



s.24(1)

Labour Program
Federal Contractors Program

OFFICIAL USE ONLY
Agreement N°:

Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization ESI Canada	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) Express Scripts Canada	Business Number ██████████ PG0001 Total number of employees in Canada (Permanent Full-Time and/or Part-Time) 355
Organization's North American Industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm 524299	<input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 5770 Hurontario Street 10th floor	City Mississauga	Province ON	Postal Code L6Y 5L3
Telephone Number 905-712-8615			

EMPLOYMENT EQUITY CONTACT			
Name (print) Anthea Gomez	Title Director, Human Resources & Corporate Services		
Telephone Number 905-712-6312	E-mail Address agomez@express-scripts.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	

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

SIGNATORY			
<p>NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.</p>			
Name (print) Michael G. Biskey	Title President		
Telephone Number 905-712-6313	E-mail Address mbiskey@express-scripts.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	
Signature 	Date (YYYY-MM-DD) 2017-08-25		

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

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



Workplace Equity Information Management System - ESI Canada

Workforce Analysis - Summary Report

Date: 2018-12-12

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	22	10	45.5 %	27.4 %	6	4
02 : Middle and Other Managers	41	25	61.0 %	38.9 %	16	9
03 : Professionals	135	68	50.4 %	38.4 %	52	16
04 : Semi-Professionals and Technicians	34	9	26.5 %	23.1 %	8	1
05 : Supervisors	14	8	57.1 %	52.9 %	7	1
07 : Administrative and Senior Clerical Personnel	26	22	84.6 %	80.1 %	21	1
10 : Clerical Personnel	17	15	88.2 %	64.8 %	11	4
11 : Intermediate Sales and Service Personnel	115	91	79.1 %	63.7 %	73	18
Total	404	248	61.4 %	48.1 %	194	54

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - ESI Canada

Workforce Analysis - Summary Report

Date: 2018-12-12

Aboriginal Peoples

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples				Gap #
		Representation		Availability		
		#	%	%	#	
01 : Senior Managers	22	0	0.0 %	2.9 %	1	-1
02 : Middle and Other Managers	41	2	4.9 %	2.2 %	1	1
03 : Professionals	135	1	0.7 %	1.3 %	2	-1
04 : Semi-Professionals and Technicians	34	1	2.9 %	1.4 %	0	1
05 : Supervisors	14	1	7.1 %	1.0 %	0	1
07 : Administrative and Senior Clerical Personnel	26	1	3.8 %	0.8 %	0	1
10 : Clerical Personnel	17	0	0.0 %	0.7 %	0	0
11 : Intermediate Sales and Service Personnel	115	6	5.2 %	1.0 %	1	5
Total	404	12	2.9 %	1.3 %	5	7

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - ESI Canada

Workforce Analysis - Summary Report

Date: 2018-12-12

Members of Visible Minorities

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities				Gap #
		Representation		Availability		
		#	%	%	#	
01 : Senior Managers	22	4	18.2 %	10.1 %	2	2
02 : Middle and Other Managers	41	12	29.3 %	15.0 %	6	6
03 : Professionals	135	70	51.9 %	29.7 %	40	30
04 : Semi-Professionals and Technicians	34	20	58.8 %	34.8 %	12	8
05 : Supervisors	14	4	28.6 %	43.7 %	6	-2
07 : Administrative and Senior Clerical Personnel	26	15	57.7 %	37.3 %	10	5
10 : Clerical Personnel	17	11	64.7 %	42.7 %	7	4
11 : Intermediate Sales and Service Personnel	115	38	33.0 %	43.3 %	50	-12
Total	404	174	43.1 %	33.0 %	133	41

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - ESI Canada

Workforce Analysis - Summary Report

Date: 2018-12-12

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	63	2	3.2 %	4.3 %	3	-1
03 : Professionals	135	5	3.7 %	3.8 %	5	0
04 : Semi-Professionals and Technicians	34	1	2.9 %	4.6 %	2	-1
05 : Supervisors	14	1	7.1 %	13.9 %	2	-1
07 : Administrative and Senior Clerical Personnel	26	0	0.0 %	3.4 %	1	-1
10 : Clerical Personnel	17	1	5.9 %	7.0 %	1	0
11 : Intermediate Sales and Service Personnel	115	5	4.3 %	5.6 %	6	-1
Total	404	15	3.7 %	4.9 %	20	-5

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-12-12

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Summary Report

Date: 2018-12-12

WFA Defaults - Persons with Disabilities

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

Workplace Equity Information Management System - ESI Canada
Workforce Analysis - Comparison Detailed Report
 Date #1 (YYYY-MM-DD): 2018-01-01 Date #2 (YYYY-MM-DD): 2018-12-18

Women

Employment Equity Occupational Group	Internal Location	All Employees			Representation									Availability			Gap			Recruitment Area
		2018-01-01	2018-12-18	Change	2018-01-01	2018-12-18	Change	2018-01-01	2018-12-18	Change	2018-01-01	2018-12-18	Change	2018-01-01	2018-12-18	Change	2018-01-01	2018-12-18	Change	
		#	#	#	#	#	#	%	%	%	%	%	%	#	#	#	#	#	#	
01 : Senior Managers	National	21	22	1	9	10	1	42.9 %	45.5 %	2.6 %	27.4 %	27.4 %	0.0 %	6	6	0	3	4	1	National
02 : Middle and Other Managers	National	40	41	1	26	25	-1	65.0 %	61.0 %	-4.0 %	38.9 %	38.9 %	0.0 %	16	16	0	10	9	-1	National
03 : Professionals		124	135	11	60	68	8	48.4 %	50.4 %	2.0 %	38.2 %	38.4 %	0.2 %	47	52	5	13	16	3	
1111 : Financial auditors and accountants	National	11	11	0	8	9	1	72.7 %	81.8 %	9.1 %	55.1 %	55.1 %	0.0 %	6	6	0	2	3	1	National
1112 : Financial and investment analysts	National	3	3	0	0	0	0	0.0 %	0.0 %	0.0 %	50.1 %	50.1 %	0.0 %	2	2	0	-2	-2	0	National
1121 : Human resources professionals	National	1	1	0	1	1	0	100.0 %	100.0 %	0.0 %	71.1 %	71.1 %	0.0 %	1	1	0	0	0	0	National
1122 : Professional occupations in business management consulting	National	3	3	0	2	2	0	66.7 %	66.7 %	0.0 %	42.0 %	42.0 %	0.0 %	1	1	0	1	1	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	2	4	2	2	4	2	100.0 %	100.0 %	0.0 %	66.4 %	66.4 %	0.0 %	1	3	2	1	1	0	National
2147 : Computer engineers (except software engineers and designers)	National	3	3	0	1	1	0	33.3 %	33.3 %	0.0 %	12.6 %	12.6 %	0.0 %	0	0	0	1	1	0	National
2151 : Architects	National	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	28.9 %	28.9 %	0.0 %	0	0	0	0	0	0	National
2171 : Information systems analysts and consultants	National	40	38	-2	20	18	-2	50.0 %	47.4 %	-2.6 %	28.3 %	28.3 %	0.0 %	11	11	0	9	7	-2	National
2172 : Database analysts and data administrators	National	7	11	4	3	4	1	42.9 %	36.4 %	-6.5 %	35.2 %	35.2 %	0.0 %	2	4	2	1	0	-1	National
2173 : Software engineers and designers	National	6	6	0	0	0	0	0.0 %	0.0 %	0.0 %	17.4 %	17.4 %	0.0 %	1	1	0	-1	-1	0	National
2174 : Computer programmers and interactive media developers	National	19	21	2	4	6	2	21.1 %	28.6 %	7.5 %	17.9 %	17.9 %	0.0 %	3	4	1	1	2	1	National
2175 : Web designers and developers	National	0	4	4	0	3	3	0.0 %	75.0 %	75.0 %	32.9 %	32.9 %	0.0 %	0	1	1	0	2	2	National
3131 : Pharmacists	National	16	17	1	10	11	1	62.5 %	64.7 %	2.2 %	61.3 %	61.3 %	0.0 %	10	10	0	0	1	1	National
3132 : Dietitians and nutritionists	National	1	1	0	1	1	0	100.0 %	100.0 %	0.0 %	93.8 %	93.8 %	0.0 %	1	1	0	0	0	0	National
4011 : University professors and lecturers	National	1	1	0	1	1	0	100.0 %	100.0 %	0.0 %	43.3 %	43.3 %	0.0 %	0	0	0	1	1	0	National
4131 : NOC 2006 - College and Other Vocational Instructors	National	1	1	0	1	1	0	100.0 %	100.0 %	0.0 %	55.0 %	55.0 %	0.0 %	1	1	0	0	0	0	National
4165 : Health policy researchers, consultants and program officers	National	2	2	0	1	1	0	50.0 %	50.0 %	0.0 %	73.5 %	73.5 %	0.0 %	1	1	0	0	0	0	National
5121 : Authors and writers	National	3	3	0	1	1	0	33.3 %	33.3 %	0.0 %	54.9 %	54.9 %	0.0 %	2	2	0	-1	-1	0	National

Workplace Equity Information Management System - ESI Canada
Workforce Analysis - Comparison Detailed Report
 Date #1 (YYYY-MM-DD): 2018-01-01 Date #2 (YYYY-MM-DD): 2018-12-18

Women

Employment Equity Occupational Group	Internal Location	All Employees			Representation									Women			Availability			Gap			Recruitment Area
		2018-01-01	2018-12-18	Change	2018-01-01	2018-12-18	Change	2018-01-01	2018-12-18	Change	2018-01-01	2018-12-18	Change	2018-01-01	2018-12-18	Change	2018-01-01	2018-12-18	Change				
		#	#	#	#	#	#	%	%	%	%	%	%	#	#	#	#	#	#				
5125 : Translators, terminologists and interpreters	National	4	4	0	4	4	0	100.0 %	100.0 %	0.0 %	69.9 %	69.9 %	0.0 %	3	3	0	1	1	0	National			
04 : Semi-Professionals and Technicians		34	34	0	9	9	0	26.5 %	26.5 %	0.0 %	23.1 %	23.1 %	0.0 %	8	8	0	1	1	0				
2281 : Computer network technicians	Ontario	22	23	1	3	3	0	13.6 %	13.0 %	-0.6 %	20.8 %	20.8 %	0.0 %	5	5	0	-2	-2	0	Ontario			
2281 : Computer network technicians	Québec	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	18.5 %	18.5 %	0.0 %	0	0	0	0	0	0	Québec			
2282 : User support technicians	Ontario	8	8	0	5	5	0	62.5 %	62.5 %	0.0 %	24.2 %	24.2 %	0.0 %	2	2	0	3	3	0	Ontario			
2282 : User support technicians	Québec	1	1	0	1	1	0	100.0 %	100.0 %	0.0 %	19.6 %	19.6 %	0.0 %	0	0	0	1	1	0	Québec			
2283 : Information systems testing technicians	Ontario	2	2	0	0	0	0	0.0 %	0.0 %	0.0 %	46.8 %	46.8 %	0.0 %	1	1	0	-1	-1	0	Ontario			
05 : Supervisors		14	14	0	7	8	1	50.0 %	57.1 %	7.1 %	52.9 %	52.9 %	0.0 %	7	7	0	0	1	1				
Employment Equity Occupational Group	Montréal	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	50.8 %	50.8 %	0.0 %	1	1	0	-1	-1	0	Montréal			
Employment Equity Occupational Group	Toronto	13	13	0	7	8	1	53.8 %	61.5 %	7.7 %	53.0 %	53.0 %	0.0 %	7	7	0	0	1	1	Toronto			
07 : Administrative and Senior Clerical Personnel		32	26	-6	27	22	-5	84.4 %	84.6 %	0.2 %	80.1 %	80.1 %	0.0 %	26	21	-5	1	1	0				
Employment Equity Occupational Group	Toronto	32	26	-6	27	22	-5	84.4 %	84.6 %	0.2 %	80.1 %	80.1 %	0.0 %	26	21	-5	1	1	0	Toronto			
10 : Clerical Personnel		22	17	-5	20	15	-5	90.9 %	88.2 %	-2.7 %	64.9 %	64.8 %	-0.1 %	14	11	-3	6	4	-2				
Employment Equity Occupational Group	Montréal	3	3	0	2	2	0	66.7 %	66.7 %	0.0 %	62.5 %	62.5 %	0.0 %	2	2	0	0	0	0	Montréal			
Employment Equity Occupational Group	Toronto	19	14	-5	18	13	-5	94.7 %	92.9 %	-1.8 %	65.2 %	65.2 %	0.0 %	12	9	-3	6	4	-2	Toronto			
11 : Intermediate Sales and Service Personnel		121	115	-6	94	91	-3	77.7 %	79.1 %	1.4 %	63.6 %	63.7 %	0.1 %	77	73	-4	17	18	1				
Employment Equity Occupational Group	Moncton	3	3	0	2	2	0	66.7 %	66.7 %	0.0 %	63.9 %	63.9 %	0.0 %	2	2	0	0	0	0	Moncton			
Employment Equity Occupational Group	Montréal	17	16	-1	7	7	0	41.2 %	43.8 %	2.6 %	61.8 %	61.8 %	0.0 %	11	10	-1	-4	-3	1	Montréal			
Employment Equity Occupational Group	Toronto	95	85	-10	81	74	-7	85.3 %	87.1 %	1.8 %	63.9 %	63.9 %	0.0 %	61	54	-7	20	20	0	Toronto			
Employment Equity Occupational Group	Vancouver	4	8	4	2	5	3	50.0 %	62.5 %	12.5 %	64.2 %	64.2 %	0.0 %	3	5	2	-1	0	1	Vancouver			
Employment Equity Occupational Group	Winnipeg	2	3	1	2	3	1	100.0 %	100.0 %	0.0 %	65.5 %	65.5 %	0.0 %	1	2	1	1	1	0	Winnipeg			

Workplace Equity Information Management System - ESI Canada
Workforce Analysis - Comparison Detailed Report
 Date #1 (YYYY-MM-DD): 2018-01-01 Date #2 (YYYY-MM-DD): 2018-12-18

Women

Employment Equity Occupational Group	Internal Location	Women																		Recruitment Area
		All Employees			Representation						Availability						Gap			
		2018-01-01 #	2018-12-18 #	Change #	2018-01-01 #	2018-12-18 #	Change #	2018-01-01 %	2018-12-18 %	Change %	2018-01-01 %	2018-12-18 %	Change %	2018-01-01 #	2018-12-18 #	Change #	2018-01-01 #	2018-12-18 #	Change #	
Total		408	404	-4	252	248	-4	61.8 %	61.4 %	-0.4 %	49.2 %	48.1 %	-1.2 %	201	194	-7	51	54	3	

Total may not equal sum of components due to rounding.

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

Workplace Equity Information Management System - ESI Canada
Workforce Analysis - Comparison Detailed Report
 Date #1 (YYYY-MM-DD): 2018-01-01 Date #2 (YYYY-MM-DD): 2018-12-18

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees			Representation									Aboriginal Peoples			Availability			Gap			Recruitment Area
		2018-01-01	2018-12-18	Change	2018-01-01	2018-12-18	Change	2018-01-01	2018-12-18	Change	2018-01-01	2018-12-18	Change	2018-01-01	2018-12-18	Change	2018-01-01	2018-12-18	Change				
		#	#	#	#	#	#	%	%	%	%	%	%	%	#	#	#	#	#	#			
01 : Senior Managers	National	21	22	1	0	0	0	0.0 %	0.0 %	0.0 %	2.9 %	2.9 %	0.0 %	1	1	0	-1	-1	0	National			
02 : Middle and Other Managers	National	40	41	1	1	2	1	2.5 %	4.9 %	2.4 %	2.2 %	2.2 %	0.0 %	1	1	0	0	1	1	National			
03 : Professionals		124	135	11	1	1	0	0.8 %	0.7 %	-0.1 %	1.3 %	1.3 %	0.0 %	2	2	0	-1	-1	0				
1111 : Financial auditors and accountants	National	11	11	0	0	0	0	0.0 %	0.0 %	0.0 %	1.3 %	1.3 %	0.0 %	0	0	0	0	0	0	National			
1112 : Financial and investment analysts	National	3	3	0	0	0	0	0.0 %	0.0 %	0.0 %	0.9 %	0.9 %	0.0 %	0	0	0	0	0	0	National			
1121 : Human resources professionals	National	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	2.7 %	2.7 %	0.0 %	0	0	0	0	0	0	National			
1122 : Professional occupations in business management consulting	National	3	3	0	0	0	0	0.0 %	0.0 %	0.0 %	1.6 %	1.6 %	0.0 %	0	0	0	0	0	0	National			
1123 : Professional occupations in advertising, marketing and public relations	National	2	4	2	0	0	0	0.0 %	0.0 %	0.0 %	2.1 %	2.1 %	0.0 %	0	0	0	0	0	0	National			
2147 : Computer engineers (except software engineers and designers)	National	3	3	0	0	0	0	0.0 %	0.0 %	0.0 %	0.9 %	0.9 %	0.0 %	0	0	0	0	0	0	National			
2151 : Architects	National	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	0.6 %	0.6 %	0.0 %	0	0	0	0	0	0	National			
2171 : Information systems analysts and consultants	National	40	38	-2	1	1	0	2.5 %	2.6 %	0.1 %	1.1 %	1.1 %	0.0 %	0	0	0	1	1	0	National			
2172 : Database analysts and data administrators	National	7	11	4	0	0	0	0.0 %	0.0 %	0.0 %	1.3 %	1.3 %	0.0 %	0	0	0	0	0	0	National			
2173 : Software engineers and designers	National	6	6	0	0	0	0	0.0 %	0.0 %	0.0 %	0.6 %	0.6 %	0.0 %	0	0	0	0	0	0	National			
2174 : Computer programmers and interactive media developers	National	19	21	2	0	0	0	0.0 %	0.0 %	0.0 %	1.0 %	1.0 %	0.0 %	0	0	0	0	0	0	National			
2175 : Web designers and developers	National	0	4	4	0	0	0	0.0 %	0.0 %	0.0 %	1.5 %	1.5 %	0.0 %	0	0	0	0	0	0	National			
3131 : Pharmacists	National	16	17	1	0	0	0	0.0 %	0.0 %	0.0 %	1.1 %	1.1 %	0.0 %	0	0	0	0	0	0	National			
3132 : Dietitians and nutritionists	National	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	1.9 %	1.9 %	0.0 %	0	0	0	0	0	0	National			
4011 : University professors and lecturers	National	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	1.3 %	1.3 %	0.0 %	0	0	0	0	0	0	National			
4131 : NOC 2006 - College and Other Vocational Instructors	National	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	2.1 %	2.1 %	0.0 %	0	0	0	0	0	0	National			
4165 : Health policy researchers, consultants and program officers	National	2	2	0	0	0	0	0.0 %	0.0 %	0.0 %	4.4 %	4.4 %	0.0 %	0	0	0	0	0	0	National			
5121 : Authors and writers	National	3	3	0	0	0	0	0.0 %	0.0 %	0.0 %	1.9 %	1.9 %	0.0 %	0	0	0	0	0	0	National			

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees			Representation									Aboriginal Peoples						Recruitment Area	
		All Employees			Representation			Availability			Gap										
		2018-01-01 #	2018-12-18 #	Change #	2018-01-01 #	2018-12-18 #	Change #	2018-01-01 %	2018-12-18 %	Change %	2018-01-01 %	2018-12-18 %	Change %	2018-01-01 #	2018-12-18 #	Change #	2018-01-01 #	2018-12-18 #	Change #		
5125 : Translators, terminologists and interpreters	National	4	4	0	0	0	0	0.0 %	0.0 %	0.0 %	2.9 %	2.9 %	0.0 %	0	0	0	0	0	0	0	National
04 : Semi-Professionals and Technicians		34	34	0	1	1	0	2.9 %	2.9 %	0.0 %	1.4 %	1.4 %	0.0 %	0	0	0	0	1	1	0	
2281 : Computer network technicians	Ontario	22	23	1	1	1	0	4.5 %	4.3 %	-0.2 %	1.4 %	1.4 %	0.0 %	0	0	0	0	1	1	0	Ontario
2281 : Computer network technicians	Québec	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	1.1 %	1.1 %	0.0 %	0	0	0	0	0	0	0	Québec
2282 : User support technicians	Ontario	8	8	0	0	0	0	0.0 %	0.0 %	0.0 %	1.6 %	1.6 %	0.0 %	0	0	0	0	0	0	0	Ontario
2282 : User support technicians	Québec	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	1.3 %	1.3 %	0.0 %	0	0	0	0	0	0	0	Québec
2283 : Information systems testing technicians	Ontario	2	2	0	0	0	0	0.0 %	0.0 %	0.0 %	1.0 %	1.0 %	0.0 %	0	0	0	0	0	0	0	Ontario
05 : Supervisors		14	14	0	1	1	0	7.1 %	7.1 %	0.0 %	1.0 %	1.0 %	0.0 %	0	0	0	0	1	1	0	
Employment Equity Occupational Group	Montréal	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	0.8 %	0.8 %	0.0 %	0	0	0	0	0	0	0	Montréal
Employment Equity Occupational Group	Toronto	13	13	0	1	1	0	7.7 %	7.7 %	0.0 %	1.0 %	1.0 %	0.0 %	0	0	0	0	1	1	0	Toronto
07 : Administrative and Senior Clerical Personnel		32	26	-6	3	1	-2	9.4 %	3.8 %	-5.6 %	0.8 %	0.8 %	0.0 %	0	0	0	0	3	1	-2	
Employment Equity Occupational Group	Toronto	32	26	-6	3	1	-2	9.4 %	3.8 %	-5.6 %	0.8 %	0.8 %	0.0 %	0	0	0	0	3	1	-2	Toronto
10 : Clerical Personnel		22	17	-5	1	0	-1	4.5 %	0.0 %	-4.5 %	0.7 %	0.7 %	0.0 %	0	0	0	0	1	0	-1	
Employment Equity Occupational Group	Montréal	3	3	0	0	0	0	0.0 %	0.0 %	0.0 %	0.8 %	0.8 %	0.0 %	0	0	0	0	0	0	0	Montréal
Employment Equity Occupational Group	Toronto	19	14	-5	1	0	-1	5.3 %	0.0 %	-5.3 %	0.7 %	0.7 %	0.0 %	0	0	0	0	1	0	-1	Toronto
11 : Intermediate Sales and Service Personnel		121	115	-6	10	6	-4	8.3 %	5.2 %	-3.1 %	0.9 %	1.0 %	0.1 %	1	1	0	0	9	5	-4	
Employment Equity Occupational Group	Moncton	3	3	0	0	0	0	0.0 %	0.0 %	0.0 %	1.4 %	1.4 %	0.0 %	0	0	0	0	0	0	0	Moncton
Employment Equity Occupational Group	Montréal	17	16	-1	1	1	0	5.9 %	6.3 %	0.4 %	0.9 %	0.9 %	0.0 %	0	0	0	0	1	1	0	Montréal
Employment Equity Occupational Group	Toronto	95	85	-10	8	4	-4	8.4 %	4.7 %	-3.7 %	0.6 %	0.6 %	0.0 %	1	1	0	0	7	3	-4	Toronto
Employment Equity Occupational Group	Vancouver	4	8	4	0	0	0	0.0 %	0.0 %	0.0 %	2.3 %	2.3 %	0.0 %	0	0	0	0	0	0	0	Vancouver
Employment Equity Occupational Group	Winnipeg	2	3	1	1	1	0	50.0 %	33.3 %	-16.7 %	9.8 %	9.8 %	0.0 %	0	0	0	0	1	1	0	Winnipeg

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	Aboriginal Peoples																		Recruitment Area
		All Employees			Representation						Availability						Gap			
		2018-01-01 #	2018-12-18 #	Change #	2018-01-01 #	2018-12-18 #	Change #	2018-01-01 %	2018-12-18 %	Change %	2018-01-01 %	2018-12-18 %	Change %	2018-01-01 #	2018-12-18 #	Change #	2018-01-01 #	2018-12-18 #	Change #	
Total		408	404	-4	18	12	-6	4.4 %	2.9 %	-1.5 %	1.3 %	1.3 %	0.1 %	5	5	0	13	7	-6	

Total may not equal sum of components due to rounding.

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

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees			Representation									Members of Visible Minorities						Recruitment Area
		All Employees			Representation			Availability			Gap									
		2018-01-01 #	2018-12-18 #	Change #	2018-01-01 #	2018-12-18 #	Change #	2018-01-01 %	2018-12-18 %	Change %	2018-01-01 %	2018-12-18 %	Change %	2018-01-01 #	2018-12-18 #	Change #	2018-01-01 #	2018-12-18 #	Change #	
01 : Senior Managers	National	21	22	1	4	4	0	19.0 %	18.2 %	-0.8 %	10.1 %	10.1 %	0.0 %	2	2	0	2	2	0	National
02 : Middle and Other Managers	National	40	41	1	10	12	2	25.0 %	29.3 %	4.3 %	15.0 %	15.0 %	0.0 %	6	6	0	4	6	2	National
03 : Professionals		124	135	11	64	70	6	51.6 %	51.9 %	0.3 %	30.0 %	29.7 %	-0.3 %	37	40	3	27	30	3	
1111 : Financial auditors and accountants	National	11	11	0	6	6	0	54.5 %	54.5 %	0.0 %	27.5 %	27.5 %	0.0 %	3	3	0	3	3	0	National
1112 : Financial and investment analysts	National	3	3	0	3	3	0	100.0 %	100.0 %	0.0 %	35.4 %	35.4 %	0.0 %	1	1	0	2	2	0	National
1121 : Human resources professionals	National	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	14.1 %	14.1 %	0.0 %	0	0	0	0	0	0	National
1122 : Professional occupations in business management consulting	National	3	3	0	2	2	0	66.7 %	66.7 %	0.0 %	21.6 %	21.6 %	0.0 %	1	1	0	1	1	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	2	4	2	0	2	2	0.0 %	50.0 %	50.0 %	16.9 %	16.9 %	0.0 %	0	1	1	0	1	1	National
2147 : Computer engineers (except software engineers and designers)	National	3	3	0	1	1	0	33.3 %	33.3 %	0.0 %	38.2 %	38.2 %	0.0 %	1	1	0	0	0	0	National
2151 : Architects	National	1	1	0	1	1	0	100.0 %	100.0 %	0.0 %	23.6 %	23.6 %	0.0 %	0	0	0	1	1	0	National
2171 : Information systems analysts and consultants	National	40	38	-2	19	17	-2	47.5 %	44.7 %	-2.8 %	31.4 %	31.4 %	0.0 %	13	12	-1	6	5	-1	National
2172 : Database analysts and data administrators	National	7	11	4	5	7	2	71.4 %	63.6 %	-7.8 %	32.3 %	32.3 %	0.0 %	2	4	2	3	3	0	National
2173 : Software engineers and designers	National	6	6	0	2	2	0	33.3 %	33.3 %	0.0 %	40.5 %	40.5 %	0.0 %	2	2	0	0	0	0	National
2174 : Computer programmers and interactive media developers	National	19	21	2	10	11	1	52.6 %	52.4 %	-0.2 %	31.5 %	31.5 %	0.0 %	6	7	1	4	4	0	National
2175 : Web designers and developers	National	0	4	4	0	3	3	0.0 %	75.0 %	75.0 %	22.8 %	22.8 %	0.0 %	0	1	1	0	2	2	National
3131 : Pharmacists	National	16	17	1	10	10	0	62.5 %	58.8 %	-3.7 %	32.2 %	32.2 %	0.0 %	5	5	0	5	5	0	National
3132 : Dietitians and nutritionists	National	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	16.3 %	16.3 %	0.0 %	0	0	0	0	0	0	National
4011 : University professors and lecturers	National	1	1	0	1	1	0	100.0 %	100.0 %	0.0 %	19.1 %	19.1 %	0.0 %	0	0	0	1	1	0	National
4131 : NOC 2006 - College and Other Vocational Instructors	National	1	1	0	1	1	0	100.0 %	100.0 %	0.0 %	19.9 %	19.9 %	0.0 %	0	0	0	1	1	0	National
4165 : Health policy researchers, consultants and program officers	National	2	2	0	1	1	0	50.0 %	50.0 %	0.0 %	21.0 %	21.0 %	0.0 %	0	0	0	1	1	0	National
5121 : Authors and writers	National	3	3	0	1	1	0	33.3 %	33.3 %	0.0 %	10.7 %	10.7 %	0.0 %	0	0	0	1	1	0	National

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees			Members of Visible Minorities									Recruitment Area						
		Representation			Availability			Gap												
		2018-01-01 #	2018-12-18 #	Change #	2018-01-01 #	2018-12-18 #	Change #	2018-01-01 %	2018-12-18 %	Change %	2018-01-01 %	2018-12-18 %	Change %		2018-01-01 #	2018-12-18 #	Change #			
5125 : Translators, terminologists and interpreters	National	4	4	0	1	1	0	25.0 %	25.0 %	0.0 %	22.2 %	22.2 %	0.0 %	1	1	0	0	0	0	National
04 : Semi-Professionals and Technicians		34	34	0	19	20	1	55.9 %	58.8 %	2.9 %	34.2 %	34.8 %	0.6 %	12	12	0	7	8	1	
2281 : Computer network technicians	Ontario	22	23	1	12	13	1	54.5 %	56.5 %	2.0 %	34.1 %	34.1 %	0.0 %	8	8	0	4	5	1	Ontario
2281 : Computer network technicians	Québec	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	13.1 %	13.1 %	0.0 %	0	0	0	0	0	0	Québec
2282 : User support technicians	Ontario	8	8	0	5	5	0	62.5 %	62.5 %	0.0 %	35.9 %	35.9 %	0.0 %	3	3	0	2	2	0	Ontario
2282 : User support technicians	Québec	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	18.2 %	18.2 %	0.0 %	0	0	0	0	0	0	Québec
2283 : Information systems testing technicians	Ontario	2	2	0	2	2	0	100.0 %	100.0 %	0.0 %	46.6 %	46.6 %	0.0 %	1	1	0	1	1	0	Ontario
05 : Supervisors		14	14	0	4	4	0	28.6 %	28.6 %	0.0 %	43.7 %	43.7 %	0.0 %	6	6	0	-2	-2	0	
Employment Equity Occupational Group	Montréal	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	16.7 %	16.7 %	0.0 %	0	0	0	0	0	0	Montréal
Employment Equity Occupational Group	Toronto	13	13	0	4	4	0	30.8 %	30.8 %	0.0 %	45.8 %	45.8 %	0.0 %	6	6	0	-2	-2	0	Toronto
07 : Administrative and Senior Clerical Personnel		32	26	-6	19	15	-4	59.4 %	57.7 %	-1.7 %	37.3 %	37.3 %	0.0 %	12	10	-2	7	5	-2	
Employment Equity Occupational Group	Toronto	32	26	-6	19	15	-4	59.4 %	57.7 %	-1.7 %	37.3 %	37.3 %	0.0 %	12	10	-2	7	5	-2	Toronto
10 : Clerical Personnel		22	17	-5	14	11	-3	63.6 %	64.7 %	1.1 %	43.9 %	42.7 %	-1.2 %	10	7	-3	4	4	0	
Employment Equity Occupational Group	Montréal	3	3	0	2	2	0	66.7 %	66.7 %	0.0 %	17.4 %	17.4 %	0.0 %	1	1	0	1	1	0	Montréal
Employment Equity Occupational Group	Toronto	19	14	-5	12	9	-3	63.2 %	64.3 %	1.1 %	48.1 %	48.1 %	0.0 %	9	7	-2	3	2	-1	Toronto
11 : Intermediate Sales and Service Personnel		121	115	-6	36	38	2	29.8 %	33.0 %	3.2 %	43.6 %	43.3 %	-0.3 %	53	50	-3	-17	-12	5	
Employment Equity Occupational Group	Moncton	3	3	0	1	1	0	33.3 %	33.3 %	0.0 %	4.1 %	4.1 %	0.0 %	0	0	0	1	1	0	Moncton
Employment Equity Occupational Group	Montréal	17	16	-1	3	3	0	17.6 %	18.8 %	1.2 %	22.2 %	22.2 %	0.0 %	4	4	0	-1	-1	0	Montréal
Employment Equity Occupational Group	Toronto	95	85	-10	30	29	-1	31.6 %	34.1 %	2.5 %	48.9 %	48.9 %	0.0 %	46	42	-4	-16	-13	3	Toronto
Employment Equity Occupational Group	Vancouver	4	8	4	2	5	3	50.0 %	62.5 %	12.5 %	47.5 %	47.5 %	0.0 %	2	4	2	0	1	1	Vancouver
Employment Equity Occupational Group	Winnipeg	2	3	1	0	0	0	0.0 %	0.0 %	0.0 %	23.2 %	23.2 %	0.0 %	0	1	1	0	-1	-1	Winnipeg

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	Members of Visible Minorities																		Recruitment Area
		All Employees			Representation						Availability						Gap			
		2018-01-01 #	2018-12-18 #	Change #	2018-01-01 #	2018-12-18 #	Change #	2018-01-01 %	2018-12-18 %	Change %	2018-01-01 %	2018-12-18 %	Change %	2018-01-01 #	2018-12-18 #	Change #	2018-01-01 #	2018-12-18 #	Change #	
Total		408	404	-4	170	174	4	41.7 %	43.1 %	1.4 %	33.7 %	33.0 %	-0.7 %	138	133	-5	32	41	9	

Total may not equal sum of components due to rounding.

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

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Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees			Persons with Disabilities															Recruitment Area
		Representation			Availability									Gap						
		2018-01-01 #	2018-12-18 #	Change #	2018-01-01 #	2018-12-18 #	Change #	2018-01-01 %	2018-12-18 %	Change %	2018-01-01 %	2018-12-18 %	Change %	2018-01-01 #	2018-12-18 #	Change #	2018-01-01 #	2018-12-18 #	Change #	
01/02 : Managers	National	61	63	2	2	2	0	3.3 %	3.2 %	-0.1 %	4.3 %	4.3 %	0.0 %	3	3	0	-1	-1	0	National
03 : Professionals	National	124	135	11	4	5	1	3.2 %	3.7 %	0.5 %	3.8 %	3.8 %	0.0 %	5	5	0	-1	0	1	National
04 : Semi-Professionals and Technicians	National	34	34	0	1	1	0	2.9 %	2.9 %	0.0 %	4.6 %	4.6 %	0.0 %	2	2	0	-1	-1	0	National
05 : Supervisors	National	14	14	0	1	1	0	7.1 %	7.1 %	0.0 %	13.9 %	13.9 %	0.0 %	2	2	0	-1	-1	0	National
07 : Administrative and Senior Clerical Personnel	National	32	26	-6	1	0	-1	3.1 %	0.0 %	-3.1 %	3.4 %	3.4 %	0.0 %	1	1	0	0	-1	-1	National
10 : Clerical Personnel	National	22	17	-5	2	1	-1	9.1 %	5.9 %	-3.2 %	7.0 %	7.0 %	0.0 %	2	1	-1	0	0	0	National
11 : Intermediate Sales and Service Personnel	National	121	115	-6	6	5	-1	5.0 %	4.3 %	-0.7 %	5.6 %	5.6 %	0.0 %	7	6	-1	-1	-1	0	National
Total		408	404	-4	17	15	-2	4.2 %	3.7 %	-0.5 %	5.0 %	4.9 %	-0.0 %	22	20	-2	-5	-5	0	

Total may not equal sum of components due to rounding.

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

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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

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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

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Express Scripts Canada

43424

Start Date of Flow Data		
YYYY	MM	DD

End Date of Flow Data		
YYYY	MM	DD

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

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

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Express Scripts Canada

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Start Date of Flow Data		
YYYY	MM	DD
0	0	0

End 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

Table 2: Aboriginal Peoples

Table 6: Aboriginal Peoples

Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples				Table 6: Aboriginal Peoples				Table 10: Aboriginal Peoples			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Express Scripts Canada

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Start Date of Flow Data		
YYYY	MM	DD
0	0	0

End 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

Table 3: Persons with Disabilities

Table 7: Persons with Disabilities

Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Express Scripts Canada

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Start Date of Flow Data		
YYYY	MM	DD
0	0	0

End 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

Table 4: Members of Visible Minorities

Table 8: Members of Visible Minorities

Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0

Federal Contractors Program Achievement Report

Part 3: Goals

Express Scripts Canada

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Data for First/Previous Goals

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

Table 1: Women

First/Previous Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Women											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY
	2018-12-18	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-12-18	Annually	Over 3 Years	#	%	2018	2021	%	#	#	%	%	
	#	%	%	#	%	%	#	#	%	#	#	#	%	#	%	%	#	#	%	%
01 Senior Managers	22	-100.0%		0	0.0%		0	0	10	0.0%	0	-4	0	27.4%	4	4	45.5%	45.5%		
02 Middle & Other Managers	41	-100.0%		0	0.0%		0	0	25	0.0%	0	-9	0	38.9%	9	9	61.0%	61.0%		
03 Professionals	135	-100.0%		0	0.0%		0	0	68	0.0%	0	-16	0	38.4%	16	16	50.4%	50.4%		
04 Semi-Professionals & Tech	34	-100.0%		0	0.0%		0	0	9	0.0%	0	-1	0	23.1%	1	1	26.5%	26.5%		
05 Supervisors	14	-100.0%		0	0.0%		0	0	8	0.0%	0	-1	0	52.9%	1	1	57.1%	57.1%		
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	26	-100.0%		0	0.0%		0	0	22	0.0%	0	-1	0	80.1%	1	1	84.6%	84.6%		
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	17	-100.0%		0	0.0%		0	0	15	0.0%	0	-4	0	64.8%	4	4	88.2%	88.2%		
11 Intermediate Sales & Service	115	-100.0%		0	0.0%		0	0	91	0.0%	0	-18	0	63.7%	18	18	79.1%	79.1%		
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total	404	-100.0%		0	0.0%		0	0	248	0.0%	0	-54	0	48.1%	54	54	61.4%	61.4%		

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

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

Table 2: Women

Employment Equity Occupational Group (EOG)	Women				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	0	0.0	0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Express Scripts Canada

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Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

Employment Equity Occupational Group (EOG)		All Employees										Aboriginal Peoples										
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Actual	Over 3 Years	Over 3 Years	From - To								
		2018-12-18	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-12-18	Annually	Over 3 Years	2018	2021									
		#	%	%	#	%	%	#	#	%	#	#	%	%	#	#	%	%				
01	Senior Managers	22	-100.0%	1.3%	1	0.0%	2.0%	1	2	0	2.0%	0	1	0	2.9%	2.9%	-1	-1	0.0%	0.0%		
02	Middle & Other Managers	41	-100.0%		0	0.0%		0	0	2	0.0%	0	-1	0	2.2%	2.2%	1	1	4.9%	4.9%		
03	Professionals	135	-100.0%	15.9%	64	0.0%	5.0%	20	84	1	5.0%	0	2	1	1.3%	1.3%	-1	-1	0.7%	1.0%		
04	Semi-Professionals & Tech	34	-100.0%		0	0.0%		0	0	1	0.0%	0	-1	0	1.4%	1.4%	0	1	2.9%	2.9%		
05	Supervisors	14	-100.0%		0	0.0%		0	0	1	0.0%	0	-1	0	1.0%	1.0%	1	1	7.1%	7.1%		
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
07	Administrative & Sr Clerical	26	-100.0%		0	0.0%		0	0	1	0.0%	0	-1	0	0.8%	0.8%	1	1	3.8%	3.8%		
08	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
10	Clerical Personnel	17	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.7%	0.7%	0	0	0.0%	0.0%		
11	Intermediate Sales & Service	115	-100.0%		0	0.0%		0	0	6	0.0%	0	-5	0	1.0%	1.0%	5	5	5.2%	5.2%		
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
Total		404	-100.0%		0	0.0%		0	0	12	0.0%	0	-7	0	1.3%	1.3%	7	7	3.0%	3.0%		

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

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EOG)		Aboriginal Peoples				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	1	2.9	0	2.9	
02	Middle & Other Managers	0	0.0	0	0.0	
03	Professionals	2	1.3	0	1.3	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		3	0.0	0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Express Scripts Canada

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Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	First/Previous Short-term Goals																		
	All Employees									Persons with Disabilities									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Over 3 Years		Over 3 Years	Over 3 Years					
	2018-12-18	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2018-12-18	Annually	Over 3 Years	#	2018	2021	%	#	#	%	%
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%
01/02 Managers	63	-100.0%		0	0.0%	2.0%	4	4	2	2.0%	0	1	0	4.3%	4.3%	-1	-1	3.2%	3.2%
03 Professionals	135	-100.0%		0	0.0%		0	0	5	0.0%	0	0	0	3.8%	3.8%	0	0	3.7%	3.7%
04 Semi-Professionals & Tech	34	-100.0%		0	0.0%		0	0	1	0.0%	0	1	0	4.6%	4.6%	-1	-1	2.9%	2.9%
05 Supervisors	14	-100.0%		0	0.0%		0	0	1	0.0%	0	1	0	13.9%	13.9%	-1	-1	7.1%	7.1%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	26	-100.0%		0	0.0%		0	0	0	0.0%	0	1	0	3.4%	3.4%	-1	-1	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	17	-100.0%		0	0.0%		0	0	1	0.0%	0	0	0	7.0%	7.0%	0	0	5.9%	5.9%
11 Intermediate Sales & Service	115	-100.0%	7.4%	26	0.0%	15.0%	52	78	5	15.0%	2	5	4	5.6%	5.6%	-1	-1	4.3%	5.0%
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total	404	-100.0%		0	0.0%		0	0	15	0.0%	0	5	0	4.9%	4.9%	-5	-5	3.7%	3.7%

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01/02 Managers	1	4.3	0	4.3	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	1	4.6	0	4.6	
05 Supervisors	1	13.9	0	13.9	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	1	3.4	0	3.4	
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	2	5.6	0	5.6	Focused efforts will be made within the next 3 years to close this gap. We will partner with specialized recruitment agencies to support our efforts.
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	6	0.0	0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

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Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EOG)		All Employees							Members of Visible Minorities												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years	Annually		Over 3 Years	From - To					
		2018-12-18	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-12-18	Annually	Over 3 Years	Annually	Over 3 Years	2018	2021						
		#	%	%	#	%	%	#	#	%	#	#	%	%	#	#	%	%			
01	Senior Managers	22	-100.0%		0	0.0%		0	0	4	0.0%	0	-2	0	10.1%	2	2	18.2%	18.2%		
02	Middle & Other Managers	41	-100.0%		0	0.0%		0	12	0.0%	0	-6	0	15.0%	6	6	29.3%	29.3%			
03	Professionals	135	-100.0%		0	0.0%		0	70	0.0%	0	-30	0	29.7%	30	30	51.9%	51.9%			
04	Semi-Professionals & Tech	34	-100.0%		0	0.0%		0	20	0.0%	0	-8	0	34.8%	8	8	58.8%	58.8%			
05	Supervisors	14	-100.0%		0	0.0%	2.0%	1	1	4	2.0%	0	2	0	43.7%	-2	-2	28.6%	28.6%		
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
07	Administrative & Sr Clerical	26	-100.0%		0	0.0%		0	15	0.0%	0	-5	0	37.3%	5	5	57.7%	57.7%			
08	Skilled Sales & Service	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	17	-100.0%		0	0.0%		0	11	0.0%	0	-4	0	42.7%	4	4	64.7%	64.7%			
11	Intermediate Sales & Service	115	-100.0%	7.4%	26	0.0%	15.0%	52	78	38	15.0%	17	40	34	43.3%	43.3%	-12	-6	33.0%	39.0%	
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#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	#DIV/0!	#DIV/0!			
Total		404	-100.0%		0	0.0%		0	0	174	0.0%	0	-41	0	33.0%	41	41	43.1%	43.1%		

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EOG)		Members of Visible Minorities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	0.0	0	0.0	
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	2	43.7	0	43.7	
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	15	43.3	0	43.3	Recruitment efforts within the next 3 years will be focused to close this gap.
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		17	0.0	0	0.0	

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Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	

Table 9: Women

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)		All Employees							Women												
		Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals From - To YYYY - YYYY		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
			Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			Annually	Over 3 Years		0	3						
		--	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	#	%	#	#	%	%	#	#	%	%		
01	Senior Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
02	Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	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	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	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	0	0	#DIV/0!	#DIV/0!
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#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	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	0	0	#DIV/0!	#DIV/0!
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
11	Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
Total		0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!

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

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

Table 10: Women

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

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Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)		All Employees							Aboriginal Peoples											
		Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			Actual	Projected		Actual	Projected				Annually	Over 3 Years		From - To	0					
		--	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	#	Annually	Over 3 Years	#	#	%	%	#	#	%	%
		#	%	%	#	%	%	#	#	%	%	#	#	#	%	%	#	#	%	%
01	Senior Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
02	Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	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	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	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	0	#DIV/0!	#DIV/0!
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#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	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	0	#DIV/0!	#DIV/0!
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
11	Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
Total		0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!

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

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

Table 12: Aboriginal Peoples

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

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Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	

Table 13: Persons with Disabilities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Persons with Disabilities											
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		Actual	Projected		Actual	Projected				Annually	Over 3 Years		From - To YYYY - YYYY	0						3
	--	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	#	%	#	#	%	%	#	#	%	%		
	#	%	%	#	%	%	#	#	%	#	%	#	#	%	%	#	#	%	%	
01/02 Managers	0	-100.0%		0	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	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	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	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	#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	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	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	#DIV/0!	#DIV/0!

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02 Managers		0.0		0.0	
03 Professionals		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	

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Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)		All Employees							Members of Visible Minorities												
		Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
			Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			Annually	Over 3 Years		From - To	YYYY - YYYY						
		--	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	#	Annually	Over 3 Years	#	#	0	3	%	#	#	%	%
		#	%	%	#	%	%	#	#	%	#	%	#	%	#	%	%	#	#	%	%
01	Senior Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
02	Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	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	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	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	0	0	#DIV/0!	#DIV/0!
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#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	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	0	0	#DIV/0!	#DIV/0!
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
11	Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
Total		0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01	Senior Managers	0.0		0.0	
02	Middle & Other Managers	0.0		0.0	
03	Professionals	0.0		0.0	
04	Semi-Professionals & Tech	0.0		0.0	
05	Supervisors	0.0		0.0	
06	Supervisors: Crafts & Trades	0.0		0.0	
07	Administrative & Sr Clerical	0.0		0.0	
08	Skilled Sales & Service	0.0		0.0	
09	Skilled Crafts & Trades	0.0		0.0	
10	Clerical Personnel	0.0		0.0	
11	Intermediate Sales & Service	0.0		0.0	
12	Semi-Skilled Manual	0.0		0.0	
13	Other Sales & Service	0.0		0.0	
14	Other Manual Workers	0.0		0.0	
Total		0.0		0.0	

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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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees		Women				All Employees				Women		All Employees		Women		All Employees		Women					
		#	%	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
01 Senior Managers	2018	22	10	45.5	27.4	6	4	165.9																	
	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	0	0	0	0
02 Middle & Other Managers	2018	41	25	61.0	38.9	16	9	156.7																	
	0	0	0	0.0	0.0	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	2018	135	68	50.4	38.4	52	16	131.2																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	2018	34	9	26.5	23.1	8	1	114.6																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
05 Supervisors	2018	14	8	57.1	52.9	7	1	108.0																	
	0	0	0	0.0	0.0	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	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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees		Women		Women		Women		Women				
		#	%	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
01 Senior Managers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	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		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

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Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires				Promotions				Terminations						
		All Employees		Women								All Employees		Women		All Employees		Women		All Employees		Women				
		#	%	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
07	Administrative & Senior Clerical	2018	26	22	84.6	80.1	21	1	105.6																	
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
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	0.0	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	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2018	17	15	88.2	64.8	11	4	136.2																	
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
11	Intermediate Sales & Service Personnel	2018	115	91	79.1	63.7	73	18	124.2																	
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12	Semi-Skilled Manual Workers	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	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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees		Women		Women				Women				
		#	%	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
07	Administrative & Senior Clerical	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	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	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
09	Skilled Crafts & Trades Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
10	Clerical Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
11	Intermediate Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
12	Semi-Skilled Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	

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Data sources:			Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F + 100	V - X
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis											
		Workforce										Hires				Promotions				Terminations			
		All Employees		Women								All Employees		Women		All Employees		Women		All Employees		Women	
		#	%	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference				
13 Other 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	0.0	0	0	0	0	0	0.0	0	0	0			
14 Other 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	0	0	0	0	0	0.0	0	0	0			
Total	2018	404	248	61.4	48.1	194	54	127.6															
	0	0	0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0			

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
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees		Women		Women				Women				
		#	%	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
13 Other Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
Total	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

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Part 5: Results - Aboriginal Peoples

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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
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees		Aboriginal Peoples								All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples			
		#	%	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
01	Senior Managers	2018	22	0	0.0	2.9	1	-1	0.0																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
02	Middle & Other Managers	2018	41	2	4.9	2.2	1	1	221.7																
		0	0	0	0.0	0.0	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	2018	135	1	0.7	1.3	2	-1	57.0																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
04	Semi-Professionals & Technicians	2018	34	1	2.9	1.4	0	1	210.1																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
05	Supervisors	2018	14	1	7.1	1.0	0	1	714.3																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
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	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
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples				
		#	%	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
01	Senior Managers	0	0	0	0.0	1	0.0	2.9	0.0	0	0.0	2.9	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
02	Middle & Other Managers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
03	Professionals	0	0	0	0.0	2	0.0	1.3	0.0	0	0.0	1.3	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
04	Semi-Professionals & Technicians	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	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	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
06	Supervisors: Crafts & Trades	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	

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Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		Aboriginal Peoples										Aboriginal Peoples				Aboriginal Peoples				Aboriginal Peoples					
		All Employees	Representation		Availability		Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference					
#	#	%	%	#	%	#	#	%	#	#	#	%	#	#	#	%	#	%	#	#					
07	Administrative & Senior Clerical	2018	26	1	3.8	0.8	0	1	480.8																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	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	0.0	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	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2018	17	0	0.0	0.7	0	0	0.0																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
11	Intermediate Sales & Service Personnel	2018	115	6	5.2	1.0	1	5	521.7																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12	Semi-Skilled Manual Workers	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	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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals										Comments		
		Flow Data		Short-term Goals				Long-term Goals								
		Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples								
		All Employees	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					
#	#	#	%	#	%	#	%	#	%	#	%					
07	Administrative & Senior Clerical	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
		3	0	0	0.0			0	0.0			0	0.0			
08	Skilled Sales & Service Personnel	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
		3	0	0	0.0			0	0.0			0	0.0			
09	Skilled Crafts & Trades Workers	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
		3	0	0	0.0			0	0.0			0	0.0			
10	Clerical Personnel	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
		3	0	0	0.0			0	0.0			0	0.0			
11	Intermediate Sales & Service Personnel	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
		3	0	0	0.0			0	0.0			0	0.0			
12	Semi-Skilled Manual Workers	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
		3	0	0	0.0			0	0.0			0	0.0			

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Express Scripts Canada

43424

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Aboriginal Peoples									All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples				
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference				
#	#	%	%	#	#	%	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%		
13 Other Sales & Service Personnel	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	0	0	0	0	0	0	0
14 Other 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	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	2018	404	12	3.0	1.3	5	7	228.5																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
Total	0	0	0	0.0	3	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Express Scripts Canada

43424

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees		Persons with Disabilities								All Employees		Persons with Disabilities		All Employees		Persons with Disabilities		All Employees		Persons with Disabilities			
		#	%	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
01&02	Managers	2018	63	2	3.2	4.3	3	-1	73.8																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
03	Professionals	2018	135	5	3.7	3.8	5	0	97.5																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
04	Semi-Professionals & Technicians	2018	34	1	2.9	4.6	2	-1	63.9																
		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	0.0	0	0
05	Supervisors	2018	14	1	7.1	13.9	2	-1	51.4																
		0	0	0	0.0	0.0	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	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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees		Persons with Disabilities		Persons with Disabilities				Persons with Disabilities				
		#	%	Actual	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
01&02	Managers	0	0	0	0.0	1	0.0	4.3	0.0	0	0.0	4.3	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
03	Professionals	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
04	Semi-Professionals & Technicians	0	0	0	0.0	1	0.0	4.6	0.0	0	0.0	4.6	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
05	Supervisors	0	0	0	0.0	1	0.0	13.9	0.0	0	0.0	13.9	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
06	Supervisors: Crafts & Trades	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Express Scripts Canada

43424

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees		Persons with Disabilities								All Employees		Persons with Disabilities		All Employees		Persons with Disabilities		All Employees		Persons with Disabilities			
		#	%	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
07	Administrative & Senior Clerical	2018	26	0	0.0	3.4	1	-1	0.0																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	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	0.0	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	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
10	Clerical Personnel	2018	17	1	5.9	7.0	1	0	84.0																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
11	Intermediate Sales & Service Personnel	2018	115	5	4.3	5.6	6	-1	77.6																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
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	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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees		Persons with Disabilities				Persons with Disabilities						
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
07	Administrative & Senior Clerical	0	0	0	0.0	1	0.0	3.4	0.0	0	0.0	3.4	0.0	
		3	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	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
09	Skilled Crafts & Trades Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
10	Clerical Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
11	Intermediate Sales & Service Personnel	0	0	0	0.0	2	0.0	5.6	0.0	0	0.0	5.6	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
12	Semi-Skilled Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Express Scripts Canada

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees		Persons with Disabilities								All Employees		Persons with Disabilities		All Employees		Persons with Disabilities		All Employees		Persons with Disabilities			
		#	%	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
13 Other Sales & Service Personnel	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	0	0	0	0	0	0.0	0	0
14 Other 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	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2018	404	15	3.7	4.9	20	-5	75.8																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees		Persons with Disabilities		Persons with Disabilities				Persons with Disabilities				
		#	%	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
13 Other Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
Total	0	0	0	0.0	6	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Express Scripts Canada

43424

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees		Visible Minorities								All Employees		Visible Minorities		All Employees		Visible Minorities		All Employees		Visible Minorities			
		#	%	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
01 Senior Managers	2018	22	4	18.2	10.1	2	2	180.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2018	41	12	29.3	15.0	6	6	195.1																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
03 Professionals	2018	135	70	51.9	29.7	40	30	174.6																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	2018	34	20	58.8	34.8	12	8	169.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
05 Supervisors	2018	14	4	28.6	43.7	6	-2	65.4																	
	0	0	0	0.0	0.0	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	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
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees		Visible Minorities				Visible Minorities						
		#	%	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
01 Senior Managers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	0	0	0	0.0	2	0.0	43.7	0.0	0	0.0	43.7	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Express Scripts Canada

43424

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees		Visible Minorities								All Employees		Visible Minorities		All Employees		Visible Minorities		All Employees		Visible Minorities			
		#	%	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
07	Administrative & Senior Clerical	2018	26	15	57.7	37.3	10	5	154.7																
		0	0	0	0.0	0.0	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	0.0	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	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2018	17	11	64.7	42.7	7	4	151.5																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
11	Intermediate Sales & Service Personnel	2018	115	38	33.0	43.3	50	-12	76.3																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
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	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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		Visible Minorities		Visible Minorities				Visible Minorities						
		All Employees	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	%	#	%	%	%	#	%	%	%					
07	Administrative & Senior Clerical	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
08	Skilled Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
09	Skilled Crafts & Trades Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
10	Clerical Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
11	Intermediate Sales & Service Personnel	0	0	0	0.0	15	0.0	43.3	0.0	0	0.0	43.3	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
12	Semi-Skilled Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Express Scripts Canada

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Visible Minorities								All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference				
#	#	%	%	#	#	%	%	#	%	#	#	#	%	#	#	%	#	%	#	#	%	#	#		
13 Other 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	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
14 Other 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	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	2018	404	174	43.1	33.0	133	41	130.5																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	%	#	%	%	%				
13 Other Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
Total	0	0	0	0.0	17	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Express Scripts Canada
43424

Efforts

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

Required measures:

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

Other measures:

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

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

Operational Context

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

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

- Significant layoffs (include the number of employees affected and the occupational groups of those employees).

[Redacted]

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

[Redacted]

- Other.

[Redacted]

Additional Details

Please provide any additional information (optional):

[Redacted]



EXPRESS SCRIPTS® Self Identification Questionnaire

Instructions

Express Scripts Canada believes that all employees should be treated fairly. We promote employment equity in the workplace to ensure that women, Aboriginal peoples, persons with disabilities and visible minorities are fully represented at all levels of our organization. Our employment equity program ensures that our hiring and promotion practices are based on qualifications and ability.

As part of our employment equity program, we are collecting information about our workforce through this questionnaire. Identifying as a member of a designated group (women, Aboriginal peoples, persons with disabilities and visible minorities) in Sections 6 to 9 will help create an accurate picture of our workforce. We assure you that our workplace is a safe environment in which to self-identify. You can ask for the accommodation you need in order to fulfil your work-related duties to the best of your ability.

Self-identification and completion of sections 6 to 9 is voluntary. However, it is mandatory to complete Section 1 to 5, even if you choose not to fill out any additional information.

The responses that you provide on this form will be retained for statistical purposes only; your confidentiality is protected. We encourage you to review, update and correct information about yourself at any time. Your information will not be used for unauthorized purposes.

This questionnaire is available in Braille, large print or audio format upon request.

Name

1. Name

Department

2. Department

3. Position

4. Employee Number *(check workday profile for ID)*

5. Employee Status

- Full-time employee
- Part-time employee
- Temporary employee (ESC)
- Contract employee (Agency)

6. Gender

- Male
- Female

After reading the descriptions in each of the next three sections, answer "Yes" if any of the following apply to you. Please note that you may self-identify in more than one group.

Aboriginal Peoples

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

7. Are you an Aboriginal person?

- Yes
- No

Visible Minorities

According to the Employment Equity Act, members of a visible minority are people in Canada (other than Aboriginal peoples) who are non-white in colour or non-Caucasian in race, regardless of their place of birth or citizenship.

Examples of visible minorities include, but are not limited to:

- Black
- Non-white Latin American (including Indigenous people from Central and South America)
- East Asian (e.g., Chinese, Japanese, Korean)

- South Asian/East Indian (e.g., Indian, Pakistani, Bangladeshi, or East Indian from Guyana, Trinidad or East Africa)
- Southeast Asian (e.g., Burmese, Cambodian, Filipino, Laotian, Thai, Vietnamese)
- Non-white West Asian, North African or Arab (e.g., Iranian, Lebanese, Egyptian, Libyan)
- People of mixed origin (e.g., with one parent in one of the visible minority groups listed above).

8. Are you a member of a visible minority?

- Yes
 No

Persons with Disabilities

According to the Employment Equity Act, persons with disabilities are persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who consider themselves to be at a disadvantage in employment by reason of that impairment, or who believe that an employer or potential employer is likely to consider them to be at a disadvantage in employment because of that impairment. This includes people whose functional limitations due to their impairment have been accommodated in their current jobs or workplaces (e.g., by the use of technical aids, changes to equipment or other working arrangements).

Examples of disabilities include, but are not limited to:

- **Coordination or dexterity impairment**
(e.g., difficulty using hands or arms, such as grasping objects or using a keyboard)
 - **Mobility impairment**
(e.g., difficulty moving from one office to another, walking long distances or using stairs)
 - **Blindness or visual impairment**
(e.g., unable to see or difficulty seeing, glaucoma; however, do not include yourself if you can see well with glasses or contact lenses)
 - **Speech impairment**
(unable to speak or difficulty speaking and being understood)
 - **Deafness or hearing impairment**
(unable to hear or difficulty hearing)
 - **Other disabilities**
(e.g., learning, developmental and other types of disabilities) w O
- Are you a person with a disability?

9. Are you a person with a disability?

- Yes
 No

10. Additional Data for Accommodation Purposes

Please specify how we can accommodate you to help you participate fully in the workplace.

Note that if we implement these accommodation measures, they will not have a negative impact on your hiring, training, promotion and retention in our organization.



Question Title

11. Please indicate below if you wish to have your employment equity self-identification information used for particular employment equity initiatives.

- Yes
- No

12. As part of our ongoing employment equity work, from time to time we ask designated group members to participate in various activities (e.g., committees, focus groups) to provide feedback on new programs. If you agree to be contacted directly by the employment equity contact or a local human resources manager for this kind of activity, please check "Yes" below.

- Yes
- No

Employee Comments:

If you have any comments/feedback on our employment equity program, we would like to hear from you. Rest assured, all comments will be kept confidential. Please contact the employment equity contact, Michele Baptiste, at 905 712-8615, extension 642302 or by e-mail at mbaptiste@express-scripts.com.

Thank you for your participation

From: Baptiste, Michele (TOR) - contr <mbaptiste@express-scripts.com>
Sent: January 14, 2019 3:09 PM
To: Yakibonge, Ntambwe N [NC] <maurice.yakibonge@labour-travail.gc.ca>
Cc: Myner-Nham, Stephanie (TOR) <smynerham@Express-Scripts.com>; Pattullo, Kelly (TOR) <kPattullo@express-scripts.com>; Kalinkov, Nelea (TOR) <nkalinkov@express-scripts.com>; Pinto, Elaine (TOR) <epinto@Express-Scripts.com>
Subject: RE: Reports

Hi Maurice,

Thanks for the catch. As I explained on the phone just now, we mistakenly sent out surveys to some employees that are not on our payroll. That was rectified and the correct numbers are changed and in my original email to you below.

Thank you again for all of your assistance. 😊

Miigwetch, (thank you)

Michele Baptiste

Manager, Aboriginal Relations – Human Resources & Corporate Services

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ext. 642302 | 📞 905.712.6328 | 📧 mbaptiste@express-scripts.com

www.express-scripts.ca



Progressive
Aboriginal
RELATIONS



Canadian Council for
Aboriginal Business 

From: maurice.yakibonge@labour-travail.gc.ca <maurice.yakibonge@labour-travail.gc.ca>
Sent: January 14, 2019 9:31 AM
To: Baptiste, Michele (TOR) - contr <mbaptiste@express-scripts.com>
Cc: Myner-Nham, Stephanie (TOR) <smynerham@Express-Scripts.com>; Pattullo, Kelly (TOR) <kPattullo@express-scripts.com>; Kalinkov, Nelea (TOR) <nkalinkov@express-scripts.com>; Pinto, Elaine (TOR) <epinto@Express-Scripts.com>
Subject: RE: Reports

Good Morning Michele,

Thank you for submitting the compliance assessment for ESI Canada.

The copy of the self identification questionnaire attached you provided is not required. Given that the document contains names and personal information, it has been delated from you submission and removed from your file. We wants only the questionnaire itself. Given that we have on file a copy of the approved self-identification questionnaire, there is no need for you to resend the document.

You surveyed 440 employees but the workforce analysis you submitted has 404 employees. **Could you please explain the difference?** Please be advised that your organisation is required to report only permanent full and part time employees (status code 01, 02 and 04 in the TXT file). We want to know how many permanent employees were surveyed?

If you need clarification please do not hesitate to contact me.

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

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: Baptiste, Michele (TOR) - contr <mbaptiste@express-scripts.com>

Sent: January-11-19 4:07 PM

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

Cc: Myner-Nham, Stephanie (TOR) <smynerham@Express-Scripts.com>; Pattullo, Kelly (TOR) <kPattullo@express-scripts.com>; Kalinkov, Nelea (TOR) <nkalinkov@express-scripts.com>; Pinto, Elaine (TOR) <epinto@Express-Scripts.com>; Baptiste, Michele (TOR) - contr <mbaptiste@express-scripts.com>

Subject: Reports

Hi Maurice,

Sorry for the missing documents in my first email. Attached are all the documents for our submission.

- Number of employees surveyed - 404
- Combined number of self-identification questionnaires that were returned blank, partially and fully completed - 382
- Number of fully completed and returned self-identification questionnaires - 380

I hope I haven't missed anything but let me know if I have.

Have a wonderful weekend Maurice! ☺

Miigwetch, (thank you)

Michele Baptiste

Manager, Aboriginal Relations – Human Resources & Corporate Services

Express Scripts Canada | 5770 Hurontario St. | 10th Floor | Mississauga, ON L5R3G5 | 905.712.8615

ext. 642302 | ☎ 905.712.6328 | ✉ mbaptiste@express-scripts.com

www.express-scripts.ca



Progressive
Aboriginal
RELATIONS



Canadian Council for
Aboriginal Business 

Federal Contractors Program Report of the First Compliance Assessment

Employer Name: ESI Canada

Primary Location: Mississauga (Ontario)

Number of Employees: 404

- Ontario 347
- Québec 34
- New Brunswick 4
- Manitoba 5
- British Columbia 14

Organization Overview:

NAICS 5242 Agencies, Brokerages and Other Insurance Related Activities

Express Scripts Canada Inc. provides health benefit services in Canada. The company provides adjudication services that enable healthcare providers to determine an insurer's payment or financial responsibility.

Key Dates – First Year Assessment

Initiated: 2019-01-12

Received: 2019-01-19

Workforce Analysis: 2018-12-12

COLLECTION OF WORKFORCE INFORMATION

Number of employees the questionnaire was sent to:

#	%
404	100
382	95
380	94

Number of questionnaires returned:

Number of completed questionnaires returned:

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

- The questionnaire indicates that the information gathered is confidential and will only be shared with others within the organization in order to carry-out employment equity obligations.
- The questionnaire indicates that employees can update or change information about themselves at any time

Observations: None

WORKFORCE ANALYSIS & GOAL SETTING

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

Observations: None

SUMMARY OF GOALS

Women

Observations:

- There were no gaps.

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	%	%	%
01	Senior Managers	-1	2.9	2.9	0.0	2.9
03	Professionals	-1	1.3	1.3	4.9	1.3

Observations: None

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	%	%	%
05	Supervisors	-2	43.7	43.7	28.6	43.7
11	Intermediate Sales & Service Personnel	-12	43.3	43.3	33.0	43.3

Observations: None

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	%	%	%
1/2	Managers	-1	4.3	4.3	3.2	4.3
04	Semi-Professionals & Technicians	-1	4.6	4.6	2.9	4.6
05	Supervisors	-1	13.9	13.9	7.1	13.9
07	Admin & Senior Clerical Personnel	-1	3.4	3.4	0.0	3.4
11	Intermediate Sales & Service Personnel	-1	5.6	5.6	4.3	5.6

Observations: None

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

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

- The workforce analysis report revealed that women represent 61% of the workforce. We recommend that ESI Canada implement hiring practices that encourage recruitment in the other three designated groups to correct gaps in representation. Given that ESI Canada has a number of small gaps overall in these groups, the company may want to consider conducting an Employment Systems Review (ESR) to identify any potential barriers to the recruitment and retention of members in the three designated group. Guidance on the conduct of an ESR is available on the Labour Program website ([Step 2-2](#) of the training modules).
- We encourage you to continue following-up with employees in an effort to maintain or increase the reliability of your data. Please ensure you provide the questionnaire to new employees to strengthen your workforce survey's return and response rates.

Name of Analyst: Maurice N. Yakibonge

Date: 2018-01-17

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

Sent: January 29, 2019 10:41 AM

To: 'mbiskey@express-scripts.com' <mbiskey@express-scripts.com>

Cc: 'smynerham@Express-Scripts.com' <smynerham@Express-Scripts.com>; 'mbaptiste@express-scripts.com' <mbaptiste@express-scripts.com>

Subject: Government of Canada Agreement Number: 10000665 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Michael G. Biskey:

I am writing to inform you that the compliance assessment initiated on January 12, 2019 has been completed. As a result of the assessment, ESI Canada has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

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

- The workforce analysis report revealed that women represent 61% of the workforce. We recommend that ESI Canada implement hiring practices that encourage recruitment in the other three designated groups to correct gaps in representation. Given that ESI Canada has a number of small gaps overall in these groups, the company may want to consider conducting an Employment Systems Review (ESR) to identify any potential barriers to the recruitment and retention of members in the three designated groups. Guidance on the conduct of an ESR is available on the Labour Program website (Step 2-2 of the training modules).
- We encourage you to continue following-up with employees in an effort to maintain or increase the reliability of your data. Please ensure you provide the questionnaire to new employees to strengthen your workforce survey's return and response rates.

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

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

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

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

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

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

Workplace Equity Team

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



Rejoignez-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!