



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 PHARMALAB INC.	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) Canada 2012 Code Number. To find your organization's four-digit NAICS code please visit: http://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&TVD=118464 325410	Total number of employees in Canada (Permanent Full-time and/or Part-time) 250 <input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 8750 Boul. Guillaume-Couture	City Lévis	Province Québec	Postal Code G6V 9G9
Telephone Number 418-833-7603			

EMPLOYMENT EQUITY CONTACT			
Name (print) Nadia Béland Poste 233	Title Director, Human resources		
Telephone Number 418-833-7603	E-mail Address nbeland@pharmalab.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/or 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 contact the Labour Program at the email address provided at the bottom of this form.
<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) Alain Roy	Title Director General		
Telephone Number 418-833-7603	E-mail Address aroy@pharmalab.ca	Preferred Language of Correspondence <input type="checkbox"/> English <input checked="" type="checkbox"/> French	
Signature [REDACTED]	Date (YYYY-MM-DD) 2016-11-07		

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.

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@hrsc-rhdcc.gc.ca

Workplace Equity Information Management System - PHARMALAB INC.

Default Workforce Analysis System - Detailed Report

Date: 2017-06-02

Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Women Availability		Difference #	Place of recruitment
			#	%	%	#		
01: Senior Management		4	1	25.0 %	25.5 %	1	0	
Employment Equity Occupational Group	Quebec	4	1	25.0 %	25.5 %	1	0	Quebec
02: Middle management and other directors		10	4	40.0 %	38.9 %	4	0	
Employment Equity Occupational Group	Quebec	10	4	40.0 %	38.9 %	4	0	Quebec
03: Professionals		30	16	53.3 %	29.6 %	9	7	
1112: Financial and investment analysts	Quebec	1	1	100.0 %	43.7 %	0	1	Quebec
1121: Human Resources Professionals	Quebec	2	1	50.0 %	65.8 %	1	0	Quebec
2112 : Chemists	Quebec	4	1	25.0 %	44.3 %	2	-1	Quebec
2134 : Chemical engineers	Quebec	1	0	0.0 %	12.5 %	0	0	Quebec
2141: Industrial and Manufacturing Engineers	Quebec	16	12	75.0 %	19.5 %	3	9	Quebec
2148: Other engineers, n.e.c.	Quebec	3	1	33.3 %	26.5 %	1	0	Quebec
2174: Programmers and Interactive Media Developers	Quebec	1	0	0.0 %	12.4 %	0	0	Quebec
4112: Lawyers (across Canada) and notaries (in Quebec)	Quebec	1	0	0.0 %	47.3 %	0	0	Quebec
5122: Editors, copy editors and news managers	Quebec	1	0	0.0 %	72.3 %	1	-1	Quebec
04: Semi-professional and technical staff		20	13	65.0 %	47.5 %	10	3	
2211 : Chemical technologists and technicians	Quebec	11	8	72.7 %	53.6 %	6	2	Quebec
2221 : Biological technologists and technicians	Quebec	4	2	50.0 %	59.4 %	2	0	Quebec
2232 : Mechanical Engineering Technologists and Technicians	Quebec	1	0	0.0 %	9.4 %	0	0	Quebec
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Quebec	3	3	100.0 %	23.3 %	1	2	Quebec
2263: Public Health, Environmental and Occupational Health and Safety Inspectors	security Quebec	1	0	0.0 %	42.9 %	0	0	Quebec
05: Supervisors		1	0	0.0 %	22.1 %	0	0	
1215 : Supervisors of supply chain coordination staff, Quebec tracking and scheduling		1	0	0.0 %	22.1 %	0	0	Quebec
06 : Foremen		13	3	23.1 %	10.3 %	1	2	
Employment Equity Occupational Group	Quebec	13	3	23.1 %	10.3 %	1	2	Quebec City

Workplace Equity Information Management System - PHARMALAB INC.

Default Workforce Analysis System - Detailed Report

Date: 2017-06-02

Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Women Availability		Difference #	Place of recruitment
			#	%	%	#		
07: Administrative and Senior Clerical Staff		7	6	85.7 %	80.9 %	6	0	
Employment Equity Occupational Group	Quebec	7	6	85.7 %	80.9 %	6	0	Quebec
08: Specialized sales and service personnel		2	1	50.0 %	40.2 %	1	0	
6222: Retail and Wholesale Buyers	Quebec	2	1	50.0 %	40.2 %	1	0	Quebec
09: Skilled workers and artisans		8	0	0.0 %	0.0 %	0	0	
7232 : Tool and die makers	Quebec	1	0	0.0 %	0.0 %	0	0	Quebec
7313: Refrigeration and Air Conditioning Mechanics	Quebec	4	0	0.0 %	0.0 %	0	0	Quebec
7333 : Electromechanics	Quebec	3	0	0.0 %	0.0 %	0	0	Quebec
10 : Office staff		5	5	100.0 %	61.6 %	3	2	
Employment Equity Occupational Group	Quebec	5	5	100.0 %	61.6 %	3	2	Quebec
11: Intermediate sales and service personnel		1	0	0.0 %	60.8 %	1	-1	
Employment Equity Occupational Group	Quebec	1	0	0.0 %	60.8 %	1	-1	Quebec
12: Skilled Manual Workers		93	27	29.0 %	13.2 %	12	15	
Employment Equity Occupational Group	Quebec	93	27	29.0 %	13.2 %	12	15	Quebec
13: Other sales and service personnel		1	0	0.0 %	7.4 %	0	0	
6733: Janitors and building superintendents	Quebec	1	0	0.0 %	7.4 %	0	0	Quebec
14: Other manual workers		31	21	67.7 %	16.6 %	5	16	
Employment Equity Occupational Group	Quebec	31	21	67.7 %	16.6 %	5	16	Quebec
Total		226	97	42.9 %	23.2 %	53	44	

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

Sources: 2011 National Household Survey and internal employer data

Workplace Equity Information Management System - PHARMALAB INC.

Default Workforce Analysis System - Detailed Report

Date: 2017-06-02

Aboriginal

Employment Equity Occupational Group	Internal location	All employees #	Aboriginal Representation		Aboriginal Availability		Difference #	Place of recruitment
			#	%	%	#		
01: Senior Management		4	0	0.0 %	1.4 %	0	0	
Employment Equity Occupational Group	Quebec	4	0	0.0 %	1.4 %	0	0	Quebec
02: Middle management and other directors		10	0	0.0 %	1.2 %	0	0	
Employment Equity Occupational Group	Quebec	10	0	0.0 %	1.2 %	0	0	Quebec
03: Professionals		30	0	0.0 %	0.1 %	0	0	
1112: Financial and investment analysts	Quebec	1	0	0.0 %	0.0 %	0	0	Quebec
1121: Human Resources Professionals	Quebec	2	0	0.0 %	0.7 %	0	0	Quebec
2112 : Chemists	Quebec	4	0	0.0 %	0.0 %	0	0	Quebec
2134 : Chemical engineers	Quebec	1	0	0.0 %	0.0 %	0	0	Quebec
2141: Industrial and Manufacturing Engineers	Quebec	16	0	0.0 %	0.0 %	0	0	Quebec
2148: Other engineers, n.e.c.	Quebec	3	0	0.0 %	0.0 %	0	0	Quebec
2174: Programmers and Interactive Media Developers	Quebec	1	0	0.0 %	0.7 %	0	0	Quebec
4112: Lawyers (across Canada) and notaries (in Quebec)	Quebec	1	0	0.0 %	0.6 %	0	0	Quebec
5122: Editors, copy editors and news managers	Quebec	1	0	0.0 %	0.0 %	0	0	Quebec
04: Semi-professional and technical staff		20	0	0.0 %	0.0 %	0	0	
2211 : Chemical technologists and technicians	Quebec	11	0	0.0 %	0.0 %	0	0	Quebec
2221 : Biological technologists and technicians	Quebec	4	0	0.0 %	0.0 %	0	0	Quebec
2232 : Mechanical Engineering Technologists and Technicians	Quebec	1	0	0.0 %	0.0 %	0	0	Quebec
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Quebec	3	0	0.0 %	0.0 %	0	0	Quebec
2263: Public Health, Environmental and Occupational Health and Safety Inspectors	security Quebec	1	0	0.0 %	0.0 %	0	0	Quebec
05: Supervisors		1	0	0.0 %	0.0 %	0	0	
1215 : Supervisors of supply chain coordination staff, Quebec tracking and scheduling		1	0	0.0 %	0.0 %	0	0	Quebec
06 : Foremen		13	0	0.0 %	0.7 %	0	0	
Employment Equity Occupational Group	Quebec	13	0	0.0 %	0.7 %	0	0	Quebec City

Workplace Equity Information Management System - PHARMALAB INC.

Default Workforce Analysis System - Detailed Report

Date: 2017-06-02

Aboriginal

Employment Equity Occupational Group	Internal location	All employees #	Aboriginal		Availability %	Differ ence#	Place of recruitment	
			Representation #	%				
07: Administrative and Senior Clerical Staff		7	0	0.0 %	0.7 %	0	0	
Employment Equity Occupational Group	Quebec	7	0	0.0 %	0.7 %	0	0	Quebec
08: Specialized sales and service personnel		2	0	0.0 %	0.0 %	0	0	
6222: Retail and Wholesale Buyers	Quebec	2	0	0.0 %	0.0 %	0	0	Quebec
09: Skilled workers and artisans		8	0	0.0 %	0.0 %	0	0	
7232 : Tool and die makers	Quebec	1	0	0.0 %	0.0 %	0	0	Quebec
7313: Refrigeration and Air Conditioning Mechanics	Quebec	4	0	0.0 %	0.0 %	0	0	Quebec
7333 : Electromechanics	Quebec	3	0	0.0 %	0.0 %	0	0	Quebec
10 : Office staff		5	0	0.0 %	0.6 %	0	0	
Employment Equity Occupational Group	Quebec	5	0	0.0 %	0.6 %	0	0	Quebec
11: Intermediate sales and service personnel		1	0	0.0 %	1.2 %	0	0	
Employment Equity Occupational Group	Quebec	1	0	0.0 %	1.2 %	0	0	Quebec
12: Skilled Manual Workers		93	0	0.0 %	0.8 %	1	-1	
Employment Equity Occupational Group	Quebec	93	0	0.0 %	0.8 %	1	-1	Quebec
13: Other sales and service personnel		1	0	0.0 %	1.6 %	0	0	
6733: Janitors and building superintendents	Quebec	1	0	0.0 %	1.6 %	0	0	Quebec
14: Other manual workers		31	0	0.0 %	1.2 %	0	0	
Employment Equity Occupational Group	Quebec	31	0	0.0 %	1.2 %	0	0	Quebec
Total		226	0	0.0 %	0.7 %	1	-1	

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

Sources: 2011 National Household Survey and internal employer data

Workplace Equity Information Management System - PHARMALAB INC.

Default Workforce Analysis System - Detailed Report

Date: 2017-06-02

Members of Visible Minorities

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Difference #	Place of recruitment
			Representation #	Availability %	Representation %	Availability %		
01: Senior Management		4	0	0.0 %	5.3 %	0	0	
Employment Equity Occupational Group	Quebec	4	0	0.0 %	5.3 %	0	0	Quebec
02: Middle management and other directors		10	3	30.0 %	8.0 %	1	2	
Employment Equity Occupational Group	Quebec	10	3	30.0 %	8.0 %	1	2	Quebec
03: Professionals		30	3	10.0 %	1.8 %	1	2	
1112: Financial and investment analysts	Quebec	1	0	0.0 %	3.3 %	0	0	Quebec
1121: Human Resources Professionals	Quebec	2	0	0.0 %	1.8 %	0	0	Quebec
2112 : Chemists	Quebec	4	1	25.0 %	7.2 %	0	1	Quebec
2134 : Chemical engineers	Quebec	1	0	0.0 %	6.3 %	0	0	Quebec
2141: Industrial and Manufacturing Engineers	Quebec	16	2	12.5 %	0.0 %	0	2	Quebec
2148: Other engineers, n.e.c.	Quebec	3	0	0.0 %	0.0 %	0	0	Quebec
2174: Programmers and Interactive Media Developers	Quebec	1	0	0.0 %	7.6 %	0	0	Quebec
4112: Lawyers (across Canada) and notaries (in Quebec)	Quebec	1	0	0.0 %	3.3 %	0	0	Quebec
5122: Editors, copy editors and news managers	Quebec	1	0	0.0 %	0.0 %	0	0	Quebec
04: Semi-professional and technical staff		20	3	15.0 %	2.5 %	1	2	
2211 : Chemical technologists and technicians	Quebec	11	3	27.3 %	2.1 %	0	3	Quebec
2221 : Biological technologists and technicians	Quebec	4	0	0.0 %	2.1 %	0	0	Quebec
2232 : Mechanical Engineering Technologists and Technicians	Quebec	1	0	0.0 %	0.0 %	0	0	Quebec
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Quebec	3	0	0.0 %	6.0 %	0	0	Quebec
2263: Public Health, Environmental and Occupational Health and Safety Inspectors	security Quebec	1	0	0.0 %	0.0 %	0	0	Quebec
05: Supervisors		1	0	0.0 %	0.0 %	0	0	
1215 : Supervisors of supply chain coordination staff, Quebec tracking and scheduling		1	0	0.0 %	0.0 %	0	0	Quebec
06 : Foremen		13	1	7.7 %	1.8 %	0	1	
Employment Equity Occupational Group	Quebec	13	1	7.7 %	1.8 %	0	1	Quebec City

Workplace Equity Information Management System - PHARMALAB INC.
Default Workforce Analysis System - Detailed Report
 Date: 2017-06-02

Members of Visible Minorities

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Difference #	Place of recruitment
			Representation #	Availability %	Representation %	Availability %		
07: Administrative and Senior Clerical Staff		7	0	0.0 %	1.5 %	0	0	
Employment Equity Occupational Group	Quebec	7	0	0.0 %	1.5 %	0	0	Quebec
08: Specialized sales and service personnel		2	0	0.0 %	0.0 %	0	0	
6222: Retail and Wholesale Buyers	Quebec	2	0	0.0 %	0.0 %	0	0	Quebec
09: Skilled workers and artisans		8	0	0.0 %	0.0 %	0	0	
7232 : Tool and die makers	Quebec	1	0	0.0 %	0.0 %	0	0	Quebec
7313: Refrigeration and Air Conditioning Mechanics	Quebec	4	0	0.0 %	0.0 %	0	0	Quebec
7333 : Electromechanics	Quebec	3	0	0.0 %	0.0 %	0	0	Quebec
10 : Office staff		5	0	0.0 %	2.0 %	0	0	
Employment Equity Occupational Group	Quebec	5	0	0.0 %	2.0 %	0	0	Quebec
11: Intermediate sales and service personnel		1	0	0.0 %	3.0 %	0	0	
Employment Equity Occupational Group	Quebec	1	0	0.0 %	3.0 %	0	0	Quebec
12: Skilled Manual Workers		93	22	23.7 %	2.3 %	2	20	
Employment Equity Occupational Group	Quebec	93	22	23.7 %	2.3 %	2	20	Quebec
13: Other sales and service personnel		1	0	0.0 %	1.6 %	0	0	
6733: Janitors and building superintendents	Quebec	1	0	0.0 %	1.6 %	0	0	Quebec
14: Other manual workers		31	8	25.8 %	3.1 %	1	7	
Employment Equity Occupational Group	Quebec	31	8	25.8 %	3.1 %	1	7	Quebec
Total		226	40	17.7 %	2.5 %	6	34	

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

Sources: 2011 National Household Survey and internal employer data

Workplace Equity Information Management System - PHARMALAB INC.

Default Workforce Analysis System - Detailed Report

Date: 2017-06-02

Persons with disabilities

Employment Equity Occupational Group	Internal location	All employees #	Persons with disabilities				Difference #	Place of recruitment
			Representation #	Availability %	Availability %	Representation %		
01/02 : Executives		14	0	0.0 %	1.9 %	0	0	
Employment Equity Occupational Group	Quebec	14	0	0.0 %	1.9 %	0	0	Quebec
03: Professionals		30	0	0.0 %	2.8 %	1	-1	
Employment Equity Occupational Group	Quebec	30	0	0.0 %	2.8 %	1	-1	Quebec
04: Semi-professional and technical staff		20	0	0.0 %	3.0 %	1	-1	
Employment Equity Occupational Group	Quebec	20	0	0.0 %	3.0 %	1	-1	Quebec
05: Supervisors		1	0	0.0 %	0.0 %	0	0	
Employment Equity Occupational Group	Quebec	1	0	0.0 %	0.0 %	0	0	Quebec
06 : Foremen		13	0	0.0 %	0.0 %	0	0	
Employment Equity Occupational Group	Quebec	13	0	0.0 %	0.0 %	0	0	Quebec
07: Administrative and Senior Clerical Staff		7	0	0.0 %	2.7 %	0	0	
Employment Equity Occupational Group	Quebec	7	0	0.0 %	2.7 %	0	0	Quebec
08: Specialized sales and service personnel		2	0	0.0 %	1.8 %	0	0	
Employment Equity Occupational Group	Quebec	2	0	0.0 %	1.8 %	0	0	Quebec
09: Skilled workers and artisans		8	0	0.0 %	1.9 %	0	0	
Employment Equity Occupational Group	Quebec	8	0	0.0 %	1.9 %	0	0	Quebec
10 : Office staff		5	0	0.0 %	4.2 %	0	0	
Employment Equity Occupational Group	Quebec	5	0	0.0 %	4.2 %	0	0	Quebec
11: Intermediate sales and service personnel		1	0	0.0 %	2.9 %	0	0	
Employment Equity Occupational Group	Quebec	1	0	0.0 %	2.9 %	0	0	Quebec
12: Skilled Manual Workers		93	2	2.2 %	3.2 %	3	-1	
Employment Equity Occupational Group	Quebec	93	2	2.2 %	3.2 %	3	-1	Quebec
13: Other sales and service personnel		1	0	0.0 %	4.4 %	0	0	
Employment Equity Occupational Group	Quebec	1	0	0.0 %	4.4 %	0	0	Quebec



Workplace Equity Information Management System - PHARMALAB INC.

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Date: 2017-06-02

Persons with disabilities

Employment Equity Occupational Group	Internal location	All employees #	Persons with disabilities				Difference #	Place of recruitment
			Representation #	Availability %	Representation %	Availability #		
14: Other manual workers		31	0	0.0 %	0.0 %	0	0	
Employment Equity Occupational Group	Quebec	31	0	0.0 %	0.0 %	0	0	Quebec
Total		226	2	0.9 %	2.4 %	5	-3	

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

Sources: 2012 Canadian Disability Survey and internal employer data



Default Workforce Analysis System - Detailed Report

Date: 2017-06-02

Reasons why an occupational category or area of recruitment has been changed.

The recruitment zone is, in fact, local. There is only one workplace, near Lévis (Chaudière appalaches) for the plant and office, and the work is done in French. The "National" level would not be representative for the company.

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

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01: Senior Managers	EEOG	Provincial (default)
02: Middle and Other Managers	EEOG	Provincial (default)
03: Professionals	EEOG	Provincial (default)
04: Semi-Professional and Technical Personnel	NOC	CMA (National)
05: Supervisors	NOC	CMA (default)
6. Foremen	NOC (EEOG default)	Provincial
7.08: Specialized sales and service personnel	EEOG (default NOC)	CMA (default)
09: Skilled workers and craftspeople	CPEME	Provincial
10 : Clerical staff	CNP	CMA (default)
1111: Intermediate sales and service personnel	CNP	CMA (default)
12: Skilled manual workers	CPEME	Provincial
13: Other sales and service personnel	CPEME	RMR
14: Other manual workers	CPEME	RMR
	NOC (EEOG default)	RMR
	EEOG	RMR
	EEOG	RMR
	EEOG	RMR
	EEOG	RMR
	EEOG	RMR
	EEOG	RMR
	EEOG	RMR



Default Workforce Analysis System - Detailed Report

Date: 2017-06-02

Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group

Perform an analysis by

Place of recruitment

01/02 : Executives

CPEME

Provincial (default)

3. : Professionals

CPEME

Provincial (default)

4.: Semi-professional and technical staff 05 :

CPEME

Provincial (default)

Supervisors

CPEME

Provincial (default)

6. Foremen

CPEME

Provincial (default)

7.08: Specialized sales and service personnel 09:

CPEME

Provincial (default)

Skilled workers and craftspeople

CPEME

Provincial (default)

10 : Clerical staff

CPEME

Provincial (default)

1111: Intermediate sales and service personnel 12:

CPEME

Provincial (default)

Skilled manual workers

CPEME

Provincial (default)

13: Other sales and service personnel 14: Other

CPEME

Provincial (default)

manual workers

CPEME

Provincial (default)

CPEME

Provincial (default)

CPEME

National)

CPEME

CPEME

CPEME

CPEME

CPEME



Workplace Equity Information Management System - PHARMALAB INC.
Default Workforce Analysis System - Summary Report

Date: 2017-06-02

Women

Employment Equity Occupational Group	All employees #	Representation		Women Availability		Differ ence #
		#	%	%	#	
01: Senior Management	4	1	25.0 %	25.5 %	1	0
02: Middle management and other directors	10	4	40.0 %	38.9 %	4	0
03: Professionals	30	16	53.3 %	29.6 %	9	7
04: Semi-professional and technical staff	20	13	65.0 %	47.5 %	10	3
05: Supervisors	1	0	0.0 %	22.1 %	0	0
06 : Foremen	13	3	23.1 %	10.3 %	1	2
07: Administrative and Senior Clerical Staff	7	6	85.7 %	80.9 %	6	0
08: Specialized sales and service personnel	2	1	50.0 %	40.2 %	1	0
09: Skilled workers and artisans	8	0	0.0 %	0.0 %	0	0
10 : Office staff	5	5	100.0 %	61.6 %	3	2
11: Intermediate sales and service personnel	1	0	0.0 %	60.8 %	1	-1
12: Skilled Manual Workers	93	27	29.0 %	13.2 %	12	15
13: Other sales and service personnel	1	0	0.0 %	7.4 %	0	0
14: Other manual workers	31	21	67.7 %	16.6 %	5	16
Total	226	97	42.9 %	23.2 %	53	44

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

Workplace Equity Information Management System - PHARMALAB INC.
Default Workforce Analysis System - Summary Report
 Date: 2017-06-02

Aboriginal

Employment Equity Occupational Group	All employees #	Aboriginal Representation		Aboriginal Availability		Difference #
		#	%	%	#	
01: Senior Management	4	0	0.0 %	1.4 %	0	0
02: Middle management and other directors	10	0	0.0 %	1.2 %	0	0
03: Professionals	30	0	0.0 %	0.1 %	0	0
04: Semi-professional and technical staff	20	0	0.0 %	0.0 %	0	0
05: Supervisors	1	0	0.0 %	0.0 %	0	0
06 : Foremen	13	0	0.0 %	0.7 %	0	0
07: Administrative and Senior Clerical Staff	7	0	0.0 %	0.7 %	0	0
08: Specialized sales and service personnel	2	0	0.0 %	0.0 %	0	0
09: Skilled workers and artisans	8	0	0.0 %	0.0 %	0	0
10 : Office staff	5	0	0.0 %	0.6 %	0	0
11: Intermediate sales and service personnel	1	0	0.0 %	1.2 %	0	0
12: Skilled Manual Workers	93	0	0.0 %	0.8 %	1	-1
13: Other sales and service personnel	1	0	0.0 %	1.6 %	0	0
14: Other manual workers	31	0	0.0 %	1.2 %	0	0
Total	226	0	0.0 %	0.7 %	1	-1

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



Workplace Equity Information Management System - PHARMALAB INC.
Default Workforce Analysis System - Summary Report
 Date: 2017-06-02

Members of Visible Minorities

Employment Equity Occupational Group	All employees #	Members of Visible Minorities				Difference #
		Representation #	Availability %	Availability %	#	
01: Senior Management	4	0	0.0 %	5.3 %	0	0
02: Middle management and other directors	10	3	30.0 %	8.0 %	1	2
03: Professionals	30	3	10.0 %	1.8 %	1	2
04: Semi-professional and technical staff	20	3	15.0 %	2.5 %	1	2
05: Supervisors	1	0	0.0 %	0.0 %	0	0
06 : Foremen	13	1	7.7 %	1.8 %	0	1
07: Administrative and Senior Clerical Staff	7	0	0.0 %	1.5 %	0	0
08: Specialized sales and service personnel	2	0	0.0 %	0.0 %	0	0
09: Skilled workers and artisans	8	0	0.0 %	0.0 %	0	0
10 : Office staff	5	0	0.0 %	2.0 %	0	0
11: Intermediate sales and service personnel	1	0	0.0 %	3.0 %	0	0
12: Skilled Manual Workers	93	22	23.7 %	2.3 %	2	20
13: Other sales and service personnel	1	0	0.0 %	1.6 %	0	0
14: Other manual workers	31	8	25.8 %	3.1 %	1	7
Total	226	40	17.7 %	2.5 %	6	34

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

Workplace Equity Information Management System - PHARMALAB INC.
Default Workforce Analysis System - Summary Report
 Date: 2017-06-02

Persons with disabilities

Employment Equity Occupational Group	All employees #	Persons with disabilities				Difference #
		Representation #	Availability %	Availability %	Representation #	
01/02 : Executives	14	0	0.0 %	1.9 %	0	0
03: Professionals	30	0	0.0 %	2.8 %	1	-1
04: Semi-professional and technical staff	20	0	0.0 %	3.0 %	1	-1
05: Supervisors	1	0	0.0 %	0.0 %	0	0
06 : Foremen	13	0	0.0 %	0.0 %	0	0
07: Administrative and Senior Clerical Staff	7	0	0.0 %	2.7 %	0	0
08: Specialized sales and service personnel	2	0	0.0 %	1.8 %	0	0
09: Skilled workers and artisans	8	0	0.0 %	1.9 %	0	0
10 : Office staff	5	0	0.0 %	4.2 %	0	0
11: Intermediate sales and service personnel	1	0	0.0 %	2.9 %	0	0
12: Skilled Manual Workers	93	2	2.2 %	3.2 %	3	-1
13: Other sales and service personnel	1	0	0.0 %	4.4 %	0	0
14: Other manual workers	31	0	0.0 %	0.0 %	0	0
Total	226	2	0.9 %	2.4 %	5	-3

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



Default Workforce Analysis System - Summary Report

Date: 2017-06-02

Reasons why an occupational category or area of recruitment has been changed.

The recruitment zone is, in fact, local. There is only one workplace, near Lévis (Chaudière appalaches) for the plant and office, and the work is done in French. The "National" level would not be representative for the company.

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

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01: Senior Managers	EEOG	Provincial (default)
02: Middle and Other Managers	EEOG	Provincial (default)
03: Professionals	EEOG	Provincial (default)
04: Semi-Professional and Technical Personnel	NOC	CMA (National)
05: Supervisors	NOC	CMA (default)
6. Foremen	NOC (EEOG default)	Provincial
7.08: Specialized sales and service personnel	EEOG (default NOC)	CMA (default)
09: Skilled workers and craftspeople	CPEME	Provincial
10 : Clerical staff	CNP	CMA (default)
1111: Intermediate sales and service personnel	CNP	CMA (default)
12: Skilled manual workers	CPEME	Provincial
13: Other sales and service personnel	CPEME	RMR
14: Other manual workers	CPEME	RMR
	NOC (EEOG default)	RMR
	EEOG	RMR
		RMR
		RMR
		RMR
		RMR
		RMR
		RMR



Default Workforce Analysis System - Summary Report

Date: 2017-06-02

Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group

Perform an analysis by

Place of recruitment

01/02 : Executives

CPEME

Provincial (default)

3. : Professionals

CPEME

Provincial (default)

4.: Semi-professional and technical staff 05 :

CPEME

Provincial (default)

Supervisors

CPEME

Provincial (default)

6. : Foremen

CPEME

Provincial (default)

7.08: Specialized sales and service personnel 09:

CPEME

Provincial (default)

Skilled workers and craftspeople

CPEME

Provincial (default)

10 : Clerical staff

CPEME

Provincial (default)

1111: Intermediate sales and service personnel 12:

CPEME

Provincial (default)

Skilled manual workers

CPEME

Provincial (default)

13: Other sales and service personnel 14: Other

CPEME

Provincial (default)

manual workers

CPEME

Provincial (default)

CPEME

Provincial (default)

CPEME

National)

CPEME

CPEME

CPEME

CPEME

CPEME

Short-term Goal Setting Tool

**Pharmalab
02-Jun-17**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
	Data entry from from Workforce Analysis	Date entry	B x C x 3	Data entry	B x E x 3	D + F	Data entry from from Workforce Analysis	Equivalent to E	H x I x 3	(D x N) - O + J	G x M	Data entry	Data entry from from Workforce Analysis	Data entry from from Workforce Analysis	(H - J + L) - ((B + D) x N)	H + B	(H - J + L) ~ (B + D)

Employment Equity Occupational Group (EEOG)	All Employees 02/06/2017	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	FEMMES										
		Annually	Sur 3 ans	Annually	in 3 Years		Number	Turnover (Replacement of Terminated Employees)		Hires Required	3 Year Goals 2018-2020		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
								Annually	in 3 Years		#	%					
#	%	#	%	#	#	#	%	#	%	%	#	#	%	%			
Senior managers																	
Middle and Other Managers																	
Professionals																	
Semi-Professionals and Technicians																	
Supervisors																	
Supervisors - Crafts and Trades																	
Administrative and Senior Clerical Personnel																	
Skilled Sales and Service Personnel																	
Skilled Crafts and Trades Workers																	
Clerical Personnel																	
Semi-skilled manual workers/Intermediate Sales	1	0.0%	0	0.0%	0	0	0	0.0%	0	1	0	60.8%	-1	-1	0.0%	0.0%	
Travailleurs manuels spécialisés																	
Other sales and service personnel																	
Other manual workers																	

Short-term Goal Setting Tool

**Pharmalab
02-Jun-17**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
	Data entry from from Workforce Analysis	Date entry	B x C x 3	Data entry	B x E x 3	D + F	Data entry from from Workforce Analysis	Equivalent to E	H x I x 3	(D x N) - O + J	G x M	Data entry	Data entry from from Workforce Analysis	Data entry from from Workforce Analysis	(H - J + L) - ((B + D) x N)	H + B	(H - J + L) - (B + D)

Employment Equity Occupational Group (EEOG)	All Employees 02/06/2017	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	FEMMES										
		Annually	Sur 3 ans	Annually	in 3 Years		Number	Turnover (Replacement of Terminated Employees)		Hires Required	3 Year Goals 2018-2020		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
								Annually	in 3 Years		#	%					
	#	%	#	%	#	#	%	#	%	%	#	#	%	%	%		
Senior managers																	
Middle and Other Managers																	
Professionals																	
Semi-Professionals and Technicians																	
Supervisors																	
Supervisors - Crafts and Trades																	
Administrative and Senior Clerical Personnel																	
Skilled Sales and Service Personnel																	
Skilled Crafts and Trades Workers																	
Clerical Personnel																	
Semi-skilled manual workers/Intermediate Sales & Service Personnel	88	0.0%	0	22.0%	58	58	0	22.0%	0	1	1	0.8%	-1	0	0.0%	1.1%	
Travailleurs manuels spécialisés																	
Other sales and service personnel																	
Other manual workers																	

Short-term Goal Setting Tool

**Pharmalab
02-Jun-17**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
	Data entry from from Workforce Analysis	Date entry	B x C x 3	Data entry	B x E x 3	D + F	Data entry from from Workforce Analysis	Equivalent to E	H x I x 3	(D x N) - O + J	G x M	Data entry	Data entry from from Workforce Analysis	Data entry from from Workforce Analysis	(H - J + L) - ((B + D) x N)	H + B	(H - J + L) - (B + D)

Employment Equity Occupational Group (EEOG)	All Employees 02/06/2017	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	FEMMES											
		Annually	Sur 3 ans	Annually	in 3 Years		Number	Turnover (Replacement of Terminated Employees)		Hires Required	3 Year Goals 2018-2020		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		#	%	#	%		#	%	#		%	#						%
Senior managers																		
Middle and Other Managers																		
Professionals	29	5.5%	5	10.0%	9	14	0	10.0%	0	1	0	2.8%	-1	-1	0.0%	0.0%		
Semi-Professionals and Technicians	19	3.5%	2	15.0%	9	11	0	15.0%	0	1	0	3.0%	-1	-1	0.0%	0.0%		
Supervisors																		
Supervisors - Crafts and Trades																		
Administrative and Senior Clerical Personnel																		
Skilled Sales and Service Personnel																		
Skilled Crafts and Trades Workers																		
Clerical Personnel																		
Semi-skilled manual workers/Intermediate Sales & Travaillseurs manuels spcialises	88	0.0%	0	22.0%	58	58	2	22.0%	1	2	1	3.2%	-1	-1	2.3%	2.3%		
Other sales and service personnel																		
Other manual workers																		

Short-term Goal Setting Tool

**Pharmalab
02-Jun-17**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
	Data entry from from Workforce Analysis	Date entry	B x C x 3	Data entry	B x E x 3	D ÷ F	Data entry from from Workforce Analysis	Equivalent to E	H x I x 3	(D x N) - O + J	G x M	Data entry	Data entry from from Workforce Analysis	Data entry from from Workforce Analysis	(H + J + L) ÷ ((B + D) x N)	H + B	(H + J + L) ÷ (B + D)

Employment Equity Occupational Group (EEOG)	All Employees 02/06/2017	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	FEMMES										
		Annually	Sur 3 ans	Annually	in 3 Years		Number	Turnover (Replacement of Terminated Employees)		Hires Required	3 Year Goals 2018-2020		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
								Annually	in 3 Years		#	%					
Senior managers	#	%	#	%	#	#	#	%	#	#	%	%	#	#	%	%	%
Middle and Other Managers																	
Professionals																	
Semi-Professionals and Technicians																	
Supervisors																	
Supervisors - Crafts and Trades																	
Administrative and Senior Clerical Personnel																	
Skilled Sales and Service Personnel																	
Skilled Crafts and Trades Workers																	
Clerical Personnel																	
Semi-skilled manual workers/Intermediate Sales a																	
Travailleurs manuels spécialisés																	
Other sales and service personnel																	
Other manual workers																	

Summary of Goals
Pharmalab
02-06-2017

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	#	# ou %	# ou %	
11	Intermediate Sales and Service Personnel	-1	0	0	This position has only one incumbent, and an additional position is not anticipated. Therefore, a change would be possible only if there is a reassignment or departure.

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	#	# ou %	# ou %	
12	Semi-skilled manual workers	-1	1	0	

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	#	# ou %	# ou %	
03	Professionals	-1	0	0	Professional positions are highly specialized in terms of skills. As a result, the talent pool is very limited. In addition, an employee who

					could potentially be hired should self-identify in this category.
04	Semi-professionals and technicians	-1	0	0	Technician positions are specialized in terms of skills. Therefore, the talent pool is limited. In addition, an employee who could potentially be hired should self-identify in this category.
12	Semi-skilled manual workers	-1	1	0	

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	#	# ou %	# ou %	
	N.A.				

Pharmalab – Self-identification Questionnaire

Introduction

Dear Pharmalab team member,

As you know, Pharmalab is now subject to employment equity through the Federal Contractors Program (FCP). The Program ensures that members of groups designated by the Act, namely, women, Aboriginal peoples, persons with disabilities and members of visible minorities, are represented equitably in all occupational categories of our workforce. As part of the implementation of employment equity, we are required to conduct a survey to collect data on our workforce as a whole.

Each employee, whether or not a member of a designated group, is requested to complete the self-identification survey (to identify himself or herself, if need be, as belonging to one or more of the four designated groups). Although participation in the self-identification survey is voluntary, you are required to fill out Section A and return the questionnaire to Human Resources, even if you decide not to provide any additional information. However, refusing to provide a response will result in our workforce data being inaccurate and incomplete. Rest assured that in our work environment, you can self-identify without fear as belonging to a designated group. You can ask for the accommodation you require to carry out your duties to the best of your abilities.

Therefore, we ask all of you to complete the survey, as the data collected will allow us to compare our representation rates to those of the market as requested. The information you provide will be grouped with the data from other employees and communicated to the Labour Program of Employment and Social Development Canada (ESDC) so that our organization is in compliance with employment equity legislation under the Federal Contractors Program. Your responses will be kept confidential and used only for employment equity purposes.

The deadline for responding to the survey is March 31, 2017. We would also ask you to update any personal information by completing another questionnaire at any time.

This questionnaire is also available in paper form upon request.

Thank you for your support and cooperation. Should you have any questions about the survey or any other aspect of the implementation of employment equity, please do not hesitate to contact Nadia Béland.

Sincerely,

The Human Resources team

Pharmalab – Self-identification Questionnaire

Questionnaire (questions 1 to 5)

* 1. Your name or employee number

First name and last

name: or employee

number:

2. Sex :

Female

Male

Read the definitions of each of the next three questions and answer “yes” if they apply to you. You can self-identify as belonging to more than one group.

0. Aboriginal peoples

According to the Employment Equity Act, Aboriginal peoples means persons who are Indians, Inuit or Métis.

Are you an Aboriginal person?

Yes

No

4. Visible minorities

According to the Employment Equity Act, members of visible minorities means persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour, regardless of their citizenship or their place of birth.

The following is a non-exhaustive list of examples of visible minorities:

- *Black*
- *Latin American persons who are non-white in colour (including Aboriginal peoples of Central America and South America)*
- *East Asian (e.g. Chinese, Japanese or Korean)*
- *South Asian or 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 or Vietnamese)*
- *West Asian, North African or Arab persons who are non-white in colour (e.g. Iranian, Lebanese, Egyptian or Libyan)*
- *Persons of mixed origin (e.g. one parent is a member of a visible minority)*

Are you a member of a visible minority?

Yes

No

5. 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 disadvantaged in employment by reason of that impairment or believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment. This group also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace (including through technical aids, modified equipment or alternate work arrangements).

The following is a non-exhaustive list of examples of disabilities:

- *Coordination or dexterity*

Difficulty using hands or arms, for example, when picking up objects or using a keyboard

- *Mobility*

Difficulty moving from one office to another, walking long distances or using stairs

- *Blindness or visual impairment*

Unable to see or difficulty seeing, glaucoma, excluding people who see well with glasses or contact lenses

- *Speech*

Unable to speak or difficulty speaking and being understood

- *Deafness / hearing impairment*

Unable to hear or difficulty hearing

- *Other impairments*

Learning or developmental disability or a disability of another type

Are you a person with a disability?

- Yes
- No

Thank you for your participation and cooperation!

Pharmalab employee response rate

Reported self-identification statistics

Distribution	Return	Responses
226 questionnaires were distributed	<p>Return rate: number of questionnaires returned, whether completed or not</p> <p>100% of the returned questionnaires had been completed</p> <p>The return rate was 92.92%, or 210/226.</p>	<p>Response rate: number of employees who completed the questionnaire</p> <p>The response rate must be higher than 80%.</p> <p>The response rate obtained was 92.92%</p>

*Inactive employees were excluded from the database for WEIMS.



From: Yakibonge, Maurice [NC] **On Behalf Of** EE-EME
Sent: June 14, 2017 1:18 PM
To: aroy@pharmalab.ca
Cc: nbeland@pharmalab.ca; Karine Bergeron <KBergeron@solertia.ca>
Subject: Government of Canada Agreement Number: 10000528 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Mr. Roy:

I am writing to inform you that the compliance assessment initiated on November 23, 2017, has been completed. As a result of the assessment, Pharmalab 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 Pharmalab's employment equity program.

- We acknowledge receipt of your rationale explaining why you have set only a few goals; we encourage you to hire more members of the designated groups and to better promote offers of employment to these groups when opportunities arise.

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 Pharmalab is notified of a subsequent assessment, the following information will be required:

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

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If reasonable progress has not been made, Pharmalab 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.

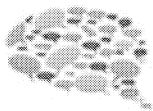
You may also visit our website to access a number of tools. In particular, we encourage your organization to continue using the [Workplace Equity Information Management System \(WEIMS\)](#). WEIMS can assist you in generating your workforce analysis and contains other data analysis tools, including the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

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

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

Workplace Equity Team

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

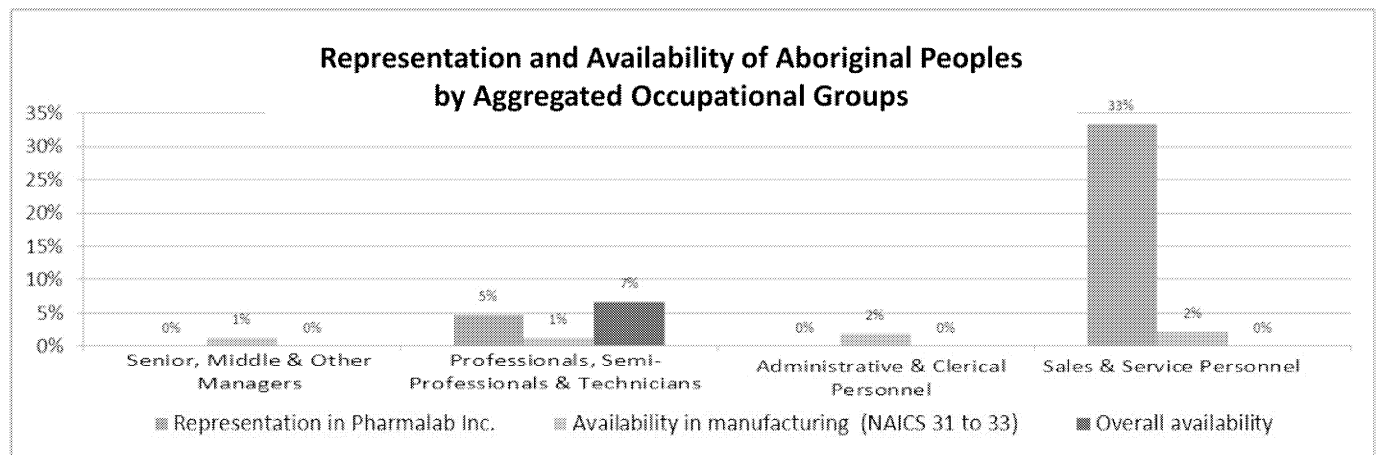
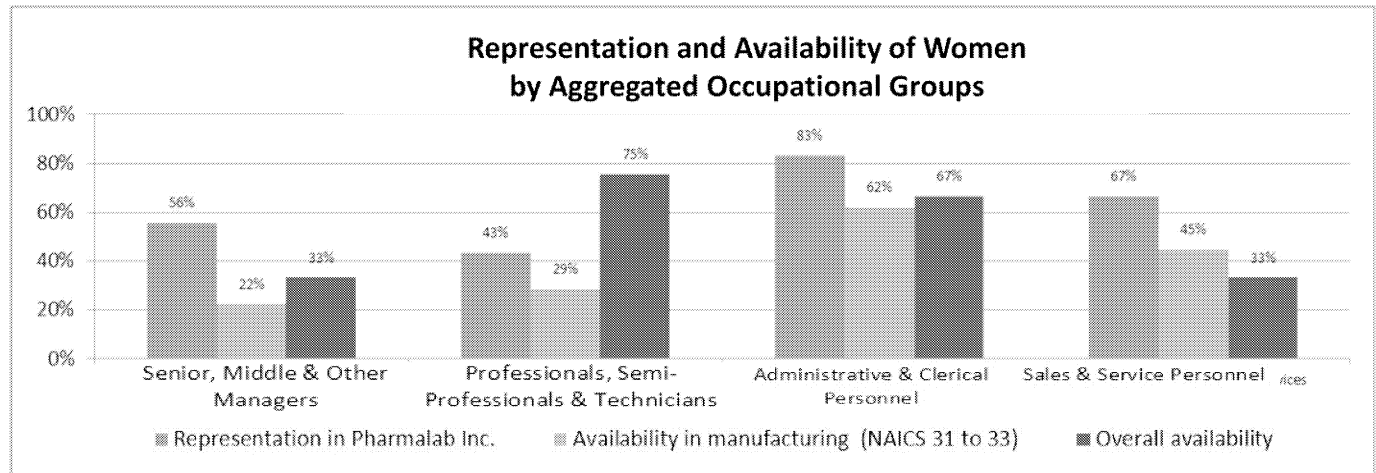


Joignez-vous au **Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT)** en ligne, un espace collaboratif pour employeurs. Envoyez-nous un courriel pour vous joindre!
Join the online **Workplace Equity, Diversity and Inclusion Forum (WEDIF)**, a collaborative space for employers. Send us an email to join!

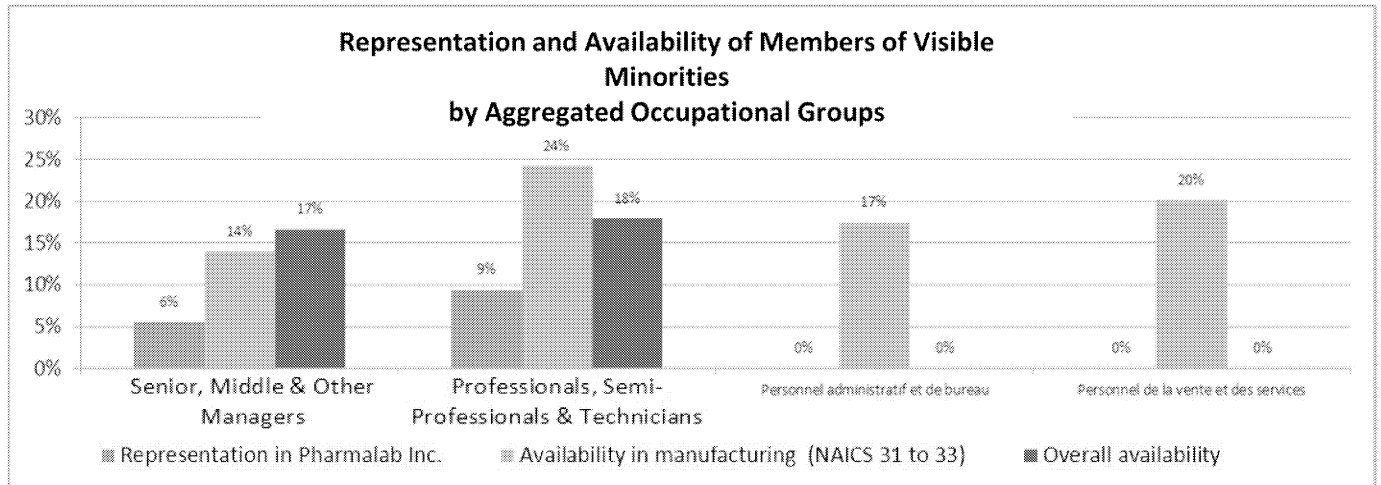
Summary of Employment Equity Results for Pharmalab Inc.

In the tables below, the representation of women, Aboriginal peoples and members of visible minorities at the aggregate level and at the level of the aggregated Employment Equity Occupational Groups (EEOGs), based on Pharmalab Inc. submission, are compared to the manufacturing industry sector and overall Canadian labour market availability data.

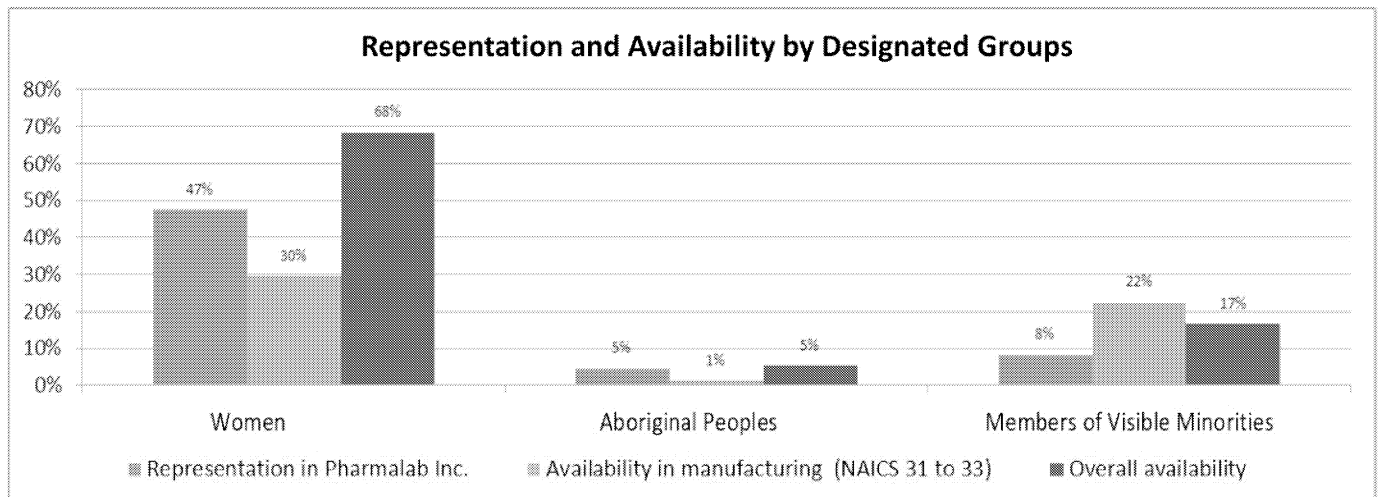
Note: Canadian labour market availability at the industry level for persons with disabilities is not currently available.



Note: For Aboriginal Peoples; Senior and Middle Managers and Administrators, the Manufacturing availability percentage is calculated based on the Employment Equity Occupational Groups (1%) and the overall availability percentage is calculated at the provincial level (0%). For Administrative and Clerical Personnel, the sector availability percentage is calculated based on Employment Equity Occupational Groups (2%) and the overall availability percentage is calculated at the level of the metropolitan areas of recruitment (0%). For Sales and Service occupations, the sector availability percentage is calculated based on the National Occupational Classification (2%) and the overall availability percentage is calculated at the level of metropolitan areas of recruitment (0%).



Note: For members of visible minorities; Administrative and Clerical Personnel, the sector availability percentage is calculated based on employment equity occupational groups (17%) and the overall availability percentage is calculated at the level of the metropolitan areas of recruitment (0%). For Sales and Service occupations, the sector availability percentage is calculated based on the National Occupational Classification (20%) and the overall availability percentage is calculated at the level of metropolitan areas of recruitment (0%).



The 14 Employment Equity Occupational Groups (EEOGs) are aggregated as follows :

- EEOGs 1 Senior Managers and EEOGs 2 Middle and Other Managers
- EEOG 3 Professional and EEOG 4 Semi-Professional and Technical Staff
- EEOG 5 Supervisors
- EEOG 6 Foremen
- EEOG 7 Administrative and Senior Clerical Staff and EEOG 10 Clerical Staff
- 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 Workers and Crafts, EEOG 12 Skilled Manual Workers and EEOG 14 Other Manual Workers

From: "Karine Bergeron" <KBergeron@solertia.ca>
To: EE-EME <ee-eme@hrsdcc-rhdcc.gc.ca>
"Thibeault, Daniel D [NC]" <daniel.thibeault@labour-travail.gc.ca>
Sent: 2017-06-05 13:26:09
Subject: Documents pour évaluation de conformité PCF - pour Pharmalab (no. d'employeur 10000528)

Attachments: [Rapport sommaire Pharmalab 02062017.pdf](#)
[Rapport détaillé Pharmalab 02062017.pdf](#)
[Sommaire de objectifs-Pharmalab 02062017.docx](#)
[OutilEtablissementObjectifs-Pharmalab 02062017.xlsx](#)
[Questionnaire d'auto-identification - Pharmalab \(final\).pdf](#)
[Taux de réponse des employés \(statistiques\)\(PCF\).pdf](#)

Hello Mr. Thibeault,

We are pleased to send you the information and documents relating to the initial compliance assessment with respect to the Federal Contractors Program (FCP) for Pharmalab (employer number 10000528).

Please find attached the following documents as requested:

1. A blank copy of the final version of the workforce survey questionnaire that was used
2. The workforce survey results
3. The summary report of the workforce analysis
4. The detailed report of the workforce analysis
5. The information sheet for the tool for establishing short-term objectives
6. The objectives summary report

In addition, we confirm that the results of the workforce analysis are available in WEIMS under the employer number cited above.

Thank you for your collaboration in the handling of this initial compliance assessment. We trust you will find everything to be in compliance with the program and to your satisfaction. Please do not hesitate to contact us with any questions or additional requests for information. We would be pleased to respond quickly. Thank you.

Sincerely,

Karine Bergeron for Pharmalab



PARTENAIRE DE CROISSANCE
PARTNER IN GROWTH

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