

s.19(1)

s.24(1)

Labour Program
Federal Contractors Program

OFFICIAL USE ONLY
Agreement N°:

Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization SCM Risk Management Services LP	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Business Number [REDACTED] - 178 employees Total number of employees in Canada (Permanent Full-Time and/or Part-Time)
Organization's North American Industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm 524299	<input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) #101, 5083 Windermere Boulevard S.W.	City Edmonton	Province AB	Postal Code T6W
Telephone Number 780-484-0364			

EMPLOYMENT EQUITY CONTACT		
Name (print) Lucy Porretta	Title Director, Human Resources	
Telephone Number 905-740-1100	E-mail Address lucy.porretta@scm.ca	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French

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

SIGNATORY		
<p>NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.</p>		
Name (print) Donna Bryden	Title Chief Human Resources Officer	
Telephone Number 780-930-5356	E-mail Address donna.bryden@scm.ca	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French
Signature [REDACTED]	Date (YYYY-MM-DD) 2016-08-26	

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

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

Workplace Equity Information Management System - Opta Precise Services LP

Workforce Analysis - Detailed Report

Date: 2020-03-17

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
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	0	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	-59	
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	-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	-1	St. John's
Employment Equity Occupational Group	Toronto	24	3	12.5 %	79.1 %	19	-16	Toronto

Workplace Equity Information Management System - Opta Precise Services LP

Workforce Analysis - Detailed Report

Date: 2020-03-17

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		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

Workplace Equity Information Management System - Opta Precise Services LP

Workforce Analysis - Detailed Report

Date: 2020-03-17

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
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



Workplace Equity Information Management System - Opta Precise Services LP

Workforce Analysis - Detailed Report

Date: 2020-03-17

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Availability %	Gap #	Recruitment Area	
			Representation #	Representation %				
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

Workplace Equity Information Management System - Opta Precise Services LP

Workforce Analysis - Detailed Report

Date: 2020-03-17

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
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	-1	
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



Workplace Equity Information Management System - Opta Precise Services LP

Workforce Analysis - Detailed Report

Date: 2020-03-17

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities			Gap #	Recruitment Area	
			Representation #	Availability %	Availability #			
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

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities			Gap #	Recruitment Area	
			Representation #	%	Availability %			
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



Workplace Equity Information Management System - Opta Precise Services LP

Workforce Analysis - Summary Report

Date: 2020-01-31

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		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

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Opta Precise Services LP

Workforce Analysis - Summary Report

Date: 2020-01-31

Aboriginal Peoples

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples				Gap #
		Representation		Availability		
		#	%	%	#	
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

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Opta Precise Services LP

Workforce Analysis - Summary Report

Date: 2020-01-31

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		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

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Opta Precise Services LP

Workforce Analysis - Summary Report

Date: 2020-01-31

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
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	-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	137	3	2.2 %	9.8 %	13	-10

Total may not equal sum of components due to rounding.



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

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Opta Precise LP

[Date: 2020-01-29]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2017	04	05

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2020	01	31

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			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!

Table 5: Women

Subsequent/Current Workforce Analysis

		All Employees	Women	
			Representation	Availability*
		#	#	%
		6	0	27.6
		21	7	39.4
		2	2	27.7
		6	3	54.6
		98	20	80.3
		1	1	65.5
		3	3	66.4
		137	36	49.2

*** Source:**

*** Source:**

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Opta Precise LP

[Date: 2020-01-29]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2017	04	05

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2020	01	31

Table 2: Aboriginal Peoples

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		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!

Table 6: Aboriginal Peoples

Subsequent/Current Workforce Analysis

		All 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	0.8
		3	0	3.9
		137	16	2.8

*** Source:**
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*** Source:**
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Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Opta Precise LP

[Date: 2020-01-29]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2017	04	05

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2020	01	31

Table 3: Members of Visible Minorities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		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!

Table 7: Members of Visible Minorities

Subsequent/Current Workforce Analysis

All Employees	Members of Visible 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:**
0

*** Source:**
0

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Opta Precise LP

[Date: 2020-01-29]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2017	04	05

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2020	01	31

Table 4: Persons with Disabilities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			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 Disabilities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
		27	0	5
		2	0	8.9
		6	0	27.5
		98	3	10
		1	0	9.3
		3	0	10.8
		137	3	4.9

*** Source:**

*** Source:**

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Opta Precise LP

[Date: 2020-01-29]

Start Date of Flow Data		
YYYY	MM	DD
2017	04	05

End Date of Flow Data		
YYYY	MM	DD
2020	01	31

Data from Form 4 - Employees Hired

↓ ↓ ↓ ↓

Data from Form 5 - Employees Promoted

↓ ↓ ↓ ↓

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

Employment Equity Occupational Group (EEOG)	Table 1: Women				Table 5: Women				Table 9: Women			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	1				1				3	1		
02 Middle & Other Managers					5	2			2	1	1	
03 Professionals	2	2							1			
04 Semi-Professionals & Technicians												
05 Supervisors	1	1			2	1			2	1		
06 Supervisors: Crafts & Trades												
07 Administrative & Senior Clerical Personnel	21	4	1	1	1				33	7	2	1
08 Skilled Sales & Service Personnel												
09 Skilled Crafts & Trades Workers												
10 Clerical Personnel												
11 Intermediate Sales & Service Personnel									1			
12 Semi-Skilled Manual Workers												
13 Other Sales & Service Personnel												
14 Other Manual Workers												
Total	25	7	1	1	9	3	0	0	42	10	3	1

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Opta Precise LP

[Date: 2020-01-29]

Start Date of Flow Data		
YYYY	MM	DD
2017	04	05

End Date of Flow Data		
YYYY	MM	DD
2020	01	31

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)		Table 2: Aboriginal Peoples			
		Full-time / National		Part-time / National	
		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

		Table 6: Aboriginal Peoples			
		Full-time / National		Part-time / National	
		All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
		#	#	#	#
		0	0	0	0

		Table 10: Aboriginal Peoples			
		Full-time / National		Part-time / National	
		All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
		#	#	#	#
		3			
		2			
		1			
		2			
		33	3		
		1			
		42	3	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Opta Precise LP

[Date: 2020-01-29]

Start Date of Flow Data		
YYYY	MM	DD
2017	04	05

End Date of Flow Data		
YYYY	MM	DD
2020	01	31

Data from Form 4 - Employees Hired



Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities			
	Full-time / National		Part-time / National	
	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

Data from Form 5 - Employees Promoted



Employment Equity Occupational Group (EEOG)	Table 7: Persons with Disabilities			
	Full-time / National		Part-time / National	
	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
	#	#	#	#
01 Senior Managers				
02 Middle & Other Managers				
03 Professionals				
04 Semi-Professionals & Technicians				
05 Supervisors				
06 Supervisors: Crafts & Trades				
07 Administrative & Senior Clerical Personnel				
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	0	0	0	0

Data from Form 6 - Employees Terminated



Employment Equity Occupational Group (EEOG)	Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National	
	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#
01 Senior Managers	3			
02 Middle & Other Managers	2			
03 Professionals	1			
04 Semi-Professionals & Technicians				
05 Supervisors	2			
06 Supervisors: Crafts & Trades				
07 Administrative & Senior Clerical Personnel	33	1		
08 Skilled Sales & Service Personnel				
09 Skilled Crafts & Trades Workers				
10 Clerical Personnel				
11 Intermediate Sales & Service Personnel	1			
12 Semi-Skilled Manual Workers				
13 Other Sales & Service Personnel				
14 Other Manual Workers				
Total	42	1	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Opta Precise LP

[Date: 2020-01-29]

Start Date of Flow Data		
YYYY	MM	DD
2017	04	05

End Date of Flow Data		
YYYY	MM	DD
2020	01	31

Data from Form 4 - Employees Hired

↓ ↓ ↓ ↓

Data from Form 5 - Employees Promoted

↓ ↓ ↓ ↓

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities			
	Full-time / National		Part-time / National	
	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	0

	Table 8: Members of Visible Minorities			
	Full-time / National		Part-time / National	
	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
	#	#	#	#
Total	0	0	0	0

	Table 12: Members of Visible Minorities			
	Full-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			
Total	42	5	0	0

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

Table 1: Women

Employment Equity Occupational Group (EOG)		All Employees										Women										
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years		From - To	2017					
		2017-04-05	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2017-04-05	Annually	Over 3 Years	#	#	%	%	%	#	#	%	%	
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%	
01	Senior Managers	8	-9.1%	2.0%	0	42.9%	10.0%	2	2	1	10.0%	0	1	1	27.4%	27.4%	-1	0	12.5%	25.0%		
02	Middle & Other Managers	25	-5.6%	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%	0	0	#DIV/0!	#DIV/0!		
05	Supervisors	7	-5.0%	2.0%	0	30.8%	10.0%	2	2	3	10.0%	1	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%	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%	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%	0	0	#DIV/0!	#DIV/0!		
10	Clerical Personnel	2	-20.6%	2.0%	0	0.0%	10.0%	1	1	1	10.0%	0	0	1	65.2%	65.2%	0	1	50.0%	100.0%		
11	Intermediate Sales & Service	4	-9.1%	2.0%	0	28.6%	10.0%	1	1	3	10.0%	1	1	1	65.2%	65.2%	0	0	75.0%	75.0%		
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%	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%	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%	0	0	#DIV/0!	#DIV/0!		
Total		148	-2.5%	2.0%	9	31.6%	10.0%	44	53	35	10.0%	11	#REF!	0	#REF!	#REF!	#REF!	#REF!	23.6%	15.3%		

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

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

Table 2: Women

Employment Equity Occupational Group (EOG)		Women				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0		1		
02	Middle & Other Managers	1		1		
03	Professionals					
04	Semi-Professionals & Tech					
05	Supervisors	0		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					
13	Other Sales & Service					

Federal Contractors Program Achievement Report

Part 3: Goals

Opta Precise LP

[Date: 2020-01-29]

14	Other Manual Workers					
Total		12		6		

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

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

Employment Equity Occupational Group (EOG)		All Employees							Aboriginal Peoples													
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years		From - To		2017	2020					
		2017-04-05	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2017-04-05	Annually	Over 3 Years		#	#	%	%	#	#	%	%	
		#	%	%	#	%	%	#	#	#	%	#		#	#	%	%	#	#	%	%	
01	Senior Managers	8	-9.1%	2.0%	0	42.9%	10.0%	2	2	0	10.0%	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%	1	-1	0	0	2.2%	2.2%	2	1	12.0%	7.4%	
03	Professionals	1	26.0%	2.0%	0	66.7%	10.0%	0	0	0	10.0%	0	0	0	0	1.6%	1.6%	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%	0.0%	0	0	#DIV/0!	#DIV/0!	
05	Supervisors	7	-5.0%	2.0%	0	30.8%	10.0%	2	2	0	10.0%	0	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	
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%	0.0%	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	101	-1.0%	2.0%	6	35.2%	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%	0	0.0%	10.0%	0	0	0	10.0%	0	0	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%	0.0%	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	0.7%	0.7%	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	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%	0.0%	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%	0.0%	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%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total		148	-2.5%	2.0%	9	31.6%	10.0%	44	53	18	10.0%	5	#REF!	0		#REF!	#REF!	#REF!		12.2%	8.3%	

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

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EOG)		Aboriginal Peoples				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers					
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					
13	Other Sales & Service					

Federal Contractors Program Achievement Report

Part 3: Goals

Opta Precise LP

[Date: 2020-01-29]

14	Other Manual Workers					
Total		0		0		

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EOG)		All Employees										Persons with Disabilities										
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years		From - To	From - To					
		2017-04-05	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2017-04-05	Annually	Over 3 Years	#	Annually	Over 3 Years	2017	2020					
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%	
01/02	Managers	33	-7.4%	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	1	26.0%	2.0%	0	66.7%	10.0%	0	0	0	10.0%	0	0	0	3.8%	3.8%	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%	0	0	#DIV/0!	#DIV/0!		
05	Supervisors	7	-5.0%	2.0%	0	30.8%	10.0%	2	2	0	10.0%	0	1	0	13.9%	13.9%	-1	-1	0.0%	0.0%		
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%	0	0	#DIV/0!	#DIV/0!		
07	Administrative & Sr Clerical	101	-1.0%	2.0%	6	35.2%	10.0%	30	36	4	10.0%	1	1	1	3.4%	3.4%	1	0	4.0%	3.7%		
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%	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%	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	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	0.0%	10.0%	0	0	0	10.0%	0	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%	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%	0	0	#DIV/0!	#DIV/0!		
Total		148	-2.5%	2.0%	9	31.6%	10.0%	44	53	4	10.0%	1	#REF!	0	#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.

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EOG)		Persons with Disabilities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01/02	Managers	1		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		

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Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EOG)		All Employees										Members of Visible Minorities											
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years	From - To		2017	2020					
		2017-04-05	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2017-04-05	Annually	Over 3 Years	#	#	%	%	%	#	#	%	%		
		#	%	%	#	%	%	#	#	#	%	%	#	#	%	%	%	#	#	%	%		
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	-5.6%	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	66.7%	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%	0	0.0%	10.0%	0	0	0	10.0%	0	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	1	10.0%	0	1	1	26.9%	26.9%	-1	0	14.3%	28.6%			
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%	0	0	#DIV/0!	#DIV/0!			
07	Administrative & Sr Clerical	101	-1.0%	2.0%	6	35.2%	10.0%	30	36	9	10.0%	3	20	9	24.7%	24.7%	-16	-11	8.9%	14.0%			
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%	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%	0	0	#DIV/0!	#DIV/0!			
10	Clerical Personnel	2	-20.6%	2.0%	0	0.0%	10.0%	1	1	2	10.0%	1	0	0	48.1%	48.1%	1	0	100.0%	50.0%			
11	Intermediate Sales & Service	4	-9.1%	2.0%	0	28.6%	10.0%	1	1	2	10.0%	1	0	0	23.9%	23.9%	1	0	50.0%	25.0%			
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%	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%	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%	0	0	#DIV/0!	#DIV/0!			
Total		148	-2.5%	2.0%	9	31.6%	10.0%	44	53	15	10.0%	5	#REF!	0	#REF!	#REF!	#REF!	#REF!	10.1%	6.4%			

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EOG)		Members of Visible Minorities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0		1		
02	Middle & Other Managers	1		3		
03	Professionals					
04	Semi-Professionals & Tech					
05	Supervisors	1				
06	Supervisors: Crafts & Trades					
07	Administrative & Sr Clerical	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.
08	Skilled Sales & Service					
09	Skilled Crafts & Trades					
10	Clerical Personnel					
11	Intermediate Sales & Service					
12	Semi-Skilled Manual					
13	Other Sales & Service					

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14	Other Manual Workers					
Total		11		11		

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Data for Subsequent/Current Goals

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

Table 9: Women

Employment Equity Occupational Group (EOG)		All Employees										Subsequent/Current Short-term Goals									
		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Women			3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years			
		Number	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Number		Turnover (Replacement of Terminated Employees)		From - To										
		YYYY-MM-DD	Actual	Projected	Actual	Projected	YYYY-MM-DD	Annually	Over 3 Years	Annually	Over 3 Years	2020	2023								
		2020-01-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	#	#	#	%								
01	Senior Managers	6	-9.1%	3.5%	1	42.9%	10.0%	2	3	0	10.0%	0	2	1	27.4%	27.4%	-2	-1	0.0%	14.3%	
02	Middle & Other Managers	21	-5.6%	3.5%	2	13.0%	10.0%	6	8	7	10.0%	2	4	3	39.4%	39.4%	-1	-1	33.3%	34.8%	
03	Professionals	2	26.0%	3.5%	0	66.7%	10.0%	1	1	2	10.0%	1	0	0	27.7%	27.7%	1	0	100.0%	50.0%	
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%	0	0	#DIV/0!	#DIV/0!	
05	Supervisors	6	-5.0%	3.5%	1	30.8%	10.0%	2	3	3	10.0%	1	2	0	70.5%	70.5%	0	-3	50.0%	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%	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	98	-1.0%	3.5%	10	35.2%	10.0%	29	39	20	10.0%	6	73	20	50.0%	80.3%	-59	-53	20.4%	31.5%	
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%	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%	0.0%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	1	-20.6%	3.5%	0	0.0%	10.0%	0	0	1	10.0%	0	0	0	65.5%	65.5%	0	0	100.0%	100.0%	
11	Intermediate Sales & Service	3	-9.1%	3.5%	0	28.6%	10.0%	1	1	3	10.0%	1	0	0	66.4%	66.4%	1	0	100.0%	66.7%	
12	Semi-Skilled Manual	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!	
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!	
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	0	#DIV/0!	#DIV/0!	
Total		137	-2.5%	3.5%	14	31.6%	10.0%	41	55	36	10.0%	11	49	0	49.2%	49.2%	-31	-49	26.3%	16.6%	

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

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

Table 10: Women

Employment Equity Occupational Group (EOG)		Women				Comments
		Short-term Goals		Long-term Goals		
		Number	%	Number	%	
01	Senior Managers	1	27.40%	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	3	39.40%	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		0.00%			
04	Semi-Professionals & Tech		0.00%			
05	Supervisors		0.00%			
06	Supervisors: Crafts & Trades		0.00%			
07	Administrative & Sr Clerical	20	50.00%	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		0.00%			
09	Skilled Crafts & Trades		0.00%			
10	Clerical Personnel		0.00%			
11	Intermediate Sales & Service		0.00%			
12	Semi-Skilled Manual		0.00%			
13	Other Sales & Service		0.00%			

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14	Other Manual Workers		0.00%			
Total						

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Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)		All Employees								Aboriginal Peoples													
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years	From - To								
		2020-01-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2020-01-31	Annually	Over 3 Years	#	2020	2023								
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%			
01	Senior Managers	6	-9.1%	3.5%	1	42.9%	10.0%	2	3	0	10.0%	0	0	0	0	3.2%	0	0	0.0%	0.0%			
02	Middle & Other Managers	21	-5.6%	3.5%	2	13.0%	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%	0	66.7%	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	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	0	10.0%	0	0	0	2.5%	0	0	0.0%	0.0%				
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	-1.0%	3.5%	10	35.2%	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	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%	0	0	#DIV/0!	#DIV/0!				
10	Clerical Personnel	1	-20.6%	3.5%	0	0.0%	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%	0	28.6%	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	0.0%	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	0.0%	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	0.0%	10.0%	0	0	0	10.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!				
Total		137	-2.5%	3.5%	14	31.6%	10.0%	41	55	16	10.0%	5	-7	0	2.8%	12	7	11.7%	7.3%				

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EOG)		Aboriginal Peoples				Comments
		Short-term Goals		Long-term Goals		
			%		%	
01	Senior Managers	0	0.00%			
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	0.00%			
12	Semi-Skilled Manual	0	0.00%			
13	Other Sales & Service	0	0.00%			

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14	Other Manual Workers	0	0.00%		
Total			0.0		

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Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees	Persons with Disabilities																				
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years		2020	2023					
		2020-01-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	Annually	Over 3 Years	#	%	%	#	#	%	%	
		#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	%	#	#	%	%	
01/02 Managers	27	-7.4%	3.5%	3	28.0%	10.0%	8	11	0	10.0%	0	2	1	5.0%	5.0%	-1	-1	0.0%	3.3%			
03 Professionals	2	26.0%	3.5%	0	66.7%	10.0%	1	1	0	10.0%	0	0	0	0.0%	8.9%	0	0	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%	0	0	#DIV/0!	#DIV/0!			
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%	14.3%			
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%	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%			
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%	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%	0.0%	0	0	#DIV/0!	#DIV/0!			
10 Clerical Personnel	1	-20.6%	3.5%	0	0.0%	10.0%	0	0	0	10.0%	0	0	0	0.0%	9.3%	0	0	0.0%	0.0%			
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%			
12 Semi-Skilled Manual	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!			
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!			
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	0	#DIV/0!	#DIV/0!			
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%				

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EOG)	Persons with Disabilities		Comments
	Short-term Goals	Long-term Goals	
		%	
01/02 Managers	1	5.00%	1
03 Professionals		0.00%	
04 Semi-Professionals & Tech		0.00%	
05 Supervisors	1	27.50%	1
06 Supervisors: Crafts & Trades		0.00%	
07 Administrative & Sr Clerical	4	10.00%	4
08 Skilled Sales & Service		0.00%	
09 Skilled Crafts & Trades		0.00%	
10 Clerical Personnel		0.00%	
11 Intermediate Sales & Service		0.00%	
12 Semi-Skilled Manual		0.00%	
13 Other Sales & Service		0.00%	
14 Other Manual Workers		0.00%	
Total		0.00%	

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Part 3: Goals

Opta Precise LP

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Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees	Members of Visible Minorities																		
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			Actual	Projected		Actual	Projected				From - To	From - To								
		YYYY-MM-DD	Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years	2020-01-31	Annually	Over 3 Years	2020	2023	%	#	#	%	%		
		#	%	%	#	%	%	#	#	%	%	#	%	%	%	#	#	%	%	
01	Senior Managers	6	-9.1%	3.5%	1	42.9%	10.0%	2	3	0	10.0%	0	1	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%	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%	0	0	#DIV/0!	#DIV/0!
07	Administrative & Sr Clerical	98	-1.0%	3.5%	10	35.2%	10.0%	29	39	5	10.0%	2	25	10	25.6%	25.6%	-20	-15	5.1%	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%	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%	0.0%	0	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	1	-20.6%	3.5%	0	0.0%	10.0%	0	0	1	10.0%	0	0	0	52.2%	0	0	100.0%	100.0%	
11	Intermediate Sales & Service	3	-9.1%	3.5%	0	28.6%	10.0%	1	1	2	10.0%	1	0	0	20.1%	1	0	66.7%	33.3%	
12	Semi-Skilled Manual	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!
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!
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	0	#DIV/0!	#DIV/0!
Total		137	-2.5%	3.5%	14	31.6%	10.0%	41	55	9	10.0%	3	29	0	23.3%	23.3%	-23	-29	6.6%	4.0%

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01	Senior Managers	0	11.50%	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	1	17.60%	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.
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		0.00%		
09	Skilled Crafts & Trades		0.00%		
10	Clerical Personnel		0.00%		
11	Intermediate Sales & Service		0.00%		
12	Semi-Skilled Manual		0.00%		
13	Other Sales & Service		0.00%		

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14	Other Manual Workers		0.00%			
Total			0.00%			

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Part 4: Results - Women

Opta Precise LP

[Date: 2020-01-29]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2017	8	1	12.5	27.4	2	-1	45.6																
	2020	6	0	0.0	27.6	2	-2	0.0	1	0	0.0	0	0	1	0	0.0	0	0	3	1	33.3			1
02 Middle & Other Managers	2017	25	8	32.0	38.9	10	-2	82.3																
	2020	21	7	33.3	39.4	8	-1	84.6	0	0	0.0	0	0	5	2	40.0	2	0	3	1	33.3	1	0	0
03 Professionals	2017	1	0	0.0	42.0	0	0	0.0																
	2020	2	2	100.0	27.7	1	1	361.0	2	2	100.0	1	1	0	0	0.0	0	0	1	0	0.0	0	0	0
04 Semi-Professionals & Technicians	2017	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	0	0	0	0.0	0	0	0	0	0.0	0	0	0
05 Supervisors	2017	7	3	42.9	53.6	4	-1	80.0																
	2020	6	3	50.0	54.6	3	0	91.6	1	1	100.0	1	0	2	1	50.0	1	0	2	1	50.0	1	0	0
06 Supervisors: Crafts & Trades	2017	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	0	0	0	0.0	0	0	0	0	0.0	0	0	0

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Women		Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	%	%	%		
01 Senior Managers	2020	-1	-1	100.0	0	0.0	0.0	0.0	1	-100.0	0.0	0.0	
	2023	-1	-1	100.0			0.3	36496.4		0.0	0.0		
02 Middle & Other Managers	2020	2	1	50.0	1	100.0	0.0	0.0	1	100.0	0.0	0.0	
	2023	2	1	50.0			0.4	12690.4		0.0	0.0		
03 Professionals	2020	1	2	200.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	1	2	200.0			0.0	0.0		0.0	0.0		
04 Semi-Professionals & Technicians	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	0	0	0.0			0.0	0.0		0.0	0.0		
05 Supervisors	2020	1	1	100.0	0	0.0	0.0	0.0	1	100.0	0.0	0.0	
	2023	1	1	100.0			0.0	0.0		0.0	0.0		
06 Supervisors: Crafts & Trades	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	0	0	0.0			0.0	0.0		0.0	0.0		

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Part 4: Results - Women

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires				Promotions				Terminations					
		All Employees	Women								All Employees	Women			All Employees	Women			All Employees	Women				
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2017	101	19	18.8	80.4	81	-62	23.4																
	2020	98	20	20.4	80.3	79	-59	25.4	22	5	22.7	18	-13	1	0	0.0	0	0	35	8	22.9	7	1	
08 Skilled Sales & Service Personnel	2017	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	0	0	0	0.0	0	0	0	0	0.0	0	0	
09 Skilled Crafts & Trades Workers	2017	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	0	0	0	0.0	0	0	0	0	0.0	0	0	
10 Clerical Personnel	2017	2	1	50.0	65.2	1	0	76.7																
	2020	1	1	100.0	65.5	1	0	152.7	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2017	4	3	75.0	65.2	3	0	115.0																
	2020	3	3	100.0	66.4	2	1	150.6	0	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	1	-1	
12 Semi-Skilled Manual Workers	2017	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	0	0	0	0.0	0	0	0	0	0.0	0	0	

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Goal	Women			Goal	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2020	-12	-3	25.0	11	-27.3	0.0	0.0	3	-100.0	0.0	0.0		
	2023	-12	-3	25.0		0.5	5000.0		0.0	0.0	0.0			
08 Skilled Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0										
09 Skilled Crafts & Trades Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0										
10 Clerical Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0										
11 Intermediate Sales & Service Personnel	2020	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	-1	0	0.0										
12 Semi-Skilled Manual Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0										

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women			All Employees	Women			All Employees	Women			All Employees	Women									
			Representation	Availability	Gap		EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#			
13 Other Sales & Service Personnel	2017	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	0	0	0	0	0.0	0	0	0	0	0	0	0
14 Other Manual Workers	2017	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	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	0	

Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Women		Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	#	%	%	%				
13 Other Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
	2023	0	0	0.0			0.0	0.0	0.0	0.0	0.0	0.0	
14 Other Manual Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
	2023	0	0	0.0			0.0	0.0	0.0	0.0	0.0	0.0	
Total	2020	-10	0	0.0	12	0.0	0.0	0.0	6	0.0	0.0	0.0	
	2023	-10	0	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]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	%	#	#			
01 Senior Managers	2017	8	0	0.0	2.9	0	0	0.0																
	2020	6	0	0.0	3.2	0	0	0.0	1	0	0.0	0	0	0	1	0	0.0	0	0	3	0	0.0	0	0
02 Middle & Other Managers	2017	25	3	12.0	2.2	1	2	545.5																
	2020	21	3	14.3	2.7	1	2	529.1	0	0	0.0	0	0	0	5	0	0.0	1	-1	3	0	0.0	0	0
03 Professionals	2017	1	0	0.0	1.6	0	0	0.0																
	2020	2	0	0.0	1.3	0	0	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	1	0	0.0	0	0
04 Semi-Professionals & Technicians	2017	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	0	0	0	0	0.0	0	0	0	0	0.0	0	0
05 Supervisors	2017	7	0	0.0	0.0	0	0	0.0																
	2020	6	0	0.0	2.5	0	0	0.0	1	0	0.0	0	0	2	0	0.0	0	0	0	2	0	0.0	0	0
06 Supervisors: Crafts & Trades	2017	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	0	0	0	0.0	0	0	0	0	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	%	%	%		
01 Senior Managers	2020	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	-1	0	0.0			0.0	0.0			0.0	0.0	
02 Middle & Other Managers	2020	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	2	0	0.0			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	
	2023	1	0	0.0			0.0	0.0			0.0	0.0	
04 Semi-Professionals & Technicians	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	0	0	0.0			0.0	0.0			0.0	0.0	
05 Supervisors	2020	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	1	0	0.0			0.0	0.0			0.0	0.0	
06 Supervisors: Crafts & Trades	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	0	0	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]

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	%	#	#			
07 Administrative & Senior Clerical	2017	101	15	14.9	1.8	2	13	825.1																
	2020	98	13	13.3	2.3	2	11	576.8	22	1	4.5	1	0	1	0	0.0	0	0	35	3	8.6	5	-2	
08 Skilled Sales & Service Personnel	2017	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	0	0	0	0.0	0	0	0	0	0.0	0	0	
09 Skilled Crafts & Trades Workers	2017	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	0	0	0	0.0	0	0	0	0	0.0	0	0	
10 Clerical Personnel	2017	2	0	0.0	0.7	0	0	0.0																
	2020	1	0	0.0	0.8	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2017	4	0	0.0	2.4	0	0	0.0																
	2020	3	0	0.0	3.9	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2017	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	0	0	0	0.0	0	0	0	0	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2020	-12	-2	16.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	-12	-2	16.7			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2020	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	-1	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		

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Part 5: Results - Aboriginal Peoples

Opta Precise LP

[Date: 2020-01-29]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2017	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	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2017	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	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	

Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2020	-10	-2	20.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	-10	-2	20.0			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]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 & 02 Managers	2017	33	0	0.0	4.3	1	-1	0.0																
	2020	27	0	0.0	5.0	1	-1	0.0	1	0	0.0	0	0	0	6	0	0.0	0	0	6	0	0.0	0	0
03 Professionals	2017	1	0	0.0	3.8	0	0	0.0																
	2020	2	0	0.0	8.9	0	0	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	1	0	0.0	0	0
04 Semi-Professionals & Technicians	2017	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	0	0	0	0	0.0	0	0	0	0	0.0	0	0
05 Supervisors	2017	7	0	0.0	13.9	1	-1	0.0																
	2020	6	0	0.0	27.5	2	-2	0.0	1	0	0.0	0	0	0	2	0	0.0	0	0	2	0	0.0	0	0
06 Supervisors: Crafts & Trades	2017	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	0	0	0	0	0.0	0	0	0	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities					
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met
#	#	#	%	#	%	%	%	#	%	%	%		
01 & 02 Managers	2020	1	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	1	0	0.0			0.1	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	
	2023	1	0	0.0			0.0	0.0			0.0	0.0	
04 Semi-Professionals & Technicians	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	0	0	0.0			0.0	0.0			0.0	0.0	
05 Supervisors	2020	1	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0	
	2023	1	0	0.0			0.3	0.0			0.0	0.0	
06 Supervisors: Crafts & Trades	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	0	0	0.0			0.0	0.0			0.0	0.0	

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Part 6: Results - Persons with Disabilities

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires				Promotions				Terminations					
		All Employees	Persons with Disabilities								All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities				
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2017	101	4	4.0	3.4	3	1	116.5																
	2020	98	3	3.1	10.0	10	-7	30.6	22	0	0.0	2	-2	1	0	0.0	0	0	0	35	1	2.9	1	0
08 Skilled Sales & Service Personnel	2017	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	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2017	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	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2017	2	0	0.0	7.0	0	0	0.0																
	2020	1	0	0.0	9.3	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2017	4	0	0.0	5.6	0	0	0.0																
	2020	3	0	0.0	10.8	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
12 Semi-Skilled Manual Workers	2017	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	0	0	0	0.0	0	0	0	0	0	0.0	0	0

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities					
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met
#	#	#	%	#	%	%	%	#	%	%	%		
07 Administrative & Senior Clerical	2020	-12	-1	8.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	-12	-1	8.3			0.1	8333.3				0.0	0.0
08 Skilled Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	0	0	0.0			0.0	0.0				0.0	0.0
09 Skilled Crafts & Trades Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	0	0	0.0			0.0	0.0				0.0	0.0
10 Clerical Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	0	0	0.0			0.0	0.0				0.0	0.0
11 Intermediate Sales & Service Personnel	2020	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	-1	0	0.0			0.0	0.0				0.0	0.0
12 Semi-Skilled Manual Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	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]

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Opta Precise LP

[Date: 2020-01-29]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2017	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	0	0	0	0	0.0	0	0	0	0	0	0.0	0
14 Other Manual Workers	2017	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	0	0	0	0	0.0	0	0	0	0	0	0.0	0
Total	2017	148	4	2.7	#REF!	#REF!	#REF!	0.0																
	2020	137	3	2.2	4.9	7	-4	44.7	26	0	0.0	1	-1	9	0	0.0	0	0	0	45	1	2.2	1	0

Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities					
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met
#	#	#	%	#	%	%	%	#	%	%	%		
13 Other Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	0	0	0.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	0	0	0.0			0.0	0.0			0.0	0.0	
Total	2020	-10	-1	10.0	1	-100.0	0.0	0.0	1	-100.0	0.0	0.0	
	2023	-10	-1	10.0			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]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2017	8	0	0.0	10.1	1	-1	0.0																
	2020	6	0	0.0	11.5	1	-1	0.0	1	0	0.0	0	0	1	0	0.0	0	0	3	0	0.0	0	0	
02 Middle & Other Managers	2017	25	0	0.0	15.0	4	-4	0.0																
	2020	21	0	0.0	17.6	4	-4	0.0	0	0	0.0	0	0	5	0	0.0	0	0	3	0	0.0	0	0	
03 Professionals	2017	1	1	100.0	21.6	0	1	463.0																
	2020	2	0	0.0	38.6	1	-1	0.0	2	0	0.0	1	-1	0	0	0.0	0	0	1	1	100.0	1	0	
04 Semi-Professionals & Technicians	2017	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	0	0	0	0.0	0	0	0	0	0.0	0	0	
05 Supervisors	2017	7	1	14.3	26.9	2	-1	53.1																
	2020	6	1	16.7	28.7	2	-1	58.1	1	0	0.0	0	0	2	0	0.0	0	0	2	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2017	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	0	0	0	0.0	0	0	0	0	0.0	0	0	

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	#	%	%	#	%			
01 Senior Managers	2020	-1	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2023	-1	0	0.0			0.1	0.0			0.0	0.0		
02 Middle & Other Managers	2020	2	0	0.0	1	0.0	0.0	0.0	3	0.0	0.0	0.0		
	2023	2	0	0.0			0.2	0.0			0.0	0.0		
03 Professionals	2020	1	-1	-100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	1	-1	-100.0			0.4	-25906.7			0.0	0.0		
04 Semi-Professionals & Technicians	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	2020	1	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	1	0	0.0			0.3	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	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]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires				Promotions				Terminations					
		All Employees	Visible Minorities					All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2017	101	9	8.9	24.7	25	-16	36.1																
	2020	98	5	5.1	25.6	25	-20	19.9	22	0	0.0	6	-6	1	0	0.0	0	0	35	4	11.4	3	1	
08 Skilled Sales & Service Personnel	2017	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	0	0	0	0.0	0	0	0	0	0.0	0	0	
09 Skilled Crafts & Trades Workers	2017	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	0	0	0	0.0	0	0	0	0	0.0	0	0	
10 Clerical Personnel	2017	2	2	100.0	48.1	1	1	207.9																
	2020	1	1	100.0	52.2	1	0	191.6	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2017	4	2	50.0	23.9	1	1	209.2																
	2020	3	2	66.7	20.1	1	1	331.7	0	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	1	-1	
12 Semi-Skilled Manual Workers	2017	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	0	0	0	0.0	0	0	0	0	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	%	%	%		
07 Administrative & Senior Clerical	2020	-12	-4	33.3	9	-44.4	0.0	0.0	7	-57.1	0.0	0.0	
	2023	-12	-4	33.3		0.3	13020.8			0.0	0.0		
08 Skilled Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	0	0	0.0						0.0	0.0		
09 Skilled Crafts & Trades Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	0	0	0.0						0.0	0.0		
10 Clerical Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	0	0	0.0						0.0	0.0		
11 Intermediate Sales & Service Personnel	2020	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	-1	0	0.0						0.0	0.0		
12 Semi-Skilled Manual Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	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]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							All Employees	Hires			Promotions			Terminations								
			Visible Minorities								Visible Minorities			Visible Minorities			Visible Minorities								
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#									
13 Other Sales & Service Personnel	2017	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	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
14 Other Manual Workers	2017	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	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
Total	2017	148	15	10.1	#REF!	#REF!	#REF!	0.0																	
	2020	137	9	6.6	23.3	32	-23	28.2	26	0	0.0	6	-6	9	0	0.0	1	-1	45	5	11.1	5	0	0	0

Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		All Employees	Flow Data		Short-term Goals				Long-term Goals				
			Visible Minorities		Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
	2023	0	0	0.0			0.0	0.0	0.0	0.0	0.0	0.0	
14 Other Manual Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
	2023	0	0	0.0			0.0	0.0	0.0	0.0	0.0	0.0	
Total	2020	-10	-5	50.0	11	-45.5	0.0	0.0	0.0	11	-45.5	0.0	0.0
	2023	-10	-5	50.0			0.0	0.0	0.0			0.0	0.0

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

Efforts

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

Required measures:

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

Other measures:

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

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

Operational Context

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

- Impact of economic and industrial conditions on the organization.

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

Opta Precise Numbers for 2020.

Loss Control Specialist, Residential

1. As of 2017 - 49 males in the assessment with the job title of Loss Control Specialists, Residential, 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.

Loss Control Specialist, Commercial

2. 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.

- Any reorganization or other corporate structural changes.

[Empty text box for reorganization details]

- Acquisitions, mergers or transfers of employees.

As of January 2019, the previous company name of SCM Risk Management Services LP became Opta Precise Services LP. A number of SCM Risk Management employees were transferred to Opta Precise - these employees have had hiring dates pre dating the merger, and thus were not counted as new hires.

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

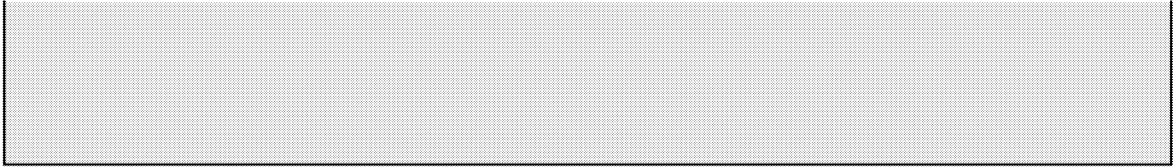
[Empty text box for layoffs details]

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

[Empty text box for strikes details]

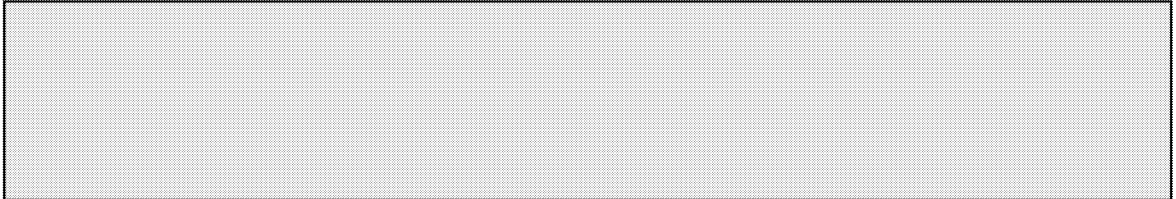
- Other.

[Empty text box for other details]

A large rectangular area at the top of the page is completely redacted with a grey stippled pattern.

Additional Details

Please provide any additional information (optional):

A large rectangular area below the 'Additional Details' heading is completely redacted with a grey stippled pattern.

Summary of Goals
SCM Insurance RMS
April 21st, 2017

Women – Note: See addendum for EEOG 07.

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

Persons with Disabilities

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

Members of Visible Minorities

Workforce Analysis Results			Goals		Comments
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	
#	Description	#	# or %	# or %	
01	Senior Managers	-1	0	1	
02	Middle and Other Managers	-4	1	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
 - 51 Males
 - 12 Females
 - This represents approximately 24% females.
- Loss Control Specialist, Commercial
 - 23 Males
 - 2 Females
 - 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**
 - Loss Control Specialist, Residential – 49 Males, 10 Females
 - Product Development Lead, 1 Male
 - Specialist, Loss Control – 1 Male
 - QA Specialist – 1 Female
 - Control Value Specialist, 1 Female
- **Loss Control Specialist, Commercial – Goal is 1 Hire**
 - Loss Control Specialist, Commercial – 20 Males, 2 Females
 - 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.

Please note: 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.



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

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

Aboriginal Peoples

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

- Yes
- No

SECTION D

Visible Minorities

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

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

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

Are you a visible minority?

- Yes
- No

SECTION E

Persons with Disabilities

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

Examples of disabilities include, but are not limited to:

a. Coordination or dexterity impairment

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

b. Mobility impairment

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

c. Blindness or visual impairment

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

d. Speech impairment

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

e. Deafness or hearing impairment

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

f. Other disabilities

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

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

Are you a person with a disability?

Yes

No



SECTION F

Please specify how we can accommodate you to help you participate fully in the workplace. Note that if we implement these accommodation measures, they will not have a negative impact on your hiring, training, promotion and retention in our organization.

SECTION G

Voluntary Employee Participation

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

Nyirasafari, Ange AN [NC]

To: donna.bryden@scm.ca
Cc: lucy.porretta@scm.ca; Ian 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 Workplace Equity Information Management System (WEIMS). WEIMS can assist you in generating your

workforce analysis and contains other data analysis tools, including the Achievement Table, as well as a series of training modules.

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

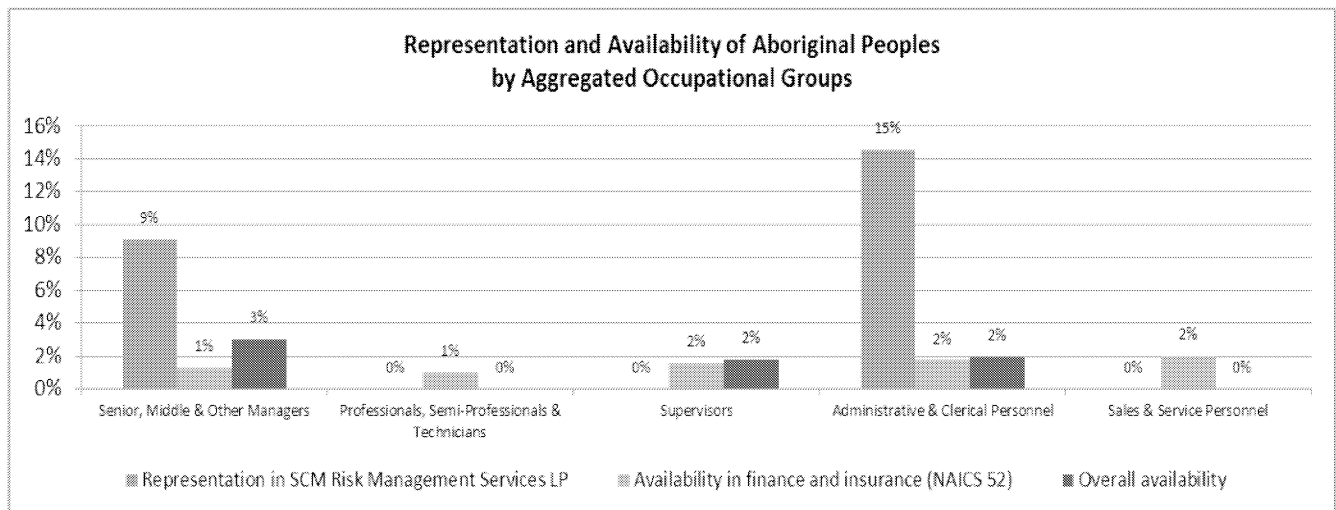
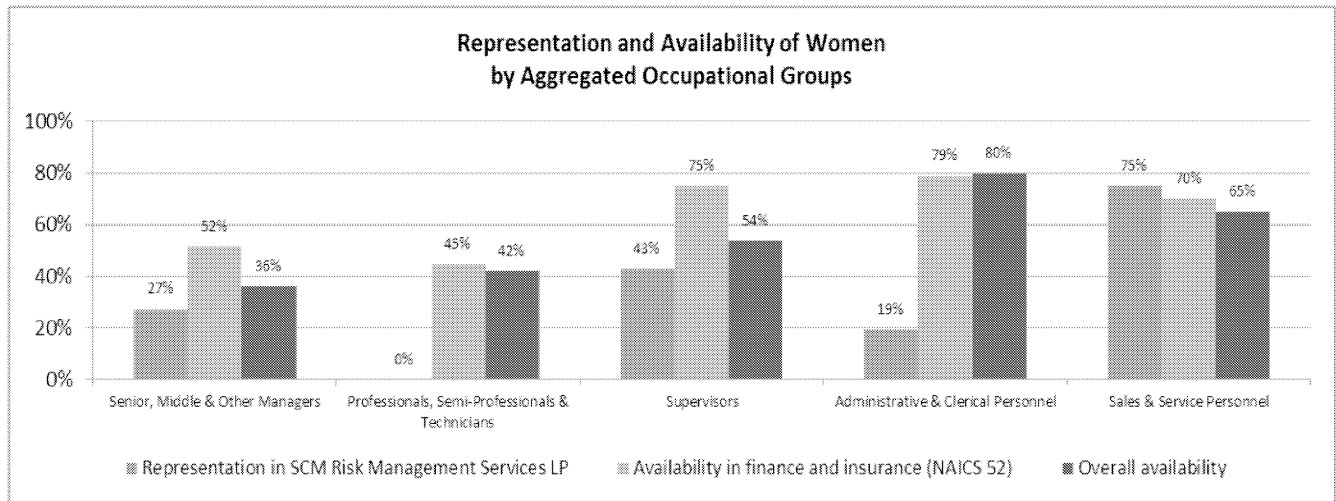
Your cooperation during the course of this compliance assessment was appreciated and we wish SCM Risk Management Services LP continued success in achieving a diverse and inclusive workplace.

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

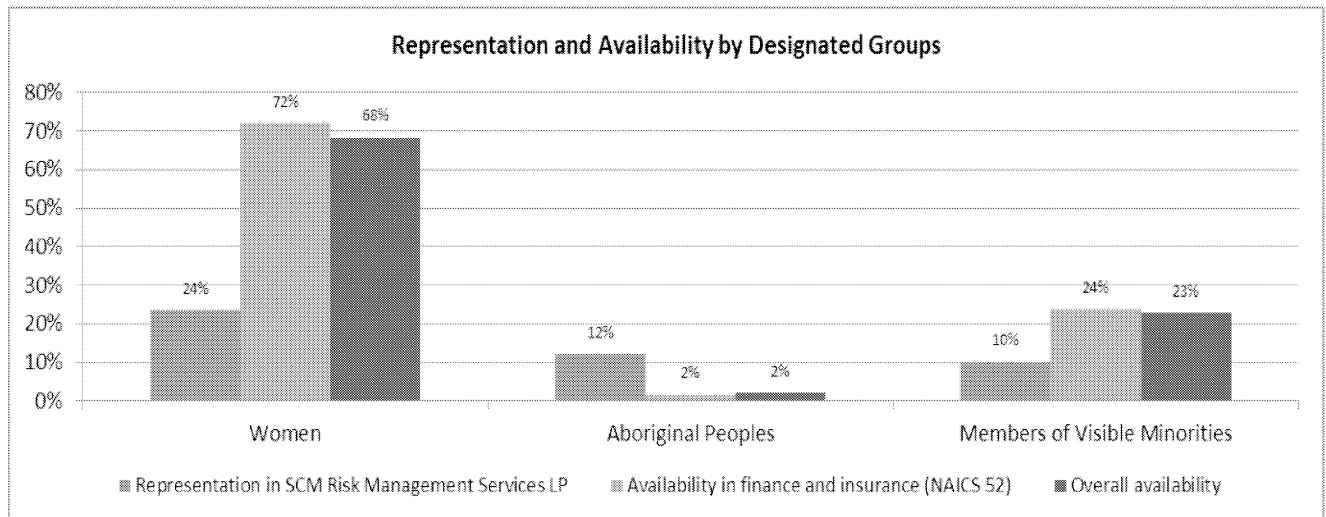
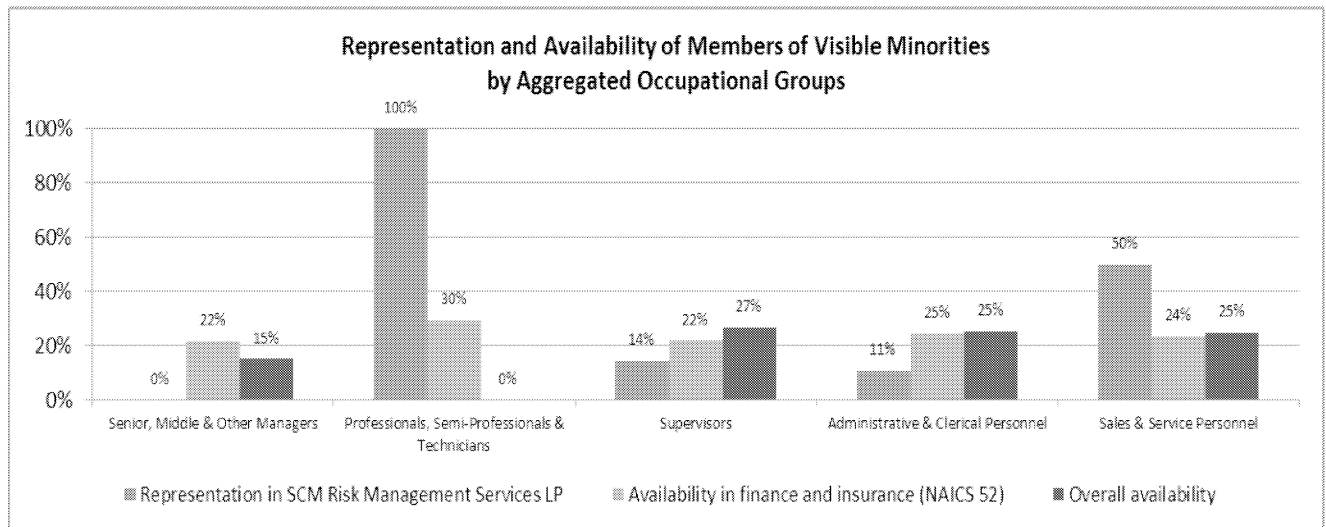
Summary of SCM Risk Management Services LP's Employment Equity Results

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: Ian 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: Ian 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

