

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 section containing fields for Legal Name, Parent company location, Operating Name, NAICS Code, and Regulatory status.

HEAD OFFICE section containing fields for Address, City, Province, Postal Code, and Telephone Number.

EMPLOYMENT EQUITY CONTACT section containing fields for Name, Title, Telephone Number, E-mail Address, and Preferred Language.

CERTIFICATION section containing a declaration of workforce size and contract value, and a note on the consequences of misrepresentation.

SIGNATORY section containing fields for Name, Title, Telephone Number, E-mail Address, Preferred Language, Signature, and Date.

Privacy section containing information regarding the use of personal data and the organization's privacy policy.

RETURN INSTRUCTIONS section containing an important note about the submission of the signed agreement.

Workplace Equity Information Management System - Gartner Canada Co

Workforce Analysis - Detailed Report

Date: 2017-09-05

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	39	2	5.1 %	27.4 %	11	-9	National
02 : Middle and Other Managers	National	36	11	30.6 %	38.9 %	14	-3	National
03 : Professionals		28	9	32.1 %	33.7 %	9	0	
1122 : Professional occupations in business management consulting	National	11	2	18.2 %	42.0 %	5	-3	National
2171 : Information systems analysts and consultants	National	17	7	41.2 %	28.3 %	5	2	National
07 : Administrative and Senior Clerical Personnel		6	4	66.7 %	78.9 %	5	-1	
Employment Equity Occupational Group	Montréal	2	2	100.0 %	80.8 %	2	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	3	2	66.7 %	77.2 %	2	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	1	0	0.0 %	80.1 %	1	-1	Toronto
08 : Skilled Sales and Service Personnel		66	28	42.4 %	27.5 %	18	10	
6221 : Technical sales specialists - wholesale trade	Alberta	8	3	37.5 %	20.5 %	2	1	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	5	2	40.0 %	26.3 %	1	1	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	1	1	100.0 %	27.8 %	0	1	Manitoba
6221 : Technical sales specialists - wholesale trade	New Brunswick	1	0	0.0 %	26.1 %	0	0	New Brunswick
6221 : Technical sales specialists - wholesale trade	Nova Scotia	1	0	0.0 %	24.9 %	0	0	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	33	12	36.4 %	28.7 %	9	3	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	16	10	62.5 %	29.1 %	5	5	Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	1	0	0.0 %	28.0 %	0	0	Saskatchewan
Total		175	54	30.8 %	32.6 %	57	-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 - Gartner Canada Co

Workforce Analysis - Detailed Report

Date: 2017-09-05

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Availability %	Gap #	Recruitment Area	
			Representation #	Representation %				
01 : Senior Managers	National	39	3	7.7 %	2.9 %	1	2	National
02 : Middle and Other Managers	National	36	1	2.8 %	2.2 %	1	0	National
03 : Professionals		28	2	7.1 %	1.3 %	0	2	
1122 : Professional occupations in business management consulting	National	11	0	0.0 %	1.6 %	0	0	National
2171 : Information systems analysts and consultants	National	17	2	11.8 %	1.1 %	0	2	National
07 : Administrative and Senior Clerical Personnel		6	0	0.0 %	2.0 %	0	0	
Employment Equity Occupational Group	Montréal	2	0	0.0 %	0.7 %	0	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	3	0	0.0 %	3.2 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	1	0	0.0 %	0.8 %	0	0	Toronto
08 : Skilled Sales and Service Personnel		66	2	3.0 %	1.4 %	1	1	
6221 : Technical sales specialists - wholesale trade	Alberta	8	0	0.0 %	2.0 %	0	0	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	5	0	0.0 %	2.5 %	0	0	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	1	0	0.0 %	6.3 %	0	0	Manitoba
6221 : Technical sales specialists - wholesale trade	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick
6221 : Technical sales specialists - wholesale trade	Nova Scotia	1	0	0.0 %	2.3 %	0	0	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	33	2	6.1 %	1.0 %	0	2	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	16	0	0.0 %	1.0 %	0	0	Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	1	0	0.0 %	8.2 %	0	0	Saskatchewan
Total		175	8	4.6 %	1.9 %	3	5	

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 - Gartner Canada Co

Workforce Analysis - Detailed Report

Date: 2017-09-05

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	39	4	10.3 %	10.1 %	4	0	National
02 : Middle and Other Managers	National	36	7	19.4 %	15.0 %	5	2	National
03 : Professionals		28	7	25.0 %	27.5 %	8	-1	
1122 : Professional occupations in business management consulting	National	11	1	9.1 %	21.6 %	2	-1	National
2171 : Information systems analysts and consultants	National	17	6	35.3 %	31.4 %	5	1	National
07 : Administrative and Senior Clerical Personnel		6	1	16.7 %	16.4 %	1	0	
Employment Equity Occupational Group	Montréal	2	0	0.0 %	12.2 %	0	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	3	0	0.0 %	12.2 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	1	1	100.0 %	37.3 %	0	1	Toronto
08 : Skilled Sales and Service Personnel		66	5	7.6 %	15.9 %	10	-5	
6221 : Technical sales specialists - wholesale trade	Alberta	8	1	12.5 %	11.3 %	1	0	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	5	0	0.0 %	24.7 %	1	-1	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	1	0	0.0 %	7.8 %	0	0	Manitoba
6221 : Technical sales specialists - wholesale trade	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick
6221 : Technical sales specialists - wholesale trade	Nova Scotia	1	0	0.0 %	2.7 %	0	0	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	33	2	6.1 %	20.8 %	7	-5	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	16	2	12.5 %	8.5 %	1	1	Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	1	0	0.0 %	2.7 %	0	0	Saskatchewan
Total		175	24	13.7 %	16.3 %	28	-4	

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 - Gartner Canada Co

Workforce Analysis - Detailed Report

Date: 2017-09-05

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities			Gap #	Recruitment Area	
			Representation #	%	Availability %			
01/02 : Managers	National	75	1	1.3 %	4.3 %	3	-2	National
03 : Professionals	National	28	0	0.0 %	3.8 %	1	-1	National
07 : Administrative and Senior Clerical Personnel	National	6	0	0.0 %	3.4 %	0	0	National
08 : Skilled Sales and Service Personnel	National	66	0	0.0 %	3.5 %	2	-2	National
Total		175	1	0.6 %	3.9 %	6	-5	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2017-09-05

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
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial



Workforce Analysis - Detailed Report

Date: 2017-09-05

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National



Workplace Equity Information Management System - Gartner Canada Co

Workforce Analysis - Summary Report

Date: 2017-07-11

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	39	2	5.1 %	27.4 %	11	-9
02 : Middle and Other Managers	36	11	30.6 %	38.9 %	14	-3
03 : Professionals	28	9	32.1 %	33.7 %	9	0
07 : Administrative and Senior Clerical Personnel	6	4	66.7 %	78.9 %	5	-1
08 : Skilled Sales and Service Personnel	66	28	42.4 %	27.5 %	18	10
Total	175	54	30.8 %	32.6 %	57	-3

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Gartner Canada Co

Workforce Analysis - Summary Report

Date: 2017-07-11

Aboriginal Peoples

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples				Gap #
		Representation		Availability		
		#	%	%	#	
01 : Senior Managers	39	3	7.7 %	2.9 %	1	2
02 : Middle and Other Managers	36	1	2.8 %	2.2 %	1	0
03 : Professionals	28	2	7.1 %	1.3 %	0	2
07 : Administrative and Senior Clerical Personnel	6	0	0.0 %	2.0 %	0	0
08 : Skilled Sales and Service Personnel	66	2	3.0 %	1.4 %	1	1
Total	175	8	4.6 %	1.9 %	3	5

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Gartner Canada Co

Workforce Analysis - Summary Report

Date: 2017-07-11

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	39	4	10.3 %	10.1 %	4	0
02 : Middle and Other Managers	36	7	19.4 %	15.0 %	5	2
03 : Professionals	28	7	25.0 %	27.5 %	8	-1
07 : Administrative and Senior Clerical Personnel	6	1	16.7 %	16.4 %	1	0
08 : Skilled Sales and Service Personnel	66	5	7.6 %	15.9 %	10	-5
Total	175	24	13.7 %	16.3 %	28	-4

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Gartner Canada Co

Workforce Analysis - Summary Report

Date: 2017-07-11

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	75	1	1.3 %	4.3 %	3	-2
03 : Professionals	28	0	0.0 %	3.8 %	1	-1
07 : Administrative and Senior Clerical Personnel	6	0	0.0 %	3.4 %	0	0
08 : Skilled Sales and Service Personnel	66	0	0.0 %	3.5 %	2	-2
Total	175	1	0.6 %	3.9 %	6	-5

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2017-07-11

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
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial



Workforce Analysis - Summary Report

Date: 2017-07-11

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National

Summary of Goals
Gartner Canada Co
July, 2017

****Please note that if gaps are not being met, you must provide a valid explanation for each gap in the Comments column.****

Women

Workforce Analysis Results			Goals		Comments
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	
#	Description	#	# or %	# or %	
01	Senior Managers	-9	3	6	
02	Middle & Other Managers	-3	2	1	
07	Administrative & Senior Clerical Personnel	-1	1	0	

Aboriginal Peoples

Workforce Analysis Results			Goals		Comments
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	
#	Description	#	# or %	# or %	

Persons with Disabilities

Workforce Analysis Results			Goals		Comments
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	
#	Description	#	# or %	# or %	
01	Senior Managers	-2	1	1	
03	Professionals	-1	1	0	
08	Skilled Sales and Service Personnel	-2	0	2	

Members of Visible Minorities

Workforce Analysis Results			Goals		Comments
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	
#	Description	#	# or %	# or %	
03	Professionals	-1	0	1	
08	Skilled Sales and Service Personnel	-5	0	5	

INTRODUCTION

As a supplier to the Government of Canada, we are expected to apply the principles of Employment Equity as defined under the Federal Contractors Program.

The first step requires us to survey our employee group and ask you to self-identify within one or more of the designated groups for Employment Equity. Identifying yourself as a member of a designated group (women, Aboriginal peoples, persons with disabilities and visible minorities) will help create an accurate picture of our workforce.

This information will be used to conduct an analysis to determine whether our current employee population accurately reflects the availability of qualified people across all of our occupational groups. From this analysis, we will identify what initiatives, if any that we need to undertake to ensure that, over time, all of the designated groups are equitably represented in our workforce.

This survey is available in alternate formats upon request.

PLEASE NOTE

Completion of sections B to H is voluntary. However, it is mandatory to complete Section A.

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.

EMPLOYEE SIGNATURE

DATE

PRIVACY NOTICE

The information you provide is collected under the authority of sections 18 and 42 of the Employment Equity Act to enable our organization to collect workforce data, comply with employment equity legislation and implement employment equity in the workplace.

Participation in the self-identification survey is voluntary. Refusal to provide personal information will result in the incomplete and/or inaccurate capture of our workforce data.

The information you provide will be grouped with other employees' data and shared with the Labour Program of Employment and Social Development Canada (ESDC) for the purpose of complying with employment equity legislation under the Federal Contractors Program.

The information you provide may be used and/or disclosed for policy analysis, research and/or evaluation purposes by ESDC. 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 by ESDC in accordance with the Privacy Act 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 729. Instructions for obtaining this information are outlined in the government publication entitled Info Source, which is available at the following website address: <http://www.infosource.gc.ca>. Info Source may also be accessed online at any Service Canada Centre.

SECTION A

Name

Business Unit

Position

Employee Number

Employment Status [SELECT ONE]

- Full-Time Employee
- Part-Time Employee
- Temporary Employee

SECTION B

Gender

- Female
- Male

SECTION C

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.

- Yes
- No

SECTION D

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:

- a. Black
- b. Non-white Latin American (including Indigenous people from Central and South America)
- c. East Asian (e.g., Chinese, Japanese, Korean)
- d. South Asian/East Indian (e.g., Indian, Pakistani, Bangladeshi, or East Indian from Guyana, Trinidad or East Africa)
- e. Southeast Asian (e.g., Burmese, Cambodian, Filipino, Laotian, Thai, Vietnamese)
- f. Non-white West Asian, North African or Arab (e.g., Iranian, Lebanese, Egyptian, Libyan)
- g. People of mixed origin (e.g., with one parent member of a visible minority group).

Are you a visible minority?

- Yes
- No

SECTION E

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 job or workplace (e.g., by the use of technical aids, changes to equipment or other working arrangements).

Examples of disabilities include, but are not limited to:

a. Coordination or dexterity impairment

(e.g., difficulty using hands or arms, such as grasping objects or using a keyboard)

b. Mobility impairment

(e.g., difficulty moving from one office to another, walking long distances or using stairs)

c. 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.

d. Speech impairment

(e.g., unable to speak or difficulty speaking and being understood.

e. Deafness or hearing impairment

(e.g., unable to hear or difficulty hearing)

f. Other disabilities

(e.g., learning, developmental and other types of disabilities)

(e.g., unable to speak or difficulty speaking and being understood)

Are you a person with a disability?

Yes

No

SECTION F



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.

SECTION G

Voluntary Employee Participation

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

- Yes
- No

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

SECTION H

If you have any comments/feedback on our future employment equity program, we would like to hear from you. Rest assured, all comments will be kept confidential. Please contact your HR Partner if you have any questions.

Nyirasafari, Ange AN [NC]

From: Yakibonge, Maurice [NC] on behalf of EE-EME
Sent: October 31, 2017 10:06 AM
To: 'robert.sibley@gartner.com'
Cc: 'julie.viscardi@gartner.com'; 'lynne@hrwise.ca'
Subject: Government of Canada Agreement Number: 10000508 – Notification of Compliance with the Federal Contractors Program
Attachments: FP-Tmp-WEDFCP Notice of Compliance LetterEN-Gartner Canada Co-20171031.doc

Dear Mr. Sibley,

I am writing to inform you that the compliance assessment initiated on 17/08/2017 has been completed. As a result of the assessment, Gartner Canada Co 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 Gartner Canada Co's employment equity program.

- We encourage you to continue to follow-up with employees in an effort to increase the reliability of your data.
- Please note, you are not required to set a goal for women in an occupational group where they are already represented at 50% or more.

Attached for your reference is a summary of Gartner Canada Co's employment equity results compared against Employment Equity Occupational Group levels in your industry as well as overall Canadian labour market availability.

Next Steps

Under the terms of the FCP, your organization will be subject to a subsequent compliance assessment four years after the award date of your initial goods or services contract and every three years thereafter. Future compliance assessments will focus on the achievement of reasonable progress in meeting the goals established in your organization's initial or updated employment equity submission.

When Gartner Canada Co is notified of a follow-up assessment, the following information will be required:

1. a completed Achievement Table;
2. a current workforce analysis; and
3. revised 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 first assessment. If reasonable progress has not been made, Gartner Canada Co 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 Table, 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 Gartner Canada Co continued success in achieving a diverse and inclusive workplace.

Équipe de l'équité en emploi / Workplace Equity Team

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

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

Nyirasafari, Ange AN [NC]

From: Ian Turner <ian@hrwise.ca>
Sent: September 6, 2017 9:32 AM
To: Yakibonge, Maurice [NC]
Cc: Lynne Wallace
Subject: Gartner Submission Draft
Attachments: EE.Gartner.DetailedReport - 9.5.17.pdf; Gartner.Addendumto report - 9.5.17.docx; Gartner.EE.QuestionsforSurvey - 2.7.17 - FORM.docx; Gartner.EE.QuestionsforSurvey - 2.7.17 - FORMFR.docx; EE.Gartner.GoalSettingForm - 9.5.17.docx; EE.Gartner.SummaryReport - 7.11.17[2].pdf

Hello Maurice,

Further to your discussion with Lynne Wallace regarding the Gartner Canada FCP requirements, we are pleased to attach the requested files and information.

- 1 Self Identification Questionnaire in Both English and French – **Attached (Note that this was previously approved by Daniel Thibeault)**
- 2 Number of Employees Surveyed – **175**
 - a Questionnaires Returned – **154**
 - b Fully Completed Questionnaires – **142**
- 3 WorkForce Analysis Reports - **Attached**
- 4 Short and Long Term Goal Sheet (template provided by Daniel) – **Attached**

Also attached is an addendum prepared by Ms. Wallace regarding the gap in Women, EEOG Category 1 and 2.

Please feel free to contact us if you have any questions or require anything else.

Have a great day,

Ian Turner
Associate | HRwise
Office – 416 231 7172
Cell – 416 301 0832
ian@hrwise.ca

