

s.24(1)

Labour Program
Federal Contractors Program

OFFICIAL USE ONLY
Agreement N°: 010001

Agreement to Implement Employment Equity

(All sections must be completed)


- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Peerless Garments 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]
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 3152	Total number of employees in Canada (Permanent Full-Time and/or Part-Time) 101 <input checked="" type="checkbox"/> Federally Regulated <input type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 515 Notre Dame Avenue	City Winnipeg	Province MB	Postal Code R3B 1R9
Telephone Number 204 774-5428			

EMPLOYMENT EQUITY CONTACT		
Name (print) Bev Maria	Title Payroll Administrator	
Telephone Number 204 774-5428	E-mail Address bevm@peerless.mb.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	
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.	

SIGNATORY		
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.		
Name (print) Abdo (Albert) El Tassi	Title President and CEO	
Telephone Number 204 774-5428	E-mail Address aeltassi@peerless.mb.ca	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French
Signature 	Date (YYYY-MM-DD) 2016-03-30	

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
IMPORTANT • The signed Agreement to Implement Employment Equity form must be sent to the Labour Program by e-mail at: ee-eme@hrsgc-rhdcc.gc.ca .



Peerless Garments LP (certificate # 070001)

Form 1

FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA
Reporting Period 2016-01-01 to 2017-05-29

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Manitoba	104	1	0	105	Winnipeg	104	1	0	105
Total Employees in Canada				105	Total Employees in Canada				105



Workplace Equity Information Management System - Peerless Garments LP

Workforce Analysis - Detailed Report

Date: 2017-05-29

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	1	0	0.0 %	27.4 %	0	0	National
02 : Middle and Other Managers	National	2	0	0.0 %	38.9 %	1	-1	National
04 : Semi-Professionals and Technicians		3	1	33.3 %	15.2 %	0	1	
2233 : Industrial engineering and manufacturing technologists and technicians	Manitoba	3	1	33.3 %	15.2 %	0	1	Manitoba
05 : Supervisors		2	1	50.0 %	54.2 %	1	0	
Employment Equity Occupational Group	Winnipeg	2	1	50.0 %	54.2 %	1	0	Winnipeg
06 : Supervisors: Crafts and Trades		5	3	60.0 %	10.5 %	1	2	
9216 : NOC 2006 - Supervisors, Textile Processing	Manitoba	5	3	60.0 %	10.5 %	1	2	Manitoba
09 : Skilled Crafts and Trades Workers		1	0	0.0 %	0.0 %	0	0	
7335 : Other small engine and small equipment repairers	Manitoba	1	0	0.0 %	0.0 %	0	0	Manitoba
10 : Clerical Personnel		2	1	50.0 %	67.9 %	1	0	
Employment Equity Occupational Group	Winnipeg	2	1	50.0 %	67.9 %	1	0	Winnipeg
12 : Semi-Skilled Manual Workers		82	77	93.9 %	14.5 %	12	65	
Employment Equity Occupational Group	Winnipeg	82	77	93.9 %	14.5 %	12	65	Winnipeg
14 : Other Manual Workers		7	3	42.9 %	22.1 %	2	1	
Employment Equity Occupational Group	Winnipeg	7	3	42.9 %	22.1 %	2	1	Winnipeg
Total		105	86	81.9 %	17.1 %	18	68	

Total may not equal sum of components due to rounding.

Sources: 2011 National Household Survey and employer's internal data



Workplace Equity Information Management System - Peerless Garments LP

Workforce Analysis - Detailed Report

Date: 2017-05-29

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Availability %	Gap #	Recruitment Area	
			Representation #	%				
01 : Senior Managers	National	1	0	0.0 %	2.9 %	0	0	National
02 : Middle and Other Managers	National	2	0	0.0 %	2.2 %	0	0	National
04 : Semi-Professionals and Technicians		3	0	0.0 %	4.9 %	0	0	
2233 : Industrial engineering and manufacturing technologists and technicians	Manitoba	3	0	0.0 %	4.9 %	0	0	Manitoba
05 : Supervisors		2	0	0.0 %	11.8 %	0	0	
Employment Equity Occupational Group	Winnipeg	2	0	0.0 %	11.8 %	0	0	Winnipeg
06 : Supervisors: Crafts and Trades		5	0	0.0 %	12.4 %	1	-1	
9216 : NOC 2006 - Supervisors, Textile Processing	Manitoba	5	0	0.0 %	12.4 %	1	-1	Manitoba
09 : Skilled Crafts and Trades Workers		1	0	0.0 %	0.0 %	0	0	
7335 : Other small engine and small equipment repairers	Manitoba	1	0	0.0 %	0.0 %	0	0	Manitoba
10 : Clerical Personnel		2	1	50.0 %	9.8 %	0	1	
Employment Equity Occupational Group	Winnipeg	2	1	50.0 %	9.8 %	0	1	Winnipeg
12 : Semi-Skilled Manual Workers		82	2	2.4 %	10.0 %	8	-6	
Employment Equity Occupational Group	Winnipeg	82	2	2.4 %	10.0 %	8	-6	Winnipeg
14 : Other Manual Workers		7	1	14.3 %	16.8 %	1	0	
Employment Equity Occupational Group	Winnipeg	7	1	14.3 %	16.8 %	1	0	Winnipeg
Total		105	4	3.8 %	10.1 %	10	-6	

Total may not equal sum of components due to rounding.

Sources: 2011 National Household Survey and employer's internal data



Workplace Equity Information Management System - Peerless Garments LP

Workforce Analysis - Detailed Report

Date: 2017-05-29

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	1	1	100.0 %	10.1 %	0	1	National
02 : Middle and Other Managers	National	2	1	50.0 %	15.0 %	0	1	National
04 : Semi-Professionals and Technicians		3	2	66.7 %	27.4 %	1	1	
2233 : Industrial engineering and manufacturing technologists and technicians	Manitoba	3	2	66.7 %	27.4 %	1	1	Manitoba
05 : Supervisors		2	1	50.0 %	15.9 %	0	1	
Employment Equity Occupational Group	Winnipeg	2	1	50.0 %	15.9 %	0	1	Winnipeg
06 : Supervisors: Crafts and Trades		5	3	60.0 %	7.9 %	0	3	
9216 : NOC 2006 - Supervisors, Textile Processing	Manitoba	5	3	60.0 %	7.9 %	0	3	Manitoba
09 : Skilled Crafts and Trades Workers		1	1	100.0 %	0.0 %	0	1	
7335 : Other small engine and small equipment repairers	Manitoba	1	1	100.0 %	0.0 %	0	1	Manitoba
10 : Clerical Personnel		2	1	50.0 %	17.0 %	0	1	
Employment Equity Occupational Group	Winnipeg	2	1	50.0 %	17.0 %	0	1	Winnipeg
12 : Semi-Skilled Manual Workers		82	63	76.8 %	27.9 %	23	40	
Employment Equity Occupational Group	Winnipeg	82	63	76.8 %	27.9 %	23	40	Winnipeg
14 : Other Manual Workers		7	5	71.4 %	23.4 %	2	3	
Employment Equity Occupational Group	Winnipeg	7	5	71.4 %	23.4 %	2	3	Winnipeg
Total		105	78	74.3 %	25.5 %	26	52	

Total may not equal sum of components due to rounding.

Sources: 2011 National Household Survey and employer's internal data



Workplace Equity Information Management System - Peerless Garments LP

Workforce Analysis - Detailed Report

Date: 2017-05-29

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities		Availability %	Gap #	Recruitment Area	
			Representation #	Representation %				
01/02 : Managers	National	3	0	0.0 %	4.3 %	0	0	National
04 : Semi-Professionals and Technicians	National	3	0	0.0 %	4.6 %	0	0	National
05 : Supervisors	National	2	0	0.0 %	13.9 %	0	0	National
06 : Supervisors: Crafts and Trades	National	5	0	0.0 %	7.8 %	0	0	National
09 : Skilled Crafts and Trades Workers	National	1	0	0.0 %	3.8 %	0	0	National
10 : Clerical Personnel	National	2	0	0.0 %	7.0 %	0	0	National
12 : Semi-Skilled Manual Workers	National	82	0	0.0 %	4.8 %	4	-4	National
14 : Other Manual Workers	National	7	0	0.0 %	5.3 %	0	0	National
Total		105	0	0.0 %	5.2 %	4	-4	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2017-05-29

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
04 : Semi-Professionals and Technicians	NOC	Provincial
05 : Supervisors	EEOG	CMA
06 : Supervisors: Crafts and Trades	NOC	Provincial
09 : Skilled Crafts and Trades Workers	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA
14 : Other Manual Workers	EEOG	CMA



Workforce Analysis - Detailed Report

Date: 2017-05-29

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
05 : Supervisors	EEOG	National
06 : Supervisors: Crafts and Trades	EEOG	National
09 : Skilled Crafts and Trades Workers	EEOG	National
10 : Clerical Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National
14 : Other Manual Workers	EEOG	National



Workplace Equity Information Management System - Peerless Garments LP

Workforce Analysis - Summary Report

Date: 2017-05-29

Women

Employment Equity Occupational Group	All Employees		Representation		Women Availability		Gap
	#	#	%	%	#	#	
01 : Senior Managers	1	0	0.0 %	27.4 %	0	0	
02 : Middle and Other Managers	2	0	0.0 %	38.9 %	1	-1	
04 : Semi-Professionals and Technicians	3	1	33.3 %	15.2 %	0	1	
05 : Supervisors	2	1	50.0 %	54.2 %	1	0	
06 : Supervisors: Crafts and Trades	5	3	60.0 %	10.5 %	1	2	
09 : Skilled Crafts and Trades Workers	1	0	0.0 %	0.0 %	0	0	
10 : Clerical Personnel	2	1	50.0 %	67.9 %	1	0	
12 : Semi-Skilled Manual Workers	82	77	93.9 %	14.5 %	12	65	
14 : Other Manual Workers	7	3	42.9 %	22.1 %	2	1	
Total	105	88	81.9 %	17.1 %	18	68	

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Peerless Garments LP

Workforce Analysis - Summary Report

Date: 2017-05-29

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees #	Representation		Availability		Gap #
		#	%	%	#	
01 : Senior Managers	1	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	2	0	0.0 %	2.2 %	0	0
04 : Semi-Professionals and Technicians	3	0	0.0 %	4.9 %	0	0
05 : Supervisors	2	0	0.0 %	11.8 %	0	0
06 : Supervisors: Crafts and Trades	5	0	0.0 %	12.4 %	1	-1
09 : Skilled Crafts and Trades Workers	1	0	0.0 %	0.0 %	0	0
10 : Clerical Personnel	2	1	50.0 %	9.8 %	0	1
12 : Semi-Skilled Manual Workers	62	2	2.4 %	10.0 %	8	-6
14 : Other Manual Workers	7	1	14.3 %	16.8 %	1	0
Total	105	4	3.8 %	10.1 %	10	-6

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Peerless Garments LP

Workforce Analysis - Summary Report

Date: 2017-05-29

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees #	Representation		Availability		Gap #
		#	%	%	#	
01 : Senior Managers	1	1	100.0 %	10.1 %	0	1
02 : Middle and Other Managers	2	1	50.0 %	15.0 %	0	1
04 : Semi-Professionals and Technicians	3	2	66.7 %	27.4 %	1	1
05 : Supervisors	2	1	50.0 %	15.9 %	0	1
06 : Supervisors: Crafts and Trades	5	3	60.0 %	7.9 %	0	3
09 : Skilled Crafts and Trades Workers	1	1	100.0 %	0.0 %	0	1
10 : Clerical Personnel	2	1	50.0 %	17.0 %	0	1
12 : Semi-Skilled Manual Workers	62	63	76.8 %	27.9 %	23	40
14 : Other Manual Workers	7	5	71.4 %	23.4 %	2	3
Total	105	78	74.3 %	25.5 %	26	52

Total may not equal sum of components due to rounding.

Workplace Equity Information Management System - Peerless Garments LP

Workforce Analysis - Summary Report

Date: 2017-05-29

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	3	0	0.0 %	4.3 %	0	0
04 : Semi-Professionals and Technicians	3	0	0.0 %	4.6 %	0	0
05 : Supervisors	2	0	0.0 %	13.9 %	0	0
06 : Supervisors: Crafts and Trades	5	0	0.0 %	7.8 %	0	0
09 : Skilled Crafts and Trades Workers	1	0	0.0 %	3.8 %	0	0
10 : Clerical Personnel	2	0	0.0 %	7.0 %	0	0
12 : Semi-Skilled Manual Workers	82	0	0.0 %	4.8 %	4	-4
14 : Other Manual Workers	7	0	0.0 %	5.3 %	0	0
Total	105	0	0.0 %	5.2 %	4	-4

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2017-05-29

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
04 : Semi-Professionals and Technicians	NOC	Provincial
05 : Supervisors	EEOG	CMA
06 : Supervisors: Crafts and Trades	NOC	Provincial
09 : Skilled Crafts and Trades Workers	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA
14 : Other Manual Workers	EEOG	CMA



Workforce Analysis - Summary Report

Date: 2017-05-29

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
05 : Supervisors	EEOG	National
06 : Supervisors: Crafts and Trades	EEOG	National
09 : Skilled Crafts and Trades Workers	EEOG	National
10 : Clerical Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National
14 : Other Manual Workers	EEOG	National

(D)

Summary of Goals
Peerless Garments LP
May 29, 2017

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

Women

Workforce Analysis Results			Goals		Comments
Employment Equity Occupational Group (EEOG)	Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)		
# Description	#	# or %	# or %		
2	Middle and Other Managers	1	0	1	

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 %		
6	Supervisors: Crafts and Trades	1	0	1	
12	Semi-Skilled Manual Workers	6	3	3	

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 %		
12	Semi-skilled manual workers	4	2	2	

Members of Visible Minorities

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

(D)

After reviewing the Workforce Analysis for Peerless Garments LP, it was found that the gaps in personnel were in the sectors of Person with Disabilities (3 person) and aboriginal peoples (6 people). The remaining two sectors, Women and Members of Visible Minorities show a positive outcome.

During actual circumstances, Peerless Garments LP has enough and sufficient work force, and it has been contemplated that will remain stable for a medium term, immediate recruitment will not be necessary.

Since the organization works in its majority on contracts with the DND, Custom Canada, Department of Corrections and other, personnel employed fluctuate and in the same proportion the organization is forced to increase or reduce its work force. The hiring of new personnel or dismissal of existing one is controlled basically by the amount of contracts awarded and the work load.

Short term goals

Based on future hiring, Peerless Garments will upon self-identification give preference for employment to applicants belonging to the Workforce Sector of Persons with Disabilities and Aboriginal Peoples. To help in the selection of applicants, a Self-identification Questionnaire will be delivered to the applicant along with a Peerless Garments LP Job Application Form.

Based on the information obtained from the Self-identification Questionnaire, Peerless Garments LP will give preference for an interview and a test/trial on the job, to those applicants which are either aboriginal or disabled, understanding that the applicants shall prove that they are fit for the responsibilities assigned. Employment Application and the Self-identification Questionnaire once filled by the applicant are to be kept by the Payroll Officer during the time of employment and for a period not longer than three years once the employee is does not work for the organization.

Long term goals

Periodically or when required for hiring purposes, Peerless Garments LP, will be contacting Employment and Social Development Canada (ESDC) and the Bank of Employment, and request information about applicants belonging to the Aboriginal People and Persons with Disabilities sectors, in order to recruit personnel to be enlisted in the Peerless Garments LP workforce.

Self-identification Questionnaire

(A)

Instructions

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

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

Completion of sections B to G is voluntary. However, it is mandatory to complete Section A, sign in Section H, and return the questionnaire to Bev Maria, even if you choose not to fill out any additional information.

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

Privacy Notice

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

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

The information you provide will be grouped with other employees' data and shared with the Labour Program of Employment and Social Development Canada (ESDC) for the purpose of complying with employment equity legislation under the [Legislated Employment Equity Program or Federal Contractors Program. In the case of the Legislated Employment Equity Program, the aggregate employee information will be shared with the Canadian Human Rights Commission and with the general public.]

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

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

This questionnaire is available in large print upon request.

A. Name: _____

Employee #: _____

EECRS #: _____

Employment Status:

Part-time

Full-time

Temporary Employee

Self-identification Questionnaire

B. Gender

Female Male

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.

C. Aboriginal Peoples

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

Are you an Aboriginal person?

Yes No

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:

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

Are you a member of a visible minority?

Yes No

Self-identification Questionnaire

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:

- **Coordination or dexterity impairment**
(e.g., difficulty using hands or arms, such as grasping objects or using a keyboard)
- **Mobility impairment**
(e.g., difficulty moving from one office to another, walking long distances or using stairs)
- **Blindness or visual impairment**
(e.g., unable to see or difficulty seeing, glaucoma; however, do not include yourself if you can see well with glasses or contact lenses)
- **Speech impairment**
(e.g., unable to speak or difficulty speaking and being understood)
- **Deafness or hearing impairment**
(e.g., unable to hear or difficulty hearing)
- **Other disabilities**
(e.g., learning, developmental and other types of disabilities)

Are you a person with a disability?

Yes No

F. Additional Data for Accommodation Purposes

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.

Self-identification Questionnaire

G. Employee Comments

If you have any comments/feedback on our employment equity program, we would like to hear from you. Rest assured, all comments will be kept confidential. Please contact Bev Maria, in the office.

H. Employee Signature

Signature: _____ Date: _____

Thank you for your participation!

From: Bev Maria <bevm@peerless.mb.ca>
Sent: June 28, 2017 3:09 PM
To: Yakibonge, Maurice [NC] <maurice.yakibonge@labour-travail.gc.ca>
Subject: RE: Government of Canada Agreement 070001 – Notification of First Compliance Assessment under the Federal Contractors Program

Good afternoon Mr. Yakibonge:

As promised here is our cleaned up and revised compliance reports:

1. is our old and our new self-identification questionnaire(note the old one was approved by yourself for the existing employees because we had surveyed them in anticipation of the requirements)
2. is the number of employees surveyed as of May 29th, 2017 was 105, there were no blank forms returned, no partial forms returned and all forms were complete.
3. our workforce analysis results including the summary report and Detailed report.
4. finally our short and long term goals to address the representation gaps identified through the work force analysis along with the written comments on how we are to achieve these goals.

I hope this fulfills our first audit obligation and please feel free to contact me if further information is required.

thanks and regards

Beverly Maria
Payroll administrator/AP
Peerless Garments LP
515 Notre Dame Avenue
Winnipeg, Manitoba
RB 1R9
Phone: 204-774-5428
Email: bevm@peerless.mb.ca
Fax: 204-786-7976

From: maurice.yakibonge@labour-travail.gc.ca [<mailto:maurice.yakibonge@labour-travail.gc.ca>]
Sent: June-27-17 7:20 AM
To: Bev Maria <bevm@peerless.mb.ca>
Subject: RE: Government of Canada Agreement 070001 – Notification of First Compliance Assessment under the Federal Contractors Program

Good Morning Ms Beverly,

Thank you for your email.

Please do not hesitate to contact me should you need assistance.

Thank you,

Maurice Ntambwe Yakibonge

Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

From: Bev Maria [<mailto:bevm@peerless.mb.ca>]

Sent: June-23-17 4:24 PM

To: Yakibonge, Maurice [NC]

Subject: RE: Government of Canada Agreement 070001 – Notification of First Compliance Assessment under the Federal Contractors Program

Good afternoon Mr. Yakibonge:

We are currently reviewing our employee classifications, we noted during our review that some of the entries made some time ago have changed. We expect to complete this within the next week and should have our short and long goals ready for you the week after.

thank you and please if you have any concerns please let me know

regards

Beverly Maria
Payroll administrator/AP
Peerless Garments LP
515 Notre Dame Avenue
Winnipeg, Manitoba
RB 1R9
Phone: 204-774-5428
Email: bevm@peerless.mb.ca
Fax: 204-786-7976

From: maurice.yakibonge@labour-travail.gc.ca [<mailto:maurice.yakibonge@labour-travail.gc.ca>]

Sent: June-19-17 11:33 AM

To: Bev Maria <bevm@peerless.mb.ca>

Cc: Albert Eltassi <alberte@peerless.mb.ca>

Subject: RE: Government of Canada Agreement 070001 – Notification of First Compliance Assessment under the Federal Contractors Program

Good day Ms. Beverly,

This is in response to your email below with the information you provided for your first compliance assessment.

You did not provide the short and long term numerical goals to address the representation gaps. You have provided an explanation of the process of future hiring but it is important to set numerical goals. Please find enclosed a template you may use to summarize your short and long-term goals. We do require the Summary of Goals with an explanation in the 'Comments' column if gaps are not being met.

Should you have any questions, please feel free to contact me.

Thank you,

Maurice Ntambwe Yakibonge

Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

From: Bev Maria [<mailto:bevm@peerless.mb.ca>]

Sent: 2017-06-08 4:22 PM

To: Thibeault, Daniel D [NC]; Albert Eltassi

Cc: EE-EME

Subject: RE: Government of Canada Agreement 070001 – Notification of First Compliance Assessment under the Federal Contractors Program

Good afternoon Mr. Thibeault:

Please find attached the required information for our first compliance assessment.

- (A) Our old and new self-identification questionnaire (note the old one was approved by yourself for the existing employees as we had surveyed them in anticipation of the requirements)
- (B) The number of employees surveyed as of May 29th, 2017 was 105, there were no blank forms returned, no partial forms returned and all forms were complete
- (C) Our workforce analysis results including the Summary reports and Detailed report.
- (D) and finally our short and long term goals to address the representation gaps identified through the work force analysis.

I hope this fulfills our first compliance any questions please contact me at the number or email below

regards

Beverly Maria
Payroll administrator/AP
Peerless Garments LP
515 Notre Dame Avenue
Winnipeg, Manitoba
RB 1R9
Phone: 204-774-5428
Email: bevm@peerless.mb.ca
Fax: 204-786-7976

From: daniel.thibeault@labour-travail.gc.ca [mailto:daniel.thibeault@labour-travail.gc.ca]

Sent: May-19-17 9:56 AM

To: Albert Eltassi <alberte@peerless.mb.ca>

Cc: Bev Maria <bevm@peerless.mb.ca>

Subject: Government of Canada Agreement 070001 – Notification of First Compliance Assessment under the Federal Contractors Program

Mr. Tassi,

This is to inform you that Peerless Garments LP is now subject to a first compliance assessment for the Federal Contractors Program (FCP) under the Employment Equity Act.

Achieving compliance with the requirements of the FCP is a prerequisite for maintaining the right to bid on and receive any future federal contracts of any value.

As part of the first compliance assessment, you are required to submit the following information by email to ee-eme@hrsdc-rhdcc.gc.ca **no later than June 15th, 2017**:

1. The self-identification questionnaire used to conduct your workforce survey.
2. The results of your workforce survey including:
 - the number of employees that were surveyed;
 - the combined number of self-identification questionnaires that were returned blank, partially and fully completed; and
 - the number of fully completed and returned self-identification questionnaires.
3. The workforce analysis results (Summary Report and Detailed Report).
4. Short- and long-term numerical goals to address the representation gaps identified through your workforce analysis.

The first compliance assessment will comprise the analysis and verification of the documents your organization submits to ensure they are complete and meet the FCP requirements. You will be informed of our findings once the assessment is completed.

Tools and Resources

For your reference, please find attached the *Quick Reference Guide for Contractors: How to Complete a First Compliance Assessment Submission under the Federal Contractors Program*.

In order to support this work, we encourage you to use the Workplace Equity Information Management System (WEIMS). WEIMS is a secure, cost-free, web-based reporting system available to assist your organization in meeting its obligations. Through this application, you can upload your workforce data, then conduct and submit your workforce analysis (step 3 above). This application has the capability to:

- store and maintain your organization's employment equity information;
- create backup files of your data; and
- generate a workforce analysis using the latest Census data.

If your organization does not have access to WEIMS, please complete and submit an Authorization Form to Access WEIMS, available [here](#).

We strongly recommend that you use the goal-setting tools available in WEIMS. These tools simplify the process of calculating and establishing short- and long-term goals for addressing gaps in representation within your organization (step 4 above). Please refer to the attached *Quick Reference Guide* for details.

Should you have any questions, please contact your Program Officer, Daniel Thibeault, at daniel.thibeault@labour-travail.gc.ca.

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

From: Yakibonge, Maurice [NC] **On Behalf Of** EE-EME
Sent: October 23, 2017 3:55 PM
To: 'aeltassi@peerless.mb.ca' <aeltassi@peerless.mb.ca>
Cc: 'Bev Maria' <bevm@peerless.mb.ca>
Subject: Government of Canada Agreement Number: 070001 – Notification of Compliance with the Federal Contractors Program

Dear Mr. El Tassi,

I am writing to inform you that the compliance assessment initiated on 15/06/2017 has been completed. As a result of the assessment, Peerless Garments LP has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

Based on a review of the information submitted by your organization, you will find recommendations below for your consideration to ensure the ongoing success of Peerless Garments LP's employment equity program.

- We encourage you to continue to follow-up with employees in an effort to increase the reliability of your data.

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

Next Steps

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

When Peerless Garments 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 reasonable progress has not been made, Peerless Garments 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.

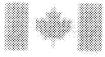
Should you require any further information regarding your organization's obligations under the FCP, please contact Yakibonge, Maurice at Maurice.yakibonge@labour-travail.gc.ca .

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

Équipe de l'équité en emploi / Workplace Equity Team

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

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



February 27th 2014

Albert El Tassi
President and Chief Executive Officer
Peerless Garments L.P.
515, Notre-Dame Avenue
Winnipeg, Manitoba
R3B 1R9

**Re: Confirmation of no obligations under the Federal Contractors Program –
Less than 100 employees**

Dear Mr. El Tassi,

This letter is to acknowledge receipt of your letter dated February 27th 2014, in which you confirmed that your organization currently employs less than 100 employees.

The Federal Contractors Program (FCP) applies to non-federally regulated organizations who have a combined workforce in Canada of 100 or more permanent full-time, permanent part-time and/or temporary employees and who receive an initial Government of Canada contract valued at \$1 million or more (including all applicable taxes).

Please note that in the future, if you do choose to bid on a Government of Canada contract that has a value of \$1,000,000 or more, please indicate in your bidding submission that your organization has fewer than 100 employees. However, if at that point in time you are employing more than 100 employees, you will need to complete and sign an Agreement to Implement Employment Equity (LAB1168) (AIEE) form.

Should you have any questions, please contact us through email at: ee-eme@hrsdsc-rhdsc.gc.ca.

Sincerely,

Ariane Bouvet-Fréchette

Program assistant

Canada

PEERLESS GARMENTS L.P.
An Equal Opportunity Employer
ISO9001 Certified



515 Notre Dame Avenue
Winnipeg, Manitoba R3B 1R9
Phone: (204) 774-5428 Fax: (204) 786-7976
Website: www.peerless.mb.ca
Email: peerless@peerless.mb.ca

February 27, 2014
Dear Daniel Thibeault:

This letter is to confirm the conversation you had with Beverly Maria about the number of employees that our company has at this time. I understand that this information is being requested in regards to the employment equity program and that anything over 100 employees must be a part of this program

Presently we have 92 employees on our payroll working in our company.

Note that we are presently registered with employment equity and do update it constantly as we do. Hope that sometime in the future we will have over 100 employees again.

Regards,

A handwritten signature in cursive script, appearing to read "A. Tassi".

Mr. Albert El Tassi, C.M., O.M.
C.E.O./President

From: Bev Maria <bevm@peerless.mb.ca>
Sent: April 4, 2016 2:06 PM
To: Lafreniere, Sylvie S [NC] <sylvie.lafreniere@labour-travail.gc.ca>
Subject: FW: Information

Good afternoon.

Based on our review of the industries below, it would appear as though we would be regulated provincially.

Our Company bids on tenders with the Federal Government, as a result, we are required to implement employment equity when we have more than 100 employees. Employment equity as a condition to bid on these tenders.

Beverly Maria
Payroll administrator/AP
Peerless Garments LP
515 Notre Dame Avenue
Winnipeg, Manitoba
RB 1R9
Phone: 204-774-5428
Email: bevm@peerless.mb.ca
Fax: 204-786-7976

-----Original Message-----

From: sylvie.lafreniere@labour-travail.gc.ca [<mailto:sylvie.lafreniere@labour-travail.gc.ca>]
Sent: April-04-16 12:05 PM
To: Bev Maria <bevm@peerless.mb.ca>
Subject: Information

Hi Ms. Maria,

Federally Regulated Businesses and Industries

The labour rights and responsibilities of about 12,000 enterprises and 820,000 of their employees are defined by the Canada Labour Code. These employees account for six percent of all Canadian workers.

If you are employed by one of the following businesses and industries, you are more than likely working in a federally regulated sector:

- . banks
- . marine shipping, ferry and port services
- . air transportation, including airports, aerodromes and airlines
- . railway and road transportation that involves crossing provincial or international borders
- . canals, pipelines, tunnels and bridges (crossing provincial borders)
- . telephone, telegraph and cable systems
- . radio and television broadcasting

- . grain elevators, feed and seed mills
- . uranium mining and processing
- . businesses dealing with the protection of fisheries as a natural resource
- . many First Nation activities
- . most federal Crown corporations
- . private businesses necessary to the operation of a federal act

If you do not work for one of the above, the employment standards that regulate your conditions of work are defined by your provincial or territorial ministry of labour.

Équipe des opérations des programmes /Programs Operations Team Équité en milieu de travail /
Workplace Equity Programmes fédéraux/Federal Program / Programme du travail/Labour Program

-----Original Message-----

From: Bev Maria [<mailto:bevm@peerless.mb.ca>]

Sent: 2016-03-31 10:32 AM

To: EE-EME

Cc: Albert Eltassi

Subject: FW: employment equity agreement

Good morning

This email is to confirm that Peerless Garments LP now employs 99 full time employees. We expect that in the very near future we will exceed the 100 employee mark as we continue to hire more employees. As a result, we would like to reactivate our Employment Equity account.

Attached you will find the Agreement to Implement Employment Equity (LAB1168) (AIEE) form.

We would like to ensure that the reactivation of our account occurs in the most efficient manner possible. Please have a department representative call me to explain our options.

Thank you

Beverly Maria
Payroll administrator/AP
Peerless Garments LP
515 Notre Dame Avenue
Winnipeg, Manitoba
RB 1R9
Phone: 204-774-5428
Email: bevm@peerless.mb.ca
Fax: 204-786-7976

From: Bev Maria <bevm@peerless.mb.ca>
Sent: February 6, 2017 10:55 AM
To: Fortin, Sylvie SY [NC] <sylvie.g.fortin@labour-travail.gc.ca>
Subject: RE: sample documents

Good morning Sylvie:

please see attached amendment as per our conversation . I hope this will correct the problem and any problem going forward.

regards

Beverly Maria
Payroll administrator/AP
Peerless Garments LP
515 Notre Dame Avenue
Winnipeg, Manitoba
RB 1R9
Phone: 204-774-5428
Email: bevm@peerless.mb.ca
Fax: 204-786-7976

-----Original Message-----

From: sylvie.g.fortin@labour-travail.gc.ca [<mailto:sylvie.g.fortin@labour-travail.gc.ca>]
Sent: January-30-17 4:11 PM
To: Bev Maria <bevm@peerless.mb.ca>
Subject: RE: sample documents

Good day Bev,

Thanks for having sent me the documents. As per our conversation, once you will have the confirmation from the Contracting Officer that the contract awarded should be under the BN [REDACTED] we will update your file accordingly have your organization be part of the Federal contractors Program as a Certified contractor.

Thank for your great cooperation !

Sylvie

-----Original Message-----

From: Bev Maria [<mailto:bevm@peerless.mb.ca>]
Sent: 27 janvier 2017 14:20
To: Fortin, Sylvie SY [NC]
Subject: FW: sample documents

Good afternoon Sylvie:

As per our conversation this morning we do have 2 companies , however

PEERLESS GARMENTS LTD PBN number [REDACTED] is only a holding company with NO EMPLOYEES

PEERLESS GARMENTS LP PBN number [REDACTED] is the operating business unit with over 100 employees.

SAMPLE # 1 is a copy of the PBN number and list of board of directors submitted with every bid we make and was submitted with the contract we spoke about W8486-163089/001/PR but as you can see by SAMPLE #2 is how the bid was awarded to us.

Now I have also attached a new bid that was awarded SAMPLE # 4 to us originally under the wrong PBN number but in SAMPLE # 5 It was amended to the correct PBN number

I really hope this helps clarify this for you. Please advise if you need any further information.

Regards and have a good weekend

Beverly Maria
Payroll administrator/AP
Peerless Garments LP
515 Notre Dame Avenue
Winnipeg, Manitoba
RB 1R9
Phone: 204-774-5428
Email: bevm@peerless.mb.ca
Fax: 204-786-7976