



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 SDL International (Canada) Inc.	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input 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/indb/p3vD.pl?Function=getVLD&TVD=118464 541.930	Total number of employees in Canada (Permanent Full-time and/or Part-time) 150 <input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 800-1550 Metcalfe	City Montreal	Province QC	Postal Code H3B 2V6
Telephone Number 514-844-2577			

EMPLOYMENT EQUITY CONTACT			
Name (print) Fred Harvey	Title HR Business Partner		
Telephone Number 514-844-2577	E-mail Address fharvey@SDL.com	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.
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) Elaine Duguay	Title VP Legal and Contracts		
Telephone Number 781-756-4400	E-mail Address eduguay@sd1.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	
[REDACTED]		Date (YYYY-MM-DD) 2019-04-30	

The information you provide on this form is collected under the authority of section 42 of the *Employment Equity Act* 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
IMPORTANT <ul style="list-style-type: none"> • The signed Agreement to Implement Employment Equity form must be sent to the Labour Program by e-mail at: ee-eme@hrsdcc-rhdcc.gc.ca

Workplace Equity Information Management System - SDL International (Canada) Inc.

Workforce Analysis - Detailed Report

Date: 2020-03-23

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	6	3	50.0 %	27.6 %	2	1	National
02 : Middle and Other Managers	National	17	9	52.9 %	39.4 %	7	2	National
03 : Professionals		84	43	51.2 %	59.2 %	50	-7	
1114 : Other financial officers	National	1	1	100.0 %	45.6 %	0	1	National
1122 : Professional occupations in business management consulting	National	2	0	0.0 %	42.7 %	1	-1	National
2147 : Computer engineers (except software engineers and designers)	National	1	0	0.0 %	11.1 %	0	0	National
2173 : Software engineers and designers	National	14	1	7.1 %	16.0 %	2	-1	National
5125 : Translators, terminologists and interpreters	National	66	41	62.1 %	69.7 %	46	-5	National
04 : Semi-Professionals and Technicians		6	2	33.3 %	22.4 %	1	1	
2282 : User support technicians	Ontario	1	0	0.0 %	23.9 %	0	0	Ontario
2282 : User support technicians	Québec	5	2	40.0 %	22.1 %	1	1	Québec
07 : Administrative and Senior Clerical Personnel		33	20	60.6 %	81.1 %	27	-7	
Employment Equity Occupational Group	Montréal	32	20	62.5 %	80.9 %	26	-6	Montréal
Employment Equity Occupational Group	Que. less CMAs	1	0	0.0 %	87.6 %	1	-1	Que. less CMAs
08 : Skilled Sales and Service Personnel		5	3	60.0 %	29.9 %	1	2	
6221 : Technical sales specialists - wholesale trade	Québec	5	3	60.0 %	29.9 %	1	2	Québec
10 : Clerical Personnel		5	4	80.0 %	62.4 %	3	1	
Employment Equity Occupational Group	Montréal	4	3	75.0 %	61.6 %	2	1	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	1	100.0 %	65.7 %	1	0	Ottawa - Gatineau
Total		156	84	53.8 %	58.2 %	91	-7	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data

Workplace Equity Information Management System - SDL International (Canada) Inc.

Workforce Analysis - Detailed Report

Date: 2020-03-23

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
01 : Senior Managers	National	6	0	0.0 %	3.2 %	0	0	National
02 : Middle and Other Managers	National	17	0	0.0 %	2.7 %	0	0	National
03 : Professionals		84	0	0.0 %	2.9 %	2	-2	
1114 : Other financial officers	National	1	0	0.0 %	1.6 %	0	0	National
1122 : Professional occupations in business management consulting	National	2	0	0.0 %	1.6 %	0	0	National
2147 : Computer engineers (except software engineers and designers)	National	1	0	0.0 %	0.8 %	0	0	National
2173 : Software engineers and designers	National	14	0	0.0 %	0.6 %	0	0	National
5125 : Translators, terminologists and interpreters	National	66	0	0.0 %	3.5 %	2	-2	National
04 : Semi-Professionals and Technicians		6	0	0.0 %	1.3 %	0	0	
2282 : User support technicians	Ontario	1	0	0.0 %	1.3 %	0	0	Ontario
2282 : User support technicians	Québec	5	0	0.0 %	1.3 %	0	0	Québec
07 : Administrative and Senior Clerical Personnel		33	2	6.1 %	0.9 %	0	2	
Employment Equity Occupational Group	Montréal	32	2	6.3 %	0.8 %	0	2	Montréal
Employment Equity Occupational Group	Que. less CMAs	1	0	0.0 %	3.8 %	0	0	Que. less CMAs
08 : Skilled Sales and Service Personnel		5	0	0.0 %	1.1 %	0	0	
6221 : Technical sales specialists - wholesale trade	Québec	5	0	0.0 %	1.1 %	0	0	Québec
10 : Clerical Personnel		5	0	0.0 %	1.5 %	0	0	
Employment Equity Occupational Group	Montréal	4	0	0.0 %	1.0 %	0	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	3.5 %	0	0	Ottawa - Gatineau
Total		156	2	1.3 %	2.3 %	2	0	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data

Workplace Equity Information Management System - SDL International (Canada) Inc.

Workforce Analysis - Detailed Report

Date: 2020-03-23

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
01 : Senior Managers	National	6	0	0.0 %	11.5 %	1	-1	National
02 : Middle and Other Managers	National	17	3	17.6 %	17.6 %	3	0	National
03 : Professionals		84	9	10.7 %	29.5 %	25	-16	
1114 : Other financial officers	National	1	0	0.0 %	26.5 %	0	0	National
1122 : Professional occupations in business management consulting	National	2	0	0.0 %	26.4 %	1	-1	National
2147 : Computer engineers (except software engineers and designers)	National	1	1	100.0 %	42.7 %	0	1	National
2173 : Software engineers and designers	National	14	5	35.7 %	46.7 %	7	-2	National
5125 : Translators, terminologists and interpreters	National	66	3	4.5 %	25.8 %	17	-14	National
04 : Semi-Professionals and Technicians		6	1	16.7 %	23.8 %	1	0	
2282 : User support technicians	Ontario	1	0	0.0 %	38.8 %	0	0	Ontario
2282 : User support technicians	Québec	5	1	20.0 %	20.8 %	1	0	Québec
07 : Administrative and Senior Clerical Personnel		33	6	18.2 %	14.2 %	5	1	
Employment Equity Occupational Group	Montréal	32	6	18.8 %	14.6 %	5	1	Montréal
Employment Equity Occupational Group	Que. less CMAs	1	0	0.0 %	0.8 %	0	0	Que. less CMAs
08 : Skilled Sales and Service Personnel		5	0	0.0 %	10.9 %	1	-1	
6221 : Technical sales specialists - wholesale trade	Québec	5	0	0.0 %	10.9 %	1	-1	Québec
10 : Clerical Personnel		5	1	20.0 %	19.9 %	1	0	
Employment Equity Occupational Group	Montréal	4	1	25.0 %	20.4 %	1	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	18.2 %	0	0	Ottawa - Gatineau
Total		156	20	12.8 %	23.2 %	37	-17	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workplace Equity Information Management System - SDL International (Canada) Inc.

Workforce Analysis - Detailed Report

Date: 2020-03-23

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities		Availability %	Availability #	Gap #	Recruitment Area
			Representation #	Representation %				
01/02 : Managers	National	23	1	4.3 %	5.0 %	1	0	National
03 : Professionals	National	84	1	1.2 %	8.9 %	7	-6	National
04 : Semi-Professionals and Technicians	National	6	0	0.0 %	7.6 %	0	0	National
07 : Administrative and Senior Clerical Personnel	National	33	0	0.0 %	10.0 %	3	-3	National
08 : Skilled Sales and Service Personnel	National	5	0	0.0 %	8.0 %	0	0	National
10 : Clerical Personnel	National	5	0	0.0 %	9.3 %	0	0	National
Total		156	2	1.3 %	8.5 %	11	-9	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2020-03-23

Reasons for selecting a different analysis scope, recruitment area or recruitment location:

SDL Canada has two physical offices in Quebec: the main office is in Montreal and there is a satellite office in Gatineau. Our headquarter is based in the UK. Financial officers are recruited in the UK and US. Other professionals require a local presence therefore the recruitment location was changed to Québec/Montreal due to locations of our offices.

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA



Workforce Analysis - Detailed Report

Date: 2020-03-23

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National



Workplace Equity Information Management System - SDL International (Canada) Inc.

Workforce Analysis - Summary Report

Date: 2020-03-23

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	6	3	50.0 %	27.6 %	2	1
02 : Middle and Other Managers	17	9	52.9 %	39.4 %	7	2
03 : Professionals	84	43	51.2 %	59.2 %	50	-7
04 : Semi-Professionals and Technicians	6	2	33.3 %	22.4 %	1	1
07 : Administrative and Senior Clerical Personnel	33	20	60.6 %	81.1 %	27	-7
08 : Skilled Sales and Service Personnel	5	3	60.0 %	29.9 %	1	2
10 : Clerical Personnel	5	4	80.0 %	62.4 %	3	1
Total	156	84	53.8 %	58.2 %	91	-7

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - SDL International (Canada) Inc.

Workforce Analysis - Summary Report

Date: 2020-03-23

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
01 : Senior Managers	6	0	0.0 %	3.2 %	0	0
02 : Middle and Other Managers	17	0	0.0 %	2.7 %	0	0
03 : Professionals	84	0	0.0 %	2.9 %	2	-2
04 : Semi-Professionals and Technicians	6	0	0.0 %	1.3 %	0	0
07 : Administrative and Senior Clerical Personnel	33	2	6.1 %	0.9 %	0	2
08 : Skilled Sales and Service Personnel	5	0	0.0 %	1.1 %	0	0
10 : Clerical Personnel	5	0	0.0 %	1.5 %	0	0
Total	156	2	1.3 %	2.3 %	2	0

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2020-03-23

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	6	0	0.0 %	11.5 %	1	-1
02 : Middle and Other Managers	17	3	17.6 %	17.6 %	3	0
03 : Professionals	84	9	10.7 %	29.5 %	25	-16
04 : Semi-Professionals and Technicians	6	1	16.7 %	23.8 %	1	0
07 : Administrative and Senior Clerical Personnel	33	6	18.2 %	14.2 %	5	1
08 : Skilled Sales and Service Personnel	5	0	0.0 %	10.9 %	1	-1
10 : Clerical Personnel	5	1	20.0 %	19.9 %	1	0
Total	156	20	12.8 %	23.2 %	37	-17

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2020-03-23

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	23	1	4.3 %	5.0 %	1	0
03 : Professionals	84	1	1.2 %	8.9 %	7	-6
04 : Semi-Professionals and Technicians	6	0	0.0 %	7.6 %	0	0
07 : Administrative and Senior Clerical Personnel	33	0	0.0 %	10.0 %	3	-3
08 : Skilled Sales and Service Personnel	5	0	0.0 %	8.0 %	0	0
10 : Clerical Personnel	5	0	0.0 %	9.3 %	0	0
Total	156	2	1.3 %	8.5 %	11	-9

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2020-03-23

Reasons for selecting a different analysis scope, recruitment area or recruitment location:

SDL Canada has two physical offices in Quebec: the main office is in Montreal and there is a satellite office in Gatineau. Our headquarter is based in the UK. Financial officers are recruited in the UK and US. Other professionals require a local presence therefore the recruitment location was changed to Québec/Montreal due to locations of our offices.

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA



Workforce Analysis - Summary Report

Date: 2020-03-23

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
SDL International (Canada) Inc
2020-03-03

Data from First/Previous Workforce Analysis
↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis
↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2020	03	06

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
0	0	0

Employment Equity Occupational Group (EEOG)	
01/02	Managers
03	Professionals
04	Semi-Professionals & Technicians
05	Supervisors
06	Supervisors: Crafts & Trades
07	Administrative & Senior Clerical Personnel
08	Skilled Sales & Service Personnel
09	Skilled Crafts & Trades Workers
10	Clerical Personnel
11	Intermediate Sales & Service Personnel
12	Semi-Skilled Manual Workers
13	Other Sales & Service Personnel
14	Other Manual Workers
Total	

Table 4: Persons with Disabilities			
First/Previous Workforce Analysis			
All Employees	Persons with Disabilities		
	Representation	Availability*	
#	#	%	
23	1	5.0	
81	1	8.9	
6	0	7.6	
0	0	0.0	
0	0	0.0	
33	0	10.0	
5	0	8.0	
0	0	0.0	
5	0	9.3	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
153	2	8.5	

Table 8: Persons with Disabilities			
Subsequent/Current Workforce Analysis			
All Employees	Persons with Disabilities		
	Representation	Availability*	
#	#	%	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	

*** Source:**
2017 Canadian Survey on Disability

*** Source:**

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

SDL International (Canada) Inc

2020-03-03

Start Date of Flow Data		
YYYY	MM	DD
2020	03	06

End Date of Flow Data		
YYYY	MM	DD
-	-	-

Data from Form 4 - Employees Hired

↓ ↓ ↓ ↓

Data from Form 5 - Employees Promoted

↓ ↓ ↓ ↓

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

Table 1: Women

Table 5: Women

Table 9: Women

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

Full-time / National		Part-time / National	
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

Full-time / National		Part-time / National	
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

SDL International (Canada) Inc

2020-03-03

Start Date of Flow Data		
YYYY	MM	DD
2020	03	06

End Date of Flow Data		
YYYY	MM	DD
-	-	-

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 2: Aboriginal Peoples

Table 6: Aboriginal Peoples

Table 10: Aboriginal Peoples

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

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

SDL International (Canada) Inc

2020-03-03

Start Date of Flow Data		
YYYY	MM	DD
2020	03	06

End Date of Flow Data		
YYYY	MM	DD
-	-	-

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 3: Persons with Disabilities

Table 7: Persons with Disabilities

Table 11: Persons with Disabilities

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

Full-time / National		Part-time / National	
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

Full-time / National		Part-time / National	
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

SDL International (Canada) Inc

2020-03-03

Start Date of Flow Data		
YYYY	MM	DD
2020	03	06

End Date of Flow Data		
YYYY	MM	DD
-	-	-

Data from Form 4 - Employees Hired



Table 4: Members of Visible Minorities

Data from Form 5 - Employees Promoted



Table 8: Members of Visible Minorities

Data from Form 6 - Employees Terminated



Table 12: Members of Visible Minorities

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

Full-time / National		Part-time / National	
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

Full-time / National		Part-time / National	
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

Federal Contractors Program Achievement Report

Part 3: Goals

SDL International (Canada) Inc

2020-03-03

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EEOG)	All Employees																		First/Previous Short-term Goals																		Women																	
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years																																			
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	YYYY-MM-DD		Annually	Over 3 Years						From - To	YYYY - YYYY																																	
	2020-03-06	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2020-03-06	Annually	Over 3 Years	#	2020	2023	%	%	#	#	%	%																																		
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%																																		
01 Senior Managers	6	-100.0%	1.0%	0	0.0%	0.0%	0	0	3	0.0%	0	-1	0		27.6%	1	1	50.0%	50.0%																																			
02 Middle & Other Managers	17	-100.0%	2.0%	1	0.0%	3.0%	2	3	9	3.0%	1	-1	0		39.4%	2	1	52.9%	44.4%																																			
03 Professionals	81	-100.0%	4.0%	10	0.0%	15.0%	36	46	42	15.0%	19	31	23	50.0%	58.8%	-6	-8	51.9%	50.5%																																			
04 Semi-Professionals & Tech	6	-100.0%	1.0%	0	0.0%	2.0%	0	0	2	2.0%	0	-1	0		22.4%	1	1	33.3%	33.3%																																			
05 Supervisors	0	0.0%	0	0.0%	0	0	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!																																			
06 Supervisors: Crafts & Trades	0	0.0%	0	0.0%	0	0	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!																																			
07 Administrative & Sr Clerical	33	-100.0%	4.0%	4	0.0%	12.0%	12	16	20	12.0%	7	17	6	40.0%	81.1%	-7	-11	60.6%	51.4%																																			
08 Skilled Sales & Service	5	-100.0%	1.0%	0	0.0%	10.0%	2	2	3	10.0%	1	-1	0		29.9%	2	1	60.0%	40.0%																																			
09 Skilled Crafts & Trades	0	0.0%	0	0.0%	0	0	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!																																			
10 Clerical Personnel	5	-100.0%	1.0%	0	0.0%	10.0%	2	2	4	10.0%	1	0	0		62.4%	1	0	80.0%	60.0%																																			
11 Intermediate Sales & Service	0	0.0%	0	0.0%	0	0	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!																																			
12 Semi-Skilled Manual	0	0.0%	0	0.0%	0	0	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!																																			
13 Other Sales & Service	0	0.0%	0	0.0%	0	0	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!																																			
14 Other Manual Workers	0	0.0%	0	0.0%	0	0	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!																																			
Total	153	-100.0%		0	0.0%		0	0	83	0.0%	0	6	0		58.0%	-6	-6	54.2%	54.2%																																			

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

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

Table 2: Women

Employment Equity Occupational Group (EEOG)	Women		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0	0.0	Representation of women in this EEOG is already at 50% or more
02 Middle & Other Managers	0.0	0.0	Representation of women in this EEOG is already at 50% or more
03 Professionals	50.0	0.0	Representation of women in this EEOG is already at 50% or more
04 Semi-Professionals & Tech	0.0	0.0	No negative or significant gap
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	40.0	0.0	Representation of women in this EEOG is already at 50% or more
08 Skilled Sales & Service	0.0	0.0	Representation of women in this EEOG is already at 50% or more
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	0.0	0.0	Representation of women in this EEOG is already at 50% or more
11 Intermediate Sales & Service	0.0	0.0	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	0.0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

SDL International (Canada) Inc

2020-03-03

14	Other Manual Workers		0.0		0.0
Total			0.0		0.0

Federal Contractors Program Achievement Report

Part 3: Goals

SDL International (Canada) Inc

2020-03-03

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		First/Previous Short-term Goals																		
		All Employees							Aboriginal Peoples											
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Annually		Over 3 Years	From - To					
		2020-03-06	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2020-03-06	Annually	Over 3 Years	#	#	%	%	%	#	#	%
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%	
01	Senior Managers	6	-100.0%	1.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	3.2%	0	0	0.0%	0.0%
02	Middle & Other Managers	17	-100.0%	2.0%	1	0.0%	3.0%	2	3	0	3.0%	0	0	0	2.7%	0	0	0.0%	0.0%	
03	Professionals	81	-100.0%	4.0%	10	0.0%	15.0%	36	46	0	15.0%	0	3	1	2.9%	2.9%	-2	-2	0.0%	1.1%
04	Semi-Professionals & Tech	6	-100.0%	1.0%	0	0.0%	2.0%	0	0	0	2.0%	0	0	0	1.3%	0	0	0.0%	0.0%	
05	Supervisors	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
06	Supervisors: Crafts & Trades	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	33	-100.0%	4.0%	4	0.0%	12.0%	12	16	2	12.0%	1	-1	0	0.9%	2	1	6.1%	2.7%	
08	Skilled Sales & Service	5	-100.0%	1.0%	0	0.0%	10.0%	2	2	0	10.0%	0	0	0	1.1%	0	0	0.0%	0.0%	
09	Skilled Crafts & Trades	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	5	-100.0%	1.0%	0	0.0%	10.0%	2	2	0	10.0%	0	0	0	1.5%	0	0	0.0%	0.0%	
11	Intermediate Sales & Service	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
12	Semi-Skilled Manual	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
13	Other Sales & Service	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total		153	-100.0%		0	0.0%		0	0	2	0.0%	0	2	0	2.3%	-2	-2	1.3%	1.3%	

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

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01	Senior Managers	0.0	0.0
02	Middle & Other Managers	0.0	0.0
03	Professionals	2.9	2.9
04	Semi-Professionals & Tech	0.0	0.0
05	Supervisors	0.0	0.0
06	Supervisors: Crafts & Trades	0.0	0.0
07	Administrative & Sr Clerical	0.0	0.0
08	Skilled Sales & Service	0.0	0.0
09	Skilled Crafts & Trades	0.0	0.0
10	Clerical Personnel	0.0	0.0
11	Intermediate Sales & Service	0.0	0.0
12	Semi-Skilled Manual	0.0	0.0
13	Other Sales & Service	0.0	0.0

Federal Contractors Program Achievement Report

Part 3: Goals

SDL International (Canada) Inc

2020-03-03

14	Other Manual Workers		0.0		0.0
Total			0.0		0.0

Federal Contractors Program Achievement Report

Part 3: Goals

SDL International (Canada) Inc

2020-03-03

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EOG)		All Employees																		
		First/Previous Short-term Goals										Persons with Disabilities								
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	YYYY-MM-DD		Annually	Over 3 Years					
		2020-03-06	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2020-03-06	Annually	Over 3 Years	#	2020	2023	%	#	#	%	%
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%	
01/02	Managers	23	-100.0%	3.0%	2	0.0%	3.0%	2	4	1	3.0%	0	0	0	0	5.0%	0	0	4.3%	4.0%
03	Professionals	81	-100.0%	4.0%	10	0.0%	15.0%	36	46	1	15.0%	0	7	4	9.0%	8.9%	-6	-3	1.2%	5.5%
04	Semi-Professionals & Tech	6	-100.0%	1.0%	0	0.0%	2.0%	0	0	0	2.0%	0	0	0	7.6%	0	0	0.0%	0.0%	
05	Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	33	-100.0%	4.0%	4	0.0%	12.0%	12	16	0	12.0%	0	4	2	10.0%	10.0%	-3	-2	0.0%	5.4%
08	Skilled Sales & Service	5	-100.0%	1.0%	0	0.0%	10.0%	2	2	0	10.0%	0	0	0	8.0%	0	0	0.0%	0.0%	
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	5	-100.0%	1.0%	0	0.0%	10.0%	2	2	0	10.0%	0	0	0	9.3%	0	0	0.0%	0.0%	
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total		153	-100.0%		0	0.0%		0	0	2	0.0%	0	11	0		8.5%	-11	-11	1.3%	1.3%

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EOG)		Persons with Disabilities				Comments
		Short-term Goals		Long-term Goals		
		%		%		
01/02	Managers	0.0		0.0		
03	Professionals	9.0		9.0		
04	Semi-Professionals & Tech	0.0		0.0		
05	Supervisors	0.0		0.0		
06	Supervisors: Crafts & Trades	0.0		0.0		
07	Administrative & Sr Clerical	10.0		10.0		
08	Skilled Sales & Service	0.0		0.0		
09	Skilled Crafts & Trades	0.0		0.0		
10	Clerical Personnel	0.0		0.0		
11	Intermediate Sales & Service	0.0		0.0		
12	Semi-Skilled Manual	0.0		0.0		
13	Other Sales & Service	0.0		0.0		
14	Other Manual Workers	0.0		0.0		
Total		0.0		0.0		

Federal Contractors Program Achievement Report

Part 3: Goals

SDL International (Canada) Inc

2020-03-03

Federal Contractors Program Achievement Report

Part 3: Goals

SDL International (Canada) Inc

2020-03-03

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	All Employees																		Members of Visible Minorities																	
	First/Previous Short-term Goals																		3 Year Goals																	
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	From - To		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years																	
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	YYYY-MM-DD		Annually	Over 3 Years						2020	2023															
	2020-03-06	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2020-03-06	Annually	Over 3 Years	#	#	%	%	%	#	#	%	%																
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%																	
01 Senior Managers	6	-100.0%	1.0%	0	0.0%	0.0%	0	0	0	0.0%	0	1	0	11.5%	11.5%	-1	-1	0.0%	0.0%																	
02 Middle & Other Managers	17	-100.0%	2.0%	1	0.0%	3.0%	2	3	1	3.0%	0	2	1	20.0%	17.6%	-2	-1	5.9%	11.1%																	
03 Professionals	81	-100.0%	4.0%	10	0.0%	15.0%	36	46	7	15.0%	3	23	14	29.6%	29.6%	-17	-9	8.6%	19.8%																	
04 Semi-Professionals & Tech	6	-100.0%	1.0%	0	0.0%	2.0%	0	0	1	2.0%	0	0	0	0	0	0	0	16.7%	16.7%																	
05 Supervisors	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0	0	0	#DIV/0!	#DIV/0!																	
06 Supervisors: Crafts & Trades	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0	0	0	#DIV/0!	#DIV/0!																	
07 Administrative & Sr Clerical	33	-100.0%	4.0%	4	0.0%	12.0%	12	16	5	12.0%	2	2	2	15.0%	14.2%	0	0	15.2%	13.5%																	
08 Skilled Sales & Service	5	-100.0%	1.0%	0	0.0%	10.0%	2	2	0	10.0%	0	1	0	18.0%	10.9%	-1	-1	0.0%	0.0%																	
09 Skilled Crafts & Trades	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0	0	0	#DIV/0!	#DIV/0!																	
10 Clerical Personnel	5	-100.0%	1.0%	0	0.0%	10.0%	2	2	1	10.0%	0	0	0	0	19.9%	0	0	20.0%	20.0%																	
11 Intermediate Sales & Service	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0	0	0	#DIV/0!	#DIV/0!																	
12 Semi-Skilled Manual	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0	0	0	#DIV/0!	#DIV/0!																	
13 Other Sales & Service	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0	0	0	#DIV/0!	#DIV/0!																	
14 Other Manual Workers	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0	0	0	#DIV/0!	#DIV/0!																	
Total	153	-100.0%	0	0	0.0%	0	0	0	0	0.0%	0	20	0	23.1%	23.1%	-20	-20	9.8%	9.8%																	

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	11.5	11.5	
02 Middle & Other Managers	20.0	20.0	
03 Professionals	29.6	29.6	
04 Semi-Professionals & Tech	0.0	0.0	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	15.0	15.0	
08 Skilled Sales & Service	18.0	18.0	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	0.0	0.0	
11 Intermediate Sales & Service	0.0	0.0	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	0.0	0.0	

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SDL International (Canada) Inc

2020-03-03

14	Other Manual Workers		0.0		0.0
Total			0.0		0.0

Federal Contractors Program Achievement Report

Part 3: Goals

SDL International (Canada) Inc

2020-03-03

Data for Subsequent/Current Goals

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

Table 9: Women

Employment Equity Occupational Group (EEOG)	Subsequent/Current Short-term Goals																		
	All Employees								Women										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Annually		Over 3 Years	From - To					
	-	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	-	Annually	Over 3 Years	0	3	%	%	%	#	#	%	%
#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%	
01 Senior Managers	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!

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

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

Table 10: Women

Employment Equity Occupational Group (EEOG)	Women		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0	0.0	
02 Middle & Other Managers	0.0	0.0	
03 Professionals	0.0	0.0	
04 Semi-Professionals & Tech	0.0	0.0	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	0.0	0.0	
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	0.0	0.0	
11 Intermediate Sales & Service	0.0	0.0	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	0.0	0.0	

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14	Other Manual Workers		0.0		0.0
Total			0.0		0.0

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2020-03-03

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Over 3 Years	Actual	Projected			Over 3 Years	YYYY-MM-DD		Annually	Over 3 Years					
	-	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	-	Annually	Over 3 Years	Years	0	3	%	#	#	%	#	
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%
01 Senior Managers	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EOG)	Aboriginal Peoples		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0	0.0	
02 Middle & Other Managers	0.0	0.0	
03 Professionals	0.0	0.0	
04 Semi-Professionals & Tech	0.0	0.0	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	0.0	0.0	
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	0.0	0.0	
11 Intermediate Sales & Service	0.0	0.0	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	0.0	0.0	

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14	Other Manual Workers		0.0		0.0
Total			0.0		0.0

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2020-03-03

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Persons with Disabilities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	From - To		From - To							
	-	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	-	Annually	Over 3 Years	0	3	%	%	%	%	%	%		
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%	
01/02 Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!

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

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

Table 14: Persons with Disabilities

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

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Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Employment Equity Occupational Group (EOG)		All Employees										Members of Visible Minorities										
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	From - To	Present		3						
		-	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	-	Annually	Over 3 Years	0	3	%	%	%	%	%	%			
		#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%		
01	Senior Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
02	Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
03	Professionals	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
04	Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
05	Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
08	Skilled Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total		0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Members of Visible Minorities			Comments
	Short-term Goals	Long-term Goals		
		%	%	
01	Senior Managers		0.0	
02	Middle & Other Managers		0.0	
03	Professionals		0.0	
04	Semi-Professionals & Tech		0.0	
05	Supervisors		0.0	
06	Supervisors: Crafts & Trades		0.0	
07	Administrative & Sr Clerical		0.0	
08	Skilled Sales & Service		0.0	
09	Skilled Crafts & Trades		0.0	
10	Clerical Personnel		0.0	
11	Intermediate Sales & Service		0.0	
12	Semi-Skilled Manual		0.0	
13	Other Sales & Service		0.0	

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Part 3: Goals

SDL International (Canada) Inc

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14	Other Manual Workers		0.0		0.0
Total			0.0		0.0

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Part 4: Results - Women

SDL International (Canada) Inc

2020-03-03

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Women					All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2020	6	3	50.0	27.6	2	1	181.2																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2020	17	9	52.9	39.4	7	2	134.4																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
03 Professionals	2020	81	42	51.9	58.8	48	-6	88.2																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
04 Semi-Professionals & Technicians	2020	6	2	33.3	22.4	1	1	148.8																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2020	0	0	0.0	0.0	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2020	0	0	0.0	0.0	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments						
		Flow Data				Short-term Goals				Long-term Goals										
		All Employees	Women			All Employees	Women			All Employees	Women									
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met							
#	#	%	%	#	%	%	#	%	%	#	%	%								
01 Senior Managers	0	0	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	3	0	0	0.0			0.0	0.0			0.0	0.0			0.0	0.0				
02 Middle & Other Managers	0	0	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	3	0	0	0.0			0.0	0.0			0.0	0.0			0.0	0.0				
03 Professionals	0	0	0	0.0	0	0	0.0	50.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	3	0	0	0.0			0.0	0.0			0.0	0.0			0.0	0.0				
04 Semi-Professionals & Technicians	0	0	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	3	0	0	0.0			0.0	0.0			0.0	0.0			0.0	0.0				
05 Supervisors	0	0	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	3	0	0	0.0			0.0	0.0			0.0	0.0			0.0	0.0				
06 Supervisors: Crafts & Trades	0	0	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	3	0	0	0.0			0.0	0.0			0.0	0.0			0.0	0.0				

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Part 4: Results - Women

SDL International (Canada) Inc

2020-03-03

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Women					All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07	Administrative & Senior Clerical	2020	33	20	60.6	81.1	27	-7	74.7	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	0
08	Skilled Sales & Service Personnel	2020	5	3	60.0	29.9	1	2	200.7	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	0
09	Skilled Crafts & Trades Workers	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	0
10	Clerical Personnel	2020	5	4	80.0	62.4	3	1	128.2	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	0
11	Intermediate Sales & Service Personnel	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	0
12	Semi-Skilled Manual Workers	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants										Goals										Comments
		Flow Data					Short-term Goals					Long-term Goals										
		All Employees	Women				All Employees	Women				All Employees	Women									
			Actual	Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met									
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%							
07	Administrative & Senior Clerical	0	0	0.0	0.0	0	0.0	40.0	0.0	0	0.0	0.0	0.0	0	0.0							
08	Skilled Sales & Service Personnel	0	0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0							
09	Skilled Crafts & Trades Workers	0	0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0							
10	Clerical Personnel	0	0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0							
11	Intermediate Sales & Service Personnel	0	0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0							
12	Semi-Skilled Manual Workers	0	0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0							

Federal Contractors Program Achievement Report

Part 4: Results - Women

SDL International (Canada) Inc

2020-03-03

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Women					All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2020	0	0	0.0	0.0	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
	0	0	0	0.0	0.0	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
14 Other Manual Workers	2020	0	0	0.0	0.0	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
	0	0	0	0.0	0.0	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
Total	2020	153	83	54.2	58.0	89	-6	93.5																	
	0	0	0	0.0	0.0	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments	
		Flow Data				Short-term Goals				Long-term Goals					
		All Employees	Women			All Employees	Women				All Employees	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal	Percent of Goal Met		Goal	Percent of Goal Met		
#	#	%	%	#	%	%	%	#	%	%	%				
13 Other Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
	3	0	0	0.0			0.0	0.0			0.0	0.0			
14 Other Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
	3	0	0	0.0			0.0	0.0			0.0	0.0			
Total	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
	3	0	0	0.0			0.0	0.0			0.0	0.0			

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

SDL International (Canada) Inc

2020-03-03

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees		Aboriginal Peoples								All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples		
		#	%	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference					
01 Senior Managers	2020	6	0.0	0.0	3.2	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
02 Middle & Other Managers	2020	17	0.0	0.0	2.7	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
03 Professionals	2020	81	0.0	0.0	2.9	2	-2	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
04 Semi-Professionals & Technicians	2020	6	0.0	0.0	1.3	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
05 Supervisors	2020	0	0.0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2020	0	0.0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees		Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples				
		#	%	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
01 Senior Managers	0	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	3	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
02 Middle & Other Managers	0	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	3	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
03 Professionals	0	0	0	0	0.0	0	0.0	2.9	0.0	0	0.0	2.9	0.0	
	3	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
04 Semi-Professionals & Technicians	0	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	3	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
05 Supervisors	0	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	3	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
06 Supervisors: Crafts & Trades	0	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	3	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

SDL International (Canada) Inc

2020-03-03

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples								All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference					
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#		
07	Administrative & Senior Clerical	2020	33	2	6.1	0.9	0	2	673.4	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0	0
08	Skilled Sales & Service Personnel	2020	5	0	0.0	1.1	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0	0
09	Skilled Crafts & Trades Workers	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0	0
10	Clerical Personnel	2020	5	0	0.0	1.5	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0	0
11	Intermediate Sales & Service Personnel	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0	0
12	Semi-Skilled Manual Workers	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0	0

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

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

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

SDL International (Canada) Inc

2020-03-03

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Aboriginal Peoples								All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples				
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference			
#	#	%	%	#	#	%	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#		
13 Other Sales & Service Personnel	2020	0	0	0.0	0.0	0	0	0	0.0															
	0	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0
14 Other Manual Workers	2020	0	0	0.0	0.0	0	0	0	0.0															
	0	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0
Total	2020	153	2	1.3	2.3	4	-2	56.8																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
Total	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

SDL International (Canada) Inc

2020-03-03

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		Persons with Disabilities										Persons with Disabilities				Persons with Disabilities				Persons with Disabilities					
		All Employees	Representation		Availability		Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference					
#	#	%	%	#	%	#	#	%	#	#	%	#	#	#	#	%	#	#	%	#	#	%	#	#	
01&02 Managers	2020	23	1	4.3	5.0	1	0	87.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
03 Professionals	2020	81	1	1.2	8.9	7	-6	13.9																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
04 Semi-Professionals & Technicians	2020	6	0	0.0	7.6	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2020	0	0	0.0	0.0	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2020	0	0	0.0	0.0	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		Persons with Disabilities				Persons with Disabilities				Persons with Disabilities				
		All Employees	Actual		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	%	#	%	%	%	#	%	%	%			
01&02 Managers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0				0.0	0.0	
03 Professionals	0	0	0	0.0	0	0.0	9.0	0.0	0	0.0	9.0	0.0		
	3	0	0	0.0			0.0	0.0				0.0	0.0	
04 Semi-Professionals & Technicians	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0				0.0	0.0	
05 Supervisors	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0				0.0	0.0	
06 Supervisors: Crafts & Trades	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0				0.0	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

SDL International (Canada) Inc

2020-03-03

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees		Persons with Disabilities								All Employees		Persons with Disabilities		All Employees		Persons with Disabilities		All Employees		Persons with Disabilities		
		#	%	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference		
07	Administrative & Senior Clerical	2020	33	0	0.0	10.0	3	-3	0.0															
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0
08	Skilled Sales & Service Personnel	2020	5	0	0.0	8.0	0	0	0.0															
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0
09	Skilled Crafts & Trades Workers	2020	0	0	0.0	0.0	0	0	0.0															
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2020	5	0	0.0	9.3	0	0	0.0															
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0
11	Intermediate Sales & Service Personnel	2020	0	0	0.0	0.0	0	0	0.0															
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0
12	Semi-Skilled Manual Workers	2020	0	0	0.0	0.0	0	0	0.0															
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees		Persons with Disabilities		Persons with Disabilities				Persons with Disabilities				
		#	%	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
07	Administrative & Senior Clerical	0	0	0	0.0	0	0.0	10.0	0.0	0	0.0	10.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
08	Skilled Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
09	Skilled Crafts & Trades Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
10	Clerical Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
11	Intermediate Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
12	Semi-Skilled Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

SDL International (Canada) Inc

2020-03-03

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Persons with Disabilities								All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference				
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
13	Other Sales & Service Personnel	2020	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
14	Other Manual Workers	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total		2020	153	2	1.3	8.5	13	-11	15.4	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments			
		Flow Data				Short-term Goals				Long-term Goals							
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities							
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
#	#	%	%	#	%	%	%	#	%	%	%						
13	Other Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	
		3	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	
14	Other Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	
		3	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	
Total		0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	
		3	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

SDL International (Canada) Inc

2020-03-03

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Visible Minorities					All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2020	6	0	0.0	11.5	1	-1	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2020	17	1	5.9	17.6	3	-2	33.4																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	2020	81	7	8.6	29.6	24	-17	29.2																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	2020	6	1	16.7	23.8	1	0	70.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	2020	0	0	0.0	0.0	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	2020	0	0	0.0	0.0	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	#	%	#	%	#	%				
01 Senior Managers	0	0	0	0.0	0	0.0	11.5	0.0	0	0.0	11.5	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	0	0	0	0.0	0	0.0	20.0	0.0	0	0.0	20.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	0	0	0	0.0	0	0.0	29.6	0.0	0	0.0	29.6	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

SDL International (Canada) Inc

2020-03-03

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires				Promotions				Terminations						
		All Employees	Visible Minorities								All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference					
#	#	%	%	#	#	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#		
07	Administrative & Senior Clerical	2020	33	5	15.2	14.2	5	0	106.7	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
08	Skilled Sales & Service Personnel	2020	5	0	0.0	10.9	1	-1	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09	Skilled Crafts & Trades Workers	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2020	5	1	20.0	19.9	1	0	100.5	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
11	Intermediate Sales & Service Personnel	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12	Semi-Skilled Manual Workers	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	#	%	%	#	%	%		
07	Administrative & Senior Clerical	0	0	0.0	0	0.0	15.0	0.0	0	0.0	15.0	0.0		
		3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
08	Skilled Sales & Service Personnel	0	0	0.0	0	0.0	18.0	0.0	0	0.0	18.0	0.0		
		3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
09	Skilled Crafts & Trades Workers	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
10	Clerical Personnel	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
11	Intermediate Sales & Service Personnel	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
12	Semi-Skilled Manual Workers	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

SDL International (Canada) Inc

2020-03-03

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Visible Minorities								All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities				
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	%	%	#	#	%	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#		
13 Other Sales & Service Personnel	2020	0	0	0.0	0.0	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0.0	0.0	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	2020	0	0	0.0	0.0	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0.0	0.0	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0
Total	2020	153	15	9.8	23.1	35	-20	42.4																
	0	0	0	0.0	0.0	0	0	0.0																

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

Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	#	%	%	#	%	%			
13 Other Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
Total	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
SDL International (Canada) Inc
2020-03-03

Efforts

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

Required measures:

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

Other measures:

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

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

Operational Context

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

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

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

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

- Other.

Additional Details

Please provide any additional information (optional):



* Required Information

Sondage sur la main-d'oeuvre (bilingue) - Workforce Survey Questionnaire (Bilingual)

Questionnaire d'auto-identification en vertu de la Loi sur l'équité en matière d'emploi - Self-Identification Questionnaire under the Employment Equity Act

Instructions

SDL International (Canada) Inc. croit que tous les employés devraient être traités équitablement. Nous promovons l'équité en matière d'emploi en milieu de travail afin que les femmes, les Autochtones, les personnes ayant un handicap et les minorités visibles soient pleinement représentés à tous les niveaux de notre organisation. Notre programme d'équité en matière d'emploi fait en sorte que nos pratiques d'embauche et de promotion sont fondées sur les qualifications et les capacités.

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

Dans le cadre de notre programme d'équité en matière d'emploi, nous recueillons des renseignements sur notre main-d'oeuvre au moyen de ce questionnaire. L'identification en tant que membre d'un groupe désigné (femmes, Autochtones, personnes ayant un handicap et minorités visibles) dans les sections B à E aidera à dresser un portrait exact de notre main-d'oeuvre. Nous vous assurons que notre milieu de travail est un environnement sûr dans lequel nous pouvons nous identifier. Vous pouvez demander les mesures d'adaptation dont vous avez besoin pour vous acquitter au mieux de vos capacités de vos fonctions professionnelles.

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.

Il est facultatif de remplir les sections B à H. Toutefois, il est obligatoire de remplir la section A, de signer la section I et de retourner le questionnaire aux Ressources humaines, même si vous choisissez de ne pas remplir de renseignements supplémentaires.

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

Les réponses que vous indiquez sur ce formulaire seront conservées à des fins statistiques seulement; votre confidentialité est protégée. Nous vous encourageons à examiner, à mettre à jour et à corriger les renseignements vous concernant en tout temps. Vos renseignements ne seront pas utilisés à des fins non autorisées.

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.

Avis de confidentialité / Privacy Notice

Les renseignements que vous fournissez sont recueillis en vertu des articles 18 et 42 de la Loi sur l'équité en matière d'emploi afin de permettre à notre organisation de recueillir des données sur notre main-d'oeuvre, de se conformer à la législation sur l'équité en matière d'emploi et de mettre en oeuvre l'équité en matière d'emploi en milieu de travail.

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.

La participation au questionnaire d'auto-identification est volontaire. Le refus de fournir des renseignements personnels entraînera la saisie incomplète ou inexacte de nos données sur notre main-d'oeuvre.

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.

Nous regrouperons les renseignements que vous fournirez avec les données d'autres employés et partagerons ceux-ci avec le Programme du travail d'Emploi et Développement social Canada (EDSC) afin de nous conformer à la législation sur l'équité en matière d'emploi régissant le Programme de contrats fédéraux.

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

Les renseignements que vous fournissez peuvent être utilisés ou divulgués à des fins d'analyse des politiques, de recherche ou d'évaluation par EDSC. Toutefois, ces utilisations et/ou divulgations supplémentaires de vos renseignements personnels n'entraîneront jamais une décision administrative à votre sujet.

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.

Vos renseignements personnels sont administrés par EDSC conformément à la Loi sur la protection des renseignements personnels et aux autres lois applicables. Vous avez droit à la protection et à l'accès à vos renseignements personnels, qui sont décrits dans le fichier de renseignements personnels EDSC PPU 729. Les instructions pour obtenir ces renseignements sont décrites dans la publication gouvernementale intitulée Info Source, disponible à l'adresse suivante : <https://www.canada.ca/en/employment-social-development/corporate/transparency/access-information/reports/infosource.html> On peut également accéder à Info Source en ligne à n'importe quel centre de Service Canada.

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: <https://www.canada.ca/en/employment-social-development/corporate/transparency/access-information/reports/infosource.html> Info Source may also be accessed online at any Service Canada Centre.

Ce questionnaire est disponible en braille, en gros caractères ou en format audio sur demande.
This questionnaire is available in Braille, large print or audio format upon request.

* 1. **A.** Nom complet / Full Name

*** 2. Service / Department: (Select one option)**

- Administration
- Analyst Relations
- Directors
- DTP
- Engineering
- Enterprise Pre-Sales
- Finance
- HR
- IT
- Language Delivery Technology Services
- Professional Services
- Project Management
- Recruitment
- Sales
- Science
- Software Development
- Support and Maintenance
- Translation Brazilian
- Translation French (Canadian)
- Translation General

**3. Veuillez compléter les informations suivantes.
Please complete the following information.**

*(a) Poste / Position : _____

*** 4. Statut d'emploi / Employment status (Select one option)**

- Temps Plein / Full-time
- Temps partiel / Part-time
- Contractuel / Contractual

*** 5. Sexe / Gender (Select one option)**

- Femme / Female
- Homme / Male
- Préfère ne pas répondre / Prefer not to say

Après avoir lu les descriptions dans chacune des trois sections suivantes, répondez « Oui » si l'une des réponses suivantes s'applique à vous. **Veillez noter que vous pouvez vous identifier dans plus d'un groupe.**

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. Selon la Loi sur l'équité en matière d'emploi, un Autochtone est un Indien, un Inuit ou un Métis.
According to the *Employment Equity Act*, an Aboriginal person is a person who is Indian, Inuit or Métis.

6. Êtes-vous un Autochtone?
Are you an aboriginal person?
(Select one option)

- Oui / Yes
- Non / No
- Préfère ne pas répondre / Prefer not to say

D. Minorités visibles / Visible Minorities

Selon la Loi sur l'équité en matière d'emploi, les membres d'une minorité visible sont des personnes au Canada (autres que les Autochtones) qui ne sont pas de couleur blanche ou qui ne sont pas de race Caucasien, peu importe leur lieu de naissance ou leur citoyenneté.

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.

Voici quelques exemples de minorités visibles / Examples of visible minorities include, but are not limited to :

- *Noir / Black*
- *Latino-américains non blancs (y compris les Autochtones d'Amérique centrale et d'Amérique du Sud)*
Non-white Latin American (including Indigenous people from Central and South America)
- *Asiatique de l'Est (p. ex., Chinois, Japonais, Coréen)*
East Asian (e.g., Chinese, Japanese, Korean)
- *Asiatique du Sud / Indien de l'Est (p. ex., Indien, Pakistanaï, Bangladaï ou Indien de l'Est de la Guyane, de la Trinité ou de l'Afrique de l'Est)*
South Asian/East Indian (e.g., Indian, Pakistani, Bangladeshi, or East Indian from Guyana, Trinidad or East Africa)
- *Asiatique du Sud-Est (p. ex., Birman, Cambodgien, Philippin, Laotien, Thaïlandais, Vietnamien)*
Southeast Asian (e.g., Burmese, Cambodian, Filipino, Laotian, Thai, Vietnamese)
- *Asiatique occidentale non blanc, Nord-Africain ou Arabe (p. ex., Iranien, Libanais, Égyptien, Libyen)*
Non-white West Asian, North African or Arab (e.g., Iranian, Lebanese, Egyptian, Libyan)
- *Personnes d'origine mixte (p. ex., dont un parent fait partie d'une minorité visible).*
People of mixed origin (e.g., with one parent member of a visible minority group).

7. Êtes-vous un membre d'une minorité visible?
Are you a member of a visible minority?
(Select one option)

- Oui / Yes
- Non/ No
- Préfère ne pas répondre / Prefer not to say

E. Personnes ayant un handicap / Persons with Disabilities

Selon la Loi sur l'équité en matière d'emploi, les personnes ayant un handicap sont des personnes qui ont un handicap physique à long terme ou récurrent, une déficience mentale, sensorielle, psychiatrique ou d'apprentissage et qui se considèrent désavantagées dans leur emploi en raison de cette déficience, ou qui croient qu'un employeur ou un employeur potentiel est susceptible de considérer qu'elles sont désavantagées dans leur emploi en raison de cette déficience. Cela comprend les personnes dont les limitations fonctionnelles attribuables à leur déficience ont été prises en compte dans leur emploi ou leur lieu de travail actuel (p. ex., en utilisant des aides techniques, en modifiant l'équipement ou d'autres modalités de travail).

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).

Voici quelques exemples de handicaps / Examples of disabilities include, but are not limited to :

- Troubles de la coordination ou de la dextérité
(p. ex., difficulté à utiliser les mains ou les bras, comme saisir des objets ou utiliser un clavier)

Coordination or dexterity impairment
e.g., difficulty using hands or arms, such as grasping objects or using a keyboard)
- Mobilité réduite
(p. ex., difficulté à se déplacer d'un bureau à un autre, à marcher sur de longues distances ou à utiliser des escaliers)

Mobility impairment
e.g., difficulty moving from one office to another, walking long distances or using stairs)
- Cécité ou déficience visuelle
(p. ex., incapacité de voir ou difficulté à voir, glaucome; toutefois, ne vous incluez pas dans ce groupe si vous pouvez bien voir avec des lunettes ou des lentilles cornéennes)

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)
- Troubles de la parole
(p. ex., incapacité de parler ou difficulté à parler et à être compris)

Speech impairment
(e.g., unable to speak or difficulty speaking and being understood)
- Surdité ou déficience auditive
(p. ex., incapacité à entendre ou difficulté à entendre)

Deafness or hearing impairment
(e.g., unable to hear or difficulty hearing)
- Autres handicaps
(p. ex., apprentissage, développement et autres types de handicaps)

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

8. Êtes-vous une personne ayant un handicap? Are you a person with a disability? (Select one option)

- Oui / Yes
- Non / No
- Préfère ne pas répondre / Prefer not to say

9. F. Données supplémentaires à des fins de mesures d'adaptation / Additional Data for Accommodation Purposes

Veillez préciser comment nous pouvons vous aider à participer pleinement au milieu de travail. Veuillez noter que si nous mettons en œuvre ces mesures d'adaptation, elles n'auront pas d'incidence négative sur votre embauche, votre formation, votre promotion et votre maintien en poste au sein de notre organisation.

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.

10. G. Participation volontaire des employés / Voluntary Employee Participation

1. *Veillez indiquer ci-dessous si vous souhaitez que vos renseignements d'auto-identification sur l'équité en matière d'emploi soient utilisés pour des initiatives particulières d'équité en matière d'emploi.*

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

(Select one option)

- Oui / Yes
 Non / No

11. *2. Dans le cadre de notre travail continu sur l'équité en matière d'emploi, nous demandons de temps à autre aux membres des groupes désignés de participer à diverses activités (p. ex., comités, groupes de discussion) afin de formuler des commentaires sur les nouveaux programmes. Si vous acceptez d'être contacté directement par la personne-ressource de l'équité en matière d'emploi ou un gestionnaire local des ressources humaines pour ce genre d'activité, veuillez cocher « Oui » ci-dessous.*

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

(Select one option)

- Oui / Yes
 Non / No

H. Commentaires de l'employé / Employee Comments

Si vous avez des commentaires sur notre programme d'équité en matière d'emploi, nous aimerions les entendre. Soyez assuré que tous les commentaires demeureront confidentiels. Veuillez communiquer avec la personne-ressource de l'équité en matière d'emploi par courriel à Hrnasa@sdl.com

If you have any comments/feedback on our employment equity program, we would like to hear from you. Rest assured, all comments will be kept confidential. Please contact the employment equity contact by email at HRNASA@sdl.com

- * 12. I. En cochant cette case, vous vérifiez que vous comprenez les questions du sondage et que les réponses fournies ci-dessus sont les vôtres.

By checking this box you are verifying that you understand the questions in this survey and that the answers provided above are yours.

- J'accepte / I agree

- * 13. Veuillez entrer votre nom dans la case ci-dessous. En entrant votre nom, il agira comme votre signature.
Please type your name in the box below. By typing your name, it will act as your signature.
-

From: Yakibonge, Ntambwe Maurice N [NC]
Sent: March 25, 2020 12:35 PM
To: 'Danika Antiglio' <dantiglio@sdl.com>
Cc: Fred Harvey <fharvey@sdl.com>
Subject: RE: AIEE number: 10000804 - SDL - First Compliance Assessment

Good day Danika,

Thank you for submitting the updated documentation.

I have removed from the submission the survey results spreadsheet you sent due to confidentiality reasons. I will review your submission in the coming weeks.

If you have any questions in the meantime, please do not hesitate to contact me.

Kindest regards,

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



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From: Danika Antiglio <dantiglio@sdl.com>
Sent: March 23, 2020 8:21 PM
To: Yakibonge, Ntambwe Maurice N [NC] <maurice.yakibonge@labour-travail.gc.ca>
Cc: Fred Harvey <fharvey@sdl.com>
Subject: RE: AIEE number: 10000804 - SDL - First Compliance Assessment

Hello Maurice,

I relaunched the survey to those who did not respond. We now have 137 responses out of 156 employees = 88% response rate.

I have updated all the documents and have reattached them in this e-mail.

Please let me know if additional modifications are necessary.

Thank you!

Danika Antiglio | HR Advisor | SDL Montréal | +1 438 797 9742 | dantiglio@sdl.com

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

Sent: March 17, 2020 8:53 AM

To: Danika Antiglio <dantiglio@sdl.com>

Cc: Fred Harvey <fharvey@sdl.com>

Subject: RE: AIEE number: 10000804 - SDL - First Compliance Assessment

Good morning Danika,

Thank you for this explanation.

Your organisation has 153 permanent full time and permanent part time employees. **What is the response rate considering only the 153 permanent employees?** Response rate = number of questionnaires completed / number of questionnaire distributed.

The bottom line is that we need the data to reflect a majority of the workforce responding to the questionnaire. Otherwise, the data is incomplete and you might not be providing us with as accurate and comprehensive data as possible. It is to your organization's advantage to try to capture the majority of the workforce's responses in order to reflect the true composition of your workforce.

An extension will be granted to your organization to give you enough time to survey your workforce and meet the 80% required response rate if the threshold is not met.

Please let me know if you have any questions.

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



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From: Danika Antiglio <dantiglio@sdl.com>
Sent: March 13, 2020 11:06 AM
To: EE-EME <ee-eme@hrsdc-rhdcc.gc.ca>
Cc: Fred Harvey <fharvey@sdl.com>
Subject: RE: AIEE number: 10000804 - SDL - First Compliance Assessment

Good morning Maurice,

We currently have 165 active employees in our organization. However, we do have some temporary employees hence why the total numbers is 153.

Hope this clarifies our situation a bit more!

As for the response rate, we were also not aware an 80% rate was required (given the voluntary basis of the questionnaire).

I reviewed the corrected achievement report and see where I made errors. Thank you for correcting.

Please let me know if any additional modification needs to be made.

Thank you,

Danika Antiglio | HR Advisor | SDL Montréal | +1 438 797 9742 | dantiglio@sdl.com

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From: maurice.yakibonge@labour-travail.gc.ca [mailto:maurice.yakibonge@labour-travail.gc.ca] **On**
Behalf Of ee-eme@hrsdc-rhdcc.gc.ca
Sent: March 13, 2020 10:01 AM
To: Danika Antiglio <dantiglio@sdl.com>; ee-eme@hrsdc-rhdcc.gc.ca
Cc: Fred Harvey <fharvey@sdl.com>
Subject: RE: AIEE number: 10000804 - SDL - First Compliance Assessment

Good morning Danika,

Thank you for submitting the documentation. I have reviewed the information and I would like some clarification.

The workforce analysis indicates that your organisation has 153 employees but you surveyed 173 employees. Please review your data and confirm the total number of employees in your organization. Note that temporary employees should not be included. Regarding the survey results, you are required to meet at least 80% response rate. The response rate must be calculated with regards to the total number of employees on your Workforce Analysis Report (153).

I reviewed the Achievement report and made corrections to the Workforce Analysis tab and Goals tab. Regarding goals, the minimum standard to meet the Program requirements is wherever there is a gap in your workforce (as shown in the Workforce Analysis), a short and long-term goal must be set at least equal to the Availability Rate. Please note that the Labour Program has a policy of not requiring that a goal be set in cases where women are represented at 50% or above in any occupational group, regardless of labour market availability. This is done to avoid clustering and to ensure that these occupations are welcoming of all genders.

Please review the information above and provide me with the survey results as well as the amended achievement report.

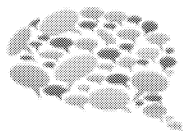
If you have any questions, do not hesitate to contact me.

Kind regards,

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



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From: Danika Antiglio <dantiglio@sdl.com>
Sent: March 11, 2020 1:45 PM
To: EE-EME <ee-eme@hrsdc-rhdcc.gc.ca>
Cc: Fred Harvey <fharvey@sdl.com>
Subject: AIEE number: 10000804 - SDL - First Compliance Assessment

Hello,

We have successfully completed our first compliance assessment (See compressed folder attached – First Compliance Assessment 2020.zip). In this e-mail, you will find:

- A blank copy of our final **Workforce Survey Questionnaire** (*SDL Workforce Questionnaire (Bilingual).pdf*) that was used to gather our employment equity data from our employees.
- **Workforce Survey Results** (*Workforce Survey Results.xlsx*)
 - The number of self-identification questionnaires sent out to employees or the number of permanent full-time and permanent part-time employees who were surveyed.
 - 173 self-identification questionnaires sent out
 - The total number of blank, partially and fully completed self-identification questionnaires that were returned.
 - Fully completed : 109
 - Partially: 22
 - Blank: 42
 - The number of fully completed self-identification questionnaires returned.
 - 109
- **Workforce Analysis** – a copy of our Summary Report (*Workforce Analysis – Summary Report.pdf*) and Detailed Report (*Workforce Analysis – Detailed Report.pdf*).
 - Access has been granted to Labour Program ESDC officers
- **Achievement Report** – a completed Achievement Report file in Excel format that includes your numerical short-term and long-term goals. (*SDL Achievement Report.xlsx*)

Please let me know if anything else is required.

Thank you,

Danika Antiglio | HR Advisor | SDL Montréal | +1 438 797 9742 | dantiglio@sdl.com



Federal Contractors Program Report of the First Compliance Assessment

Employer Name: SDL International (Canada) Inc.

Primary Location: Montréal (Québec)

Number of Employees: 153

- | | |
|------------------|--|
| • Ontario 9 | • Prince Edward Island 1 |
| • Québec 142 | • Alberta 1 |

Organization Overview: NAICS 5419 - Other Professional, Scientific and Technical Services. SDL International (Canada) Inc. offers complete multilingual translation, localization and software testing on different platforms. It also offers desktop publishing and computer graphics.

Key Dates – First Year Assessment

Initiated: 2020-03-29

Received: 2020-03-23

Workforce Analysis: 2020-03-06

COLLECTION OF WORKFORCE INFORMATION

	#	%
Number of employees the questionnaire was sent to:	153	100
Number of questionnaires returned:	137	89
Number of completed questionnaires returned:	137	89

- The questionnaire includes appropriate definitions.
- The questionnaire or accompanying documentation indicates that an employee may self-identify as being a member of more than one group.
- The questionnaire has an employee identifier.
- The questionnaire includes a question on gender if this information cannot be obtained from payroll or personnel records.
- The questionnaire indicates that it is available in alternate formats upon request.
- The questionnaire indicates that answering the self-identification questions is voluntary.
- The questionnaire indicates that the information gathered is confidential and will only be shared with others within the organization in order to carry-out employment equity obligations.
- The questionnaire indicates that employees can update or change information about themselves at any time

Observations: None

WORKFORCE ANALYSIS & GOAL SETTING

- The workforce analysis was done using WEIMS.
- The organization selected the occupational defaults for establishing external availability estimates or provided reasonable justifications.
- The organization selected the geographic defaults for establishing external availability estimates or provided reasonable justifications.
- The organization appears to have properly coded its positions using the 2011 National Occupational Classification (NOC).
- The organization has set a goal for every designated group in every occupational group where a gap was identified.
- The organization has demonstrated that it has considered the following in setting its short-term goals: the degree of under-representation, the availability, anticipated growth or reduction and anticipated turnover in order to set a goal in each occupational group where a gap was identified.
- The goals set are sufficient to ensure reasonable progress by being above, or at minimum, equal to availability.

Observations: None

SUMMARY OF GOALS**Women**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
03	Professionals	-6	50.0	-	51.9	58.8
07	Admin & Senior Clerical Personnel	-7	40.0	-	60.6	81.1

Observations:

- Goals are not required for EEOG 03 and 07 given that the current representation is above 50%.

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		

#	Description	#	(1 to 3 years)	(3+ years)	%	%
			%	%		
03	Professionals	-2	2.9	2.9	0	2.9

Observations: None

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description	#	(1 to 3 years)	(3+ years)	%	%
01	Senior Managers	1	11.5	11.5	0.0	11.5
02	Middle & Other Managers	-2	20.0	20.0	5.9	17.6
03	Professionals	-17	29.6	29.6	8.6	29.6
08	Skilled Sales & Service Personnel	-1	18.0	18.0	0.0	10.9

Observations: None

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description	#	(1 to 3 years)	(3+ years)	%	%
03	Professionals	-6	9.0	9.0	1.2	8.9
07	Admin & Senior Clerical Personnel	-3	10.0	10.0	0.0	10.0

Observations: None

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

Having assessed the data submitted by the employer regarding its workforce and, considering their unique circumstances, I recommend the closing letter include the following:

- Please note that the targets set for women in Professional 03 and 07 Administrative and Senior Clerical Personnel are not required as women's representation exceeds the 50% benchmark. We encourage you to make efforts to maintain the current level of representation.
- Given that the largest gaps in representation are in the Professionals group among visible minorities and persons with disabilities, we recommend that you put in place special measures to ensure the achievement of your goals and increase the representation of members of these designated groups within your organization.
- It may be advantageous to establish relationships with universities and colleges to identify qualified students from these designated groups as potential employees through internships or permanent positions in the event of a vacancy.

Name of Analyst: Maurice Yakibonge

Date: April 24, 2020



From: Yakibonge, Ntambwe Maurice N [NC]

Sent: June 23, 2020 7:59 AM

To: 'fharvey@sdl.com' <fharvey@sdl.com>

Cc: 'dgervais@sdl.com' <dgervais@sdl.com>; 'eduguay@sdl.com' <eduguay@sdl.com>; 'dantiglio@sdl.com' <dantiglio@sdl.com>

Subject: Government of Canada Agreement Number: 10000804 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Fred Harvey:

I am writing to inform you that the compliance assessment initiated on March 29, 2020 has been completed. As a result of the assessment, SDL International (Canada) Inc. 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 SDL International (Canada) Inc.'s employment equity program.

- Please note that the goals set for women in 03 Professionals and 07 Administrative and Senior Clerical Personnel occupational groups are not required since the representation of women exceeds the benchmark of 50%. We encourage you to make efforts to maintain the current level of representation.
- Since the highest gaps in representation are occurring for visible minorities and persons with disabilities at the professionals group level, we recommend that you put in place special measures to achieve the goals set in the current assessment and to increase the representation of these designated groups within your organization.
- It may be beneficial to develop relationships with colleges and universities to identify qualified students that belong to these designated groups and offer them internships or permanent employment when vacancies 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. The next assessment will be initiated on March 29, 2023. 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 SDL International (Canada) Inc. is notified of a subsequent assessment, the following information will be required:

- Workforce data (Form1 to 6) at the national level.
- A current workforce analysis; and
- 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, SDL International (Canada) Inc. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

- the implementation of initiatives to foster a diverse and inclusive workplace;
- measures to remove employment barriers;
- tailored programs to attract and retain designated group members in areas where they are 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.

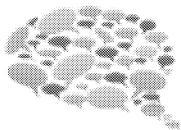
Should you require any further information regarding your organization's obligations under the FCP, please contact Maurice Yakibonge at maurice.yakibonge@labour-travail.gc.ca.

Your cooperation during the course of this compliance assessment was appreciated and we wish SDL International (Canada) Inc. 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

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