Labour Program Federal Contractors Program

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

OFFICIAL USE C	NLY
Agreement N	o. •

#### **Agreement to Implement Employment Equity**

✓ New Agreement	(All sections r	nust be complet	ted)	₹ ₹°			
Revised Agreement							
	ORGA	ANIZATION	***************************************				************
Legal Name of Organization	Parent company is located outside Canada						
Dome Productions Partnershi	P			Yes	✓ No	<b>,</b>	
Operating Name (if different from Legal Name Dome Productions	of Organization)		Business Numb	ber			
Dome Froductions			Total number of	employees in Ca	mada		
				-Time and/or Par		11	.3
Organization's North American Industry Classi To find your organization's four-digit NAICS or		a Number	Federally I	Regulated			
http://www.statcan.gc.ca/subjects-sujets/stand	lard-norme/naics-scian/2007/li	ist-fiste-eng.htm	✓ Provincial	y Regulated			
3131							
	HEA	D OFFICE					
Address (building number, street, suite, etc.)  1 Blue Jays Way		City		Province ON		stal Code V1J3	
Suite 3400		Telephone Number		1014	110	4103	
		416-341-2001	1				
	EMPL OYMENT	EQUITY CONT.	ΔCT				
Name (print)	Secretary Secretary 5 the Secretary 5	Title		<u></u>			***************************************
Eva Gula	<u> </u>	HR Consultar					
Telephone Number	E-mail Address			Preferred Langu	age of C		)
416-384-6494	eva.gula@bellmedi	a.ca		✓ English		French	
	CERT	IFICATION					
having a combined workforce of 100 or     intending to bid on, or being in receip Supply Arrangement, valued at \$1,00 hereby certifies its commitment to implem instrument, in keeping with the Federal C please refer to: <a href="http://www.esdc.gc.ca/englipportant">http://www.esdc.gc.ca/englipportant</a> note: If an audit of the Agreem the procurement instrument(s) with the Gr	t of, a federal government ; 0,000 or more (including al ent or maintain employmer contractors Program requir uflabour/equality/fcp/index.	goods or services opplicable taxes) nt equity on an on- ements. For more i shtml:	contract, standir going basis, bey nformation on h	ng offer or contr yond the period ow to implemen	of the	procurement loyment equity	
		NATORY				····	
NOTE: The signatory must be the Chief			an executive po	osition with legs	al autho	ority to sign a	
contract on behalf of the organiza		•	•				
Name (print)		Title Vice Preside	nt Timona	n f Busino	ee 7.	dmin	
Joe Latka Telephone Number	E-mail Address	Vice Pieside	ent, Financ			Correspondence	ce
416-341-2047	jlatka@domeprod.	com		✓ Engl	ish	French	
Signa	13	Date (YYYY-MM-DI	))			***************************************	
Signal and the second s	2017-12-05						
The information you provide on this form is coll	includ under the authority of si	ection 42 of the Emol	ovment Equity Ac	t to determine vo	ur elinib	ality for the Fede	eral
Contractors Program (FCP).							
Completion of this form is mandatory. Refusal to Bid List, loss of the right to bid on federal go	vernment goods or services o	ontracts of any value	and may also res	uit in the terminat	ion of ti	ne contract.	
The information you provide may be used and/disclosures of your personal information will ne	ver result in an administrative	decision being made	about you.				
Your personal information is administered in ac your personal information, which is described i government publication entitled <i>Info Source</i> , w accessed online at any Service Canada Centre	n Personal Information Bank E hich is available at the followir	ESDC PPU 721. Instr	uctions for obtaini	ng this informatio	n are ou	utlinea in the	to,
RETURN INSTRUCTIONS							
IMPORTANT							
The signed Agreement to Implement e-mail at: ee-eme@hrsdc-rhdcc.gc		rm must be sent t	o the Labour P	rogram by			

Canadä

Emploi et Développement social Canada

### APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT INFORMATION

Federal Contractors Program

As per Appendix D – The Federal Contractors Program for Employment Equity of Treasury Board's Contracting Policy, contractors with a resident workforce of 100 or more employees who are awarded goods and services contracts of \$1 million or more are required to implement employment equity, submit information on their workforce and undergo a compliance assessment. If an unforeseen situation arises that prevents the contractor from meeting the submission of information deadline, the organization may submit an application for an extension. The application must be completed as outlined below and signed by a senior official of the corporation (e.g., chief executive officer, president or vice-president, authorized manager). Once completed, the form must be sent by email to: ee-eme@hrsdc-rhdcc.gc.ca.

I, the undersigned, on behalf of (legal name of organization) **Dome Productions Partnership** (hereafter referred to as "the organization") and (Agreement to Implement Employment Equity number) **10000664**, agree to the following statements:

- 1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
- 2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
- 3. I am therefore requesting an extension until (date) February 28, 2019 for the following reason(s):

(Please describe) In an effort to achieve a return rate of at least 80% we are going to complete another notification to employees to request their participation in the Diversity survey. The original submission had a participation rate of 72.6. Our latest review shows we are now at 75.2%. We are confident we can achieve at least 80% with another notification.

4. As a senior official of the organization, I hereby declare that all of these statements are correct to the best of my knowledge, and I am requesting an extension.

Name: <u>Joe Latka</u> Position Title: VP, Finance & Business Admin

Email address: <u>ilatka@domeprod.com</u>

Telephone number: 416-341-2047

Business address: 1 Blue Jays Way, Ste 3400, Toronto, ON, M5V 1J3

Signature:			
•			

Date: \_\_\_\_

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

Sent: February 5, 2019 11:33 AM

To: 'jlatka@domeprod.com' <jlatka@domeprod.com>

Cc: Gula, Eva <Eva.Gula@bellmedia.ca>; Debos, Tina <tina.debos@bell.ca>; 'Di Fazio, Marina'

<marina.difazio@bell.ca>

Subject: Extension to Submit Federal Contractors Program Compliance Assessment Information -

10000664

Good morning,

You have requested an extension to submit your organization's information for the compliance assessment under the Federal Contractors Program beyond the initial deadline set by the Labour Program of Employment and Social Development Canada.

As requested, we hereby grant you an extension until February 28, 2019.

Should you have any questions regarding your compliance assessment, do not hesitate to contact us at: ee-eme@hrsdc-rhdcc.gc.ca.

Équipe de l'équité en emploi / Workplace Equity Team

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

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



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

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

From: Di Fazio, Marina <marina.difazio@bell.ca>

**Sent:** February-05-19 9:42 AM

**To:** Yakibonge, Ntambwe N [NC] < <u>maurice.yakibonge@labour-travail.gc.ca</u>> **Cc:** Gula, Eva < <u>Eva.Gula@bellmedia.ca</u>>; Debos, Tina < <u>tina.debos@bell.ca</u>>

Subject: RE: Dome FCP submission - Jan 2019

Good morning Maurice,

Attached is the extension form signed by Joe Latka, VP, Finance and Business Admin at Dome productions. We are still short a couple of employees to reach the 80% participation rate. We do have a diversity campaign starting next week and we feel this will help us get there.

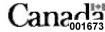
Thanks, Marina

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

Date: 2018-12-20

#### Women

		Women					
Employment Equity Occupational Group	Internal Location	All Employees	•	sentation		•	ap Recruitment Area
		#	#	%	%	#	#
01 : Senior Managers	National	1	1	100.0 %	27.4 %	0	1 National
02 : Middle and Other Managers	National	31	9	29.0 %	38.9 %	12	-3 National
03 : Professionals		9	3	33.3 %	28.6 %	3	0
1112 : Financial and investment analysts	National	1	0	0.0 %	50.1 %	1	-1 National
2148 : Other professional engineers, n.e.c.	National	3	1	33.3 %	15.8 %	0	1 National
2171 : Information systems analysts and consultants	National	1	0	0.0 %	28.3 %	0	0 National
5131 : Producers, directors, choreographers and related occupations	National	4	2	50.0 %	32.9 %	1	1 National
04 : Semi-Professionals and Technicians		55	11	20.0 %	28.3 %	16	-5
5224 : Broadcast technicians	Alberta	1	1	100.0 %	34.2 %	0	1 Alberta
5224 : Broadcast technicians	British Columbia	1	0	0.0 %	21.3 %	0	0 British Columbia
5224 : Broadcast technicians	Manitoba	2	0	0.0 %	43.8 %	1	-1 Manitoba
5224 : Broadcast technicians	Ontario	30	1	3.3 %	22.6 %	7	-6 Ontario
5224 : Broadcast technicians	Québec	9	0	0.0 %	26.1 %	2	-2 Québec
5226 : Other technical and co-ordinating occupations in motion pictures, broadcasting and the performing arts	Ontario	12	9	75.0 %	41.5 %	5	4 Ontario
05 : Supervisors		1	1	100.0 %	53.0 %	1	0
Employment Equity Occupational Group	Toronto	1	1	100.0 %	53.0 %	1	0 Toronto
07 : Administrative and Senior Clerical Personnel		3	1	33.3 %	80.1 %	2	-1
Employment Equity Occupational Group	Toronto	3	1	33.3 %	80.1 %	2	-1 Toronto
10 : Clerical Personnel		16	10	62.5 %	65.8 %	11	-1
Employment Equity Occupational Group	Alta. less CMAs	1	0	0.0 %	76.3 %	1	-1 Alta. less CMAs
Employment Equity Occupational Group	Montréal	1	0	0.0 %	62.5 %	1	-1 Montréal
Employment Equity Occupational Group	Toronto	14	10	71.4 %	65.2 %	9	1 Toronto
11 : Intermediate Sales and Service Personnel		1	1	100.0 %	63.9 %	1	0
Employment Equity Occupational Group	Toronto	1	1	100.0 %	63.9 %	1	0 Toronto



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

Date: 2018-12-20

#### Women

			Women						
Employment Equity Occupational Group	Internal Location	All Employees	Representa	ation	Avail	ability	Gap	Recruitment Area	
		#	#	%	%	#	#		
Total		117	37 31	1.6 %	38.1 %	46	<b>-9</b>		

Total may not equal sum of components due to rounding.

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



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

Date: 2018-12-20

#### **Aboriginal Peoples**

					ginal Peoples			
Employment Equity Occupational Group	Internal Location	All Employees #	Repres	entation %	Availa %	ability #	Gap #	Recruitment Area
01 : Senior Managers	National	1	0	0.0 %	2.9 %	0	0	National
02 : Middle and Other Managers	National	31	0	0.0 %	2.2 %	1	-1	National
03 : Professionals		9	0	0.0 %	1.5 %	0	0	
1112 : Financial and investment analysts	National	1	0	0.0 %	0.9 %	0	0	National
2148 : Other professional engineers, n.e.c.	National	3	0	0.0 %	1.0 %	0	0	National
2171 : Information systems analysts and consultants	National	1	0	0.0 %	1.1 %	0	0	National
5131 : Producers, directors, choreographers and related occupations	National	4	0	0.0 %	2.2 %	0	0	National
04 : Semi-Professionals and Technicians		55	0	0.0 %	1.6 %	1	-1	
5224 : Broadcast technicians	Alberta	1	0	0.0 %	4.1 %	0	0	Alberta
5224 : Broadcast technicians	British Columbia	1	0	0.0 %	0.0 %	0	0	British Columbia
5224 : Broadcast technicians	Manitoba	2	0	0.0 %	25.0 %	1	-1	Manitoba
5224 : Broadcast technicians	Ontario	30	0	0.0 %	0.0 %	0	0	Ontario
5224 : Broadcast technicians	Québec	9	0	0.0 %	2.7 %	0	0	Québec
5226 : Other technical and co-ordinating occupations in motion pictures, broadcasting and the performing arts	Ontario	12	0	0.0 %	0.6 %	0	0	Ontario
05 : Supervisors		1	0	0.0 %	1.0 %	0	0	
Employment Equity Occupational Group	Toronto	1	0	0.0 %	1.0 %	0	0	Toronto
07 : Administrative and Senior Clerical Personnel		3	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Toronto	3	0	0.0 %	0.8 %	0	0	Toronto
10 : Clerical Personnel		16	0	0.0 %	1.2 %	0	0	
Employment Equity Occupational Group	Alta. less CMAs	1	0	0.0 %	8.1 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	Montréal	1	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	Toronto	14	0	0.0 %	0.7 %	0	0	Toronto
11 : Intermediate Sales and Service Personnel		1	0	0.0 %	0.6 %	0	0	
Employment Equity Occupational Group	Toronto	1	0	0.0 %	0.6 %	0	0	Toronto



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

Date: 2018-12-20

#### **Aboriginal Peoples**

		Aboriginal Peoples						
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avai	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
Total		117	0	0.0 %	1.7 %	2	-2	

Total may not equal sum of components due to rounding.

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



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

Date: 2018-12-20

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

		Members o	f Visible Mind					
Employment Equity Occupational Group	Internal Location	All Employees	•	sentation		ability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	1	0	0.0 %	10.1 %	0	0	National
02 : Middle and Other Managers	National	31	7	22.6 %	15.0 %	5	2	National
03 : Professionals		9	0	0.0 %	22.0 %	2	-2	
1112 : Financial and investment analysts	National	1	0	0.0 %	35.4 %	0	0	National
2148 : Other professional engineers, n.e.c.	National	3	0	0.0 %	27.3 %	1	-1	National
2171 : Information systems analysts and consultants	National	1	0	0.0 %	31.4 %	0	0	National
5131 : Producers, directors, choreographers and related occupations	National	4	0	0.0 %	12.4 %	0	0	National
04 : Semi-Professionals and Technicians		55	9	16.4 %	16.4 %	9	0	
5224 : Broadcast technicians	Alberta	1	0	0.0 %	19.2 %	0	0	Alberta
5224 : Broadcast technicians	British Columbia	1	0	0.0 %	29.5 %	0	0	British Columbia
5224 : Broadcast technicians	Manitoba	2	0	0.0 %	0.0 %	0	0	Manitoba
5224 : Broadcast technicians	Ontario	30	6	20.0 %	23.8 %	7	-1	Ontario
5224 : Broadcast technicians	Québec	9	0	0.0 %	0.0 %	0	0	Québec
5226 : Other technical and co-ordinating occupations in motion pictures, broadcasting and the performing arts	Ontario	12	3	25.0 %	11.6 %	1	2	Ontario
05 : Supervisors		1	0	0.0 %	45.8 %	0	0	
Employment Equity Occupational Group	Toronto	1	0	0.0 %	45.8 %	0	0	Toronto
07 : Administrative and Senior Clerical Personnel		3	1	33.3 %	37.3 %	1	0	
Employment Equity Occupational Group	Toronto	3	1	33.3 %	37.3 %	1	0	Toronto
10 : Clerical Personnel		16	6	37.5 %	43.5 %	7	-1	
Employment Equity Occupational Group	Alta. less CMAs	1	1	100.0 %	4.2 %	0	1	Alta. less CMAs
Employment Equity Occupational Group	Montréal	1	0	0.0 %	17.4 %	0	0	Montréal
Employment Equity Occupational Group	Toronto	14	5	35.7 %	48.1 %	7	-2	Toronto
11 : Intermediate Sales and Service Personnel		1	0	0.0 %	48.9 %	0	0	
Employment Equity Occupational Group	Toronto	1	0	0.0 %	48.9 %	0	0	Toronto



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

Date: 2018-12-20

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

		Members of Visible Minorities						
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
		447		10.7.0/	24.0.0/	04		
Total		117	23	19.7 %	21.2 %	24	-1	

Total may not equal sum of components due to rounding.

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



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

Date: 2018-12-20

#### **Persons with Disabilities**

Employment Equity Occupational Group Internal Location All Employees Representation Availability Gap Recruitm # # % % # #	
# # % % # #	ent Area
<b>01/02 : Managers</b>	
<b>03 : Professionals</b>	
04 : Semi-Professionals and TechniciansNational5535.5 %4.6 %30National	
<b>05 : Supervisors</b>	
07 : Administrative and Senior Clerical Personnel National 3 0 0.0 % 3.4 % 0 National	
<b>10 : Clerical Personnel</b> National 16 0 0.0 % 7.0 % 1 -1 National	
11 : Intermediate Sales and Service Personnel National 1 0 0.0 % 5.6 % 0 National	
Total 117 4 3.4 % 4.8 % 5 1 -1	

Total may not equal sum of components due to rounding.

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



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

Date: 2018-12-20

#### WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



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

Date: 2018-12-20

#### WFA Defaults - Persons with Disabilities

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



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

Date: 2018-12-20

#### Women

			1	Women			
Employment Equity Occupational Group	All Employees	Represent	tation	Avail	ability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	1	1 10	00.0 %	27.4 %	0	1	
02 : Middle and Other Managers	31	9 :	29.0 %	38.9 %	12	-3	
03 : Professionals	9	3	33.3 %	28.6 %	3	0	
04 : Semi-Professionals and Technicians	55	11 :	20.0 %	28.3 %	16	-5	
05 : Supervisors	1	1 1	00.0 %	53.0 %	1	0	
07 : Administrative and Senior Clerical Personnel	3	1 :	33.3 %	80.1 %	2	-1	
10 : Clerical Personnel	16	10	62.5 %	65.8 %	11	-1	
11 : Intermediate Sales and Service Personnel	1	1 10	00.0 %	63.9 %	1	0	
Total	117	37 3	31.6 %	38.1 %	46	-9	



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

Date: 2018-12-20

#### **Aboriginal Peoples**

			Aboriç	jinal Peoples			
Employment Equity Occupational Group	All Employees	Repres	entation	Availa	ability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	1	0	0.0 %	2.9 %	0	0	
02 : Middle and Other Managers	31	0	0.0 %	2.2 %	1	-1	
03 : Professionals	9	0	0.0 %	1.5 %	0	0	
04 : Semi-Professionals and Technicians	55	0	0.0 %	1.6 %	1	-1	
05 : Supervisors	1	0	0.0 %	1.0 %	0	0	
07 : Administrative and Senior Clerical Personnel	3	0	0.0 %	0.8 %	0	0	
10 : Clerical Personnel	16	0	0.0 %	1.2 %	0	0	
11 : Intermediate Sales and Service Personnel	1	0	0.0 %	0.6 %	0	0	
Total	117	0	0.0 %	1.7 %	2	-2	



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

Date: 2018-12-20

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

	Members of Visible Minorities						
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	lability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	1	0	0.0 %	10.1 %	0	0	
02 : Middle and Other Managers	31	7	22.6 %	15.0 %	5	2	
03 : Professionals	9	0	0.0 %	22.0 %	2	-2	
04 : Semi-Professionals and Technicians	55	9	16.4 %	16.4 %	9	0	
05 : Supervisors	1	0	0.0 %	45.8 %	0	0	
07 : Administrative and Senior Clerical Personnel	3	1	33.3 %	37.3 %	1	0	
10 : Clerical Personnel	16	6	37.5 %	43.5 %	7	-1	
11 : Intermediate Sales and Service Personnel	1	0	0.0 %	48.9 %	0	0	
Total	117	23	19.7 %	21.2 %	24	-1	



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

Date: 2018-12-20

#### Persons with Disabilities

			Persons	with Disabili	ties		
Employment Equity Occupational Group	All Employees	Repres	sentation	Avai	lability	Gap	
	#	#	%	%	#	#	
01/02 : Managers	32	0	0.0 %	4.3 %	1	-1	
03 : Professionals	9	1	11.1 %	3.8 %	0	1	
04 : Semi-Professionals and Technicians	55	3	5.5 %	4.6 %	3	0	
05 : Supervisors	1	0	0.0 %	13.9 %	0	0	
07 : Administrative and Senior Clerical Personnel	3	0	0.0 %	3.4 %	0	0	
10 : Clerical Personnel	16	0	0.0 %	7.0 %	1	-1	
11 : Intermediate Sales and Service Personnel	1	0	0.0 %	5.6 %	0	0	
Total	117	4	3.4 %	4.8 %	5	-1	



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

Date: 2018-12-20

#### WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



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

Date: 2018-12-20

#### WFA Defaults - Persons with Disabilities

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



#### **Part 1: Workforce Analysis**

#### **Dome Production Partnership**

**December 20, 2018** 

### Data from First/Previous Workforce Analysis

Aliai	lysis
	<i>,</i>

Data from Fig	st/Previous Workf	orce Analysis
YYYY	MM	DD
2018	12	20

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

		Table 1: Women First/Previous Workforce Analysis							
Emal	oyment Equity Occupational Group (EEOG)	All Employees	Wor	nen					
embi	by ment Equity Occupational Group (EEOG)		Representation Avail		Representation A	Representation Av		Representation	Availability*
		#	#	%					
01	Senior Managers	1	1	27.4					
02	Middle & Other Managers	31	9	38.9					
03	Professionals	9	3	28.6					
04	Semi-Professionals & Technicians	55	11	28.3					
05	Supervisors	1	1	53.0					
06	Supervisors: Crafts & Trades	0	0	0.0					
07	Administrative & Senior Clerical Personnel	3	1	80.1					
08	Skilled Sales & Service Personnel	0	0	0.0					
09	Skilled Crafts & Trades Workers	0	0	0.0					
10	Clerical Personnel	16	10	65.8					
11	Intermediate Sales & Service Personnel	1	1	63.9					
12	Semi-Skilled Manual Workers	0	0	0.0					
13	Other Sales & Service Personnel	0	0	0.0					
14	Other Manual Workers	0	0	0.0					
Total		117	37	38.1					

Subsequent	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	0	0.0		
0	0	0.0		
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:			
2011 Nation	al Household Sur	vey	

* Source:		

#### **Part 1: Workforce Analysis**

#### **Dome Production Partnership**

**December 20, 2018** 

### Data from First/Previous Workforce Analysis

2018	12	20
YYYY	MM	DD
Data from Fi	rst/Previous Work!	force Analysis

Data from	Subsequent/Curre Analysis	nt Workforce
.1.	Л.	.1.

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

		Table 2: Aboriginal Peoples			
		First/Previous Workforce Analysis			
		All Employees	Aboriginal Peoples		
Embi	oyment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01	Senior Managers	1	0	2.9	
02	Middle & Other Managers	31	0	2.2	
03	Professionals	9	0	1.5	
04	Semi-Professionals & Technicians	55	0	1.6	
05	Supervisors	1	0	1.0	
06	Supervisors: Crafts & Trades	0	0		
07	Administrative & Senior Clerical Personnel	3	0	0.8	
08	Skilled Sales & Service Personnel	0	0		
09	Skilled Crafts & Trades Workers	0	0		
10	Clerical Personnel	16	0	1.2	
11	Intermediate Sales & Service Personnel	1	0	0.6	
12	Semi-Skilled Manual Workers	0	0		
13	Other Sales & Service Personnel	0	0		
14	Other Manual Workers	0	0		
Total		117	0	1.7	

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

* Source:	
2011 National Household Survey	

* Sour	ce:		
0			

#### **Part 1: Workforce Analysis**

#### **Dome Production Partnership**

**December 20, 2018** 

### Data from First/Previous Workforce Analysis

Data from Fi	rst/Previous Work	orce Analysis
YYYY	MM	DD
2018	12	20

## Data from Subsequent/Current Workforce Analysis

Data from Subse	NAMA	DD
0	0	0

		Table 3: Me	embers of Visibl	e Minorities	
		First/Pr	evious Workforce	Analysis	
Emplo	nument Equity Occupational Crown (EEOC)	All Employees	Members of Vis	Members of Visible Minorities	
Embro	oyment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01	Senior Managers	1	0	10.1	
02	Middle & Other Managers	31	7	15.0	
03	Professionals	9	0	22.0	
04	Semi-Professionals & Technicians	55	9	16.4	
05	Supervisors	1	0	45.8	
06	Supervisors: Crafts & Trades	0			
07	Administrative & Senior Clerical Personnel	3	1	37.3	
08	Skilled Sales & Service Personnel	0			
09	Skilled Crafts & Trades Workers	0			
10	Clerical Personnel	16	6	43.5	
11	Intermediate Sales & Service Personnel	1	0	48.9	
12	Semi-Skilled Manual Workers	0			
13	Other Sales & Service Personnel	0			
14	Other Manual Workers	0			
Total		117	23	21.2	

Table 7: Members of Visible Minorities Subsequent/Current Workforce Analysis				
			All Employees	Members of Visi
	Representation	Availability*		
#	#	%		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		

* Source:	onal Household Su	

* Source:		
0		

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

Data from Su	bsequent/Curr Analysis	ent Workforce
	<b>\</b>	<b>\</b>

2018	12	20
YYYY	MM	DD
Data from Fi	rst/Previous Workf	force Analysis

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

		Table 4:	Persons with Di	sabilities				
		First/Previous Workforce Analysis						
Emplo	rement Equity Occupational Crown (EEOC)	All Employees	Persons with	Disabilities				
Embio	yment Equity Occupational Group (EEOG)		Representation	Availability*				
		#	#	%				
01/02	Managers	32	0	4.3				
03	Professionals	9	1	3.8				
04	Semi-Professionals & Technicians	55	3	4.6				
05	Supervisors	1	0	13.9				
06	Supervisors: Crafts & Trades	0						
07	Administrative & Senior Clerical Personnel	3	0	3.4				
08	Skilled Sales & Service Personnel	0						
09	Skilled Crafts & Trades Workers	0						
10	Clerical Personnel	16	0	7.0				
11	Intermediate Sales & Service Personnel	1	0	5.6				
12	Semi-Skilled Manual Workers	0						
13	Other Sales & Service Personnel	0						
14	Other Manual Workers	0						
Total		117	4	4.8				

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

* Source:			
2012 Canadi	an Survey on Di	sability	

* (																							
			 		*****	~~~~	*****	*****								~~~~	*****	******	 				
	****	-		***		-		***	***	***	 ***	-	-	-	****		-	-		***	•	***	 ٠
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#### Part 2: Flow Data Analysis

#### **Dome Production Partnership**

**December 20, 2018** 

Start	Date of Flov	/ Data
YYYY	MM	DD
2018	12	20

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

**Data from Form 4 - Employees** Hired

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

**Data from Form 6 - Employees** Terminated

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		·	Table 1:	Women	•
		Full-time	/ National	Part-time	/ National
	ployment Equity Occupational Group EOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired
		#	#	#	#
01	Senior Managers	0	0	0	0
02	Middle & Other Managers	0	0	0	0
03	Professionals	0	0	0	0
04	Semi-Professionals & Technicians	0	0	0	0
05	Supervisors	0	o	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

	Table 5:	Women	
Full-time	/ National	Part-time	/ National
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
0	0	0	(
0	0	0	C
0	0	0	C
0	0	0	(
0	0	0	(
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	0

 $\overline{\downarrow}$ 

	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

#### **Dome Production Partnership**

**December 20, 2018** 

0

YYYY	MM	DD
2018	12	20

YYYY	Date of Flow MM	Data
0	0	0

#### Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

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																							l										

	Tab	ole 2: Abor	iginal Pec	ples
	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	o	0	o
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	o
14 Other Manual Workers	0	0	0	0

Total

Tab	le 6: Abor	iginal Peo	ples				
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	oples
Full-time	/ National	Part-time	/ National
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	0
0	0	0	0

#### Part 2: Flow Data Analysis

#### **Dome Production Partnership**

**December 20, 2018** 

0

Start	Date of Flov	V Data
YYYY	MM	DD
2018	12	20

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

#### Data from Form 4 - Employees Hired

#### Data from Form 5 - Employees Promoted

#### Data from Form 6 - Employees Terminated

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	Table	3: Persons	with Disa	bilities
	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
	#	#	Ħ	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	o	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0

Total

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

Table 1	1: Persons	s with 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	0	0
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

#### **Dome Production Partnership**

**December 20, 2018** 

YYYY	MM	DD
2018	12	20

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  $\overline{\downarrow}$ 

		Table 4:	Members o	f Visible N	<b>Ainorities</b>
		Full-time	/ National	Part-time	/ National
	ployment Equity Occupational Group EOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
		#	#	#	#
01	Senior Managers	0	0	0	0
02	Middle & Other Managers	0	0	0	0
03	Professionals	0	0	0	0
04	Semi-Professionals & Technicians	0	0	0	0
05	Supervisors	0	0	0	0
06	Supervisors: Crafts & Trades	0	0	0	0
07	Administrative & Senior Clerical Personnel	0	0	0	0
08	Skilled Sales & Service Personnel	0	0	0	0
09	Skilled Crafts & Trades Workers	0	0	0	o
10	Clerical Personnel	0	0	0	o
11	Intermediate Sales & Service Personnel	0	0	0	o
12	Semi-Skilled Manual Workers	0	0	0	o
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	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

Table 12:	Members	of Visible I	Minorities
Full-time	/ National	Part-time	/ National
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

									Dece	ember 20, 2	.U10									
										Data	for First/I	revious (	Goals							
A B		C	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:		From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	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)
<u> </u>				J	i	.j	J	J	T	Į J		j	J	J	.i	i	J	i	I	l
		•	•	•	·	•	Ť	·	•	•	Table 1:	Women	•	•	•	•	Ť	·	· · · · · · · · · · · · · · · · · · ·	*
										First	Previous St	iort-term G	oals							
					All En	nployees									W	omen .				
		Number	Grov	vth (New Posit	tions)	Turnover (Re	eplacement of Employees)	Terminated	Anticipated	Number		eplacement of	Hires		r Goals n - To					Projected
Employment Equity O- Group (EEOG)	ecupational	YYYY-MM-DD	Actual	Proj	jected	Actual	Proj	ected	Hires Over 3	YYYY-MM-DD	Terminated	l Employees)	Required Over 3		- YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
Group (EEOG)		2018-12-20	Annually	Annually	Over 3	Annually	Annually	Over 3	Years	2018-12-20	Annually	Over 3	Years	2018	2021	Avanaomy		Сар	Keprescitation	Vears
		#	%	%	Years #	9/4	%	Years #	#	#	%	Years #	#	#	%	%	#	#	%	%
01 Senior Managers		1	-100.0%		C	0.0%		0	0	1	0.0%	0	-1	0		27.4%	1	1	100.0%	100.0%
02 Middle & Other N	Managers	31	-100.0%		C	0.0%	5.0%	5	5	9	5.0%	1	4	2	38.9%	38.9%	-3	-2	29.0%	32.3%
03 Professionals		9	-100.0%		C	0.0%		0	0	3	0.0%	0	0	0		28.6%	0	0	33.3%	33.3%
04 Semi-Professiona	ıls & Tech	55	-100.0%		0	0.0%	5.0%	8	8	11	5.0%	2	7	2	28.3%	28.3%	1	-5	20.0%	20.0%
05 Supervisors		1	-100.0%		0	0.0%		0	0	1	0.0%	0	0	0		53.0%	0	0	100.0%	100.0%
06 Supervisors: Craf		0	0.0%			0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative &		3	-100.0%			0.0%	5.0%	0	0	1	5.0%	0	1	0	50.0%	80.1%	-1	-1	33.3%	33.3%
08 Skilled Sales & S		0	0.0%			0.0%		0	0	0	0.0%	0	0	0		0.0%	1 0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & 7 10 Clerical Personne		16	0.0% -100.0%			0.0%	5.0%	0	0	10	0.0% 5.0%	1 0	0	0		0.0% 65.8%	1	0	#DIV/0! 62.5%	#DIV/0! 50.0%
11 Intermediate Sale		10	-100.0%			0.0%	3,0%	2	2	10	0.0%	2	3	"		63.9%	1	-3	100.0%	100.0%
12 Semi-Skilled Mar		1	0.0%		'	0.0%			0		0.0%	ا ا				0.0%	] ,	"	#DIV/0!	#DIV/0!
13 Other Sales & Ser		0	0.0%		1 6	0.0%		1 0	0	"	0.0%	1 8	١	۱ °		0.0%	] ,	١	#DIV/0!	#DIV/0! #DIV/0!
14 Other Manual Wo		0	0.0%		] 6	0.0%			0	"	0.0%	ا ا	ا ا	ا ا		0.0%	] "	ا ا	#DIV/0!	#DIV/0!
1. Other Manda We	OIRCID	v	0.070		1	0.0%	5.0%				1 0.070	· ·				0.076	· · · · · ·	· ·	//D11/0.	32.5%

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)<sup>13</sup> 1) x 100.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

workforce finarysis) · 2) x 10	٠.				m - 1 A - 111
					Table 2: Women
Employment Equity Occupational		Wom	ien		
Group (EEOG)	Short-ter	m Goals	Long-tern	n Goals	Comments
Group (EEOG)	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	2	38.9	0	38.9	
03 Professionals	0	0.0	o	0.0	
04 Semi-Professionals & Tech	2	28.3	0	28,3	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	50.0	0	50.0	
08 Skilled Sales & Service	0	0.0	o	0.0	
09 Skilled Crafts & Trades	0	0.0	o	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	7	38.1	0	40.0	For long term goals we are looking at applying a 40% goal which is to be confirmed internally. There is not a lot of movement planned over the next 3 years and we will look at long term 1001696

								Dece	mber 20, 2	2018									
									Data l	or First/I	revious (	Goals							
A B	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	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÷C	(K - M + O) ÷ (C + F)
	<b>V</b>	. <del>,</del>		<u> </u>	,	<b>1</b>	<u> </u>	, <del>.</del>	1	<b>\</b>	<u> </u>	<b></b>	1	<b></b>	<u> </u>	<b>\</b>	·	<b>\</b>	<u> </u>
											iginal Peo								
									First/	Previous St	ort-term G	oals							
		T		All En	nployees										nal Peoples				ı
	Number	Gro	wth (New Posi	tions)	Turnover (Re	placement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires	3 Yea						
<b>Employment Equity Occupational</b>			1 .					Anticipated Hires Over 3		Terminated	Employees)	Required		1 - To - YYYY	Present	D	Projected	Present	Projected Representation in 3
Group (EEOG)	YYYY-MM-DD	Actual	Pro	jected T	Actual	Proj	ected	Years	YYYY-MM-DD			Over 3	****	- * * * * *	Availability	Present Gap	Gap	Representation	Years
	2018-12-20	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2018-12-20	Annually	Over 3 Years	Years	2018	2021					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	1	-100.0%	6	C	0.0%		0	0	0	0.0%	0	0	0		2.9%	. 0	0	0.0%	0.0%
02 Middle & Other Managers	31	-100.0%	ó	C	0.0%	5.0%	5	5	0	5.0%	0	1	0	2.2%	2.2%	-1	-1	0.0%	0.0%
03 Professionals	9	-100.0%	6	C	0.0%		0	0	0	0.0%	0	0	0		1.5%	0	0	0.0%	0.0%
04   Semi-Professionals & Tech	55			C	0.0%	5.0%	8	8	0	5.0%	0	1	0	1.6%	1.6%	-1	-1	0.0%	0.0%
05 Supervisors	1	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		1.0%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	3	-100.0%		1	0.0%		0	0	0	0.0%	0	0	0		0.8%	0	0	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		1 0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	16	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		1.2%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	1	-100.0%			0.0%		0	0	0	0.0%	0	0	0		0.6%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	0	0.0%			0.0%		0	0	0	0.0%	1 0	0	0		0.0%	1 2	] 0	#DIV/0!	#DIV/0!
13 Other Sales & Service		0.0%		1 (	0.0%		0	0		0.0%	1 0	0	0		0.0%	1 0		#DIV/0!	#DIV/0!
14 Other Manual Workers		0.0%	-	1	0.0%	5.661	0	18	0	0.0%	0	0	0	1.00/	0.0%	1 0	0	#DIV/0!	#DIV/0!
Total	117	-100.0%	0	1 0	0.0%	5.0%	18	l 18	0	5.0%	1 0	2	0	1.7%	1.7%	-2	<u> </u>	0.0%	0.0%

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)<sup>13</sup> 1) x 100.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) + ((Total number of employees from Previous Workforce Analysis) + Total number of employees from Current Workforce Analysis) + 2) x 100.

Workforce Analysis) · 2) X IV	,				
					Table 4: Aboriginal Peoples
Employment Equity Occupational		Aboriginal I	Peoples		
Group (EEOG)	Short-ter	m Goals	Long-te	rm Goals	Comments
Group (EEGG)	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	2.2	0	2.2	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	1.6	0	1.6	
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	
14 Other Manual Workers	0	0.0	0	0.0	
Total	0	0.7	0	) 20H	For long term goals we are looking at applying a 2% goal which is to be confirmed internally. There is not a lot of movement planned over the next 3 years and we will look at long term ta 00169

									Data	for First/I	revious (	Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	0	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data	Data Entry	CxHx3	F + I	From Workforce Analysis	Equivalent to H		(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)
<u> </u>	<u></u>	<b>V</b>	<b>J</b>	, J	, J	1	1	<b>J</b>	<b>T</b>	,	<u> </u>	<u> </u>	<b>V</b>	<b>J</b>	Ţ	<b></b>	<b>J</b>	1	<b>\</b>
										Persons									
									First	Previous SI	iort-term G	loals							
				All En	nployees										th Disabilitie	S			
Employment Equity Occupational	Number	Grow	vth (New Posit	tions)	Turnover (Re	placement of Employees)	f Terminated	Anticipated	Number	Turnover (R Terminated	eplacement of	rines	3 Year Fron	r Goals a - To					Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	jected	Hires Over 3	YYYY-MM-DD		· cq.v.y.cc.y	Required Over 3	YYYY	- YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
erally (BEOG)	2018-12-20	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2018-12-20	Annually	Over 3 Years	Years	2018	2021					Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	32	-100.0%		0	0.0%	5.0%	5	5	C	5.0%	0	1	0	4.3%	4.3%	-1	-1	0.0%	0.0%
03 Professionals	9	-100.0%		0	0.0%		0	0	1	0.0%	0	-1	0		3.8%	1	1	11.1%	
04 Semi-Professionals & Tech	55	-100.0%		0	0.0%		0	0	3	0.0%	0	0	0		4.6%	0	0	5.5%	5.5%
05 Supervisors	1	-100.0%		0	0.0%		0	0		0.0%	0	0	0		13.9%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		] 0	0		0.0%	1 0		0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical 08 Skilled Sales & Service	3	-100.0% 0.0%		"	0.0%		"	0		0.0% 0.0%	1 0	] ,	"		3.4% 0.0%	0	0	0.0% #DIV/0!	0.0% #DIV/0!
09 Skilled Crafts & Trades	"	0.0%		"	0.0%		1 0	١		0.0%	1 6		١		0.0%	١	٥	#DIV/0!	#DIV/0!
10 Clerical Personnel	16	-100.0%		0	0.0%	5.0%	2	2		5.0%	1 0	1	ا ا	7.0%	7.0%	-1	-1	0.0%	0.0%
11 Intermediate Sales & Service	1	-100.0%		1 0	0.0%	2.070	]	0	0	0.0%	ن ا	0	ن ا	1.070	5.6%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0		0.0%	ا آ	0	ا آ		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	c	0.0%	0	0	o		0.0%	0	0	#DIV/0!	#DIV/0!
Total	117	-100.0%		0	0.0%	5.0%	18	18	4	5.0%	1	3	1	4.8%	4.8%	-2	-2	3.4%	3.4%

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

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

,						Table 6: Persons with Disabilities
Employment Equity Occup	ational	Pe	ersons with l	Disabilitie:	S	
Group (EEOG)	ational	Short-teri	n Goals	Long-te	rm Goals	Comments
·		#	%	#	%	
01/02 Managers		0	4.3	0	4.3	
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 C	lerical	0	0.0	0	0.0	
08 Skilled Sales & Servic	e	0	0.0	0	0.0	
09 Skilled Crafts & Trade	es	0	0.0	0	0.0	
10 Clerical Personnel		0	7.0	0	7.0	
11 Intermediate Sales & S	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 Worker	rs	0	0.0	0	0.0	
Total		1	4.0	0	4.0	For long term goals we are looking at applying a 4% goal which is to be confirmed internally. There is not a lot of movement planned over the next 3 years and we will look at long term tactics to ac

								Dece	ember 20, 2	010									
									Data i	or First/I	revious (	Goals							
A B	C	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 <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	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)
	↓	↓	.i	.i↓	.i		i	j	i	J	.i↓	.i	t↓	i↓	i↓	.i	↓	i	ii
	•	•	*	*	· · · · · ·	*	•		Table 7: M	embers o	f Visible	Minoritie	S	•	•	•	*	•	
									First/	Previous SI	nort-term G	oals							
				All En	aployees								M	embers of V	Visible Minori	ities			
	Number	Gro	wth (New Posi	tions)		Turnover (Replacement of Terminated Employees)			Number		Turnover (Replacement of Terminated Employees)		3 Year Goals From - To						Projected
Employment Equity Occupational Group (EEOG)	YYYY-MM-DD	Actual Projected						Hires Over 3	YYYY-MM-DD	Terminated	i employees)	Required Over 3	YYYY	- YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
Стопр (ЕЕСОС)	2018-12-20	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2018-12-20	Annually	Over 3 Years	Years	2018	2021			Спр	acp common	Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	1	-100.0%	)	0	0.0%		0	0	0	0.0%	0	0	0		10.1%	0	0	0.0%	0.0%
02 Middle & Other Managers	31	-100.0%	)	0	0.0%		0	0	7	0.0%	0	-2	0		15.0%	2	2	22.6%	22.6%
03 Professionals	9	-100.0%	)	0	0.0%	5.0%	1	1	0	5.0%	0	2	0	22.0%	22.0%	-2	-2	0.0%	0.0%
04 Semi-Professionals & Tech	55	1	)	0	0.0%		0	0	9	0.0%	0	0	0		16.4%	0	0	16.4%	16.4%
05 Supervisors	1	-100.0%	)		0.0%		0	0	0	0.0%		0	0		45.8%	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% 37.3%	1 0	0	#DIV/0! 33.3%	#DIV/0! 33.3%
08 Skilled Sales & Service	0	0.0%		1 0	0.0%		0	0	1 0	0.0%			0		0.0%		0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%	]	1 0	0.0%		0	0	"	0.0%			0		0.0%	] "	1 0	#DIV/0!	#DIV/0!
10 Clerical Personnel	16	-100.0%	(	1 0	0.0%	5.0%	2	2	6	5.0%	1	2	1	43.5%	43.5%	] -1	-1	37.5%	37.5%
11 Intermediate Sales & Service	1	-100.0%		1 0	0.0%	2.370	0	0	0	0.0%	0	0	0		48.9%		0	0.0%	0.0%
12 Semi-Skilled Manual	0	0.0%			0.0%		o	0	0	0.0%	. 0	0	0		0.0%	. 0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%	,	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%	)	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	117	-100.0%	)	0	0.0%	5.0%	18	18	23	5.0%	3	5	4	21.2%	21.2%	-2	-1	19.7%	20.5%

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

Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + 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.

Workforce Analysis) · 2) x	100.				
					Table 8: Members of Visible Minorities
F. J. F. G. O. S.	Men	nbers of Visi	ble Minorii	ties	
Employment Equity Occupationa Group (EEOG)	Short-ter	m Goals	Long-ter	rm Goals	Comments
Group (EEOG)	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	22.0	0	22,0	
04 Semi-Professionals & Tech	0	0.0	0	0,0	
05 Supervisors	0	0.0	0	0,0	
06 Supervisors: Crafts & Trades	s 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	1	43.5	0	43.5	
11 Intermediate Sales & Service	9	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		
Total	4	20.0	0	21.2	For long term goals we are looking at applying a 20% goal which is to be confirmed internally. There is not a lot of movement planned over the next 3 years and we will look at long term 1001699

								Dett	mber 20, 2	010									
									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	Е	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	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 ÷ C	(K - M + O) ÷ (C + F)
		 J	<del>\</del>	·············		<b>↓</b>		,	<b>J</b>	·		·	J	.i	↓		.i		
										Table 9:	Women								
									Subsequ	ent/Current	Short-tern	n Goals							
				All En	nployees									W	omen				
Employment Equity Occupational	Number Growth (New Positions)					Turnover (Replacement of Terminated Employees)			Number Turnover (Repla			Hires Required	Fro	From - To YYY - YYYY			Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD Actual Projected		Actual				YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years		
		Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years		Annually	Over 3 Years	Years	0	3					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	-100.0%		C	0.0%		0	0	0	0.0%	0	0	C		0.0%	0	0	#DIV/0!	
02 Middle & Other Managers	0	-100.0%		C	0.0%		0	0	0	0.0%	0	0	C		0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		C	0.0%		0	0	0	0.0%	0	0	C		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		C	0.0%		0	0	0	0.0%	0	0	C		0.0%	o C	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		C	0.0%		0	0	0	0.0%	0	0	C		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%			#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%			0.0%		0	0	0	0.0%	0	0			0.0%			#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%			0.0%		1 0	0	0	0.0%	0	0			0.0%			#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0% -100.0%			0.0%		"	١	0	0.0%	"	"			0.0%		1 0	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
10 Clerical Personnel 11 Intermediate Sales & Service	0	-100.0%			0.0%				0	0.0%					0.0%		() (	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
12 Semi-Skilled Manual	0	0.0%			0.0%		1 0	ا ا	0	0.0%	١				0.0%		íl ő	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		1	0.0%		1 0		0	0.0%	١ ،		"		0.0%	] (	íl ő	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%			0.0%		1 0	ا	0	0.0%	ا ا	0	"		0.0%	] ~ ?	í .	#DIV/0!	#DIV/0!
Total	0	-100.0%			0.0%		1 0	0	0	0.0%	H 0	1 0	H		0.0%	1 -	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)<sup>13</sup> 1) x 100.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Workforce Analysis) · 2) X 1	<u> </u>			
				Table 10: Women
Employment Equity Occupational		Women		
Group (EEOG)	Short-te	rm Goals Long-to	erm Goals	Comments
		%	%	
01 Senior Managers		0.0	0.0	
02 Middle & Other Managers		0.0	0.0	
03 Professionals		0.0	0.0	
04 Semi-Professionals & Tech		0.0	0.0	
05 Supervisors		0.0	0.0	
06 Supervisors: Crafts & Trades		0.0	0.0	
07 Administrative & Sr Clerical		0.0	0.0	
08 Skilled Sales & Service		0.0	0.0	
09 Skilled Crafts & Trades		0.0	0.0	
10 Clerical Personnel		0.0	0.0	
11 Intermediate Sales & Service		0.0	0.0	
12 Semi-Skilled Manual		0.0	0.0	
13 Other Sales & Service		0.0	0.0	
14 Other Manual Workers		0.0	0.0	
Total		0.0	0.0	001700

									,										
									Data for	Subseque	nt/Curre	nt Goals							
A B	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	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>1</b>	<b>1</b>	<b>1</b>	1	↓	↓	↓	<b>1</b>	1	<b>1</b>	<b>1</b>	1	↓	<b>1</b>	<b>1</b>	1	<b>1</b>	<u> </u>	<u>↓</u>
											iginal Pe								
									Subsequ	ent/Current	t Short-tern	n Goals							
				All En	iployees									•	inal Peoples			,	
Employment Equity Occupational	Number Growth (New Positions)					Turnover (Replacement of Terminated Employees) Anticipa			Number Turnover (Replacement of Terminated Employees)		Hires Required	3 Year Goals From - To		n				Projected	
Group (EEOG)	YYYY-MM-DD Actual Projected		ected	Actual	Proj	ected	Hires Over 3	YYYY-MM-DD			Over 3	YYYY	- YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in	
a.s.a.p (u.z.o.s)		Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years		Annually	Over 3 Years	Years	0	3	, i			•	Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	-100.0%	,	0	0.0%		0	0	0	0.0%	0	0	C		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	C		0.0%	0	0	#DIV/0!	#DIV/0
03 Professionals	0	-100.0%	) 	0	0.0%		0	0	0	0.0%	0	0	C		0.0%	0	0	#DIV/0!	#DIV/0
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	C		0.0%	0	0	#DIV/0!	#DIV/
05 Supervisors	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	C		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	C		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	C		0.0%	0	0	#DIV/0!	#DIV/0
08 Skilled Sales & Service	0	0.0%	l .	0	0.0%		0	0	0	0.0%	1 0	1 0			0.0%		0	#DIV/0!	#DIV/0
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0			0.0%	1 0		] 0		0.0%		] 0	#DIV/0!	#DIV/0
10 Clerical Personnel	0	-100.0%		0	0.0% 0.0%					0.0%	1 0				0.0%			#DIV/0! #DIV/0!	#DIV/0
11 Intermediate Sales & Service 12 Semi-Skilled Manual	0	-100.0% 0.0%	)	"	0.0%		0		"	0.0%	1 ,				0.0%			#DIV/0! #DIV/0!	#DIV/0 #DIV/0
12   Semi-Skilled Manual 13   Other Sales & Service	0	0.0%	·	"	0.0%			"	"	0.0%	1 ,	] ,			0.0%		"	#DIV/0! #DIV/0!	#DIV/0
14 Other Manual Workers	0	0.0%	]	0	0.0%				"	0.0%	1 ,	] ,			0.0%			#DIV/0!	#DIV/0
Total	0	-100.0%		1 0	0.0%		0	1 0	- 0	0.0%	1 0	1 0	1 0		0.0%		0		#DIV/0

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)<sup>13</sup> 1) x 100.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) + ((Total number of employees from Previous Workforce Analysis) + Total number of employees from Current Workforce Analysis) + 2) x 100.

	Workforce Analysis) · 2) x 10	0.				
						Table 12: Aboriginal Peoples
Emn	oyment Equity Occupational		Aboriginal l	Peoples		
	p (EEOG)	Short-term	ı Goals	Long-teri	m Goals	Comments
			%		%	
	Senior Managers		0.0		0.0	
02	Middle & Other Managers		0.0		0.0	
03	Professionals		0.0		0.0	
04	Semi-Professionals & Tech		0.0		0.0	
05	Supervisors		0.0		0.0	
06	Supervisors: Crafts & Trades		0.0		0.0	
07	Administrative & Sr Clerical		0.0		0,0	
08	Skilled Sales & Service		0.0		0,0	
09	Skilled Crafts & Trades		0.0		0,0	
10	Clerical Personnel		0.0		0.0	
11	Intermediate Sales & Service		0.0		0.0	
12	Semi-Skilled Manual		0.0		0.0	
13	Other Sales & Service		0.0		0.0	
14	Other Manual Workers		0.0		0.0	
Total			0.0		0.0	001701

									Data for	Subseque	nt/Curre	nt Goals							
A B	C	D	E	F	G	Н	Ī	J	K	L	M	N	0	Р	0	R	S	Т	U
Data sources:	From Workforce Analysis	From	Data Entry	CxEx3	From Flow Data	Data Entry	CxHx3	F+I		Equivalent to H			JxP	Data Entry	From	From	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	<b></b>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<b>1</b>	<b>1</b>	<u> </u>	<u> </u>	<u> </u>	<b>\</b>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<b></b>	1	<u> </u>
										: Persons									
				40.5					Subsequ	ent/Current	Short-tern	n Goals		D	ith Disabilitie				
				All En	nployees			I				1	3.7	r Goals	ith Disabilitie:	s			ı
	Number	Grov	oth (New Posi	ions)	Turnover (Re	placement o Employees)	l Terminated		Number	Turnover (Re		Hires		n - To					
Employment Equity Occupational	YYYY-MM-DD	Actual	Proi	ected	Actual		iected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	TTTTRUMBD	Secun		Over 3	Actual		Over 3	Years	111111111111111111111111111111111111111		Over 3	Over 3 Years		Ι	Availability		Gap	Representation	Years
		Annually	Annually	Years	Annually	Annually	Years			Annually	Years		0	3					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	Ħ	#	%	%
01/02 Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-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%	l l	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%		0	0.0%		] 0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%		0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		0	0.0%		1 0	0	0	0.0%	0	0	0		0.0%		0	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
11 Intermediate Sales & Service 12 Semi-Skilled Manual	0	-100.0% 0.0%			0.0%		1 0	١	"	0.0% 0.0%	0		"		0.0%		0	#DIV/0!	#DIV/0!
12   Semi-Skilled Manual 13   Other Sales & Service		0.0%		"	0.0%			"		0.0%			"		0.0%	] ,	"	#DIV/0!	#DIV/0!
14 Other Manual Workers	ا ا	0.0%		"	0.0%		"		"	0.0%	١	] ,	"		0.0%			#DIV/0!	#DIV/0!
Total	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	1	0	#DIV/0!	#DIV/0!

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

<sup>+</sup> 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.

	Workforce Analysis) ÷ 2) x 10	10.				
						Table 14: Persons with Disabilities
F	Institute of Parish Comments and	Po	ersons with I	Disabilities		
	loyment Equity Occupational p (EEOG)	Short-ter	m Goals	Long-term Go	als	Comments
Croc	) (2.133)		%	9	6	
01/02	2 Managers		0.0		0.0	
03	Professionals		0.0		0.0	
04	Semi-Professionals & Tech		0.0		0.0	
05	Supervisors		0.0		0,0	
06	Supervisors: Crafts & Trades		0.0		0.0	
07	Administrative & Sr Clerical		0.0		0.0	
08	Skilled Sales & Service		0.0		0.0	
09	Skilled Crafts & Trades		0.0		0.0	
10	Clerical Personnel		0.0		0.0	
11	Intermediate Sales & Service		0.0		0.0	
12	Semi-Skilled Manual		0.0		0.0	
13	Other Sales & Service		0.0		0.0	
14	Other Manual Workers		0.0		0.0	
Total			0.0		0,0	

								Dece	ember 20, 2	2018									
									Data for	Subseque	nt/Curre	nt Goals							
A B	С	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 <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	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 ÷ C	(K - M + O) ÷ (C + F)
	<b>J</b>	↓	↓	<b>1</b>	↓	↓		↓ ,	, J	<u>, , , , , , , , , , , , , , , , , , , </u>		<b></b> \	<u> </u>	<u> </u>	<b>\</b>	1	↓	<b>\</b>	<b>\</b>
									Fable 15: N	ent/Current			es						
				All Fe	nployees				Subsequ	en/Curren	t Short-terr	ii Goais	N.	lambars of V	/isible Minori	ities			
		<u> </u>			Turnover (Re		f.T			T		<u> </u>		r Goals	ISIDIC MINOL	lics			T
	Number	Grov	vth (New Posit	ions)		Employees)	i rerumateu	Anticipated	Number		eplacement of	Hires		m - To					Projected
Employment Equity Occupational	YYYY-MM-DD	Actual	Proj	ected	Actual	Pro	jected	Hires Over 3	YYYY-MM-DD		l Employees)	Required Over 3	YYYY	- YYYY	Present Availability	Present Gap	Projected	Present Representation	Representation in 3
Group (EEOG)				Over 3			Over 3	Years		·	Over 3	Years	0		Avanamny		Gap	Representation	Years
		Annually	Annually	Years	Annually	Annually	Years			Annually	Years		ı "	3					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	-100.0%		(	0.0%		0	0	C	0.0%	0	0	(	)	0.0%	1	0	#DIV/0!	I
02 Middle & Other Managers	0	-100.0%		(	0.0%		0	0		0.0%		0	(	)	0.0%	1	0	#DIV/0!	#DIV/0!
03 Professionals 04 Semi-Professionals & Tech	0	-100.0% -100.0%			0.0%		0	0		0.0%		0	1 ;	(	0.0% 0.0%	1		#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
	0	-100.0%			0.0%		"	١		0.0%		"		(	0.0%	1		#DIV/0!	#DIV/0!
05 Supervisors 06 Supervisors: Crafts & Trades	١	0.0%			0.0%		0	١		0.0%	] "	"	1 7	()	0.0%	1		#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%			0.0%					0.0%				()	0.0%	1		#DIV/0!	
08 Skilled Sales & Service	0	0.0%			0.0%		0	0		0.0%	ه ا	0			0.0%	1	o o	#DIV/0!	
09 Skilled Crafts & Trades	0	0.0%			0.0%		0	0	- d	0.0%	o	0			0.0%	1	o	#DIV/0!	
10 Clerical Personnel	0	-100.0%			0.0%		0	0	- C	0.0%	. 0	0		)	0.0%		o	#DIV/0!	I
11 Intermediate Sales & Service	0	-100.0%		(	0.0%		0	0	C	0.0%	0	0	(	)	0.0%	6 0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		(	0.0%		0	0	c	0.0%	0	0		)	0.0%	6 0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		(	0.0%		0	0	(	0.0%	0	0	(	)	0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		(	0.0%		0	0	0	0.0%	0	0	(	)	0.0%		0	#DIV/0!	#DIV/0!
Total	0	-100.0%		(	0.0%		0	0	C	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)<sup>1/3</sup> 1) x 100.
- 4 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.

	WORKIOICE Alialysis) · 2) X 10	٧.			
					Table 16: Members of Visible Minorities
Emr	loyment Equity Occupational	Members	of Visible N	Minorities	
	ip (EEOG)	Short-term Go:	als L	ong-term Goals	Comments
		9	%	%	
	Senior Managers		0.0	0.0	
02	Middle & Other Managers		0.0	0.0	
03	Professionals		0.0	]0.0	
04	Semi-Professionals & Tech		0.0	0.0	
05	Supervisors		0.0	0.0	
06	Supervisors: Crafts & Trades		0.0	0.0	
07	Administrative & Sr Clerical		0.0	0.0	
08	Skilled Sales & Service		0.0	0.0	
09	Skilled Crafts & Trades		0.0	0.0	
10	Clerical Personnel		0.0	0.0	
11	Intermediate Sales & Service		0.0	0.0	
12	Semi-Skilled Manual		0.0	0.0	
13	Other Sales & Service		0.0	0.0	
14	Other Manual Workers		0.0	0.0	
Tota	1		0.0	0.0	001703

									Feder	al Contr	actors	Progra	m Achie	evement	Report									
												_	- Wom		•									
										Dor	ne Proc	luction	Partne	rship										
											Decei	mber 2	0, 2018											
			,		·			······		·	·		·			;		,	·		······			
A	В	С	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U	V	W	X	Y
Data source	pes:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E÷D x 100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q-S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
			·	<b>\</b>	,	·↓	<del>\</del>	<b>\</b>	·↓	, <del>\</del>	<del>\</del>	<del>\</del>	<del>\</del>	·	<del>\</del>	·	; <del>\</del>	·	,	,	,	<b>1</b>	·↓	<b>\</b>
					Workfo	orce Ar	nalysis									Flow	Data A	nalysis						
	yment Equity ational Group	Year			W	orkforce					1	Hires				P	romotio				Tei	minatio		
(EEOG			All Employees	Repres	entation	,	men ability	Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	Ac	tual	omen Expected	Difference	All Employees	Acti		omen Expected	Difference
		#	#	#	%	%	#	#	%	#	#	%	#	#	Ħ	#	%	#	#	#	#	%	#	#
01 Sen	nior Managers	2018	1 0	1 0	100.0 0.0	27.4 0.0	•	1 0	365.0 0.0	0	0	0.0	0		0	0	0.0	0	0	0	0	0.0	0	0
1 02 1	ddle & Other magers	2018	31	9		38.9 0.0	:	-3 0	74.6 0.0	0	0	0.0		(		0	0.0	0		0	0	0.0	0	0
	-	2018	9	3		28.6	<u>.                                    </u>	0	116.6		0	0.0		,	1	0	0.0	0			0	0.0	U	0
$\vdash$	ofessionals	0	0	0		0.0		0	0.0	0	0	0.0	0	(	0	0	0.0	0	0	0	0	0.0	0	0
	mi-Professionals & chnicians	2018 0	55	11		28.3 0.0	:	-5	70.7 0.0	0	0	0.0				0	0.0	0	0	0	0	0.0	0	0
	pervisors	2018	1	1	100.0	53.0	1	0	188.7						, 0			0	U	U			U	0
Sun	pervisors: Crafts &	0 2018	0	0		0.0	:	0	0.0	0	0	0.0	0	(	0	0	0.0	0	0	0	0	0.0	0	0
	ides	0	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:				Ĭ																
Data source	œs:		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 ÷ K x 100	Part 3: Goals	F ÷ M x 100											
			<b>↓</b>	↓	↓		<u> </u>	<u> </u>	\	↓	<u> </u>	\	<u> </u>	'										
				Entra						oals	-	-												
	yment Equity ational Group	Year	FI	ow Data Wo	men		Short-te Wo		5		Long-ter Wor								Commen	<b>t</b> e				
(EEOG			All Employees		tual	Goal	Percent of		Percent of	Goal	Percent of	Goal	Percent of					(	Journell	LS				
		#	#	#	9%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met											
01 Sen	nior Managers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Mic Mic	ddle & Other	0	0	0		2	0.0	0.0 38.9		0	0.0	38.9												
	magers	3	0	0	0.0	_		0.0	0.0			0.0	0.0											
03 Pro	ofessionals	3	0	0		0	0.0	0.0			0.0	0.0												
	ni-Professionals &	0	0	0	-	2	0.0	28.3	0.0		0.0													
Tec	chnicians	3	0	0		_		0.0				0.0												
	pervisors	3	0	0		0	0.0	0.0		0	0.0	0.0		•										
	pervisors: Crafts &	0	0	0		0	0.0	0.0			0.0	0.0		ł										

									Feder	al Contr	actors	Progra	m Achie	vement	Report									
													- Wome		•									
										Dor	ne Prod	luction	Partnei	·ship										
											Decer	nber 20	0, 2018											
<u></u>	,	·				,		y		,	······		ļ		.,	.,		······	······		······································			
A	В	C	D	Е	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	T	U	V	W	X	Y
Data	sources:		Part 1: Workforce		E÷D	Part 1: Workforce	DxG	E-H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data	L÷K	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data	V÷Ux 100 U	J x F ÷ 100	V - X
L			Analysis	Allalysis	x 100	Analysis	÷ 100			Data Analysis	Analysis	x 100			1	Analysis			<u> </u>	Data Allalysis	Analysis			
			<b>↓</b>		↓ 'orkfe	→ orce An	↓ alveic								<u>↓</u>	Flow	↓ Data A	↓ nalveie		↓		_ ↓		
Em	ployment Equity	Year		**		orkforce						Hires			T		romotio			Π	Teri	nination	ıs	
000000000000000000000000000000000000000	cupational Group	1 car	All			Wor	men			All			omen	,	All		W	omen		All		Wor		
(Ef	EOG)	#	Employees	Representa	ition %	Availa %	ability #	Gap #	EE Result	Employees	Ac	tual %	Expected #	Difference	Employees	Ac	ual %	Expected	Difference #	Employees	Actua	%	Expected #	Difference
0.7	Administrative &	2018	3	1	33.3	80.1	# 2	-1	41.6	#	#	70	#	#	#	Ħ	70	#	Ŧ	Ħ	#	70	#	#
07	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 & Service Personnel	2018	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 &	2018	0	<del></del>	0.0	0.0		0	0.0			0.0	, v	,		, ,	0.0	, ,	Ů			0.0		
	Trades Workers	0	0	<b>├</b>	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	2018	16	10 0	62.5 0.0	65.8 0.0	11 0	0	95.0	0	0	0.0	0	(		0	0.0	0	0	0	0	0.0	0	0
11	Intermediate Sales &	2018	1	1	100.0	63.9		0	156.5															
-	Service Personnel Semi-Skilled Manual	2018	0	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	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
						(		 			ĭ		 !											
Data	sources:		Part 2: Flow Data Analysis		E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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			New	Entrants		•	•	•	G	oals	•	•	*											
Em	ployment Equity	Year	F	low Data				rm Goals			Long-ter													
000000000000000000000000000000000000000	cupational Group EOG)	Itai	All	Women			Wo Percent of	men	Percent of		Won Percent of		Percent of					(	Commen	ts				
(L)	sOG)		Employees	Actual		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
	Administrative &	# 0	# 0	# 0	0.0	# 0	<b>%</b>	% 50.0	0.0	# 0	0.0	% 50.0	0.0											
07	Senior Clerical	3	0	0	0.0			0.0	0.0			0.0	0.0											
08	Skilled Sales & Service Personnel	3	0	0	0.0		0.0	0.0	0.0	0	0.0	0.0												
09	Skilled Crafts &	0	0	0	0.0	0.110000.110000.11000.1100	0.0	0.0	0.0	0	0.0	0.0												
109	Trades Workers	3	0	0	0.0		0.0	0.0	0.0	^		0.0												
10	Clerical Personnel	3	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
11	Intermediate Sales &	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
H	Service Personnel Semi-Skilled Manual	0	0		0.0	0	0.0	0.0	0.0	0	0.0	0.0												
12	Workers	3	0	0	0.0		0.0	0.0	0.0		1	0.0												

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A I	В	С	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U	V	W	X	Y
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Employment Occupational		Year			W	orkforce						Hires				F	romotio				Te	rminati		
(EEOG)	Group		All Employees	Represe	entation	Wor Avails		Gap	EE Result	All Employees	Ac	tual	Omen Expected	Difference	All Employees	Ac	tual	omen Expected	Difference	All Employees	Act		omen Expected	Difference
		#	Ħ	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
1 131	s & Service	2018	0	0		0.0	0	0	0.0															
Personnel  Other Manu	wal	0 2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	(	0	0	0.0	0	0	0	0	0.0	0	0
14 Workers	iuai	0	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		2018	117	37		38.1	45	-8	83.0															
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	(	0	0	0.0	0	0	0	0	0.0	0	0
Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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			New	Entra	nts				G	oals														
Employment		Year	F	ow Data				m Goals			Long-ter													
Occupational (EEOG)	Group		All Employees	Wor Act		Goal	Wor Percent of Goal Met	nen Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					C	ommen	ts				
		#	#	#	%	#	%	%	%	#	%	%	%											
13 Other Sales Personnel	s & Service	0 3	0	0		0	0.0	0.0	0.0	0	0.0	0.0												
Other Manu	ual	0	0	0		0	0.0	0.0	0.0	0	0.0	0.0												
Workers Walter		3	0	0	0.0			0.0	0.0			0.0	0.0											
Total	-	0 3	0	0		7	0.0	38.1	0.0	0	0.0	40.0												

									Feder	al Contr	actors	Progra	m Achie	vement	Report									
														Peoples	•									
										Don	ne Prod	luction	Partne	ship										
											Decer	nber 20	0, 2018											
Α	В	С	D	E 1	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U	V	W	X	Y
Data	sources:		Part 1: Workforce Analysis	Part 1: Workforce E- Analysis x 1	- D 00	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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				Wo	rkfo	orce An	alysis									Flow E	Data A	nalysis						
	ployment Equity	Year			W	orkforce						Hires				Pr	omotio				Ter	minatio		
	upational Group OG)		All Employees	<u> </u>		Aboriginal Availa			PED 1	All Employees	<u> </u>	_	inal Peoples	Dies	All Employees	Acti		nal Peoples	D.C.	All Employees	Actu		nal Peoples	D.M.
(		#	#	Representation	6 -	Avana %	Bility #	Gap #	EE Result	#	Ac	tual %	Expected #	Difference #	##	Acti	iai %	Expected #	Difference #	#	Actu #	ai %	Expected #	Difference #
0.1	6 : M	2018	1	0	0.0	2.9	0	0	0.0	•	"	·		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,				"	,	,				"
01	Senior Managers	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	C	0	0	0.0	0	0	0	0	0.0	0	0
02	Middle & Other	2018	31		0.0	2.2	1	-1	0.0															
	Managers	0 2018	9	0	0.0	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	C	0	0	0.0	0	0	0	0	0.0	0	0
04	Semi-Professionals &	2018	55		0.0	1.6	1	-1	0.0															
04	Technicians	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	C	0	0	0.0	0	0	0	0	0.0	0	0
05	Supervisors	2018	1 0	0	0.0	1.0	0	0	0.0	0	0	0.0	0			0	0.0	0	0	0	0	0.0	0	0
06	Supervisors: Crafts &	2018	0	<del>                                     </del>	0.0	0.0	0	0	0.0		<u> </u>	0.0	<u> </u>		7	1 1	0.0	Ü	Ů			0.0		
06	Trades	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	C	0	0	0.0	0	0	0	0	0.0	0	0
f											ĭ		1											
Data	sources:		Part 2: Flow Data Analysis	Part 2: Flow Data E ÷ Analysis 10	D x )0	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											
			<u> </u>	<u> </u>	l	<b>\</b>	<b>\</b>	<b>1</b>	↓	↓	` ↓	` ↓	<u> </u>											
				Entrants						oals														
	ployment Equity	Year	F	low Data		5		rm Goals	S		Long-ter													
	upational Group OG)		All	Aboriginal Peo	oles		Aborigina Percent of		Percent of		Aborigina Percent of		Percent of					(	Commen	ts				
(L)L	(00)		Employees	Actual		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
		#	#		4	#	%	%	%	#	%	%	%											
01	Senior Managers	3	0	0	0.0	V	0.0	0.0	0.0	0	0.0	0.0	0.0											
02	Middle & Other	0	0	<del></del>	0.0	0	0.0	2.2	0.0	0	0.0	2.2												
L 02	Managers	3	0		0.0			0.0	0.0			0.0	0.0											
03	Professionals	3	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
	Semi-Professionals &	0	0		0.0	0	0.0	0.0 1.6	0.0	0	0.0	1.6												
04	Technicians	3	0	0	0.0	y	0.0	0.0	0.0			0.0												
05	Supervisors	0	0	l - i -	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
	Supervisors: Crafts &	3	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
06	Trades	3	0	0	0.0		0.0	0.0	0.0		1.0	0.0												

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	В	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	0	R	S	Т	U	V	W	X	Y
<u></u>		i	Part 1:	Part 1:		Part 1:					Part 2:	! !	i			Part 2:	 	~			Part 2			
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 Date	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
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Em	ployment Equity					orce An orkforce						Hires			T		Data A	•			Tor	minatio	ne	
Occ	upational Group	Year	All		**	Aborigina				All			nal Peoples		All	Г		nal Peoples		All	Ter		nal Peoples	
(EE	COG)		Employees	Represer		Availa		Gap	EE Result	Employees		tual :	Expected	Difference	Employees	Ac	tual :	Expected	Difference	Employees	Actus		Expected	Difference
	Administrative &	# 2018	# 3	# 0	0.0	% 0.8	# ()	# 0	0.0	#	#	%	#	#	#	Ħ	%	#	#	#	#	%	#	#
07	Senior Clerical	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	C	) (	0	0.0	0	0	0	0	0.0	0	0
08	Skilled Sales & Service Personnel	2018	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 &	2018	0	<del></del>	0.0	<del></del>		0	0.0	- 0	0	0.0	0		1	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	C	) (	0	0.0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2018	16	- :	0.0	1.2 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 &	2018	1	0	0.0	0.6	0	0	0.0															
	Service Personnel Semi-Skilled Manual	2018	0		0.0	0.0		0	0.0	0	0	0.0	0	C	0	0	0.0	0	0	0	0	0.0	0	0
12	Workers	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	C	) (	0	0.0	0	0	0	0	0.0	0	0
			D (2 F)	Part 2:	E . D	D . 3	F . C	D . 2				D . 2	<u></u>											
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 ÷ K x 100	Part 3: Goals	F ÷ M x 100											
		1	<u> </u>	<b>\</b>	↓	<b>,</b>	↓		↓	<b>\</b>	↓	<u> </u>	↓	•										
				Entran	ts					oals	-	- ·												
	ployment Equity supational Group	Year		low Data Aboriginal	Peoples			rm Goals al Peoples	•		Long-ter Aborigina							r	ommen	te				
	EOG)		All Employees	Actu	al	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met						Junion					
		#	#	#	%	#	%	%	%	#	%	%	%											
07	Administrative & Senior Clerical	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	Skilled Sales &	0	0	<del></del>	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
08	Service Personnel	3	0	0	0.0			0.0	0.0			0.0	0.0											
09	Skilled Crafts & Trades Workers	3	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											
11	Intermediate Sales &	0	0	<del> </del>	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
L"	Service Personnel	3	0	0	0.0		0.0	0.0	0.0	•	0.0	0.0												
12	Semi-Skilled Manual Workers	3	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												

								Feder	al Contr	ractors	Progra	m Achie	vement	Renort									
											_	riginal		poi-									
									Dor	ne Prod	luction	Partner	ship										
										Decei	mber 20	), 2018											
A B	С	D	E	F	G	Н	т	J	K	L	М	N	0	P	О	R	S	Т	U	V	W	X	Y
i A i D				1	 :	11 :	1	:	1	· <u></u>	:	<u> </u>		· · · · · · · · · · · · · · · · · · ·	······································		1	1	1	 !	<u>:</u>	: A	:
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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				Workf	orce An	alysis									Flow	Data A	nalysis						
Employment Equity	Year			N	orkforce						Hires				P	romotio	ns			T	erminati	ons	
Occupational Group (EEOG)		All Employees	0		Aborigin Avail	······	-	Inch i	All Employees		Aborigi tual	nal Peoples	DATE	All Employees		Aborig tual	inal Peoples	FATER	All Employees		Aborig tual	nal Peoples	L DOM
(22,00)	#	#	Represe	entation %	Avan	4DHHY #	Gap #	EE Result	#	#	tuai %	Expected #	Difference #	##	AC #	tuai %	Expected #	Difference #	#	# Ac	tuai %	Expected #	Difference #
Other Sales & Service	2018	0	0	0.0	0.0	0	0	0.0															
Personnel	0 2018	0	0		0.0		0	0.0	C	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
14 Other Manual 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	0
Total	2018	117	0		1.7		-2	0.0															
10111	0	0	0	0.0	0.0	0	0	0.0	C	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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		New	Entra	nts				G	oals														
Employment Equity	Year	Fl	ow Data			Short-ter	m Goal	S		Long-ter	m Goals												
Occupational Group	теаг	All	Aborigin	al Peoples		Aborigina	l Peoples			Aborigina	l Peoples	1					C	ommen	ts				
(EEOG)		Employees	Act		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
Other Sales & Service	# ()	# 0	# 0	<b>%</b> 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											
Other Manual	0	0	0		0	0.0	0.0	0.0	(	0.0	0.0	0.0											
Workers	3	0	0		0	0.0	0.0	0.0	(	0.0	0.0 2.0	0.0											
Total	3	0	0			0.0	0.0	0.0	C	0.0	0.0												

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										al Contr Part 6: R		_			-									
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											Decei	mber 20	0, 2018											
Α	В	C	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U	V	W	X	Y
Data	sources:		Part 1: Workforce	Workforce	E ÷ D x 100	Part 1: Workforce	D x G ÷ 100	E-H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data	L ÷ K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data	V ÷ U x 100	U x F ÷ 100	V - X
<u> </u>			Analysis	Analysis J	 	Analysis L	- 100 J	Ĺl	↓	Jana Analysis	Analysis	J 100	ļ	<b></b>	↓ Jana Analysis	Analysis	J.	I.	J.	J.	Analysis L	T	l	J
			Ψ			orce An	<u> </u>			<u> </u>			•	Ψ	Ψ	Flow I	· · · · · · · · · · · · · · · · · · ·	nalysis		•	•	•		Ψ
	ployment Equity	Year				orkforce/						Hires			T		romotio				Te	rminatio	ns	
	rupational Group COG)		All			Persons with		,		All			ith Disabilitie	,	All			th Disabilitie	,	All			th Disabilities	
(Er	.00)	#	Employees	Represent	ation %	Avails %	ibility #	Gap #	EE Result	Employees #	Ac	tual %	Expected	Difference	Employees	Act	ual %	Expected #	Difference #	Employees	Act	ual %	Expected #	Difference #
01& 02	Managers	2018	32		0.0	4.3 0.0	1	-1 0	0.0		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		0	0	) 0	0		0	0	0	0	0.0	0	0
03	Professionals	2018	9		11.1	3.8	0		292.4	0	0		0	0		0		0	0	0	0	0.0		
04	Semi-Professionals &	2018	55		5.5	4.6	3		118.6			0.0	0	U	, 0		0.0	0	U	0	Ü	0.0		
ļ.,	Technicians	0 2018	0	0	0.0	0.0 13.9	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
05	Supervisors	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
06	Supervisors: Crafts & Trades	2018	0		0.0	0.0	0	0	0.0	0	0	0.0	0	0	) 0	0	0.0	0	0	0	0	0.0	0	0
		ı v			0.0			ı Yı	0.0	· · · · · · · · · · · · · · · · · · ·	ı	1 0.0	·		<u>′1                                    </u>	ı	0.0	v	,	Ů		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											
<u></u>			↓	↓ ↓	<b>\</b>	·↓	<b>\</b>	<u> </u>	<b>\</b>	↓	<u> </u>	<u> </u>	<u> </u>											
			New	/ Entrant	S				G	oals														
Em	ployment Equity	Year		low Data				rm Goals			Long-ter													
	rupational Group EOG)	1 cai	All Employees	Disabili	ties		Persons wit	h Disabilities Goal	Percent of	Goal	Persons with	Disabilities Goal	Percent of					(	Commen	ts				
		#	#	Actus	9/6	Goal	Goal Met	Goal %	Goal Met	Goal	Goal Met	Goal	Goal Met											
01&	Managara	0	7 0	- "	0.0	0	0.0	4.3	0.0	# 0	0.0	4.3												
02	Managers	3	0	0	0.0	_		0.0	0.0	-		0.0												
03	Professionals	3	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
04	Semi-Professionals & Technicians	0 3	0	*;	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
05	Supervisors	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
06	Supervisors: Crafts &	3	0	0	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 I	Progra	m Achie	vement	Report									
								I	Part 6: R	esults -	Person	s with D	isabiliti	es									
									Don			Partner	ship										
										Decen	nber 20	0, 2018											
A B	C	D	E	F	G	Н	I	J	K	L	М	N	О	Р	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	Е-Н	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
	ı	<b>.</b>	↓ .	<b>V</b>	↓.	<b>↓</b>	Ų.	↓	<b>V</b>	<b>\</b>	↓	Ų.	1	↓		<b>.</b>	<b>.</b>	↓	1	1	↓	↓	<b>1</b>
Employment Equity					orce An  orkforce						Hires			ı		Data A romotio	nalysis		ı	То	rminatio	.me	
Occupational Group	Year	All		*	Persons with				All			ith Disabilities		All	1		ith Disabilities		All	10		th Disabilitie	i
(EEOG)		Employees	Represe		Availa	·	Gap	EE Result	Employees		tual	Expected	Difference	Employees		tual :	Expected	Difference	Employees	Act		Expected	Difference
07 Administrative & Senior Clerical	2018	3	# 0		3.4		0	0.0	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
08 Skilled Sales & Service Personnel	0 2018 0	0	0	0.0	0.0 0.0 0.0	0	0	0.0 0.0 0.0	0	0		0	0	0	0		0	0	0	0	0.0	0	0
O9 Skilled Crafts & Trades Workers	2018	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	2018	16	0	0.0	7.0 0.0	1	-1	0.0	0	0	0.0	0	0	0	0		0	0	0	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2018	1 0	0	0.0	5.6 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	2018	0	0	0.0	0.0	0	0	0.0	0	0		0	0	0	0		0	0	0	0		0	0
		,		0.0			,	0.0	×	```				ı	· ·		ı vı		ı v		0.0	V	Ů
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D x$ $100$	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											
		↓	·↓	<u> </u>	i	↓	·↓	<u>↓</u>	↓	<del>\</del>	·↓	<u>\</u>											
		New	Entrai	nts					oals														
Employment Equity	Year	F	ow Data Person			Short-tei				Long-ter							_						
Occupational Group (EEOG)		All Employees	Disab			Persons with Percent of		Percent of		Persons with Percent of	<u> </u>	Percent of					C	ommen	ts				
	#	#	Act	ual %	Goal	Goal Met	Goal %	Goal Met	Goal	Goal Met	Goal	Goal Met											
07 Administrative & Senior Clerical	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
08 Skilled Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
O9 Skilled Crafts & Trades Workers	0	0	0	0.0	0	0.0	0.0	0.0	1 1100 1100 1100 1100 1100	0.0	0.0	0.0											
10 Clerical Personnel	0	0	0	0.0	0	0.0	7.0	0.0	0	0.0	7.0												
Intermediate Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0												
Service Personnel  Semi-Skilled Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
WOIKEIS	3	<u> </u>	U 0	0.0			0.0	0.0			0.0	0.0											

									Feder	al Contr	actors	Prograi	m Achie	vement	Report									
										art 6: R														
										Don	ne Prod	luction	Partner	ship										
											Decer	nber 20	), 2018											
Α	В	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U	V	W	X	Y
Data so	urces:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	UxF÷100	0 V - X
			↓	<b>\</b>		<u>↓</u>	i↓	<b>.</b>	<b>1</b>	↓	<del>\</del>	i↓	↓	<b>1</b>	↓	<del>\</del>	; <b>\</b>	↓	; ↓	.i	1	<b>\</b>	i	i
					Workfo	rce An	alysis									Flow	Data A	nalysis						
	loyment Equity pational Group	Year	All			orkforce	h Disabilities			All		Hires Persons w	ith Disabilitie		All	I	romotio	ns ith Disabilitie	4	All	Т	erminat	tions with Disabiliti	ies
(EEC			Employees	Represe	······	Avails		Gap	EE Result	Employees	Ac	tual	Expected	Difference	Employees	Ac	tual	Expected	Difference	Employees	Ai	tual	Expected	
	vi	#	#	#	%	%	#	#	%	#	#	%	Ħ	#	#	#	%	#	#	#	#	%	#	#
	Other Sales & Service Personnel	2018	0	0	0.0	0.0 0.0	:	ľ	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	C	0.	.0	ا ا
1 14 1	Other Manual	2018	0	0	0.0	0.0	0		0.0															
V	Vorkers	0 2018	0 117	0 4		0.0 4.8			0.0 71.2	0	0	0.0	0	0	0	0	0.0	0	0	0	C	0.	.0 (	) 0
Total		0	0	0		0.0			0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	C	0.	.0 (	) 0
f				D 2				Ĭ			Ĭ													
Data so	urces:		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÷Kx 100	Part 3: Goals	F ÷ M x 100											
·			↓ ↓	↓	<b>↓</b>	↓	<b>\</b>	<b>\</b>	Ţ	<b>V</b>	<b>\</b>	<b></b>	<b>J</b>											
				Entra					G	oals														
	loyment Equity	Year	FI	ow Data				rm Goals			Long-ter													
Occu (EEC	pational Group )G)		All Employees	Disah Aci		Goal	Percent of	h Disabilities Goal	Percent of	Goal	Persons with Percent of	Disabilities Goal	Percent of					(	Commen	ts				
		#	#	#	%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met											
1 1 3 1	Other Sales & Service	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
- P	ersonnel Other Manual	3	0	0		<u></u>	0.0	0.0	0.0	0	0.0	0.0	0.0											
1 14 1	Vorkers	3	0	0		U	0.0	0.0	0.0	U	0.0	0.0												
Total		0	0	0		1	0.0	4.0 0.0	0.0	0	0.0	4.0 0.0	0.0											

								Feder	al Contr	actors	Progra	m Achie	vement	Report									
								Par	t 7: Resu	ılts - M	embers	of Visib	le Mino	rities									
									Dor	ne Prod	luction	Partner	ship										
										Decei	mber 20	0, 2018											
A B	С	D	E	F	G	Н	I	J	K	L	М	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	) V - X
		<b>J</b>	↓	<b>\</b>	<b>\</b>	1	<b>\</b>	<b>\</b>	<b>↓</b>	<b>\</b>	1	↓	Ţ	` ↓	` ↓	Ų.	↓	↓	1	J	<b>\</b>	<b>\</b>	<b>\</b>
			V	Vorkf	orce An	alysis									Flow	Data A	nalysis						
Employment Equity Occupational Group	Year			W	orkforce/						Hires				P	'romotio				Te	rminatio		
(EEOG)		All Employees	Represen	tation	Visible N Avails		Gap	EE Result	All Employees	A.	Visible	Minorities Expected	Difference	All Employees	Ac		Minorities Expected	Difference	All Employees	Ac	Visible	Minorities Expected	Difference
	#	Ħ	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	9/6	#	#
01 Senior Managers	2018	1 0	0	0.0	10.1 0.0	0	0	0.0	(	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	
02 Middle & Other Managers	2018	31	7	22.6	15.0 0.0	5	2	150.5	0	0 0		0	0	0	0		0	0	0	0		0	
03 Professionals	2018	9	0	0.0	22.0 0.0	2	-2	0.0					0		0		0	0	0	0		0	
04 Semi-Professionals & Technicians	2018	55	9	16.4	16.4 0.0	9	0	99.8		) 0		0	0		0		0	0		0		0	
05 Supervisors	2018	1	0	0.0	45.8 0.0	0	0	0.0		) 0		0	0		0		0	0	0	0		0	
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0.0	0	0	0.0				0	0		0		0	0	0	0		0	
Traces	1 0	<u> </u>	U	0.0	0.0	U	0	0.0		<u>/                                      </u>	: 0.0		0	1 0	1 0	0.0	V	0	1 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÷Kx 100	Part 3: Goals	F ÷ M x 100											
		<u> </u>							<u> </u>														
			Entran	ts					oals														
Employment Equity	Year	F	ow Data Visible Mi	aneltine		Short-te Visible M	rm Goals	S		Long-ter Visible M							,	4					
Occupational Group (EEOG)		All Employees	Actu		Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of					Ĺ	Commen	IS .				
	#	#	#	%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met											
01 Senior Managers	3	0	0	0.0	0	0.0	0.0	0.0	C	0.0	0.0	0.0											
02 Middle & Other Managers	0 3	0	0	0.0	0	0.0	0.0	0.0	C	0.0	0.0												
03 Professionals	0 3	0	0	0.0	0	0.0	22.0 0.0	0.0	***************************************	0.0	22.0 0.0	0.0											
04 Semi-Professionals & Technicians	0	0	0	0.0	0	0.0	0.0	0.0	C	0.0	0.0	0.0											
05 Supervisors	0	0	0	0.0	0	0.0	0.0	0.0	C	0.0	0.0	0.0											
06 Supervisors: Crafts & Trades	0 3	0	0	0.0	0	0.0	0.0 0.0 0.0	0.0 0.0 0.0	C	0.0	0.0 0.0 0.0	0.0											

									Fede	al Contr	actors	Progra	m Achie	vement	Report									
									Par	t 7: Resu	ilts - M	embers	of Visil	le Mino	rities									
										Dor	ne Proc	luction	Partne	ship										
											Dece	mber 20	0, 2018											
Α	В	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	s	Т	U	V	W	X	Y
Data s	ources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
L			↓ ↓	↓ ↓	↓	↓	i↓	i↓	↓	i↓	↓	.i↓	i↓	↓	.i↓	↓	<b>↓</b>	i↓	↓	i	J	J	↓	↓
					Workfo	orce An	nalysis									Flow	Data A	nalysis						
	oloyment Equity	Year			W	orkforce						Hires				P	romotio				Tei	minatio		
(EE	upational Group OG)		All Employees	D	entation		dinorities ability	T 6	EE Result	All Employees	<b>.</b>	Visible	Minorities	Difference	All Employees	Ac		Minorities	Difference	All Employees	Acti		Minorities	Diff.
`		#	#	#	**************************************	%	# #	Gap #	EE Resun	#	#	. w	Expected #	##	#	#	· "	Expected #	#	#	#	%	Expected #	Difference #
	Administrative & Senior Clerical	2018 0	3	1	33.3 0.0	37.3 0.0	:	0	89.4 0.0	0	0	0.0	0	0	) 0	0	0.0	0	0	0	0	0.0	0	0
1 () × 1	Skilled Sales & Service Personnel	2018	0	0	0.0	0.0	0	0	0.0	0				0		0		0	0	0	0	0.0	0	0
09	Skilled Crafts & Trades Workers	2018	0	0	0.0	0.0	0	0	0.0	0				0		0		0	0	0	0	0.0	0	0
$\vdash$	Clerical Personnel	2018	16	6	37.5	43.5	7	-1	86.2				0	0	0			0	0	0			0	0
	Intermediate Sales & Service Personnel	2018	1	0	0.0	0.0 48.9	0	- ·		0			0	0	0	0	0.0	0	0	0	0	0.0	0	0
12	Semi-Skilled Manual	2018	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	1 0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Data s	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷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											
		ı	<b>,</b>	↓	↓	<b>↓</b>	↓	↓	↓	<b>\</b>	↓	↓	↓	·										
				Entra						oals	-													
	oloyment Equity upational Group	Year		ow Data	Imorities		Short-te Visible N	rm Goal: Amorities	S		Long-ter Visible M	m Goals						,	Commen	to.				
(EE			All Employees		tual	Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of					(	Juntiell	1.5				
		#	#	#	%	#	Goal Met	- Wa	Goal Met	#	Goal Met	%	Goal Met											
07	Administrative &	0	0	0		0	0.0	0.0			0.0		0.0											
	Senior Clerical	3	0	0		-		0.0		-		0.0	0.0											
08	Skilled Sales & Service Personnel	3	0	0		0	0.0	0.0		***************************************	0.0	0.0	0.0											
00	Skilled Crafts &	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	2	0.0											
	Trades Workers	3	0	0		-		0.0		200.1120.1120.1120.1120.1120.1		0.0	0.0											
	Clerical Personnel	3	0	0	0.0	I	0.0	43.5 0.0	0.0	***************************************	0.0	0.0	0.0											
11	Intermediate Sales & Service Personnel	3	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	Semi-Skilled Manual Workers	3	0	0		0	0.0	0.0			0.0	0.0	0.0											

								Feder	al Contr	actors	Progra	m Achie	vement	Report									
									t 7: Resu		_			-									
									Dor	ne Prod	luction	Partner	ship										
										Decei	mber 20	), 2018											
A B	С	D	E	F	G	Н	I	J	K	L	М	N	O	P	0	R	S	T	U	V	w	X	Y
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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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Other Sales & Service Personnel	3	0	0	0.0	0	0.0	0.0	0.0	C	0.0	0.0	0.0											
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14 Workers	3	0	0	0.0			0.0	0.0			0.0	0.0											
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# Federal Contractors Program Achievement Report Part 8: Reasonable Efforts Dome Production Partnership December 20, 2018

# **Efforts**

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

Contra	ctors 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.

	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 ation'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):

# **About Bell's Diversity Questionnaire**

Bell is dedicated to building a workforce that reflects the diversity of the communities in which we live and provide services and where every team member has the opportunity to reach their full potential. To achieve this, it's important that we capture information such as gender, ability, religion, sexual orientation, etc. from all employees. Once we have this data, it is analysed to ensure that we have people from a variety of backgrounds across the business and that our hiring practices are fair.

By completing the diversity questionnaire you help us better target our diversity and inclusion programs and ensure that Bell meets our requirements as a federally regulated employer. A high response rate provides a more accurate picture of our workforce which in turn helps us measure our progress toward making Bell a more inclusive place to work.

The personal details you give are always kept private and you don't have to give any details you don't want to – simply select the 'prefer not to answer' option for any question you would like to skip. Data is maintained on secure servers with restricted access and you can log-in and change your responses at any time.

For more information about Bell's diversity and inclusion strategy, please visit BellNet.

To complete the questionnaire in an alternative format, such as on paper, in large font or in Braille, please email us at <code>inclusion@bell.ca</code>.



## **Diversity Questionnaire**

All employees are required to submit the Diversity Questionnaire. If you do not wish to provide your information, please choose to opt out using the button at the bottom of this form.

If you require and alternative format of the questionnaire such as paper format, in large font or in Braille please email inclusion@bell.ca

## **Aboriginal peoples**

Aboriginal is a term used to describe the original inhabitants (or indigenous people) of Canada and their descendants. Aboriginal people in Canada include First Nations, Inuit and Métis people.

Based on this definition, do you consider yourself to be an Aboriginal person?

- o Yes
- o No
- Prefer not to answer

If you consider yourself to be of Aboriginal ancestry, please tell us your specific ancestral group. Check one only.

- First Nations
- o Inuit
- Métis
- Mixed-race aboriginal ancestry
- o Indigenous group not included here
- o Prefer not to answer

## **Ethnicity (Visible Minorities)**

Ethnicity refers to one's ethnic or cultural origins or roots and should not be confused with citizenship, nationality, language or place of birth. For example, a person who has Canadian citizenship, speaks Panjabi and was born in the United States may be of Guyanese ethnic origin. In Canada, members of visible minorities are those who are non-Caucasian in race or "non-white" in colour. Examples of members of visible minorities are listed below.

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

- Yes
- o No
- Prefer not to answer

Which of the following best describes your ethnic identity or cultural origins. Check one only.

## Asian

- Asian Caribbean (e.g. Guyanese, Trinidadian)
- o East Asian (e.g. Chinese, Japanese, Korean)
- South Asian (e.g. Indian, Pakistani, Sri Lankan)
- South East Asian (e.g. Malaysian, Filipino, Vietnamese)
- Other

#### Black

- o African (e.g. Ghanaian, Kenyan, Somali)
- o Caribbean (e.g. Barbadian, Jamaican, Grenadian)
- o North American (e.g. Canadian, American)
- South and Central American (e.g. Brazilian, Panamanian)
- Other

## Latin / Hispanic

- o Caribbean (e.g. Cuban, Haitian)
- o Central American (e.g. Mexican, Honduran)
- South American (e.g. Brazilian, Argentinean)
- o Other

#### Middle Eastern

- o North African (e.g. Libyan, Moroccan)
- Middle Eastern (e.g. Syrian, Lebanese)
- West Asia (e.g. Iranian, Afghani)
- Other

#### White

- o European (e.g. British, Italian, Russian, Portuguese)
- North American (e.g. Canadian)
- o South/Central American (e.g. Argentinean, Chilean)
- Other
- Mixed race (for example, mother of Middle Eastern descent and father of European decent)
- Other racial or ethnic identity <please specify>
- Prefer not to answer

#### Persons with disabilities

Persons with disabilities are those who have long-term or recurring physical, mental, sensory, psychiatric or learning limitations. This includes persons whose functional limitations have been accommodated in their current job or workplace. Examples of disabilities are listed below.

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

- Yes
- o No
- Prefer not to answer

If you are a person with a disability, which of the following type of disability are you currently living with? You may select more than one.

- Addiction to alcohol or drugs
- o Blindness or visual impairment (e.g. unable to see, difficulty seeing, glaucoma)
- o Chronic illness (e.g. epilepsy, cystic fibrosis, diabetes)
- Coordination or dexterity limitation (e.g., difficulty using hands/arms, grasping objects, using a keyboard)
- Deafness or hearing limitation

- Developmental disability (e.g. autism, Down syndrome)
- Learning disability (e.g., dyslexia, attention deficit, hyperactivity disorder)
- Mental illness (e.g. anxiety, depression, mood disorder)
- Mobility limitation (e.g., difficulty moving from one office to another, walking long distances, using stairs)
- Physical disability (e.g., cerebral palsy, use of a wheelchair)
- o Speech limitation (unable to speak or difficulty speaking and being understood)
- Other disabilities
- o Prefer not to answer

#### Gender

Gender is a broad term encompassing a range of characteristics, including physical anatomy and identity.

Based on this definition, what is your gender? You may select more than one.

- o Female
- Male
- Trans-identified
- Intersex
- Other <Please specify>
- o Prefer not to answer

## Language

What is your mother tongue?

- o English
- o French
- A language other than French or English
- Prefer not to answer

## Religion

Religion refers to a person's connection to or affiliation with any religious group, body, or defined community or system of belief. Religion is not limited to a formal membership in a religious organization or group.

Based on this definition, which of the following best describes your religious or spiritual affiliation?

- Atheism
- Buddhism
- o Catholic (e.g. Roman, Ukrainian)
- Christian Orthodox / Eastern Orthodox
- Hinduism
- o Islam (e.g. Sunni, Shia)
- Judaism (Jewish)
- o Protestant (e.g. Anglican, Presbyterian, Lutheran, United)
- Sikhism
- Other or more than one religion(s) <please specify>
- No religious affiliation
- o Prefer not to answer

## **Sexual Orientation**

Sexual orientation describes the physical, emotional and affectionate attraction an individual feels for another individual. Gay, straight and bisexual are all sexual orientations.

Based on this definition, what is your sexual orientation?

- Bisexual
- o Gay / Lesbian
- Heterosexual (straight)
- Other <please specify>
- Prefer not to answer

## **Dependants**

A dependant is a person who relies on you as their main source of financial support or someone who requires your assistance in attending to their basic personal needs and care. Dependants may include children, parents, family members or persons with disabilities.

Based on this definition, do you provide care to a dependant?

- Yes
- o No
- Prefer not to answer

If yes, to whom do you provide dependent care? Check all that apply, including dependants that do not live with you in your home:

- o Child or children under 18 years of age
- o Child or children 18 years of age and over
- o Dependant(s) with disabilities
- o Immediate family member (other than child or elder)
- Parent or parents
- Partner/Spouse (stay at home)
- o Other
- o Prefer not to answer

#### Veterans

A veteran is a person who has served in the Canadian Armed Forces and includes those that are currently active as reservists.

Based on this definition, do you consider yourself to be a veteran?

- Yes
- o No
- Prefer not to answer

#### **Newcomer Status**

## Were you born in Canada?

- Yes
- No > What year did you first arrive in Canada? <Please specify year from drop down>
- Prefer not to answer

## Opt out

I do not wish to participate in the Diversity Questionnaire

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

**Employer Name:** Dome Productions Partnership

**Primary Location:** Toronto (ON)

**Number of Employees: 117** 

98 British Columbia Manitoba 2 Ontario 1

13 Alberta 3 Québec

## **Organization Overview:**

NAICS 5179 Other Telecommunications

Dome Productions Inc. provides video and audio post production services to film markets. The company also offers Webcasting solutions, hosts broadcast services and telecommunications services.

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

Initiated: 2019-01-05 Received: 2019-02-28 Workforce Analysis: 2018-02-20

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

Number of employees the questionnaire was sent to:

Number of questionnaires returned:

Number of completed questionnaires returned:

#	%
117	100
98	84
98	84

- The questionnaire or accompanying documentation indicates that an employee may self-identify as being a member of more than one group.
- ☐ The questionnaire has an employee identifier.
- ☐ The questionnaire includes a question on gender if this information cannot be obtained from payroll or personnel records.
- The guestionnaire indicates that it is available in alternate formats upon request.
- □ 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:

• The employee identifier is missing. Since the questionnaire is completed online through a company self-serve tool, the identifier is captured through the system.

## **WORKFORCE ANALYSIS & GOAL SETTING**

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

Observations: None

## **SUMMARY OF GOALS**

## Women

Workforce Analysis Results		Goals				
Employment Equity Occupational Group		Gap	Short- term	Long- term	Representation	LMA
	(EEOG)		(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-3	38.9	38.9	29.0	38.9
04	Semi-Professionals & Technicians	-5	28.3	28.3	20.0	28.3
07	Admin & Senior Clerical Personnel	-1	50.0	50.0	33.3	80.1
10	Clerical Personnel	-1	-	-	62.5	65.8

## Observations:

• A goal is not required for EEOG 10 given than the current availability is above 50%.

# **Aboriginal Peoples**

Workforce Analysis Results		Goals				
Employment Equity Occupational Group		Gap	Short- term	Long- term	Representation	LMA
	(EEOG)		(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-1	2.2	2.2	0.0	2.2
04	Semi-Professionals & Technicians	-1	1.6	1.6	0.0	1.6

**Observations: None** 

## **Members of Visible Minorities**

Workforce Analysis Results		Goals				
Formula and Formits Occurred Construction of Construction			Short-	Long-	Representation	LMA
Er	Employment Equity Occupational Group (EEOG)		term	term		
			(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
03	Professionals	-2	22.0	22.0	0.0	22.0
10	Clerical Personnel	-1	43.5	43.5	37.5	43.5

**Observations: None** 

## **Persons with Disabilities**

Workforce Analysis Results		Goals				
Employment Equity Occupational Group (EEOG)			term term	Long- term	Representation	LMA
		Gap	(1 to 3 years)	(3+ years)		
#	Description	#	%	%	%	%
1/2	Managers	-1	4.3	4.3	0.0	4.3
10	Clerical Personnel	-1	7.0	7.0	0.0	7.0

**Observations: None** 

### **RECOMMENDATION**

I recommend that	the employer be found
⊠in compliance	☐in non-compliance

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

• Given that Dome Productions Partnership has a few gaps for women and minor gaps in Indigenous Peoples, Person with Disabilities and Members of Visible Minorities groups, it may be beneficial for this organization to develop relationships with colleges or other professional associations to identify and hire qualified students or professionals that are part of this designated group.

Name of Analyst: Maurice Yakibonge

Date: 2018-03-04

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

Sent: March 20, 2019 8:31 AM

To: 'jlatka@domeprod.com' <jlatka@domeprod.com>

Cc: 'eva.gula@bellmedia.ca' <eva.gula@bellmedia.ca>; 'marina.difazio@bell.ca'

<marina.difazio@bell.ca>

Subject: Government of Canada Agreement Number: 10000664 - Notification of Compliance with the

**Federal Contractors Program** 

Cette information est également disponible en français sur demande.

#### Dear Joe Latka:

I am writing to inform you that the compliance assessment initiated on January 1, 2019 has been completed. As a result of the assessment, Dome Productions Partnership has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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

Based on a review of the information submitted by your organization, you will find a recommendation below for your consideration to ensure the ongoing success of Dome Productions Partnership's employment equity program.

 Given that Dome Productions Partnership has a few gaps for women and minor gaps in Indigenous Peoples, Person with Disabilities and Members of Visible Minorities groups, it may be beneficial for this organization to develop relationships with colleges or other professional associations to identify and hire qualified students or professionals that are part of this designated group.

#### **Next Steps**

Under the terms of the FCP, your organization will be subject to a subsequent compliance assessment four years after the award date of your initial goods or services contract and every three years thereafter. The next assessment will be initiated on January 5, 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 Dome Productions Partnership is notified of a subsequent assessment, the following information will be required:

- Workforce data (Form1 to 6) at the national level.
- A current workforce analysis; and
- 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, Dome Productions Partnership 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 Maurice Yakibonge at maurice.yakibonge@labour-travail.gc.ca.

Your cooperation during the course of this compliance assessment was appreciated and we wish Dome Productions Partnership continued success in achieving a diverse and inclusive workplace.

Workplace Equity Team

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



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

From: Di Fazio, Marina <marina.difazio@bell.ca>

Sent: December 10, 2018 11:33 AM

**To:** Yakibonge, Ntambwe N [NC] <maurice.yakibonge@labour-travail.gc.ca> **Cc:** Debos, Tina <tina.debos@bell.ca>; Gula, Eva <Eva.Gula@bellmedia.ca>

Subject: RE: Government of Canada Contract 08A33-170162/001/CW - Notice of Obligation under the

**Federal Contractors Program** 

Thanks Maurice. I will have the contact information updated in WEIMS.

For the questionnaire, Dome uses the same online questionnaire that is used for the Bell companies. This questionnaire ensures we are covering the 4 designated groups under the employment equity program and also helps us with our overall goal of creating a fully diverse and inclusive workforce. When we launched the questionnaire in 2015 we did review our approach with the ESDC who reviewed and provided feedback that we subsequently implemented their recommendations. I'm not sure the format that was provided to you portrayed the full scope of the questionnaire so I'm sending you an alternate version (Attachment 1).

## Here is a response to the concerns you sent to Eva:

- An employee identifier is missing since the questionnaire is completed online through a company self-serve tool, the identifier is captured through the system
- The questionnaire or accompanying documentation must indicate that an employee may selfidentify as being a member of more than one group. — This is covered in the introduction of the questionnaire (See attachment 2 for the employment equity definitions and obligations)
- The questionnaire must clearly indicate that answering the self-identification questions is voluntary. This is done in the introduction of the questionnaire by advising that the employee can opt-out (See attachment #1)

The personal details you give are always kept private and you don't have to give any details you don't want to – simply select the 'prefer not to answer' option for any question you would like to skip. Data is maintained on secure servers with restricted access and you can log-in and change your responses at any time.

- The questionnaire must indicate that the information gathered is confidential and will only be shared with others within the organization in order to carry-out employment equity obligations.

  . This is done in the introduction of the questionnaire (See attachment 1 and attachment 2 for the employment equity definitions and obligations)
- The questionnaire must indicate that employees can update or change information about themselves at any time. – This is covered in the introduction of the questionnaire (See attachment 2 for the employment equity definitions and obligations)

I hope this is helpful and please let me know if you have any further questions about the questionnaire. Otherwise we are progressing with Dome's first compliance assessment.

#### Marina

Marina Di Fazio
Senior Project Manager, HR Strategic Initiatives
T: 416-353-4202 | M: 416-200-1994
The content of this message is subject to our e-mail confidentiality policy:
www.bell.ca/enterprise/EntGnl EmailConfidentialityWarning.page?language=en

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

**Sent:** December-06-18 7:59 AM

To: Di Fazio, Marina < marina.difazio@bell.ca >

Cc: Gula, Eva < Eva.Gula@bellmedia.ca >

Subject: RE: Government of Canada Contract 08A33-170162/001/CW - Notice of Obligation under the

**Federal Contractors Program** 

Good morning Marina,

Thank you for your email confirming that you are responsible for the employment equity program for Dome Productions Partnership.

I recommend that you update the contact information pertaining to the person responsible for employment equity. Updates can be made in the <u>Workplace Equity Information Management System (WEIMS)</u> by selecting Update your employer information from the Main Menu, then by entering the new information under the Contact tab.

Regarding the self-identification questionnaire I received from Eva Gula, it is important to review my recommendation and update the document. As explained in the email I sent to Eva, additional questions should not be included in the workforce survey if they are not related to employment equity, not separated from the self-identification questions or not optional to answer. In addition, definitions must be consistent with the workforce survey questionnaire contained in <a href="Schedule IV">Schedule IV</a> of the <a href="Employment Equity Regulations">Employment Equity Regulations</a>. Finally, the questionnaire did not include important elements.

Attached is a self-identification questionnaire template you may use to update your questionnaire.

Please review the self-identification questionnaire and send me the updated version for approval. If you have any questions, please do not hesitate to contact me.

Thank you,

## Maurice Ntambwe Yakibonge

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

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



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

From: Di Fazio, Marina [mailto:marina.difazio@bell.ca]

**Sent:** December-05-18 3:31 PM **To:** Yakibonge, Ntambwe N [NC]

Cc: Gula, Eva

Subject: FW: Government of Canada Contract 08A33-170162/001/CW - Notice of Obligation under the

Federal Contractors Program

Hi Maurice, I'm responsible for the employment equity program at Bell and will be supporting Dome for this obligation. You can contact me on this going forward.

Thanks, Marina

Marina Di Fazio
Senior Project Manager, HR Strategic Initiatives
T: 416-353-4202 | M: 416-200-1994
The content of this message is subject to our e-mail confidentiality policy:
<a href="https://www.bell.ca/enterprise/EntGnl">www.bell.ca/enterprise/EntGnl</a> EmailConfidentialityWarning.page?language=en

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

Sent: Monday, August 06, 2018 7:50 AM

**To:** Latka, Joe **Cc:** Gula, Eva

Subject: RE: Government of Canada Contract 08A33-170162/001/CW - Notice of Obligation under the

**Federal Contractors Program** 

Importance: High

Good morning,

On March 21, 2018, I sent you an email to request a copy of the self-identification questionnaire of your organization. It is important that you share the questionnaire with me before surveying your employees.

Could you please send me a copy of your self-identification questionnaire? If you do not have one, I recommend that you use the enclosed template to create your questionnaire.

If you have any questions, please do not hesitate to contact me.

Thank you,

Maurice Yakibonge

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

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



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From: Yakibonge, Maurice [NC] Sent: March-21-18 4:21 PM

To: 'Latka, Joe' Cc: Gula, Eva

Subject: RE: Government of Canada Contract 08A33-170162/001/CW - Notice of Obligation under the

**Federal Contractors Program** 

Good afternoon Joe,

Thank you for your email. The first step for your organization is to conduct a workforce survey to determine the representation of the four designated groups (women, Aboriginal peoples, persons with disabilities and members of visible minorities). Please find enclosed a template you may use for your survey. If you already have a self-identification questionnaire in your organization, please share the document with me before surveying your employees.

You also need to get access to the Workplace Equity Information Management System (WEIMS). Please complete and submit an <u>Authorization Form to Access WEIMS</u> via email to <u>ee-eme@hrsdc-rhdcc.gc.ca</u>. <u>WEIMS</u> is a secure, cost-free, web-based reporting system available to assist your organization in meeting its obligations.

For your reference, you can access the required documentation for your first compliance assessment under FCP Documents of WEIMS <u>Help page</u>.

Should you have any questions or require assistance, please feel free to contact me at <a href="maintenant-name="maintenant-n

Kind regards,

## Maurice Yakibonge

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

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From: Latka, Joe [mailto:Joe.Latka@domeprod.com]

**Sent:** March-20-18 12:36 PM **To:** Yakibonge, Maurice [NC]

Cc: Gula, Eva

Subject: RE: Government of Canada Contract 08A33-170162/001/CW - Notice of Obligation under the

**Federal Contractors Program** 

Thanks Maurice – sorry for the delay in getting back to you

for the

past 2+ weeks.

No issues with us adhering to the requirements – Eva Gula, our HR Consultant, will be the main point of contact for this.

Let us know if you need anything further at this point.

Joe

Joe Latka | Vice President, Finance & Business Admin.

Dome Productions | t 416.341.2047 | jlatka@domeprod.com 1 Blue Jays Way, Suite 3400 Toronto, ON M5V 1J3

http://www.domeproductions.ca



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

Sent: Saturday, March 03, 2018 3:06 PM

To: Latka, Joe Cc: Gula, Eva

Subject: Government of Canada Contract 08A33-170162/001/CW - Notice of Obligation under the

**Federal Contractors Program** 

Cette information est également disponible en français sur demande.

#### Dear Joe Latka:

On January 5<sup>th</sup>, 2018, Dome Productions Partnership was awarded Government of Canada contract 08A33-170162/001/CW with a value of \$ 2708929. Further to the signed Agreement to Implement Employment Equity (AIEE), Dome Productions Partnership is subject to the <u>Federal Contractors Program</u> (FCP) under the *Employment Equity Act*.

Your organization has been assigned an **AIEE number:** 10000664. If you wish to bid on future Government of Canada contracts valued at \$1 million or more (including all applicable taxes), please ensure you use this number.

As an employer subject to the FCP, your organization is required to undertake the following activities and report on your progress to the Labour Program:

- 1. conduct a survey of your employees and collect information on the representation of your workforce:
- 2. complete a workforce analysis and an Achievement Report that includes short-term and longterm numerical goals to address identified gaps in representation; and
- 3. make reasonable progress and reasonable efforts to achieve the identified goals.

On **January 5<sup>th</sup>, 2019**, your organization will be contacted by the Labour Program to submit all required information and undergo an initial FCP compliance assessment.

The first step in meeting your obligations under the FCP is to conduct a workforce survey to determine the representation of the four designated groups (women, Aboriginal peoples, persons with disabilities and members of visible minorities). We ask that you share your workforce survey with your Program Officer before surveying your employees. We are available to assist you in designing and implementing the survey to ensure accurate results and compliance with the FCP.

Achieving compliance with the requirements of the FCP is a prerequisite for maintaining the right to bid on and receive any future federal contracts of any value.

The FCP applies to contractors that:

- are provincially regulated;
- have a combined workforce in Canada of 100 or more permanent full-time and/or permanent part-time employees; and
- have received an initial federal government goods and services contract, a standing offer or a supply arrangement valued at \$1 million or more (including all applicable taxes).

If Dome Productions Partnership no longer meets the requirements of the FCP, we request that you send a written confirmation of this fact, informing us which requirements Dome Productions Partnership no longer meets, via email to ee-eme@hrsdc-rhdcc.gc.ca.

Additional information regarding the FCP is available here.

### **Tools and Resources**

In order to support this work, we encourage you to use the <u>Workplace Equity Information Management System</u> (WEIMS). For your reference, please refer to the *Quick Reference Guide for Contractors: How to Complete a Compliance Assessment Submission under the Federal Contractors Program.* This document can be accessed under FCP Documents of WEIMS <u>Help page</u>.

<u>WEIMS</u> is a secure, cost-free, web-based reporting system available to assist your organization in meeting its obligations. Through this application, you can upload your workforce data, then conduct and submit your workforce analysis (activity 2 above). This application has the capability to:

- store and maintain your organization's employment equity information;
- create backup files of your data; and
- generate a workforce analysis using the latest Census data.

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

We strongly recommend that you use the goal-setting tools available in WEIMS. These tools simplify the process of calculating and establishing short- and long-term goals for addressing gaps in representation within your organization (activity 3 above). Please refer to the attached *Quick Reference Guide* for details.

Should you have any questions or require assistance, please contact your Program Officer, Maurice Yakibonge, at <a href="mailto:maurice.yakibonge@labour-travail.gc.ca">maurice.yakibonge@labour-travail.gc.ca</a>.

Équipe de l'équité en emploi / Workplace Equity Team

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

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

From: Di Fazio, Marina <marina.difazio@bell.ca>

Sent: March 7, 2019 4:12 PM

To: Yakibonge, Ntambwe N [NC] <maurice.yakibonge@labour-travail.gc.ca>

Cc: Gula, Eva <Eva.Gula@bellmedia.ca>; Debos, Tina <tina.debos@bell.ca>; Latka, Joe

<Joe.Latka@domeprod.com>

Subject: RE: Extension to Submit Federal Contractors Program Compliance Assessment Information -

10000664

Hi Maurice,

We are aligned with the short and long-term goals being set to at least equal to the percentage availability which we will aim for should vacancies occur.

Also we noticed an error on the sheet where 5% growth was stated for gapped areas. This is not accurate so I've removed the growth rate – with what we know now there is no expectation for growth.

Let me know if you have any questions.

Thanks, Marina

Marina Di Fazio
Senior Project Manager, HR Strategic Initiatives
T: 416-353-4202 | M: 416-200-1994
The content of this message is subject to our e-mail confidentiality policy:
www.bell.ca/enterprise/EntGnl EmailConfidentialityWarning.page?language=en

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

Sent: March-04-19 2:09 PM

**To:** Di Fazio, Marina < <u>marina.difazio@bell.ca</u>>

Cc: Gula, Eva <Eva.Gula@bellmedia.ca>; Debos, Tina <tina.debos@bell.ca>; Latka, Joe

<Joe.Latka@domeprod.com>

**Subject:** RE: Extension to Submit Federal Contractors Program Compliance Assessment Information - 10000664

Good afternoon Marina,

The minimum standard to meet the Program requirements is wherever there is a gap in your workforce (as shown in the Workforce Analysis), a short and a long-term goal must be set <u>at least equal</u> to the Availability Rate (i.e. percentage Availability). The goals are set as a percentage of new hires and promotions. We understand that there is not a lot of movement or expected growth / turnover forecasted in your organization. However, the goals can be considered should a vacancy occur.

In addition, note that:

- A goal is not required for women when the present representation is above 50%.
- A maximum goal of 50% for women is recommended regardless of availability levels to avoid occupational segregation and to ensure that occupations in this group are welcoming of both men and women.

Please find attached the Achievement Report updated with goals meeting the minimum standard Program requirements for your review and approval. Please reply to this email with your approval by March 7, 2019.

If you have any questions, please do not hesitate to contact us.

Thank you,

#### Maurice Ntambwe Yakibonge

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

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

Sent: March-01-19 2:58 PM

**To:** 'Di Fazio, Marina' <<u>marina.difazio@bell.ca</u>>; EE-EME <<u>ee-eme@hrsdc-rhdcc.gc.ca</u>> **Cc:** Gula, Eva <<u>Eva.Gula@bellmedia.ca</u>>; Debos, Tina <<u>tina.debos@bell.ca</u>>; Latka, Joe

<Joe.Latka@domeprod.com>

Subject: RE: Extension to Submit Federal Contractors Program Compliance Assessment Information -

10000664

Good afternoon Marina,

Thank you for submitting the Compliance Assessment for Dome Productions Partnership. I will review and analyze the submission in the coming weeks.

In the meantime, if you have any questions please do not hesitate to contact me.

Kind regards,

Maurice Ntambwe Yakibonge

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

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Maurice. Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099



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From: Di Fazio, Marina <marina.difazio@bell.ca>

**Sent:** February-28-19 9:23 PM

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

Cc: Gula, Eva <Eva.Gula@bellmedia.ca>; Debos, Tina <tina.debos@bell.ca>; Latka, Joe

<Joe.Latka@domeprod.com>

Subject: RE: Extension to Submit Federal Contractors Program Compliance Assessment Information -

10000664

Hello.

We have attained a >83% participation rate in the Workforce survey. Although the participation rate increased there were no additional employees who self-identified and therefore there is no change to the Workforce Analysis. Please find within the revised submission.

The following information is included:

- 1) Workforce survey questionnaire (attached #1&2)
- 2) Workforce survey results:
  - a. # of questionnaires sent out to employees = 117 (all full time, no part time regular employees at Dome)
  - b. # of blank, partially and fully completed questionnaires that were returned = 98
  - c. # of fully completed SIQ returned = 98
- 3) Workforce Analysis we have granted the ESDC officers access to view our workforce analysis results.
  - a. Summary report (attached #3)
  - b. Detailed report (attached #4)
- 4) Achievement report (attached #5)
  - a. We have included the achievement report with a current assessment of short and long term goals which we will continue to review and refine. There is not a lot of movement or expected growth / turnover forecasted. We are planning to do another campaign to promote participation in the workforce survey questionnaire in 2019 which we believe will improve some of the areas of under-representation.
  - b. We are continuing to review long-term goal setting and ways to achieve our goals. Continued evaluation will be done to monitor and verify these goals and tactics.

Please contact me if you have any questions.

Thanks, Marina

From: <a href="maurice.yakibonge@labour-travail.gc.ca">maurice.yakibonge@labour-travail.gc.ca</a> On Behalf Of <a href="maurice.yakibonge@labour-travail.gc.ca">ee-eme@hrsdc-rhdcc.gc.ca</a>

Sent: February-05-19 11:33 AM

To: Latka, Joe < Joe.Latka@domeprod.com >

Cc: Gula, Eva < Eva. Gula@bellmedia.ca >; Debos, Tina < tina.debos@bell.ca >; Di Fazio, Marina

<marina.difazio@bell.ca>

Subject: Extension to Submit Federal Contractors Program Compliance Assessment Information -

10000664

Good morning,

You have requested an extension to submit your organization's information for the compliance assessment under the Federal Contractors Program beyond the initial deadline set by the Labour Program of Employment and Social Development Canada.

As requested, we hereby grant you an extension until **February 28, 2019.** 

Should you have any questions regarding your compliance assessment, do not hesitate to contact us at: ee-eme@hrsdc-rhdcc.gc.ca.

Équipe de l'équité en emploi / Workplace Equity Team

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

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



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From: Di Fazio, Marina < marina.difazio@bell.ca>

**Sent:** February-05-19 9:42 AM

**To:** Yakibonge, Ntambwe N [NC] < <u>maurice.yakibonge@labour-travail.gc.ca</u>> **Cc:** Gula, Eva < <u>Eva.Gula@bellmedia.ca</u>>; Debos, Tina < <u>tina.debos@bell.ca</u>>

Subject: RE: Dome FCP submission - Jan 2019

Good morning Maurice,

Attached is the extension form signed by Joe Latka, VP, Finance and Business Admin at Dome productions. We are still short a couple of employees to reach the 80% participation rate. We do have a diversity campaign starting next week and we feel this will help us get there.

Thanks, Marina