
05 : Supervisors	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National



Workplace Equity Information Management System - Cision Canada Inc.

Workforce Analysis - Summary Report

Date: 2018-02-27

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	11	5	45.5 %	27.4 %	3	2
02 : Middle and Other Managers	73	23	31.5 %	38.9 %	28	-5
03 : Professionals	118	63	53.4 %	53.0 %	63	0
04 : Semi-Professionals and Technicians	17	3	17.6 %	31.3 %	5	-2
05 : Supervisors	24	13	54.2 %	52.7 %	13	0
07 : Administrative and Senior Clerical Personnel	2	1	50.0 %	80.1 %	2	-1
10 : Clerical Personnel	59	26	44.1 %	64.6 %	38	-12
11 : Intermediate Sales and Service Personnel	10	6	60.0 %	63.1 %	6	0
Total	314	140	44.6 %	50.3 %	158	-18

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Cision Canada Inc.

Workforce Analysis - Summary Report

Date: 2018-02-27

Aboriginal Peoples

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples		Availability %	Gap #
		Representation			
		#	%		
01 : Senior Managers	11	0	0.0 %	2.9 %	0
02 : Middle and Other Managers	73	1	1.4 %	2.2 %	2
03 : Professionals	118	1	0.8 %	1.6 %	2
04 : Semi-Professionals and Technicians	17	0	0.0 %	1.1 %	0
05 : Supervisors	24	1	4.2 %	1.3 %	0
07 : Administrative and Senior Clerical Personnel	2	0	0.0 %	0.8 %	0
10 : Clerical Personnel	59	2	3.4 %	1.4 %	1
11 : Intermediate Sales and Service Personnel	10	0	0.0 %	0.9 %	0
Total	314	5	1.6 %	1.7 %	5

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Cision Canada Inc.

Workforce Analysis - Summary Report

Date: 2018-02-27

Members of Visible Minorities

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities				Gap #
		Representation		Availability		
		#	%	%	#	
01 : Senior Managers	11	1	9.1 %	10.1 %	1	0
02 : Middle and Other Managers	73	22	30.1 %	15.0 %	11	11
03 : Professionals	118	32	27.1 %	17.8 %	21	11
04 : Semi-Professionals and Technicians	17	2	11.8 %	21.6 %	4	-2
05 : Supervisors	24	4	16.7 %	33.7 %	8	-4
07 : Administrative and Senior Clerical Personnel	2	0	0.0 %	37.3 %	1	-1
10 : Clerical Personnel	59	10	16.9 %	28.8 %	17	-7
11 : Intermediate Sales and Service Personnel	10	3	30.0 %	38.2 %	4	-1
Total	314	74	23.5 %	21.1 %	67	7

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Cision Canada Inc.

Workforce Analysis - Summary Report

Date: 2018-02-27

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	84	0	0.0 %	4.3 %	4	-4
03 : Professionals	118	4	3.4 %	3.8 %	4	0
04 : Semi-Professionals and Technicians	17	1	5.9 %	4.6 %	1	0
05 : Supervisors	24	0	0.0 %	13.9 %	3	-3
07 : Administrative and Senior Clerical Personnel	2	0	0.0 %	3.4 %	0	0
10 : Clerical Personnel	59	4	6.8 %	7.0 %	4	0
11 : Intermediate Sales and Service Personnel	10	1	10.0 %	5.6 %	1	0
Total	314	10	3.2 %	5.4 %	17	-7

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-02-27

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Summary Report

Date: 2018-02-27

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
05 : Supervisors	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National

Summary of Goals
Cision Canada
January 22, 2018

Women

Workforce Analysis Results			Goals		Comments
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	
#	Description	#	# or %	# or %	
02	Middle and Other Managers	-1	6	6	
03	Professionals	-5	15	10	
10	Clerical	-8	14	10	

Aboriginal Peoples

Workforce Analysis Results			Goals		Comments
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	
#	Description	#	# or %	# or %	
02	Middle and Other Managers	-1	1		
03	Professional	-1	1		

Persons with Disabilities

Workforce Analysis Results			Goals		Comments
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	
#	Description	#	# or %	# or %	
					No gaps, we will continue with our current hiring practices

Members of Visible Minorities

Workforce Analysis Results			Goals		Comments
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	
#	Description	#	# or %	# or %	
04	Semi Professionals & Technicians	-2	2		
05	Supervisors	-3	1		
10	Clerical Personnel	-10	6		
12	Semi Skilled Manual Workers	-1	0		
13	Other Sales and Service Personnel	-1	1		

Short-term Goal Setting Tool
Cision Canada
22-Jan-18

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
	Data entry from from Workforce Analysis	Date entry	B x C x 3	Data entry	B x E x 3	D + F	Data entry from from Workforce Analysis	Equivalent to E	H x I x 3	(D x N) - O + J	G x M	Data entry	Data entry from from Workforce Analysis	Data entry from from Workforce Analysis	(H - J + L) - ((B + D) x N)	H + B	(H - J + L) + (B + D)

Employment Equity Occupational Group (EEOG)	All Employees 2018/01/12	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	WOMEN										
		Annually	Over 3 Years	Annually	Over 3 Years		Number	Turnover (Replacement of Terminated Employees)		Hires Required	3 Year Goals 2018-2020		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		%	#	%	#			%	#		%	#					
Senior Managers	11	1.0%	0	9.0%	3	3	5	9.0%	1	-1	0	0.0%	27.4%	2	1	45.5%	36.4%
Middle & Other Managers	73	2.0%	4	5.0%	11	15	23	5.0%	3	10	6	39.0%	38.9%	-5	-4	31.5%	33.8%
Professionals	118	3.0%	11	7.0%	25	36	63	7.0%	13	19	18	50.0%	53.0%	0	0	53.4%	52.7%
Semi-Professionals & Technicians	17	3.0%	2	4.0%	2	4	3	4.0%	0	3	1	32.0%	31.3%	-2	-2	17.6%	21.1%
Supervisors	24	3.0%	2	4.0%	3	5	13	4.0%	2	3	0	0.0%	52.7%	0	-3	54.2%	42.3%
Supervisors: Crafts & Trades	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	13.0%	0	0	#DIV/0!	#DIV/0!
Administrative & Senior Clerical Personnel	2	10.0%	1	0.0%	0	1	1	0.0%	0	2	1	50.0%	80.1%	-1	0	50.0%	66.7%
Skilled Sales & Service Personnel	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Skilled Crafts & Trades Workers	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Clerical Personnel	59	1.0%	2	15.0%	27	29	26	15.0%	12	25	19	65.0%	64.6%	-12	-6	44.1%	54.1%
Intermediate Sales & Service Personnel	10	0.0%	0	10.0%	3	3	6	10.0%	2	2	0	0.0%	63.1%	0	0	60.0%	40.0%
Semi-Skilled Manual Workers	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Other Sales & Service Personnel	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Other Manual Workers	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!

Short-term Goal Setting Tool

Cision Canada

22-Jan-18

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
	Data entry from from Workforce Analysis	Date entry	B x C x 3	Data entry	B x E x 3	D + F	Data entry from from Workforce Analysis	Equivalent to E	H x I x 3	(D x N) - O + J	G x M	Data entry	Data entry from from Workforce Analysis	Data entry from from Workforce Analysis	(H - J + L) - ((B + D) x N)	H ÷ B	(H - J + L) ÷ (B + D)

Employment Equity Occupational Group (EEOG)	All Employees 2018/01/12	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	ABORIGINAL PEOPLES										
		Annually	Over 3 Years	Annually	Over 3 Years		Number	Turnover (Replacement of Terminated Employees)		Hires Required	3 Year Goals 2018-2020		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
								Annually	Over 3 Years		#	%					
	#	%	#	%	#	#	%	%	#	%	%	#	#	%	%		
Senior Managers	11	1.0%	0	9.0%	3	3	0	9.0%	0	0	1	25.0%	2.9%	0	1	0.0%	9.1%
Middle & Other Managers	73	2.0%	4	5.0%	11	15	1	5.0%	0	1	1	5.0%	2.2%	-1	0	1.4%	2.6%
Professionals	118	3.0%	11	7.0%	25	36	1	7.0%	0	1	1	2.0%	1.6%	-1	0	0.8%	1.6%
Semi-Professionals & Technicians	17	3.0%	2	4.0%	2	4	0	4.0%	0	0	0	0.0%	1.1%	0	0	0.0%	0.0%
Supervisors	24	3.0%	2	4.0%	3	5	1	4.0%	0	-1	0	0.0%	1.3%	1	1	4.2%	3.8%
Supervisors: Crafts & Trades	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Administrative & Senior Clerical Personnel	2	10.0%	1	0.0%	0	1	0	0.0%	0	0	0	0.0%	0.8%	0	0	0.0%	0.0%
Skilled Sales & Service Personnel	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	1.0%	0	0	#DIV/0!	#DIV/0!
Skilled Crafts & Trades Workers	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Clerical Personnel	59	5.0%	9	15.0%	27	36	2	15.0%	1	0	0	0.0%	1.4%	1	0	3.4%	1.5%
Intermediate Sales & Service Personnel	10	0.0%	0	10.0%	3	3	0	10.0%	0	0	0	0.0%	0.9%	0	0	0.0%	0.0%
Semi-Skilled Manual Workers	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Other Sales & Service Personnel	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Other Manual Workers	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!

Short-term Goal Setting Tool

Cision Canada

22-Jan-18

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
	Data entry from from Workforce Analysis	Date entry	B x C x 3	Data entry	B x E x 3	D + F	Data entry from from Workforce Analysis	Equivalent to E	H x I x 3	(D x N) - O + J	G x M	Data entry	Data entry from from Workforce Analysis	Data entry from from Workforce Analysis	(H - J + L) - ((B + D) x N)	H ÷ B	(H - J + L) ÷ (B + D)

Employment Equity Occupational Group (EEOG)	All Employees 2018/01/12	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	PERSONS WITH DISABILITIES										
		Annually	Over 3 Years	Annually	Over 3 Years		Number	Turnover (Replacement of Terminated Employees)		Hires Required	3 Year Goals 2018-2020		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
								Annually	Over 3 Years		#	%					
	#	%	#	%	#	#	%	%	#	%	%	%	#	#	%	%	
Senior Managers	11	1.0%	0	9.0%	3	3	0	9.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%
Middle & Other Managers	73	2.0%	4	5.0%	11	15	0	5.0%	0	4	1	5.0%	4.3%	-4	-2	0.0%	1.3%
Professionals	118	3.0%	11	7.0%	25	36	4	7.0%	1	1	0	0.0%	3.8%	0	-2	3.4%	2.3%
Semi-Professionals & Technicians	17	3.0%	2	4.0%	2	4	1	4.0%	0	0	0	0.0%	4.0%	0	0	5.9%	5.3%
Supervisors	24	3.0%	2	4.0%	3	5	0	4.0%	0	3	1	14.0%	13.9%	-3	-3	0.0%	3.8%
Supervisors: Crafts & Trades	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Administrative & Senior Clerical Personnel	2	10.0%	1	0.0%	0	1	0	0.0%	0	0	0	0.0%	3.4%	0	0	0.0%	0.0%
Skilled Sales & Service Personnel	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Skilled Crafts & Trades Workers	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Clerical Personnel	59	5.0%	9	15.0%	27	36	4	15.0%	2	3	3	7.0%	7.0%	0	0	6.8%	7.4%
Intermediate Sales & Service Personnel	10	0.0%	0	10.0%	3	3	1	10.0%	0	0	0	0.0%	5.6%	0	0	10.0%	10.0%
Semi-Skilled Manual Workers	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Other Sales & Service Personnel	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Other Manual Workers	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!

Short-term Goal Setting Tool

Cision Canada

22-Jan-18

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
	Data entry from from Workforce Analysis	Date entry	B x C x 3	Data entry	B x E x 3	D + F	Data entry from from Workforce Analysis	Equivalent to E	H x I x 3	(D x N) - O + J	G x M	Data entry	Data entry from from Workforce Analysis	Data entry from from Workforce Analysis	(H - J + L) - ((B + D) x N)	H ÷ B	(H - J + L) ÷ (B + D)

Employment Equity Occupational Group (EEOG)	All Employees 2018/01/12	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	MEMBERS OF VISIBLE MINORITIES										
		Annually	Over 3 Years	Annually	Over 3 Years		Number	Turnover (Replacement of Terminated Employees)		Hires Required	3 Year Goals 2018-2020		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
								Annually	Over 3 Years		#	%					
	#	%	#	%	#	#	%	%	#	%	%	%	#	#	%	%	
Senior Managers	11	1.0%	0	9.0%	3	3	1	9.0%	0	0	0	0.0%	10.1%	0	0	9.1%	9.1%
Middle & Other Managers	73	2.0%	4	5.0%	11	15	22	5.0%	3	-7	0	0.0%	15.0%	11	7	30.1%	24.7%
Professionals	118	3.0%	11	7.0%	25	36	32	7.0%	7	-2	0	0.0%	17.8%	11	2	27.1%	19.4%
Semi-Professionals & Technicians	17	3.0%	2	4.0%	2	4	2	4.0%	0	2	1	22.0%	21.6%	-2	-1	11.8%	15.8%
Supervisors	24	3.0%	2	4.0%	3	5	4	4.0%	0	5	2	34.0%	33.7%	-4	-3	16.7%	23.1%
Supervisors: Crafts & Trades	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Administrative & Senior Clerical Personnel	2	10.0%	1	0.0%	0	1	0	0.0%	0	1	0	38.0%	37.3%	-1	-1	0.0%	0.0%
Skilled Sales & Service Personnel	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Skilled Crafts & Trades Workers	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Clerical Personnel	59	5.0%	9	15.0%	27	36	10	15.0%	5	15	10	29.0%	28.8%	-7	-5	16.9%	22.1%
Intermediate Sales & Service Personnel	10	0.0%	0	10.0%	3	3	3	10.0%	1	2	1	39.0%	38.2%	-1	-1	30.0%	30.0%
Semi-Skilled Manual Workers	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Other Sales & Service Personnel	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Other Manual Workers	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!

EMPLOYMENT EQUITY QUESTIONNAIRE

FORMULAIRE D'ÉQUITÉ EN MATIÈRE D'EMPLOI

PRIVATE AND CONFIDENTIAL / PERSONNEL ET CONFIDENTIEL

Cision is an equal opportunity employer. The information you provide here is voluntary and **strictly confidential** and will only be used by the HR team for reporting purposes to HRDC.

Cision garantit l'égalité d'accès aux employés offerts. Les renseignements que vous fournirez dans le présent formulaire seront volontaire et **strictement confidentiels** et ne seront utilisés que par l'équipe des Ressources humaines à des fins de présentation de rapports à DRHC.

A person may be a member of more than one designated group.

Une personne peut faire partie de plus d'un groupe désigné.

Aboriginal Peoples / Personnes autochtones

1. For the Purposes of employment equity, « aboriginal peoples » means persons who are Indian, Inuit or Métis.

Pour les fins de l'équité en emploi, « personnes autochtones » signifie une personne qui est d'origine indienne, inuit ou métis.

Based on this definition, are you an aboriginal person?

En vous basant sur cette définition, êtes-vous une personne autochtone?

Yes / Oui No / Non I prefer not to answer / Je préfère ne pas répondre

Persons with Disabilities / Personnes ayant un handicap

2. For the purposes of employment equity, « persons with disabilities » means persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who :

Pour les fins de l'équité en emploi, une « personne ayant un handicap » signifie une personne ayant une déficience physique, mentale, sensorielle psychiatrique permanente ou récurrente ou ayant des problèmes d'apprentissage et qui :

(a) **consider themselves to be disadvantaged in employment by reasons of that impairment, or**
se considère comme étant désavantagée au niveau de l'emploi à cause de cette déficience, ou;

(b) **believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment, and includes persons whose functional limitation owing to their impairment have been accommodated in their current job or workplace.**

croit qu'un employeur ou un employeur potentiel pourrait la considérer comme étant désavantagée au niveau de l'emploi à cause de cette déficience et cela inclut les personnes ayant une déficience en raison d'un handicap qui ont été accomodées par l'employeur dans leur poste ou leur lieu de travail.

Based on this definition, are you a person with disability?

En vous basant sur cette définition, êtes-vous une personne ayant un handicap?

Yes / Oui No / Non I prefer not to answer / Je préfère ne pas répondre

Members of Visible Minorities / Membre d'une minorité visible

3. For the purposes of employment equity, « members of visible minorities » means persons, other than aboriginal peoples, who are non-Caucasian in race or non-white in colour.

Pour les fins de l'équité en emploi, « membre d'une minorité visible » signifie une personne, autre qu'une personne autochtone, qui n'est pas d'origine caucasienne ou qui n'est pas de race blanche

Based on this definition, are you a member of a visible minority?

En vous basant sur cette définition, faites-vous partie d'une minorité visible?

Yes / Oui No / Non I prefer not to answer / Je préfère ne pas répondre

Name / Nom

Date

Signature

You may update your information at any time by providing a new copy of this form. If you require this form in another format or require assistance, please reach out to HrSupport.Canada@cision.com.

Vous pouvez mettre à jour vos informations à tout moment en fournissant une nouvelle copie de ce formulaire. Si vous avez besoin de ce formulaire dans un autre format ou si vous avez besoin d'aide, veuillez communiquer avec HrSupport.Canada@cision.com

Federal Contractors Program Report of the First Compliance Assessment

Employer Name: Cision Canada Inc.

Primary Location: Toronto (Ontario)

- Ontario: 65%
- Québec: 29%
- British Columbia: 2%
- Alberta: 2%
- New Brunswick, Nova Scotia, Manitoba: 2%

Number of Employees: 314

Organization Overview:

Cision Canada Inc. develops software that enables the planning, execution, and measure of advertising campaigns. It enables professionals to access media and blogger database, distribute press releases, manage outreach, measure social media activities, and analyze the effectiveness of campaigns.

Key Dates – First Year Assessment

Initiated: 2017-12-14
 Received: 2018-01-29
 WFA: 2018-02-27

COLLECTION OF WORKFORCE INFORMATION

	#	%
Number of Surveys Handed Out:	335	
Number of Surveys Returned:	335	100
Number of Completed Surveys Returned:	298	89

- The questionnaire includes appropriate definitions.
- The questionnaire or accompanying documentation indicates that an employee may self-identify as being a member of more than one group.
- The questionnaire has an employee identifier.
- The questionnaire includes a question on gender if this information cannot be obtained from payroll or personnel records.
- The questionnaire indicates that it is available in alternate formats upon request.
- The questionnaire indicates that answering the self-identification questions is voluntary.
- The questionnaire indicates that the information gathered is confidential and will only be shared with others within the organization in order to carry-out employment equity obligations.

Observations:

- The organization surveyed 335 employees while the workforce analysis contains 314 employees. This is due to temporary employees.
- The questionnaire did not inform employees that they could self-identify in more than one designated group.

WORKFORCE ANALYSIS & GOAL SETTING

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

Observations:

SUMMARY OF GOALS**Women**

Workforce Analysis Results			Goals		Represent ation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)		
#	Description	#	%	%	%	%
2	Middle & Other Managers	-5	39	41	31.5	38.9
4	Semi-Professionals & Technicians	-2	32	33	17.6	31.3
7	Administrative & Senior Clerical Personnel	-1	50	51	50.0	80.1
10	Clerical Personnel	-12	50	50	44.1	64.6

Observations:

- EEOG 7: Women are already represented at 50%. Goal is not required.

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)		
#	Description	#	%	%	%	%
2	Middle & Other Managers	-1	3	4	1.4	2.2
3	Professionals	-1	2	3	0.8	1.6

Observations:

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)		
#	Description	#	%	%	%	%
4	Semi-Professionals & Technicians	-2	22	23	11.8	21.6
5	Supervisors	-4	34	34	16.7	33.7
7	Administrative & Senior Clerical Personnel	-1	38	38	0	37.3
10	Clerical Personnel	-7	29	29	16.9	28.8
11	Intermediate Sales & Service Personnel	-1	39	39	30.0	38.2

Observations:

Person with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)		
#	Description	#	%	%	%	%
1/2	Managers	-4	5	6	0	4.3
5	Supervisors	-3	14	15	0	13.9

Observations:

- All short-term and long-term goals were set as a percentage and were at least equal to LMA.

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

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

- We note that your workforce analysis revealed a gap of -1 for women in EEOG 07 Administrative and Senior Clerical Personnel. A short-term goal is not required given that the representation of women in this occupational group is 50%. However, we recommend that you monitor representation levels closely to ensure that a goal is set should the representation drop below 50%.
- Given that you updated your self-identification questionnaire after the surveys was completed in your organisation, we recommend that you conduct an information campaign in your organisation to make employees aware that they can self-identify in more than one group.

Name of Analyst: Maurice Yakibonge

Date: 06/03/2018

From: Yakibonge, Maurice [NC] **On Behalf Of** EE-EME
Sent: April 12, 2018 7:41 AM
To: 'nicole.guillot@cision.com' <nicole.guillot@cision.com>
Cc: 'sarah.keenan@newswire.ca' <sarah.keenan@newswire.ca>; 'Diane Slater' <diane.slater@cision.com>
Subject: Government of Canada Agreement Number: 061025 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Nicole Guillot:

I am writing to inform you that the compliance assessment initiated on January 1st, 2018 has been completed. As a result of the assessment, Cision Canada Inc. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

The purpose of this 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 Cision Canada Inc.'s employment equity program.

- We note that your workforce analysis revealed a gap of -1 for women in EEOG 07 Administrative and Senior Clerical Personnel. A short-term goal is not required given that the representation of women in this occupational group is 50%. However, we recommend that you monitor representation levels closely to ensure that a goal is set should the representation drop below 50%.
- The self-identification questionnaire you used to survey your workforce was missing one requirement. Given that you updated the questionnaire after the survey was completed, we recommend that you conduct an information campaign to make employees aware that they can self-identify in more than one designated group.

Next Steps

Under the terms of the FCP, your organization will be subject to a subsequent compliance assessment four years after the award date of your initial goods or services contract and every three years thereafter. 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 Cision Canada Inc. is notified of a subsequent assessment, the following information will be required:

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

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If reasonable progress has not been made, Cision Canada Inc. will

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

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

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

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

Should you require any further information regarding your organization's obligations under the FCP, please contact Maurice Yakibonge at maurice.yakibonge@labour-travail.gc.ca.

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

Sincerely,

Workplace Equity Team

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
ee-eme@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!

From: Marcos Fontanella <marcos.fontanella@cision.com>
Sent: March 5, 2018 4:08 PM
To: Yakibonge, Maurice [NC] <maurice.yakibonge@labour-travail.gc.ca>
Cc: Diane Slater <diane.slater@cision.com>
Subject: RE: Employment Equity 2018 Submission (first submission for Cision Canada)

Hi Maurice,

Based on your inputs, find attached our new targets.

Thanks for your patience and support throughout this process.

Regards,
Marcos Fontanella
Manager, Compensation & Benefits
o 416.863.5639
marcos.fontanella@cision.com

CISION



RBC WaterPark Place
88 Queens Quay West, Suite 3000
Toronto, ON M5J 0B8

From: Diane Slater
Sent: Friday, March 02, 2018 12:04 PM
To: maurice.yakibonge@labour-travail.gc.ca
Cc: Marcos Fontanella <marcos.fontanella@cision.com>
Subject: RE: Employment Equity 2018 Submission (first submission for Cision Canada)

Hi Maurice,

Marcos has examined all our numbers starting back with the raw data and we have completed a new analysis, submitted online and completed new targets.

Thanks for your patience with us!

Kind regards,
Diane

Diane Slater
Senior Director Human Resources
o 416-863-5730 | c 647-407-5832
diane.slater@cision.com
cision.com

From: maurice.yakibonge@labour-travail.gc.ca [mailto:maurice.yakibonge@labour-travail.gc.ca]

Sent: Tuesday, February 20, 2018 7:47 AM

To: Diane Slater <diane.slater@cision.com>

Subject: RE: Employment Equity 2018 Submission (first submission for Cision Canada)

Good morning Diane,

Thank you for your prompt reply. According to the Form 1 in WEIMS and information you provided (Workforce Analysis), your organisation has 474 employees. If this information is not accurate, it is important that you review the first compliance assessment submission to correct the errors.

Friday at 10 am is fine for me for a meeting.

Kind regards,

Maurice Yakibonge

Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099



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From: Diane Slater [mailto:diane.slater@cision.com]

Sent: February-19-18 4:31 PM

To: Yakibonge, Maurice [NC]

Subject: RE: Employment Equity 2018 Submission (first submission for Cision Canada)

Hi Maurice

I look forward to a conversation with you to learn more as I am not sure where the number 474 comes from for our workforce, as well as to better understand the numbers. I now have an HR Manager working for me who has this type of work in his job description so I will include him in the call as well if that's ok. On Friday this week, we are free between 10 am and noon, is there a time in there that works for you for a call?

I look forward to learning how we can do a better job with our goals and reporting.

Kind regards,
Diane

Diane Slater
Senior Director Human Resources
o 416-863-5730 | c 647-407-5832
diane.slater@cision.com
cision.com

From: maurice.yakibonge@labour-travail.gc.ca [<mailto:maurice.yakibonge@labour-travail.gc.ca>]
Sent: Monday, February 19, 2018 4:20 PM
To: Diane Slater <diane.slater@cision.com>
Subject: RE: Employment Equity 2018 Submission (first submission for Cision Canada)

Good afternoon Diane,

My name is Maurice and I am reviewing the submission you have sent. I would like to discuss about the information below:

1. Your workforce has 474 employees. You surveyed 335 people and you received only 298 fully completed surveys (58% of the workforce).
2. Goals should be set **at least equal to the current availability** estimates for EEOGs where gaps in representation were identified in the workforce analysis. No goals were set for **Persons with Disabilities** in the Summary of Goals.
3. We recommend to set all your goals in percentage in the Summary of goals.

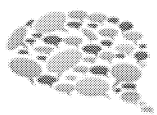
Could you please let me know when you are available for a phone call? I would like to discuss about the three points above.

Thank you,

Maurice Yakibonge

Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
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From: Diane Slater [<mailto:diane.slater@cision.com>]
Sent: January-29-18 2:45 PM
To: EE-EME
Subject: Employment Equity 2018 Submission (first submission for Cision Canada)

Good afternoon,

Please find attached documents for the following for Cision Canada:

1. **The self-identification questionnaire used to conduct our workforce survey.**
2. **The workforce analysis results (Summary Reports and Detailed Reports).**
3. **Short- and long-term numerical goals to address the representation gaps identified through our workforce analysis.**

In terms of survey results, we had:

1. **335 people total surveyed**
2. **23 surveys left fully blank**
3. **14 surveys left partially blank**
4. **298 fully completed**

Please do not hesitate to reach out if I've missed something or made mistakes, [REDACTED]
[REDACTED] this is my first time doing Employment Equity submissions.

Kind regards,
Diane

Diane Slater
Senior Director Human Resources
Office: 416-863-5730 Mobile: 647-407-5832
diane.slater@cision.com

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