OFFICIAL USE ONLY

Agreement N°:

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

Labour Program Federal Contractors Program

Agreement to Implement Employment Equity

✓ New Agreement	(All sections n	nust be complet	ted)		
Revised Agreement					
Trensed Agreement		LLUDA TIOLI			
Legal Name of Organization	ORGA	ANIZATION	Parent company	is located outside	- Canada
SCM Risk Management Services	LP				
			1	Yes	√ No
Operating Name (if different from Legal Name of	f Omanization)		Business Numb	er	
Operating Native (is different 1995) Legal Pearle	organization,			- 17	8 employees
				employees in Car	
Organization's North American Industry Classifi	cation System (NAICS) Code	e Number	(Retwateut Lair	Time and/or Part	-11110)
To find your organization's four-digit NAICS cod http://www.statcan.gc.ca/subjects-sujets/standa	le please visit:		Federally I	Regulated	
524299	IIO-MATINGS ESSON DESERVATOR IN		Provinciall	y Regulated	
	1100 1	e		***************************************	
Although Hillian number about with ofe	HEA	D OFFICE Tally		Province	Postal Code
Address (building number, street, suite, etc.) #101, 5083 Windermere Boulev	ard S.W.	Edmonton		AB	T6W
		Telephone Number	r	······································	
		780-484-036	4		
	EMPLOYMENT	EQUITY CONT	ACT		
Name (print)		Title	***************************************		
Lucy Porretta		Director, H	uman Resour		age of Correspondence
(0,0,0,0,0,0,0,0,0,0,0,0,0,0,0,0,0,0,0,	E-mail Address			_	French
905-740-1100	lucy.porretta@scm	a.ca		✓ English	L.J menen
	CERT	TIFICATION			
The above-named organization:					
 having a combined workforce of 100 or 	r more permanent full-tim	ne and permanent (part-time employ	ees in Canada	i, AND
intending to bid on, or being in receipt	of, a federal government	goods or services	contract, standir	ng offer or contr	act issued under a
Supply Arrangement, valued at \$1,000 hereby certifies its commitment to impleme			-aoina hasis he	and the period	of the procurement
instrument, in keeping with the Federal Co	ontractors Program requir	rements, For more	information on h	ow to impleme	nt employment equity
please refer to: http://www.esdc.gc.ca/eng	/labour/equality/fcp/index	shtml :			
Important note: If an audit of the Agreem	ent to Implement Employ	ment Equity uncov	ers misrepresen	tation on the pa	rt of the organization,
the procurement instrument(s) with the Go	overnment of Canada may	y pe terminateu.			
		NATORY		······································	
NOTE: The signatory must be the Chief I		uthorized person i	n an executive p	osition with lega	al authority to sign a
contract on behalf of the organization Name (print)	RION.	Title			
Donna Bryden		Chief Human	Resources	Officer	
Telephone Number .	E-mail Address	•••		Preferred Lang	juage of Correspondence
780-930-5356	donna.bryden@scm	a.ca			lish French
Signate		Date (YYYY-MM-D		,	
		2016	-08	-26	
Privacy money.		1			
The information you provide on this form is coll	ected under the authority of	section 42 of the Emp	ployment Equity A	of to determine yo	ur eligibility for the Federal
Contractors Program (FCP).					
Completion of this form is mandatory. Refusal to Bid List, loss of the right to bid on federal go	lo provide personal informati vernment goeds or services	contracts of any value	e and may also res	sult in the termina	lion of the contract.
The information you provide may be used and/ disclosures of your personal information will no	ver result in an administrativ	e decision being mad	ie about you.		
Your personal information is administered in ac your personal information, which is described in government publication entitled <i>Info Source</i> , will accessed online at any Service Canada Centre	uicu is avaliable at the tollow	ct and other applicab ESDC PPU 721. Ins ing website address:	ite faws, You have tructions for obtain http://www.infosou	the right to the pr ing this information arce.gc.ca. Info S	otection of, and access to, on are outlined in the ource may also be
Maria		INSTRUCTIONS	<u> </u>	***************************************	7
MOODTANT			······································	***	
IMPORTANT	at Employment Parities to	arm muct ha conf	to the Labour !	Program by	
The signed Agreement to Implement e-mail at: ee-eme@hrsdc-rhdcc.gc		om must de sent	W the Labour I	, vy:am by	

Workforce Analysis - Detailed Report

Date: 2020-03-17

Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	•	sentation		lability Gap		
		#	#	%	%	# #		
01 : Senior Managers	National	6	0	0.0 %	27.6 %	2 -	2 National	
02 : Middle and Other Managers	National	21	7	33.3 %	39.4 %	8 -	1 National	
03 : Professionals		2	2	100.0 %	27.7 %	1	1	
2171 : Information systems analysts and consultants	National	2	2	100.0 %	27.7 %	1	1 National	
05 : Supervisors		6	3	50.0 %	54.6 %	3	0	
Employment Equity Occupational Group	Calgary	1	1	100.0 %	53.8 %	1	0 Calgary	
Employment Equity Occupational Group	Halifax	2	1	50.0 %	59.4 %	1	0 Halifax	
Employment Equity Occupational Group	Montréal	1	0	0.0 %	50.5 %	1 -	1 Montréal	
Employment Equity Occupational Group	Toronto	1	1	100.0 %	52.0 %	1	Toronto	
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	52.5 %	1 -	1 Vancouver	
07 : Administrative and Senior Clerical Personnel		98	20	20.4 %	80.3 %	79 -5	9	
Employment Equity Occupational Group	B.C. less CMAs	1	1	100.0 %	87.1 %	1	0 B.C. less CMAs	
Employment Equity Occupational Group	Calgary	11	2	18.2 %	81.2 %	9 -	7 Calgary	
Employment Equity Occupational Group	Edmonton	5	3	60.0 %	84.2 %	4 -	1 Edmonton	
Employment Equity Occupational Group	Greater Sudbury	1	0	0.0 %	85.7 %	1 -	Greater Sudbury	
Employment Equity Occupational Group	Halifax	13	3	23.1 %	80.9 %	11 -	8 Halifax	
Employment Equity Occupational Group	Hamilton	1	0	0.0 %	82.6 %	1 -	1 Hamilton	
Employment Equity Occupational Group	London	1	0	0.0 %	82.8 %	1 -	1 London	
Employment Equity Occupational Group	Moncton	1	0	0.0 %	81.6 %	1 -	1 Moncton	
Employment Equity Occupational Group	Montréal	11	1	9.1 %	80.9 %	9 -	8 Montréal	
Employment Equity Occupational Group	Ottawa - Gatineau	4	0	0.0 %	76.8 %	3 -	3 Ottawa - Gatineau	
Employment Equity Occupational Group	Peterborough	1	0	0.0 %	86.3 %	1 -	1 Peterborough	
Employment Equity Occupational Group	St. John's	1	0	0.0 %	83.2 %	1 -	St. John's	
Employment Equity Occupational Group	Toronto	24	3	12.5 %	79.1 %	19 -1	6 Toronto	
							1005	



Workforce Analysis - Detailed Report

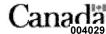
Date: 2020-03-17

Women

			Women					
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avail	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
Employment Equity Occupational Group	Vancouver	22	6	27.3 %	78.9 %	17	-11	Vancouver
Employment Equity Occupational Group	Victoria	1	1	100.0 %	82.5 %	1	0	Victoria
10 : Clerical Personnel		1	1	100.0 %	65.5 %	1	0	
Employment Equity Occupational Group	Toronto	1	1	100.0 %	65.5 %	1	0	Toronto
11 : Intermediate Sales and Service Personnel		3	3	100.0 %	66.4 %	2	1	
Employment Equity Occupational Group	Calgary	1	1	100.0 %	67.8 %	1	0	Calgary
Employment Equity Occupational Group	Halifax	2	2	100.0 %	65.7 %	1	1	Halifax
Total		137	36	26.3 %	69.4 %	96	-60	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data

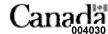


Workforce Analysis - Detailed Report

Date: 2020-03-17

Aboriginal Peoples

				Aborig	inal Peoples			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation		ability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	6	0	0.0 %	3.2 %	0	0	National
02 : Middle and Other Managers	National	21	3	14.3 %	2.7 %	1	2	National
03 : Professionals		2	0	0.0 %	1.3 %	0	0	
2171 : Information systems analysts and consultants	National	2	0	0.0 %	1.3 %	0	0	National
05 : Supervisors		6	0	0.0 %	2.5 %	0	0	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	3.1 %	0	0	Calgary
Employment Equity Occupational Group	Halifax	2	0	0.0 %	3.6 %	0	0	Halifax
Employment Equity Occupational Group	Montréal	1	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	Toronto	1	0	0.0 %	0.9 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	2.7 %	0	0	Vancouver
07 : Administrative and Senior Clerical Personnel		98	13	13.3 %	2.3 %	2	11	
Employment Equity Occupational Group	B.C. less CMAs	1	0	0.0 %	8.5 %	0	0	B.C. less CMAs
Employment Equity Occupational Group	Calgary	11	0	0.0 %	2.9 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	5	2	40.0 %	4.7 %	0	2	Edmonton
Employment Equity Occupational Group	Greater Sudbury	1	0	0.0 %	8.8 %	0	0	Greater Sudbury
Employment Equity Occupational Group	Halifax	13	2	15.4 %	4.0 %	1	1	Halifax
Employment Equity Occupational Group	Hamilton	1	0	0.0 %	1.3 %	0	0	Hamilton
Employment Equity Occupational Group	London	1	0	0.0 %	1.6 %	0	0	London
Employment Equity Occupational Group	Moncton	1	1	100.0 %	1.8 %	0	1	Moncton
Employment Equity Occupational Group	Montréal	11	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	4	1	25.0 %	3.4 %	0	1	Ottawa - Gatineau
Employment Equity Occupational Group	Peterborough	1	0	0.0 %	2.6 %	0	0	Peterborough
Employment Equity Occupational Group	St. John's	1	0	0.0 %	2.9 %	0	0	St. John's
Employment Equity Occupational Group	Toronto	24	4	16.7 %	0.8 %	0	4	Toronto



Workforce Analysis - Detailed Report

Date: 2020-03-17

Aboriginal Peoples

			:					
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
Employment Equity Occupational Group	Vancouver	22	3	13.6 %	2.1 %	0	3	Vancouver
Employment Equity Occupational Group	Victoria	1	0	0.0 %	3.5 %	0	0	Victoria
10 : Clerical Personnel		1	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Toronto	1	0	0.0 %	0.8 %	0	0	Toronto
11 : Intermediate Sales and Service Personnel		3	0	0.0 %	3.9 %	0	0	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	3.0 %	0	0	Calgary
Employment Equity Occupational Group	Halifax	2	0	0.0 %	4.3 %	0	0	Halifax
Total		137	16	11.7 %	2.4 %	3	13	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data

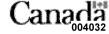


Workforce Analysis - Detailed Report

Date: 2020-03-17

Members of Visible Minorities

				Members o	f Visible Mind	orities		
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avail	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	6	0	0.0 %	11.5 %	1	-1	National
02 : Middle and Other Managers	National	21	0	0.0 %	17.6 %	4	-4	National
03 : Professionals		2	0	0.0 %	38.6 %	1	-1	
2171 : Information systems analysts and consultants	National	2	0	0.0 %	38.6 %	1	-1	National
05 : Supervisors		6	1	16.7 %	28.7 %	2		
Employment Equity Occupational Group	Calgary	1	0	0.0 %	36.7 %	0	0	Calgary
Employment Equity Occupational Group	Halifax	2	0	0.0 %	6.9 %	0	0	Halifax
Employment Equity Occupational Group	Montréal	1	0	0.0 %	20.4 %	0	0	Montréal
Employment Equity Occupational Group	Toronto	1	1	100.0 %	51.5 %	1	0	Toronto
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	49.6 %	0	0	Vancouver
07 : Administrative and Senior Clerical Personnel		98	5	5.1 %	25.6 %	25	-20	
Employment Equity Occupational Group	B.C. less CMAs	1	0	0.0 %	3.5 %	0	0	B.C. less CMAs
Employment Equity Occupational Group	Calgary	11	0	0.0 %	20.6 %	2	-2	Calgary
Employment Equity Occupational Group	Edmonton	5	1	20.0 %	16.9 %	1	0	Edmonton
Employment Equity Occupational Group	Greater Sudbury	1	0	0.0 %	2.1 %	0	0	Greater Sudbury
Employment Equity Occupational Group	Halifax	13	0	0.0 %	6.7 %	1	-1	Halifax
Employment Equity Occupational Group	Hamilton	1	0	0.0 %	11.3 %	0	0	Hamilton
Employment Equity Occupational Group	London	1	0	0.0 %	8.8 %	0	0	London
Employment Equity Occupational Group	Moncton	1	0	0.0 %	2.4 %	0	0	Moncton
Employment Equity Occupational Group	Montréal	11	1	9.1 %	14.6 %	2	-1	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	4	0	0.0 %	14.1 %	1	-1	Ottawa - Gatineau
Employment Equity Occupational Group	Peterborough	1	0	0.0 %	2.8 %	0	0	Peterborough
Employment Equity Occupational Group	St. John's	1	0	0.0 %	2.4 %	0	0	St, John's
Employment Equity Occupational Group	Toronto	24	1	4.2 %	40.6 %	10	-9	Toronto
						-20000000		



Workforce Analysis - Detailed Report

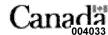
Date: 2020-03-17

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avail	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
Employment Equity Occupational Group	Vancouver	22	2	9.1 %	39.9 %	9	-7	Vancouver
Employment Equity Occupational Group	Victoria	1	0	0.0 %	9.7 %	0	0	Victoria
10 : Clerical Personnel		1	1	100.0 %	52.2 %	1	0	
Employment Equity Occupational Group	Toronto	1	1	100.0 %	52.2 %	1	0	Toronto
11 : Intermediate Sales and Service Personnel		3	2	66.7 %	20.1 %	1	1	
Employment Equity Occupational Group	Calgary	1	1	100.0 %	37.7 %	0	1	Calgary
Employment Equity Occupational Group	Halifax	2	1	50.0 %	11.3 %	0	1	Halifax
Total		137	9	6.6 %	24.2 %	35	-26	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workforce Analysis - Detailed Report

Date: 2020-03-17

Persons with Disabilities

	Persons with Disabilities							
Employment Equity Occupational Group	Internal Location	All Employees	Represe	entation	Avail	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
01/02 : Managers	National	27	0	0.0 %	5.0 %	1	-1	National
03 : Professionals	National	2	0	0.0 %	8.9 %	0	0	National
05 : Supervisors	National	6	0	0.0 %	27.5 %	2	-2	National
07 : Administrative and Senior Clerical Personnel	National	98	3	3.1 %	10.0 %	10	-7	National
10 : Clerical Personnel	National	1	0	0.0 %	9.3 %	0	0	National
11 : Intermediate Sales and Service Personnel	National	3	0	0.0 %	10.8 %	0	0	National
Total		137	3	2.2 %	9.8 %	13	-10	

Total may not equal sum of components due to rounding.

Sources: 2017 Canadian Survey on Disability and employer's internal data

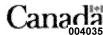


Workforce Analysis - Detailed Report

Date: 2020-03-17

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Detailed Report

Date: 2020-03-17

WFA Defaults - Persons with Disabilities

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



Workforce Analysis - Summary Report

Date: 2020-01-31

Women

					Women		
	Employment Equity Occupational Group	All Employees	Repres	entation	Avai	ilability	Gap
		#	#	%	%	#	#
*	01 : Senior Managers	6	0	0.0 %	27.6 %	2	-2
	02 : Middle and Other Managers	21	7	33.3 %	39.4 %	8	-1
	03 : Professionals	2	2	100.0 %	27.7 %	1	1
	05 : Supervisors	6	3	50.0 %	54.6 %	3	0
	07 : Administrative and Senior Clerical Personnel	98	20	20.4 %	80.3 %	79	-59
	10 : Clerical Personnel	1	1	100.0 %	65.5 %	1	0
	11 : Intermediate Sales and Service Personnel	3	3	100.0 %	66.4 %	2	1
	Total	137	36	26.3 %	69.4 %	96	-60



Workforce Analysis - Summary Report

Date: 2020-01-31

Aboriginal Peoples

Employment Equity Occupational Group	All Employees	Representation		Availability		Gap	
	#	#	%	%	#	#	
01 : Senior Managers	6	0	0.0 %	3.2 %	0	0	
02 : Middle and Other Managers	21	3	14.3 %	2.7 %	1	2	
03 : Professionals	2	0	0.0 %	1.3 %	0	0	
05 : Supervisors	6	0	0.0 %	2.5 %	0	0	
07 : Administrative and Senior Clerical Personnel	98	13	13.3 %	2.3 %	2	11	
10 : Clerical Personnel	1	0	0.0 %	0.8 %	0	0	
11 : Intermediate Sales and Service Personnel	3	0	0.0 %	3.9 %	0	0	
Total	137	16	11.7 %	2.4 %	3	13	



Workforce Analysis - Summary Report

Date: 2020-01-31

Members of Visible Minorities

	Members of Visible Minorities							
Employment Equity Occupational Group	All Employees	All Employees Representat			ilability	Gap		
	#	#	%	%	#	#		
01 : Senior Managers	6	0	0.0 %	11.5 %	1	-1		
02 : Middle and Other Managers	21	0	0.0 %	17.6 %	4	-4		
03 : Professionals	2	0	0.0 %	38.6 %	1	-1		
05 : Supervisors	6	1	16.7 %	28.7 %	2	-1		
07 : Administrative and Senior Clerical Personnel	98	5	5.1 %	25.6 %	25	-20		
10 : Clerical Personnel	1	1	100.0 %	52.2 %	1	0		
11 : Intermediate Sales and Service Personnel	3	2	66.7 %	20.1 %	1	1		
Total	137	9	6.6 %	24.2 %	35	-26		



Workforce Analysis - Summary Report

Date: 2020-01-31

Persons with Disabilities

	Persons with Disabilities							
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	lability	Gap		
	#	#	%	%	#	#		
01/02 : Managers	27	0	0.0 %	5.0 %	1	-1		
03 : Professionals	2	0	0.0 %	8.9 %	0	0		
05 : Supervisors	6	0	0.0 %	27.5 %		-2		
07 : Administrative and Senior Clerical Personnel	98	3	3.1 %	10.0 %	10	-7		
10 : Clerical Personnel	1	0	0.0 %	9.3 %	0	0		
11 : Intermediate Sales and Service Personnel	3	0	0.0 %	10.8 %	0	0		
Total	407	2	2.2.0/	0.00/	40			
Total	137	3	2.2 %	9.8 %	13	-10		



Workforce Analysis - Summary Report

Date: 2020-01-31

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Summary Report

Date: 2020-01-31

WFA Defaults - Persons with Disabilities

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



Data from	First/Previous V Analysis	Vorkforce
1	Ţ	1

Data from Fi	rst/Previous Workf	orce Analysis
YYYY	MM	DD
2017	04	05

Data from Sul	osequent/Curre Analysis	nt Workforce
1	Ţ	T T

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2020	01	31

Table 5: Women

		1	Γable 1: Women						
		First/Previous Workforce Analysis							
Farm L	www.mt.Fouity.Occumotional.Cusum (FFOC)	All Employees	Won	nen					
Employment Equity Occupational Group (EEOG)			Representation	Availability*					
		#	#	%					
01	Senior Managers	8	1	27.4					
02	Middle & Other Managers	25	8	38.9					
03	Professionals	1	0	42					
04	Semi-Professionals & Technicians								
05	Supervisors	7	3	53.6					
06	Supervisors: Crafts & Trades								
07	Administrative & Senior Clerical Personnel	101	19	80.4					
08	Skilled Sales & Service Personnel								
09	Skilled Crafts & Trades Workers								
10	Clerical Personnel	2	1	65.2					
11	Intermediate Sales & Service Personnel	4	3	65.2					
12	Semi-Skilled Manual Workers								
13	Other Sales & Service Personnel								
14	Other Manual Workers								
Total		148	35	#REF!					

All Employees	Women									
	Representation	Availability*								
#	#	%								
6	0	27.€								
21	7	39.4								
2	2	27.5								
6	3	54.6								
98	20	80.3								
1	1	65.5								
3	3	66.4								
137	36	49.3								

3	*****																	-
1		٠.	 •••															
1			•••															
3	*******																	300
3	*******																	
3																		
3																		

* Source:		

Data fron	n First/Previous Analysis	Workforce
1	J.	1

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2017	04	05

Data from Su	bsequent/Curr Analysis	ent Workforce
Ţ	Ţ	Ţ

Data from Subse	quent/Current Wo	orkforce Analysis
YYYY	MM	DD
2020	01	31

		Table	2: Aboriginal Po	eoples
Employment Equity Occupational Group (EEOG)		First/Previous Workforce Analysis		
		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
01	Senior Managers	8	0	2.9
02	Middle & Other Managers	25	3	2.2
03	Professionals	1	0	1.6
04	Semi-Professionals & Technicians			
05	Supervisors	7	0	0
06	Supervisors: Crafts & Trades			
07	Administrative & Senior Clerical Personnel	101	15	1.8
08	Skilled Sales & Service Personnel			
09	Skilled Crafts & Trades Workers			
10	Clerical Personnel	2	0	0.7
11	Intermediate Sales & Service Personnel	4	0	2.4
12	Semi-Skilled Manual Workers			
13	Other Sales & Service Personnel			
14	Other Manual Workers			
Total		148	18	#REF!

* Source:		
0		

Table 6: Aboriginal Peoples			
Subsequent/Current Workforce Analysis			
All Employees	Employees Aboriginal Peoples		
	Representation	Availability*	
#	#	%	
6	0	3.2	
21	3	2.7	
2	0	1.3	
6	0	2.5	
98	13	2.3	
1	0	0.0	
1	0	0.8	
3	0	3.9	
137	16	2.8	

Source:	

1	Analysis	1
	Anarysis	1

Data from Fir	rst/Previous Work	force Analysis
YYYY	MM	DD
2017	04	05

Data from Subsequent/Current Workforce Analysis

Data from Subse	quent/Current Wo	orkforce Analysis
YYYY	MM	DD
2020	01	31

		Table 3: Me	mbers of Visible	Minorities
Employment Equity Occupational Group (EEOG)		First/Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
			Representation	Availability*
		#	#	%
01	Senior Managers	8	0	10.1
02	Middle & Other Managers	25	0	15
03	Professionals	1	1	21.6
04	Semi-Professionals & Technicians			
05	Supervisors	7	1	26.9
06	Supervisors: Crafts & Trades			
07	Administrative & Senior Clerical Personnel	101	9	24.7
08	Skilled Sales & Service Personnel			
09	Skilled Crafts & Trades Workers			
10	Clerical Personnel	2	2	48.1
11	Intermediate Sales & Service Personnel	4	2	23.9
12	Semi-Skilled Manual Workers			
13	Other Sales & Service Personnel			
14	Other Manual Workers			
Total		148	15	#REF!

* Source	3:		
0			

Table 7: Me	mbers of Visible	Minorities
Subsequent	/Current Workford	e Analysis
All Employees	Members of Vis	ible Minorities
	Representation	Availability*
#	#	%
6	0	11.5
21	0	17.6
2	0	38.6
6	1	28.7
98	5	25.6
1	1	52.2
3	2	20.1
137	9	23,3

* Source:	
)	

Data from	i First/Previous W Analysis	orktorce
1	↓	1

· · · · ·	
YYYY MM	DD
Data from First/Previous Wo	orkforce Analysis

Ψ	Data from Subsequ Ai
J	ent/ naly
J	rkfore
	:e

2020	01	31
YYYY	MM	DD
Data from Subse	quent/Current Wo	orkforce Analysis

			Persons with Dis	
т .	AF IS GEOGRA	All Employees	Persons with	Disabilities
Empio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01/02	Managers	33	0	4.3
03	Professionals	1	0	3.8
04	Semi-Professionals & Technicians			
05	Supervisors	7	0	13.9
06	Supervisors: Crafts & Trades			
07	Administrative & Senior Clerical Personnel	101	4	3.4
08	Skilled Sales & Service Personnel			
09	Skilled Crafts & Trades Workers			
10	Clerical Personnel	2	0	7
11	Intermediate Sales & Service Personnel	4	0	5.6
12	Semi-Skilled Manual Workers			
13	Other Sales & Service Personnel			
14	Other Manual Workers			
Total		148	4	#REF!

Table 8:	Persons with Dis	sabilities
Subsequent	/Current Workford	e Analysis
All Employees	Persons with	Disabilities
	Representation	Availability*
#	#	%
27	0	5
2	0	8.9
6	0	27.5
98	3	10
		0.0
1	0	9.3
3	0	10.8
137	3	4.9

	444		88																																																																					
		886.	-	88	83	æ	æ	12	×	888																																																														
		***	83	æ.	34	33.3	85	×	88																																																															
- 8	****	****	***	***	w	***	m	***	***	***	***	***	***	***	w	***	w	w	w	w	ж	w	w	w	w	w	ж	×	ж	×	w	×	w	w	w	w	×	w	w	w	w	***	×	w	w	w	w	ж	w	w	***	w	ж	w	***	***	***	ж	w	w	ж	m	w	w	w	w	w	ж	w	w	ж	m
- 8																																																																								

Part 2: Flow Data Analysis

Opta Precise LP

[Date: 2020-01-29]

Start	Date of Flor	w Data
YYYY	MM	DD
2017	04	05

End I	Date of Flo	w Data
YYYY	MM	DD
2020	01	31

Data from Form 4 - Employees Hired

Table 1: Women

																																													ì		

1 1

	Table 5:	Women	
Full-time	/ National	Part-time	/ National
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
1 5	2		

3

0

0

Data from Form 6 - Employees Terminated

T

Women

Terminated

#

Table 9: Women Full-time / National Part-time / National All All Women Employees Employees Terminated Terminated Terminated 33

		i abic 1.	MADINCH	
	Full-time /	National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	1			
02 Middle & Other Managers				
03 Professionals	2	2		
04 Semi-Professionals & Technicians				
05 Supervisors	1	1		
06 Supervisors: Crafts & Trades				
07 Administrative & Senior Clerical Personnel	21	4	1	
08 Skilled Sales & Service Personnel				
09 Skilled Crafts & Trades Workers				
10 Clerical Personnel				
11 Intermediate Sales & Service Personnel				
12 Semi-Skilled Manual Workers				
13 Other Sales & Service Personnel				
14 Other Manual Workers				
Total	25	7	1	1

3

10

42

Part 2: Flow Data Analysis

Opta Precise LP

[Date: 2020-01-29]

Start	Date of Flov	v Data
YYYY	MM	DD
2017	04	05

2020	01	31
YYYY	MM	DD
End I	Date of Flow	Data

Data from Form 4 - Employees Hired

Table 2: Aboriginal Peoples

		I I WIIIWU	LU	
		Promot	on	
A.7 64	*** ** ***		չ - Շաբռ	,,

Data from Form 6 - Employees Terminated

1

1

	Tab	de 2: Abor	iginal Pe	oples
	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	1			
02 Middle & Other Managers				
03 Professionals	2			
04 Semi-Professionals & Technicians				
05 Supervisors	1			
06 Supervisors: Crafts & Trades				
07 Administrative & Senior Clerical Personnel	21	1		
08 Skilled Sales & Service Personnel				
09 Skilled Crafts & Trades Workers				
10 Clerical Personnel				
11 Intermediate Sales & Service Personnel				
12 Semi-Skilled Manual Workers				
13 Other Sales & Service Personnel				
14 Other Manual Workers				
Total	25	1	0	0

Employees Peoples Employees Peoples				le 6: Abor	
Employees Peoples Employees Peoples Promoted Promoted Promoted Promote	al	/ Nationa	Part-time	/ National	Full-time
# # # #	's	Aborigin Peoples Promote	Employees	Peoples	All Employees Promoted
		#	#	#	#

0

Tabl	e 10: Abo	riginal Pe	oples
Full-time			/ National
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
3			
2			
1			
2			
33	3		
1			
- 12	2	0	0
42	3	0	0

Part 2: Flow Data Analysis

Opta Precise LP

[Date: 2020-01-29]

Start	Date of Flov	v Data
YYYY	MM	DD
2017	04	05

2020	01	31
YYYY	MM	DD
End I	Date of Flow	Data

Data from Form 4 - Employees Hired

Table 2. Descens with Disabilities

																																												ì	
																														ĺ															

1

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

0

0

Data from Form 6 - Employees Terminated

			/ National
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
3			
2			
1			
2			
33	1		
1			
1			

42

	Table	3: Persons	with Disa	ibilities
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
01 Senior Managers	1			
02 Middle & Other Managers	0			
03 Professionals	2			
04 Semi-Professionals & Technicians	0			
05 Supervisors	1			
06 Supervisors: Crafts & Trades	0			
07 Administrative & Senior Clerical Personnel	21			
08 Skilled Sales & Service Personnel	0			
09 Skilled Crafts & Trades Workers	0			
10 Clerical Personnel	0			
11 Intermediate Sales & Service Personnel	0			
12 Semi-Skilled Manual Workers	0			
13 Other Sales & Service Personnel	0			
14 Other Manual Workers	0			
Total	25	0	0	0

0

Part 2: Flow Data Analysis

Opta Precise LP

[Date: 2020-01-29]

2017	04	05
VVVV	MM	DD
Start	Date of Flov	v Data

2020	01	31
YYYY	MM	DD
End I	Date of Flow	Data

Data from Form 4 - Employees Hired

Table 4: Members of Visible Minorities

Data from Form 5 - Employees
Promoted

ties

Full-time	/ National	Part-time	/ National
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
#	#	#	#

Data from Form 6 - Employees Terminated

Table 12: Members of Visible Minorities

run-time	/ National	Part-time	/ National
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
3			
2			
1	1		
2			
33	4		
1			
43	E	0	(
42	5	U	•

0

	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
01 Senior Managers	1			
02 Middle & Other Managers	0			
03 Professionals	2			
04 Semi-Professionals & Technicians	0			
05 Supervisors	1			
06 Supervisors: Crafts & Trades	0			
07 Administrative & Senior Clerical Personnel	21			
08 Skilled Sales & Service Personnel	0			
09 Skilled Crafts & Trades Workers	0			
10 Clerical Personnel	0			
11 Intermediate Sales & Service Personnel	0			
12 Semi-Skilled Manual Workers	0			
13 Other Sales & Service Personnel	0			
14 Other Manual Workers	0			
Total	25	0	0	

									Data	for First/I	Previous (Goals							
A B	С	D	E	F	G	H		J	K	L	M	N	0	P	Q	R	S	r	<u> </u>
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	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	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	Ţ	1	1	↓	J.	Ţ	Ţ	J	Ţ	Ţ	Ţ	Į.	1	Ţ	↓	1	1	Ų	<u> </u>
										Table 1:									
									First/	Previous SI	hort-term (Goals		•••					
				All Elli	ployees							1		r Goals	omen				
	Number	Gree	wth (New Posit	ions)	Turnover (Re	placement o Employees)	[Terminated		Number		eplacement of	Hires		r Goais n - To					
Employment Equity	YYYY-MM-DD	Actual	Proj	ected	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- 1111	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)		Scruai		Over 3	Actual	,	Over 3	Years			Over 3	Over 3 Years			Availability		Gap	Representation	Years
	2017-04-05	Annually	Annually	Years	Annually	Annually	Years		2017-04-05	Annually	Years		2017	2020					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	8	-9.1%	2.0%	0	42.9%	10.0%	2	2	1	10.0%	0	I	1	27.4%	27.4%	-1	0	12.5%	25.0%
02 Middle & Other Managers	25	l .	2.0%	2	13.0%	10.0%	8	10	8	10.0%	2	5	4	38.9%	38.9%	-2	-1	32.0%	37.0%
03 Professionals	1	26.0%	2.0%	0	66.7%	10.0%	0	0	0	10.0%	0	0	0	42.0%	42.0%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	0	0.0%	2.0%	0	0.0%	10.0%	0	0	0	10.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	7	-5.0%	2.0%	0	30.8%	10.0%	2	2	3	10.0%		2	1	53.6%	53.6%	-1	-1	42.9%	42.9%
06 Supervisors: Crafts & Trades	0	0.0%	2.0%	0	0.0%	10.0%	0	0	0	10.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	101	-1.0%	2.0%	6	35.2%	10.0%	30	36	19	10.0%	6	73	29	80.4%	80.4%	-62	-44	18.8%	39.3%
08 Skilled Sales & Service	0	0.0%	2.0%	0	0.0%	10.0%	0	0	0	10.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%	2.0%	0	0.0%	10.0%	0	0	0	10.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel 11 Intermediate Sales & Service	2	-20.6%	2.0%	0	0.0% 28.6%	10.0%	1 1	1	,	10.0% 10.0%	, v		l i	65.2%	65.2% 65.2%	0	1	50.0% 75.0%	100.0% 75.0%
The same same same sections	4	-9.1% 0.0%	2.0%	0	28.6%	10.0%	1	1 0	3		1		1	65.2%		0	0	/5.0% #DIV/0!	/5.0% #DIV/0!
12 Semi-Skilled Manual 13 Other Sales & Service	0	0.0%	2.0%	0	0.0%	10.0%	1 1	0	0	10.0% 10.0%	1 0	0	l ,		0.0% 0.0%	0	0	#DIV/0!	#DIV/0! #DIV/0!
14 Other Manual Workers	n	0.0%	2.0%	٥	0.0%	10.0%	1 0	n O	0	10.0%	l "	0	l 0		0.0%	1 o	l 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.

31.6% 10.0%

44

148

-2.5%

2.0%

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.

10.0%

#REF!

	Workforce Analysis) + 2) x 10	···				
						Table 2: Women
			Wo	men		
	ployment Equity upational Group (EEOG)	Short-te	m Goals	Long-to	erm Goals	Comments
· Acc	upational Group (EEOG)	#	%	#	%	
01	Senior Managers	(1	
02	Middle & Other Managers	1			1	
03	Professionals					
04	Semi-Professionals & Tech					
05	Supervisors	(1	
06	Supervisors: Crafts & Trades					
07	Administrative & Sr Clerical	- 11			3	See addendum in original report
08	Skilled Sales & Service					
09	Skilled Crafts & Trades					
10	Clerical Personnel					
11	Intermediate Sales & Service					
12	Semi-Skilled Manual					0000
1.3	Other Sales & Service					004051

23.6%

15.3%

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	Federal Contractors Program Achievement Report
	Part 3; Goals
	Opta Precise LP
	[Date: 2020-01-29]
14 Other Manual Workers	
Total	12 6

									Data	for First/	Previous	Goals							
A B	C	D	E	F	G	H	ı	J	K	L	M	N	0	P	Q	R	<u>S</u>	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	K x L x 3	(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>	↓	1	1	↓	1	↓	1	1	1	<u></u>	1	<u> </u>	1	1	<u> </u>	1	<u> </u>
										le 3: Abor									
									First	/Previous S	hort-term (Joals							
				All En	iployees										nal Peoples			ı	
	Number Growth (New Positions) Turnover (Replacement of Termin: Employees)						Terminated		Number	Turnover (R	eplacement of	Hires		r Goals					
Employment Equity						Anticipated Hires Over 3	VYVY-MM-DD		l Employees)	Required		n - To - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3		
Occupational Group (EEOG)	1111-MM-00	Actual	F10)	ected	Actual Projected Over 3		Years	3 3 3 3 - M 31 - DD		Ι	Over 3 Years		· • • • • • • • • • • • • • • • • • • •	Availability	r resent Gap	Gap	Representation	Years	
	2017-04-05	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2017-04-05	Annually	Over 3 Years	tears	2017	2020					
	#	%	9/6	#	9/9	%	#	#	#	9/0	#	#	#	%	0/6	#	#	9/6	0/6
01 Senior Managers	8	-9.1%	2.0%	0	42.9%	10.0%	2	2	0	10.0%	. 0	0	0	2.9%	2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	25	-5.6%	2.0%	2	13.0%	10.0%	8	10	3	10.0%	I	-1	0	2.2%	2.2%	2	1	12.0%	7.4%
03 Professionals	1	26.0%	2.0%	0	0017.0	10.0%	0	0	0	10.0%	0	0	0	1.6%	1.6%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech 05 Supervisors	0	0.0% -5.0%	20%	1 .	0.0%	10.0%	0	0	0	10.0%	0	0	0	0.0%	0.0% 0.0%	0	0	#DIV/0! 0.0%	#DIV/0! 0.0%
06 Supervisors: Crafts & Trades	6	0.0%	2.0%	1 0	0.0%	10.0%	0	0		10.0%		0	0	0.076	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	101	-1.0%	2.0%	1 6		10.0%	30	36	15	10.0%	5	-8	1	1.8%	1.8%	13	9	14.9%	10.3%
08 Skilled Sales & Service	0	0.0%	2.0%	1 0	0.0%	10,0%	0	0	0	10.0%	. 0	0	0	1.070	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%	2.0%	1 0	0.0%	10.0%	0	0	0	10.0%	. 0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	2	-20.6%	2.0%	0	0.0%	10.0%	1	1	0	10.0%	. 0	0	0	0.7%	0.7%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	4	-9.1%	2.0%] (28.6%	10.0%	1	1	0	10.0%	. 0	0	0	2.4%	2.4%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	0	0.0%	2.0%	0	0.0%	10.0%	0	0	0	10.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%	2.0%] 0	0.0%	10.0%	0	0	0	10.0%	. 0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%	2.6%	0	0.0%	10.0%	0	0	0	10.0%	()	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.

31.6% 10.0%

44

148

-2.5%

2.0%

Total

10.0%

#REF!

					Table 4: Aboriginal Peoples
		Aborigin	al Peoples		
Employment Equity Occupational Group (EEOG)	Short-te	m Goals	Long-to	erm Goals	Comments
Occupational Group (EEOG)	#	%	#	%	
01 Senior Managers					
02 Middle & Other Managers					
03 Professionals					
04 Semi-Professionals & Tech					
05 Supervisors					
06 Supervisors: Crafts & Trades					
07 Administrative & Sr Clerical					
08 Skilled Sales & Service					
09 Skilled Crafts & Trades					
10 Clerical Personnel					
11 Intermediate Sales & Service					
12 Semi-Skilled Manual					00.0070
13 Other Sales & Service					004053

12.2%

8.3%

#REF!

#REF!

#REF!

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.

			Federal Contractors Program Achievement Report									
			Part 3: Goals									
	Opta Precise LP											
	[Date: 2020-01-29]											
14	Other Manual Workers											
Total		0 0										

									Data	for First/	Previous	Goals							
A B	C	D	I E	F	G	H		J	K	L	M	N	0	P	Q	R	Š.	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(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)
	.	↓	1	1	Ų.	Ţ	1	↓	↓	1	1	↓	↓	1	1	1	1	Ţ	<u> </u>
											with Dis								
r				.0.5	iplovees				First	Previous S	hort-term (oals		D	h Disabilitie				
				An En									7.1	rersons wit r Goals	n Disabilitie	•			
	Number	Gre	wth (New Posi	tions)	Turnover (Re	placement of Employees)	terminated		Number	Turnover (Replacement of		Hires		n-To					
Employment Equity	YYYY-MM-00	Actual					ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated Employees) TYYY-MM-DD		Required		- 1111	Present Availability	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	2017-04-05			Over 3		Annually	Over 3	Years	2017-04-05	Annually	Over 3	Over 3 Years	2017	2020	Ауанавину		Gap	Representation	Years
	201/-04-05	Annually	Annually	Years	Annually	Annuany	Years		2017-04-05	Annuany	Years		2917	2020					
	Ħ	%	%	#	%	%	#	Ħ	#	9/0	#	#	#	%	%	#	#	9/6	0/6
01/02 Managers	33		3.5%	3	28.0%	10.0%	10	13	0	10.0%	0	2	1	4.3%	4.3%	-1	-1	0.0%	2.8%
03 Professionals 04 Semi-Professionals & Tech	1	26.0%	2.0%	1 0	66.7%	10.0%	0	0	0	10.0% 10.0%	0	0	0	3.8%	3.8% 0.0%	0	0	0.0% #DIV/0!	0.0% #DIV/0!
04 Semi-Professionals & Tech 05 Supervisors	7	-5.0%	20%	1 "	30.8%	10.0%	2	9	0	10.0%	0	U	0	13.9%	13.9%	,	0	#DIV/0: 0.0%	#DIV/0: 0.0%
06 Supervisors: Crafts & Trades	0	0.0%	2.0%	1 .	0.0%	10.0%	6	0	0	10.0%	1 0	0	0	13.9%	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	101	-1.0%	2.0%	1 6	35.2%	10.0%	30	36	4	10.0%	l	ľ	1	3.4%	3.4%	ľ	0	4.0%	3.7%
08 Skilled Sales & Service	0	0.0%	2.0%	1 0	0.0%	10.0%	0	0	0	10.0%	0	0	0		0.0%	Ô	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%	2.0%	1 0	0.0%	10.0%	0	0	0	10.0%	. 0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	2	-20.6%	2.0%	1 0	0.0%	10.0%	1	1	0	10.0%	0	0	0	7.0%	7.0%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	4	-9.1%	2.0%	0	28.6%	10.0%	1	1	0	10.0%	. 0	0	0	5.6%	5.6%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	0	0.0%	2.0%] (0.0%	10.0%	0	0	0	10.0%	. 0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%	2.0%		0.0%	10.0%	0	0	0	10.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%	2.0%	0	0.0%	10.0%	0	0	0	10.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	148	-2.5%	2.0%	9	31.6%	10.0%	44	53	4	10.0%	1	#REF!	()		#REF!	#REF!	#REF!	2.7%	1.9%

[†] 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.

					Table 6: Persons with Disabilities
	P	ersons with	ı Disabilitic	38	
Employment Equity Occupational Group (EEOG)	Short-ter	Short-term Goals		erm Goals	Comments
	#	%	#	9/0	
01/02 Managers	I		(0	
03 Professionals					
04 Semi-Professionals & Tech					
05 Supervisors	0			1	
06 Supervisors: Crafts & Trades					
07 Administrative & Sr Clerical					
08 Skilled Sales & Service					
09 Skilled Crafts & Trades					
10 Clerical Personnel					
11 Intermediate Sales & Service					
12 Semi-Skilled Manual					
13 Other Sales & Service					
14 Other Manual Workers					
Total	1			1	004055

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.

Federal Contractors Program Achievement Report
Part 3: Goals
Opta Precise LP
[Date: 2020-01-29]

									Data	for First/	Previous (Goals							
A B	C	D	E	F	G	H	ı	J	K	L	M	N	0	P	Q	R	S	T	C
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	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	JхP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	<u></u>	↓	↓	4	1	Ţ	1	J	<u> </u>	1	↓	Į.	↓	1	↓	1	<u> </u>	Į	<u> </u>
												Minorities							
									First	/Previous S	hort-term (oals							
				All En	ployees					1					isible Minor	ittes		ı	
	Number Growth (New Positions) Turnover (Replacement of Termin Employees)						Terminated		Number	Turnover (R	eplacement of	Hires		r Goals n - To					
Employment Equity Occupational Group (EEOG)	YYYY-MM-DD	MM-DD Actual Projected					outsel	Anticipated Hires Over 3	Terminated Employees)			Required		- 1111	Present	Present Gap	Projected	Present	Projected Representation in 3
	1111-111-111	Actual	110	Over 3	Actual Projected Over 3		Years	1111-1111		Over 3	Over 3 Years			Availability	l'itsem oap	Gap	Representation	Vears	
	2017-04-05	Annually	Annually	Years	Annually	Annually	Years		2017-04-05	Annually	Years	1,	2017	2020					
	#	%	%	#	%	%	#	#	#	9/0	#	#	#	%	0/6	#	#	0/9	%
01 Senior Managers	8	-9.1%	2.0%	0	42.9%	10.0%	2	2	0	10.0%	0	1	0	10.1%	10.1%	-1	-1	0.0%	0.0%
02 Middle & Other Managers	25	I .	2.0%	2	13.0%	10.0%	8	10	0	10.0%	0	4	2	15.0%	15.0%	-4	-2	0.0%	7.4%
03 Professionals	1	26.0%	2.0%	0	1	10.0%	0	0	1	10.0%	0	-1	0	21.6%	21.6%	1	1	100.0%	100.0%
04 Semi-Professionals & Tech	0	0.0%	2.0%	1 0	0.0%	10.0%	0	0	0	10.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	/	-5.0%	2.0%	4 .	30.8%	10.0%	2	2	1 1	10.0%	0	1	1	26.9%	26.9%	-1	0	14.3%	28.6%
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	101	0.0%	2.0%	4 2	0.0% 35.2%	10.0%	20	26		10.0%	0	20	0	24.7%	0.0% 24.7%	-16	-11	#DIV/0! 8.9%	#DIV/0! 14.0%
08 Skilled Sales & Service	101	0.0%	2.0%		0.0%	10.0%	30	30 A	3	10.0%	3	20	9	24.7%	0.0%	10	-11	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%	2.0%	1 0	0.0%	10.0%	0	0	1 6	10.0%	1 0	0	0		0.0%	1 6	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	2	-20.6%	2.0%	1 0	1	10.0%	i	1	2	10.0%	1	0	0	48.1%	48.1%		0	100.0%	50.0%
11 Intermediate Sales & Service	4	-9.1%	2.0%	1 0		10.0%	i i	1	2	10.0%	l i	ol	0	23.9%	23.9%	ĺí	ő	50.0%	25.0%
12 Semi-Skilled Manual	0	0.0%	2.0%	1 0	0.0%	10.0%	0	0	0	10.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%	2.0%	1 0	0.0%	10.0%	0	0	0	10.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%	2.0%	1 0	0.0%	10.0%	0	0	1 0	10.0%	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.

31.6% 10.0%

44

148

-2.5%

2.0%

Total

10.0%

#REF!

						Table 8: Members of Visible Minorities	
		Me	nbers of Vi	sible Minor	rities		
	oloyment Equity upational Group (EEOG)	Short-te	rm Goals	Long-to	erm Goals	Comments	
Vice	upational Group (EEOG)	#	%	#	%		
01	Senior Managers	()		1		
02	Middle & Other Managers				3		
03	Professionals						
04	Semi-Professionals & Tech						
05	Supervisors						
06	Supervisors: Crafts & Trades						
07	Administrative & Sr Clerical	Ç)		7	We may have the same problem of lack of availability as discussed in Women. We will study over the next 3 years, report and adjust as appropriate.	
08	Skilled Sales & Service						
09	Skilled Crafts & Trades						
10	Clerical Personnel						
11	Intermediate Sales & Service						
12	Semi-Skilled Manual						
1.3	Other Sales & Service					0040	57

10.1%

6.4%

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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.

			Federal Contractors Program Achievement Report	
			Part 3: Goals	
			Opta Precise LP	
			[Date: 2020-01-29]	
14	Other Manual Workers			
Total		11 11		

Federal Contractors Program Achievement Report Part 3: Goals Opta Precise LP

70.5%

0.0%

80.3%

0.0%

0.0%

65.5%

66.4%

0.0%

0.0%

0.0%

0.0%

50.0%

0.0%

0.0%

0.0%

0.0%

0.0%

20

73

									Data for	Subseque	ent/Curre	nt Goals							
A B	C	D	<u>E</u>	F	G	H	I	<u> </u>	K	<u>L</u>	M	N	O	P	<u> </u>	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	CxHx3	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)
**************************************		1	1	Ţ	i i	J.	Ţ	J	i J	<u> </u>	Ţ	Į.	Ţ	<u> </u>	↓ ↓	J	<u> </u>	<u> </u>	<u> </u>
										Table 9:	Women								
									Subsequ	ient/Curren	t Short-ter	m Goals							
				All En	iployees				Women										
					Turnover (R	eplacement o	f Terminated						3 Year Goals						
	Number	Gre	wth (New Posi	itions)		Employees)		Anticipated	Number		eplacement of	Hires	From	n - To					Projected
Employment Equity	YYYY-MM-00	Actual	Pro	jected	Actual	Pro	jected	Hires Over 3	VVVV-MM-DD	1 ermmated	l Employees)	Required Over 3	YYYY	- 1111	Present Availability	Present Gap	Projected	Present	Representation in 3
Occupational Group (EEOG)	2020-01-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2020-01-31	Annually	Over 3 Years	Years	2020	2023	Аханавину		Gap	Representation	Years
	#	%	%	# #	%	%	#	Ħ	и	e/ ₀	#	tt	н	%	%	- 4	ti	%	%
01 Senior Managers	6	-9.1%	3.5%	, " 1	42.9%	10.0%	2	3	(10.0%	0	2	.,	27,4%	27.4%	-2	-1	0.0%	14.3%
02 Middle & Other Managers	21	1	3.5%	1 2	13.0%	10.0%	1 6	8	1 7	10.0%	2	4	3	39.4%	39.4%	l .ī	l -i	33.3%	1
03 Professionals	2	26.0%	3.5%	-4	66.7%	10.0%	Ĭ	1	2	10.0%		0	0		27.7%	Î		100.0%	50.0%
04 Semi-Professionals & Tech	0	0.0%	}		0.0%		0	0	0	10.0%	0	0	0	0.0%	0.0%	0		#DIV/0!	1

10.0%

10.0%

10.0%

10.0%

10.0%

10.0%

10.0%

10.0%

10.0%

10.0%

20

[Date: 2020-01-29]

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

30.8%

0.0%

35.2%

0.0%

0.0%

0.0%

28.6%

0.0%

0.0%

0.0%

31.6%

10.0%

10.0%

10.0%

10.0%

10.0%

10.0%

10.0%

10.0%

10.0%

10.0%

29

0

10

0

14

-5.0%

0.0%

-1.0%

-0.0%

0.0%

-20.6%

-9.1%

0.0%

0.0%

0.0%

-2.5%

0

3.5%

3.5%

3.5%

3.5%

3.5%

3.5%

3.5%

3.5%

3.5%

3.5%

Supervisors

Supervisors: Crafts & Trades

Administrative & Sr Clerical

Intermediate Sales & Service

Skilled Sales & Service

Skilled Crafts & Trades

Clerical Personnel

Semi-Skilled Manual

Other Sales & Service

Other Manual Workers

06

07

08

09

10

11

13

14

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.

			Table 10: Women	
Employment Equity		Vomen		
Occupational Group (EEOG)	Short-term Goal		Comments	
01 Senior Managers	1 27.4	0% 1	There will be a gap remaining in the long term. Efforts will be made in the long term to close this gap, at least equal to previous efforts.	
02 Middle & Other Managers		0% 3	There will be a gap remaining in the long term. Efforts will be made in the long term to close this gap, at least equal to previous efforts.	
03 Professionals	0.0	0%		
04 Semi-Professionals & Tech	0.0	0%		
05 Supervisors	0.0	0%		
06 Supervisors: Crafts & Trades	0.0	0%		
07 Administrative & Sr Clerical	20 50.0	0% 20	There will be a gap remaining in the long term. Efforts will be made in the long term to close this gap, at least equal to previous efforts.	
08 Skilled Sales & Service	0.0	0%		
09 Skilled Crafts & Trades	0.0	0%		
10 Clerical Personnel	0.0	0%		
11 Intermediate Sales & Service	0.0	0%		
12 Semi-Skilled Manual	0.0	0%		
13 Other Sales & Service	0.0	0%		04059

50.0%

20.4%

#DIV/0!

#DIV/0!

#DIV/0!

100.0%

100.0%

#DIV/0!

#DIV/0!

#DIV/0!

26.3%

28.6%

#DIV/0!

31.5%

#DIV/0!

#DIV/0!

100.0%

66.7%

#DIV/0!

#DIV/0!

#DIV/0!

16.6%

				Federal Contractors Program Achievement Report						
				Part 3: Goals						
	Opta Precise LP									
	[Date: 2020-01-29]									
14	Other Manual Workers		0.00%							
Total										

									Data for	Subseque	nt/Curre	nt Goals							
A B	C	D	E	F	G	H	I	J	K	L	M	N	0	P	Q	R	S	T	<u> </u>
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	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	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	Ţ	↓	↓	Ţ	Ţ	Ţ	Ţ	Ţ	Į.	Į.	↓	↓	1	Ţ	Ţ	Ţ	1	1	<u> </u>
						Table 11: Aboriginal Peoples Subsequent/Current Short-term Goals													
									Subsequ	ent/Curren	t Short-teri	n Goals							
		All Employees								Aboriginal Peoples									
	Number Growth (New Positions)				Turnover (Replacement of Terminated Employees)			Number Turnover (Replacement of File	Hires		Year Goals								
Employment Equity	1111-MM-00	Actual	Profe	Anti				Anticipated Hires Over 3	YYYY-MM-DD Terminated Employees)			Required	d		Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)		Actual	1111	Over 3	Actuar	* * * * * * * * * * * * * * * * * * * *	Over 3	Years	1111-414-00		Over 3	Over 3 Years		T	Availability	•	Gap	Representation	Vears
	2020-01-31	Annually	Annually	Years	Annually	Annually	Years		2020-01-31	Annually	Years		2020	2023					
	Ħ	%	%	#	%	%	#	#	#	9/6	#	#	#	%	%	#	#	%	%
01 Senior Managers	6	-9.1%	3.5%]	42.9%	10.0%	2	3	0	10.0%	0	0	0		3.2%	0	0	0.0%	0.0%
02 Middle & Other Managers	21	1	3.5%	2	1	10.0%	6	8	3	10.0%	1	-1	0		2.7%	2	1	14.3%	8.7%
03 Professionals	2	26.0%	3.5%	(1	10.0%	1	1	0	10.0%	0	0	0		1.3%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	0	0.0%	3.5%	(0.070	10.0%	0	0	0	10.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	6	-5.0%	3.5%	1	30.8%	10.0%	2	3	0	10.0%	0	0	0		2.5%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%	3.5%	(0.070	10.0%	0	0	0	10.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	98	1	3.5%	10		10.0%	29	39	13	10.0%	4	-7	0		0.0%	11	9	13.3%	8.3%
08 Skilled Sales & Service	0	0.0%	3.5%	(0.070	10.0%	0	0	0	10.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%	3.5%	(7.070	10.0%	0	0	0	10.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	1	-20.6%	3.5%	0	0.070	10.0%	0	0	0	10.0%	0	0	0		0.8%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	3	-9.1%	3.5%	(10.0%	1	1	0	10.0%	0	0	0		3.9%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	0	0.0%	3.5%	(0.0%	10.0%	0	0	0	10.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%	3,5%		0.0%	10.0%	0	0	0	10.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%	3.5%	(0.0%	10.0%	0	0	0	10.0%	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.

31.6%

10.0%

14

-2.5%

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

10.0%

workforce Analysis) = 2) x 10											
					Table 12: Aboriginal Peoples						
Employment Equity		Aborigina	l Peoples								
Occupational Group (EEOG)	Short-term Goals Long-term C			rm Goals	Comments						
•	9/6		9/6								
01 Senior Managers	0	0.00%									
02 Middle & Other Managers	0	0.00%									
03 Professionals	0	0.00%									
04 Semi-Professionals & Tech	0	0.00%									
05 Supervisors	0	0.00%									
06 Supervisors: Crafts & Trades	0	0.00%									
07 Administrative & Sr Clerical	0	0.00%									
08 Skilled Sales & Service	0	0.00%									
09 Skilled Crafts & Trades	0	0.00%									
10 Clerical Personnel	0	0.00%									
11 Intermediate Sales & Service	()	0.00%									
12 Semi-Skilled Manual	0	0.00%									
13 Other Sales & Service	0	0.00%			004061						

11.7%

7.3%

				Federal Contractors Program Achievement Report						
				Part 3; Goals						
	Opta Precise LP									
	[Date: 2020-01-29]									
14	Other Manual Workers	0	0.00%							
Total			0.0							

Federal Contractors Program Achievement Report Part 3: Goals Opta Precise LP [Date: 2020-01-29]

Data Sources Workforce Workforce Workforce Manalysis M	L															······				
Prom Workforce Order Analysis Prom Workforce Order Analysis Order										Data for	Subseque	ent/Curre	nt Goals							
Data Sources: Data Sources: Data Sources: Data Sou	A B	C	D	E	F	G	H	I	J	K	L	M	N	0	P	Q	R	Š.	T	U
Subsequent Equity Occupational Group (EEOG) From the plant of th	Data sources:	Workforce	Workforce	Data Entry	C x E x 3	Data Analysis & Workforce		C x H x 3	F÷I	Workforce		KxLx3		JхР	Data Entry	Workforce	Workforce	O) - ((C +	K ÷ C	(K - M + O) ÷ (C + F)
Functional Group (EOG) Namager Professionals & Technology Professi	**************************************	Ţ	Ţ	1	Ţ	1	Ţ	1	Ţ	ţ	1	Ţ	Ţ	1	1	Ţ	1	1	Į.	Ų.
Number Corporational Group (EEOG) Number Corporational Group (Table 13	3: Persons	s with Dis	abilities							
Number Caraba Present Equity Caraba Present Gap										Subsequ	ent/Curren	t Short-ter	m Goals							
Number Service Servi					All Em	ployees									Persons wi	th Disabilitie	s			
Cetypational Group (EEOG) $\frac{1}{2}$		Number	Gree	wth (New Posi	itions)			Terminated		Number			Hires							
Professionals Professional		VYYY-MM-00	Actual	Pro	jected	Actual	Proj	ected		VYYY-MM-DD	Lermmated	I Employees)		1111	- 1111		Present Gap		1	Representation in 3
# % % # # # # # % # # # # % # # # # % % # # # # % % # # # # % % % # # # # # % % % # # # # # % % % # # # # # % % % # # # # # % % % # # # # # % % % # # # # # # % % # # # # # # # % * * * *	Occupational Group (EEOG)	2020-01-31	Annually	Annually		Annually	Annually		Years	2020-01-31	Annually	4	7	2020	2023	Азапапппу		Gap	Representation	Years
03 Professionals 2 26.0% 3.5% 0 66.7% 10.0% 1 1 0 10.0% 0 0 0 0 0.0% 8.9% 0 0 0 0.0%		#	%	%	#	%	%	#	#	#	9/6	#	#	#	%	%	#	#	%	0/6
04 Semi-Professionals & Tech 0 0.0% 3.5% 0 0.0% 10.0% 0 0 0 10.0% 0 0 0 0 0 0 0 0 0	01/02 Managers	27	-7.4%			1		8	11	0	1	. 0	2	1		I	-1	-1	0.0%	3.3%
05 Supervisors 6 -5.0% 3.5% 1 30.8% 10.0% 2 3 0 10.0% 0 2 1 27.5% 27.5% -2 -1 0.0% 14.2 14.		2	26.0%			66.7%		1	1	0	1	0	0	0	0.0%	8.9%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades 0 0 0.0% 3.5% 0 0.0% 10.0% 0 0 0 10.0% 0 0 0 0 0 0 0.0% 0 0 0 #DIV/0! #DIV 0/07 Administrative & Sr Clerical 98 -1.0% 3.5% 10 35.2% 10.0% 29 39 3 10.0% 1 9 4 10.0% 10.0% -7 -5 3.1% 5.6	1 1	0	1					0	0	0	1	0	0	0		1	0	0	1	#DIV/0!
07 Administrative & Sr Clerical 98 -1.0% 3.5% 10 35.2% 10.0% 29 39 3 10.0% 1 9 4 10.0% 10.0% -7 -5 3.1% 5.6 08 Skilled Sales & Service 0 0.0% 3.5% 0 0.0% 10.0% 0 0 0 0.0% 0 0 #DIV/0! #DIV/0! </td <td> </td> <td>6</td> <td></td> <td>L</td> <td></td> <td></td> <td></td> <td>2</td> <td>3</td> <td>0</td> <td></td> <td>0</td> <td>2</td> <td>I</td> <td>27.5%</td> <td></td> <td>-2</td> <td>-1</td> <td></td> <td>14.3%</td>		6		L				2	3	0		0	2	I	27.5%		-2	-1		14.3%
08 Skilled Sales & Service 0 0.0% 3.5% 0 0.0% 10.0% 0 0 0 0 0 0.0% 0 0 0 0 0 0.0% 0 <td>1 1 ^ 1</td> <td>0</td> <td></td> <td></td> <td>3</td> <td>1</td> <td></td> <td>0</td> <td>0</td> <td>0</td> <td>1</td> <td>. 0</td> <td>0</td> <td>0</td> <td></td> <td>1</td> <td>0</td> <td>0</td> <td></td> <td>#DIV/0!</td>	1 1 ^ 1	0			3	1		0	0	0	1	. 0	0	0		1	0	0		#DIV/0!
09 Skilled Crafts & Trades 0 0.0% 3.5% 0 0.0% 10.0% 0 0 0 0 0.0% 0	or premindrative to be districted	98	1					29	39	3	1	1	9	4	10.0%	i .	-7	-5	1	5.6%
10 Clerical Personnel 1 -20.6% 3.5% 0 0.0% 10.0% 0 0 0 10.0% 0 0 0 0 0 0 0 0 0		0	I		4	1		0	0	0	1	0	0	0		1	0			1
11 Intermediate Sales & Service 3 -9.1% 3.5% 0 28.6% 10.0% 1 1 0 10.0% 0 0 0 10.8% 0 0 0 0.0% 0.0% 0.0% 10.0% 0 0 0 0.0%		0						0	0	0	1	1 0	0	0		1	1 0		1	1
12 Semi-Skilled Manual 0 0.0% 3.5% 0 0.0% 10.0% 0 0 0 0 0.0% 0 <td< td=""><td>1 1</td><td>1</td><td></td><td>1</td><td>4</td><td>1</td><td></td><td>0</td><td>0</td><td>0</td><td>1</td><td>1 0</td><td>0</td><td>0</td><td></td><td></td><td>1 0</td><td>1 0</td><td>1</td><td>0.0%</td></td<>	1 1	1		1	4	1		0	0	0	1	1 0	0	0			1 0	1 0	1	0.0%
13 Other Sales & Service 0 0.0% 3.5% 0 0.0% 10.0% 0 0 0 10.0% 0 0 0 0 0.0% 0 0 0 #DIV/0! #DIV 0 0 0 0 0 0 0 0 0	1 1		l .	<u> </u>	4			1	1	0	1	1 0	. 0	0		I	1 0	1 .	1	1
14 Other Manual Workers 0 0.0% 3.5% 0 0.0% 10.0% 0 0 0 10.0% 0 0 0 0 0.0% 0 0 #DIV/0! #DIV	1 1 1 1 1	0			3	1		0	0	0	1		0	0		i .				I
		0			22			0	0	0	1		0	0		1	1 0	1 .	1	1
Total 137 -2.5% 3.5% 14 31.6% 10.0% 41 55 3 10.0% 1 5 0 4.9% -4 -5 2.2% 1.3	Total	137		3.5%	<u></u>		10.0%	41	55	9	10.0%	0	- U	0		4.9%	1 4	1 2		#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 14: Persons with Disabilities
		P	ersons with	Disabilitie	·S	
Employment Equity Occupational Group (EE	oo [Short-ter	m Goals	Long-to	erm Goals	Comments
1			%		%	
01/02 Managers		1	5.00%		1	There will be a gap remaining in the long term. Efforts will be made in the long term to close this gap, at least equal to previous efforts.
03 Professionals			0.00%			
04 Semi-Professionals &	: Tech		0.00%			
05 Supervisors		1	27.50%		r]	There will be a gap remaining in the long term. Efforts will be made in the long term to close this gap, at least equal to previous efforts.
06 Supervisors: Crafts &	Trades		0.00%			
07 Administrative & Sr	Clerical	4	10.00%		4	There will be a gap remaining in the long term. Efforts will be made in the long term to close this gap, at least equal to previous efforts.
08 Skilled Sales & Serv	ce		0.00%			
09 Skilled Crafts & Tra	les		0.00%			
10 Clerical Personnel			0.00%			
11 Intermediate Sales &	Service		0.00%			
12 Semi-Skilled Manua			0.00%			
13 Other Sales & Service	e		0.00%			
14 Other Manual Work	rs		0.00%			00.1000
Total			0.00%			004063

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.

Federal Contractors Program Achievement Report Part 3: Goals Opta Precise LP [Date: 2020-01-29]

									Data for	Subseque	nt/Curre	nt Goals							
A B	C	D	IE	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	<u> </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) ÷ (C + F)
	Ţ	↓	1	Ţ	↓	Ţ	Ţ	J	↓	Į.	Ţ	↓	1	1	¥	1	Ţ	J.	1
								,	Table 15: A				28						
									Subsequ	ent/Curren	t Short-teri	m Goals							
				All Em	ployees					ı		1			isible Minor	ities		ı	
	Number	Gres	wth (New Posi	ions)	Turnover (Re	placement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires		r Goals					
Employment Equity			Proj				ected	Anticipated Hires Over 3		Terminated	Employees)	Required		n-To -YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	YYYY-MM-00	Actual	rioj		Actual	rioj		Years	YYYY-MM-DD		I	Over 3		- 1 1 1 1 T	Availability	r resent Gap	Gap	Representation	Years
	2020-01-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2020-01-31	Annually	Over 3 Years	Years	2020	2023					
	#	%	%	#	9/6	9/0	#	#	#	9/0	#	#	#	%	%	#	#	9/9	%
01 Senior Managers	6	-9.1%	3.5%	1	42.9%	10.0%	2	3	0	10.0%	0	I	0	11.5%	11.5%	-1	-1	0.0%	0.0%
02 Middle & Other Managers	21	-5.6%	3.5%	2	13.0%	10.0%	6	8	0	10.0%	0	4	1	17.6%	17.6%	-4	-3	0.0%	4.3%
03 Professionals	2	26.0%	3.5%	0	66.7%	10.0%	1	1	0	10.0%	0	1	0	38.6%	38.6%	-1	-1	0.0%	0.0%
04 Semi-Professionals & Tech	0	0.0%	3.5%	0	0.0%	10.0%	0	0	0	10.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	6	-5.0%	3.5%	1	30.8%	10.0%	2	3	1	10.0%	0	1	1	28.7%	28.7%	-1	0	16.7%	28.6%
06 Supervisors: Crafts & Trades	0	0.0%	3.5%	0	0.0%	10.0%	0	0	0	10.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	98	*****	3.5%	10	1	10.0%	29	39	5	10.0%	2	25	10	25.6%	25.6%	-20	-15	1	12.0%
08 Skilled Sales & Service	0	0.0%	3.5%	0	0.0%	10.0%	0	0	0	10.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%	3.5%	0	0.0%	10.0%	0	0	0	10.0%	0	0	0		0.0% 52.2%	0	0	#DIV/0!	#DIV/0! 100.0%
10 Clerical Personnel 11 Intermediate Sales & Service	1	-20.6%	3.5%	0	0.0%	10.0%	U	0	1	10.0%	0	0	0			0	0	100.0%	33.3%
11 Intermediate Sales & Service 12 Semi-Skilled Manual		-9.1% 0.0%	3.5%	0	28.6% 0.0%	10.0%	1	1	2	10.0% 10.0%	1 1	0	0		20.1% 0.0%		"	66.7% #DIV/0!	33.3% #DIV/0!
12 Semi-Skilled Manual 13 Other Sales & Service	0	0.0%	3.5%	0	0.0%	10.0%	0	0	0	10.0%	0	1 0	0		0.0%	1 0	"	#DIV/0!	#DIV/0! #DIV/0!
14 Other Manual Workers	0	0.0%	3.5%	0	0.0%	10.0%	0	0	0	10.0%	1 0	1 0	1 0		0.0%	1 0	1 0	#DIV/0!	#DIV/0!

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

31.6%

10.0%

14

137

-2.5%

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.

				Table 16: Members of Visible Minorities	
Employment Equity		l Visible Min			
Occupational Group (EEOG)	Short-term Goa		term Goals	Comments	
01 Senior Managers	 	50%	.	There will be a gap remaining in the long term. Efforts will be made in the long term to close this gap, at least equal to previous efforts.	
02 Middle & Other Managers	1 1	60%	i i	There will be a gap remaining in the long term. Efforts will be made in the long term to close this gap, at least equal to previous efforts.	
03 Professionals	0 38.	60%	1	There will be a gap remaining in the long term. Efforts will be made in the long term to close this gap, at least equal to previous efforts.	
04 Semi-Professionals & Tech	0.	00%			
05 Supervisors	1 28.	70%	0	The gap will be closed in the short term	
06 Supervisors: Crafts & Trades	0.	00%	-		
07 Administrative & Sr Clerical	10 25.	60%	10	There will be a gap remaining in the long term. Efforts will be made in the long term to close this gap, at least equal to previous efforts.	
08 Skilled Sales & Service		00%			
09 Skilled Crafts & Trades	0.	00%			
10 Clerical Personnel		00%			
11 Intermediate Sales & Service	Control Control Control Control	00%			
12 Semi-Skilled Manual		00%		<u></u>	104064
13 Other Sales & Service	0.	00%			004064

6.6%

4.0%

-23

-29

		Federal Contractors Program Achievement Rep	port
		Part 3: Goals	
		Opta Precise LP	
		[Date: 2020-01-29]	
14 Other Manual Worker	rs 0.00% 0.00%		

Federal Contractors Program Achievement Report Part 4: Results - Women **Opta Precise LP** [Date: 2020-01-29] C V В D E F G H I J K L M N O P 0 R \mathbf{S} T U W X Y Part 1: Part 2: Flow Part 2: Flow Part 2: Flow Part 1: Part I: Part 2: Flow Part 2: Flow Part 2: Flow $V + U \times$ $E \oplus D$ DxG E + H $L \not \sim K$ Workforce Workforce Workforce B-H Data K x G + 100 L - N Data Q + P x 100 P x F + 100 Data UxF + 100 V - X Data sources: x 100 x 100 Data Analysis x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis l 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions **Terminations** Year Occupational Group All All All All (EEOG) Employees Representation Availability EE Result Employees Actual Employees Employees Actual Gap Expected Difference Actual Expected Difference Expected Difference % % % % 2017 12.5 27.4 45.6 01 | Senior Managers 2020 0.0 0.0 0.0 0.0 33.3 27.6 0 25 Middle & Other 2017 32.0 38.9 10 -2 82.3 Managers 2020 33.3 39.4 84.6 0.0 40.0 33.3 0 2017 0 0.0 42.0 0.0 03 Professionals 2020 100.0 27.7 361.0 100.0 0.0 0.0 Semi-Professionals & 2017 0.0 0.0 0.0 Technicians 0.0 0.0 2020 0.0 0.0 0.0 0.0 2017 3 42.9 53.6 80.0 05 Supervisors 2020 50.0 54.6 91.6 100.0 50.0 50.0 Supervisors: Crafts & 2017 0 0.0 0.0 0.0 Trades 2020 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: Flow Part 2: Flow Part 3: $E + G \times$ Part 3: Part 3: E = D x 100 F + I x 100 | Part 3: Goals | E + K x 100 Data sources Data F + M x 100 100 Goals Data Analysis Goals Goals Analysis ↓ \downarrow J 1 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Wome Women Occupational Group Comments (EEOG) Percent of Percent of Percent of Percent of Employees Goal Goal Goal Actual Goal Met Goal Met Goal Met Goal Met % % % % 94 % % 2020 100.0 0.0 0.0 -100.0 -1 0.0 0.0 0.0 01 | Senior Managers 2023 100.0 0.3 36496.4 0.0 -1 0.0 2020 50.0 100.0 0.0 100.0 0.0 0.0 Middle & Other 0.0 Managers 2023 50.0 0.4 12690.4 0.0 0.0 2020 200.0 0.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 2023 200.0 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & 2020 0.0 0.0 0.0 0.0 0.0 0.0 Technicians 2023 0.0 0.0 0.0 0.0 0.0 2020 100.0 0.0 0.0 0.0 100.0 0.0 0.0 05 Supervisors 2023 100.0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 2020 0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 2023 0.0 0.0 0.0 0.0 0.0

Federal Contractors Program Achievement Report Part 4: Results - Women **Opta Precise LP** [Date: 2020-01-29] C В D E F G H I J K L M N O P 0 R \mathbf{S} T U V W X Y Part 2: Flow Part 2: Flow Part 1: Part 1: Part I: Part 2: Flow Part 2: Flow Part 2: Flow Part 2: Flow $V + U \times$ $E \oplus D$ DxG E + HL + KWorkforce Workforce Workforce B-H Data K x G + 100 L - N Data Q + P x 100 P x F + 100 U x F ÷ 100 V-X Data sources: Data x 100 x 100 Data Analysis x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis l Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions **Terminations** Year Occupational Group Women All All All All (EEOG) Employees Representation Availability Gap EE Result Employees Employees Employees Actual Expected Difference Actual Expected Difference Actual Expected Difference # 9. % 96 % % 2017 101 19 18.8 80.4 81 -62 23.4 Administrative & Senior Clerical 2020 98 20 79 -59 22.7 18 0.0 22.9 20.4 80.3 25.4 22 -13 0 Skilled Sales & 2017 0 0.0 0.0 0.0 Service Personnel 0.0 0.0 2020 0 0.0 0.0 0.0 0.0 0 0 0 2017 0 0.0 0.0 0.0 Skilled Crafts & Trades Workers 2020 0.0 0.0 0.0 0.0 0.0 0.0 0 0 2017 50.0 65.2 76.3 10 Clerical Personnel 2020 65.5 152.7 100.0 0.0 0.0 0 0.0 Intermediate Sales & 2017 75.0 65.2 115.0 Service Personnel 2020 100.0 66.4 150.6 0.0 0.0 0.0 0 0 0 Semi-Skilled Manual 2017 0 0.0 0.0 0.0 Workers 2020 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: Flow Part 2: Flow Part 3: Part 3: Part 3: E = D x 100 Data sources: Data F + I x 100 Part 3: Goals E + K x 100 F + M x 100 Goals Data Analysis Goals 100 Goals Analysis ↓ \downarrow J 1 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Woms Women Occupational Group Comments (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % 94 % 9/4 2020 -3 25.0 -27.3 0.0 -100.0 Administrative & -12 11 0.0 0.0 0.0 Senior Clerical 2023 -12 25.0 5000.0 0.5 0.0 0.0 2020 0 0.0 0.0 0.0 Skilled Sales & 0 0.0 0.0 0.0 0.0 Service Personnel 2023 0 0.0 0.0 0.0 0.0 0.0 0 Skilled Crafts & 2020 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades Workers 2023 0.0 0.0 0.0 0.0 0.0 2020 0.0 0.0 0.0 0.0 0.0 0.0 0.0 10 Clerical Personnel 2023 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 2020 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2023 0 0.0 0.0 0.0 0.0 0.0 2020 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual Workers 2023 0.0 0.0 0.0 0.0 0.0

Continue									Feder	al Contr	actors I	rogran	n Achiev	ement	Report								
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A											Date	: 2020-0	01-291										
Part	<u> </u>					***************************************					a.						***************************************						
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Part	ł				1	J		J	T	\	i	J	i	1	J	······································			1	i	i		
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14 Other Manual 2017 0 0 0.0 0.0 0 0 0 0 0	Other Sales & Service	Other Sales & Service 2017 0 0 0.0 0.0 0.0 0 0 0 0.0 0 0 0 0 0.0																					
Variety Vari	<u> </u>		0			<u> </u>	0	0		0	0	0.0	0	(0 0	0	0.0	0	0	0	0	0.0	0
Total 2017 148 35 23.6 #REF! #REF! #REF! #0.0 2020 137 36 26.3 49.2 67 -31 53.4 26 8 30.8 13 -5 9 3 33.3 2 1 45 11 24.4 11 (Data sources Part 2: Flow Data Analysis E-D X 10 Part 3: F-D X 10 Part 3: F	1 (4)		0	<u>.</u>			0	0				0.0			^ _		0.0			- A		- 0.0	
Data sources:			148				#REF!	#REF!		V		0.0	V		1		0.0	- 1		· ·	0	0.0	
Data Sources Data	Lotai	2020	137	36	26.3	49.2	67	-31	53.4	26	8	30.8	13	-5	5 9	3	33.3	2	1	45	11	24.4	11
New Entrants Flow Data Short-term Goals Sho	Data sources:		Part 2: Flow	Data E	+ D x 100				F+1x 100	Part 3: Goals	E+Kx100		F + M x 100										
Flow Data Short-term Goals			Ţ	Ţ	1	J.	↓ ·	1	1	Ţ	1	Ţ	Ų										
Comments			New	Entran	is				G	oals													
Comments	Employment Equity	Vear	F																				
Total Principle Principl									Percent of		1	I	Percent of					Co	mmen	ts			
Other Sales & Service 2020 0 0 0.0 0	(LLOO)						Goal Met	Cattan	Goal Met		Goal Met		Goal Met										
13 Personnel 2023 0 0 0.	Other Sales & Service		#							# 0													
14 Other Manual 2020 0 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0	1 3 4 1	}	0	ļ .		U	0.0			U	0.0		ļ										
Total 2020 -10 0 0.0 12 0.0 0.0 6 0.0 0.0 0.0		2020	0	0	0.0	0	0.0	0.0		0	0.0		0.0										
Total	Workers		0			1.0	0.0				0.0	 	} <u></u>										
1 2023 1 -101 0 0 0.01 0 0.01 0.01 0.01 0.01	Total	2020	-10 -10	0	0.0	12	0.0	0.0	0.0	6	0.0	0.0	0.0										

Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples **Opta Precise LP** [Date: 2020-01-29] C V В D E F G H I J K L M N O P 0 R \mathbf{S} T U W X Y Part 1: Part 2: Flow Part 2: Flow Part 2: Flow Part 1: Part I: Part 2: Flow Part 2: Flow Part 2: Flow $V + U \times$ $E \oplus D$ DxG E + H $L \not \sim K$ Workforce Workforce Workforce B-H Data $K \times G = 100$ L - N Data Q + P x 100 P x F + 100 UxF = 100 V-X Data sources: Data x 100 x 100 Data Analysis x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis l Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Aboriginal Peoples **Aboriginal Peoples** Aboriginal Peoples Aboriginal Peoples All All All All (EEOG) Employees Representation Availability EE Result Employees Expected Employees Employees Gap Actual Difference Actual Expected Difference Actual Expected Difference 4. % % % % 2017 0 0.0 2.9 0.0 01 | Senior Managers 2020 0.0 0.0 0.0 0.0 0.0 3.2 Middle & Other 2017 12.0 2.2 545.5 Managers 2020 14.3 2.7 529.1 0.0 0 0.0 0.0 0 0 2017 0 0.0 0.0 1.6 03 Professionals 2020 0.0 1.3 0.0 0.0 0.0 0.0 0 0 Semi-Professionals & 2017 0.0 0.0 0.0 Technicians 0.0 0.0 2020 0.0 0.0 0.0 0 0.0 2017 0 0.0 0.0 0.0 05 Supervisors 2020 0 0.0 2.5 0.0 0.0 0 0.0 0.0 0 Supervisors: Crafts & 2017 0 0.0 0.0 0.0 Trades 2020 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: Flow Part 2: Flow $E + G \times$ Part 3: Part 3: E = D x 100 F + I x 100 Part 3: Goals E + K x 100 Data sources Data F + M x 100 100 Goals Data Analysis Goals Goals Analysis ↓ \downarrow J 1 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year **Aboriginal Peoples Aboriginal Peoples** Occupational Group Aboriginal People Comments (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % % % % 2020 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 | Senior Managers 2023 0.0 0.0 0.0 0.0 0.0 2020 0 0.0 0.0 0.0 0.0 0.0 0.0 Middle & Other 0.0 Managers 2023 0 0.0 0.0 0.0 0.0 0.0 0 2020 0.0 0.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 2023 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & 2020 0.0 0.0 0.0 0.0 0.0 0.0 Technicians 2023 0.0 0.0 0.0 0.0 0.0 2020 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 2023 0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 2020 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 2023 0.0 0.0 0.0 0.0 0.0

Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples **Opta Precise LP** [Date: 2020-01-29] C В D E F G H I J K L M N O P 0 R S T U V W X Y Part 2: Flow Part 2: Flow Part 1: Part 1: Part I: Part 2: Flow Part 2: Flow Part 2: Flow Part 2: Flow $V + U \times$ $E \oplus D$ DxG E + HL + KWorkforce Workforce Workforce B-H Data $K \times G = 100$ L - N Data Q + P x 100 P x F + 100 U x F ÷ 100 V-X Data sources: Data x 100 x 100 Data Analysis x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Aboriginal Peoples **Aboriginal Peoples** Aboriginal Peoples Aboriginal Peoples All All All All (EEOG) Employees Representation Availability EE Result Employees Employees Employees Gap Actual Expected Difference Actual Expected Difference Actual Expected Difference % 9. % % % 2017 101 15 14.9 13 825. Administrative & 1.8 Senior Clerical 2020 98 13 13.3 2.3 576.8 0.0 22 4.5 0 8.6 Skilled Sales & 2017 0 0.0 0.0 0.0 Service Personnel 2020 0 0.0 0.0 0.0 0.0 0.0 0.0 0 0 0 2017 0 0.0 0.0 0.0 Skilled Crafts & Trades Workers 2020 0.0 0.0 0.0 0.0 0.0 0.0 0 0 2017 0.0 0.7 0.0 10 Clerical Personnel 2020 0.0 0.8 0.0 0.0 0.0 0 0.0 Intermediate Sales & 2017 0 0.0 2.4 0.0 Service Personnel 2020 0 0.0 3.9 0.0 0.0 0.0 0.0 0 0 Semi-Skilled Manual 2017 0 0.0 0.0 0.0 Workers 2020 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: Flow Part 2: Flow Part 3: Part 3: Part 3: E = D x 100 Data sources: Data F + I x 100 Part 3: Goals E + K x 100 F + M x 100 Data Analysis Goals 100 Goods Goals Analysis ↓ \downarrow J 1 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year **Aboriginal Peoples Aboriginal Peoples** Occupational Group Aboriginal People Comments (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % % % 9/4 2020 -12 0.0 Administrative & -2 16. 0.0 0.0 0.0 0.0 0.0 Senior Clerical 2023 -12 0.0 16.3 0.0 0.0 0.0 0 2020 0.0 0.0 0.0 0.0 Skilled Sales & 0.0 0.0 0.0 Service Personnel 2023 0 0.0 0.0 0.0 0.0 0.0 0 Skilled Crafts & 2020 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades Workers 2023 0.0 0.0 0.0 0.0 0.0 2020 0.0 0.0 0.0 0.0 0.0 0.0 0.0 10 Clerical Personnel 2023 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 2020 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2023 0 0.0 0.0 0.0 0.0 0.0 2020 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual Workers 2023 0.0 0.0 0.0 0.0 0.0

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A	В	C	D	E	F	G	Н	Ii	J	K	L	M	N	0	P	Q	R	S	T	U	V	W	X	Y
Data so	Mirces:	***********	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G + 100	B-H	E+H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F + 100	Q-S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	UxF÷100	V - X
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100000000000000000000000000000000000000	loyment Equity ipational Group	Year			N	orkforce						Hires				P	romotion	-			Te	rminatio		
(EEC			All Employees	Represen	tation	Aborigina Availa		Gap	EE Result	All Employees	Ac		nai Peoples Expected	Difference	All Employees	Act		al Peoples Expected	Difference	All Employees	Act		nal Peoples Expected	Difference
	# # # % % % # # % # # # # # # # # # # #														#	%	#	#						
13 Other Sales & Service 2017 0 0 0.0 0.0 0 0 0.0 0																								
-	Personnel	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
	Other Manual Workers	2017 2020	0	0	0.0	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		2017	148	18	12.2	#REF!	#REF!	#REF!	0.0															
		2020	137	16	11.7	2.8	4	12	417.1	26	1	3.8	1	0	9	0	0.0	1	-1	45	3	6.7	5	-2
Duta sc	Miroes:		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+Kx100	Part 3: Goals	F + M x 100											
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	loyment Equity	Year	F	low Data Aberiginal	01		Short-tei Aborigini	m Goals			Long-ter Aborigina													
Ocei (EE)	ipational Group DG)		All Employees	Anoriginal	·······	Goal	Aporigin Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of					C	ommen	ts				
l`			#				Goal Met		Goal Met	#	Goal Met		Goal Met											
110	Other Sales & Service	# 2020	# ()	# 0	0.0	# 0	% 0.0	96	% 0.0	# ()	0.0	0.0	% 0.0											
	Personnel	2023	0	0	0.0			0.0	0.0			0.0	0.0											
1 144 1	Other Manual Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
-		2023 2020	-10	-2	20.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Total		2023	-10	-2	20.0			0.0	0.0			0.0	0.0											

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									I	art 6: R	esults -	Persons	with D	isabiliti	es									
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A	В	С	D	E	F	G	Н	I	J	K	L	М	N	O	P	Q	R	S	T	U	V	W	X	Y
Data s	sources:	***********	Part 1: Workforce Analysis		E ÷ D x 100	Part I: Workforce Analysis	D x G + 100	В-Н	E + H x 100	Part 2: Flow Data Analysis	Purt 2: Flow Data Analysis		K x G ÷ 100	L-N	Part 2: Flow Duta Analysis	Part 2: Flow Data Analysis	Q = P x 100	P x F + 100	Q-S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V÷Ux 100	UxF+100	V - X
			Ţ	Į.	Ţ	1	1	1	1	1	Ţ	1	1	1	1	1	1	1	1	1	1	1	1	
F7				W		orce An											Data An							
	ployment Equity upational Group	Year	All			Vorkforce Persons with				All		Hires Persons wit	th Disabilities		All	P	romotion: Persons with			All		mination Persons with	1S 1 Disabilities	
	OG)		Employees	Representat		Availa		Gap	EE Result	Employees	Ac	tual	Expected	Difference	Employees	Ac	tual		Difference	Au Employees	Actus			Difference
		#	#	#	%	4/4	¥	#	⁶ /a	#	#	4/6	#	#	#	#	5/6	#	#	#	#	%	#	#
01 &	Managers	2017	33	0	0.0	4.3	1	-1	0.0															
02	~	2020	27	0	0.0	5.0		-1	0.0	1	0	0.0	0	(5 0	0.0	0	0	6	0	0.0	0	0
03	Professionals	2017	1	0	0.0 0.0	3.8 8.9		0	0.0	2	0	0.0	0) 0	0.0				0	0.0	0	
0.1	Semi-Professionals &	2020 2017	7 0 0 0.0 0.0 0 0 0 0.0																					
04	Technicians	2020	0	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	2017 2020	7	0	0.0	13.9 27.5	1	-1 -2	0.0	1	0	0.0	0	(,	2 0	0.0	0	0	2	0	0.0	0	0
06	Supervisors: Crafts &	2017	0	0	0.0	0.0	0		0.0		Ť	0.0	Ÿ		1		0.0	Ť	Ÿ	<u></u>		0.0	Ť	Ŭ
	Trades	2020	0	0	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 s	soarces:	<	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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				Entrants	ś				G	oals														
E0000000000000000000000000000000000000	ployment Equity	Year	F	low Data Persons wi	ith	 		rm Goals			Long-ter													
	upational Group OG)		All Employees	Disabilitie	es) Disabilities	D		Persons with	Disabilities	Percent of					Co	mment	S				
	/			Actual		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Goal Met											
01		#	#	#	%	# .	9%	% 20	*/g	#	%	%	%											
&	Managers	2020	1	0	0.0	1	0.0	0.0	0.0	(0.0	0.0	0.0											
02		2023 2020	1	0	0.0	0	0.0	0.1	0.0		0.0	0.0	0.0											
03	Professionals	2020	1	0	0.0	"	0.0	0.0	0.0 0.0	(0.0	0.0	0.0											
04	Semi-Professionals &	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	Technicians	2023 2020	0	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0											
05	Supervisors	2023	1	0	0.0	, o	0.0	0.3	0.0		0.0	0.0	0.0											
06	Supervisors: Crafts & Trades	2020 2023	0 0	0	0.0 0.0	0	0.0	0.0	0.0	0	0.0	0.0 0.0	0.0 0.0											

Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities **Opta Precise LP** [Date: 2020-01-29] C В D E F G H I J K L M N O P 0 R S T U V W X Y Part 2: Flow Part 2: Flow Part 1: Part 1: Part I: Part 2: Flow Part 2: Flow Part 2: Flow Part 2: Flow $V + U \times$ $E \oplus D$ DxG E + HL + KWorkforce Workforce Workforce B-H Data $K \times G = 100$ L - N Data Q + P x 100 P x F + 100 U x F ÷ 100 V-X Data sources: Data x 100 x 100 Data Analysis x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Persons with Disabilities Persons with Disabilities Persons with Disabilities Persons with Disabilities All All All All (EEOG) Employees Representation Availability Gap Employees Employees Employees EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % % % % 2017 101 4.0 3,4 116.5 Administrative & Senior Clerical 2020 98 3.3 10 0.0 0.0 2.9 10.0 30.6 22 0 0 Skilled Sales & 2017 0 0.0 0.0 0.0 Service Personnel 2020 0.0 0.0 0 0.0 0.0 0.0 0.0 0 0 0 2017 0 0.0 0.0 0.0 Skilled Crafts & Trades Workers 2020 0.0 0.0 0.0 0.0 0.0 0 0.0 0 2017 0.0 7.0 0.0 10 Clerical Personnel 2020 0.0 9.3 0.0 0.0 0.0 0 0.0 Intermediate Sales & 2017 0 0.0 5.6 0.0 Service Personnel 2020 0 0.0 10.8 0.0 0.0 0.0 0.0 0 0 0 Semi-Skilled Manual 2017 0 0.0 0.0 0.0 Workers 2020 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: Flow Part 2: Flow Part 3: $E + G \times$ Part 3: Part 3: E = D x 100 Data sources: Data F + I x 100 Part 3: Goals E + K x 100 F + M x 100 Data Analysis Goals 100 Goods Goals Analysis J \downarrow Ţ 1 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Persons with Persons with Disabilities Persons with Disabilities Occupational Group Comments Disabilities 4.0 (EEOG) Employees Percent of Percent of Percent of Percent of Actual Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % 96 % % % % Administrative & -12 -1 8.3 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 2023 -12 -1 8.3 0.1 8333.3 0.0 0.0 2020 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & Service Personnel 2023 0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 2020 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades Workers 2023 0 0.0 0.0 0.0 0.0 0.0 0 0.0 2020 0.0 0.0 0.0 0.0 0.0 0.0 10 Clerical Personnel 2023 0 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 0.0 2020 0.0 0.0 Intermediate Sales & Service Personnel 2023 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 2020 0 0.0 0.0 0.0 Workers 2023 0.0 0.0 0.0 0.0 0.0

Federal Contractors Program Achievement Report
Part 6: Results - Persons with Disabilities
Opta Precise LP
[Date: 2020-01-29]

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<u>A</u>	B	С	D	E	F	G	H		J	<u>K</u>	<u>L</u>	M	N	<u>O</u>	P	<u>Q</u>	R	<u>S</u>	T	<u> </u>	V	W	X	YY
Data so	Durces:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G + 100	B-H	E+H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis		K x G ÷ 100	L - N	Part 2: Flow Duta Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V÷Ux 100	UxF÷100	V - X
1		***************************************	Ţ	Ţ	Ţ	Ţ	1	i	Ţ	Ţ	<u></u>	l	J	Ţ	λ 	<u> </u>	L	<u> </u>	Ţ	Ţ	J	ι	<u> </u>	i
				V	Vorkf	orce An	alysis									Flow	Data An	alysis						
	oloyment Equity	Year				orkforce						Hires				P	romotion				Te	rminatio		
(EEC	upational Group DG)		All Employees	Represent		Persons with		Gap	EE Result	All Employees	Ac		th Disabilities Expected	Difference	All Employees		Persons wit	h Disabilities Expected	Difference	All Employees	Act		Expected	Difference
	# # # 96 % # # # 96 % # # # % # # # # # # # # # # # # # #																							
13	Other Sales & Service	2017	0	0	0.0	0.0	0	0	0.0															
1	Personnel	2020	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	C
	Other Manual Workers	2017	0	0	0.0	0.0	0	0	0.0															
Ш	WOIKEIS	2020 2017	148	4	2.7	0.0 #REF!	#REF!	#REF!	0.0	ŧ.	0	0.0	0	0	1 0	0	0.0	- 9	(0 0	0	0.0	0	
Total		2020	137	3	2.2	4.9	7	-4	44.7	26	0	0.0	1	-1	9	0	0.0	0	(0 45	1	2.2	ı	(
Data so	ources:		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+Kx100	Part 3: Goals	F + M x 100											
i				<u>\</u>	\		Ţ	······································	1	·	<u></u>	i												
			New	Entrant	ts				G	oals														
Emp	oloyment Equity	_	FI	ow Data			Short-te	rm Goals			Long-ter	m Goals												
100000000000000000000000000000000000000	upational Group	Year	All Employees	Persons Disabili Actua	ties	Goal	Percent of	h Disabilities Goal	Percent of	Goal	Persons with Percent of	Disabilities Goal	Percent of					C	ommer	nts				
		-	#	4	%	±	Goal Met	***	Goal Met	4	Goal Met	**	Goal Met											
10	Other Sales & Service	2020	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0	0.0											
1 1 1 1	Personnel	2023	0	0	0.0			0.0	0.0			0.0	0.0											
1 14 1	Other Manual	2020	0	0	0.0	0	0.0	į	0.0	()	0.0	0.0	0.0											
<u> </u>	Workers	2023	0	-1	0.0	1	100.0	0.0	0.0	1	100.0	0.0	0.0											
Total		2020 2023	-10 -10	-1	10.0	1	-100.0	0.0	0.0		-100.0	0.0	0.0 0.0											

Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities **Opta Precise LP** [Date: 2020-01-29] C V В D E F G H I J K L M N O P 0 R \mathbf{S} T U W X Y Part 1: Part 2: Flow Part 2: Flow Part 2: Flow Part 1: Part I: Part 2: Flow Part 2: Flow Part 2: Flow $V + U \times$ $E \oplus D$ DxG E + HL + KWorkforce Workforce Workforce B-H Data $K \times G = 100$ L - N Data Q + P x 100 P x F + 100 UxF+100 V-X Data sources: Data x 100 x 100 Data Analysis x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis l Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions **Terminations** Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All All All All (EEOG) Employees Representation Availability EE Result Employees Employees Employees Gap Actual Expected Difference Actual Expected Difference Actual Expected Difference % 4. % % % 2017 0.0 10.1 0.0 01 | Senior Managers 2020 0.0 0.0 0.0 0.0 0.0 11.5 Middle & Other 2017 0.0 15.0 -4 0.0 Managers 2020 0.0 0.0 0 17.6 0.0 0 0.0 0.0 0 0 2017 100.0 21.6 463.0 03 Professionals 2020 0.0 38.6 0.0 0.0 0.0 100.0 0 Semi-Professionals & 2017 0.0 0.0 0.0 Technicians 0.0 0.0 2020 0.0 0.0 0.0 0.0 2017 53.1 14.3 26.9 05 Supervisors 2020 16.7 28.7 58.1 0.0 0.0 0.0 0 0 Supervisors: Crafts & 2017 0 0.0 0.0 0.0 Trades 2020 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: Flow Part 2: Flow Part 3: $E + G \times$ Part 3: Part 3: E = D x 100 F + I x 100 | Part 3: Goals | E + K x 100 Data sources Data F + M x 100 Goals Data Analysis Goals 100 Goals Analysis ↓ \downarrow J 1 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments (EEOG) Percent of Percent o Percent of Percent of Employees Actual Goal Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % % % 9/4 2020 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 | Senior Managers 2023 0.0 0.1 0.0 0.0 0.0 2020 0 0.0 0.0 0.0 0.0 0.0 0.0 Middle & Other 0.0 Managers 2023 0 0.0 0.2 0.0 0.0 0.0 0.0 2020 -1 -100.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 2023 -100.0 -25906.7 0.0 0.0 0.4 Semi-Professionals & 2020 0.0 0.0 0.0 0.0 0.0 0.0 Technicians 2023 0.0 0.0 0.0 0.0 0.0 2020 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 2023 0 0.0 0.3 0.0 0.0 0.0 Supervisors: Crafts & 2020 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 2023 0.0 0.0 0.0 0.0 0.0

Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities **Opta Precise LP** [Date: 2020-01-29] C В D E F G H I J K L M N O P 0 R \mathbf{S} T U V W X Y Part 2: Flow Part 2: Flow Part 1: Part 1: Part I: Part 2: Flow Part 2: Flow Part 2: Flow Part 2: Flow $V + U \times$ $E \oplus D$ DxG E + HL + KWorkforce Workforce Workforce B-H Data $K \times G = 100$ L - N Data Q + P x 100 P x F + 100 U x F ÷ 100 V-X Data sources: Data x 100 x 100 Data Analysis x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All All All All (EEOG) Employees Representation Availability Gap EE Result Employees Employees Employees Actual Expected Difference Actual Expected Difference Actual Expected Difference % 4. % % % % 2017 101 24.7 25 -16 36.1 Administrative & 8.9 Senior Clerical 2020 98 5. 25 -20 19.9 0.0 0.0 25.6 22 0 0 11.4 Skilled Sales & 2017 0 0.0 0.0 0.0 Service Personnel 0.0 0.0 2020 0 0.0 0.0 0.0 0.0 0 0 0 2017 0 0.0 0.0 0.0 Skilled Crafts & Trades Workers 2020 0.0 0.0 0.0 0.0 0.0 0.0 0 0 2017 100.0 48.1 207.9 10 Clerical Personnel 2020 52.2 100.0 191.6 0.0 0.0 0 0.0 Intermediate Sales & 2017 50.6 23.9 209.3 Service Personnel 2020 66. 20.1 331.7 0.0 0.0 0.0 0 0 0 Semi-Skilled Manual 2017 0 0.0 0.0 0.0 Workers 2020 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: Flow Part 2: Flow Part 3: Part 3: Part 3: E = D x 100 Data sources: Data F + I x 100 Part 3: Goals E + K x 100 F + M x 100 Data Analysis Goals 100 Goods Goals Analysis ↓ \downarrow J 1 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments (EEOG) Percent o Percent of Percent of Percent of Employees Actual Goal Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % 94 % 9/4 2020 33.3 -44.4 0.0 -57.1 Administrative & -12 0.0 0.0 0.0 Senior Clerical 2023 -12 33.3 13020.8 0.3 0.0 0.0 2020 0 0.0 0.0 Skilled Sales & 0.0 0.0 0.0 0.0 0.0 Service Personnel 2023 0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 2020 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades Workers 2023 0.0 0.0 0.0 0.0 0.0 2020 0.0 0.0 0.0 0.0 0.0 0.0 0.0 10 Clerical Personnel 2023 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 2020 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2023 0 0.0 0.0 0.0 0.0 0.0 2020 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual Workers 2023 0.0 0.0 0.0 0.0 0.0

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			1	Vorkf	orce An	alysis									Flow I)ata An	alysis						
Employment Equity	Year			N	orkforce						Hires				P	romotion	S			Te	rminatio	ns	
Occupational Group (EEOG)		All Employees	_		Visible M				All Employees			Minorities		All Employees			linorities		All Employees			4inorities	
(2200)	Employees Representation Availability Gap EE Result Employees Actual Expected Difference Employees Employ																						
Other Sales & Service	Other Sales & Service 2017 0 0 0.0 0.0 0.0 0 0 0.0 0.0																						
Personnel	2020	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	2017 2020	0	0	0.0	0.0	0	0	0.0			Λ.Λ				0	0.0					0.0	0	
	2020	148	15	10.1	0.0 #REF!	#REF!	#REF!	0.0	0	0	0.0	U		1 0	U	0.0	- 0	U	U	0	0.0	V	0
Total	2020	137	9	6.6	23.3	32	-23	28.2		0	0.0	6	-6	5 9	0	0.0	1	-1	45	5	11.1	5	0
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Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data E Analysis	+ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F+1x 100	Part 3: Goals	E+Kx100	Part 3: Goals	F + M x 100											
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			Entran	ts				G	oals														
Employment Equity	Year	F	low Data			Short-ter				Long-ter													
Occupational Group (EEOG)		All Employees	Visible Mi			Visible V Percent of		Percent of		Visible M Percent of		Percent of					C	ommen	ts				
()			Acrus		Goal	Goal Met	troat	Goal Met	Goal	Goal Met	Goal	Goal Met											
Other Sales & Service	# 2020	# 0	# 0	0.0	# 0	% 0.0	9,0	9,0	# (0,0	9,0	% 0.0											
Personnel	2023	0	0	0.0	U	0.0	0.0	0.0		0.0	0.0	0.0											
Other Manual	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Workers	2023	0	0	0.0			0.0	0.0			0.0	0.0											
Total	2020 2023	-10 -10	-5 -5	50.0 50.0	11	-45.5	0.0	0.0	11	-45.5	0.0	0,0 0.0											
	4043	-10	-2;	30.0			0.0	0.0		1	0.0	0.0											

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Opta Precise LP
[Date: 2020-01-29]

Efforts

equity.

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

rederai	Contractors Program.
Requi	red measures:
V	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
<u> </u>	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.
\rightarrow	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.
V	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

	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):
Opera	ational Context
	heck the appropriate boxes and provide a brief overview of the events that have influenced your ation's activities during the period between the first/previous and subsequent/current compliance ent.
4	Impact of economic and industrial conditions on the organization.
	During the initial compliance assessment of April 2017, SCM Risk Management Services provided an addendum which addressed the gap for the EEOG Group 07 in the Self Identified Group for Women. It is as follows, and still applies to the same EEOG for Opta Precise.
	The addendum's introductory section is as follows: By applying the Short Term Goal Setting Tool, we see there is a substantial gap of 62 identified for women of EEOG 07 – Administrative and Senior Clerical Personnel. Upon review of EEOG 07, we found that there were three general NOC groupings that were accumulated into EEOG 07.
	We believe that one of those NOC groupings, representing a total of 13 employees fits the general availability of that EEOG at 80.4%. The remaining NOC groupings represent specialized positions that are substantively more male dominated roles. These are:
	•Loss Control Specialist, Residential •Loss Control Specialist, Commercial
	The job requirements for these two groupings include a specific background of mechanical / civil engineering, experience in construction, restoration estimation and project management of construction / restoration work. We believe these are primarily male dominated job roles that don't fit the generalized 80.4% availability statistics for females.
	Specific Hiring Goals for Job Classes as of 2017 in SCM Risk Management - Updated with

1.	oss Control Specialist, Residential
	As of 2017 - 49 males in the assessment with the job title of Loss Control Specialists, esidential, and 10 Females, with a goal of hiring 5 Females - as of 2020 - The current 2020 incumbency of the position is 63 Males and 14 Females.
2. C	oss Control Specialist, Commercial As of 2017 - 20 males in the assessment with the job title of Loss Control Specialist, commercial, and 2 Females, with a goal of hiring 1 Female over 3 years - as of 2020 - The current incumbency of the position is 33 Males and 5 Females.
A	ny reorganization or other corporate structural changes.
A	equisitions, mergers or transfers of employees.
O O	s of January 2019, the previous company name of SCM Risk Management Services LP becapta Precise Services LP. A number of SCM Risk Management employees were transferred opta Precise - these employees have had hiring dates pre dating the merger, and thus were not ounted as new hires.
	ignificant layoffs (include the number of employees affected and the occupational groups of nose employees).
	trikes (include dates, the number of employees affected and the occupational groups of thos mployees).

dditional Details				
aditional Details				
ease provide any additi	onal information (o	ptional):		
ease provide any additi	onal information (op	ptional):		
lease provide any additi	onal information (o	ptional):		
lease provide any additi	onal information (o	ptional):		
lease provide any additi	onal information (o	ptional):		

Summary of Goals SCM Insurance RMS April 21st, 2017

Women - Note: See addendum for EEOG 07.

	Workforce Analysis Resul	ts	Goals			
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	Comments	
#	Description	#	# or %	# or %		
01	Senior Managers	-1	0	1		
02	Middle and Other Managers	-2	1	1		
05	Supervisors	-1	0	1		
07	Administrative and Senior Clerical Personnel	-62	11	3	See addendum	

Aboriginal Peoples

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

Persons with Disabilities

	Workforce Analysis Result	S	Goals			
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	Comments	
#	Description	#	# or %	# or %		
01/02	Managers	-1	1	0		
05	Supervisors	-1	0	1		

Members of Visible Minorities

	Workforce Analysis Resul	Goals			
Е	mployment Equity Occupational Group (EEOG)	Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	Comments
#	Description	#	# or %	# or %	
01	Senior Managers	-1	0	1	
02	Middle and Other Managers	-4	į	3	
05	Supervisors	-1	1	0	
07	Administrative And Senior Clerical Personnel	-16	9	7	We may have the same problem of lack of availability as discussed in Women. We will study over the next 3 years, report and adjust as appropriate.

ADDENDUM TO EMPLOYMENT EQUITY SUBMISSION OF APRIL 2017

Calculation of Goals for Women in Group 07

By applying the Short Term Goal Setting Tool, we see there is a substantial gap of 62 identified for women of EEOG 07 – Administrative and Senior Clerical Personnel. Upon review of EEOG 07, we found that there were three general NOC groupings that were accumulated into EEOG 07.

We believe that one of those NOC groupings, representing a total of 13 employees fits the general availability of that EEOG at 80.4%. The remaining NOC groupings represent specialized positions that are substantively more male dominated roles. These are:

- Loss Control Specialist, Residential
- Loss Control Specialist, Commercial

The job requirements for these two groupings include a specific background of mechanical / civil engineering, experience in construction, restoration estimation and project management of construction / restoration work. We believe these are primarily male dominated job roles that don't fit the generalized 80.4% availability statistics for females.

For the purposes of goal setting, we have made the assumption that the current participation of females in these job classes are representative of the true availability of these specific job classes as below;

- Loss Control Specialist, Residential
 - o 51 Males
 - o 12 Females
 - o This represents approximately 24% females.
- Loss Control Specialist, Commercial
 - o 23 Males
 - o 2 Females
 - o This represents approximately 9% females.

Using the spreadsheet provided, we have calculated that there would be 36 hires into this EEOG over the next 3 years. Using the assumed availability calculated above of 24% for Loss Control Specialist, Residential and 9% availability for Loss Control Specialist, Commercial, we have calculated the goals for the three sub-groupings within EEOG 07 as follows: (please note that we have also listed the job titles that were grouped into each of these sub-groupings.)

• Loss Control Specialist, Residential – Goal is 5 Hires

- o Loss Control Specialist, Residential 49 Males, 10 Females
- Product Development Lead, 1 Male
- Specialist, Loss Control 1 Male
- QA Specialist 1 Female
- o Control Value Specialist, 1 Female

Loss Control Specialist, Commercial – Goal is 1 Hire

- o Loss Control Specialist, Commercial 20 Males, 2 Females
- o Loss Control Inspector, 1 Male
- Loss Control Specialist, 2 Males

General – Goal is 5 Hires

Admin Assistants – 1 Male, 5 Females

- Admin Coordinator 1 Female
- Administrator 1 Female
- Business Intelligence Analyst 1 Male
- Business Service Coordinator 1 Male
- Client Care Representative 1 Male, 2 Females

This would result in a total goal for EEOG 07 of 11 hires over the next 3 years.

<u>Please note</u>: We will study the availability, as best we can of females applying to these male dominated positions over the next 3 years and will adjust our goals accordingly in the future.

April 20th, 2017

2



INTRODUCTION

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

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

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

PLEASE NOTE

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

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

EMPLOYEE SIGNATURE	DATE



PRIVACY NOTICE

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

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

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

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

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



SECTION A

Name	
Section/Branch	
Position	
Employee Number	
Employment Status [SELECT ONE]	
☐ Full-Time Employee☐ Part-Time Employee☐ Temporary Employee	
	SECTION B
Gender	
□ Female □ Male	



SECTION C

following apply to you. Please note that you may self-identify in more than one group.
Aboriginal Peoples According to the Employment Equity Act, an Aboriginal person is a person who is Indian, Inuit or Métis.
☐ Yes ☐ No
SECTION D
Visible Minorities According to the Employment Equity Act, members of a visible minority are people in Canada (other than Aboriginal peoples) who are non-white in colour or non-Caucasian in race, regardless of their place of birth or citizenship.
Examples of visible minorities include, but are not limited to: a. Black
b. Non-white Latin American (including Indigenous people from Central and South America) c. East Asian (e.g., Chinese, Japanese, Korean)
d. South Asian/East Indian (e.g., Indian, Pakistani, Bangladeshi, or East Indian from Guyana, Trinidad or East Africa)
e. Southeast Asian (e.g., Burmese, Cambodian, Filipino, Laotian, Thai, Vietnamese) f. Non-white West Asian, North African or Arab (e.g., Iranian, Lebanese, Egyptian, Libyan) g. People of mixed origin (e.g., with one parent member of a visible minority group).
Are you a visible minority?
☐ Yes ☐ No



SECTION E

Persons with Disabilities

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

Examples of disabilities include, but are not limited to:

a. Coordination or dexterity impairment

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

b. Mobility impairment

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

c. Blindness or visual impairment

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

d. Speech impairment

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

e. Deafness or hearing impairment

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

f. Other disabilities

☐ Yes ☐ No

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

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

Are	you	a	person	with	a	disability	*

-	5	-



if you have any questions.

SECTION F

Please specify how we can accommodate you to help you participate fully in the workplace. Note that if we implement these accommodation measures, they will not have a negative impact on your hiring, training, promotion and retention in our organization.
SECTION G
Voluntary Employee Participation Please indicate below if you wish to have your employment equity self-identification information used for particular employment equity initiatives.
☐ Yes ☐ No
As part of our ongoing employment equity work, from time to time we ask designated group members to participate in various activities (e.g., committees, focus groups) to provide feedback on new programs. If you agree to be contacted directly by the employment equity contact or a local Human Resources Manager for this kind of activity, please check "Yes" below.
□ Yes □ No
SECTION H
If you have any comments/feedback on our employment equity program, we would like to hear

from you. Rest assured, all comments will be kept confidential. Please contact your HR Partner

Nyirasafari, Ange AN [NC]

To: donna.bryden@scm.ca

Cc: lucy.porretta@scm.ca; lan Turner (ian@hrwise.ca); Lynne Wallace (lynne@hrwise.ca)

Subject: Government of Canada Contract 10000464 – Notification in Compliance with the

Federal Contractors Program

Attachments: FP-Letter-WEDChartsSCMRiskManagement-20170505.pdf

Dear Ms. Bryden,

This email is to confirm that the compliance assessment initiated on March 22nd, 2017 has been completed. As a result of the assessment, SCM Risk Management Services LP has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) of the *Employment Equity Act* (EEA).

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 SCM Risk Management Services LP's employment equity program:

- It is advisable to inform employees that the workforce survey can be made available in alternate format (e.g., paper or large font).
- We acknowledge receipt of your explanation for only establishing a few goals and encourage you to hire and promote more designated group members as opportunities arise.

Attached for your reference is a summary of SCM Risk Management Services LP employment equity results compared against Employment Equity Occupational Group (EEOG) levels in your industry as well as overall Canadian labour market availability.

Next Steps

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

When SCM Risk Management Services LP is notified of a follow-up assessment, the following information will be required:

- 1. A completed Achievement Table;
- 2. A current workforce analysis; and
- 3. Revised goals for any remaining gaps in representation.

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the first assessment. If over the three year period reasonable progress has not been made, SCM Risk Management Services LP will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

You may also visit our website to access a number of tools. In particular, we encourage your organization to continue using the <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 Table, as well as a series of training modules.

Should you require any further information regarding your organization's obligations under the FCP, please contact Daniel Thibeault at daniel.thibeault@labour-travail.gc.ca.

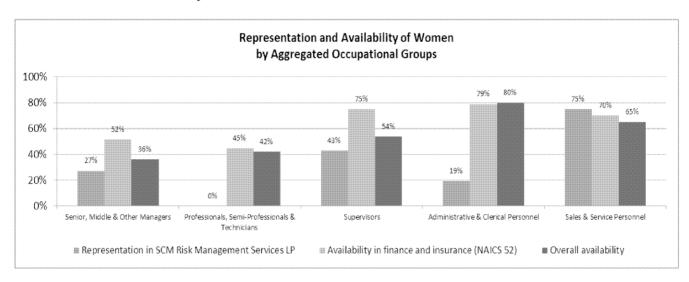
Your cooperation during the course of this compliance assessment was appreciated and we wish SCM Risk Management Services LP continued success in achieving a diverse and inclusive workplace.

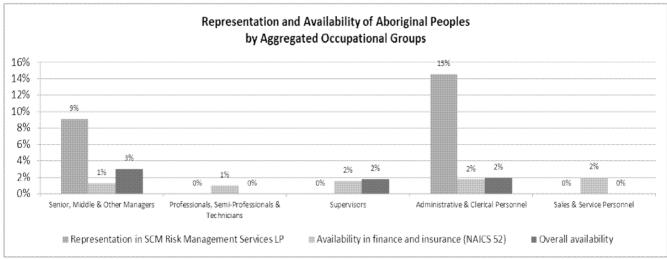
Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
ee-eme@hrsdc-rhdcc.gc.ca
Équipe de l'équité en emploi / Workplace Equity Team
Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
ee-eme@hrsdc-rhdcc.gc.ca

Summary of SCM Risk Management Services LP's Employment Equity Results

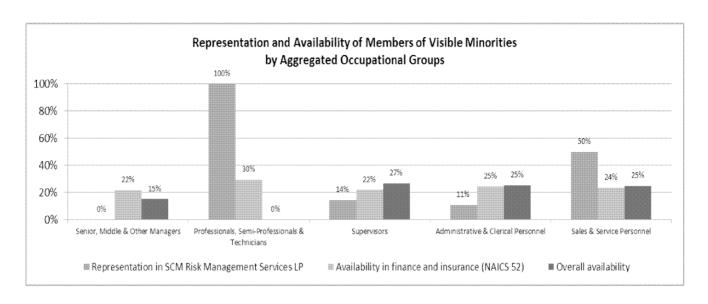
In the charts below, the representation of women, Aboriginal peoples and members of visible minorities at the overall and aggregated Employment Equity Occupational Group (EEOG) levels in SCM Risk Management Services LP based on your organization's submission are compared to finance and insurance industry and the overall Canadian labour market availability.

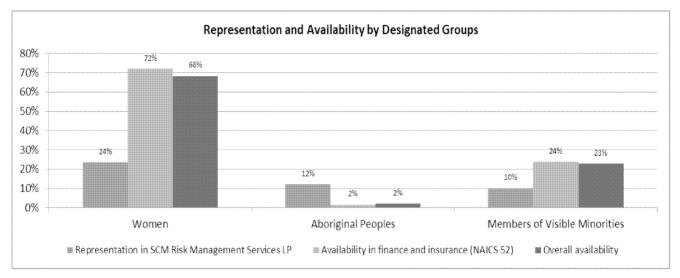
Note: The Canadian labour market availability at the industry level for persons with disabilities is not currently available.





Note: For Aboriginals Professionals, Semi-Professionals & Technicians the availability percentage in finance and insurance is calculated based on the National Occupational Classification (1%) and the overall availability percentage is calculated at the National Level (0%). For Sales and Service Personnel the availability percentage is calculated based on the Employment Equity Occupational Group (2%) and the overall availability percentage is calculated based on the Central Metropolitan Recruitment Area (0%).





The 14 EEOGs have been aggregated as follows:

- EEOG 1 Senior Managers and EEOG 2 Middle and Other Managers
- EEOG 3 Professionals and EEOG 4 Semi-Professionals and Technicians
- EEOG 5 Supervisors
- EEOG 6 Supervisors: Crafts and Trades
- EEOG 7 Administrative and Senior Clerical Personnel and EEOG 10 Clerical Personnel
- EEOG 8 Skilled Sales and Service Personnel, EEOG 11 Intermediate Sales and Service Personnel and EEOG 13 Other Sales and Service Personnel
- EEOG 9 Skilled Crafts and Trades Workers, EEOG 12 Semi-Skilled Manual Workers and EEOG 14 Other Manual Workers

Nyirasafari, Ange AN [NC]

From: lan Turner <ian@hrwise.ca>
Sent: April 5, 2017 10:47 AM
To: Thibeault, Daniel D [NC]
Subject: SCM Employment Equity

Attachments: SCM.EE.QuestionsforSurvey - 2.7.17 - FORM[2].docx; SCM.EE.QuestionsforSurvey -

2.7.17 - FORMFR.docx

Categories: Yellow Category

Hi Daniel.

This is the Employment Equity Survey result information for SCM Insurance.

We sent 149 Surveys with 136 responses. Attached are the survey documents (E + F)

Best Regards,

Ian Turner | Associate, HRWise

ian@hrwise.ca | 416 301 0832

Nyirasafari, Ange AN [NC]

From: lan Turner <ian@hrwise.ca>
Sent: January 28, 2020 11:55 AM

To: Yakibonge, Ntambwe Maurice N [NC]

Cc: Lynne Wallace

Subject: Re: Regarding Employer #10000464 **Attachments:** LP Report Opta Precise[3].pdf

Hi Maurice,

Please see the attached documentation. As well as the explanation below:

The name change in this case was effected by the filing of a form with the ON registry amending the name. The attached shows the registration of a name change for RMS back at the end of 2018. Page 2 shows the old name and the date of the change. This should satisfy the request as it is report from the ON government registry.

Please let us know if any other documentation is required to facilitate this change, and thank you very much for your prompt assistance with this issue,

Ian Turner, CHRP Associate | HRwise

Office - 416 231 7172 Cell - 416 301 0832

ian@hrwise.ca

HRWise