Labour Program Federal Contractors Program

s.24(1)

FFICIAL USE ONLY	
greement N°:	

Agreement to Implement Employment Equity

New Agreement	(All sections n	nust be complet	ted)					
Revised Agreement								
	ORGA	ANIZATION	4					
Legal Name of Organization			Parent company is located outside Canada					
Neptune Security Services Inc			Yes No					
Operating Name (if different from Legal Name	of Organization)		Business Numb	er				
			Total number of (Permanent Full-			134		
Organization's North American Industry Classif		e Number	200000					
To find your organization's four-digit NAICS co- http://www.statcan.gc.ca/subjects-sujets/standa		st-liste-eng.htm	Federally F	3				
5616			Provincially	/ Regulated				
	1177	n orrier	1		***************************************			
Address (building number, street, suite, etc.)	NEA	D OFFICE City		Province	Postal	Code		
6-2400 Dundas Street West, Suite 53	19	Mississauga		Ontario	L5K 2			
		Telephone Number						
		905-826-4868						
	EMPL OYMENT	EQUITY CONT	ACT					
Name (print)		Title						
Jimmy Tran		Business Devel	opment Manaç	jer				
Telephone Number	E-mail Address		-	Preferred Langua	age of Corr	espondence		
905-826-4868	Jimmy.tran@neptune-s	security.com		English		French		
	CERT	IFICATION						
The above-named organization:		***************************************	**************************************		***************************************			
having a combined workforce of 100 c	or more nermanent full-time	e and nermanent n	art-time employe	es in Canada	AND			
•	•		•					
 intending to bid on, or being in receipt Supply Arrangement, valued at \$1,000 			contract, standin	g offer or contr	act issued	l under a		
hereby certifies its commitment to impleme		•	going basis, bev	and the period	of the pro	curement		
instrument, in keeping with the Federal Co	ontractors Program require	ements. For more i						
please refer to: http://www.esdc.gc.ca/eng	/labour/equality/fcp/index.s	shtml :						
Important note: If an audit of the Agreem the procurement instrument(s) with the Go			rs misrepresent	ation on the pa	rt of the o	rganization,		
	CIOA	VATORY						
NOTE: The signature must be the Chief F		NATORY	an avanutiva na	altion with lose		. to oian o		
NOTE: The signatory must be the Chief E contract on behalf of the organiza		unonzea person in	an executive po	isition with lega	ii autnority	r to sign a		
Name (print)		Title						
Hanane Outair		President		***************************************		***************************************		
Telephone Number	E-mail Address			Preferred Lang	uage of Co	rrespondence		
905-826-4868	Neptunesecurityservic	es@hotmail.com)	₽ Engl	sh	French		
Signature		Date (YYYY-MM-DD))					
1 com	20	2018-07-27						
Privacy Notice:								
The information you provide on this form is colle Contractors Program (FCP).	ected under the authority of se	ection 42 of the Emple	oyment Equity Act	to determine you	ır eligibility	for the Federal		
Completion of this form is mandatory. Refusal to	nrovide nersonal information	will result in the ora:	anization's name h	neing placed on t	he FCP Lin	nited Eligibility		
to Bid List, loss of the right to bid on federal gov								
The information you provide may be used and/or disclosed for policy analysis, research and/or evaluation purposes. However, these additional uses and/or disclosures of your personal information will never result in an administrative decision being made about you.								
Your personal information is administered in accordance with the <i>Privacy Act</i> and other applicable laws. You have the right to the protection of, and access to, your personal information, which is described in Personal Information Bank ESDC PPU 721. Instructions for obtaining this information are outlined in the government publication entitled <i>Info Source</i> , which is available at the following website address: http://www.infosource.gc.ca . <i>Info Source</i> may also be accessed online at any Service Canada Centre.								
RETURN INSTRUCTIONS								
MADODYANT	RETURN	CHOLLOCITORS						
IMPORTANT								
 The signed Agreement to Implement e-mail at: ee-eme@hrsdc-rhdcc.gc.d 		m must be sent to	the Labour Pr	ogram 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) <u>Neptune Security Services Inc.</u> (hereafter referred to as "the organization") and (Agreement to Implement Employment Equity number) ______, agree to the following statements:

- 1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
- 2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
- 3. I am therefore requesting an extension until (date) February 28,2020 for the following reason(s):

(Please describe) not clear about this report.

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: Maria Hermogenes Position Title: Manager, Human Resourse

Email address: <u>hr@neptune-security.com</u>

Telephone number: 905-826-4868

Business address: 6-2400 Dundas St . West.

<u>Unit#539, Mississauga,ON</u> L5K 2R8. CANADA

Date: January 17,2020

Workforce Analysis - Summary Report

Date: 2019-12-13

Women

	Women						
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	ilability	Gap	
	#	#	%	%	#	#	
02 : Middle and Other Managers	5	1	20.0 %	39.4 %	2	-1	
05 : Supervisors	12	1	8.3 %	58.5 %	7	-6	
10 : Clerical Personnel	1	0	0.0 %	73.9 %	1	-1	
11 : Intermediate Sales and Service Personnel	941	42	4.5 %	70.6 %	664	-622	
Total	959	44	4.6 %	70.3 %	674	-630	



Workforce Analysis - Summary Report

Date: 2019-12-13

Aboriginal Peoples

Aboriginal Peoples							
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	lability	Gap	
	#	#	%	%	#	#	
02 : Middle and Other Managers	5	0	0.0 %	2.7 %	0	0	
05 : Supervisors	12	0	0.0 %	3.9 %	0	0	
10 : Clerical Personnel	1	0	0.0 %	6.4 %	0	0	
11 : Intermediate Sales and Service Personnel	941	6	0.6 %	4.4 %	41	-35	
Total	959	6	0.6 %	4.4 %	41	-35	



Workforce Analysis - Summary Report

Date: 2019-12-13

Members of Visible Minorities

	Members of Visible Minorities						
Employment Equity Occupational Group	All Employees	Repres	sentation	Avai	lability	Gap	
	#	#	%	%	#	#	
02 : Middle and Other Managers	5	3	60.0 %	17.6 %	1	2	
05 : Supervisors	12	2	16.7 %	6.3 %	1	1	
10 : Clerical Personnel	1	1	100.0 %	1.9 %	0	1	
11 : Intermediate Sales and Service Personnel	941	262	27.8 %	6.1 %	57	205	
Total	959	268	27.9 %	6.2 %	59	209	



Workforce Analysis - Summary Report

Date: 2019-12-13

Persons with Disabilities

	Persons with Disabilities						
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	lability	Gap	
	#	#	%	%	#	#	
01/02 : Managers	5	0	0.0 %	5.0 %	0	0	
05 : Supervisors	12	0	0.0 %	27.5 %	3	-3	
10 : Clerical Personnel	1	0	0.0 %	9.3 %	0	0	
11 : Intermediate Sales and Service Personnel	941	1	0.1 %	10.8 %	102	-101	
Total	959	1	0.1 %	11.0 %	105	-104	



Workforce Analysis - Summary Report

Date: 2019-12-13

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
02 : Middle and Other Managers	EEOG	National
05 : Supervisors	EEOG	CMA
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA



Workforce Analysis - Summary Report

Date: 2019-12-13

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
05 : Supervisors	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National



Federal Contractors Program Achievement Report Part 1: Workforce Analysis Neptune Security Services Inc. 2019-12-13

Data from Fir	st/Previous Wor	kforce Analysis
	\	

Data from Fi	rst/Previous Workf	orce Analysis
YYYY	MM	DD
2019	12	13

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

Table 5: Women

Data from Subsequent/Current Workforce Analysis

		r	Гable 1: Women	l
		First/Pr	evious Workforce A	Analysis
Empl	sument Fauity Ossumational Group (FFOC)	All Employees	Wor	nen
сшри	oyment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	0	0	0.0
02	Middle & Other Managers	5	1	39.4
03	Professionals	0	0	0.0
04	Semi-Professionals & Technicians	0	0	0.0
05	Supervisors	12	1	58.5
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	1	0	73.9
11	Intermediate Sales & Service Personnel	941	42	70.6
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		959	44	70.3

All Employees	Won	ien
	Representation	Availability*
#	#	%
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
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* Source:			
2016 Censu	IS		

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Part 1: Workforce Analysis

Neptune Security Services Inc.

2019-12-13

Data from First/Previous Workforce Analysis

2019	12	13
YYYY	MM	DD
Data from Fi	rst/Previous Workt	force Analysis

Data from S	ubsequent/Curr	ent Workforce
-	Analysis	
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0	0	0
YYYY	MM	DD
Data from Subse	quent/Current Wo	rkforce Analysis

Table 6: Aboriginal Peoples
Subsequent/Current Workforce Analysis

		Table	2: Aboriginal P	'eoples
		First/Pr	evious Workforce .	Analysis
Emplo	yment Equity Occupational Group (EEOG)	All Employees	Aborigin	al Peoples
Embio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	0	0	0.0
02	Middle & Other Managers	5	0	2.7
03	Professionals	0	0	0.0
04	Semi-Professionals & Technicians	0	0	0.0
05	Supervisors	12	0	3.9
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	1	0	6.4
11	Intermediate Sales & Service Personnel	941	6	4.4
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	•	959	6	4.4

All Employees	Aborigina	l 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
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Part 1: Workforce Analysis

Neptune Security Services Inc.

2019-12-13

Data from First/Previous Workforce Analysis

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2019	12	13

Data from S	Subsequent/Curre Analysis	nt Workforce
7	Ţ	Ţ

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

		Table 3: Me	mbers of Visibl	e Minorities	
		First/Pr	evious Workforce .	Analysis	
Emplo	yment Equity Occupational Group (EEOG)	All Employees	Members of Vi	Members of Visible Minorities	
Embio	yment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01	Senior Managers	0	0	0.0	
02	Middle & Other Managers	5	3	17.6	
03	Professionals	0	0	0.0	
04	Semi-Professionals & Technicians	0	0	0.0	
05	Supervisors	12	2	6.3	
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	1	1	1.9	
11	Intermediate Sales & Service Personnel	941	262	6.1	
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	•	959	268	6.2	

Table 7: Me	mbers of Visible	Minorities
Subsequent	/Current Workford	e Analysis
All Employees	Members of Visi	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:	
2016 Census	

	* Source:	
ı	0	

Part 1: Workforce Analysis

Neptune Security Services Inc.

2019-12-13

Data from First/Previous Workforce Analysis

2019	12	13
YYYY	MM	DD
Data from Fi	rst/Previous Work	force Analysis

Data from Si	ıbsequent/Curre Analysis	nt Workforce

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

			Persons with Disevious Workforce A	
е .	AF A G A G GFROOD	All Employees	Persons with	· · ·
Emplo	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01/02	Managers	5	0	5.0
03	Professionals	0	0	0.0
04	Semi-Professionals & Technicians	0	o	0.0
05	Supervisors	12	o	27.5
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	0	ol	0.0
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	o	0.0
10	Clerical Personnel	1	o	9.3
11	Intermediate Sales & Service Personnel	941	1	10.8
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		959	1	11.0

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

* Source:			
2017 Cana	dian Survey on I	Disability	

* Source:	

Federal Contractors Program Achievement Report
Part 2: Flow Data Analysis
Neptune Security Services Inc.
2019-12-13

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		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
Total	0	0	0	0

	Table 5:	Women	
Full-time /	National	Part-time /	National
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
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	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
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Part 2: Flow Data Analysis

Neptune Security Services Inc.

2019-12-13

Start	Date of Flow	Data
YYYY	MM	DD
2019	12	13

End Date of Flow Data YYYY MM DD			
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Data from Form 4 - Employees Hired																																						
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Data from Form 6 - Employees Terminated

	Tab	le 2: Abor	iginal Peo	ples
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	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

Tab	le 6: Abor	iginal Peo _l	oles
Full-time /	National	Part-time	/ National
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

Tabl	le 10: Abo	riginal Peo	ples
Full-time	/ National	Part-time	/ National
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
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Part 2: Flow Data Analysis

Neptune Security Services Inc.

2019-12-13

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Start	Date of Flow	Data
YYYY	MM	DD
2019	12	13

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Data	a trom Fori Hi	n 4 - Empl red	loyees

	Hi	red	
		+	+
_	Table 3: Persons	with Disabi	ilities
	Full-time / National	Part-time / 1	National
	Persons with	_ P	ersons with

	ployment Equity Occupational Group EOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
		#	#	#	#
01	Senior Managers	0	0	0	0
02	Middle & Other Managers	0	0	0	0
03	Professionals	0	0	0	0
04	Semi-Professionals & 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

12 Semi-Skilled Manual Workers

Total

13 Other Sales & Service Personnel 14 Other Manual Workers

Data from Form 5 - Employees Promoted

Table 7: Persons with Disabilities Full-time / National Part-time / National Persons with Persons with All Employee All Employees Disabilities Disabilities Promoted Promoted Promoted Promoted # #

Data from Form 6 - Employees **Terminated**

Table 11: Persons with Disabilities Full-time / National Part-time / National Persons with Persons with All Employees All Employee: Disabilities Disabilities Terminated Terminated Terminated Terminated # # #

Part 2: Flow Data Analysis

Neptune Security Services Inc.

2019-12-13

Start	Date of Flow	Data
YYYY	MM	DD
2019	12	13

End l	Date of Flow	Data
YYYY	MM	DD
-	-	-

Data from Fo

orm 4 - Lm	ployees
Hired	
IIII eu	
1	1

Table 8: Members of Visible Minorities

Data from Form 5 - Employees

Full-time	/ National	Part-time	/ National
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
۸۱	Λ	ا ما	n

Data from Form 6 - Employees Terminated

		Table 4:	Members o	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	C
09	Skilled Crafts & Trades Workers	0	0	0	0
10	Clerical Personnel	0	0	0	0
11	Intermediate Sales & Service Personnel	0	0	0	0
12	Semi-Skilled Manual Workers	0	0	0	0
13	Other Sales & Service Personnel	0	0	0	0
14	Other Manual Workers	0	0	0	0
Tot	al	0	0	0	0

Table 12:		of Visible N	
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

2019-12-13

									Data	for First/I	Previous (Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	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) ÷ (i + F)
	<u>.</u>	<u></u>	.			V	\		<u> </u>	.i				J	V	J		1	
										Table 1:	Women								
									First.	/Previous SI	ort-term G	oals							
				All En	nployees									W	omen				
	Number	Cro	wth (New Posi	tione)	Turnover (Re	eplacement of	Terminated		Number				3 Yes	ır Goals					
Paralamana Farita Ossana dia al	, tomber	610	min (tren 1 0s)	cicnis;		Employees)		Anticipated	- varioti		eplacement of		Fro	m - To					Projected

									ort-term G	t-term Goals									
				All En	ployees									We	omen				
	Number	Grow	th (New Posit	ions)	Turnover (R	eplacement of Employees)	Terminated		Number	Turnover (Re	placement of	Hires		Goals 1 - To					
Employment Equity Occupational								Anticipated		Terminated	Employees)	Required			Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proje	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2019-12-13	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	tears	2019-12-13	Annually	Over 3 Years	Years	2019	2022					Tears
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	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	5	-100.0%		0	0.0%		0	0	1	0.0%	0	1	0	39,4%	39.4%	-1	-1	20.0%	20.0%
03 Professionals	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	12	-100.0%		0	0.0%		0	0	1	0.0%	0	6	0	50.0%	58.5%	-6	-6	8.3%	8.3%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	1	-100.0%		0	0.0%		0	0	0	0.0%	0	1	0	50.0%	73.9%	-1	-1	0.0%	0.0%
11 Intermediate Sales & Service	941	-100.0%		0	0.0%		0	0	42	0.0%	0	622	0	50.0%	70.6%	-622	-622	4.5%	4.5%
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	959	-100.0%		0	0.0%		0	0	44	0.0%	0	630	0		70.3%	-630	-630	4.6%	4.6%

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

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

	Workforce Allarysis) - 2) x 10	υ.				
						Table 2: Women
r	I		Wome	n		
	loyment Equity Occupational ip (EEOG)	Short-teri	n Goals	Long-term	Goals	Comments
GIU	ip (EEOG)		%		%	
01	Senior Managers		0.0		0.0	
02	Middle & Other Managers		39.4		39.4	
03	Professionals		0.0		0.0	
04	Semi-Professionals & Tech		0.0		0.0	
05	Supervisors		50.0		50.0	
06	Supervisors: Crafts & Trades		0.0		0.0	
07	Administrative & Sr Clerical		0.0		0.0	
	Skilled Sales & Service		0.0		0.0	
09	Skilled Crafts & Trades		0.0		0.0	
10	Clerical Personnel		50,0		50.0	
11	Intermediate Sales & Service		50.0		50.0	
12	Semi-Skilled Manual		0.0		0.0	
	Other Sales & Service		0.0		0.0	
14	Other Manual Workers		0.0		0.0	
Tota			0.0		0.0	

2019-12-13

									Data	for First/I	Previous (Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	<u> </u>	Ţ	Ţ	1	1	1	Ţ	1	Ţ	1	↓	Ţ	J.	Ţ	Ţ	Ţ	Ţ	Ţ	1
										e <mark>3: Abori</mark>									
									First	Previous St	ort-term G	oals							
		1		All En	nployees							ı			nal Peoples				
	Number	Grov	oth (New Posi	tions)	Turnover (R	eplacement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires	3 Year						
Employment Equity Occupational			T		<u> </u>	,		Anticipated Hires Over 3		Terminated		Required		n - To	Present		Projected	Present	Projected Representation in 3
Group (EEOG)	YYYY-MM-DD	Actual	Pro	jected	Actual	Proj	jected 	Years	YYYY-MM-DD			Over 3	****	- YYYY	Availability	Present Gap	Gap	Representation	Years
	2019-12-13	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2019-12-13	Annually	Over 3 Years	Years	2019	2022					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	0.0%		C	0.0%		0	0	C	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	5	-100.0%		C	0.0%		0	0	C	0.0%	0	0	0		2.7%	0	0	0.0%	0.0%
03 Professionals	0	0.0%		C	0.0%		0	0	C	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	0.0%		C	0.0%		0	0	C	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	12			C	0.0%		0	0	C	0.0%	0	0	0		3.9%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	[C	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	0.0%			0.0%		0	0		0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%			0.0%		0	' 0	1 0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%			0.0%		0	1 0	[0.0%	0	0	0		0.0%	0		#DIV/0!	#DIV/0!
10 Clerical Personnel	1	-100.0%		1 0	0.0%		1 0	l 0	1 0	0.0%	1 0	0	0		6.4%	1 0	1 0	0.0%	0.0%

0.0%

0.0%

0.0%

0.0%

0.0%

-100.0%

0.0%

0.0%

0.0%

-100.0%

941

11 Intermediate Sales & Service

Semi-Skilled Manual

Other Sales & Service

14 Other Manual Workers

13

Total

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

0.0%

0.0%

0.0%

0.0%

0.0%

4.4%

0.0%

0.0%

0.0%

4.4%

						Table 4: Aboriginal Peoples
Emn	loyment Equity Occupational		Aboriginal			
	ip (EEOG)	Short-teri	n Goals	Long-term G	oals	Comments
			%		%	
	Senior Managers		0.0		0.0	
	Middle & Other Managers		0.0		0.0	
	Professionals		0.0		0.0	
04	Semi-Professionals & Tech		0.0		0.0	
	Supervisors		0.0		0.0	
	Supervisors: Crafts & Trades		0.0		0.0	
07	Administrative & Sr Clerical		0.0		0.0	
	Skilled Sales & Service		0.0		0.0	
- 1	Skilled Crafts & Trades		0.0		0.0	
10	Clerical Personnel		0.0		0.0	
11	Intermediate Sales & Service		4.4		4.4	
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	

0.6%

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0.6%

#DIV/0!

#DIV/0!

#DIV/0!

0.6%

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

2019-12-13

									Data	or First/I	revious (Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	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)
	<u> </u>	<u></u>		.		V	\		<u> </u>	J		↓	T		J	J	↓	1	V
									Table 5	Persons	with Disa	bilities							
									First/	Previous St	ort-term G	oals							
				All En	nployees									Persons w	ith Disabilitie	S			
	Number	-	wth (New Posi	el access	Turnover (Re	eplacement o	Terminated		Number				3 Yea	ir Goals					
Employment Fauity Occupational		Gro	win (ivew Post	uous)		Employees)		Anticipated	wumber		eplacement of Employees)		Fro	m - To	J		h	D	Projected

									First/	Previous Sh	ort-term G	oals							
				All En	nployees									Persons wit	h Disabilities				
Employment Equity Occupational	Number	Grov	oth (New Posi		Turnøver (R	Employees)		Anticipated	Number	Turnover (Re Terminated		Hires Required		ı - To	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Pro	jected	Actual	Proje	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY.	· YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2019-12-13	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Tears	2019-12-13	Annually	Over 3 Years	Years	2019	2022					Tears
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	5	-50.0%		0	0.0%		0	0	0	0.0%	0	0	0		5.0%	0	0	0.0%	0.0%
03 Professionals	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		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	12	-100.0%		0	0.0%		0	0	0	0.0%	0	3	0	27.5%	27.5%	-3	-3	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	1	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		9.3%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	941	-100.0%		0	0.0%		0	0	1	0.0%	0	101	0	10.8%	10.8%	-101	-101	0.1%	0.1%
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	959	-100.0%		0	0.0%		0	0	1	0.0%	0	104	0		11.0%	-104	-104	0.1%	0.1%

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

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

workforce Analysis) - 2) x 10	0.			
				Table 6: Persons with Disabilities
Employment Equity Occupational	Persons w	ith Disabilities		
	Short-term Goals	Long-term	Goals	Comments
Group (EEOG)	%		%	
01/02 Managers		0.0	0.0	
03 Professionals		0.0	0,0	
04 Semi-Professionals & Tech		0.0	0.0	
05 Supervisors	2	7.5	27.5	
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	1	0.8	10.8	
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	

2019-12-13

									Data	for First/l	Previous (Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	у СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
***************************************	_	↓	1	J	1	\	1	\	Ţ	1	V	Ţ	Ţ	Ţ	\	Ţ	Ţ	.	1
									Table 7: M	lembers o	f Visible	Minoritie:	S						

									Table 7: M				,						
									First/	Previous Sh	ort-term G	oals							
				All En	nployees								M	embers of	Visible Minori	ities			
	Number	Grov	oth (New Posit	tions)	Turnover (R	eplacement of	Terminated		Number	Turnover (Re	antacament of		3 Year		_				
Employment Equity Occupational						Employees)		Anticipated		Terminated		Hires Required		ı - To	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3 Vears	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2019-12-13	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	TCars.	2019-12-13	Annually	Over 3 Years	Years	2019	2022					reas
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	0.0%		C	0.0%		0	(0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	5	-100.0%		C	0.0%		0		3	0.0%	0	-2	0		17.6%	2	2	60.0%	60.0%
03 Professionals	0	0.0%		C	0.0%		0		0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	0.0%		C	0.0%		0	(0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	12	-100.0%		C	0.0%		0		2	0.0%	0	-1	0		6.3%	1	. 1	16.7%	16.7%
06 Supervisors: Crafts & Trades	0	0.0%		C	0.0%		0		0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	0.0%		C	0.0%		0		0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%		C	0.0%		0		0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		C	0.0%		0		0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	1	-100.0%		C	0.0%		0	(1	0.0%	0	-1	0		1.9%	1	. 1	100.0%	100.0%
11 Intermediate Sales & Service	941	-100.0%		C	0.0%		0		262	0.0%	0	-205	0		6.1%	205	205	27.8%	27.8%
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	(0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		C	0.0%		0	4	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		C	0.0%		0	(0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	959	-100.0%		0	0.0%		0	(268	0.0%	0	-209	0		6.2%	209	209	27.9%	27.9%

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

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

	workforce Analysis) = 2) x 10	U.				
						Table 8: Members of Visible Minorities
E	loyment Equity Occupational	Mem	bers of Visil	ble Minorities		
	p (EEOG)	Short-teri	m Goals	Long-term (Goals	Comments
			%		%	
	Senior Managers		0.0		0.0	
02	Middle & Other Managers		0.0		0.0	
03	Professionals		0.0		0.0	
04	Semi-Professionals & Tech		0.0		0.0	
05	Supervisors		0.0		0.0	
06	Supervisors: Crafts & Trades		0.0		0,0	
07	Administrative & Sr Clerical		0.0		0.0	
08	Skilled Sales & Service		0.0		0.0	
09	Skilled Crafts & Trades		0.0		0.0	
10	Clerical Personnel		0.0		0.0	
11	Intermediate Sales & Service		0.0		0.0	
12	Semi-Skilled Manual		0.0		0.0	
13	Other Sales & Service		0.0		0.0	
14	Other Manual Workers		0.0		0.0	
Total			0.0		0.0	

2019-12-13

									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	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) ÷ (0 + F)
		Ψ	Ψ	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	Ψ	↓ Table 9:	Woman	<u>_</u>	<u> </u>	↓	<u> </u>	<u> </u>	Ψ	↓	<u> </u>
									Subseau		t Short-tern	n Goals							
				All Er	nployees				1					N	/omen				
	Number		wth (New Posi		Turnover (Re	eplacement of	Terminated		Number				3 Yea	r Goals					
Employment Equity Occupational		Gro	win (iven rosi	tions)		Employees)		Anticipated	Number		eplacement of I Employees)	111113	Fro	n - To] .				Projected
Group (EEOG)	YYYY-MM-DD	Actual	Pro	jected	Actual	Pro	jected		YYYY-MM-DD			Required Over 3	YYYY	- YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in .
		Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years		Annually	Over 3 Years	Years	0	3					Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	0.0%			0.0%		0	0	0	0.0%		0	- ()	0.0%	1		#DIV/0!	#DIV/0
02 Middle & Other Managers	1 0	-100.0%		1 (0.0%		1 0	ol o	ol d	0.0%	J 0	ol o	1 ()	0.0%	sl c	ol o	#DIV/0!	#DIV/0

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

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0.0%

-100.0%

-100.0%

03

04

05

06

07

08

09

10

11

12

13

Total

Professionals

Supervisors

Semi-Professionals & Tech

Supervisors: Crafts & Trades

Administrative & Sr Clerical

Intermediate Sales & Service

Skilled Sales & Service

Skilled Crafts & Trades

Clerical Personnel

Semi-Skilled Manual

Other Sales & Service

14 Other Manual Workers

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	U.			
					Table 10: Women
Emp	loyment Equity Occupational		Womer		
	p (EEOG)	Short-terr	m Goals	Long-term Goals	Comments
			%	%	
	Senior Managers		0.0	0.0	
02	Middle & Other Managers		0.0	0.0	
03	Professionals		0.0	0.0	
04	Semi-Professionals & Tech		0.0	0.0	
05	Supervisors		0.0	0.0	
06	Supervisors: Crafts & Trades		0.0	0.0	
07	Administrative & Sr Clerical		0.0	0.0	
08	Skilled Sales & Service		0.0	0.0	
09	Skilled Crafts & Trades		0.0	0.0	
10	Clerical Personnel		0.0	0.0	
11	Intermediate Sales & Service		0.0	0.0	
12	Semi-Skilled Manual		0.0	0.0	
13	Other Sales & Service		0.0	0.0	
14	Other Manual Workers		0.0	0.0	
Total			0.0	0.0	

#DIV/0!

2019-12-13

									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis		K ÷ C	(K - M + O) ÷ (C + F)
***************************************	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	J	Ţ	Ţ	1	Ţ	Ţ	1	1	1	1	Ţ	Ţ	Ţ
									Table Subsequ	11: Abor	riginal Pe Short-terr	oples a Goals							

									Subsequ	ent/Current	Short-tern	n Goals							
				All En	ployees									Aborigi	nal Peoples				
	Number	Cros	wth (New Posit	ionel	Turnover (Re	eplacement of	Terminated		Number				3 Yea	r Goals					
Employment Equity Occupational		010.		ons,		Employees)		Anticipated	Number	Turnover (Re		Hires Required	Froi	n - To	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proje	ected	Hires Over 3	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3
1,		Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years		Annually	Over 3 Years	Years	0	3					Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	C		0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	C		0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	C		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	C		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	C		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	C		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	C		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	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	0.0%		0	0.0%		0	0	0	0.0%	0	0	C		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	C		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	C		0.0%	0	0	#DIV/0!	#DIV/0!

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

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

				Table 12: Aboriginal Peoples
Employment Equi	ity Occupational	Aboriginal Peoples		
Group (EEOG)	ity Occupational	Short-term Goals Long-te	rm Goals	Comments
		%	%	
01 Senior Mana		0.0	0.0	
02 Middle & Ot		0.0	0.0	
03 Professionals		0.0	0.0	
04 Semi-Profess	sionals & Tech	0.0	0.0	
05 Supervisors		0.0	0.0	
06 Supervisors:		0.0	0.0	
07 Administrati	ive & Sr Clerical	0.0	0.0	
08 Skilled Sales	s & Service	0.0	0.0	
09 Skilled Craft	ts & Trades	0.0	0.0	
10 Clerical Pers	sonnel	0.0	0.0	
11 Intermediate	Sales & Service	0.0	0.0	
12 Semi-Skilled	d Manual	0.0	0.0	
13 Other Sales a	& Service	0.0	0.0	
14 Other Manua	al Workers	0.0	0.0	
Total		0.0	0.0	

0.0%

Data sources: Workforce Analysis Ana																				
From Outs sources: From Workforce Analysis Analysis Analysis Data Entry Workforce Analysis Employment Equity Occupational Group (EEOG) From Workforce Analysis Data Entry Workforce Analysis Employment Equity Occupational Group (EEOG) From Workforce Analysis Data Entry Workforce Analysis Employment Equity Occupational Group (EEOG) From Workforce Analysis Data Entry Workforce Analysis Fx Q Data Entry Workf										Data for	Subseque	nt/Curre	nt Goals							
Data sources: From Workforce Analysis Workforce Workfo	A B	С	D	E	F	G	Н	I	J	K	L	М	N	О	P	Q	R	S	T	U
Table 13: Persons with Disabilities Subsequent/Current Short-term Goals	Data sources:	Workforce	Workforce	Data Entry	C x E x 3	Data Analysis & Workforce	Data Entry	СхНх3	F+I	Workforce	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	Workforce	Workforce	O) - ((C +	K ÷ C	(K - M + O) ÷ (C + F)
First Fir			↓	1	↓	↓	↓	↓	↓	<u>↓</u>		<u>\</u>	<u>↓</u>	↓	↓	↓	↓	↓	↓	↓
Number Grow Number Grow New Position Terminated Employees From Processionals																				
Number Growth (New Positions) Turnover (Replacement of Terminated Employees) T					AllEr	nnlovees				Subsequ	ent/Current	Snort-teri	n Goais		Pareone wi	th Disabilities	0			
Figure F					All El								1	3 Van		ш ызавшие				
Price Pric		Number	Gree	wth (New Posi	tions)	turnover (F		terminated	1	Number			Hires							
Composition		VVVV-MM-DD	Actual	Pro	iected	Actual		ected		VVVV-MM-DD		Employees)					Present Gan			Projected Representation in 3
H Year Annually Years H H H H H H H H H	Group (EEOG)		Actual		1		 					Over 3	7		Τ	Availability		Gap	Representation	
01/02 Managers 0 -50.0% 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0 0.0% 0 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0			Annually	Annually		Annually	Annually				Annually			0	3					
03 Professionals 0 0.0% 0 0.0% 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
04 Semi-Professionals & Tech 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0 0.0% 0	01/02 Managers	0	-50.0%	5	(0.0%	,	(0	C	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
0.5 Supervisors 0.5 Supervisors 0.5 0.00%		0	1		((0	C	1	0	0)		0	0		#DIV/0!
06 Supervisors: Crafts & Trades 0 0.0% 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 0 0 0 0.0% 0 0 0 0.0% 0 0 0 0 0.0% 0 0 0 0 0 0 0 0 0	1	0	1		((0	C	1	0	0)		0	0		#DIV/0!
07 Administrative & Sr Clerical 0 0.0% 0 0.0% 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0 0 0 0 0.0% 0 <		0			((0	C		0	0)		0	0		#DIV/0!
08 Skilled Sales & Service 0 0.0% 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0		0	1		((· C	1	0	0)		0	0		
09 Skilled Crafts & Trades 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0 0.0% 0		0			((l c	1	0)		0	0		
10 Clerical Personnel 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		
11 Intermediate Sales & Service 0 -100.0% 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 #DIV/0! #DIV/		0			((1	0			2			0		
	1	0			(0			(0		
1.2 [Semi-Skilled Manual 0 0.0% 0 0 0.0% 0 0 0 0 0 0 0 0 0 0 0 0 0	1 1		1						(1)		1	1 %] "] :	(
13 Other Sales & Service 0 0.0% 0 0.0% 0 0 0.0% 0 0 #DIV/0! #DIV/		"			'			'	(I)			"] ,		(] ,	"		#DIV/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)^{1/3} - 1) x 100.

0.0%

-100.0%

Total

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

0.0%

workforce Analysis) - 2) x 100	0.		
			Table 14: Persons with Disabilities
Employment Equity Occupational	Persons wit	h Disabilities	
Group (EEOG)	Short-term Goals	Long-term Goals	Comments
	%	%	
01/02 Managers	0	.0	
03 Professionals	0	.0	
04 Semi-Professionals & Tech	0	.0 0.0	
05 Supervisors	0	.0	
06 Supervisors: Crafts & Trades	0	0.0	
07 Administrative & Sr Clerical	0	0.0	
08 Skilled Sales & Service	0	.0	
09 Skilled Crafts & Trades	0	.0	
10 Clerical Personnel	0	.0	
11 Intermediate Sales & Service	0	.0	
12 Semi-Skilled Manual	0	.0	
13 Other Sales & Service	0	.0 0.0	
14 Other Manual Workers	0	.0	
Total	0	.0	

#DIV/0!

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Data for Subsequent/Current Goals From Flow From Data (K - M + From From From From $(K - M + O) \div (C$ Equivalent $(F \times Q)$ -Workforce Data Entry C x E x 3 Analysis & Data Entry C x H x 3 Data sources: Workforce F + IWorkforce K x L x 3 J x P Data Entry Workforce Workforce O) - ((C + $\mathbf{K} \div \mathbf{C}$ to H R + M+ F) Workforce Analysis Analysis[†] Analysis Analysis Analysis F) x Q) Analysis‡

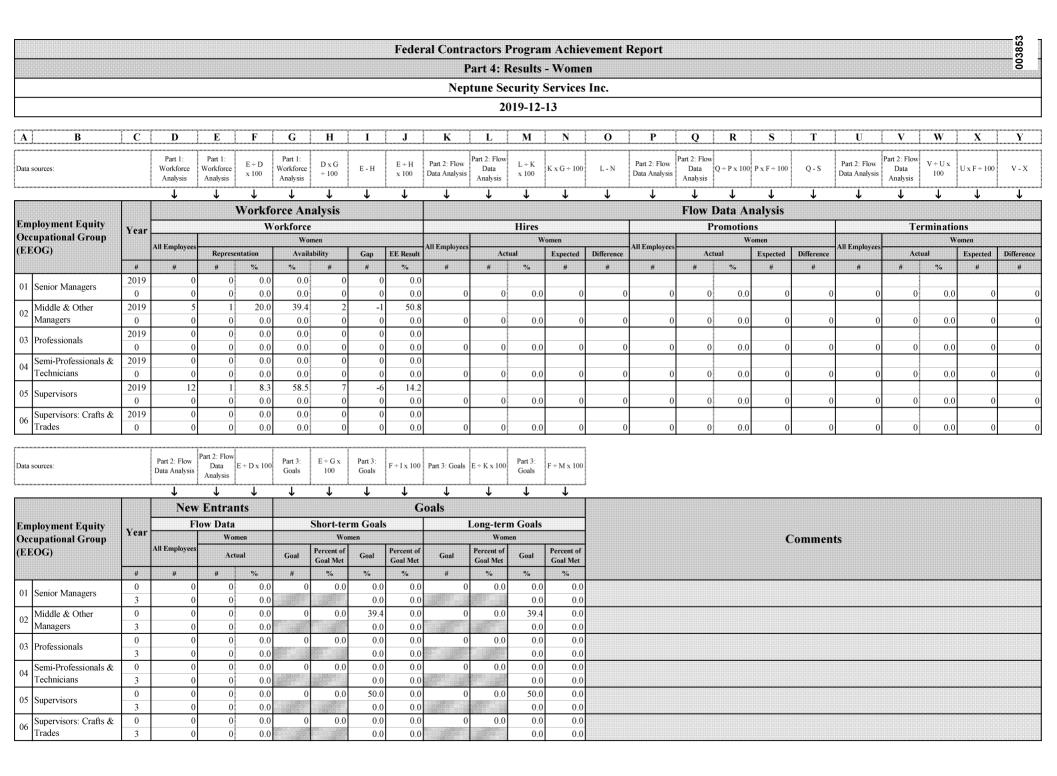
2019-12-13

									Fable 15: N	lembers o	f Visible	Minoritie	·S						
									Subsequ	ent/Current	Short-tern	n Goals							
				All En	ployees								M	embers of '	Visible Minori	ities			
	Number	Grov	oth (New Posit	tions)	Turnover (R		Terminated		Number	Turnover (Re	antacament of		3 Year						
Employment Equity Occupational						Employees)		Anticipated		Terminated		Hires Required		ı - To	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
		Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	teas		Annually	Over 3 Years	Years	0	3					icais
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	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	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!

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

table 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 Milarysis) · 2) x 10	0.			
				Table 16: Members of Visible Minorities
Employment Equity Occupational	Mem	bers of Visible Minor	ities	
	Short-teri	m Goals Long-to	erm Goals	Comments
Group (EEOG)		%	%	
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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08	Skilled Sales & Service Personnel	Sales & 2019 0 0 0.0 0.0 0 0 0.0 0 0 0 0 0 0 0 0 0															0.0	0) 0) 0
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09	Trades Workers	d Crafts & 2019 0 0 0.0 0.0 0 0 0.0 0.0 s Workers 0 0 0 0.0 0.0 0 0 0.0 0 0 0 0.0 0 0 0															0.0	0	(0	0	0.	0 (0 0
Service Personnel 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	es Workers 0 0 0 0.0 0.0 0.0 0 0 0.0 0 0 0 0 0 0															0.0	0) 0	0	0.) 0
12	Semi-Skilled Manual	2019	0	0	0.0	0.0	0		0.0				Ů			0		Ů		, ,				, ,
	Workers	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0) C	0	0.0	0	(0	0	0.	0 (0
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07	Administrative & Senior Clerical	3	0	0	0.0		0.0	0.0			0.0	0.0	0.0											
08	Skilled Sales &	0	0		0.0		0.0	1			0.0	1	0.0											
08	Service Personnel	3	0		0.0			0.0				0.0	0.0											
09	Skilled Crafts & Trades Workers	3	0	0	0.0		0.0	0.0			0.0	0.0	0.0											
10	Clerical Personnel	0 3	0	0	0.0	0	0.0	4	0.0	0	0.0	4	0.0											
11	Intermediate Sales & Service Personnel	0	0	0	0.0	0	0.0	50.0	0.0	0	0.0	50.0	0.0											
12	Semi-Skilled Manual	0	0	0	0.0	0	0.0		0.0	0	0.0	0.0	0.0											
12	Workers	3	0	0	0.0			0.0	0.0			0.0	0.0											

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13 Other Sales & Service 2019 0 0 0 0 0 0 0 0 0															0								
14 Other Manual Workers	0	0	0	0.0	0.0	0	0	0.0	C	0	0.0	0	0	0	(0.0	0) (0	0	0.0	0	0
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Other Sales & Service 0 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0																							
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Total	0	0	0	0.0	0	0.0	4	0.0	C	0.0	0.0	0.0											

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01	Senior Managers	0	0	0	0.0	· · · · · · · · · · · · · · · · · · ·	0.0	0.0	0.0		0.0	0.0	0.0											
	Middle & Other	3	0	Ě			0.0	0.0			0.0	0.0												
02	Managers	3	0	0	0.0		9.0	0.0	0.0		0.0	0.0	0.0	-										
03	Professionals	3	0	0	<u> </u>		0.0	0.0			0.0	0.0		-										
04	Semi-Professionals &	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
U-7	Technicians	3	0	0	!		0.0	0.0			0 0.0 0.0 0.0 0 0.0 0.0 0.0													
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11	Intermediate Sales & Service Personnel	2019	941				41		14.5		0	0.0	0	C		0	0.0	0		0 0	0	0.0		0 0
10	Semi-Skilled Manual	2019	0	-							0	0.0					0.0					0.0	,, <u>'</u>	
12	Workers	0	0	0	0.0	0.0	O	C	0.0	0	0	0.0	0	C) (0	0.0	0		0 0	0	0.0) (0 0
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07	Administrative & Senior Clerical	3	0	0			0.0	0.0			0.0	0.0	0.0											
08	Skilled Sales &	0	0				0.0	1			0.0													
08	Service Personnel	3	0				-	0.0			-	0.0												
09	Skilled Crafts & Trades Workers	3	0	0			0.0	0.0			0.0	0.0												
10	Clerical Personnel	0 3	0		0.0	0	0.0	4	0.0	0	0.0		0.0											
-	Intermediate Sales &	0		0			0.0	4			0.0													
11	Service Personnel	3	0	0				0.0	0.0			0.0												
12	Semi-Skilled Manual Workers	0 3	0	0			0.0	0.0			0.0	0.0												

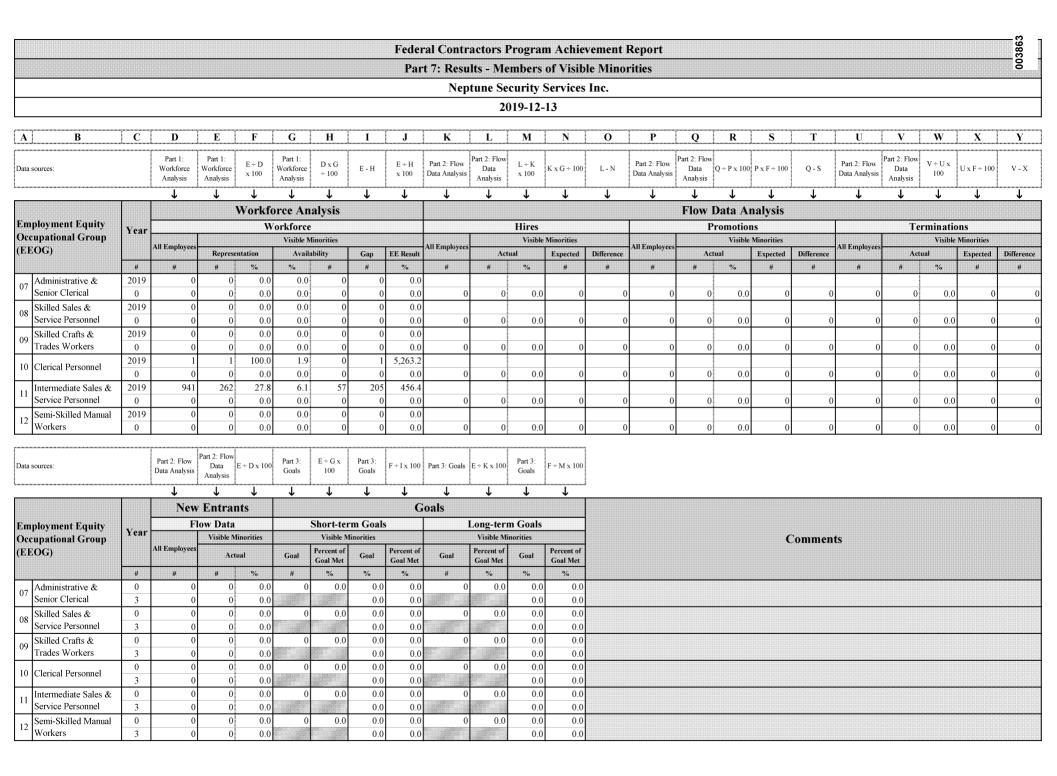
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13 Other Sales & Service Personnel 2019 0 0 0.0 0.0 0 0 0 0.0 0 0 0 0 0 0 0 0															0	0	0.0	0	0				
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(EEOG)			Actua	il	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
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13 Other Sales & Service Personnel	Other Sales & Service 0 0 0 0.0 0 0.0 <																						
14 Other Manual Workers	0	0		0.0	0	0.0	0.0			0.0	1	0.0											
14 Other Manual Workers	3	0	0	0.0			0.0	0.0			0.0												
Total	3	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0	0.0											
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06 Trades	0	0	0	0.0	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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10	Of Trades Workers 0 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0<																						
_	Intermediate Sales &	O O O O O O O O O O															0	0	0	0	0.0	0	0
11	Service Personnel	0		0 0.0	0.0	0	0		0	0	0	(0 (0	0.0	0	0	0	0	0.0	0	0	
12	Semi-Skilled Manual Workers	2019	0	0 0.0	0 0	0	0.0	0	0	0.0	0		0 0	0	0.0	0	0	0	0	0.0	0	0	
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Other Sales & Service	0	0	# 0		0	0.0	0.0	0.0	"	0.0	0.0	0.0											
Personnel	3	0	0				0.0	0.0			0.0	0.0											
14 Other Manual Workers	0	0	0		0	0.0	0.0	0.0	C	0.0	0.0	l											
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06	Supervisors: Crafts & Trades	2019	0	0	0.0			0 0	0.0	0	0	0.0	0	0) C	0	0.0	0	(0 0) (0.	.0	0 0
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01	Senior Managers	3	0	0	0.0		0.0	0.0		0	0.0	0.0	0.0											
02	Middle & Other	0	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0	0.0											
	Managers Professionals	0	0	0	0.0		0.0	0.0			0.0	0.0	0.0											
	Semi-Professionals &	3	0	0	0.0		0.0	0.0			0.0	0.0	0.0											
04	Technicians &	3	0	0	0.0		0.0	0.0	0.0			0.0	0.0											
05	Supervisors	3	0	0	0.0		0.0	0.0			0.0	0.0	0.0											
06	Supervisors: Crafts & Trades	0 3	0	0	0.0		0.0	0.0	1		0.0	0.0	0.0											



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14 Other Manual Workers	2019	0	0	0.0	0.0		0	0.0			0.0					0.0				0	0.0	0	
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Total	0	0	0	0.0	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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Data sources:		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 ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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Other Sales & Service Personnel	3	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
	0	0	0	0.0	0	0.0	0.0		0	0.0	0.0												
14 Other Manual Workers	3	0	0	0.0			0.0	0.0			0.0												
Total	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
	3	0	0	0.0			0.0	0.0			0.0	0.0											

Federal Contractors Program Achievement Report Part 8: Reasonable Efforts Neptune Security Services Inc. 2019-12-13

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):
Onei	rational Context
_	check the appropriate boxes and provide a brief overview of the events that have influenced your
	zation's activities during the period between the first/previous and subsequent/current compliance
assess	
	Impact of economic and industrial conditions on the organization.
	Any reorganization or other corporate structural changes.
	Acquisitions, mergers or transfers of employees.
	Significant layoffs (include the number of employees affected and the occupational groups of those employees).

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



Instructions

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

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

Completion of sections 2 to 6 is voluntary. However, it is mandatory to complete Section 1, sign in Section A, and return the questionnaire to human resources, even if you choose not to fill out any additional information.

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

Privacy Notice

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

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

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

The information you provide may be used and/or disclosed for policy analysis, research and/or evaluation purposes by ESDC. However, these additional uses and/or disclosures of your personal information will never result in an administrative decision being made about you.

Your personal information is administered by ESDC in accordance with the *Privacy Act*



and other applicable laws. You have the right to the protection of, and access to, your personal information, which is described in Personal Information Bank ESDC PPU 729. Instructions for obtaining this information are outlined in the government publication entitled *Info Source*, which is available at the following website address: http://www.infosource.gc.ca. *Info Source* may also be accessed online at any Service Canada Centre.

This questionnaire is available in Braille, large print or audio format upon request. It is also available on our Web site.

Name:		
Section/Branch:		
Position:		
Employee number:		
Employment status:	Full-time employee □	
	Part-time employee □	
	Temporary employee □	



1. Gende	r
Fe	emale
	ding the descriptions in each of the next three sections, answer "Yes" if any llowing apply to you. Please note that you may self-identify in more that p.
2. Aborig	inal Peoples
According Inuit or M	g to the <i>Employment Equity Act</i> , an Aboriginal person is a person who is Indian, létis.
A	re you an Aboriginal person?
Y	es 🗆 No 🗆
3. Visible	Minorities
Canada (g to the <i>Employment Equity Act</i> , members of a visible minority are people other than Aboriginal peoples) who are non-white in color or non-Caucasian rdless of their place of birth or citizenship.
Examples	s of visible minorities include, but are not limited to:
a.	Black
b.	Non-white Latin American (including Indigenous people from Central and South America)
c. Ea	ast Asian (e.g., Chinese, Japanese, Korean)
d.	South Asian/East Indian (e.g., Indian, Pakistani, Bangladeshi, or East Indian from Guyana, Trinidad or East Africa)
e. So	outheast Asian (e.g., Burmese, Cambodian, Filipino, Laotian, Thai, Vietnamese)
f.	Non-white West Asian, North African or Arab (e.g., Iranian, Lebanese, Egyptian, Libyan)
g.	People of mixed origin (e.g., with one parent member of a visible minority group).
A	re you a member of a visible minority?

4. Persons with Disabilities

No \square

Yes □

According to the Employment Equity Act, persons with disabilities are persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment

in in



and who consider themselves to be at a disadvantage in employment by reason of that impairment, or who believe that an employer or potential employer is likely to consider them to be at a disadvantage in employment because of that impairment. This includes people whose functional limitations due to their impairment have been accommodated in their current job or workplace (e.g., by the use of technical aids, changes to equipment or other working arrangements).

Examples of disabilities include, but are not limited to:

Coordination or dexterity impairment

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

Mobility impairment

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

Blindness or visual impairment

(e.g., unable to see or difficulty seeing, glaucoma; however, do not include yourself if you can see well with glasses or contact lenses)

Speech impairment

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

Deafness or hearing impairment

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

Other disabilities

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

Are you a person with	a	disability?
-----------------------	---	-------------

T 7	_	TAT -
Yes		No □
165		110

5. Additional Data for Accommodation Purposes

a negative impact on your hiring, training, promotion and retention in our organization.	workplace. No					•		
	a negative impo	act on you	ıı ımınıg, t	iranning, pron	ionon and	i our organ	nzanon.	

6. Voluntary Employee Participation

1) Please indicate below if you wish to have your employment equity selfidentification information used for particular employment equity initiatives.



Vec	\Box	Nο	

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

Yes □ No □

7. Human Resource/Job Satisfaction

Are you satisfied with your present job/wages	Unable	disagree	Strongly	agree
and salary in this organization?	to rate		agree	
Are there Training, Development, Health				
&Safety other welfare measures taken by the				
organization?				
Are you satisfied with job evaluation as well as				
legal regulations of compensation system?				
Are you satisfied with the performance appraisal				
system adopted in the organization?				
Manager or supervisor emphasizes cooperation				
and team work among members of your work				
group				
Training programmers in this organization are				
well thought of and are planned as per the needs				
of the individual employees as well as the				
organization.				
Overall, how satisfied are you working for the				
company				
Company has a clear set of priorities and				
objectives				

A. Employee Comments

If you have any comments/feedback on our employment equity program, we would like to hear from you. Rest assured, all comments will be kept confidential. Please contact the employment equity contact by phone [Telephone number] or email [Email address].

В.	Employee Signature		
Signa	fure:	Date:	



Thank you for your participation!

Neptune Security Services 839 Central parkway, L5C 2V9 Mississauga, ON

Attached a copy of workforce Survey Questionnaire

Workforce Survey review result

As per your advice We have been doing workforce survey for 959 persons.

- 765 persons was completed
- 760 are full completed
- 05 partially
- 100 persons returned blank
- 94 persons not returned.

Federal Contractors Program Report of the First Compliance Assessment

Employer Name: Neptune Security Services Inc.

Location: Mississauga, Ontario

Number of Employees: 959

Quebec 688 Ontario 210 British Columbia 39 Alberta 15 Nova Scotia 5 Manitoba 1 Saskatchewan 1

Organization Overview:

NAICS # 5616 (Investigation and Security Services)

Neptune Security Services provides full range of security and investigation services. Adherence and compliance has made Neptune Security Services Inc. a leader in the security industry. They offer bilingual security guard and management services tailored to the customer needs. They provide Residential Protection Program, Industrial Protection Program / Commercial Protection Program, Transportation and Logistics Security Services along with parking enforcement, special events and to Retail.

Key Dates – First Year Assessment

Initiated: 2019-06-19 Received: 2020-02-19 Workforce 2019-12-13

Analysis:

COLLECTION OF WORKFORCE INFORMATION

Number of employees the questionnaire was sent to:

Number of questionnaires returned:

Number of completed questionnaires returned:

#	%
959	100
865	90.20
765	79.77

- □ The questionnaire includes appropriate definitions.
- ☑ The questionnaire or accompanying documentation indicates that an employee may selfidentify as being a member of more than one group.

- M 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.
- M The questionnaire indicates that employees can update or change information about themselves at any time

Observations:

The self-identification questionnaire was reviewed and found to be in compliance by the Workplace Equity Division of the Labour Program. The response rate was 79.77%.

WORKFORCE ANALYSIS & GOAL SETTING

- ☑ The organization selected the occupational defaults for establishing external availability estimates or provided reasonable justifications.
- ☑ The organization selected the geographic defaults for establishing external availability estimates or provided reasonable justifications.
- ☑ The organization appears to have properly coded its positions using the 2011 National Occupational Classification (NOC).
- ☐ The organization has set a goal for every designated group in every occupational group where a gap was identified.
- ☑ The organization has demonstrated that it has considered the following in setting its shortterm 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.
- equal to availability.

Observations:

- A number of gaps were noticed in the Workforce Summary Analysis (WFA) report in all four designated groups – women, Aboriginal peoples, visible minorities and persons with disabilities.
- All short and long-term goals are set as per the market availability. Goals were set for each gap respectively.
- All goals are set in percentage format and these goals will be used for the purpose of this assessment.

SUMMARY OF GOALS

Women

Workforce Analysis Results			Goals			
Em	Employment Equity Occupational Group (EEOG)		Short- Long- term term (1 to 3 (3+ years) years)	term (3+	Representation	LMA
#	Description	#	%	%	%	%
02	Middle & Other Managers	-1	39.4	39.4	20.0	39.4
05	Supervisors	-6	50.0	50.0	8.3	58.5
10	Clerical Personnel	-1	50.0	50.0	0.0	73.9
11	Inter. Sales & Service Personnel	-622	50.0	50.0	4.5	70.6

Observations:

- EEOGs 05, EEOG 10 and EEOG 11 The short-term and long-term goals are set at 50.0% even though the market availability 58.5%, 73.9 % and 70.6% and this is acceptable in order to prevent occupational segregation and ensure those occupational groups are welcoming of all genders.
- For all other EEOGs, short and long-term goals were set at labour market availability.

Aboriginal Peoples

Workforce Analysis Results			Goals			
			Short-	Long-	Representation	LMA
Em	Employment Equity Occupational Group (EEOG)		term	term		
			(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
11	Inter. Sales & Service Personnel	-35	4.4	4.4	0.6	4.4

Observations:

Persons with Disabilities

Workforce Analysis Results			Goals			
Em	Employment Equity Occupational Group (EEOG)		Short- term (1 to 3 years)	Long- term (3+ years)	Representation	LMA
#	Description	#	%	%	%	%
05	Supervisors	-3	27.5	27.5	0.0	27.5
11	Inter. Sales & Service Personnel	-101	10.8	10.8	0.1	10.8

Observations:

Members of Visible Minorities

Observations:

No gaps exists in this designated group and thus no short-term or long-term goals were required to be set.

RECOMMENDATION

I recommend that	the employer be found
□in compliance	□in non-compliance

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

- create an employment equity committee that includes members from senior management and employee representatives to improve awareness of the organization's employment equity program;
- prepare an action plan to track progress of implementation of employment equity; and
- follow-up with employees that have not completed the self-identification questionnaire and update records accordingly to improve data.
- Given that Neptune Security Services Inc. has few gaps in Women and Persons with Disabilities, it may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that identify as part of a designated group.
- Neptune Security Services Inc. also has a large gap in EEOG 11 for women, Aboriginal Peoples, and for Persons with Disabilities, the company may want to consider conducting an employment systems review to identify any potential barriers to the recruitment and retention of individuals in these EEOG's for the two mentioned designated groups.
- Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): https://equity.esdc.gc.ca/sgiemtweims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aidehelp& ga=2.252268041.1845905918.1519931408-1912045188.1507820070

Name of Analyst: Neena Sharan

Date: February 25, 2020

From: Sharan, Neena N [NC] On Behalf Of EE-EME

Sent: March 23, 2020 1:42 PM

To: 'neptunesecurityservices@hotmail.com' <neptunesecurityservices@hotmail.com>; 'jimmy.tran@neptune-security.com' <jimmy.tran@neptune-security.com>; 'tariqul.tariq@neptune-

security.com' <tariqul.tariq@neptune-security.com>

Subject: Government of Canada Agreement Number: 10000680 – Notification of Compliance with the

Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Hunane Outair:

I am writing to inform you that the compliance assessment initiated on June 22, 2019 has been completed. As a result of the assessment, Neptune Security Services Inc. 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 Neptune Security Services Inc.'s employment equity program.

- create an employment equity committee that includes members from senior management and employee representatives to improve awareness of the organization's employment equity program;
- prepare an action plan to track progress of implementation of employment equity; and
- follow-up with employees that have not completed the self-identification questionnaire and update records accordingly to improve data.
- Given that Neptune Security Services Inc. has few gaps in Women and Persons with Disabilities, it may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that identify as part of a designated group.
- Neptune Security Services Inc. also has a large gap in EEOG 11 for women, Aboriginal Peoples, and for Persons with Disabilities, the company may want to consider conducting an employment systems review to identify any potential barriers to the recruitment and retention of individuals in these EEOG's for the two mentioned designated groups.
- Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intlnf.4%40-eng.jsp?&&cid=aide-help&ga=2.252268041.1845905918.1519931408-1912045188.1507820070

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 June 22, 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 Neptune Security Services Inc. is notified of a subsequent assessment, the following information will be required:

- 1. Workforce data (Form1 to 6) at the national level.
- 2. A current workforce analysis; and
- 3. A completed Achievement Report that includes revised short-term and long-term numerical goals for any remaining gaps in representation.

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If reasonable progress has not been made, Neptune Security Services Inc. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

Should you require any further information regarding your organization's obligations under the FCP, please contact Neena Sharan at Neena.sharan@labour-travail.gc.ca.

Your cooperation during the course of this compliance assessment was appreciated and we wish Neptune Security Services Inc. continued success in achieving a diverse and inclusive workplace.

Workplace Equity Team

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



<u>Un espace collaboratif pour les employeurs!</u> Joignez-vous au Forum de l'équité, la diversité et

l'inclusion en milieu de travail (FEDIMT) en ligne. Envoyer-nous <u>un courriel</u> pour vous joindre!

<u>A collaborative space for employers!</u> Join the online Workplace Equity, Diversity and Inclusion

Forum (WEDIF). Send us an email to join!

----Original Message-----From: Sharan, Neena N [NC] Sent: January 17, 2020 10:19 AM To: 'tariqul.tariq@neptune-security.com' <tariqul.tariq@neptune-security.com> Subject: RE: 1st Reminder - Extension Form Hi Tariq, Please get the above FORM signed by a senior management such as Director, Vice President, Chief Operations Officer, Chief Financial Officer. The person signing this FORM must be someone who has the signing authority on behalf of the Company. At the same time send your survey questionnaire to all the employees of the company located at different locations of your company. Thank you and have a nice day. Neena Sharan. ----Original Message-----From: tariqul.tariq@neptune-security.com <tariqul.tariq@neptune-security.com> Sent: January 17, 2020 9:45 AM To: Sharan, Neena N [NC] < neena.sharan@labour-travail.gc.ca> Subject: Re: 1st Reminder - Extension Form Hi Dear I am sending the extension form as attachment. Thanks Tariq Neptune Security services Quoting neena.sharan@labour-travail.gc.ca: > Hi Tariq, > I am still waiting to receive the completed and signed extension Form > from you. I have attached the FORM for your reference once again. > Thank you and have a nice day. > Neena Sharan. > Ph # 873-396-0405

>-----Original Message-----> From: Sharan, Neena N [NC]> Sent: January 7, 2020 10:55 AM

> To: 'tariqul.tariq@neptune-security.com'

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> <tariqul.tariq@neptune-security.com>
> Subject: RE: 2nd Reminder - 1st Submission
> Hi Tariq,
> Please send me the completed and signed by someone with the signing
> authority on behalf of the organization (such as the Director, CEO,
> CFO) the extension form as soon as possible which is attached to this
> e-mail.
> Thank you and have a nice day.
> Neena Sharan.
> -----Original Message-----
> From: tariqul.tariq@neptune-security.com
> <tariqul.tariq@neptune-security.com>
> Sent: January 7, 2020 10:16 AM
> To: Sharan, Neena N [NC] < neena.sharan@labour-travail.gc.ca>
> Subject: Re: 2nd Reminder - 1st Submission
> Hi Neena Sharan. Good morning
> Sorry to delay this email, Actually this is my first time survey
> report and I don't know i have to send it to all the employee. next
> time it will be ok.
> Thanks
> tariq
> Quoting neena.sharan@labour-travail.gc.ca:
>> Hi Tariq,
>>
>> Please clarify - why was the survey questionnaire sent to only 300
>> employees, while according to the WorkForce Analysis - Summary report
>> the total number of employees are 959.
>>
>> Thank you.
>> Neena Sharan.
>> -----Original Message-----
>> From: Sharan, Neena N [NC]
>> Sent: December 23, 2019 11:27 AM
>> To: 'tariqul.tariq@neptune-security.com'
>> <tariqul.tariq@neptune-security.com>
>> Subject: RE: Reminder - 1st Submission
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>>
>> Hi Tariq,
>>
>> Just a reminder that I am still waiting for clarification to the
>> guestion mentioned below.
>> Thank you.
>>
>> Neena Sharan.
>> -----Original Message-----
>> From: Sharan, Neena N [NC]
>> Sent: December 19, 2019 10:25 AM
>> To: 'tariqul.tariq@neptune-security.com'
>> <tariqul.tariq@neptune-security.com>
>> Subject: RE: Reminder - 1st Submission
>>
>> Hi Tariq,
>>
>> Please clarify that why was the survey questionnaire was sent to only
>> 300 employees while according to the WorkForce Analysis the total
>> number of employees are 959.
>>
>> Thank you.
>> Neena Sharan.
>>
>> -----Original Message-----
>> From: tariqul.tariq@neptune-security.com
>> <tariqul.tariq@neptune-security.com>
>> Sent: December 19, 2019 9:50 AM
>> To: Sharan, Neena N [NC] < neena.sharan@labour-travail.gc.ca>
>> Subject: Re: Reminder - 1st Submission
>>
>>
>> Hi Dear ,
>> Good morning.
>> I am sending all the document as attachment,
>>
>> Thanks
>> Quoting neena.sharan@labour-travail.gc.ca:
>>
>>> Hi Tariq,
>>> I am still waiting for you to send me the following information:
>>>
>>> 1.
          The results of your workforce survey including:
>>> o the number of employees that were surveyed;
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```
>>> o the combined number of self-identification questionnaires that
>>> were returned blank, partially, and fully completed; and,
>>> o the number of fully completed and returned self-identification
>>> questionnaires.
>>> 2.
          The workforce analysis results (Summary Report and
>>> Detailed Report).
>>> 3.
          Achievement Report.
>>>
>>> Please send the above mentioned documents as soon as you can since
>>> they were due on June 22, 2019.
>>>
>>> Thank you.
>>>
>>>
>>> Neena Sharan
>>>
>>> Program Officer, Programme du travail Emploi et Développement social
>>> Canada / Gouvernement du Canada
>>> neena.sharan@labour-travail.gc.ca<mailto:neena.sharan@labour-travail.
>>> g
>>> c.ca>
>>> / Tél.: 873-396-0405
>>> Program Officer, Labour Program
>>> Employment and Social Development Canada / Government of Canada
>>> neena.sharan@labour-travail.gc.ca<mailto:neena.sharan@labour-travail.
>>> g
>>> c.ca>
>>> / Tel: 873-396-0405
>>>
>>>
>>> [cid:image002.png@01D58025.8D1E34D0]
>>>
>>> Un espace collaboratif pour les
>>> employeurs!<a href="https://gccollab.ca/splash/">https://gccollab.ca/splash/> Joignez-vous au Forum de
>>> l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT)
>>> en ligne. Envoyer-nous un courriel<mailto:ee-eme@hrsdc-rhdcc.gc.ca>
>>> pour vous joindre!
>>> A collaborative space for employers!<a href="https://gccollab.ca/splash/">https://gccollab.ca/splash/>
>>> Join the online Workplace Equity, Diversity and Inclusion Forum
>>> (WEDIF). Send us an email<mailto:ee-eme@hrsdc-rhdcc.gc.ca> to join!
```