Labour Program
Federal Contractors Program

PROTECTED V	VHEN	COMP	LETED	- B
OFFICIAL US	E ONL	Y.		
Agreemen	t N°:			

Agreement to Implement Employment Equity

New Agreement	(All sections n	nust be comple	ted)			
✓ Revised Agreement						
W Nevised Agreement						
Legal Name of Organization	ORGA	NIZATION	Parent company	is located outsid	o Canad	la .
Legar Hame of Organization			r arent company			
InnVest REIT				Yes	✓ No	
Operating Name (if different from Legal Name	of Organization)		Business Numb	er		
Hilton Quebec	or or general and					
I min adesec				employees in Ca		470
Organization's North American Industry Classit	ication System (NAICS) Code	e Number	(Permanent Full-	Time and/or Pari	-Time)	170
To find your organization's four-digit NAICS co- http://www.statcan.gc.ca/subjects-sujets/standa	de please visit.		Federally I	Regulated		
7211	THE	ornato-originan	✓ Provinciall	y Regulated		
Address (building number, street, suite, etc.)	HEA	D OFFICE City		Province	Pos	tal Code
200 Bay Street, Suite 2200,I	RBC Plaza,	Toronto		ON	1	J 2J1
South Tower		Telephone Numbe	Γ	4		
		(416) 607-7	100	***************************************		
	EMPLOYMENT	EQUITY CONT	ACT		***************************************	
Name (print)		Title		***************************************		
Ian Taylor Telephone Number	E-mail Address	Sr. Human	Resources	Manager Preferred Langu	an of C	`oronondonoo
(416) 607–2332	ian.taylor@innves	thatale com		Figlish	age or C	French
(410) 007-2332	ian.cayroreimives	cnocers.com		▼ ringiisii	L	
	CERT	IFICATION				••••
The above-named organization:						
having a combined workforce of 100 c	or more permanent ruii-tim	e and permanent	oart-time employ	ees in Canada	, AND	
 intending to bid on, or being in receipt Supply Arrangement, valued at \$1,000 			contract, standir	ng offer or contr	act issu	ued under a
hereby certifies its commitment to implem		• • • •	-going basis, be	ond the period	of the	procurement
instrument, in keeping with the Federal C please refer to: http://www.esdc.gc.ca/enc	ontractors Program requir	ements. For more				
•	,					
Important note: If an audit of the Agreem the procurement instrument(s) with the Go			ers misrepresen	tation on the pa	irt of the	e organization,
	-					
	••••••••••••••••••	NATORY				
NOTE: The signatory must be the Chief contract on behalf of the organiza		uthorized person i	n an executive p	osition with leg	al autho	ority to sign a
Name (print)		Title	•••••••••••••••••••••••••••••••••••••••	***************************************		
George Kosziwka		CFO				
Telephone Number	E-mail Address			Preferred Lang	juage of	Correspondence
416 607-710	george.kosziwka@	innvesthotel	s.com	✓ Eng	ish	French
Signature		Date (YYYY-MM-D	D)			
		2019-Apr-1				
Privacy Notice:		***************************************				
The information you provide on this form is coll Contractors Program (FCP).	ected under the authority of s	section 42 of the <i>Emp</i>	oloyment Equity Ad	t to determine yo	ur eligib	ility for the Federal
Completion of this form is mandatory. Refusal to Bid List, loss of the right to bid on federal go	lo provide personal informatio	on will result in the or contracts of any value	ganization's name and may also res	being placed on ult in the termina	the FCP	Limited Eligibility
The information you provide may be used and/ disclosures of your personal information will ne	or disclosed for policy analysi	is, research and/or e	valuation purposes			
Your personal information is administered in a your personal information, which is described in government publication entitled <i>Info Source</i> , wi accessed online at any Service Canada Centre	n Personal Information Bank hich is available at the followi	ESDC PPU 721. Inst	ructions for obtain	ing this informatic	n are ou	attined in the
		NSTRUCTIONS				
IMPORTANT	* * * * * * * * * * * * * * * * * * *					
	at Employment Parity - for		ta tha Labarra	leanen ber		
 The signed Agreement to Implement e-mail at: ee-eme@hrsdc-rhdcc.qc 		ırm must be sent	το the Labour P	rogram by		

Emploi et Développement social Canada

APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT INFORMATION

Federal Contractors Program

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

I, the undersigned, on behalf of (legal name of organization) **InnVest Reit** (hereafter referred to as "the organization") and (Agreement to Implement Employment Equity number) **10000672**, agree to the following statements:

- 1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
- 2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
- 3. I am therefore requesting an extension until (date) May 31, 2019, for the following reason(s):

(Please describe)

in addition to recruiting for the peak season. We really require an extension until May 31.

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

Name: René Desrosiers Position Title: Human Resources Director

Email address: rene.desrosiers@hilton.com

Telephone number: 418-647-6530 ext. 6602

Business address: 1100 René Lévesque Est, Québec G1R4P3

Signature: _

Date: May 3, 2019

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

Sent: May 6, 2019 7:08 AM

To: 'Rene Desrosiers' <Rene.Desrosiers@hilton.com>; EE-EME <ee-eme@hrsdc-rhdcc.gc.ca>

Cc: Kathy Brassard < Kathy. Brassard@hilton.com >; 'lisa.conway@innvesthotels.com'

conway@innvesthotels.com>; 'ian.taylor@innvesthotels.com' <ian.taylor@innvesthotels.com>
Subject: Extension to Submit Federal Contractors Program Compliance Assessment Information -

10000672

Good morning,

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

As requested, we hereby grant you an extension until May 31, 2019.

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

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



loignez vous au Forum de l'équité, la diversité et l'inclusion en milleu 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: Rene Desrosiers < Rene. Desrosiers@hilton.com>

Sent: May-03-19 10:26 AM

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

Cc: Kathy Brassard < Kathy.Brassard@hilton.com >; Yakibonge, Ntambwe N [NC]

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

Subject: Extension Request

To whom it may concern,

Enclosed, our request for extension.

René Desrosiers | Directeur Ressources Humaines - Human Resources Director

HILTON QUÉBEC

Tel. +1 418 647-6530 # 6602 (Telec - +1 418 523 6482

1100, boul. René-Lévesque Est | C.P. 157, succ. Haute-Ville | Québec (Québec) G1R 4P3 | Canada hilton.com | hiltonquebec.com | facebook.com/HotelHiltonQuebec | twitter.com/hiltonquebec





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Default Workforce Analysis System - Detailed Report

Date: 2019-05-22

Women

			Women					
Employment Equity Occupational Group	Internal	All employees	Repres	entation	Availab	oility	Differ	Place of recruitment
	location	#	#	%	%	#	ence _#	
02: Middle management and other directors	National	18	10	55.6 %	39.4 %	7	3	National
03: Professionals		6	5	83.3 %	67.7 %	4	1	
1121: Human Resources Professionals	National	1	1	100.0 %	73.2 %	1	0	National
1123: Advertising, marketing and public relations professionals	National	5	4	80.0 %	66.6 %	3	1	National
05: Supervisors		13	8	61.5 %	51.5 %	7	1	
Employment Equity Occupational Group	Quebec	13	8	61.5 %	51.5 %	7	1	Quebec
07: Administrative and Senior Clerical Staff		8	8	100.0 %	80.4 %	6	2	
Employment Equity Occupational Group	Quebec	8	8	100.0 %	80.4 %	6	2	Quebec
08: Specialized sales and service personnel		25	9	36.0 %	35.4 %	9	0	
6321 : Chefs	Quebec	16	5	31.3 %	28.6 %	5	0	Quebec
6322: Cooks	Quebec	8	4	50.0 %	43.0 %	3	1	Quebec
6342 : Tailors, dressmakers, furriers and milliners	Quebec	1	0	0.0 %	83.7 %	1	•1	Quebec
09: Skilled workers and artisans		12	2	16.7 %	1.7 %	0	2	
7241: Electricians (except industrial and power system electricians)	Quebec	3	0	0.0 %	1.3 %	0	0	Quebec
7251 : Plumbers	Quebec	2	0	0.0 %	1.4 %	0	0	Quebec
7271 : Carpenters	Quebec	2	0	0.0 %	1.2 %	0	0	Quebec
7311: Construction millwrights and industrial mechanics	Quebec	4	2	50.0 %	1.4 %	0	2	Quebec
9241: Power Plant Mechanics and Power System Operators	Quebec	1	0	0.0 %	6.2 %	0	0	Quebec
10 : Office staff		18	13	72.2 %	58.6 %	11	2	
Employment Equity Occupational Group	Quebec	18	13	72.2 %	58.6 %	11	2	Quebec
11: Intermediate sales and service personnel		88	41	46.6 %	62.6 %	55	-14	
Employment Equity Occupational Group	Quebec	88	41	46.6 %	62.6 %	55	-14	Quebec
12: Skilled Manual Workers		3	0	0.0 %	12.5 %	0	0	
Employment Equity Occupational Group	Quebec	3	0	0.0 %	12.5 %	0	0	Quebec



Default Workforce Analysis System - Detailed Report

Date: 2019-05-22

Women

				,	Women			
Employment Equity Occupational Group	Location	All employees	Repres	entation	Avail	ability	Differen	Place of recruitment
	internal	#	#	%	%	#	ce #	
13: Other sales and service personnel		177	91	51.4 %	49.1 %	87	4	
Employment Equity Occupational Group	Quebec	177	91	51.4 %	49.1 %	87	4	Quebec
Total		368	187	50.8 %	50.6 %	186	- 1	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2016 Census and internal employer data



Default Workforce Analysis System - Detailed Report

Date: 2019-05-22

Aboriginal

	Aboriginal								
Employment Equity Occupational Group	Internal location	All employees	Represe	entation	Availab	ility	Differ	Place of recruitment	
	iocadon	#	#	%	%	#	ence _#		
02: Middle management and other directors	National	18	0	0.0 %	2.7 %	0	0	National	
03: Professionals		6	0	0.0 %	2.3 %	0	0		
1121: Human Resources Professionals	National	1	0	0.0 %	3,1 %	0	0	National	
1123: Advertising, marketing and public relations professionals	National	5	0	0.0 %	2.1 %	0	0	National	
05: Supervisors		13	0	0.0 %	2.0 %	0	0		
Employment Equity Occupational Group	Quebec	13	0	0.0 %	2.0 %	0	0	Quebec	
07: Administrative and Senior Clerical Staff		8	0	0.0 %	1.4 %	0	0		
Employment Equity Occupational Group	Quebec	8	0	0.0 %	1.4 %	0	0	Quebec	
08: Specialized sales and service personnel		25	0	0.0 %	2.0 %	1	-1		
6321 : Chefs	Quebec	16	0	0.0 %	1.7 %	0	0	Quebec	
6322: Cooks	Quebec	8	0	0.0 %	2.6 %	0	0	Quebec	
6342 : Tailors, dressmakers, furriers and milliners	Quebec	1	0	0.0 %	2.6 %	0	0	Quebec	
09: Skilled workers and artisans		12	0	0.0 %	2.8 %	0	0		
7241: Electricians (except industrial and power system electricians)	Quebec	3	0	0.0 %	2.1 %	0	0	Quebec	
7251 : Plumbers	Quebec	2	0	0.0 %	2.8 %	0	0	Quebec	
7271 : Carpenters	Quebec	2	0	0.0 %	3.6 %	0	0	Quebec	
7311: Construction millwrights and industrial mechanics	Quebec	4	0	0.0 %	2.7 %	0	0	Quebec	
9241: Power Plant Mechanics and Power System Operators	Quebec	1	0	0.0 %	4.0 %	0	0	Quebec	
10 : Office staff		18	0	0.0 %	1.6 %	0	0		
Employment Equity Occupational Group	Quebec	18	0	0.0 %	1.6 %	0	0	Quebec	
11: Intermediate sales and service personnel		88	0	0.0 %	1.6 %	1			
Employment Equity Occupational Group	Quebec	88	0	0.0 %	1.6 %	1	-1	Quebec	
12: Skilled Manual Workers		3	0	0.0 %	1.6 %	0	0		
Employment Equity Occupational Group	Quebec	3	0	0.0 %	1.6 %	0	0	Quebec	



Default Workforce Analysis System - Detailed Report

Date: 2019-05-22

Aboriginal

Employment Equity Occupational Group	Location	All employees	Repres	Abo entationAva	original ilability	Differer	c Place of recruitment
	internal	#	#	%	%	#	e #
13: Other sales and service personnel		177	2	1.1 %	1.8 %	3	-1
Employment Equity Occupational Group	Quebec	177	2	1.1 %	1.8 %	3	-1 Quebec
Total		368	2	0.5 %	1.8 %	5	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2016 Census and internal employer data

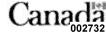


Default Workforce Analysis System - Detailed Report

Date: 2019-05-22

Members of Visible Minorities

		Members of Visible Minorities						
Employment Equity Occupational Group	Internal location	All employees #	Repres #	entationAva %	illability %	#	Differ ence _#	Place of recruitment
		#	#	76	/0		<i>#</i>	
02: Middle management and other directors	National	18	0	0.0 %	17.6 %	3		National
03: Professionals		6	0	0.0 %	18.5 %	1	-1	
1121: Human Resources Professionals	National	1	0	0.0 %	16.7 %	0	0	National
1123: Advertising, marketing and public relations professionals	National	5	0	0.0 %	18.8 %	1	-1	National
05: Supervisors		13	1	7.7 %	3.2 %	0	1	
Employment Equity Occupational Group	Quebec	13	1	7.7 %	3.2 %	0	1	Quebec
07: Administrative and Senior Clerical Staff		8	0	0.0 %	3.3 %	0	0	
Employment Equity Occupational Group	Quebec	8	0	0.0 %	3.3 %	0	0	Quebec
08: Specialized sales and service personnel		25	2	8.0 %	31.9 %	8	-6	
3321 : Chefs	Quebec	16	1	6.3 %	38.7 %	6		Quebec
6322: Cooks	Quebec	8	0	0.0 %	18.8 %	2		Quebec
6342 : Tailors, dressmakers, furriers and milliners	Quebec	1	1	100.0 %	28.5 %	0	1	Quebec
99: Skilled workers and artisans		12	0	0.0 %	3.7 %	0	0	
7241: Electricians (except industrial and power system electricians)	Quebec	3	0	0.0 %	4.2 %	0	0	Quebec
7251 : Plumbers	Quebec	2	0	0.0 %	4.3 %	0	0	Quebec
7271 : Carpenters	Quebec	2	0	0.0 %	1.7 %	0	0	Quebec
7311: Construction millwrights and industrial mechanics	Quebec	4	0	0.0 %	3.6 %	0	0	Quebec
9241: Power Plant Mechanics and Power System Operators	Quebec	1	0	0.0 %	4.8 %	0	0	Quebec
10 : Office staff		18	2	11.1 %	4.1 %	1	1	
Employment Equity Occupational Group	Quebec	18	2	11.1 %	4.1 %	1	1	Quebec
11: Intermediate sales and service personnel		88	8	9.1 %	6.4 %	6	2	
Employment Equity Occupational Group	Quebec	88	8	9.1 %	6.4 %	6	2	Quebec
12: Skilled Manual Workers		3	0	0.0 %	3.9 %	0	0	
Employment Equity Occupational Group	Quebec	3	0	0.0 %	3.9 %	0	0	Quebec



Default Workforce Analysis System - Detailed Report

Date: 2019-05-22

Members of Visible Minorities

			r	Members of	Visible Mino	rities		
Employment Equity Occupational Group	Internal	All employees	RepresentationAvailability				Differ	Place of recruitment
	location	#	#	%	%	#	ence#	
13: Other sales and service personnel		177	38	21.5 %	7.7 %	14	24	
Employment Equity Occupational Group	Quebec	177	38	21.5 %	7.7 %	14	24	Quebec
Total		368	51	13.9 %	9.1 %	33	18	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2016 Census and internal employer data



Default Workforce Analysis System - Detailed Report

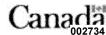
Date: 2019-05-22

Persons with disabilities

			Persons with disabilities					
Employment Equity Occupational Group	Internal	All employees	Repres	entationAv	ailability	Diffe		
	location	#	#	%	%	# enc	} #	
01/02 : Executives	National	18	1	5.6 %	5.0 %	1	0 National	
03: Professionals	National	6	0	0.0 %	8.9 %	1	-1 National	
05: Supervisors	National	13	1	7.7 %	27.5 %	4	-3 National	
07: Administrative and Senior Clerical Staff	National	8	0	0.0 %	10.0 %	1	-1 National	
08: Specialized sales and service personnel	National	25	0	0.0 %	8.0 %	2	-2 National	
09: Skilled workers and artisans	National	12	0	0.0 %	7.8 %	1	-1 National	
10 : Office staff	National	18	0	0.0 %	9.3 %	2	-2 National	
11: Intermediate sales and service personnel	National	88	0	0.0 %	10.8 %	10 -	IO National	
12: Skilled Manual Workers	National	3	0	0.0 %	10.3 %	0	0 National	
13: Other sales and service personnel	National	177	9	5.1 %	10.7 %	19 -	10 National	
Total		368	11	3.0 %	10.6 %	41 -3	0	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2017 Canadian Disability Survey and internal employer data.



Default Workforce Analysis System - Detailed Report

Date: 2019-05-22

Default Data for Workforce Analysis - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
02: Middle and Other Managers 03: Professionals	EEOG	National
	NOC	National
05: Supervisors	EEOG	CMA
07: Administrative and Senior Clerical Staff	EEOG	CMA
08: Specialized sales and service personnel	CNP	Provincial
09: Skilled workers and artisans	CNP	Provincial
10 : Office staff	EEOG	CMA
11: Intermediate sales and service personnel	EEOG	CMA
12: Skilled Manual Workers	EEOG	CMA
13: Other sales and service personnel	EEOG	СМА



Default Workforce Analysis System - Detailed Report

Date: 2019-05-22

Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	СРЕМЕ	National
03: Professionals	CPEME	National
05: Supervisors	CPEME	National
07: Administrative and Senior Clerical Personnel 08:	CPEME	National
Specialized Sales and Service Personnel 09: Skilled	CPEME	National
Workers and Craftspeople	CPEME	National
10 : Clerical staff	CPEME	National
1111: Intermediate sales and service personnel 12:	CPEME	National
Skilled manual workers	CPEME	National
13: Other sales and service personnel	CPEME	National
	CPEME	



Default Workforce Analysis System - Summary Report

Date: 2019-05-22

Women

	Women						
Employment Equity Occupational Group	All employees	Repres	sentation	Availa	ability	Differ	
	#	#	%	%	#	ence _#	
02: Middle management and other directors	18	10	55.6 %	39.4 %	7	3	
03: Professionals	6	5	83.3 %	67.7 %	4	1	
05: Supervisors	13	8	61.5 %	51.5 %	7	1	
07: Administrative and Senior Clerical Staff	8	8	100.0 %	80.4 %	6	2	
08: Specialized sales and service personnel	25	9	36.0 %	35.4 %	9	0	
09: Skilled workers and artisans	12	2	16.7 %	1.7 %	0	2	
10 : Office staff	18	13	72.2 %	58.6 %	11	2	
11: Intermediate sales and service personnel	88	41	46.6 %	62.6 %	55	-14	
12: Skilled Manual Workers	3	0	0.0 %	12.5 %	0	0	
13: Other sales and service personnel	177	91	51.4 %	49.1 %	87	4	
Total	368	187	50.8 %	50.6 %	186	1	



Default Workforce Analysis System - Summary Report

Date: 2019-05-22

Aboriginal

	Aboriginal						
Employment Equity Occupational Group	All employees	Repres	entation	Availab	ility	Differ	
	#	#	%	%	#	ence _#	
02: Middle management and other directors	18	0	0.0 %	2.7 %	0	0	
03: Professionals	6	0	0.0 %	2.3 %	0	0	
05: Supervisors	13	0	0.0 %	2.0 %	0	0	
07: Administrative and Senior Clerical Staff	8	0	0.0 %	1.4 %	0	0	
08: Specialized sales and service personnel	25	0	0.0 %	2.0 %	1	-1	
09: Skilled workers and artisans	12	0	0.0 %	2.8 %	0	0	
10 : Office staff	18	0	0.0 %	1.6 %	0	0	
11: Intermediate sales and service personnel	88	0	0.0 %	1.6 %	1	-1	
12: Skilled Manual Workers	3	0	0.0 %	1.6 %	0	0	
13: Other sales and service personnel	177	2	1.1 %	1.8 %	3	-1	
Total	368	2	0.5 %	1.8 %	5	-3	



Default Workforce Analysis System - Summary Report

Date: 2019-05-22

Members of Visible Minorities

		Members of Visible Minorities				
Employment Equity Occupational Group	All employees	Repres	entationAv	ailability		Differ
	#	#	%	%	#	ence _#
02: Middle management and other directors	18	0	0.0 %	17.6 %	3	-3
03: Professionals	6	0	0.0 %	18.5 %	1	-1
05: Supervisors	13	1	7.7 %	3.2 %	0	1
07: Administrative and Senior Clerical Staff	8	0	0.0 %	3.3 %	0	0
08: Specialized sales and service personnel	25	2	8.0 %	31.9 %	8	-6
09: Skilled workers and artisans	12	0	0.0 %	3.7 %	0	0
10 : Office staff	18	2	11.1 %	4.1 %	1	1
11: Intermediate sales and service personnel	88	8	9.1 %	6.4 %	6	2
12: Skilled Manual Workers	3	0	0.0 %	3.9 %	0	0
13: Other sales and service personnel	177	38	21.5 %	7.7 %	14	24
Total	368	51	13.9 %	9.1 %	33	18



Default Workforce Analysis System - Summary Report

Date: 2019-05-22

Persons with disabilities

Persons with disabilities							
Employment Equity Occupational Group	All employees	Repres	entationAv	ailability		Differ	
	#	#	%	%	#	ence _#	
01/02 : Executives	18	1	5.6 %	5.0 %	1	0	
03: Professionals	6	0	0.0 %	8.9 %	1	•1	
05: Supervisors	13	1	7.7 %	27.5 %	4	-3	
07: Administrative and Senior Clerical Staff	8	0	0.0 %	10.0 %	1	•	
08: Specialized sales and service personnel	25	0	0.0 %	8.0 %	2	-2	
09: Skilled workers and artisans	12	0	0.0 %	7.8 %	1		
10 : Office staff	18	0	0.0 %	9.3 %	2	-2	
11: Intermediate sales and service personnel	88	0	0.0 %	10.8 %	10	-10	
12: Skilled Manual Workers	3	0	0.0 %	10.3 %	0	0	
13: Other sales and service personnel	177	9	5.1 %	10.7 %	19	-10	
Total	368	11	3.0 %	10.6 %	41	-30	



Default Workforce Analysis System - Summary Report

Date: 2019-05-22

Default Data for Workforce Analysis - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
02: Middle and Other Managers 03: Professionals	EEOG	National
	NOC	National
05: Supervisors	EEOG	СМА
07: Administrative and Senior Clerical Staff	EEOG	CMA
08: Specialized sales and service personnel	CNP	Provincial
09: Skilled workers and artisans	CNP	Provincial
10 : Office staff	EEOG	CMA
11: Intermediate sales and service personnel	EEOG	СМА
12: Skilled Manual Workers	EEOG	CMA
13: Other sales and service personnel	EEOG	CMA



Default Workforce Analysis System - Summary Report

Date: 2019-05-22

Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	CPEME	National
03: Professionals	СРЕМЕ	National
05: Supervisors	CPEME	National
07: Administrative and Senior Clerical Personnel 08:	СРЕМЕ	National
Specialized Sales and Service Personnel 09: Skilled	СРЕМЕ	National
Workers and Craftspeople	СРЕМЕ	National
10 : Clerical staff	СРЕМЕ	National
1111: Intermediate sales and service personnel 12:	CPEME	National
Skilled manual workers	СРЕМЕ	National
13: Other sales and service personnel	CPEME	National
	CPEME	
	CPEME	
	СРЕМЕ	
	CPEME	



Data from Fir	st/Previous Wor	kforce Analysis
1	1	↓

Data from Su	bsequent/Curro Analysis	ent Workforce
1	1	1

Data from Fi	st/Previous Workf	orce Analysis
YYYY	MM	DD
2019	05	22

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	10	24

		Table 1: Women			
		First/Previous Workforce Analysis			
Emple	oyment Equity Occupational Group (EEOG)	All Employees	Won		
	;		Representation	Availability*	
		#	#	%	
01	Senior Managers	0	0	0.0	
02	Middle & Other Managers	18	10	39.4	
03	Professionals	6	5	67.7	
04	Semi-Professionals & Technicians	0	0	0.0	
05	Supervisors	13	8	51.5	
06	Supervisors: Crafts & Trades	0	0	0.0	
07	Administrative & Senior Clerical Personnel	8	8	80.4	
08	Skilled Sales & Service Personnel	25	9	35.4	
09	Skilled Crafts & Trades Workers	12	2	1.7	
10	Clerical Personnel	18	13	58.6	
11	Intermediate Sales & Service Personnel	88	41	62.6	
12	Semi-Skilled Manual Workers	3	0	12.5	
13	Other Sales & Service Personnel	177	91	49.1	
14	Other Manual Workers	0	0	0.0	
Total		368	187	50.6	

,	<u> Fable 5: Women</u>			
Subsequen	t/Current Workford	e Analysis		
All Employees	Women			
	Representation	Availability*		
#	#	%		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		

* Source:		
2016 Cens	us	

* S	our	ce:										

Data from Firs	t/Previous Wo	rkforce Analysis
1	<u> </u>	Ţ

Data from Su	ıbsequent/Curre Analysis	ent Workforce
\	\	1

2019	05	22
YYYY	MM	DD
Data from Fi	rst/Previous Work	orce Analysis

2018	10	24
YYYY	MM	DD
Data from Subse	quent/Current Wo	rkforce Analysis

		Table 2: Aboriginal Peoples					
		First/Previous Workforce Analysis					
Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples				
			Representation	Availability*			
		#	#	%			
01	Senior Managers	0	0	0.0			
02	Middle & Other Managers	18	0	2.7			
03	Professionals	6	0	2.3			
04	Semi-Professionals & Technicians	0	0	0.0			
05	Supervisors	13	0	2.0			
06	Supervisors: Crafts & Trades	0	0	0,0			
07	Administrative & Senior Clerical Personnel	8	0	1.4			
08	Skilled Sales & Service Personnel	25	0	2.0			
09	Skilled Crafts & Trades Workers	12	0	2.8			
10	Clerical Personnel	18	0	1,6			
11	Intermediate Sales & Service Personnel	88	0	1.6			
12	Semi-Skilled Manual Workers	3	0	1.6			
13	Other Sales & Service Personnel	177	2	1.8			
14	Other Manual Workers	0	0	0.0			
Total		368	2	1.8			

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

* Se	ource				
0					

Data from Fir	st/Previous Woi	rkforce Analysis
1	\	\

Data from Si	ubsequent/Curre Analysis	ent Workforce
\	1	1

Data from Fi	rst/Previous Workf	orce Analysis
YYYY	MM	DD
2019	05	22

2018	10	24
YYYY	MM	DD
Data from Subse	quent/Current Wo	rkforce Analysis

		Table 3: Members of Visible Minorities		
E-males and E-mailton Occurred in tal Communication (FEOC)		First/Previous Workforce Analysis		
		All Employees	Members of Vis	Members of Visible Minorities
cmpr	oyment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	0	0	0.0
02	Middle & Other Managers	18	0	17.6
03	Professionals	6	0	18.5
04	Semi-Professionals & Technicians	0	0	0.0
05	Supervisors	13	1	3.2
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	8	0	3.3
08	Skilled Sales & Service Personnel	25	2	31.9
09	Skilled Crafts & Trades Workers	12	0	3.7
10	Clerical Personnel	18	2	4.1
11	Intermediate Sales & Service Personnel	88	8	6.4
12	Semi-Skilled Manual Workers	3	0	3.9
13	Other Sales & Service Personnel	177	38	7.7
14	Other Manual Workers	0	0	0.0
Total		368	51	9.1

Subsequen	t/Current Workford	e Analysis
All Employees	Members of Vis	ible Minorities
	Representation	Availability*
#	#	%
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0

* Source:		
0		

Data from Fir	st/Previous Woi	rkforce Analysis
1	1	+

Data from Su	bsequent/Curro Analysis	ent Workforce
1	1	1

2019	05	22
YYYY	MM	DD
Data from Fi	rst/Previous Work	orce Analysis

2018	10	24
Data from Subsc	equent/Current Wo	orkforce Analysis

		Table 4: Persons with Disabilities First/Previous Workforce Analysis		
		All Employees	Persons with Disabilities	
cmpio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01/02	Managers	18	1	5.0
03	Professionals	6	0	8.9
04	Semi-Professionals & Technicians	0	0	0.0
05	Supervisors	13	1	27.5
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	8	0	10.0
08	Skilled Sales & Service Personnel	25	0	8.0
09	Skilled Crafts & Trades Workers	12	0	7.8
10	Clerical Personnel	18	0	9.3
11	Intermediate Sales & Service Personnel	88	0	10.8
12	Semi-Skilled Manual Workers	3	0	10.3
13	Other Sales & Service Personnel	177	9	10.7
14	Other Manual Workers	0	0	0.0
Total		368	11	10.6

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

* Source:			
2017 Can	adian Survey	on Disability	

* Source	e:			

Part 2: Flow Data Analysis

InnVest REIT

2019-05-22

2019	05	22
YYYY	MM	DD
Start	Date of Flow	Data

2018	10	24
YYYY	MM	aa
End I	Date of Flow	Data



$\overline{\downarrow}$

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

Data from Form 5 - Employees Promoted

	1 able 5:	Women		
Full-time / National		Part-time / National		
All Employees Promoted	Wømen Promoted	All Employees Promoted	Women Promoted #	
#	#	#		
0	0	0	(
0	0	0	(
0	0	o	(
o	0	o	(
o	0	o	(
o	0	o	(
o	0	o	(
o	0	o	(
o	0	0	C	
o	0	o	C	
0	0	0	0	
o	0	o	(
o	0	0	C	
o	0	o	C	
0	0	0	0	

Data from Form 6 - Employees Terminated

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

Part 2: Flow Data Analysis

InnVest REIT

2019-05-22

2019	05	22
YYYY	MM	DD
Start	Date of Flow	Data

End	Date of Flow	Data
YYYY	MM	DD
2018	10	24

Data from Form 4 - Employees Hired

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

Data from Form 6 - Employees Terminated $\overline{\downarrow}$ T

Table 10: Aboriginal Peoples						
Full-time	/ National	Part-time / National				
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated			
#	#	#	#			
0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			

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

Part 2: Flow Data Analysis

InnVest REIT

2019-05-22

2019)	0:	5	2	2
YYY	Y	M	М	D	D
S	tart D	ate of	Flov	v Data	

End	Date of Flow	Data
YYYY	MM	DD
2018	10	24



Table 3: Persons with Disabilities Full-time / National Part-time / National **Employment Equity Occupational Group** Persons with Persons with All Employees All Employees Disabilities Disabilities Hired Hired Hired Hired # # 02 Middle & Other Managers 04 Semi-Professionals & Technicians 06 Supervisors: Crafts & Trades 07 Administrative & Senior Clerical Personnel 08 Skilled Sales & Service Personnel 09 Skilled Crafts & Trades Workers 11 Intermediate Sales & Service Personnel 12 Semi-Skilled Manual Workers 13 Other Sales & Service Personnel

(EEOG)

01 Senior Managers

03 Professionals

05 Supervisors

10 Clerical Personnel

14 Other Manual Workers

Total

Data from Form 5 - Employees Promoted

Table	7: Persons	with Disa	bilities
Full-time	/ National	Part-time	/ National
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
#	#	#	#
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
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0	0	0	C
0	0	0	0
0	0	0	(
0	0	0	C
0	0	0	0
0	0	0	(

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																											Ì												

Table 1	1: Person	s with Disa	hilities
	/ National	Part-time	
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

Part 2: Flow Data Analysis

InnVest REIT

2019-05-22

2019	05	22
YYYY	ММ	DD
Start	Date of Flow	Data

2018	10	24
YYYY	MM	DD
End I	Date of Flow	Data



Table 4: Members of Visible Minerities

Data from Form 5 - Employees Promoted	-	- 1		
-				
-		110	moteu	
-		Pro	moted	
Data from Form 5 - Employees		**		
Data from Form 5 - Employees			•	
Data from Form 5 - Employees	1/41	a 11 0111 1 01	*** ~ ******	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
	Hat	g trom kor	m 5 - k mr	Movees

Ψ	₩	Ψ	Ψ	
Table 8:	Members (of Visible N	linorities	7
Full-time	/ National	Part-time	/ National	
Il Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	Al T
#	#	#	#	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	

		w	×				88	æ					88	×	×	×					8			*	88				×						
																							e												

			7	
orities	Table 12:	Members	of Visible N	Ainorities
ational	Full-time	National	Part-time	/ National
embers of Visible Ainorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#	#
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0
0	0	0	0	O
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0

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

										Data f	or First/I	Previous (Goals							
	В	С	Đ	E	F	G	Н	I	J	K	<u>l</u>	M	N	0	i P	Q	R	S	T	U
Data s	ources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	Tr	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) + (C + F)
		Ţ	↓	Ļ	Ų	↓	1	Ų.	Į.	↓	Ų	Ţ	ţ	Į.	↓	↓	Ţ	Ţ	Ų.	↓
											Table 1:									
					411.5	•				First/	Previous SI	hort-term G	oals		***	omen				
					All Em	ployees			T					**	or Goals	omen				
		Number	Grev	oth (New Positi	ons)	Turnover (R	teplacement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires		n Goals m - To					
\$0000000 0 0000	yment Equity Occupational	VVVV-MM-DD	Actual	Proje	ected	Actual	Proje	setest	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	i Employees)	Required		-1111	Present	Present Gap	Projected	Present	Projected Representation in 3
Group	(EEOG)				Over 3			Over 3	Years			Over 3	Over 3 Years			Availability		Gap	Representation	Vears
		2019-05-22	Annually	Annually	Years	Annually	Annually	Vears		2019-05-22	Annually	Years		2019	2022					
		#	%	%	Ħ	%	%	#	Ħ	tt.	%	#	Ħ	#	%	9%	Ħ	#	%	%
1 1	Senior Managers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
1 1	Middle & Other Managers	18	-100.0%	0.0%	0	0.0%	25.0%	14	14	10	25.0%	8	5	()	39.4%	3	-5	55.6%	11.1%
1 1	Professionals	6	-100.0%	0.0%	0	0.0%	25.0%	5	5	5	25.0%	4	3	()	67.7%	1	-3	83.3%	16.7%
04	Semi-Professionals & Tech	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	()]	0.0%	0	0	#DIV/0!	#DIV/0!
1 1	Supervisors	13	-100.0%	0.0%	0	0.0%	25.0%	10	10	8	25.0%	6	5		1	51.5%	1	-5	61.5%	15.4%
06	Supervisors: Crafts & Trades Administrative & Sr Clerical	0	0.0% -100.0%	0.0%	0	0.0% 0.0%	0.0% 25.0%	6	0	0	0.0% 25.0%	0	0		1	0.0% 80.4%	1 ,	4	#DIV/0! 100.0%	#DIV/0! 25.0%
08	Skilled Sales & Service	25	-100.0%	0.0%	0	0.0%	25.0%	19	100	0	25.0%	7	+	,	(35.4%	0	7	36.0%	23.0% 8.0%
00	Skilled Crafts & Trades	12	-100.0%	0.0%	0	0.0%	25.0%	0	1	2	25.0%	,	, n		()	1.7%	2	-/	16.7%	0.0%
10	Clerical Personnel	18	-100.0%	0.0%	0	0.0%	25.0%	14	14	13	25.0%	10	8		1	58.6%	2	8	72.2%	16.7%
111	Intermediate Sales & Service	88	-100.0%	0.0%	0	0.0%	25.0%	66	1	41	25.0%	31	45	33	50.0%	62.6%	-14	-12	46.6%	48.9%
	Semi-Skilled Manual	3	-100.0%	0.0%	0	0.0%	25.0%	2	1	0	25.0%	0	0	()	12.5%	0	0	0.0%	0.0%
13	Other Sales & Service	177	-100.0%	0.0%	0	0.0%	25.0%	133	133	91	25.0%	68	64	()	49.1%	4	-64	51.4%	13.0%
14	Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
Total		368	-100.0%	0.0%	0	0.0%	25.0%	276	276	187	25.0%	140	139	()	50.6%	1	-139	50.8%	12.8%

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

				Table 2: Women
Employment Equity Occupational		Women		
Group (EEOG)	Short-teri	m Goals Long-te	rm Goals	Comments
		%	%	
01 Senior Managers		0.0	0.0	
02 Middle & Other Managers		0.0	0.0	
03 Professionals		0.0	0.0	
04 Semi-Professionals & Tech		0.0	0.0	
05 Supervisors		0.0	0.0	
06 Supervisors: Crafts & Trades		0.0	0.0	
07 Administrative & Sr Clerical		0.0	0.0	
08 Skilled Sales & Service		0.0	0.0	
09 Skilled Crafts & Trades		0.0	0.0	
10 Clerical Personnel		0.0	0.0	
11 Intermediate Sales & Service		50.0	50.0	
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	

										Data f	or First/I	Previous (Joals							
A	B	C	Đ	E	F	G	Н	i i		K	L	i M	i N	0	i p	0	R	S	T	U Ì
,	***************************************								<u></u>	**************************************						,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	<u> </u>			
Data s	ources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
		Ţ	J	Į.	Ų	Ų	J.	↓	Ţ	Į.	Ţ	Ţ	Ţ	Ţ	Ţ	Į.	Į.	Ţ	Ų	Į.
												iginal Peo								
										First/	Previous SI	hort-term G	oals							
					All En	ployees			ı							nal Peoples				
		Number	Gree	th (New Posit	ions)	Turnover (Re	eplacement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires		r Goals n - To					
*************	syment Equity Occupational	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	i Employees)	Required		- 7777	Present Availability	Present Gap	Projected	Present	Projected Representation in 3
Crout	(EEOG)	2019-05-22	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2019-05-22	Annually	Over 3 Years	Over 3 Years	2019	2022	Avanaouny		Gap	Representation	Years
		Ħ	%	%	#	%	%	#	Ħ	Ħ	%	#	H	#	%	9%	#	н	%	9/6
01	Senior Managers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	- 0	0	#DIV/0!	#DIV/0!
02	Middle & Other Managers	18	-100.0%	0.0%	0	0.0%	25.0%	14	14	0	25.0%	0	0	0		2.7%	0	0	0.0%	0.0%
1 1	Professionals	6	-100.0%	0.0%	0	0.0%	25.0%	5	5	0	25.0%	0	0	0		2.3%	0	0	0.0%	0.0%
04	Semi-Professionals & Tech	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
	Supervisors	13	-100.0%	0.0%	0	0.0%	25.0%	10	10	0	25.0%	0	0	0		2.0%	0	0	0.0%	0.0%
1 1	Supervisors: Crafts & Trades	0	0.0%	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 Skilled Sales & Service	25	-100.0% -100.0%	0.0% 0.0%	0	0.0% 0.0%	25.0% 25.0%	19	0	0	25.0% 25.0%	0	0		2.0%	1.4% 2.0%	. "	Ų	0.0% 0.0%	0.0% 0.0%
09	Skilled Crafts & Trades	23 12	-100.0%	0.0%	0	0.0%	25.0% 25.0%	0	19	0	25.0%	0	1 n	, v	2.0%	2.0%	-1	-1	0.0%	0.0%
10	Clerical Personnel	18	-100.0%	0.0%	0	0.0%	25.0%	14	14	n	25.0%	"	0	0		1.6%	0	0	0.0%	0.0%
11	Intermediate Sales & Service	88	-100.0%	0.0%	0	0.0%	25.0%	66	66	0	25.0%] 6	ľ	ľ	1.6%	1.6%	_1	0	0.0%	1.1%
	Semi-Skilled Manual	3	-100.0%	0.0%	ő	0.0%	25.0%	2	2	0	25.0%) o		i .	1	1.6%	0	0	0.0%	0.0%
- 1	Other Sales & Service	177	-100.0%	0.0%	ő	0.0%	25.0%	133	133	2	25.0%	2	3	2	1.8%	1.8%	-1	<u>-1</u>	1.1%	1.1%
	Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	, o	0	, o		0.0%	0	0	#DIV/0!	#DIV/0!
Total		368	-100.0%	0.0%	0	0.0%	25.0%	276	276	2	25.0%	2	7	0		1.8%	-5	-7	0.5%	0.0%

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 1) x 100.

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

						Table 4: Aboriginal Peoples
	loyment Equity Occupational		Aboriginal	Peoples		
	ip (EEOG)	Short-teri	n Goals	Long-ter	m Goals	Comments
			%		9/0	
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	
	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		2.0		2.0	
09	Skilled Crafts & Trades		0,0		0,0	
10	Clerical Personnel		0.0		0.0	
11	Intermediate Sales & Service		1.6		1.6	
12	Semi-Skilled Manual		0.0		0.0	
13	Other Sales & Service		1.8		1.8	
14	Other Manual Workers		0.0		0.0	
Tota			0.0		0,0	

Federal Contractors Program Achievement Report
Part 3: Goals
InnVest REIT
2019-05-22

Data for First/Previous Goals

A j B	C	D	<u>l e i</u>	F İ G	H	1	J	K	L	M	N	0	P	Q	R	S	T	L U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	From Flow Data X E x 3 Analysis & Workforce Analysis		CxHx3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
***************************************	<u> </u>	<u> </u>	T. T.	ψ Ψ	<u> </u>	<u> </u>	Ţ	J	Ţ	Ţ	Ţ	Ţ	Ţ	Į	Ţ	Ţ	4	1
										with Disa								
								First	Previous SI	hort-term G	ioals							
				All Employees							1			th Disabilities				
	Number	Gre	wth (New Positions)) Turnover (R	eplacement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires	3 Yea						
Employment Equity Occupational					· · ·		Anticipated		Terminated	f Employees)	Required		a - To	Present		Projected	Present	Projected
Group (EEOG)	VVVV-MM-DD	Actual	Projected		Proje		Hires Over 3 Years	VVVV-MM-DD		1	Over 3	1111	- 1111	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2019-05-22	Annually	: Annually :	Over 3 Years Annually	Annually	Over 3 Vears		2019-05-22	Annually	Over 3 Years	Years	2019	2022					
	H	9%	9/4	# %	9/6	H	H	ti	%	H	H	Н	1/4	9/6	Н	H	9/0	%
01/02 Managers	18		0.0%	0 0.0%	0.0%	. ()	()	1	0.0%	. 0	0	. 0	*	5.0%	0	()	5.6%	5.6%
03 Professionals	6	-100.0%	0.0%	0 0.0%	25.0%	5	5	0	25.0%	0	1	0	8.9%	8.9%	-1	-1	0.0%	0.0%
04 Semi-Professionals & Tech	0	0.0%	0.0%	0.0%	25.0%	0	0	0	25.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	13	-100.0%	0.0%	0.0%	0.0%	0	0	1	0.0%	0	3	0	27.5%	27.5%	-3	-3	7.7%	7.7%
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0.0%	25.0%	0	0	0	25.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	8	-100.0%	0.0%	0.0%	0.0%	0	0	0	0.0%	0	1	0	10.0%	10.0%	-1	-1	0.0%	0.0%
08 Skilled Sales & Service	25		0.0%	0.0%	25.0%	19	19	(25.0%	0	2	2	8.0%	8.0%	-2	0	0.0%	8.0%
09 Skilled Crafts & Trades	12	100.075	0.0%	0 0.0%	25.0%	9	9	(25.0%	0	1	1	7.8%	7.8%	-1	0	0.0%	8.3%
10 Clerical Personnel	18	-100.0%	0.0%	0.0%	25.0%	14	14	0	25.0%	0	2	1	9.3%	9.3%	-2	-1	0.0%	5.6%
11 Intermediate Sales & Service	88	1	0.0%	0 0.0%	25.0%	66	66	0	25.0%	0	10	7	10.8%	10.8%	-10	-3	0.0%	8.0%
12 Semi-Skilled Manual	3	-100.0%	0.0%	0 0.0%	25.0%	2	2	0	25.0%	0	0	0		10.3%	0	0	0.0%	0.0%
13 Other Sales & Service	177	-100.0%	0.0%	0.0%	25.0%	133	133	9	25.0%	1 7	17	14	10.7%	10.7%	-10	-3	5.1%	9.0%
14 Other Manual Workers	260	0.0%	0.0%	0 0.0%	25.0%	0	0 276	(25.0%	0	36	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	368	-100.0%	U.U%	0 0.0%	25.0%	276	276	11	25.0%	8	36	0	I	10.6%	-28	-36	3.0%	0.8%

[†] Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)¹³ - 1) x 100.

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

	Workforce Analysis) * 2) x 100	J.				
						Table 6: Persons with Disabilities
	I am a real real real real real real real re	Po	rsons with I	Disabilities		
	loyment Equity Occupational - ip (EEOG)	Short-teri	n Goals	Long-ter	m Goals	Comments
010	ily (EEOO)		%		%	
01/0	2 Managers		0.0		0.0	
03	Professionals		8.9		8.9	
04	Semi-Professionals & Tech		0.0		0.0	
05	Supervisors		27.5		27.5	
06	Supervisors: Crafts & Trades		0.0		0.0	
07	Administrative & Sr Clerical		10.0		10.0	
08	Skilled Sales & Service		8.0		8.0	
09	Skilled Crafts & Trades		7.8		7.8	
10	Clerical Personnel		9.3		9,3	
11	Intermediate Sales & Service		10,8		10.8	
12	Semi-Skilled Manual		0.0		0.0	
13	Other Sales & Service		10.7		10.7	
14	Other Manual Workers		0.0		0.0	
Tota			0.0		0.0	

									Data 1	or First/I	revious (Goals							
A	C	D	E	F	G	н	I	J	K	L	ļ M	l N	i 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	CxHx3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) + (C + F)
	<u> </u>	↓	Ų	Ų	Į.	1	ų.	↓	Į.	Ţ	Ţ	Ţ	Ţ	Į.	Ų	Ţ	Ţ	Ų	Į.
									Table 7: M				S						
				611 17	plovees				First/	Previous SI	iort-term C	oals			isible Minori	*****			
				An Eu								1		r Goals	isinic amori	lies			
	Number	Gree	oth (New Positi	ions)		eplacement of Employees)	Lerminated		Number		eplacement of	Hires		ı - To					
Employment Equity Occupational	YYYY-MM-DD	Actual	Proje	ected	Actual	Proje	cted	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	f Employees)	Required		- 1111	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	2019-05-22	Annually	Annually	Over 3	Annually	Annually	Over 3	Years	2019-05-22	Annually	Over 3	Over 3 Years	2019	2022	Availability		Gap	Representation	Years
				Years		·	Vears				Years		****						
01 Senior Managers	#	0.0%	0.0%	#	0.0%	0.0%	#	#	#	0.0%	#	#	#	%	% 0.0%	# 0	# 0	% #DIV/0!	% #DIV/0!
02 Middle & Other Managers	18	-100.0%	0.0%	0	0.0%	25.0%	14	14	0	25.0%	0	3	,	17.6%	17.6%	3	-1	#D1V/0: 0.0%	#DIV/0: 11.1%
03 Professionals	6	-100.0%	0.0%	0	0.0%	25.0%	5	1 5	0	25.0%	l ő	1 1	Ĩ	18.5%	1	-1	0	0.0%	16.7%
04 Semi-Professionals & Tech	0	0.0%	0.0%	0	0.0%	0.0%	0	l o	0	0.0%	. 0	i 0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	13	-100.0%	0.0%	0	0.0%	25.0%	10	10	1	25.0%	1	0	0		3.2%	1	0	7.7%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	8	-100.0%	0.0%	0	0.0%	25.0%	6	6	0	25.0%	0	0	0		3.3%	0	0	0.0%	0.0%
08 Skilled Sales & Service	25	-100.0%	0.0%	0	0.0%	25.0%	19	19	2	25.0%	2	8	6	31.9%	31.9%	-6	-2	8.0%	24.0%
09 Skilled Crafts & Trades	12	-100.0%	0.0%	0	0.0%	25.0%	9	9	0	25.0%	0	0	0		3.7%	0	0	0.0%	0.0%
10 Clerical Personnel	18	-100.0%	0.0%	0	0.0%	25.0%	14	14	2	25.0%	2	1	0		4.1%	1	-1	11.1%	0.0%
11 Intermediate Sales & Service	88	-100.0%	0.0%	0	0.0%	25.0%	66	66	8	25.0%	6	4	0		6.4%	2	-4	9.1%	2.3%
12 Semi-Skilled Manual	3	-100,0%	0.0%	0	0.0%	25.0%	2	2	0	25.0%	0	0	0		3.9%	0	0	0.0%	0.0%
13 Other Sales & Service	177	-100.0%	0,0%	0	0.0%	25.0%	133	133	38	25.0%	29	5	0		7.7%	24	-5	21.5%	5.1%
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	368	-100.0%	0.0%	0	0.0%	25.0%	276	276	51	25.0%	38	20	0	<u> </u>	9.1%	18	-20	13.9%	3.5%

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 1) x 100.

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

[→] Workforce Analysis) ÷ 2) x 16	10.		
			Table 8: Members of Visible Minorities
	Members of Visit	ble Minorities	
Employment Equity Occupational Group (EEOG)	Short-term Goals	Long-term Goals	Comments
	9/0	9/6	
01 Senior Managers	0.0	0.0	
02 Middle & Other Managers	17.6	17.6	
03 Professionals	18.5	18.5	
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	31.9	31.9	
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	

									Data for	Subseque	nt/Currei	nt Goals							
A B	C	D	E	F F	I G	Н	**************************************		K		M	i N	0	i p	0	R	S	***	**
A			E.				<u> </u>	<u> </u>	<u> </u>	1.	* :V\$	* 3*	<u></u>		<u> </u>	<u> </u>	1		L
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce	Data Entry	CxHx3	F + 1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) + (C
**************************************	Ţ	Ţ	Į	Ţ	Ţ	Ţ	<u> </u>	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Į.	J.	J.
										Table 9:									
									Subsequi	ent/Current	Short-tern	n Goals							
				All En	nployees										omen				
	Number	Grev	oth (New Posit	ions)	Turnover (Re		Terminated		Number	Turnover (R	eplacement of			r Goals					
Employment Equity Occupational					 	Employees)		Anticipated			Employees)	Hires Required		n - To	Present		Projected	Present	Projected
Group (EEOG)	VVVV-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	1111	-1111	Availability	Present Gap	Gap	Representation	Representation in 3
	2018-10-24	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	1000	2018-10-24	Annually	Over 3 Years	Years	2018	2021					
	#	9/6	9/4	± ±	%	%	rears		tt	9/6	H	4		%	9/0	н	44	%	0/0
01 Senior Managers	77 ()	0.0%	/0	7 (0.0%	/6		- 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	ő	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		(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	#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	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	-100.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	-100.0%		(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	#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	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	-100.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	-100.0%			0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#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	0	-100.0%			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) 13 - 1) x 100.

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

				Table 10: Women
Employment Equity Occupational		Women		
Group (EEOG)	Short-teri	m Goals Long-ter	rm Goals	Comments
		9/4	%	
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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A B C D E F G H I J J K L M N O P Q R S T From Workforce Analysis From Workforce Analysis From How Workforce Analysis From How Workforce Analysis From How Workforce Analysis From How Workforce Analysis From Work	(K - M + O) + (C + F)
Data sources: From Workforce Analysis Workforce Analysis Data Entry C x E x 3 Data Entry C x H x 3 F + 1 From Workforce Analysis F + 1 From Workforce Analysis C x E x 3 Data Entry C x H x 3 F + 1 From Workforce Analysis C x E x 3 Data Entry C x H x 3 F + 1 From Workforce Analysis C x E x 3 Data Entry Data Entry Workforce Analysis C x E x 3 Data Entry Da	
Table 11: Aboriginal Peoples Subsequent/Current Short-term Goals All Employees All Employees Transport (Performance of Transported States) 3 Year Goals	1
Subsequent/Current Short-term Goals All Employees Aboriginal Peoples 3 Year Goals	
All Employees Aboriginal Peoples Townson (Perloament of Townson o	
T (Dockson at T.T. minuted 3 Year Goals	
Number Growth (New Positions) Employees) Number Turnover (Replacement of Hires From To	
Employment Equity Occupational NNN MM pp. April Business	Projected Representation in 3
Group (EEOG) Compared Compar	Years
# % % % # % % # # # # # # # % % % # # # %	%
01 Senior Managers 0 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 #DIV/0	#DIV/0!
03 Professionals 0 -100.0% 0 0.0% 0 0 0 0.0% 0 0 0 #DIV/0	#DIV/0!
04 Semi-Professionals & Tech 0 0.0% 0 0.0% 0 0 0 0.0% 0 0 0 #DIV/0	#DIV/0!
05 Supervisors 0 -100.0% 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 #DIV/0	#DIV/0!
07 Administrative & Sr Clerical 0 -100.0% 0 0.0% 0 0 0.0% 0 0 #DIV/0	#DIV/0!
08 Skilled Sales & Service 0 -100.0% 0 0.0% 0 0 0.0% 0 0 0.0%	#DIV/0!
09 Skilled Crafts & Trades 0 -100.0% 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 #DIV/0	#DIV/0!
10 Clerical Personnel	#DIV/0!
11 Intermediate Sales & Service 0 -100.0% 0 0 0.0% 0 0	#DIV/0! #DIV/0!
12 Semi-Skilled Manual 0 -100.0% 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 0 0 0 0 0 0 0	
13 Other Sales & Service 0 -100.0% 0 0.0% 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 0 -100.0% 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 0 0	#DIV/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) 13 1) x 100.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

				Table 12: Aboriginal Peoples
Employment Equity Occupational		Aboriginal Peoples		
Group (EEOG)	Short-teri	n Goals Long-te	rm Goals	Comments
		9/4	%	
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 for Subsequent/Current Goals

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Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) + (C + F)			
***************************************	Ų	Ţ	į.	Ų	1	V	Ų.	Ţ	Į	Į	Ţ	Ţ	Ţ	Ţ		J	<u> </u>	Į.	Ţ			
	Table 13: Persons with Disabilities Subsequent/Current Short-term Goals All Employees Persons with Disabilities																					
				All Em					Persons with Disabilities													
	Number	Grow	oth (New Posit	ions)	Turnover (Re		Terminated		Number	Turnover (Re	eplacement of	Hires		r Goals								
Employment Equity Occupational			1	Employees)				Anticipated		Terminated Employees)		Required		n - Te	Present		Projected	Present	Projected			
Group (EEOG)	VVVV-MM-00	Actual	Proj	ected	Actual	Proje		Hires Over 3 Years	VVVV-MM-DD			Over 3	1111	-1111	Availability	Present Gap	Gap	Representation	Representation in 3 Years			
	2018-10-24	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2018-10-24	Annually	Over 3 Years	Years	2018	2021								
	Ħ	%	%	#	%	%	#	Ħ	Ħ	%	Ħ	#	#	%	%	H	#	%	%			
01/02 Managers	0	-50.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!			
03 Professionals	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!			
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!			
05 Supervisors	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!			
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	1	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	1	0.0%	0	0	#DIV/0!	#DIV/0!			
08 Skilled Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	1	0.0%	0	0	#DIV/0!	#DIV/0!			
09 Skilled Crafts & Trades	0	-100.0%		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	#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	#DIV/0!	#DIV/0!			
12 Semi-Skilled Manual	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!			
13 Other Sales & Service	0	-100,0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!			
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	1	0.0%	0	0	#DIV/0!	#DIV/0!			
Total	0	-100.0%	<u> </u>	0	0.0%		0	0	0	0.0%	0	L 0	0	1	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) 13 1) x 100.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

	Workforce Analysis j = 2 j x 10	w.											
					Table 14: Persons with Disabilities								
		Persons with	Disabilities										
	oyment Equity Occupational	Short-term Goals	Long-ter	m Goals	Comments								
	p (EEOG)	9/0		%									
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									

									Data for	Subseque	nt/Curre	nt Goals											
A	С	D	E	F	G	H	I	J	K	L	l M	N	0	P	Q	l R	S	T	L L				
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F + 1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)				
	1	1	Į.	Ų	↓	1	↓	Ţ	Ų	Ţ	Ţ	ţ	Ţ	Į.	Ų	Ţ	Ų	Į.	Į ,				
	Table 15: Members of Visible Minorities																						
				400.5					Subsequent/Current Short-term Goals Members of Visible Minorities														
				AHER	ployees			ı		T					isibie viinori	Hies							
	Number	Grov	rh (New Positi	ions)	Turnover (Replacement of Terminated Employees)				Number	Turnover (Replacement of		Hires	3 Year Goals From - To										
Employment Equity Occupational	VVVV-MM-DD						Projected Hires Over 3			-DD Terminated Employees)		Required Over 3		-1111	Present	Present Gap	Projected	Present	Projected Representation in 3				
Group (EEOG)		- Ouer		Over 3	Over 1			Years			. Over 3			I	Availability		Gap	Representation	Years				
	2018-10-24	Annually	Annually	Years Annually A		Annually	Vears		2018-10-24	Annually	Years		2018	2021									
	#	9/0	%	#	%	%	#	Ħ	#	%	Ħ	#	#	%	9/6	Ħ	#	%	9/6				
01 Senior Managers	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	#DIV/0!	#DIV/0!				
03 Professionals	0	-100.0%		0	0.0%		0	0		0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!				
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0			0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!				
05 Supervisors	0	-100.0%		0	0.0%		0			0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!				
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	0	0.0%		0	0.0% 0.0%		0			0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!				
07 Administrative & Sr Clerical 08 Skilled Sales & Service	1 0	-100.0% -100.0%		0	0.0%		"		1 2	0.0%	0	0	, v		0.0% 0.0%	1 %	0	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!				
09 Skilled Crafts & Trades	"	-100.0%		0	0.0%		"		1 :	0.0%	1 0	n	, n		0.0%	0	0	#DIV/0!	#DIV/0!				
10 Clerical Personnel	1 0	-100.0%		0	0.0%		"		`l `r	0.0%	1 6	0	0		0.0%		0	#DIV/0!	#DIV/0!				
11 Intermediate Sales & Service	1 0	-100.0%		0	0.0%					0.0%	1 6	0	0		0.0%		0	#DIV/0!	#DIV/0!				
12 Semi-Skilled Manual	1 0	-100.0%		ő	0.0%					0.0%	0	6	ő		0.0%		0	#DIV/0!	#DIV/0!				
13 Other Sales & Service	0	-100.0%		0	0.0%		1 0	C		0.0%	0	0	0		0.0%	0	l ő	#DIV/0!	#DIV/0!				
14 Other Manual Workers	0	0.0%		0	0.0%		0	Ì		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	#DIV/0!	#DIV/0!				

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 1) x 100.

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

Workforce Analysis) - 2) X 10	201		77 11 46 M 3
			Table 16: Members of Visible Minorities
Employment Equity Occupational	Members of Visil	ole Minorities	
Group (EEOG)	Short-term Goals	Long-term Goals	Comments
Group (EEGG)	9%	6/6	
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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A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	0	R	S	T	U		v	w	X		
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Data sources:		Part 1: Part 1: Workforce E ÷ D Workforce Analysis Analysis Analysis Analysis Part 1: D x G E - H X 100 Analysis H T T T T T T T T T								Data Analysis	L÷K ×100	K x G + 100	L - N	Part 2: Flow Data Analysi	Data It	Q + P x 100	P x F + 100	Q-S	Part 2: 1 Data An	alveie I	Jaca V	'÷Ux }t	x F ÷ 100	V-X	
		L J	J.	Ţ	J	Į	Ţ	1	Ų	1	1	1	J.	1	1 1	Ţ	1	1	Į.		Ţ	Ţ	1	<u> </u>	
			١		orce An										Flow E										
Employment Equity Occupational Group	Year			N	orkforce Woo						Hires	omen			Pi	omotior w	S imen			- 1	Tern	nination Woo			
(EEOG)		All Employees	Represen	itation	Avails		Gap	EE Result	All Employee	Ae	tual	Expected	Difference	All Employee	Acti		Expected	Difference					Expected Difference		
<u> </u>	2019	* 0	# 0	0.0	0.0	# 0	# 0	0.0		ji ji	%	#	ŧ	"	#	*/.	Ħ	и	ı,		#	9/6	Ħ	*	
01 Senior Managers	2018	0	0	0.0	0.0	0	0	0.0	C	0	0.0	0	(0	0.0	0		0	0	0	0,0	0	0	
02 Middle & Other Managers	2019 2018	18 0	10 0	55.6 0.0	·	7 0	3	141.0 0.0	r	0	0.0			,	0	0.0	0		n	n	0	0.0	()		
03 Professionals	2019	6	5	83.3	67.7	4	1	123.1					`	,	7 0		V				-		,,		
Semi_Professionals &	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	
04 Technicians	2018	0	0	0.0	0.0	0	ő	0.0	(0	0.0	0	()	0	0.0	0		0	0	0	0.0	0	0	
05 Supervisors	2019	13 0	8	61.5 0.0	51.5 0.0	7	1 0	119.5 0.0	() 0	0.0	0	()	0	0.0	0		0	0	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0.0	0	0	0.0																	
Trades	2018	<u> </u>	V	0.0	0.0	υ	0	0.0) 0	0.0	0	<u> </u>	<u>'1</u>	η <u>υ</u>	0.0	- 0		VI	- 0	0	0.0	U	0	
Data sources:		Part 2: Flow	Part 2: Flow Data F	÷ D x 100	Part 3:	E+Gx	Part 3:	F -: I v 100	Part 3: Goals	E + K x 100	Part 3:	F + M x 100													
1,74 to 0.0 10.0 to 0.0 1		Data Analysis	Analysis		Loss	100	Goals			***************************************	Coals														
		\ N===	<u> </u>	<u> </u>	<u> </u>	1	Ψ	<u> </u>	↓ oals	1		1													
Facility of Facility			Entran	<u>ts</u>		Short-tei	rm Goals			Long-ter	m Coals														
Employment Equity Occupational Group	Year		Wom	en			men	<u>'</u>		Won							(Comme	nts						
(EEOG)		All Employees	Actu	al	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met													
	#	#	# .	%	Ħ	%	%	%	#	%	%	%													
01 Senior Managers	2018	0	0	0.0	0	0.0	0.0	0.0	(0.0	0.0	0.0													
02 Middle & Other	2018	0	0	0.0		0.0	0.0	0.0	(0,0	0.0	0.0													
Managers	2021 2018	0	0	0.0	}	0.0	0.0	0.0	(0.0	0.0														
03 Professionals	2018	0	0	0.0		0.0	0.0	0.0	1	0.0	0.0	‡													
04 Semi-Professionals & Technicians	2018 2021	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	0	0	0.0		0.0	0.0	0.0	(0.0	0.0	0.0													
Supervisors: Crafts &	2021	0	0	0.0		0.0	0.0	0.0	(0.0	0.0														
06 Trades	2021	0	0	0.0		0.0	0.0	0.0	,	0.0	0.0	4	0.0												

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A	<u>B</u>	С	D	E	F	G	Н	I	J	K	L	M	l N	О	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 - 11	E+H x100	Part 2; Flow Data Analysis	Part 2: Flow Data Analysis	L+K x100	K x G = 100	L - N	Part 2; Flow Data Analysi	Part 2: Flow Data Analysis) ÷ P x 100	P x F + 100	Q - S		2: Flow Analysis	Part 2: Flow Data Analysis	V + U x 100	UxF+16	0 V - X
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07	Administrative & Senior Clerical	# 2019 2018	# 8 0	# 8	% 100,0 0,0	% 80.4 0.0	# 6	2	% 124.4 0.0	#	, ,	0.0	#	#	0	#	%	#	,	0	# 0	#	% 0,0	,	0 0
08	Skilled Sales & Service Personnel	2019 2018	25	9	36.0 0.0	35,4 0.0	9	0	101.7	n	0				n	0 0	0.0	C			Ň	0			0 0
09	Skilled Crafts & Trades Workers	2019 2018	12	2	16.7	1.7	0	2	980.4 0.0	0	0	0.0			0		0.0	C	<u>'</u>	0	0	0	0.0		0 0
10	Clerical Personnel	2019 2018	18	13	72.2 0.0	58.6 0.0	11	2	123.2	0		0.0			0		0.0		<u> </u>	0	0	0	0.0		0 0
11	Intermediate Sales & Service Personnel	2019 2018	88	41	46.6 0.0	62.6 0.0	V .	-14	74.4 0.0	0	0	0.0				0 0	0.0		'	0		o O			0 0
12	Semi-Skilled Manual Workers	2019 2018	3	0	0.0	12.5 0.0	0	0	0.0	0	0	0.0							/	0		0	0.0		ο ο
<u> </u>	THOIRE IS	2010	<u> </u>	ν	0.0	0.0	, v		0.0	U	/I 0	1 0.0	0		9 '	<i>y</i> 0	0.0	(,	′1	9	VI.		0.1	'L	0 0
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		#	#	#	%	#	%	%	%	#	9/6	%	%												
07	Administrative & Senior Clerical	2018 2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
00	Skilled Sales &	2018	0	-	0.0	0	0.0	0.0	0.0	0	0.0	0.0													
08	Service Personnel	2021	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	Į												
10	Clerical Personnel	2018 2021	0 0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
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Other Sales & Service Personnel	2019 2018	177	91	51.4 0.0	49.1 0.0	87	4 0	104.7 0.0	· · · · · · · · · · · · · · · · · · ·	1 0	0.0		f	l 6	0	0.0	Λ	r) 0	0.0	n	
14 Other Manual Workers	2019 2018	0	0	0.0	0.0	0	0	0.0)	0.0			,		0.0	0	·			0.0	· · ·	, v
Total	2019 2018	368	187	50.8	50.6	186	1	100.4		1 0	0.0				0	0.0	0	,	1) 0		0	
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Occupational Group	Year		Wom	en		Wo	men			Won							(Commen	its				
(EEOG)		All Employees	Actus	al	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
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13 Other Sales & Service Personnel	2018 2021	0	0	0.0	0	0.0	0.0	0.0	(0.0	0.0	1											
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	(0,0	0.0												
14 Oner Manual Workers	2021	0	0	0.0			0.0	0.0			0,0	4											
Total	2018 2021	0	0	0.0	0	0.0	0.0 0.0	0.0 0.0	(0.0	0.0 0.0												

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01 Senior Managers	2019 2018	0	l	0.0	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	2019 2018	18 0	0	0.0 0.0	2.7 0.0	0	0	0.0	(0	0.0	0	0)	0 0	0.0	0	0) 0	0	0.0	()	0
03 Professionals	2019 2018	6 0	0	0.0	2.3 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	2019 2018	0	l	0.0	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	2019 2018	13	₽	0.0	2.0 0.0	0	0	0.0) 0	0.0	0	(1)	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	0.0	()	0
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Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data I Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100											
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(EEOG)		All Employees			Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of						ommen	163				
	#	#	#	9/6	#	Goal Met %	%	Goal Met	#	Goal Met	9/0	Goal Met											
01 Senior Managers	2018	0		0.0	0	0.0	0.0	0.0	(0.0	0.0	0.0											
02 Middle & Other	2018	0	0	0.0		0.0	0.0	0.0	(0.0	0.0	0.0											
Managers	2021	0	 	0.0		0.0	0.0	0.0	1	0.0	0.0												
03 Professionals	2018	0	l	0.0		0.0	0.0	0.0	(0.0	0.0	ŧ											
04 Semi-Professionals & Technicians		0	0	0.0		0.0	0.0 0.0	0.0	(0.0	0.0	<u></u>											
05 Supervisors	2018 2021	0	0	0.0		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											

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(EE	OG)		All Employees	Represe	ntation	Avails		Gap	EE Result	All Employees	Aci	tual	Expected	Difference	All Employee	Acti		Expected	Differenc	All Em	ployees	Act		Expected	Difference
07	Administrative & Senior Clerical	2019 2018	# 8	# 0	0.0	% 1.4 0.0	# 0	# 0	0.0	#	0	0.0	#	*	0	0 0	0.0	#) "	0	0	,	0,0	H (9 0
1 (18.1	Skilled Sales & Service Personnel	2019 2018	25 0	0	0.0	2.0	§	-1	0.0	n	0		<u> </u>		n	0	0.0	0		n	n	0	0,0		A
\vdash	Skilled Crafts & Trades Workers	2019 2018	12	0	0.0	2.8		0	0.0	0	0	0.0				0 0	0.0	n	1	n	0	0	0.0		
10	Clerical Personnel	2019 2018	18	0	0.0	_	0	0	0.0			0.0			'		0.0			0	0	0	0.0	`	, ,
11	Intermediate Sales & Service Personnel	2019 2018	88	0	0.0	}	1	-1	0.0	0	0	0.0				0 0	0.0	0	2	0	0	0	0.0	`	
L	Semi-Skilled Manual Workers	2019 2018	3	0	0.0	1.6 0.0		0	0.0	0	0	0.0						0		0	- 0	0	0.0	`	
Ш	VI OI BOLS	2010	<u> </u>	U _j	0.0	0.0	0		0.0	·	/I 0	0.0	- 0	<u>'</u>	9 '	<i>y</i> 0	0.0	U	′1	9	VI_	V j	0.0	'	1 0
Data	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F -: I x 100	Part 3: Goals	E+Kx100	Part 3: Goals	F + M x 100	Pittal Daniel Control of the Control											
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	OG)		All Employees	Act	nal	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met												
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07	Administrative & Senior Clerical	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
\vdash	Skilled Sales &	2021 2018	0	0	0.0	0	0.0	0.0 2.0	0.0	0	0,0	0.0 2.0	0.0												
1.081	Service Personnel	2021	0	0	0,0	·		0,0	0.0			0.0													
	Skilled Crafts & Trades Workers	2018 2021	0	0	0.0		0.0	0.0	0.0	0	0.0	0.0	Į												
	Clerical Personnel	2018	0	0	0.0	-	0.0	0.0	0.0	0	0.0	0.0	0.0												
11	Intermediate Sales & Service Personnel	2018	0	0	0.0		0.0	1.6 0.0	0.0	0	0.0	1.6	0.0												
12	Semi-Skilled Manual Workers	2018	0	- 1	0.0		0.0	0.0	0.0	0	0.0	0.0	0.0												

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Other Sales & Service	2019	177	2	1.1	1.8	3	-1	62.8															
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
14 Other Manual Workers	2019 2018	0	0	0.0	0.0	0	0	0.0	ſ	1 0	0.0	n	0	0	1	0.0	1 0	r	1	0	0.	<u> </u>	1 0
Tatal	2019	368	2	0.5	1.8	7	-5	30.2	· ·		V.10	Ĭ		· ·	0.00	400	<u> </u>	`			1	,	
Total	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
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data E Analysis	÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F+1x 100	Part 3: Goals	E → K x 100	Part 3: Goals	F + M x 100											
		1	1	↓	1	1	↓	Ţ	1	1	1	1											
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	#	ø	a .	%	p.	%	%	%	#	%	%	%											
Other Sales & Service	2018	0	0	0.0	0	0.0	1.8	0.0	(0.0	1.8	I											
Personnel	2021 2018	0	0	0.0	0	0.0	0.0	0.0) 0,0	0.0												
14 Other Manual Workers	2016	0	0	0.0	V	0.0	0.0	0.0	,	7 0.0	0.0	ł											
Total	2018	0	0	0.0	0	0.0	0.0	0.0	(0.0	0.0												
	2021	0	0	0.0			0.0	0.0			0.0	0.0											

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es Represent				Gap	EE Result	All Employees	Aet		Expected	Difference	All Employees	Aet		Expected	Difference	All Employees	Acti		Expected	Difference
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6 0	0.0	8.9	1	-1	0.0			0.0					0.0					0.0		
0 0	0.0	0.0	0	0	0.0	U	0	0.0	0	0	0	0	0.0	0	0	0	U	0.0	0	0
0 0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
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S Analysis	* D x 100	Goals	100	Goals	F * I X 100	Part 3: Goals	E + K x 100	Goals	F ⊕ M x 100											
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0 0	0.0	0	0.0	0.0	0.0	^	0.0		0.0											
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0 0	0.0	0	0.0	0.0	0.0	0	0.0		0.0											
0 0	0.0	0	0.0	27.5	0.0	0	0.0		0.0											
0 0	0.0			0.0	0.0		0.5													
0 0	0.0	0	0.0	0.0	0.0 0.0	()	0.0		0.0 0.0											
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A	B	C	D	E	F	G	H	<u> </u>	J	K	<u>.</u> L	<u></u>	lN	0	P	Q	R	<u>S</u>	1	JU		V	<u> </u>	X	Y
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Occupational		Year	All Employees			Persons with				All Employee			ith Disabilitie		All Employee			h Disabilities	•	- All Empl			rsons with Di	sabilities	
(EEOG)				Represer		Avails		Gap	EE Result		-	tual	Expected	Difference		Act		Expected	Difference			Actual		pected	Difference
07 Administrat	ntive &	2019	# 8	# 0	0.0	10.0	# 1	-1	0.0		,	24	#	ä	*	#	9,	Ħ	H	8			%	н	*
Senior Cler		2018	0	0	0.0	0.0	0	0	0.0	C	0	0.0	0	(0 (0	0.0	0		0	0	0	0.0	0	0
08 Skilled Sale Service Per	1	2019 2018	25 0	0	0.0	.		-2 0	0.0		0	0.0	0		0 (0	0.0	0	:	0	0	0	0.0	0	0
09 Skilled Cra		2019	12	0	0.0	7.8	1	-1	0.0							1									
Trades Wor		2018 2019	0 18	0	0.0		0 2	-2	0.0	(0	0.0	0	(0 (0	0.0	0		0	0	0	0.0	0	- 0
10 Clerical Per		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
11 Intermediat Service Per		2019 2018	88 0	0	0.0	10.8 0.0	10	-10 0	0.0	() 0	0.0	0		0 (0	0.0	0		0	0	0	0.0	0	0
12 Semi-Skille Workers	ed Manual	2019 2018	3	0	0.0	1	0	0	0.0	· · · · · · · · · · · · · · · · · · ·) 0	0,0			0 (0	0.0	0		0	0	0	0.0	0	-
Workers	!	2010 [V	V	0.0	0.0	U	U	0.0	· ·	7 0	1 0.0	0	,	0 (/	0.0	V		9	- 0	V ₁	0.01	VI.	
Data sources:			Part 2: Flow	Part 2: Flow Data I	: + D x 100	Part 3:	E÷Gx	Part 3:	F + I x 100	Part 3: Goals	E+Kx100	Part 3:	F + M x 100												
			Data Analysis	Analysis		Loss	100	Goals	***************************************			Goals													
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Employment Occupational		Year		Persons Disabil			Persons with	ı Disabilities			Persons with							C	Commer	nts					
(EEOG)			All Employees	Actu		Geal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Mer	Goal	Percent of Goal Met												
		#	ø	Ħ	%	ij	%	%	%	ä	%	%	%												
07 Administrat Senior Cler		2018	0	0	0.0	0	0.0	10.0	0.0	(0.0	10.0	0.0												
Skillad Sale		2021 2018	0	0	0.0		0.0	0.0 8.0	0.0	(0.0	0.0 8.0													
Service Per	rsonnel	2021	0	0	0.0			0.0	0,0			0,0	0.0												
09 Skilled Cra Trades Wor		2018	0	0	0.0	\$-carcerrane-monocond	0.0	7.8 0.0	0.0	(0.0	7.8 0.0	4												
10 Clerical Per		2018 2021	0	0	0.0	0	0.0	9.3 0.0	0.0	(0.0	9.3 0.0	0.0												
Intermediat		2018	0	0	0.0	0	0.0	10.8	0.0	(0.0	10.8	0.0												
Service Per		2021 2018	0	0	0.0	*	0.0	0.0	0.0	(0.0	0.0	0.0												
12 Workers		2021	0	0	0.0			0.0	0.0			0.0													

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(EEOG)		All Employees	Represei		Availa	,	Gap	EE Result	All Employee	Act		Expected	Difference	All Employees	Actu		Expected	Difference	All Employee	Ac	tual	Expected	Difference
Other Sales & Service	# 2019	177	# 9	5.1	10.7	# 19	# -10	% 47.5	ä	"	*,	*	#	"	#	%	Ħ	#	#	*	%	H	*
Personnel	2018	0	0	0.0	0.0	0	0	0.0	C	0	0.0	0	0	0	0	0.0	0)	0 (0	0.0	0	0
14 Other Manual Workers	2019 2018	0	0	0.0	0.0	0	0	0.0	ſ		0.0	Λ.			0	0.0	0		n (0	0.0		
Total	2018	368	11	3.0	10.6	39	-28	28.2	(,	0	0.0	0	U	1 0	Vii	0.0	U	'		1 0	1 0.0	1)	· ·
10(a)	2018	0	0	0.0	0.0	0	0	0.0	(0	0.0	0	0	0	O	0.0	0		0 (0	0.0	0	0
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data I Analysis	÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F+Ix 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F = M x 100											
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Employment Equity	Year	F	ow Data Persons	with		Short-ter Persons with				Long-terr													
Occupational Group (EEOG)		All Employees	Disabi Acti		Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of					•	Commer	118				
	#	#	# :	*.	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met											
Other Sales & Service	2018	0	0	0.0	0	0.0	10.7	0.0	(0.0	10.7	0.0											
Personnel	2021 2018	0	0	0.0	n	0.0	0,0	0.0	(0.0	0.0	0.0											
14 Other Manual Workers	2021	0	0	0.0	V	0.0	0.0	0.0	,	5,0	0.0	0.0											
Total	2018 2021	0	0	0.0	0	0.0	0.0 0.0	0.0	(0.0	0.0	!											

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200000000000000000000000000000000000000		Part I:	Part 1:	***************************************	Part 1:		Baranzaeceeeaaaaaaaaaaaaaaaaaaaaaaaaaaaaaaa			Part 2: Flow	Terren + 133-133-133-133-133-133-133-133-133-133	A	#+++++++++++++++++++++++++++++++++++++		Part 2: Flow	244CC14CC4C44499993333333		**************************************		Part	2: Flow	· Ux	OMODACC 40000044555055	10074C00CCCCCCCCCCCCCCCCCCCCCCCCCCCCCCCC
Data sources:		Workforce Analysis	Workforce Analysis	E + D x 100	Workforce Analysis	D x G + 100	E-H	E+H x100	Part 2; Flow Data Analysis	Data Analysis	L÷K ×100	K x G + 100	L-N	Part 2; Flow Data Analysi	Data C Analysis	Q + P x 100	P x F + 100	Q-S	Part 2: I Data An	dveie E	Jaco V	100 U	x F = 100	V-X
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Occupational Group	Year			n	Visible N							Minorities					18 Minorities				rerm	Visible Mi		
(EEOG)		All Employees	Represe		Avail	ability	Gap	FE Result	All Employees	Ac	tual	Expected	Difference	All Employee	Acti		Expected	Difference	All Empl	oyees	Actual		xpected	Difference
01 Senior Managers	2019	0	# 0	0.0	0.0	# 0	# 0	0.0		,			*		"		#	*			*	•.	И	
Middle & Other	2018 2019	18	0	0.0	0.0 17.6	3	-3	0.0	C	0	0.0	0	()	0	0.0	0		0	-0	0	0.0	0	0
Managers Managers	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
03 Professionals	2019	6	0	0.0	18.5 0.0	1 0	-1 0	0.0	0	0	0.0	0	(0	0.0	0		0	0	0	0.0	0	0
04 Semi-Professionals &	2019	0	0	0.0	}	0	0	0.0																
Technicians 05 Supervisors	2018 2019	13	0	0.0 7.7	3.2	0	1	0.0 240.4	U	0	0.0	0	(,	0	0.0	0		0	0	0	0.0	0	0
Supervisors: Crafts &	2018 2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	(0	0.0	0		0	0	0	0.0	0	0
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
		Part 2: Flow	Part 2: Flow	eeneenssaansaa errierii	eranomomomomorarie	E+Gx	***************************************	***************************************	***************************	*******************************		***************************************	000											
Data sources:		Data Analysis	Data I Analysis	E + D x 100	Part 3: Goals	100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100												
3	1	Į Į	1	Ţ	1	1	1	Ţ	Ų	1	1	<u> </u>												
			Entran	its					oals	-														
Employment Equity Occupational Group	Year	F	ow Data Visible M	inorities			rm Goals Amorities			Long-ter								Comme	nte					
(EEOG)		All Employees	Acti	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					•	Johnne						
	#	#	#	%	#	%	46	%	#	%	%	%												
01 Senior Managers	2018 2021	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	2018	0			0	0.0	0.0 17.6	0.0	0	0.0	17.6	1												
Managers Managers	2021 2018	0	0	0.0	<u> </u>	0.0	0,0 18.5	0.0	0	9.0	0.0 18.5	0.0												
03 Professionals	2018	0	0	0.0		0.0	0.0	0.0	U	0.0	18.5	‡												
04 Semi-Professionals & Technicians	2018 2021	0	0	0.0	0	0.0	0.0 0.0	0.0	0	0.0	0.0													
05 Supervisors	2018	0	0	0.0	***************************************	0.0	0.0	0.0	0	0.0	0.0	0.0												
06 Supervisors: Crafts &	2021 2018	0	0	0.0	***************************************	0.0	0.0	0.0	0	0.0	0.0													
Trades	2021	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 x100	Part 2; Flow Data Analysis	Part 2: Flow Duta Analysis	L÷K ×100	K x G + 100	L ~ N	Part 2; Flow Data Analysi		⊋ ÷ P x 100	P x F ÷ 100	Q - S	Part 2: F	nlocie	2: Flow Data nalysis	V + U x 100	U x F ÷ 100	V - X
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Employment Equity Occupational Group	Year			N.	orkforce Visible M						Hires	Minorities			Pı	omotior Visible	IS Minorities				Terr	ninatio Visible	ns Minorities	
(EEOG)		All Employees	Represen	itation	Availa		Gap	EE Result	All Employee	s Ae	tual	Expected	Difference	All Employee	Acti		Expected	Difference	All Empl	loyees	Actua		Expected	Difference
Administrative &	2019	# 8	# 0	0.0	% 3.3	# 0	,,	0.0	*	, i	•••			,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	#	**	Ħ	H	*		*	9,	ji .	*
O8 Skilled Sales & Service Personnel	2018 2019 2018	0 25 0	0 2 0	0.0 8.0 0.0	0.0 31.9 0.0	8	-6	25.1 0.0	<u>(</u>) 0	0.0	0	()	0 0	0.0	0		0	0	0	0,0	(0
09 Skilled Crafts & Trades Workers	2018 2019 2018	12	0	0.0	3.7 0.0	0	0	0.0	(1 0	0.0	0	(0 0	0.0	0		0	0	0	0.0	,) 0
10 Clerical Personnel	2019 2018	18	2	11.1	4.1 0.0	1 0	1 0	271.0 0.0	(0	0.0	0	(0 0	0.0	0		0	0	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2019 2018	88 0	8 0	9.1 0.0	6.4 0.0	6 0	2 0	142.0 0.0	(0	0.0	0	() (0 0	0.0	0		0	0	0	0.0	(0
12 Semi-Skilled Manual Workers	2019	3 0	0	0.0	3.9 0.0	0	0	0.0	C	0	0.0	0	(0 0	0.0	0		0	0	0	0.0	0	0
Data sources:	***************************************	Part 2: Flow Data Analysis	Analysis	E + D x 100	Coals	E+Gx 100	Part 3: Goals	<u></u>	Part 3: Goals		Goals	F + M x 100	Biennippoduntenedunik											
		↓ None	↓ Entran	<u> </u>	<u> </u>			<u> </u>	↓ oals	<u> </u>		<u> </u>												
Employment Equity			low Data	11.3		Short-te	rm Goal			Long-ter	m Goals													
Occupational Group	Year		Visible Mi	norities		Visible N	dinorities			Visible M							(Comme	nts					
(EEOG)		All Employees	Actu	ıa l	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met												
T	#	# 0	#!	*/6	#	%	44	%	#	9/6	96	9/4												
07 Administrative & Senior Clerical	2018	0	0	0.0	0	0.0	0.0	0.0	(0.0	0.0 0.0	0.0												
OS Skilled Sales &	2018	0	-	0.0	0	0.0	31.9	0.0	(0.0	31.9	0.0												
Service Personnel	2021 2018	0	0	0.0	n	0.0	0.0	0.0	ſ	0.0	0.0	 												
09 Trades Workers	2018	0	0	0.0	()	0.0	0.0	0.0	1	0.0	0.0													
10 Clerical Personnel	2018 2021	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	0	0	0.0	0	0.0	0.0	0.0	(0.0	0.0	0.0												
12 Semi-Skilled Manual Workers	2018 2021	0	0	0.0	0	0.0	0,0	0.0	C	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 x100	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 Q Analysis	÷ P x 100	PxF+100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	UxF+100	V - X
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Employment Equity Occupational Group	Year			W	orkforce						Hires				Pro	omotio				Te	rminatio		
(EEOG)		All Employees	Represen	tation	Visible V Avails		Gap	EE Result	All Employee	Aei		Minorities Expected	Difference	All Employees	Actu		Minorities Expected	Difference	All Employee	Aci		Minorities Expected	Difference
	7	if	#	%	%	- 11	j.	%	ä	jj.	9/6	il .	ü	#	H	%	#	#	Ħ	#	%	H	*
Other Sales & Service	2019	177	38	21.5	7.7		24	278.8															
Personnel	2018 2019	0	0	0.0	0.0	<u> </u>	0	0.0	(0	0.0	0	O	1 0	0	0.0	0	(0	0,0	()	0
14 Other Manual Workers	2019	0	0	0.0	0.0		0	0.0		0	0.0	0		, 0	0	0.0	0	() 0	0.0	()	0
Total	2019	368	51	13.9	9.1	0	18	152.3							441								
rotter	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
Data sources;		Part 2: Flow Data Analysis	Part 2: Flow Data E Analysis	÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F+1x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F = M x 100											
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Employment Equity	Year	F	ow Data				rm Goals	š .		Long-teri													
Occupational Group (EEOG)		All Employees	Visible Mir Actus		Goal	Percent of	linorities Goal	Percent of	Goal	Visible Mi Percent of	morities Goal	Percent of					(Commen	its				
	#	2	a	*.		Goal Met	%	Goal Met	4	Goal Met	%	Goal Met											
Other Sales & Service	2018	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0												
Personnel	2021	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	ļ											
	2021 2018	0	0	0.0	0	0.0	0.0	0.0	(0.0	0.0	↓											
Total	2021	0	0	0.0	· ·	0.0	0.0	0.0	hammen and a second	0.0	0.0	ļ											

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
InnVest REIT
2019-05-22

Efforts

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

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

	Put in place a strategy to ensure a barrier-free workplace.
	Undertook initiatives to increase representation where gaps in representation were found.
	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
	Other (please describe):
Ope	rational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your
assessi	zation's activities during the period between the first/previous and subsequent/current compliance ment.
	Impact of economic and industrial conditions on the organization.
himani	
	Any reorganization or other corporate structural changes.
	Acquisitions, mergers or transfers of employees.
r	Similar and laverify (in all de the number of empleyees offered and the competitude lavering of
	Significant layoffs (include the number of employees affected and the occupational groups of those employees).

	Strikes (include dates, the number of employees affected and the occupational groups of those employees).
	Other.
Addit	ional Details
Please 1	provide any additional information (optional):

Employment Equity – Self-Identification Questionnaire

(Confidential when completed)

The information in this questionnaire will allow Hilton Québec to follow up on opportunities for employee training, promotion and retention to identify and remove barriers to employment and advancement. With your consent (see section E below), the person responsible for employment equity could also use it for human resources management, including registering you for training, developmental assignments and special programs.

You are authorized to review and correct the information about you at any time, and we guarantee that it will not be used for unauthorized purposes. Completing this questionnaire is not mandatory.

Please note that an individual may belong to more than one designated group. Thank you for your cooperation.

Α.	Last name	First name							
^*	Male	Female							
В.	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 disadvantaged in employment by reason of that impairment, or believe that ar employer or potential employer is likely to consider them disadvantaged in employment by reason of that impairment. Persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace also belong to this group.								
			Yes	No					
	Are you a person with a disability?								
C.	Aboriginal peoples are North American India Indians and members of an Indian Band or Fir Are you an Aboriginal person?	•		ed or Treaty No					
D.	Members of visible minorities are persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour regardless of place of birth. Yes No								
	Are you a member of a visible minority?								
	Do you agree to have this information used		<u>L</u>						
E.	for human resources management?		Yes	No					
	This form is also available in alternative formats								

From: Kathy Brassard < Kathy. Brassard@hilton.com>

Sent: May 30, 2019 10:35 AM

To: EE-EME <ee-eme@hrsdc-rhdcc.gc.ca>; Yakibonge, Ntambwe N [NC] <maurice.yakibonge@labour-

travail.gc.ca>

Cc: Rene Desrosiers <Rene.Desrosiers@hilton.com>

Subject: InnVest REIT - Hilton Québec

Hello,

Here are the results for the Hilton Quebec. You will find attached items # 1, 3 and 4.

- 1. The self-identification questionnaire used to conduct your workforce survey. See attachment.
- 2. The results of your workforce survey including
 - o the number of employees that were surveyed; : 409 employees surveyed.
 - the combined number of self-identification questionnaires that were returned blank, partially and fully completed; 409 questionnaires returned.
 - the number of fully completed and returned self-identification questionnaires. 409 questionnaires completed.
- 3. The workforce analysis results (Summary Report and Detailed Report). See attachment.
- 4. A completed Achievement Report file in Excel format that includes the numerical short-term and long-term goals where under-representation exists. See attachment.

Do not hesitate to contact us for any questions.

We look forward to hearing from you,

KATHY BRASSARD, CRIA

Directrice adjointe aux Ressources humaines | Human Resources Assistant Director kathy.brassard@hilton.com

HILTON QUÉBEC

Tél. +1 418 647-6530 # 6838 Téléc. : +1 418 523-6482 1100, boul. René-Lévesque Est, C.P. 157, succ. Haute-Ville, Québec (Québec), G1R 4P3 (Canada) hiltonquebec.com/fr hilton.com





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Federal Contractors Program Report of the First Compliance Assessment

Employer Name: InnVest REIT - Hilton Québec

Primary Location: Quebec (ON)

Number of Employees: 368

Organization Overview:

NAICS 7211 - Traveller Accommodation

Hilton Québec operates as a hotel and it has 571 guest rooms, two on site restaurant and 20 flexible meting rooms. Its amenities include also a modern fitness center and a heated outdoor pool.

Key Dates – First Year Assessment

Initiated: 2019-02-02 Received: 2019-05-30 Workforce Analysis: 2019-05-22

COLLECTION OF WORKFORCE INFORMATION

Number of employees the questionnaire was sent to:

Number of questionnaires returned:

Number of completed questionnaires returned:

#	%
368	100
368	100
368	100

- The questionnaire or accompanying documentation indicates that an employee may self-identify as being a member of more than one group.
- The questionnaire includes a question on gender if this information cannot be obtained from payroll or personnel records.
- 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 organization selected the occupational defaults for establishing external availability estimates or provided reasonable justifications.
- estimates or provided reasonable justifications.
- Occupational Classification (NOC).
- where a gap was identified.
- ☐ The organization has demonstrated that it has considered the following in setting its short-term goals: the degree of under-representation, the availability, anticipated growth or reduction and anticipated turnover in order to set a goal in each occupational group where a gap was identified.
- The goals set are sufficient to ensure reasonable progress by being above, or at minimum, equal to availability.

Observations: None

SUMMARY OF GOALS

Women

Workforce Analysis Results		Goals				
Employment Equity Occupational Group			Short-	Long-	Representation	LMA
		Gap	term	term	Representation	FIAIV
	(EEOG)		(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
11	Intermediate Sales & Service Personnel	-14	50.0	50.0	46.6	62.6

Observations: None

Aboriginal Peoples

	Workforce Analysis Results			als		
Employment Equity Occupational Group		Gap	Short- term	Long- term	Representation	LMA
	(EEOG)		(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
08	Skilled Sales & Service Personnel	-1	2.0	2.0	0.0	2.0
11	Intermediate Sales & Service Personnel	-1	1.6	1.6	0.0	1.6
13	Other Sales & Service Personnel	-1	1.8	1.8	1.1	1.8

Observations:

Members of Visible Minorities

Workforce Analysis Results			Goals			
Employment Equity Occupational Group (EEOG)		C	Short- term	Long- term	Representation	LMA
		Gap	(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-3	17.6	17.6	0.0	17.6
03	Professionals	-1	18.5	18.5	0.0	18.5
08	Skilled Sales & Service Personnel	-6	31.9	31.9	8.0	31.9

Observations: None

Persons with Disabilities

Workforce Analysis Results		Goals				
Employment Equity Occupational Group		Gap	Short- term	Long- term	Representation	LMA
	(EEOG)		(1 to 3 years)	(3+ years)		
#	Description	#	%	%	%	%
03	Professionals	-1	8.9	8.9	0.0	8.9
05	Supervisors	-3	27.5	27.5	7.7	27.5

07	Admin & Senior Clerical Personnel	-1	10.0	10.0	0.0	10.0
08	Skilled Sales & Service Personnel	-2	8.0	8.0	0.0	8.0
09	Skilled Crafts & Trades Workers	-1	7.8	7.8	0.0	7.8
10	Clerical Personnel	-2	9.3	9.3	0.0	9.3
11	Intermediate Sales & Service Personnel	-10	10.8	10.8	0.0	10.8
13	Other Sales & Service Personnel	-10	10.7	10.7	5.1	10.7

Observations: None

RECOMMENDATION

I recommend that	the employer be found:	
oxtimes in compliance	\square 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:

- We encourage Hilton Québec put in place special measures to ensure they achieve goals set and increase the representation of designated group members.
- Hilton Québec may want to support its hiring and promotion goals with a plan containing measures to attract and retain individuals from the designated groups as employees. The organization is encouraged to adopt measures it sees as best suited to their context in order to ensure reasonable progress towards achieving its goals.

Name of Analyst: Maurice N. Yakibonge	
Date: 2019-09-24	

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

Sent: September 27, 2019 11:44 AM

To: 'lisa.conway@innvesthotels.com' lisa.conway@innvesthotels.com>

Cc: 'ian.taylor@innvesthotels.com' <ian.taylor@innvesthotels.com>; 'Rene.Desrosiers@hilton.com'

<Rene.Desrosiers@hilton.com>

Subject: Government of Canada Agreement Number: 10000672 – Notification of Compliance with the

Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Lisa Conway:

I am writing to inform you that the compliance assessment initiated on February 2nd, 2019 has been completed. As a result of the assessment, InnVest REIT (Hilton Quebec) has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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

Based on a review of the information submitted by your organization, you will find recommendations below for your consideration to ensure the ongoing success of InnVest REIT (Hilton Quebec)'s employment equity program.

- We encourage InnVest Reit (Hilton Québec) put in place special measures to ensure they achieve goals set and increase the representation of designated group members.
- InnVest Reit (Hilton Québec) may want to support its hiring and promotion goals with a plan containing measures to attract and retain individuals from the designated groups as employees. The organization is encouraged to adopt measures it sees as best suited to their context in order to ensure reasonable progress towards achieving its goals.

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 February 2nd, 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 InnVest REIT (Hilton Quebec) 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, InnVest REIT (Hilton Quebec) will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

Should you require any further information regarding your organization's obligations under the FCP, please contact Maurice Yakibonge at <a href="mailto:mail

Your cooperation during the course of this compliance assessment was appreciated and we wish InnVest REIT (Hilton Quebec) 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



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!