s.19(1) s.24(1)

Labour Program Federal Contractors Program

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OFFICIAL USE ONL	Υ	
Agreement N°:		

Agreement to Implement Employment Equity

	0	RGANIZATION			······································
Legal Name of Organization		NOAMEATION	Parent company	is located outside	Canada
1434378 Ontario Inc			,		_
				Yes [√ No
Operating Name (if different from Leg-	al Name of Ornanization\		Business Numb	· ·	
Commercial Cleaning Se			Dustikess (Water		
			Total number of	employees in Can	ada
	~~~			Time and/or Part-	
Organization's North American Industr To find your organization's four-digit N		Code Number	Federally F	Remitsted	
http://www.statcan.gc.ca/subjects-suje		007/list-liste-eng.htm	✓ Provinciali	-	
56172			A LIOMICSII	y regulated	
***************************************		HEAD OFFICE			***************************************
Address (building number, street, suite	e, etc.)	City		Province	Postal Code
151 Cushman Road		St. Cathari	165	Ontario	L2M 6T4
		Telephone Number			
		905-688-922	)		
	EMPLOYM	ENT EQUITY CONT	ACT		~~~~~~
Name (print)	***************************************	Title	&*-***********************************		
Rachael Forgeron	***************************************	HR Coordinat	or		
Telephone Number	E-mail Address		1	Preferred Languag	je of Correspondence
905- <b>6</b> 88-9220 <b>x</b> 229	Morger on Qua	mmercial cleani	ng somices	✓ English	French
		ERTIFICATION			
instrument, in keeping with the Fe	it \$1,000,000 or more (includi implement or maintain emplo ideral Contractors Program re	nent goods or services on applicable taxes) syment equity on an onequirements. For more to	contract, standin	ond the period o	ct issued under a
Supply Arrangement, valued a hereby certifies its commitment to instrument, in keeping with the Fe please refer to <a href="http://www.esdc.gr/">http://www.esdc.gr/</a> Important note: If an audit of the	at \$1,000,000 or more (including)  implement or maintain emploaderal Contractors Program received and including the caleng/labour/equality/fcp/in  Agreement to Implement Employers	nent goods or services on applicable taxes) syment equity on an onequirements. For more lodex shim!	contract, standin going basis, bey nformation on he	g offer or contra- ond the period o ow to implement	ct issued under a of the procurement employment equity
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#### **Workforce Analysis - Detailed Report**

Date: 2019-09-09

#### Women

			Women						
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avai	lability	Gap	Recruitment Area	
		#	#	%	%	#	#		
01 : Senior Managers	National	1	1	100.0 %	27.6 %	0	1	National	
02 : Middle and Other Managers	National	5	2	40.0 %	39.4 %	2	0	National	
05 : Supervisors		3	2	66.7 %	61.2 %	2	0		
Employment Equity Occupational Group	St. Catharines - Niagara	3	2	66.7 %	61.2 %	2	0	St. Catharines -	
07 : Administrative and Senior Clerical Personnel		1	1	100.0 %	82.4 %	1	0		
Employment Equity Occupational Group	St. Catharines - Niagara	1	1	100.0 %	82.4 %	1	0	St. Catharines -	
13 : Other Sales and Service Personnel		107	62	57.9 %	58.6 %	63	-1		
Employment Equity Occupational Group	St. Catharines - Niagara	107	62	57.9 %	58.6 %	63	-1	St. Catharines -	
Total		117	68	58.1 %	57.8 %	68	0		

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



#### **Workforce Analysis - Detailed Report**

Date: 2019-09-09

#### **Aboriginal Peoples**

		Aboriginal Peoples							
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	ability	Gap	Recruitment Area	
		#	#	%	%	#	#		
01 : Senior Managers	National	1	0	0.0 %	3.2 %	0	0	National	
02 : Middle and Other Managers	National	5	0	0.0 %	2.7 %	0	0	National	
05 : Supervisors		3	0	0.0 %	3.9 %	0	0		
Employment Equity Occupational Group	St. Catharines - Niagara	3	0	0.0 %	3.9 %	0	0	St. Catharines -	
07 : Administrative and Senior Clerical Personnel		1	0	0.0 %	1.9 %	0	0		
Employment Equity Occupational Group	St. Catharines - Niagara	1	0	0.0 %	1.9 %	0	0	St. Catharines -	
13 : Other Sales and Service Personnel		107	9	8.4 %	3.5 %	4	5		
Employment Equity Occupational Group	St. Catharines - Niagara	107	9	8.4 %	3.5 %	4	5	St. Catharines -	
Total		117	9	7.7 %	3.5 %	4	5		

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



#### **Workforce Analysis - Detailed Report**

Date: 2019-09-09

#### **Members of Visible Minorities**

				Members o	f Visible Min	orities		
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avai	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	1	0	0.0 %	11.5 %	0	0	National
02 : Middle and Other Managers	National	5	1	20.0 %	17.6 %	1	0	National
05 : Supervisors		3	0	0.0 %	8.5 %	0	0	
Employment Equity Occupational Group	St. Catharines - Niagara	3	0	0.0 %	8.5 %	0	0	St. Catharines -
07 : Administrative and Senior Clerical Personnel		1	1	100.0 %	5.5 %	0	1	
Employment Equity Occupational Group	St. Catharines - Niagara	1	1	100.0 %	5.5 %	0	1	St. Catharines -
13 : Other Sales and Service Personnel		107	11	10.3 %	12.2 %	13	-2	
Employment Equity Occupational Group	St. Catharines - Niagara	107	11	10.3 %	12.2 %	13	-2	St. Catharines -
Total		117	13	11.1 %	12.3 %	14	-1	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



#### **Workforce Analysis - Detailed Report**

Date: 2019-09-09

#### **Persons with Disabilities**

		Persons with Disabilities						
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avai	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
01/02 : Managers	National	6	0	0.0 %	5.0 %	0	0	National
05 : Supervisors	National	3	0	0.0 %	27.5 %		-1	National
07 : Administrative and Senior Clerical Personnel	National	1	0	0.0 %	10.0 %	0	0	National
13 : Other Sales and Service Personnel	National	107	13	12.1 %	10.7 %	11	2	National
Total		117	13	11.1 %	10.8 %	12	1	

Total may not equal sum of components due to rounding.

Sources: 2017 Canadian Survey on Disability and employer's internal data



#### **Workforce Analysis - Detailed Report**

Date: 2019-09-09

#### 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
05 : Supervisors	EEOG	CMA
07 : Administrative and Senior Clerical Personnel	EEOG	СМА
13 : Other Sales and Service Personnel	EEOG	CMA



#### **Workforce Analysis - Detailed Report**

Date: 2019-09-09

#### WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
05 : Supervisors	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
13 : Other Sales and Service Personnel	EEOG	National



#### **Workforce Analysis - Summary Report**

Date: 2019-09-09

#### Women

Women				Women			
Employment Equity Occupational Group	All Employees	Repres	sentation	Avai	lability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	1	1	100.0 %	27.6 %	0	1	
02 : Middle and Other Managers	5	2	40.0 %	39.4 %	2	0	
05 : Supervisors	3	2	66.7 %	61.2 %	2	0	
07 : Administrative and Senior Clerical Personnel	1	1	100.0 %	82.4 %	1	0	
13 : Other Sales and Service Personnel	107	62	57.9 %	58.6 %	63	-1	
Total	117	68	58.1 %	57.8 %	68	0	



#### **Workforce Analysis - Summary Report**

Date: 2019-09-09

#### **Aboriginal Peoples**

		Aboriginal Peoples					
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	ability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	1	0	0.0 %	3.2 %	0	0	
02 : Middle and Other Managers	5	0	0.0 %	2.7 %	0	0	
05 : Supervisors	3	0	0.0 %	3.9 %	0	0	
07 : Administrative and Senior Clerical Personnel	1	0	0.0 %	1.9 %	0	0	
13 : Other Sales and Service Personnel	107	9	8.4 %	3.5 %	4	5	
Total	117	9	7.7 %	3.5 %	4	5	



#### **Workforce Analysis - Summary Report**

Date: 2019-09-09

#### **Members of Visible Minorities**

Members of Visible Minorities							
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	lability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	1	0	0.0 %	11.5 %	0	0	
02 : Middle and Other Managers	5	1	20.0 %	17.6 %	1	0	
05 : Supervisors	3	0	0.0 %	8.5 %	0	0	
07 : Administrative and Senior Clerical Personnel	1	1	100.0 %	5.5 %	0	1	
13 : Other Sales and Service Personnel	107	11	10.3 %	12.2 %	13	-2	
Total	117	13	11.1 %	12.3 %	14	-1	



#### **Workforce Analysis - Summary Report**

Date: 2019-09-09

#### **Persons with Disabilities**

	Persons with Disabilities					
Employment Equity Occupational Group	All Employees	Repres	sentation	Avai	lability	Gap
	#	#	%	%	#	#
01/02 : Managers	6	0	0.0 %	5.0 %	0	0
05 : Supervisors	3	0	0.0 %	27.5 %	1	-1
07 : Administrative and Senior Clerical Personnel	1	0	0.0 %	10.0 %	0	0
13 : Other Sales and Service Personnel	107	13	12.1 %	10.7 %	11	2
Total	117	13	11.1 %	10.8 %	12	1



#### **Workforce Analysis - Summary Report**

Date: 2019-09-09

#### 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
05 : Supervisors	EEOG	CMA
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
13 : Other Sales and Service Personnel	EEOG	CMA



#### **Workforce Analysis - Summary Report**

Date: 2019-09-09

#### WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
05 : Supervisors	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
13 : Other Sales and Service Personnel	EEOG	National



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

Analysis	Data from Sul	bsequent/Curre	ent Workforce
I I I		-	
$lack \Psi$	<u> </u>	<del>\</del>	

Data from Fig	rst/Previous Workf	force Analysis
YYYY	MM	DD
2019	08	05

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

		,	Table 1: Women	l
		First/Pr	evious Workforce /	Analysis
Emple	oyment Equity Occupational Group (EEOG)	All Employees	Wor	men
Embr	by ment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	1	1	27.6
02	Middle & Other Managers	5	2	39.4
03	Professionals	0	0	0.0
04	Semi-Professionals & Technicians	0	0	0.0
05	Supervisors	3	2	61.2
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	1	1	82.4
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	107	62	58.6
14	Other Manual Workers	0	0	0.0
Total	•	117	68	0.0

,	<u> Fable 5: Women</u>	
Subsequen	t/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	0	0.0
0	0	0.0
0	0	0.0
0	o	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
Λ	0	0.0

* Sou	ırce	:											

*	S	C	ι	I																																																							

Data from Fir	st/Previous Wor	kforce Analysis
	<b>\</b>	

Data from Su	bsequent/Curre Analysis	ent Workforce
<b>\</b>	$\downarrow$	$\downarrow$

Data from Fi	rst/Previous Work!	force Analysis
YYYY	MM	DD
2019	08	05

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

		Table	2: Aboriginal P	eoples
		First/Previous Workforce Analysis		
		All Employees	Aboriginal Peoples	
Embio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	1	0	0.0
02	Middle & Other Managers	5	0	0.0
03	Professionals	0	0	0.0
04	Semi-Professionals & Technicians	0	0	0.0
05	Supervisors	3	0	0.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	1	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	107	9	8.4
14	Other Manual Workers	0	0	0.0
Total	•	117	9	0.0

Table 6: Aboriginal Peoples			
Subsequent/Current Workforce Analysis			
All Employees	nployees Aboriginal Peoples		
	Representation	Availability*	
#	#	%	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	o	0.0	
0	o	0.0	
0	o	0.0	
0	0	0.0	
0	o	0.0	
0	ol	0.0	
0	ol	0.0	
0	o	0.0	
0	0	0.0	

* Source:	
0	

* Source:	
0	

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

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2019	08	05

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

		Table 3: Me	embers of Visible	e Minorities
		First/Previous Workforce Analysis		
E-1 (FEOC)		All Employees	Members of Visible Minorities	
Emba	oyment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	0/0
01	Senior Managers	1	0	11.5
02	Middle & Other Managers	5	1	17.6
03	Professionals	0	0	0.0
04	Semi-Professionals & Technicians	0	0	0.0
05	Supervisors	3	0	8.5
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	1	1	5.5
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	107	11	12.2
14	Other Manual Workers	0	0	0.0
Total		117	13	0.0

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

* Source		
0		

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Data from First	t/Previous Woi	rkforce Analysis
<b>\</b>	<b>\</b>	<b>\</b>

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2019	08	05

Data from S	ubsequent/Curre Analysis	ent Workforce
<b></b>	<b></b>	<b></b>

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	Analysis
Emplo	yment Equity Occupational Group (EEOG)	All Employees	Persons with	Disabilities
Embio.	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01/02	Managers	6	0	5.0
03	Professionals	0	0	5.0
04	Semi-Professionals & Technicians	0	0	0.0
05	Supervisors	3	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	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	107	13	10.7
14	Other Manual Workers	0	0	0.0
Total		117	13	0.0

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

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* Source:	

#### Part 2: Flow Data Analysis

#### **Commercial Cleaning Services 1434378 Ontario Inc.**

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							l																		

**Data from Form 4 - Employees** Hired

 $\downarrow$  $\overline{\downarrow}$  Data from Form 5 - Employees Promoted  $\overline{\downarrow}$  $\overline{\downarrow}$ 

 $\overline{\downarrow}$ 

**Data from Form 6 - Employees** Terminated

 $\overline{\downarrow}$ 

		Table 1: Women				
		Full-time	/ National	Part-time / National		
	ployment Equity Occupational Group EOG)	All Employees Hired	Women Hired	All Employees Hired	s 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	
Tot	al	0	0	0	0	

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	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	

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

#### Part 2: Flow Data Analysis

#### **Commercial Cleaning Services 1434378 Ontario Inc.**

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Start	Date of Flov	Data
YYYY	MM	DD
0	0	0

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

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

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

14 Other Manual Workers

Total

Table 6: Aboriginal Peoples				
Full-time / National		Part-time / National		
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	
#	#	#	#	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	

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

#### Part 2: Flow Data Analysis

#### **Commercial Cleaning Services 1434378 Ontario Inc.**

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Start	Date of Flow	<b>Data</b>
YYYY	MM	DD
0	0	0

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

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Data from Form 4 - Employees Hired

0

Data from Form 5 - Employees
Promoted

Data from Form 6 - Employees Terminated

		Table 3: Persons with Disabilities				
		Full-time	Full-time / National		Part-time / National	
Employment Equity Occupational Group (EEOG)		All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	
		#	#	#	#	
01 Senior Managers		0	0	0	0	
02 Middle & Other Managers		0	0	0	0	
03 Professionals		0	0	0	0	
04 Semi-Professionals & Technic	cians	0	0	0	0	
05 Supervisors		0	0	0	0	
06 Supervisors: Crafts & Trades		0	0	0	0	
07 Administrative & Senior Cler	ical Personnel	0	0	0	0	
08 Skilled Sales & Service Perso	nnel	0	0	0	0	
09 Skilled Crafts & Trades Work	ters	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	S	0	0	0	0	
13 Other Sales & Service Person	nel	0	0	0	0	
14 Other Manual Workers		0	0	0	0	

Total

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

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

#### Part 2: Flow Data Analysis

#### **Commercial Cleaning Services 1434378 Ontario Inc.**

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VVVV	MM	ממ
Start	Date of Flow	<b>Data</b>

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

**Data from Form 4 - Employees** Hired

 $\overline{\downarrow}$ 

Data from Form 5 - Employees Promoted  $\overline{\downarrow}$ 

**Data from Form 6 - Employees** Terminated

		Table 4:	Members o	f Visible N	<b>Iinorities</b>		
		Full-time	/ National	Part-time / National			
Employment Equity Occupation (EEOG)	onal Group	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	O		
03 Professionals		0	0	0	0		
04 Semi-Professionals & Techn	nicians	0	0	0	0		
05 Supervisors		0	0	0	0		
06 Supervisors: Crafts & Trade	:s	0	0	0	0		
07 Administrative & Senior Cle	erical Personnel	0	0	0	0		
08 Skilled Sales & Service Pers	sonnel	0	0	0	0		
09 Skilled Crafts & Trades Wo	rkers	0	0	0	0		
10 Clerical Personnel		0	0	0	0		
11 Intermediate Sales & Service	e Personnel	0	0	0	0		
12 Semi-Skilled Manual Work	ers	0	0	0	0		
13 Other Sales & Service Perso	onnel	0	0	0	0		
14 Other Manual Workers		0	0	0	0		
Total		0	0	0	0		

Total

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

Full-time	Members (	Of Visible   Part-time			
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		

-68

0.0%

68

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									Data f	or First/I	Previous (	Joals							
A B	C	D	E	F	G	Н	I	J	K	L	M	N	O	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		↓	<b>1</b>	<b>↓</b>	↓	↓	<b>↓</b>	<b>1</b>	<b>↓</b>	<b>↓</b>	↓	↓	↓	<b>↓</b>	↓	↓	↓	<b>↓</b>	<u> </u>
									•••	Table 1:									
		First/Previous Short-term Goals All Employees Women																	
				AHER	<u>, , , , , , , , , , , , , , , , , , , </u>					1			3 Van	r Goals	omen			1	1
	Number	Grow	th (New Posit	ions)	Turnover (Re	piacement o Employees)	1 erminated	Anticipated	Number		eplacement of	Hires		n - To					Projected
Employment Equity Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Pro	ected	Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required Over 3		- YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
Occupational Group (EEOG)	2019-08-05	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2019-08-05	Annually	Over 3 Years	Years	2019	2022	Availability		Сар	Representation	Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	1	-100.0%		0	0.0%		0	0	1	0.0%	0	-1	0		27.6%	1	1	100.0%	100.0%
02 Middle & Other Managers	5	-100.0%		0	0.0%		0	0	2	0.0%	0	0	0		39.4%	0	0	40.0%	40.0%
03 Professionals	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	0.0% -100.0%		0	0.0%			0	0	0.0%	0	0	0		0.0%	1 0	0	#DIV/0!	#DIV/0!
05 Supervisors 06 Supervisors: Crafts & Trades	3	-100.0% 0.0%		0	0.0% 0.0%		"	0	2	0.0%	0	0	0		61.2% 0.0%		0	66.7% #DIV/0!	66.7% #DIV/0!
07 Administrative & Sr Clerical	1	-100.0%		0	0.0%			0	'	0.0%		0	0		82.4%	1 0	0	100.0%	100.0%
08 Skilled Sales & Service	0	0.0%		0	0.0%		ا ا	0	0	0.0%	0	0	0		0.0%	ن ا	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		l ő	0	0	0.0%	0	0	0		0.0%	, o	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	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	107	-100.0%		0	0.0%		0	0	62	0.0%	0	1	0		58.6%	-1	-1	57.9%	57.9%
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!

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

0.0%

117 -100.0%

Total

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

	• / /					Table 2: Women
<b>T</b> ?			Wom	ien		
	loyment Equity pational Group (EEOG)	Short-term Goals Long-term Goals			rm Goals	Comments
Occi	patienal Group (EECG)	#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	0.0	0	0.0	
03	Professionals	0	0.0	0	0.0	
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	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	000022

58.1%

58.1%

Federal Contractors Program Achievement Report
Part 3: Goals
Commercial Cleaning Services 1434378 Ontario Inc.
43682

									Data 1	or First/I	revious (	Toals							
A B	C	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	<b>1</b>	↓	↓			↓		↓			<u> </u>			↓	↓	↓		↓	<b>1</b>
										3: Abori		•							
									First/	Previous Sh	iort-term G	ioals							
		1		All En	iployees										nal Peoples	1			
	Number	Grow	th (New Posi	tions)	Turnover (Re	placement o Employees)	Terminated		Number	Turnover (R	eplacement of	Hires		r Goals n - To					
Employment Equity	YYYY-MM-DD	Actual	n	ected	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	YYYY-MM-DD	Actual	710)	1	Actuai	Froj	1	Years	YYYY-MM-DD			Over 3 Years	1111	- 1111	Availability	resent Gap	Gap	Representation	Years
	2019-08-05	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2019-08-05	Annually	Over 3 Years	1 Cars	2019	2022					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	9/0
01 Senior Managers	1	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	0.0%	1
02 Middle & Other Managers	5	-100.0%		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	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	3	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%		0	#DIV/0!	#DIV/0! 0.0%
07 Administrative & Sr Clerical 08 Skilled Sales & Service	1	-100.0% 0.0%		0	0.0%		"	0	"	0.0% 0.0%	0	١	"		0.0% 0.0%	1 %	"	0.0% #DIV/0!	#DIV/0!
09 Skilled Sales & Service 09 Skilled Crafts & Trades	0	0.0%		"	0.0%		"	"	"	0.0%	"	١			0.0%	1 %	"	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	0.0%		"	0.0%		ا ا	"	"	0.0%	١	١	"		0.0%	] "	"	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%		0	0.0%		1 0	0	"	0.0%	"	١	"		0.0%	] ,	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual		0.0%			0.0%		1 0			0.0%	0				0.0%	] 0		#DIV/0!	#DIV/0!
13 Other Sales & Service	107	-100.0%		1 0	0.0%		ا ٥	ا ٥	l š	0.0%	0	ا ق	l 0		8.4%	Ĭ	0	8.4%	8.4%
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!

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

0.0%

117 -100.0%

Total

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

					Table 4: Aboriginal Peoples
		Aboriginal	Peoples		
Employment Equity Occupational Group (EEOG)	Short-term Goals Long-term Goals				Comments
occupational Group (EEOG)	#	%	#	%	
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	
11 Intermediate Sales & Service	0	0.0	(	0.0	
12 Semi-Skilled Manual	0	0.0	(	0.0	
13 Other Sales & Service	0	0.0	(	0.0	000024

7.7%

7.7%

0.0%

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	Commercial Cleaning Services 1434378 Ontario Inc.
	43682
14 Other Manual Workers	
Total	

									Data f	or First/I	Previous (	Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	О	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	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)
	Ţ	<b>↓</b>	↓	1	1	1	↓	Ţ	<b>↓</b>	↓	↓	. ↓	<b>1</b>	. ↓	↓	<b>\</b>	1	<b>↓</b>	<b>1</b>
											with Disa								
									First/	Previous SI	iort-term C	Goals							
				All En	nployees										th Disabilitie	s			
	Number	Growth (New Positions)		tions)	Turnover (Replacement of Terminated Employees)				Number	rumorei (recpiacement or		Hires	3 Year Goals From - To						
Employment Equity	YYYY-MM-DD	Actual	Proi	ected	Actual Projected			Anticipated Hires Over 3	YYYY-MM-DD	Terminated	l Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	2019-08-05	Annually	Annually	Over 3 Years	Annually	Annually	Over 3	Years	2019-08-05	Annually	Over 3	Over 3 Years	2019	2022	Availability		Gap	Representation	Years
	#	%	%	#	%	%	Years #	#	#	%	Years #	#	#	%	%	#	#	%	%
01/02 Managers	6	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		5.0%	0	0	0.0%	0.0%
03 Professionals	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		5.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	3	-100.0%		0	0.0%		0	0	0	0.0%	0	1	0	27.5%	27.5%	-1	-1	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	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	1	-100.0%		0	0.0%		0	0	0	0.0%		0	0		10.0%		0	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%			0.0%		0	0	0	0.0%	1 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%			#DIV/0!	#DIV/0!
10 Clerical Personnel	0	0.0%		"	0.0%		0	0	0	0.0%			"		0.0%			#DIV/0!	#DIV/0! #DIV/0!
11 Intermediate Sales & Service 12 Semi-Skilled Manual	"	0.0% 0.0%		"	0.0%		"	0	"	0.0% 0.0%	] ,	] ,			0.0% 0.0%		] ,	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
13 Other Sales & Service	107	-100.0%		"	0.0%		ا ا	0	13	0.0%	] ,		"		10.7%	]	] ,	12.1%	#D1V/0! 12.1%
14 Other Manual Workers	107	0.0%		"	0.0%			0	13	0.0%	] "	0	"		0.0%	<u> </u>	مُ مُ	#DIV/0!	#DIV/0!
Total	117			<del>                                     </del>	0.0%		1	0	13	0.0%	1 0	-13	<del>                                     </del>		0.0%	13	13	11.1%	11.1%

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

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

					Table 6: Persons with Disabilities
	Pe	ersons with D	isabilities	S	
Employment Equity Occupational Group (EEOG)	Short-ter	Short-term Goals Long-term Goals		rm Goals	Comments
	#	%	#	%	
01/02 Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	27.5	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical		0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	0	0.0	0	0.0	000026

Follows Contractors Program Ashiorament Papert
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43682

									Data 1	or First/I	revious (	Toals							
									-										
A B	C	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	<b>→</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b></b>	<b>↓</b>	<b>\</b>	↓	<b>↓</b>	↓	<b>1</b>	<b>1</b>	<b>↓</b>	<b>1</b>	1	<u> </u>	<u> </u>
									Table 7: M				S						
									First/	Previous Sh	iort-term G	oals							
				All En	iployees										isible Minor	ities		1	1
	Number	Grow	th (New Posi	tions)	Turnover (Re	placement o Employees)	f Terminated		Number	Turnover (R	eplacement of	Hires		r Goals					
<b>Employment Equity</b>								Anticipated Hires Over 3		Terminated	Employees)	Required		o - To - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	YYYY-MM-DD	Actual	rrej	ected	Actual	Proj	jected 	Years	YYYY-MM-DD		T -	Over 3	1111	- 1111	Availability	r resent Gap	Gap	Representation	Years
	2019-08-05	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2019-08-05	Annually	Over 3 Years	Years	2019	2022					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	6/6	#	#	%	9/0
01 Senior Managers	1	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		11.5%	0	0	0.0%	0.0%
02 Middle & Other Managers	5	-100.0%		0	0.0%		0	0	1	0.0%	0	0	0		17.6%	0	0	20.0%	20.0%
03 Professionals	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	3	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		8.5%	1 0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	0	0.0%		0	0.0%			0	0	0.0%	0	0	0		0.0%	'	0	#DIV/0!	#DIV/0! 100.0%
07 Administrative & Sr Clerical 08 Skilled Sales & Service	1	-100.0% 0.0%		0	0.0%		"	0	1	0.0% 0.0%	0	-1	١		5.5% 0.0%		1	100.0% #DIV/0!	#DIV/0!
09 Skilled Sales & Service 09 Skilled Crafts & Trades	0	0.0%		"	0.0%		"	"	"	0.0%	0	١	"		0.0%		"	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	0.0%		"	0.0%		1 0	"	"	0.0%	"	١	١		0.0%	] "	"	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service		0.0%		"	0.0%		ا ا	0	"	0.0%	0	"	ا ا		0.0%	]	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%			0.0%			l ő	ا ٥	0.0%	هُ ا	ن ا	ا ٥		0.0%	ن آ	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	107	-100.0%		0	0.0%		] o	0	11	0.0%	Ö	2	ا o	12.2%	12.2%	-2	-2	10.3%	10.3%
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!

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

0.0%

117 -100.0%

Total

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.

-13

0.0%

13

13

Workforce Analysis) ÷ 2) x	100.				Table 9. Mambaus of Waible Minquities
	Men	ibers of Visib	le Minor	rities	Table 8: Members of Visible Minorities
Employment Equity	Short-ter			erm Goals	Comments
Occupational Group (EEOG)	#	%	% #		
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	s 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	
11 Intermediate Sales & Service	. 0	0.0	(	0.0	
12 Semi-Skilled Manual	0	0.0	(	0.0	
13 Other Sales & Service	0	12.2	(	0 12.2	000028

11.1%

11.1%

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14 Other Manual Workers	
Total	

#### Part 3: Goals

Commercial Cleaning Services 1434378 Ontario Inc.

43682

									Data for	Subseque	nt/Currei	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	О	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	СхНхЗ	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
		↓		↓	↓	↓		↓	↓	<u> </u>	<b></b> \		↓	↓	↓	↓	↓	<u>↓</u>	<u> </u>
									C 1	Table 9:	Women t Short-tern								
				AH E.	nployees				Subsequ	ent/Current	Snort-tern	n Goais		· ·	omen				
				All El	•		ere :						3 Van	r Goals	omen				
	Number	Number Growth (New Positions)				urnover (Replacement of Terminated Employees) Anticipated			Number		eplacement of	Hires	From - To						
Employment Equity	YYYY-MM-DD	Actual	Pre	jected	Actual	Pro	jected	Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required	equired VVVV VVVV		Decreed		Projected	Present	Projected Representation in 3
Occupational Group (EEOG)				Over 3			Over 3	Years			Over 3	Over 3 Years			Availability		Gap	Representation	Years
		Annually	Annually	Years	Annually	Annually	Years			Annually	Years		0	3					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	-100.0%		(	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%		(	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	0.0%		(	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	0.0%		'	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.070		(	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%	1 0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	100.070			0.0%		1 0	0	0	0.0%	0	0	0		0.0% 0.0%		0	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
08 Skilled Sales & Service	"	0.0% 0.0%			0.0%		"	"	"	0.0%	0	0	"		0.0%		"	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
09   Skilled Crafts & Trades 10   Clerical Personnel	"	0.0%		1 '	0.0%		1 ,		"	0.0%	0	0	١		0.0%	"	"	#DIV/0!	#DIV/0! #DIV/0!
11 Intermediate Sales & Service	"	0.0%		1 '	0.0%		1 0	"	"	0.0%	١	0			0.0%	"	"	#DIV/0!	#DIV/0! #DIV/0!
12 Semi-Skilled Manual	"	0.0%		'	0.0%		] ,		"	0.0%			"		0.0%	] ,	"	#DIV/0!	#DIV/0! #DIV/0!
13 Other Sales & Service	۱ °	-100.0%		1 7	0.0%		1 0	1 0	١	0.0%		١	١ ١		0.0%	] ,	"	#DIV/0!	#DIV/0! #DIV/0!
14 Other Manual Workers	"	0.0%		``	0.0%		1 0	0	"	0.0%		0	"		0.0%	] ,	0	#DIV/0!	#DIV/0!

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

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

				Table 10: Women
Employment Equity Occupational Group (EEOG)	Short-ter	Women m Goals Long-	term Goals	Comments
Occupational Group (EEOO)		%	%	
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	000030
14 Other Manual Workers		0.0	0.0	

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Total	0.0 0,0

									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	Е	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	<b></b>	↓	↓	↓	↓	↓		↓	<u> </u>	<b>↓</b>	<u> </u>	↓	↓	↓	↓	↓	↓	↓	<b>1</b>
										11: Abor									
				AH F.					Subsequ	ent/Curren	t Short-teri	m Goals			nal Peoples				
		T		All Ell	iployees			<u> </u>				1	3.1/	r Goals	nai reopies	1			1
	Number	Grov	vth (New Posi	tions)		eplacement o Employees)	fTerminated		Number		eplacement of	Hires		n - To					
Employment Equity			Pro	jected				Anticipated Hires Over 3	YYYY-MM-DD	Terminated	l Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)				Over 3			Over 3	Years			Over 3	Over 3 Years			Availability		Gap	Representation	Years
		Annually	Annually	Years	Annually	Annually	Years			Annually	Years		0	3					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	
04   Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	1 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	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service		0.0%			0.0%		] 0			0.0%	ر ا				0.0%	1 0		#DIV/0!	#DIV/0!
12 Semi-Skilled Manual		0.0%			0.0%		] 0		1 2	0.0%	1 0	0			0.0%	1 0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service		-100.0%			0.0%					0.0%	1 0	] _0			0.0%	0		#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		1 0	0.0%		1 0	0	1 0	0.0%	1 0	0	0		0.0%	1 0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%		1 0	0.0%		1 0	1 0	1 0	0.0%	1 0	1 0	1 0		0.0%	1 0	1 0	#DIV/0!	#DIV/0!

43682

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

				Table 12: Aboriginal Peoples
Employment Equity Occupational Group (EEOG)	Short-ter	Aboriginal Peoples m Goals Long-	term Goals	Comments
Occupational Group (EEGG)		%	%	
01 Senior Managers		0.0	0.0	
02 Middle & Other Managers		0.0	0.0	
03 Professionals		0.0	0.0	
04 Semi-Professionals & Tech		0.0	0.0	
05 Supervisors		0.0	0.0	
06 Supervisors: Crafts & Trades		0.0	0.0	
07 Administrative & Sr Clerical		0.0	0.0	
08 Skilled Sales & Service		0.0	0.0	
09 Skilled Crafts & Trades		0.0	0.0	
10 Clerical Personnel		0.0	0.0	
11 Intermediate Sales & Service		0.0	0.0	
12 Semi-Skilled Manual		0.0	0.0	
13 Other Sales & Service		0.0	0.0	000032
14 Other Manual Workers		0.0	0.0	

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Commercial Cleaning Services 1434378 Ontario Inc.
	43682
Total	0.0 0,0

									Data for Subsequent/Current Goals											
A B	С	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U	
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)	
		↓	. ↓	<b>\</b>	<b>\</b>	1	<u> </u>	↓	<b>\</b>	<b>\</b>	<b>↓</b>	<b>↓</b>	↓	<b>\</b>	<b>1</b>	↓	<b>\</b>	↓	↓ ↓	
											with Disa									
									Subsequent/Current Short-term Goals  Persons with Disabilities											
		All Employees													th Disabilitie	'S				
	Number Growth (New Positions)					Turnover (Replacement of Terminated Employees)			Number Turnover (Re		eplacement of Hires		3 Year Goals From - To							
Employment Equity								Anticipated Hires Over 3		Terminated Employees)		Required	YYYY - YYYY		Present	Present Gap	Projected	Present	Projected Representation in 3	
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Actual Projected			Vears			YYYY-MM-DD			Over 3	1111-1111		Availability	r resent Gap	Gap	Representation	Years	
		Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years			Annually	Over 3 Years	Years	0	3						
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%	
01/02 Managers	0	-100.0%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
03 Professionals	0	0.0%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	6 0	0	#DIV/0!	#DIV/0!	
04 Semi-Professionals & Tech	0	0.0%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	6 0	0	#DIV/0!	#DIV/0!	
05 Supervisors	0	-100.0%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
06 Supervisors: Crafts & Trades	0	0.0%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	0	-100.0%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
08 Skilled Sales & Service	0	0.0%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	0	0.0%		C	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	#DIV/0!	#DIV/0!	
11 Intermediate Sales & Service	0	0.0%		] c	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		1 0	0.0%		0	0	] 0	0.0%	0	0	] 0		0.0%	6 0	0	#DIV/0!	#DIV/0!	

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

0.0%

0 -100.0%

Total

0.0%

•				Table 14: Persons with Disabilities
	Pe	ersons with Disabilitie	es	
Imployment Equity Decupational Group (EEOG)	Short-ter		erm Goals	Comments
		%	%	
1/02 Managers		0.0	0.0	
03 Professionals		0.0	0.0	
04 Semi-Professionals & Tech		0.0	0.0	
05 Supervisors		0.0	0.0	
06 Supervisors: Crafts & Trades		0.0	0.0	
07 Administrative & Sr Clerical		0.0	0.0	
08 Skilled Sales & Service		0.0	0,0	
09 Skilled Crafts & Trades		0.0	0.0	
10 Clerical Personnel		0.0	0.0	
11 Intermediate Sales & Service		0.0	0.0	
12 Semi-Skilled Manual		0.0	0.0	
13 Other Sales & Service		0.0	0.0	
14 Other Manual Workers		0.0	0.0	
l Total		0.0	0.0	000034

#DIV/0!

#DIV/0!

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.

									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	s	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	_ ↓	<b>\</b>	<b>1</b>	↓	↓	1	<b>\</b>	<b>1</b>	↓	↓	<b>1</b>	<b>1</b>	↓	<b>\</b>	<b>\</b>	↓	↓	<b>1</b>	<b>1</b>
								,	Fable 15: N				es						
									Subsequ	ent/Curren	t Short-teri	m Goals							
		All Employees							Members of Visible Minorities										1
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)				Number	Turnover (Replacement of		Hires	3 Year Goals From - To						
<b>Employment Equity</b>				Anti			Anticipated Hires Over 3			Employees)	Required	ļ		Present	Present Gap	Projected	Present	Projected Representation in 3	
Occupational Group (EEOG)	YYYY-MM-DD Actual		Projected		Actual Projected		1	Years	YYYY-MM-DD		T _	Over 3	1111	- YYYY	Availability	rresem Gap	Gap	Representation	Years
		Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years			Annually	Over 3 Years	Years	0	3					
	#	%	%	#	9/0	%	#	#	#	%	#	#	#	%	%	#	#	%	9/9
01 Senior Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	0.0%		0	0.0%		0	c	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	c	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	C	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	c	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	0.0%		0	0.0%		0	c		0.0%	0		0		0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	9		0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	[		0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	1 0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	1 0	-100.0%		1 0	0.0%		1 0	1 0	1 0	0.0%	1 0	<u>1 0</u>	1 0		0.0%	1 0	1 0	#DIV/0!	#DIV/0!

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

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

				Table 16: Members of Visible Minorities
Employment Equity Occupational Group (EEOG)	Mem Short-ter	ibers of Visible Mino m Goals Long-	orities term 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	000035
14 Other Manual Workers		0.0	0.0	

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	Part 3: Goals
	Commercial Cleaning Services 1434378 Ontario Inc.
	43682
Total	0.0

									Feder	al Contr	actors	Progra	m Achie	vement	Report									
										F	art 4: 1	Results	- Wome	en										
									Comn	iercial C	leaning	Servic	es 14343	78 Onta	ario Inc.									
												43682	}											
Α	В	C	D	E	F	G	Н	I	J	K	L	М	N	0	Р	Q	R	S	Т	U	V	W	X	Y
Data s	ources:		Part 1: Workforce	Part 1: Workforce	E÷D	Part 1: Workforce	D x G	E-H	E ÷ H	Part 2: Flow	Part 2: Flow Data	L÷K	K x G ÷ 100	L - N	Part 2: Flow	Part 2: Flow Data	Q ÷ P x	P x F ÷ 100	Q - S	Part 2: Flow	Part 2: Flow Data	V ÷ U x	U x F ÷ 100	V - X
<u> </u>			Analysis	Analysis	x 100	Analysis	÷ 100	<u> </u>	x 100	Data Analysis	Analysis	x 100	<u> </u>		Data Analysis	Allalysis	100			Data Analysis	Analysis	100		<u> </u>
			<u> </u>		↓ Workfe	<u>↓</u>	↓									↓ Elow l	↓ Data A	↓ nolveie	<u> </u>	↓	↓			
Emp	oloyment Equity					orkforce	•					Hires			T		romotio	•		Ι	Tei	minati	ons	
Occ	upational Group	Year	All		,,		men			All			Vomen		All			omen		All	10.		omen	
(EE	OG)		Employees	Repres	entation :		ability :	Gap	EE Result	Employees	Ac	tual :	Expected	Difference	Employees	Act		Expected	Difference	Employees	Acti		Expected	Difference
		# 2019	# 1	# 1	<b>%</b> 100.0	% 27.6	# 0	# 1	% 362.3	#	#	%	#	#	#	#	%	Ħ	#	#	#	%	#	#
01	Senior Managers	0	0	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 11/1	Middle & Other	2019	5	2		39.4		ı	101.5															
	Managers	0 2019	0	0		0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
03	Professionals	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 ()/4 [	Semi-Professionals &	2019	0	0		0.0		0									0.0					0.0		
$\vdash$	Technicians	0 2019	3	0 2		0.0 61.2		0	0.0 108.9	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 & Trades	2019	0	0	0.0	0.0	:	0	0.0			0.0				0	0.0	0			0	0.0		
Ш	Traces	0			0.0	0.0	<u> </u>		0.0		0	0.0	<u> </u>		<u>'I</u>	'I U	0.0	0		1 0	υį	0.0		
			Part 2: Flow	Part 2:	E ÷ D x	Part 3:	E÷Gx	Part 3:			E÷Kx	Part 3:												
Data s	ources:		Data Analysis	Flow Data Analysis	100	Goals	100	Goals	F÷1x100	Part 3: Goals	100	Goals	F ÷ M x 100											
·····			,	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>		'										
				Entra						oals														
	oloyment Equity	Year	F	low Data	men		Short-te	rm Goal	S		Long-ter Wor							-	4					
(EE	upational Group OG)		All Employees		tual	Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of					Ĺ	Commen	TS .				
		#	#	μ	%	#	Goal Met	-%	Goal Met	#	Goal Met	%	Goal Met											
01	Sonior Mon-	0	0	0		0	0.0	0.0			0.0													
	Senior Managers	3	0	0				0.0				0.0	_											
02	Middle & Other Managers	3	0	0		0	0.0	0.0		***************************************	0.0	0.0												
	Professionals	0	0	0		0	0.0	0.0		1000011000011000011000011000	0.0	2	0.0											
		3	0	0				0.0		200112001120011200112001		0.0												
04	Semi-Professionals & Technicians	3	0	0		0	0.0	0.0		***************************************	0.0	0.0												
	Supervisors	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
$\vdash$	Supervisors: Crafts &	3 0	0	0		0	0.0	0.0	<b>-</b>	900 1:21990 1:21990 1:21990 1:21990 1:	0.0	0.0												
	Trades	3	0	0				0.0				0.0												

								Feder	al Contr	actors	Progra	m Achie	evement	Report									
											_	- Wome		•									
								Comn	nercial C	leaning	Servic	es 14343	378 Onta	ario Inc.									
											43682	ļ											
	,			ç		<u>.</u>				·					,		·	ţ					
A B	С	D	Е	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U	V	W	X	Y
Data sources:		Part 1: Workforce	Part 1: Workforce	E÷D	Part 1: Workforce	DxG	Е-Н	Ε÷Η	Part 2: Flow	Part 2: Flow Data	L÷K	K x G ÷ 100	L-N	Part 2: Flow	Part 2: Flow Data	Q÷Px	P x F ÷ 100	Q - S	Part 2: Flow	Part 2: Flow Data	V ÷ U x	U x F ÷ 100	V - X
		Analysis	Analysis	x 100	Analysis	÷ 100		x 100	Data Analysis	Analysis	x 100			Data Analysis	Analysis	100			Data Analysis	Analysis	100		
		<u> </u>		<u> </u>	<u> </u>				<u> </u>					↓		<u> </u>		<u> </u>	<u></u>				
Employment Equity				Workfo							TT:			<del></del>		Data A	•		T	T			
Occupational Group	Year	All		·	orkforce Wo	men			All		Hires v	/omen		All	ľ	romotio W	omen		All	Ter	minatio W	omen	
(EEOG)		Employees	Repres	entation	Avail	ability	Gap	EE Result	Employees	Ac	tual	Expected	Difference	Employees	Ac	tual	Expected	Difference	Employees	Actu	al	Expected	Difference
latite o	#	# 1	# 1	% 100.0	%	# 1	#	% 121.4	#	#	%	#	#	#	Ħ	%	#	#	#	#	%	#	#
07 Administrative & Senior Clerical	2019	0	0	100.0 0.0	82.4 0.0	:	0	121.4 0.0	0	0	0.0	0		0 0	0	0.0	0	0	0	0	0.0	0	0
08 Skilled Sales &	2019	0	0		0.0		0	0.0															
Service Personnel Skilled Crafts &	0 2019	0	0		0.0		0	0.0	C	0	0.0	0	(	0	0	0.0	0	0	0	0	0.0	0	0
09 Trades Workers	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
10 Clerical Personnel	2019	0	0	:	0.0	:	0	0.0															
Intermediate Sales &	0 2019	0	0		0.0	-	0	0.0	C	0	0.0	0	(	0	0	0.0	0	0	0	0	0.0	0	0
Service Personnel	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
12 Semi-Skilled Manual Workers	2019	0	0		0.0		0	0.0		0	0.0				0	0.0				0	0.0	0	0
WOIKCIS	0	<u> </u>	0	0.0	0.0	. 0		0.0		1 0	1 0.0	1 0		<u> </u>	1 0	0.0		1 0	1 0	<u> </u>	0.0	<u> </u>	0
B		Part 2: Flow	Part 2:	E÷Dx	Part 3:	E÷Gx	Part 3:	F . I 100	Part 3: Goals	E÷Kx	Part 3:	F ÷ M x 100											
Data sources:		Data Analysis	Flow Data Analysis	100	Goals	100	Goals	F → 1 X 100	Part 5. Goals	100	Goals	r - M X 100											
		<b>,</b>	<b>1</b>	↓	1	<u> </u>	↓	<u> </u>	↓	<u> </u>	↓	<u> </u>											
			Entra				~ .		oals	-													
Employment Equity Occupational Group	Year	FI	ow Data	l omen		Short-ter		S		Long-ter Wor								Commen	<b>t</b> o				
(EEOG)		All Employees		tual	Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of					•	Junnen	L5				
	#	#	#	9%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met											
07 Administrative &	0	0	0	•	0	0.0	0.0	0.0	C	0.0													
Semor Clerical	3	0	0		,	0.0	0.0				0.0												
08 Skilled Sales & Service Personnel	3	0	0	•	0	0.0	0.0		C	0.0	0.0		•										
09 Skilled Crafts &	0	0	0	0.0	0	0.0	0.0	0.0	(	0.0	0.0	0.0											
Trades Workers	0	0	0		0	0.0	0.0			0.0	0.0												
10 Clerical Personnel	3	0	0		U	0.0	0.0		(	0.0	0.0	1	1										
Intermediate Sales &	0	0	0		0	0.0	0.0		C	0.0			1										
Service Personnel Semi-Skilled Manual	3	0	0		n	0.0	0.0		ſ	0.0	0.0												
Workers Wantan	3	0	0		V	V.0	0.0			V.0	0.0		ł										

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A B	С	D	Е	F	G	Н	1	J	K	L	M	N	О	P	Q	R	S	T	U	<b>Y</b>	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
L		·↓	······································		i↓	i	<b>\</b>	i↓	↓	.i↓	i↓	↓	<b>1</b>	<del>\</del>	i↓	↓		<b></b>	.i	; ↓	↓	·	↓
			1	Workf	orce An	alysis									Flow	Data A	nalysis						
Employment Equity	Year			N	orkforce						Hires				P	romotio	ns			T	erminati	ons	
Occupational Group (EEOG)		All			Wo				All			omen		All			omen		All			/omen	
(LEOG)	#	Employees #	Represe	ntation %	Avail	ability #	Gap #	EE Result	Employees #	Ac	tual %	Expected	Difference #	Employees #	Act	ual %	Expected #	Difference #	Employees #	Ac	tual %	Expected	Difference #
Other Sales & Service	2019	107	62	57.9	58.6		-1	98.9	#	#	/0	#	*	#	ff	/0	#	#	#	#	/0	*	#
Personnel	0	0	0	0.0	0.0		0	0.0	C	0	0.0	0	C	0	0	0.0	0	0	0	0	0.0	0	0
Other Manual	2019	0	0	0.0	0.0		0	0.0															
Workers	0 2019	117	0 68	0.0 58.1	0.0		68	0.0	C	0	0.0	0	C	0	0	0.0	0	0	0	0	0.0	0	- 0
Total	0	0	0	0.0	0.0		0	0.0	C	0	0.0	0	C	0	0	0.0	0	0	0	0	0.0	0	0
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Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
		<b>V</b>	<b>↓</b>	<b>\</b>	<u> </u>	<b>↓</b>	<b>\</b>	<u> </u>	↓	<b>1</b>	<u> </u>	<b>V</b>											
		New	Entrai	nts				G	oals														
Employment Equity	Year	Fl	ow Data			Short-ter		S		Long-ter													
Occupational Group (EEOG)	. cai	All	Wor			Wor Percent of		Percent of		Won Percent of		Percent of					C	ommen	ts				
(EEOG)		Employees	Act		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
Other Sales & Service	# 0	# 0	# 0	0.0	# 0	0.0	0.0	0.0	#	0.0	0.0	0.0											
13 Personnel	3		0	0.0		0.0	0.0	0.0	(	0.0	0.0	0.0											
14 Other Manual	0	0	0	0.0	0	0.0	0.0	0.0	C	0.0	0.0	0.0											
Workers	3	0	0	0.0		0.0	0.0	0.0			0.0	0.0											
Total	3	0	0	0.0	0	0.0	0.0	0.0	(	0.0	0.0												

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										Part 5:	Result	s - Abo	riginal	Peoples										
									Comn	ercial Cl	leaning			378 Onta	ario Inc.									
												43682	1											
Α	В	C	D	Е	F	G	Н	I	J	K	L	M	N	0	Р	Q	R	S	Т	U	V	W	X	Y
Data sou	rces:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E-H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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						orce An												nalysis						
	oyment Equity pational Group	Year			W	orkforce	al Peoples					Hires	inal Peoples		-	P	romotio	ns inal Peoples			Te	rminatio	ons nal Peoples	
(EEO			All Employees	Repres	entation	,	ability	Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	Ac	tual	Expected	Difference	All Employees	Act		Expected	Difference
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
01 Se	enior Managers	2019	1	0		0.0	•	0	0.0															
	liddle & Other	0 2019	5	0		0.0		0	0.0	0	0	0.0	0	(		0	0.0	0	0	0	0	0.0	0	0
1 021	Ianagers	0	0	0	ŧ	0.0		0	0.0	0	0	0.0	0			0	0.0	0	0	0	0	0.0	0	0
03 Pt	rofessionals	2019	0	0	0.0	0.0		0	0.0															
		0	0	0	-	0.0		0	0.0	0	0	0.0	0	(	) (	0	0.0	0	0	0	0	0.0	0	0
	emi-Professionals & echnicians	2019	0	0		0.0		0	0.0	0	0	0.0				0	0.0	0	0	) 0	0	0.0	0	0
$\vdash$		2019	3	0		0.0		0	0.0		Ů	0.0					0.0	Ů		<u> </u>	Ů	0.0	Ů	
	upervisors	0	0	0		0.0	<u> </u>	0	0.0	0	0	0.0	0	(	) (	0	0.0	0	0	0	0	0.0	0	0
	upervisors: Crafts & rades	2019	0	0		0.0		0	0.0	0	0	0.0		(		0	0.0	0	0		0	0.0	0	
	iddes	U		0	0.0	0.0	<u> </u>	1 0	0.0	0		0.0	1 0	1	7	<u>/                                      </u>	0.0	1 0		71 0	V ₁	0.0	V _I	<u>0</u>
Data sou	rces:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F÷Ix 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100											
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	oyment Equity pational Group	Year	F	ow Data	al Peoples			rm Goal	S		Long-ter Aborigina			-					amman	.to				
(EEO			All Employees	Ac		Goal	Percent of		Percent of	Goal	Percent of	Goal	Percent of	1					Commen	113				
		#			9/6		Goal Met		Goal Met		Goal Met		Goal Met	-										
01 Se	enior Managers	0 3	0 0	0	0.0	0	0.0	0.0	<u> </u>	0	0.0	0.0	0.0											
02 M	liddle & Other	0	0	0	•	0	0.0	0.0		0	0.0		0.0											
M	lanagers	3	0	0		0.110000.110000.110000.1100		0.0		-		0.0												
03 Pt	rofessionals	3	0	0		grangeringgranggrang	0.0	0.0		0	0.0	0.0												
	emi-Professionals &	0	0	0	0.0	0	0.0	4	0.0	0	0.0	0.0	0.0											
	upervisors	0	0	0	<u> </u>	0	0.0	4	0.0	0	0.0	0.0		-										
	upervisors: Crafts & rades	0	0	0			0.0	0.0		0	0.0	0.0		_										

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Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E-H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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				Workfo											Flow I	Data Aı	nalysis						
Employment Equity Occupational Group	Year			W	orkforce					1	Hires				P	romotio				Tei	rminatio		
(EEOG)		All Employees	Represe	entation		al Peoples ability	Gap	EE Result	All Employees	Ac	Aborig	Expected	Difference	All Employees	Act		nal Peoples Expected	Difference	All Employees	Acti		nal Peoples Expected	Difference
	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
07 Administrative &	2019	1	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
08 Skilled Sales & Service Personnel	2019	0	0		0.0		0	0.0	0	0	0.0		(	0	0	0.0	0	0	0	0	0.0	0	0
09 Skilled Crafts &	2019	0	0	0.0	0.0		0																
Trades Workers	0	0	0	0.0	0.0		0	0.0	0	0	0.0	0	(	0	0	0.0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2019	0	0		0.0		0	0.0	0	0	0.0				0	0.0	0	0	0	0	0.0		0
Intermediate Sales &	<del></del>	0	0	0.0	0.0	-	0	0.0			0.0			1 0	U	0.0	0	0	0	0	0.0	0	
Service Personnel	0	0	0	0.0	0.0		0	0.0	0	0	0.0	0	(	0	0	0.0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manua Workers	2019	0	0		0.0		0	0.0	0		0.0		(			0.0	0	0	0	0	0.0	0	0
WOIKEIS	1 0	1 0	J 0	0.0	0.0		0	0.0	0	0	<u> </u>	<u>'</u>		<u>)                                    </u>	0	0.0	U	0	0	U ₁	0.0	U	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÷Ix 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F÷M x 100											
		<b>, , , ,</b> , , ,	<b>\</b>	<b>\</b>	<b>\</b>	<b>\</b>	<b>\</b>	1	↓	<b>\</b>	↓	↓											
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Employment Equity	Year		low Data Aborigina			Short-ter Aborigina		S		Long-ter Aborigina													
Occupational Group (EEOG)		All Employees	<b></b>		6.1	Percent of		Percent of		Percent of		Percent of	1				Č	ommen	ES				
			Act		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
Administrative &	0	# 0	# 0	0.0	# 0	<b>%</b>	% 0.0	0.0	#	0.0	0.0	0.0											
07 Senior Clerical	3	0	0			J	0.0			0.0	0.0	1											
08 Skilled Sales &	0	0	0		0	0.0	0.0		12112277221122772212277227722772	0.0	es es		-										
Service Personnel	0	0	0			0.0	0.0		0	0.0	0.0												
09 Skilled Crafts & Trades Workers	3	0	0		U	0.0	0.0		0	0.0	0.0												
10 Clerical Personnel	0 3	0	0	0.0	0	0.0	0.0	0.0	0	0.0		0.0											
Intermediate Sales &		0	0		0	0.0	0.0	<del>                                     </del>	0	0.0	**												
Service Personnel	3	0	0	0.0			0.0				0.0												
12 Semi-Skilled Manua Workers	1 0 3	0	0		0	0.0	0.0		0	0.0	0.0		_										

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A B	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	0	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		Part 2: Flow Data Analysis	Part 2:	Q ÷ P x 100	P x F ÷ 100		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	UxF÷100	
		<b>↓</b>		<b>\</b>	↓	<b>↓</b>	<b>↓</b>	·	<b>V</b>	J	·↓	<b>J</b>	<b>1</b>	<u> </u>	.i	1	, Τ	<b>\</b>	·	↓	1	·↓	
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Employment Equity Occupational Group	Year			N											P					Te			
(EEOG)		All Employees	Represe	ntation	Aborigin: Avail:		Gap	EE Result	All Employees	Ac	Aborigi tual	nal Peoples  Expected	Difference	All Employees	Ac		mal Peoples  Expected	Difference	All Employees	Act		nal Peoples  Expected	Difference
	Ħ	#	#	%	%	#	#	%	#	#	%	#	#	#	Ħ	%	#	#	#	#	%	#	#
Other Sales & Service	2019	107	9	8.4	8.4		0	100.1															
Personnel  Other Manual	0 2019	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Workers	0	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Total	2019	117	9	7.7	0.0		9	0.0															_
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	1 0	0	0.0	0	0	0	0	0.0	0	0
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
		<b>\</b>	<b>↓</b>	Ţ	<b>.</b>	Ţ	<b>\</b>	<b>\</b>	<b>\</b>	<b>\</b>	<u> </u>	<b></b>											
			Entra	its					oals														
Employment Equity	Year	F	ow Data			Short-te		S		Long-ter Aborigina													
Occupational Group (EEOG)		All Employees	Aborigina Acti	-	Goal	Percent of Goal Met	al Peoples Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					(	ommen	ts				
	#	#	#	%	#	%	%	%	#	%	0/0	9/6											
Other Sales & Service Personnel	3	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Other Manual	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
Workers Workers	3	0	0	0.0			0.0	0.0			0.0	0.0											
Total	3	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
	_ <u> </u>	L	U	0.0			0.0	L 0.0			0.0	L 0.0											

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<b>A</b>	В	С	D	Е	F	G	Н	I	J	K	L	М	N	0	P	Q	R	s	Т	U	v	W	X	Y
			Part 1:	Part 1:		Part 1:				Part 2: Flow	Part 2:				Part 2: Flow	Part 2:	Q÷Px		 	Part 2: Flow	Part 2:	V ÷ U x		
Data	sources:		Workforce Analysis	Workforce Analysis	E ÷ D x 100	Workforce Analysis	D x G ÷ 100	E-H	E ÷ H x 100	Data Analysis	Flow Data Analysis	L÷K x 100	K x G ÷ 100	L - N	Data Analysis	Flow Data Analysis	100	P x F ÷ 100	Q - S	Data Analysis	Flow Data Analysis	100	U x F ÷ 100	V - X
			<b>,</b>	<u> </u>	1	<u> </u>	<u> </u>	<u>↓</u>	1	<b>\</b>	<u> </u>	<u> </u>	<u> </u>	1	<u> </u>		<b>\</b>	<u> </u>	<u> </u>		<u>↓</u>	<b>\</b>	<u> </u>	<b>1</b>
E	atomore Paules					orce An	•					***					Data A							
	ployment Equity upational Group	Year	All		V	Orkforce Persons with		ş		All		Hires Persons w	ith Disabilitie	s	All	ľ	romotio Persons w	NS ith Disabilitie	·s	All		minatio	ns th Disabilities	
(EE	OG)		Employees	Represer	itation	Avail		Gap	EE Result	Employees	Ac	tual	Expected	Difference	Employees	Ac	tual	Expected	Difference	Employees	Acti		Expected	Difference
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	Ħ	%	#	#	#	#	%	#	#
01& 02	Managers	2019	6 0	1	0.0	1	:		0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
03	Professionals	2019	0		0.0		<u>:                                    </u>		0.0	0	0	0.0	0	0	) 0	0	0.0	0	0	0	0	0.0		0
04	Semi-Professionals &	2019	0	<del></del>	0.0			0	0.0			0.0	0	0			0.0	0	0	0	0	0.0	0	
L 04	Technicians	0	3		0.0			0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
05	Supervisors	2019	0	1	0.0			0	0.0	0	0	0.0	0	0		0	0.0	0	0	0	0	0.0	0	0
06	Supervisors: Crafts & Trades	2019	0	-	0.0		:	0	0.0	0		0.0	0		) (		0.0				0	0.0	0	
	Trades	0	1 0	U U	0.0	1 0.0	<u> </u>	<u> </u>	0.0	U	0	į 0.0	0	0	<u> </u>	0	0.0		0	U	U ₁	0.0	<u> </u>	- 0
Data	sources:		Part 2: Flow	Part 2: Flow Data	E÷Dx	Part 3:	E÷Gx	Part 3:	F ÷ I x 100	Part 3: Goals	E÷Kx	Part 3:	F ÷ M x 100											
			Data Analysis	Analysis	100	Goals	100	Goals			100	Goals												
			↓ I Nov	↓ v Entran	↓ te	<u> </u>			<u> </u>	oals														
				low Data	13		Short-te	rm Goals			Long-ter	m Goals												
	ployment Equity upational Group	Year		Persons Disabil				h Disabilities			Persons with							(	Commen	ts				
	og)		All Employees	Actu		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	#	%	#	%	%	%	#	%	%	%											
01& 02	Managers	0 3	0	1	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											
	Semi-Professionals &	0	0		0.0	110000100000100000000000000000000000000	0.0	0.0	0.0	0	0.0	0.0												
04	Technicians	3	0		0.0	1000 1000 1000 1000		0.0	0.0			0.0												
05	Supervisors	3	0		0.0		0.0	27.5 0.0	0.0	0	0.0	0.0												
06	Supervisors: Crafts &	0	0	- · · :	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
	Trades	3	0	0	0.0			0.0	0.0			0.0	0.0											

								Feder	al Contr	actors	Progra	m Achie	vement	Report									
								J	art 6: R	esults -	Persor	s with I	Disabilit	ies									
								Comn	nercial C	leaning	Servic	es 14343	78 Onta	ario Inc.									
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A B	С	D	E	F	G	Н	I	т.	K	L	М	N	0	P	Q	R	S	Т	U	V	W	X	Y
i A i B	<u>.iV</u>	······································		<u> </u>	······································		1	J	K	÷ ?		<u>.</u>	<u>V</u>	<u> </u>	······································	N	<u>.</u>	1	<u> </u>		٧٧	A	I
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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Employment Equity					orce An						TC			T			nalysis		T	Т.			
Occupational Group	Year	All			orkforce Persons with				All		Hires Persons w	ith Disabilitie	s	All	r	romotio Persons w	IIS ith Disabilitie	s	All	16	rminatio	ons th Disabilities	,
(EEOG)		Employees	Represe	entation	Avail	ability	Gap	EE Result	Employees	Ac	tual	Expected	Difference	Employees	Ac	tual	Expected	Difference	Employees	Act	ual	Expected	Difference
Administrative 8	2019	# 1	# 0	%	10.0	#	#	%	#	#	%	#	#	#	Ħ	%	#	#	¥	#	%	#	#
07 Administrative & Senior Clerical	0	0	0		0.0	•	0	0.0	0	0	0.0	0	(	0 0	0	0.0	0	0	0	0	0.0	0	0
08 Skilled Sales &	2019	0	0		0.0	<u> </u>	0	0.0															
Service Personnel Skilled Crafts &	2019	0	0		0.0		0	0.0	0	0	0.0	0	(	0	0	0.0	0	0	0	0	0.0	0	0
09 Trades Workers	0	0	0		0.0		0	0.0	0	0	0.0	0	(	0	0	0.0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2019	0	0		0.0		0	0.0															
Intermediate Sales &	2019	0	0		0.0		0	0.0	0	0	0.0	0	(	0	0	0.0	0	0	0	0	0.0	0	0
11 Service Personnel	0	0	0	<u> </u>	0.0		0	0.0	0	0	0.0	0	(	0	0	0.0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2019	0	0		0.0		0	0.0	0	0	0.0	0	(		0	0.0	0	0		0	0.0	0	0
	ı v		V	0.0	0.0	·	· · ·	0.0	· · · · · · · · · · · · · · · · · · ·	·		ı		<u>′1                                    </u>			v		<u>'l                                    </u>	· ·	0.0	<u>_</u>	v j
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
<u> </u>		↓	<b>\</b>	↓	↓	↓	↓	↓	↓	↓	.i↓	.i↓											
		New	Entra	nts				G	oals														
Employment Equity			ow Data			Short-te	rm Goal	S		Long-ter	m Goals												
Occupational Group	Year	All	Disah	ns with pilities		Persons with	h Disabilitie	S	1	Persons with	ı Disabilities						(	Commen	its				
(EEOG)		Employees	Act	tual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
	#	#	#	*/4	#	9/6	%	%	#	%	%	9/6											
07 Administrative & Senior Clerical	0	0	0		0	0.0	0.0		0	0.0	0.0												
08 Skilled Sales &	0	0	0			0.0	0.0		0	0.0	2												
Service Personnel	3	0	0				0.0	<del>                                     </del>			0.0												
09 Skilled Crafts & Trades Workers	3	0	0	:	0	0.0	0.0		0	0.0	0.0												
10 Clerical Personnel	0 3	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Intermediate Sales &	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Service Personnel Semi-Skilled Manual	0	0	0		250202500000000000000000000000000000000	0.0	0.0		0	0.0	0.0												
Workers Workers	3	0	0	<del></del>	9051303990510099051009905100	0.0	0.0		V	0.0	0.0												

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								Comm	ercial C	leaning	Service	es 14343	78 Onta	rio Inc.									
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		Part 1:	Part 1:		Part 1:		i			Part 2:		i			Part 2:	i	·		<u>.</u>	Part 2:	······································	1	1
Data sources:		Workforce Analysis	Workforce Analysis	E ÷ D x 100	Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Flow Data	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
		↓ ↓	↓		↓	<b>V</b>	↓	↓	<b>\</b>	↓	<b></b>	↓	<b>\</b>	<u>i</u> ↓	↓	<u>;</u> ↓	↓	<u>.</u> ↓	<u> </u>	<b>↓</b>	.i	↓	.i
			1	Workfo	rce An	alysis									Flow	Data A	nalysis						
Employment Equity Occupational Group	Year	All			orkforce Persons with				All		Hires Persons w	ith Disabilitie		All	I	romotio Persons w	NS ith Disabilitie	4	All	Т	erminat Persons	ions with Disabiliti	es.
(EEOG)		Employees	Represe		Avails		Gap	EE Result	Employees	Ac	tual	Expected	Difference	Employees	Ac	tual	Expected	Difference	Employees	A	ctual	Expected	
	#	# 107	# 12	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	Ħ	#
Other Sales & Service Personnel	2019	107 0	13 0	12.1 0.0	10.7 0.0		0	113.5 0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	c	0.	0 (	) 0
Other Manual	2019	0	0	0.0	0.0	0		0.0															
Workers	0 2019	0 117	0 13	0.0	0.0			0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	C	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	C	0.	0 0	) 0
[			Part 2:				······			Ĭ													
Data sources:		Part 2: Flow Data Analysis	Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100											
		↓	↓	↓		<b>J</b>	↓	<b>1</b>	<b>↓</b>	i↓	↓ ↓	↓											
		New	Entrai	ıts				G	oals														
Employment Equity	Year		ow Data			Short-te	rm Goals	5		Long-ter	m Goals												
Occupational Group (EEOG)	1 car	All Employees	Disab	ilities		Persons wit	h Disabilities	Percent of		Persons with Percent of	·	Percent of					(	Commen	ts				
	ш	#	Act	ual %	Goal #	Goal Met	Goal	Goal Met	Goal #	Goal Met	Goal	Goal Met											
Other Sales & Service	0	# 0	# 0		# 0	0.0	0.0	0.0	# 0	0.0	0.0	0.0											
Personnel	3	0	0			^ ^	0.0	0.0		0.0	0.0	0.0											
14 Other Manual Workers	3	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
Total	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
	3	<u> </u>	0	0.0			0.0	0.0			0.0	0.0											

								Feder	al Contr	actors	Progra	m Achie	vement	Report									
								Par	t 7: Resu	lts - Mo	embers	of Visil	ole Mino	rities									
								Comn	ercial C	leaning	Servic	es 14343	78 Onta	ario Inc.									
											43682	;											
				·			······		y	·		·		· · · · · · · · · · · · · · · · · · ·	······		······	······	.,	,			
A B	C	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E-H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q÷Px 100	P x F ÷ 100		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	UxF÷100	V - X
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Employment Equity				Workfo							TT.			T			nalysis		Т	- Tr			
Occupational Group	Yea	r An		**	orkforce Visible N	linorities			All		Hires Visible	Minorities		All	r	romotio Visible	Minorities		All	16	rminatio Visible	Minorities	
(EEOG)		Employees	Repres	entation	Avail		Gap	EE Result	Employees	Ac	tual	Expected	Difference	Employees	Ac	tual	Expected	Difference	Employees	Act		Expected	Difference
	#	Ħ	#	%	%	#	Ħ	%	#	#	%	Ħ	Ħ	#	#	%	#	Ħ	Ħ	#	%	Ħ	#
01 Senior Managers	201	9 1	0		11.5	0	0	0.0	0		0.0		l ,		0	0.0				0	0.0		
Middle & Other	201	9 5	1		0.0 17.6	1	0	113.6	0	0	0.0	1 0		, (	0	0.0	0	0	0	0	0.0	0	0
02 Managers	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
03 Professionals	201	9 0	0		0.0		0	0.0										_					_
Sami Professionals	& 201	0	0	•	0.0	<del></del>	0	0.0	0	0	0.0	0	(		0	0.0	0	0	0	0	0.0	0	0
04 Technicians	0	7 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	201	9 3	0	0.0	8.5		0	0.0															
	0 201	0	0	:	0.0	<u> </u>	0	0.0	0	0	0.0	0	С	) (	0	0.0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts Trades	& 201 0	9 0	0		0.0		0	0.0	0	0	0.0				0	0.0	0	0	0	0	0.0	0	0
				:							:							<u> </u>		· · · · · · · · · · · · · · · · · · ·			
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÷Ix 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100											
		<b>↓</b>					↓		<b>↓</b>		↓	↓											
			v Entra						oals	_													
Employment Equity	Yea		low Data	1 Vinorities			rm Goals	\$	-	Long-ter Visible M								Commen					
Occupational Group (EEOG)		All Employees		tual	Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of					•	Jonnnen	its				
	<u> </u>					Goal Met	<b></b>	Goal Met	Goai	Goal Met	<b></b>	Goal Met											
	0	# 0	# 0	0.0	# 0	0.0	0.0	<b>%</b>	# ()	0.0	0.0	0.0											
01 Senior Managers	3	0	0	:	·	,,,,	0.0	0.0			0.0	-											
02 Middle & Other	0	0	0	:		0.0	0.0	0.0	0	0.0	3												
Managers	0	0	0	:	0.110000.110000.110000.1100	0.0	0.0	0.0	0	0.0	0.0												
03 Professionals	3	1 0	0			0.0	0.0	0.0	0	0.0	0.0												
04 Semi-Professionals	& 0	0	0	0.0	0.0000000000000000000000000000000000000	0.0	8	0.0	0	0.0	0.0	0.0											
Technicians	3	0	0	·	50.000000000000000000000000000000000000		0.0	0.0	_		0.0												
05 Supervisors	3	0	0		0	0.0	0.0	0.0	0	0.0	0.0												
O6 Supervisors: Crafts		1 0	0		0	0.0	0.0	0.0	0	0.0	4												
06 Trades	3	0	0				0.0	0.0			0.0												

								Fed	al C		D	A -L-1		Don4									
									al Contr		_			-									
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A B	С	D	Е	F	G	Н	I	J	K	L	М	N	О	P	Q	R	S	Т	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	UxF÷100	V - X
		<b>,</b>	↓ ↓	↓	<u> </u>	<b></b>	↓	<u> </u>	<b>.</b>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<b>\</b>	1	1	↓		<b>↓</b>	↓		↓
				Workfo											Flow I	Data A	nalysis						
Employment Equity Occupational Group	Year			W	orkforce	inorities					Hires	Minorities			P	romotio	Ninorities			Tei	minatio	Ons Minorities	
(EEOG)		All Employees	Repres	entation	,	ability	Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	Act		Expected	Difference	All Employees	Acti		Expected	Difference
	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	o/ ₆	#	#
07 Administrative &	2019	1	1	100.0	5.5	:	1	1,818.2															
Senior Clerical Skilled Sales &	2019	0	0		0.0		0	0.0	0	0	0.0	0	(	0	0	0.0	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	0.0	0	0	0	0	0.0	0	0
09 Skilled Crafts &	2019	0	0		0.0		0	0.0															
Trades Workers	2019	0	0		0.0		0	0.0	0	0	0.0	0	(	0	0	0.0	0	0	0	0	0.0	0	0
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	0.0	0	0
11 Intermediate Sales &	2019	0	0	0.0	0.0		0	0.0															
Service Personnel	2019	0	0	:	0.0		0	0.0	0	0	0.0	0	(	0	0	0.0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	0	0	0		0.0		0	0.0	0	0	0.0	0	(	0 0	0	0.0	0	0	0	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÷Ix 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
	ı	<b>,</b>	↓	↓	<b></b>	↓	↓	↓	<b>1</b>		↓	↓											
			Entra						oals	_													
Employment Equity	Year	F	ow Data	- Imorities		Short-ter Visible N		S		Long-ter Visible M								,	4				
Occupational Group (EEOG)		All Employees	Ac		Goal	Percent of		Percent of	Goal	Percent of	Goal	Percent of					(	ommen	LS .				
	#		AC.	wai %		Goal Met	Goal	Goal Met		Goal Met	<b>_</b>	Goal Met											
Administrative &	0	# 0	# 0		# 0	<b>%</b>	0.0	<b>%</b>	# 0	<b>%</b>	% 0.0	0.0											
07 Senior Clerical	3	0	0				0.0				0.0	0.0											
08 Skilled Sales & Service Personnel	0	0	0		0	0.0	0.0		100000110000011000001100000110000	0.0			•										
Skilled Crofts &	0	0	0	:	n	0.0	0.0		1880 11890 11890 11890 11890	0.0	0.0												
09 Trades Workers	3	0	0			0.0	0.0		***************************************	0.0	0.0		•										
10 Clerical Personnel	0 3	0	0		0	0.0	0.0			0.0	0.0		ł										
Intermediate Sales &	0	0	0	0.0	0	0.0	0.0			0.0	22												
Service Personnel	3	0	0		-		0.0				0.0												
12 Semi-Skilled Manual Workers	3	0	0	:	0	0.0	0.0			0.0	0.0												

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13	Other Sales & Service Personnel	3	0	0	0.0	0	0.0	12.2 0.0	0.0	0	0.0	12.2 0.0	0.0											
14	Other Manual	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
14	Workers	3	0	0	0.0	-		0.0	0.0	-		0.0	0.0											
Total		3	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												

# Federal Contractors Program Achievement Report Part 8: Reasonable Efforts Commercial Cleaning Services 1434378 Ontario Inc. 43682

# **Efforts**

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

Requi	red measures:
	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
	Provided a self-identification questionnaire to employees who wished to change information previously submitted and to those who requested it, and adjusted survey results accordingly.
	Adjusted survey results to reflect hires, promotions and terminations.
	Updated the workforce analysis to reflect new hires, promotions and terminations; any changes employees made to their self-identification questionnaires; and any revisions made to the availability estimates.
	Adjusted the availability estimates to reflect major changes in the workforce (e.g., changes in geographic recruitment areas, addition of new occupational groups or changes in the composition of occupational groups).
	Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
	Ensured that any new gaps identified are addressed accordingly.
	Maintained appropriate records in all required areas.
Other	measures:
	Reviewed employment systems, policies and practices to ensure that they do not result in barriers to employment of designated group members, monitored their implementation and adjusted as appropriate.
	Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
	Ensured ongoing senior-level support for employment equity and its implementation.
	Established accountability mechanisms to ensure that the short-term goals would be met.
	Communicated the goals to relevant managers as well as monitored and recorded the results.
	Devoted adequate resources (financial and human) to ensure that the short-term goals would be met.
	Consulted employee/union representatives on communication and implementation of employment equity.

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

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

# **Employment Equity Self-Identification Questionnaire**

Commercial Cleaning Services recognizes that Employment Equity is a value at the core of our mandate as a community leader and as an industry leading employer. We believe in the full participation and advancement of members of the designated groups under the *Canadian Human Rights Act* and *Employment Equity Act*. These include **women, Aboriginal peoples, members of visible minority groups and peoples with disabilities.** As part of our employment equity program, we are collecting information about our workforce through. **Participation in the survey is mandatory** however completion of sections B to E are voluntary. Responses provided will be kept confidential. Information will not be used for unauthorized purposes. *This form is available in alternate formats (i.e. paper and large font)*.

Section A: Personal Information
Full Name: Position:
Full-time employee ☐ Part-time employee ☐
Please note you may self-identify as a member of more than one designated group.  Section B: Gender
☐ Female ☐ Male
Section C: Aboriginal Peoples
According to the <i>Employment Equity Act</i> , an Aboriginal person is a person who is Indian, Inuit or Métis.
Are you an Aboriginal person?
☐ Yes ☐ No
Section D: Visible Minorities
According to the <i>Employment Equity Act</i> , a member of a visible minority is persons, other than
Aboriginal peoples, who are non-Caucasian in race or non-white in colour.
Examples of visible minorities include, but are not limited to:
Black
<ul> <li>Non-white Latin American (including Indigenous people from Central and South America)</li> <li>East Asian (e.g., Chinese, Japanese, Korean)</li> </ul>
South Asian/East Indian (e.g., Indian, Pakistani, Bangladeshi, or East Indian)     South east Asian (e.g., Burmana, Cambadian, Filipina, Lasting, Their Vietnamese)
Southeast Asian (e.g., Burmese, Cambodian, Filipino, Laotian, Thai, Vietnamese)
<ul> <li>Non-white West Asian, North African or Arab (e.g., Iranian, Lebanese, Egyptian, Libyan)</li> </ul>
Are you a member of a visible minority?
☐ Yes ☐ No

#### **Section E: Persons with Disabilities**

According to the *Employment Standards Act*, a person with disabilities is a person who has a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who consider themselves to be disadvantaged in employment by reason of the impairment or believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment

#### Examples of disabilities include, but are not limited to:

- Coordination or dexterity impairment
- Mobility impairment
- Blindness or visual impairment
- Speech impairment
- Deafness or hearing impairment
- Learning disabilities
- Developmental disabilities

Are you a pe □ Yes	ersons with a disability? ☐ No		
Section F:	Employee Signature		
Signature:		 Date:	
<b>5</b> 1 .		 	

Please note - The responses you have provided will be retained for statistical purposes only; your confidentiality is protected. We encourage you to review, update and correct information about yourself at any time. Your information will not be used for unauthorized purposes.

Please return this form to your Supervisor or mail to:

Commercial Cleaning Services 151 Cushman Road St. Catharines Ontario L2M 6T4

## **Dorval, Frederic F [NC]**

From: Rachael Forgeron rforgeron@commercialcleaningservices.com>

**Sent:** September 9, 2019 8:15 AM

To: EE-EME

**Cc:** Yakibonge, Ntambwe N [NC]

**Subject:** First Compliance Assessment Commercial Cleaning Services 10000686

Attachments: Workforce Analysis Summary Report .pdf; Workforce Analysis Detailed Report .pdf; CCS

Self Identification Questionnaire.pdf; FP-Tmp-

WEDFCPAchievementReportEN-20180131-FINAL.xlsx

#### Good morning,

Please find attached documents and information for Commercial Cleaning Services' (1434378 Ontario Inc., WEIMS 10000686) First Compliance Assessment. I hope that the attached finds we are in compliance.

- 1. The self-identification questionnaire used to conduct your workforce survey. Attached
- 2. The results of your workforce survey including:
  - o the number of employees that were surveyed; (129)
  - the combined number of self-identification questionnaires that were returned blank (0), partially and fully completed (117); and
  - o the number of fully completed and returned self-identification questionnaires. (117)
- 3. The workforce analysis results (Summary Report and Detailed Report). Attached
- 4. A completed Achievement Report file in Excel format that includes the numerical short-term and long-term goals where under-representation exists. **Attached**

#### Sincerely,

# Rachael Forgeron, CHRP HR Manager



#### **Commercial Cleaning Services**

151 Cushman Rd. St. Catharines, ON L2M 6T4 O| 905.688.9220 ex. 229 F| 905.688.5122

www.commercialcleaningservices.com

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

**Employer Name:** 1434378 Ontario Inc. (operating as Commercial Cleaning Services)

Primary Location: St. Catharines, ON

**Number of Employees:** 117 employees, all in Ontario.

Organization Overview: NAICS 5617 - Services to Buildings and Dwellings

Commercial Cleaning Services develops and manages janitorial programs, providing services across Ontario – from Windsor to Ottawa. Their clients include government, commercial, retail, educational, healthcare, and industrial.

## **Key Dates – First Year Assessment**

Initiated: 2019-08-13 Received: 2019-09-10

Workforce

Analysis: 2019-08-05

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

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

Number of completed questionnaires returned:

#	%
117	100
117	100
117	100

- 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.
- 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:

#### **WORKFORCE ANALYSIS & GOAL SETTING**

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

## Observations:

• Appropriate short and long-term goals were set equal to at least market availability.

#### **SUMMARY OF GOALS**

#### Women

Workforce Analysis Results		Goals				
			Short-	Long-	Representation	LMA
Employment Equity Occupational Group		Present	term	term	Representation	
	(EEOG)	Gap	(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
13	Other Sales & Service Personnel	-2	-	-	57.9	58.6

#### **Observations:**

Given that representation in EEOG 13 exceeds 50%, no goal is required to avoid the clustering of women in certain types of occupations within the organization, and to ensure that these occupations are welcoming of all genders.

## **Aboriginal Peoples**

Observations: There were no gaps in this designated group.

## **Members of Visible Minorities**

	Workforce Analysis Results		Goals			
			Short-	Long-	Representation	LMA
Emp	Employment Equity Occupational Group		term	term	Nepresentation	
	(EEOG)	Gap	(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
13	Other Sales & Service Personnel	-2	12.2	12.2	10.3	12.2

#### Observations:

In EEOG 13 there was a gap of -2. A short and long-term goal of 12.2% (equal to labour market availability) was set by the organization for this EEOG.

#### Persons with Disabilities

	Workforce Analysis Results		Goals			
			Short-	Long-	Representation	LMA
Employment Equity Occupational Group		Present	term	term	Representation	
	(EEOG)	Gap	(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
05	Supervisors	-1	27.5	-	0.0	27.5

#### Observations:

EEOG 5, there is a gap of -1. A short-term goal of 27.5% was set by the organization, but no long-term goal was set. After this was brought to the organizations attention, a long-term goal of 27.5% was set.

#### **RECOMMENDATION**

I recommend that the employer be found:

 $\boxtimes$  in compliance  $\square$  in non-compliance

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

We note that the organization had set a hiring and promotion goal for women in EEOG 13 even though their representation is currently at 57.9%. Please note that the Labour Program has a policy of not requiring that a goal be set in cases where women are represented at 50% or above in any occupational group, regardless of labour market availability. This is done to avoid clustering and to ensure that these occupations are welcoming of all genders.

Name of Analyst: Neeta Dhillon

Date: September 19, 2019

Subject: Government of Canada Agreement Number: 10000686 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

#### Dear Jason Rawsthorne:

I am writing to inform you that the compliance assessment initiated on August 13, 2019 has been completed. As a result of the assessment, 1434378 Ontario 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 1434378 Ontario Inc.'s employment equity program.

 We note that the organization had set a hiring and promotion goal for women in EEOG 13 even though their representation is currently at 57.9%. Please note that the Labour Program has a policy of not requiring that a goal be set in cases where women are represented at 50% or above in any occupational group, regardless of labour market availability. This is done to avoid clustering and to ensure that these occupations are welcoming of all genders.

#### **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 August 13, 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 1434378 Ontario 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, 1434378 Ontario 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 Neeta Dhillon at Neeta.dhillon@labour-travail.gc.ca.

Your cooperation during the course of this compliance assessment was appreciated and we wish 1434378 Ontario 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