PROTECTED	WHEN COMPL	FTFD	. A

OFFICIAL USE ONLY

Agreement N°:

s.19(1)

s.24(1)

Agreement to Implement Employment Equity

New Agreement	(All sections r	nust be comple	led)	• •	
Revised Agreement					
	ORG/	ANIZATION	······	······································	
Legal Name of Organization Service Star (AndAnna		Parent company	is located outside	Canada
cleaning Inc				Yes	Z No
Operating Name (if different from Legal Name					
•					
				employees in Can Time and/or Part-	
Organization's North American Industry Classi To find your organization's four-digit NAICS co	xde please visit:		Federally I	Regulated	
http://www.statcan.gc.ca/subjects-sujets/stand	Provincial	y Regulated			
	UEA	D OFFICE			
Address (building number, street, suite, etc.)		Chy.,		Province	Postal Code
3971 Greenban	ik Rd	Telephone Number)	OUA	Kacsho
		63-6	7a - W	440	
	EMPLOYMENT	EQUITY CONT.	ACT		
Name (print) Kinn MGroth		Till Occors	man	***************************************	
Telephone Number	E-mail Address		***************************************	Preferred Languag	ge of Correspondence
6136926640	Kim.mest	araran-i	UH:	English	French
	CERT	IFICATION		***************************************	
The above-named organization:					
having a combined workforce of 100 in the second seco			-		
 Intending to bid on, or being in receip Supply Arrangement, valued at \$1,00 	i of, a federal government of 0,000 or more (including a	goods or services (pplicable taxes)	contract, standin	g offer or contra	ct issued under a
hereby certifies its commitment to implem instrument, in keeping with the Federal C	ent or maintain employme	nt equity on an on-	going basis, bey	ond the period o	of the procurement
please refer to: http://www.esdc.gc.ca/end	Viabour/equality/fcp/index	ements, roi more i <u>shtmi</u> :	mormation on n	ow to implement	employment equity
important note: If an audit of the Agreem the procurement instrument(s) with the G	ient to implement Employn overnment of Canada may	ment Equity uncover be terminated.	ers misrepresent	ation on the part	of the organization,
	SIG	NATORY			
NOTE: The signatory must be the Chief contract on behalf of the organize	Executive Officer OR an au	uthorized person in	an executive po	sition with legal	authority to sign a
Name (priet)		Title			
John Hotetsic		Direch	or Of	<u> </u>	
Fig. 62 LAND	E-mail Address	acamun-i	ad.	Preferred Langu	age of Correspondence h French
		Date (YYYY-MM-DI	com	<u> </u>	. [7]
		9018	-01-0	4	

	nity of se	ection 42 of the <i>Empl</i>	oyment Equity Act	fto determine your	eligibility for the Federal
to the List, loss of the right to bid on federal go	omatio	n will result in the org	anization's name I	being placed on th	e FCP Limited Eligibility
The information you provide may be used and/	or disclosed for policy analysis	s research and/or ev	alication numoses		
discressives or your personal information will be	ver result in an administrative	decision being made	about you,		
Your personal information is administered in ac your personal information, which is described in government publication entitled <i>Info Source</i> , what accessed online at any Service Canada Centre		SOC PPU 721. Instr vg website address: b	uctions for obtaining the I/www.infosour	ng this information ce.gc.ca. Info Sou	are outlined in the roe may also be
	RETURN II	NSTRUCTIONS			
IMPORTANT					
 The signed Agreement to implement e-mail at: ee-eme@hrsdc-rhdcc.gc. 	it Employment Equity for .ca.	rm must be sent t	o the Labour Pi	rogram by	

Emploi et

APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT INFORMATION

Federal Contractors Program

As per Appendix D – The Federal Contractors Program for Employment Equity of Treasury Board's Contracting Policy, contractors with a resident workforce of 100 or more employees who are awarded goods and services contracts of \$1 million or more are required to implement employment equity, submit information on their workforce and undergo a compliance assessment. If an unforeseen situation arises that prevents the contractor from meeting the submission of information deadline, the organization may submit an application for an extension. The application must be completed as outlined below and signed by a senior official of the corporation (e.g., chief executive officer, president or vice-president, authorized manager). Once completed, the form must be sent by email to: ee-eme@hrsdc-rhdce.gc.ea.

I, the undersigned, on behalf of (legal name of organization) SERVICE STAR BUILDING CLEANING INC. (hereafter referred to as "the organization") and (Agreement to Implement Employment Equity number) _____, agree to the following statements:

- 1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
- 2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
- 3. I am therefore requesting an extension until (date) October 19, 2018 for the following reason(s):

(Please describe) Needed clarification on the completion of the forms and the goals spreadsheet.

4. As a senior official of the organization, I hereby declare that all of these statements are correct to the best of my knowledge, and I am requesting an extension.

Name: John Potetsianakis Position Title: Director of Operations

Email address: John.p@stargroup-intl.com

Telephone number: 613-692-6640

Business address: 3971 Greenbank Road, Ottawa, ON, K2C 3H2

Signature Date: Oct

Workforce Analysis - Detailed Report

Date: 2018-10-03

Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avail	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
05 : Supervisors		8	4	50,0 %	51.3 %	4	0	
Employment Equity Occupational Group	Kingston	2	2	100.0 %	52.9 %	1	1	Kingston
Employment Equity Occupational Group	Ottawa - Gatineau	6	2	33.3 %	50.7 %	3		Ottawa - Gatineau
07 : Administrative and Senior Clerical Personnel		2	2	100.0 %	80,3 %	2	0	
Employment Equity Occupational Group	Kingston	1	1	100.0 %	83.5 %	1	0	Kingston
Employment Equity Occupational Group	Ottawa - Gatineau	1	1	100.0 %	77.2 %	1	0	Ottawa - Gatineau
13 : Other Sales and Service Personnel		95	34	35.8 %	51.6 %	49		
Employment Equity Occupational Group	Kingston	26	8	30.8 %	56.3 %	15		Kingston
Employment Equity Occupational Group	Ottawa - Gatineau	69	26	37.7 %	49.9 %	34	-	Ottawa - Gatineau
Total		105	40	38.1 %	52.1 %	55		

Total may not equal sum of components due to rounding,

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



Workforce Analysis - Detailed Report

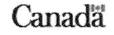
Date: 2018-10-03

Aboriginal Peoples

		Aboriginal Peoples						
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
05 : Supervisors		8	0	0,0 %	2.6 %	0	0	
Employment Equity Occupational Group	Kingston	2	0	0.0 %	2.2 %	0	0	Kingston
Employment Equity Occupational Group	Ottawa - Gatineau	6	0	0.0 %	2.7 %	0	0	Ottawa - Gatineau
07 : Administrative and Senior Clerical Personnel		2	0	0.0 %	2.2 %	0	0	
Employment Equity Occupational Group	Kingston	1	0	0.0 %	1.2 %	0	0	Kingston
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	3.2 %	0	0	Ottawa - Gatineau
13 : Other Sales and Service Personnel		95	2	2.1 %	3.4 %	3		
Employment Equity Occupational Group	Kingston	26	2	7.7 %	4.6 %	1	1	Kingston
Employment Equity Occupational Group	Ottawa - Gatineau	69	0	0.0 %	2.9 %	2		Ottawa - Gatineau
Total		105	2	1.9 %	3.3 %	3		

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

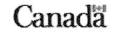
Date: 2018-10-03

Members of Visible Minorities

Members of Visible Minorities							
Internal Location	All Employees	Repres	entation	Avai	lability	Gap	Recruitment Area
	#	#	%	%	#	#	
	8	3	37.5 %	11.8 %	1	2	
Kingston	2	1	50.0 %	3.3 %	0	1	Kingston
Ottawa - Gatineau	6	2	33.3 %	14.7 %	1	*	Ottawa - Gatineau
	2	0	0.0 %	7.8 %	0	0	
Kingston	*	0	0.0 %	3.4 %	0	0	Kingston
Ottawa - Gatineau	1	0	0.0 %	12.2 %	0	0	Ottawa - Gatineau
	95	47	49.5 %	20.2 %	19	28	
Kingston	26	3	11.5 %	6.8 %	2	1	Kingston
Ottawa - Gatineau	69	44	63.8 %	25.3 %	17	27	Ottawa - Gatineau
	105	50	A76%	193%	20	30	
	Kingston Ottawa - Gatineau Kingston Ottawa - Gatineau Kingston	# 8 Kingston 2 Ottawa - Gatineau 6 Z Kingston 1 Ottawa - Gatineau 1 95 Kingston 26	Internal Location	Internal Location All Employees Representation # # % 8 3 37.5 % Kingston 2 1 50.0 % Ottawa - Gatineau 6 2 33.3 % 2 0 0.0 % Kingston 1 0 0.0 % Ottawa - Gatineau 1 0 0.0 % Kingston 26 3 11.5 % Ottawa - Gatineau 69 44 63.8 %	Internal Location All Employees Representation Available # # % % 8 3 37.5 % 11.8 % Kingston 2 1 50.0 % 3.3 % Ottawa - Gatineau 6 2 33.3 % 14.7 % Kingston 1 0 0.0 % 7.8 % Ottawa - Gatineau 1 0 0.0 % 3.4 % Ottawa - Gatineau 1 0 0.0 % 12.2 % Kingston 26 3 11.5 % 6.8 % Ottawa - Gatineau 69 44 63.8 % 25.3 %	Internal Location	Internal Location All Employees Representation Availability Gap # # % # # Kingston 2 1 50.0 % 3.3 % 0 1 Ottawa - Gatineau 6 2 33.3 % 14.7 % 1 1 Kingston 1 0 0.0 % 7.8 % 0 0 Ottawa - Gatineau 1 0 0.0 % 3.4 % 0 0 Kingston 95 47 49.5 % 20.2 % 19 28 Kingston 26 3 11.5 % 6.8 % 2 1 Ottawa - Gatineau 69 44 63.8 % 25.3 % 17 27

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-10-03

Persons with Disabilities

		Persons with Disabilities						
Employment Equity Occupational Group	Internal Location	All Employees	Represe	entation	Avail	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
05 : Supervisors	National	8	0	0.0 %	13.9 %	1	•1	National
07 : Administrative and Senior Clerical Personnel	National	2	0	0.0 %	3.4 %	0	0	National
13 : Other Sales and Service Personnel	National	95	6	6.3 %	6.3 %	6	0	National
Tito		105		5.7 %	6.8 %	7		
Total		100	0	J.1 70	0.0 70	- 1		

Total may not equal surn of components due to rounding.

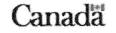
Sources: 2012 Canadian Survey on Disability and employer's internal data

Workforce Analysis - Detailed Report

Date: 2018-10-03

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
05 : Supervisors	EEOG	CMA
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
13 : Other Sales and Service Personnel	EEOG	CMA

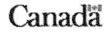


Workforce Analysis - Detailed Report

Date: 2018-10-03

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
05 : Supervisors	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
13 : Other Sales and Service Personnel	EEOG	National



Workforce Analysis - Summary Report

Date: 2018-10-03

Women

				Women			
Employment Equity Occupational Group	All Employees	Repres	sentation	Ava	ilability	Gap	
	#	#	%	%	#	#	
05 : Supervisors	8	4	50.0 %	51,3 %	4	0	
07 : Administrative and Senior Clerical Personnel	2	2	100.0 %	80.3 %	2	Ó	
13 : Other Sales and Service Personnel	95	34	35.8 %	51.6 %	49		
Total	105	40	38.1 %	52.1 %	55	***	

Workforce Analysis - Summary Report

Date: 2018-10-03

Aboriginal Peoples

		Aboriginal Peoples					
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	ilability	Gap	
	#	#	%	%	#	#	
05 : Supervisors	8	0	0.0 %	2.6 %	0	0	
07 : Administrative and Senior Clerical Personnel	2	0	0.0 %	2.2 %	0	0	
13 : Other Sales and Service Personnel	95	2	2.1 %	3.4 %	3	-1	
Total	105	2	1.9 %	3.3 %	3	••	

Workforce Analysis - Summary Report

Date: 2018-10-03

Members of Visible Minorities

		Members of Visible Minorities					
Employment Equity Occupational Group	All Employees	All Employees Represent		ntation Availability		Gap	
	#	#	%	%	#	#	
05 : Supervisors	8	3	37.5 %	11.8 %	1	2	
07 : Administrative and Senior Clerical Personnel	2	0	0.0 %	7.8 %	0	0	
13 : Other Sales and Service Personnel	95	47	49.5 %	20.2 %	19	28	
Total	105	50	47.6 %	19.3 %	20	30	



Workforce Analysis - Summary Report

Date: 2018-10-03

Persons with Disabilities

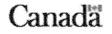
		Persons with Disabilities					
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	ilability	Gap	
	#	#	%	%	#	#	
05 : Supervisors	8	0	0.0 %	13.9 %	1	•	
07 : Administrative and Senior Clerical Personnel	2	0	0.0 %	3.4 %	0	0	
13 : Other Sales and Service Personnel	95	6	6.3 %	6.3 %	6	0	
Total	105	6	5.7 %	6.8 %	7		

Workforce Analysis - Summary Report

Date: 2018-10-03

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
05 : Supervisors	EEOG	CMA
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
13 : Other Sales and Service Personnel	EEOG	CMA

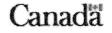


Workforce Analysis - Summary Report

Date: 2018-10-03

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
05 : Supervisors	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
13 : Other Sales and Service Personnel	EEOG	National



Data from Fir	st/Previous Wor	kforce Analysis
Ţ	L	

Data from Fir	st/Previous Workf	orce Analysis
YYYY	MM	DD
2018	10	03

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2018	10	03

a from First/Previous Workforce Analysis		Data from Su	bsequent/Current Wo	orkforce Analysis	
YY	MM	DD	YYYY	MM	DD
18	10	03			
•	Гable 1: Womer			Table 5: Women	1
	avious Workforgo		Cultivaria	ant/Current Workfor	

		,	Table 1: Women	1	
		First/Pr	First/Previous Workforce Analysis		
Employment Equity Occupational Group (EEOG)		All Employees	Women		
cmpic	by ment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
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	8	4	51.3	
06	Supervisors: Crafts & Trades	0	0	0.0	
07	Administrative & Senior Clerical Personnel	2	2	80.3	
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	95	34	51.6	
14	Other Manual Workers	0	0	0.0	
Total		105	40	52.1	

* Source:			
2011 Nationa	l Household Sur	vey	

Table 5: Women		
Subsequen	t/Current Workford	e Analysis
All Employees	Women	
	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

Data from Subsequent/Current Workforce Analysis

* Source:			
	OULLE.		

Data from Fir	st/Previous Wor	kforce Analysis
1	1	1

Data from First/Previous Workforce Analysis	YYYY	MM	DD 03
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Data from Subse	equent/Current Wo	rkforce Analysis
YYYY	MM	DD
0	0	0

Table 6: Aboriginal Peoples

		Table 2: Aboriginal Peoples First/Previous Workforce Analysis		
Emalo	rement Faulty Occupational Croup (FFOC)	All Employees	Aboriginal Peoples	
Empio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
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	8	0	2.6
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	2	0	2.2
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	95	2	3.4
14	Other Manual Workers	0	0	0.0
Total		105	2	3.3

Subsequent/Current Workforce Analysis			
All Employees	Aboriginal Peoples		
	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	

* Sour	ce:			
2011 N	ational Ho	usehold Surv	ey	

* Source:		
0		

Data from Fire	st/Previous Wor	kforce Analysis
J.	1.	.1.

YYYY	rst/Previous Workt MM	DD
2018	10	03

	•	•	•
lvsis	Data from Subse	guent/Current W	orkforce Analysis
D	YYYY	ММ	DD

0

Data from Subsequent/Current Workforce Analysis

0

		Table 3: Members of Visible Minorities			
		First/Previous Workforce Analysis			
Essala	syment Fauity Occupational Cross (FFOC)	All Employees	Members of Vis	Members of Visible Minorities	
Empio	yment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
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	8	3	11.8	
06	Supervisors: Crafts & Trades	0	0	0.0	
07	Administrative & Senior Clerical Personnel	2	0	7.8	
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	95	47	20.2	
14	Other Manual Workers	0	0	0.0	
Total	•	105	50	19.3	

Table 7: Members of Visible Minorities		
Subsequent/Current Workforce Analysis		
All Employees	Members of Visi	ble Minorities
	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	o	0.0
0	0	0.0

* Source:	
0	

0

Data from Firs	t/Previous Wor	kforce Analysis
1	1	1

2018	10	03
YYYY	MM	DD
Data from Fi	rst/Previous Work	orce Analysis

Data from Su	bsequent/Curre Analysis	ent Workforce
1	\	\

Data from Subse	quent/Current Wo	orkforce Analysis
YYYY	MM	DD
0	0	0

		Table 4: Persons with Disabilities First/Previous Workforce Analysis					
Employment Equity Occupational Group (EEOG)		All Employees	Persons with	n Disabilities			
Emplo	yment Equity Occupational Group (EEOG)		Representation	Availability*			
		#	#	%			
01/02	Managers	0	0	0.0			
03	Professionals	0	0	0.0			
04	Semi-Professionals & Technicians	0	0	0.0			
05	Supervisors	8	0	13.9			
06	Supervisors: Crafts & Trades	0	0	0.0			
07	Administrative & Senior Clerical Personnel	2	0	3.4			
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	95	6	6.3			
14	Other Manual Workers	0	0	0.0			
Total		105	6	6.8			

Table 8:	Persons with Dis	abilities
Subsequen	/Current Workford	e Analysis
All Employees	Persons with	Disabilities
	Representation	Availability*
#	#	%
0	0	0.0
0	0	0.0
0	0	0.0
0	o	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	o	0.0
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:			
2011 National	Household Sur	vey	

* S	ou	rce	:							

Part 2: Flow Data Analysis

Service Star Building Cleaning Inc.

43376

S	Start	Date o	f Flov	v Data	
YYY	/Υ	M	M	D	D

End	Date of Flow	Data
YYYY	MM	DD

Data from Form 4 - Employees Hired

0

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

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			<u> </u>		J		
		Table 1: Women					
		Full-time	/ National	Part-time	/ National		
	ployment Equity Occupational Group EOG)	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		

Full-time / National Part-t		Part-time /	National		
All Employees Promoted	i Pramated i i		Promoted Employees		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		

Table 9: Women				
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	

Part 2: Flow Data Analysis

Service Star Building Cleaning Inc.

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YYYY	MM	DD
Start	Date of Flov	Data

0	0	0
YYYY	MM	DD
End I	Date of Flow	Data

Data from Form 4 - Employees Hired Data from Form 5 - Employees Promoted Data from Form 6 - Employees Terminated

		Table 2: Aboriginal People			ples
		Full-time	/ National	/ National	
Employment Equity Occupational Group (EEOG)		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
	1	I	E		I .

13 Other Sales & Service Personnel

14 Other Manual Workers

Full-time / National		Part-time / National		
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples 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	

Table 10: Aboriginal Peoples					
Full-time / National Part-time / National			/ National		
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples 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		

Part 2: Flow Data Analysis

Service Star Building Cleaning Inc.

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YYYY	MM	DD
Start	Date of Flov	Data

0	0	0
YYYY	MM	DD
End I	Date of Flow	Data

Data from Form 4 - Employees Hired Data from Form 5 - Employees
Promoted

Data from Form 6 - Employees Terminated

	Table	↓ 3: Persons	↓ with Disa	↓ bilities
		/ National		/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities 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	l ol	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

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

Table 11: Persons with Disabilities				
Full-time / National		Part-time / Nationa		
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	

Part 2: Flow Data Analysis

Service Star Building Cleaning Inc.

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0	0	0
YYYY	MM	DD
Start	Date of Flov	V Data

0	0	0
YYYY	MM	DD
End l	Date of Flow	Data

Data from Form 4 - Employees Hired Data from Form 5 - Employees Promoted Data from Form 6 - Employees Terminated

	Table 4: Members of Visible Minorities											
	Full-time	/ National	Part-time	/ National								
Employment Equity Occupational Group (EEOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired								
	#	#	#	#								
01 Senior Managers	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								

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

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

									Data I	or First/I	revious (Goals							
A B	C	D	E	F	G	II	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	CxHx3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
	Ţ	t	<u>, </u>	1		Ψ	J	Ţ	<u>, </u>	Ţ	Ţ	J	J	ţ	ļ	,t	······································	J	J
										Table 1:									
									First/	Previous SI	iort-term (loals							
				All En	aployees										omen				
	Number	Gres	wth (New Posi	tions)	Turnover (Re	placement (Employees)			Number	Turnover (R	eplacement of	Hires		r Goals					
Employment Equity Occupational Group (EEOG)				ected	Actual Projected			Anticipated Hires Over 3 VYVV-MM-DD	Terminated Employees)		Required		n - To - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3	
	7777-MM-00	Actual	Fre		Actuai	FFO		Years	***************************************			Over 3 Years	1111	-1111	Availability	r resem Gap	Gap	Representation	Years
	2018-10-03	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2018-10-03	Annually	Over 3 Years	icars	2018	2021					
	#	%	%	#	%	%	#	#	#	%	Ħ	#	#	%	%	#	#	%	%
01 Senior Managers	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	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	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	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	8	-100.0%	3.0%	1	0.0%	2.0%	0	1	4	2.0%	0	1	0		51.3%	0	-1	50.0%	44.4%
06 Supervisors: Crafts & Trades	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	2	-100.0%	3.0%	(0.0%	2.0%	0	0	2	2.0%	0	0	0		80.3%	0	0	100.0%	100.0%
08 Skilled Sales & Service	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	#DIV/0!	#DIV/0!
10 Clerical Personnel	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	#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	#DIV/0!	#DIV/0!
13 Other Sales & Service	95	-100.0%	5.0%	14		1.0%	3	17	34	1.0%	1	23	9	50.0%	51.6%	-15	-14	35.8%	38.5%
14 Other Manual Workers	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	105	+100.0%		(0.0%		0	0	40	0.0%	0	15	1 0		52.1%	-15	-15	38.1%	38.1%

- † 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) + ((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)	Short-teri	Women Goals		rm Goals	Comments	
Occupational Group (EEOG)	#	%	#	%		
01 Senior Managers	0	0.0	0	0.0		
02 Middle & Other Managers	0	0.0	0	0.0		
03 Professionals	0	0.0	0	0.0		
04 Semi-Professionals & Tech	0	0.0	0	0.0		
05 Supervisors	0	0.0	4	0.0		
06 Supervisors: Crafts & Trades	0	0.0	0	0.0		
07 Administrative & Sr Clerical	0	0.0	0	0.0		
08 Skilled Sales & Service	0	0,0	0	0.0		
09 Skilled Crafts & Trades	0	0.0	0	0.0		
10 Clerical Personnel	0	0.0	0	0.0		
11 Intermediate Sales & Service	0	0,0	0	0.0		
12 Semi-Skilled Manual	0	0.0	()	0.0		
13 Other Sales & Service	9	50.0	0	50.0	Short and long-term goals set at 50.0% even though the market availability is higher in order to avaoid segregation.	004717

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Service Star Building Cleaning Inc.
	43376
14 Other Manual Workers	0 0.0 0 0.0
Total	0 0.0 0 0.0

									Data 1	or First/I	Previous (Goals							
A B	C	D	E	F	G	H	L	J	K	L	M	N	0	P	<u>Q</u>	R	S	T	U
Data sources:	From Workforce Analysis	From Wørkforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	CxHx3	F + 1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
\$	J		<u>, </u>	·		\	J			.	Ţ	J		<u> </u>	1	¥		J	
											iginal Peo								
									First/	Previous SI	iort-term C	loals							
				All En	iployees							,		Aborigi	nal Peoples	,			
	Number	Gree	wth (New Posi	tions)	Turnover (Re		f Terminated		Number	Turnover (D	eplacement of			r Goals					
Employment Equity Occupational Group (EEOG)			1						sticipated	Terminated	Terminated Employees)	Hires Required		n - To	Present		Projected	Present	Projected
	VVVV-MM-00	Actual	Proj	ected	Actual	Pre	jected	Hires Over 3 Years	YYYY-MM-DD			Over 3	1111	- * * * * * * * * * * * * * * * * * * *	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2018-10-03	Annually	Annually	Over 3	Annually	Annually	Over 3	rears.	2018-10-03	Annually	Over 3	Years	2018	2021					1.413
	Ħ	%	9/6	Years	9/0	%	Years	#	н	%	Years #	#	÷	%	%			%	%
01 Senior Managers	# 0	0.0%	76	#	0.0%	76	# 0	#	# 0	0.0%		# 0	# 0	7e	0.0%	. 0	# 0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	0.0%		Ì	0.0%		1 6		0	0.0%	ő	0	0		0.0%	1	0	#DIV/0!	#DIV/0!
03 Professionals	ő	0.0%		Č	0.0%		ľ		, o	0.0%	. 0	o o	n		0.0%		ő	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	0.0%			0.0%		0	, o	0	0.0%	0	0	0		0.0%	, o	0	#DIV/0!	#DIV/0!
05 Supervisors	8	-100.0%		(0.0%		0	0	0	0.0%	. 0	0	0		2.6%	. 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	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	2	-100.0%		(0.0%		0	0	0	0.0%	0	0	0		2.2%	0	0	0.0%	0.0%
08 Skilled Sales & Service	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	#DIV/0!	#DIV/0!
10 Clerical Personnel	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	#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	#DIV/0!	#DIV/0!
13 Other Sales & Service	95	-100.0%	1.0%] 3	0.0%	1.0%	3	6	2	1.0%	. 0	1	0	3.4%	3.4%	-1	-1	2.1%	2.0%
14 Other Manual Workers	0	0.0%		(0.0%		0	0	0	0.0%	. 0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	105	-100.0%		(0.0%		0	0	2	0.0%	0	1	0		3.3%	-1	*1	1.9%	1.9%

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)^{1/3} 1) x 100.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) + ((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		Aboriginal			
Occupational Group (EEOG)	Short-teri		Long-te	rm Goals	Comments
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0,0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	3.4	2	3.4	Short and long-term goals set as per the market availability. 004719

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Service Star Building Cleaning Inc.
	43376
14 Other Manual Workers	0 0.0 0 0.0
Total	0 0.0 0 0.0

									Data f	or First/P	revious C	Goals							
A B	С		E	F	G	H	[I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry C	xEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	CxHx3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	Ţ	↓	Ţ	1	Ţ	1	Ų.	J	1	Ţ	Ţ	Ţ	1	Ų	1	1	Ţ	J	J.
										Persons									
									First/	Previous Sh	ort-term G	ioals		ъ .	th Disabilities				
				All Emp	•									r Goals	in Disabilities	•			
	Number Growth (New Positions) Turnover (Replacement of Terminated Employees)							Number Turnover (Replacement of		Hires		om - To							
Employment Equity Occupational Group (EEOG)	1111-MM-00	Actual	Projecte	ud.				Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required	Required VVVV V		Present	Present Gap	Projected	Present	Projected Representation in 3
	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Actual	 	Over 3	Actual	1111	Over 3	Years			Over 3	Over 3 Years	• • • • • • • • • • • • • • • • • • • •	1	Availability		Gap	Representation	Years
	2018-10-03	Annually	i Annually i	Years	Annually	Annually	Years		2018-10-03	Annually	Years	••••	2018	2021					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	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	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	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	8	-100.0%		0	0.0%	3.0%	1	1	0	3.0%	0	1	0	13.9%	13.9%	-1	-1	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	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	2	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		3.4%	0	0	0.0%	0.0%
08 Skilled Sales & Service	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	#DIV/0!	#DIV/0!
10 Clerical Personnel	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	#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	95	-100.0%		0	0.0%		0	0	6	0.0%	0	0	0		6.3%	0	0	6.3%	6.3%
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	105	-100.0%		0	0.0%		1 0	0	- 6	0.0%	107		U		6.8%	-1	-1	5.7%	5.7%

- † 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.

Workholee Zahaiyais) · 2) × 10					Table 6: Persons with Disabilities
Employment Equity	Pt	rsons with I	Disabilities		A BOAT OF A KASSAS WALL & COMMISSION OF THE STATE OF THE
Occupational Group (EEOG)	Short-ter	m Goals	Long-ter	m Goals	Comments
Occupational Croup (EEOC)	Ħ	%	#	9/6	
01/02 Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	13.9	0	13.9	Short and long-term goals set as per the market availability.
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0,0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0,0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	0	0.0	0	0.0	004721

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	Data for First/Previous Goals																		
АВ		D	E	F	G	н	I	J	<u>K</u>	L	M	N	0	P	Q	R	<u> </u>	<u>T</u>	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	CxHx3	F I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
•	1	1	1	1	1	4	1	1	J	1	<u> </u>	1	1	Į.	1	1	1	λ	Ψ.,
	Table 7: Members of Visible Minorities First/Previous Short-term Goals																		
		All Employees Members of Visible Minorities																	
				Anta	• •		6-44 A							r Goals	Asime Minorities				
	Number	Gres	vth (New Posi	tions)	Turnover (Replacement of Terminated Employees) Anticipated			Number		Turnover (Replacement of			From - To						
Employment Equity	YYYY-MM-DD	Actual Projected		Actual Projected		· · · · · · · · · · · · · · · · · · ·	YYYY-MM-DD	ATAL-DD Terminated Employees)		Required		- ٧٧٧٧	Present	Present Gap	Projected	Present Representation	Projected Representation in 3		
Occupational Group (EEOG)				Over 3			Over 3	Years			Over 3	Over 3 Years			Availability		Gap	Representation	Years
	2018-10-03	Annually	Annually	Years	Annually	Annually	Years		2018-10-03	Annually	Years		2018	2021					
	#	%	%	#	9/0	%	#	#	#	9/0	#	#	Ħ	%	%	#	Ħ	%	%
01 Senior Managers	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	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	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	0.0%		0	0.0%		()	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	8	-100.0%		0	0.0%		0	0	3	0.0%	0	-2	0		11.8%	2	2	37.5%	37.5%
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	2	-100.0%		1 0	0.0%		1 0	0	U	0.0%	0	0	0		7.8%	0	0	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%			0.0%		1 0	0	U	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	U	0.0%		1	0.0%		1 0	0	0	0.0%	0	0	0		0.0%	1 0	0	#DIV/0!	#DIV/0! #DIV/0!
10 Clerical Personnel	0	0.0%			0.0%		0	0	U	0.0%	0	0	0		0.0%	1 0	0	#DIV/0!	#DIV/0: #DIV/0:
11 Intermediate Sales & Service 12 Semi-Skilled Manual	9	0.0% 0.0%		1 5	0.0%		1 0	I	0	0.0%	0	0	"		0.0%	1 0	0	#DIV/0! #DIV/0!	#DIV/0: #DIV/0:
13 Other Sales & Service	95	-100.0%			0.0%		1 0	"	47	0.0%	0	-28	"		20.2%	28	28	#DIV/0: 49.5%	#DIV/0: 49.5%
14 Other Manual Workers	93	-100.0%		"	0.0%		1 0	I 0	41/	0.0%	0	-28	0		0.0%	28	28	#DIV/0!	#DIV/0!
Total	105	+100.0%		1 0	0.0%		1 0	- 0	50		0	-30	0		19,3%	30	30	#171 V/U: 47.6%	47.6%

[†] Calculated by using the following formula: ((Current number of employees from Workforce Analysis) + Previous number of employees from Workforce Analysis) 10.

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

	110000000000000000000000000000000000000					Table 8: Members of Visible Minorities
¥2		Mem	bers of Visi	ble Minorit	ies	
	loyment Equity pational Group (EEOG)	Short-ter	m Goals	Long-ter	m Goals	Comments
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	0.0	0	0.0	
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0,0	0	0.0	
08	Skilled Sales & Service	0	0,0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	0	0,0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	-004723

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14 Other Manual Workers	0 0.0 0 0.0
Total	0 0.0 0 0.0

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									Data for	Subseque	nt/Curre	nt Goals							
A	C	D	E	F	G	H	ĮI	J	K	L	M	N	0	P	<u> </u>	I R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	CxHx3	F + 1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) → (C + F)
	Ţ	t	Ţ	, T	<u></u>	1	J	<u> </u>	J.	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	i	J		<u> </u>	ļ	,,T	<u> </u>	J	J
										Table 9:									
									Subsequ	ent/Current	t Short-teri	n Goals							
				All En	iployees								Women						
	Number	Gres	vth (New Posit	tions)	Turnover (Re	placement (Employees)			Number	Turnover (R	eplacement of	3 Year Goals Hires Fram. To							
Employment Equity		DD Actual Projected						Anticipated Hires Over 3			Terminated Employees)			n - To	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)							Years	YYYY-MM-DD	101		Over 3	****	-1111	Availability	rresem Gap	Gap	Representation	Years	
		Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years			Annually	Over 3 Years	Years	0	3					
	#	%	%	#	9/0	%	#	#	Ħ	9/6	#	#	Ħ	9/6	%	#	ti.	%	%
01 Senior Managers	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	0.0%		0	0.0%		0	0	0	0.0%	0	0	€		0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	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	0.0%		0	0.0%		0	0	0	0.0%	0	0	(0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		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	#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	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	6		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	#DIV/0!	#DIV/0!
10 Clerical Personnel	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	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	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	-100.0%		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	#DIV/0!	#DIV/0!
Total	0	+100.0%		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
Em	ployment Equity	Women		
	upational Group (EEOG)		ong-term Goals	Comments
		%	%	
	Senior Managers	0.0	0.0	
02	Middle & Other Managers	0.0	0.0	
0.3	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	004725
14	Other Manual Workers	0.0	0.0	004725

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Total	0.0										

									Data for	Subseque	nt/Curre	nt Goals							
A B	C	D	E	F	G	H	Lini	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	CxHx3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C
	Ţ	t	<u>, </u>	1		↓	Ţ	<u></u>	J	Ţ	J	J	J	<u> </u>	1	Ţ	<u> </u>	J	······································
										11: Abor									
									Subsequ	ent/Curren	t Short-teri	n Goals							
				All Er	nployees					,					nal Peoples	,			
	Number	Growth (New Positions)				Turnover (Replacement of Terminated Employees)			Number	Turnover (D	eplacement of		3 Year Goals						
Employment Equity			T		-	Anticipated				Terminated	l Employees)	Hires Required		n - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	VVVV-MM-BB	Actual	Pre			Actual Projected		Hires Over 3 Years	YYYY-MM-DB		1	Over 3	1111	- * * * * * * * * * * * * * * * * * * *	Availability	Availability Present Gap		Representation	Representation in 3 Years
		Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years			Annually	Over 3 Years	Years	0	3					
	#	%	%	1 cars	%	%	at at a	H.	н	9/6	a sears	44		9/4	%		44	%	9/0
01 Senior Managers	. ()	0.0%	/8		0.0%	70	1 0	, ,	7 (0.0%		0	()	/4	0.0%	. 0	" 0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	0.0%		(0.0%		0	, o	0	0.0%	, o	0	0		0.0%		0	#DIV/0!	#DIV/0!
03 Professionals	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	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	. 0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		(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	#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	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	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	#DIV/0!	#DIV/0!
10 Clerical Personnel	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	#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	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	-100.0%		(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	#DIV/0!	#DIV/0!
Total	0	+100.0%		(0.0%		0	0	- 0	0.0%	0	0	1 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	Aboriginal Peoples		
Occupational Group (EEOG)	 	erm Goals	Comments
	%a	%	
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	
14 Other Manual Workers	0.0	0.0	304727

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Total	0.0										

									Data for	Subseque	nt/Currer	nt Goals							
A	C	<u> </u>	E	F	G	H	<u> I</u>	J	K	L	M	N.	О	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry C	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	CxHx3	F + 1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) → (C + F)
	J	↓	↓	Ţ	Ţ	1	Ţ	↓	1	Ţ	Ţ	Ţ	1	Į.	Ţ	1	Ţ	Ţ	<u> </u>
										: Persons									
									Subsequi	ent/Current	Short-tern	n Goals		n .	-1 Dr. 1797-1				
				All Em										Persons with Disabilities					
	Number	Grov	vth (New Position	ns)	Turnover (Replacement of Terminated Employees)				Terminated Employees)		Hires	3 Year Goals From - To							
Employment Equity			Project		Actual Projected Over 3			Anticipated Hires Over 3			Employees)	Required		n - 10 - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	1111-MM-00	Actual	 					Years	111111111111111111111111111111111111111			Over 3 Years	****	- • • • • • · · · · · · · · · · · · · ·	Availability	· · · · · · · · · · · · · · · · · · ·	Gap	Representation	Years
	***	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years			Annually	Over 3 Years	1 cars	0	3					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	9/0
01/02 Managers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	()	0	#DIV/0!	#DIV/0!
03 Professionals	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	0.0%		0	0.0%		0	0	0	0.0%	θ	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		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	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	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	#DIV/0!	#DIV/0!
10 Clerical Personnel	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	#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	-100.0%		0	0.0%		0	0	0	0.0%	θ	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	0	-100.0%		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.

Workdorce Adialysis) · 2) X 10					Table 14: Persons with Disabilities
Employment Equity		ersons with I			
Occupational Group (EEOG)	Short-term Goals		Long-ter	m Goals	Comments
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	004729

									Data for	Subseque	nt/Curre	nt Goals									
A B	C	D	E	F	G	H	I	J	K	L	M	<u>N</u>	0	P	Q	R	S	T	U		
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	CxHx3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)		
	Ţ	Į	<u>, </u>	<u> </u>		1	Ţ	<u></u>	J.	Ţ	J	,	1	.	1	Ţ	<u> </u>	J	······································		
		Table 15: Members of Visible Minorities																			
	Subsequent/Current Short-term Goals																				
	All Employees								Members of Visible Minorities												
Employment Equity Occupational Group (EEOG)	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)				Number	Turnover (Replacement of		Hires	3 Year Goals								
					 			Anticipated Hires Over 3	YYYY-MM-DD	Terminated Employees)		Required	From - To		Present	Present Gap	Projected	Present	Projected Representation in 3		
	YYYY-MM-DD			Actual Projected			Years	************	1		Over 3 Years	1111	-1111 	Availability	съст стар	Gap	Representation	Years			
	***	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years			Annually	Over 3 Years	rears	0	3							
	#	%	%	#	%	%	#	#	#	%	#	#	#	9/6	%	#	#	%	9/0		
01 Senior Managers	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	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
03 Professionals	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	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
05 Supervisors	0	-100.0%		(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	#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	#DIV/0!	#DIV/0!		
08 Skilled Sales & Service	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	#DIV/0!	#DIV/0!		
10 Clerical Personnel	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	#DIV/0!	#DIV/0!		
12 Semi-Skilled Manual	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	-100.0%			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	#DIV/0!	#DIV/0!		
Total	0	+100.0%		(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	Members of Visible Minor Short-term Goals Long-te	rities erm Goals	Comments
Occupational Group (EEOG)	%	%	
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	004730
14 Other Manual Workers	0.0	1 0.0F	304730

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Service Star Building Cleaning Inc.
	43376
Total	0.0

Federal Contractors Program Achievement Report Part 4: Results - Women Service Star Building Cleaning Inc. 43376 P T В \mathbf{C} D E F \mathbf{G} H M N 0 0 R U V W Y Part 1: Part 1: Part 2: Part 2: Part 2: Flow $V + U \, \mathbf{x}$ $E \not = D$ DxG $\mathbf{E} + \mathbf{H}$ Part 2: Flow Part 2: Flow $O \oplus P \times$ E-H K x G ÷ 100 P x F ÷ 100 0 - S U x F ÷ 100 V - X Data sources Workforce Workforce Workforce Flow Data L-N Flow Data Flow Data $\times 100$ - 100 x 100 Data Analysis x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ Ţ 1 1 Ţ Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Women Women All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference # % % ۰. % 2018 0.0 0.0 0.0 0 01 Senior Managers 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Middle & Other 2018 0 0.0 0.0 0 0 0.0 02 Managers 0 0 0.0 0.0 -0 0 0.0 0 0.0 0 0.0 0 0.0 2018 0 0.0 0.0 0 0 0.0 03 Professionals 0 0 0.0 0.0 0.0 0 0 0.0 0 0.0 ΩĖ 0.0 2018 0 0.0 0.0 0 0 0.0 Semi-Professionals & 04 Technicians 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2018 4 50.0 51.3 97.5 05 Supervisors 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 Supervisors: Crafts & 2018 0 0.0 0.0 0 0 0.0 06 Trades 0.0 0.0 0.0 0.0 0.0 0.0 0 E ∞ D x Part 2: Flow E = G xF + Lx 100 Part 3: Goals + M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year Women Women Women Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met % % ٠, % % 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 3 0.0 0.0 0.0 0.0 0 0.0 0 0.0 0.0 0.0 0.0 0.0 Middle & Other 0 0.0 0.0 Managers 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 03 Professionals 3 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & 0 0.0 0.0 Technicians 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 05 Supervisors 3 0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 3 0.0 0.0 0.0 0.0 0.0 0

Federal Contractors Program Achievement Report Part 4: Results - Women Service Star Building Cleaning Inc. 43376 В \mathbf{C} D E F \mathbf{G} H M N 0 P 0 T U V W Y Part 1: Part 1: Part 2: Part 2: Part 2: Flow $V + U \, \mathbf{x}$ $E \not = D$ DxG E + HPart 2: Flow Part 2: Flow $O \oplus P \times$ E-H K x G ÷ 100 U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data L-N Flow Data P x F ÷ 100 O - S Flow Data V-X $\times 100$ - 100 x 100 Data Analysis x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ 1 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Women Women All All All All (EEOG) Employees Employees Availability Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference # % % # % % ۰. % 2018 100.0 80.3 124.5 Administrative & 2 Senior Clerical 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Skilled Sales & 2018 0 0.0 0.0 0 0.0 Service Personnel 0 0 0.0 0.0 -0 0 0.0 0 0.0 0 0.0 0 0.0 Skilled Crafts & 2018 0 0.0 0.0 0 0 0.0 Trades Workers 0 0 0.0 0.0 0.0 0 0 0.0 0 0.0 ΩĖ 0.0 2018 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 2018 0 0.0 0.0 0 0.0 Intermediate Sales & Service Personnel 0 0.0 0 0.0 0.0 0 0 0 0.0 0 0.0 0 0.0 Semi-Skilled Manual 2018 0 0.0 0.0 0 0 0.0 12 Workers 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: Flow E = D xE = G xF + Lx 100 Part 3: Goals + M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year Women Women Women Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met % % ٠, % % Administrative & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 3 0.0 0.0 0.0 0 0.0 0.0 0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 0 0.0 0.0 Service Personnel 3 0.0 0 0.0 0.0 0.0 0.0 Skilled Crafts & 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades Workers 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 Clerical Personnel 3 0.0 0.0 0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 0.0 0.0 Service Personnel 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 Semi-Skilled Manual Workers 3 0.0 0.0 0.0 0.0 0.0 0

Federal Contractors Program Achievement Report Part 4: Results - Women															Report									
										I	art 4: I	Results	- Wome	n										
										Servic	e Star I	Buildin	g Cleani	ng Inc.										
												43376	•											
A	B	С	D	E	F	G	H	I	I	K		M	N	0	P	О	R	s	T	U	v	w	X	T Y
room I											<u> </u>	!	***************************************					I	*************					
Data se	nurces:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100		D x G + 100	Е-Н	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
			Ţ	Į į	Ţ	1	Ţ	Ţ	Ţ	Ų.	<u> </u>	<u> </u>	1	Ţ	1	<u>'</u>	Ţ	<u> </u>	Ţ	1	↓	1	<u> </u>	<u> </u>
				V		orce Anal	ysis									Flow I	Data A	nalysis						
	loyment Equity upational Group	Year			W	orkforce						Hires	romen			P	romotio				Te	rminati		
(EEC			All Employees	Represent	tation	Women Availabili		Gap	EE Result	All Employees	Ac		Expected	Difference	All Employees	Act		omen Expected	Difference	All Employees	Act		Expected	Difference
		#	#	4	%	%	#	#	%	#	#	%	£	#	#	4	9/0	#	#	#	#	%	#	¥
	Other Sales & Service	2018	95		35.8	51.6	49	-15	69.4															
	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	0
1 (4.1	Other Manual Workers	2018 0	0	0	0.0	0.0	0	0	0.0 0.0	0	0	0.0	0	0	0	0	0.0	0	r	0	0	0.0	0	l
Total		2018	105		38.1	52.1	55	-15	73.1						·					Ĭ				Ĭ
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	0.0	0	0
Data so	nurces:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x		÷ G x	Part 3: Goals	F÷1x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
*****	034343434343434343434343434343434444	***************************************	1		Ţ	ţ	Į	<u> </u>	1	1		<u> </u>	1											
			New	Entran	ts				G	oals														
	loyment Equity	Year	Fl	ow Data		Sh		m Goals			Long-ter													
Occi (EE)	ipational Group DG)		All Employees	Wome Actus			Won reent of oal Met	Cont	Percent of Goal Met	Goal	Wor Percent of Goal Met	Goal	Percent of Goal Met					(Commen	ts				
		#	#	н	%	#	%	%	%	#	0/6	%	%											
	Other Sales & Service Personnel	0 3	0 n	0	0.0 0.0	9	0.0	50.0 0.0	0.0 0.0	0	0,0	50.0 0.0												
14	Other Manual	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	<u></u>											
	Workers	3	0	0	0.0		0.0	0.0	0.0		0.0	0.0												
Total		3	0	0	0.0 0.0	U	0.0	0.0	0.0 0.0	Ü	0.0	0.0 0.0												

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									Servic	e Star I	Building		ng Inc.										
											43376												
A	С	D	E	F	G	Н	I	J	K	L	М	N	О	P	Q	R	S	T	U	V	W	X	Y
Data sources;	*************	Part 1: Workforce Analysis	Part I: Workforce Analysis	E÷D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E-H	E+H x100	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	PxF÷100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	√÷Ux 100	U x F ÷ 100	V- X
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Employment Equity			1		orce An	•								1		Data Ai	-						
Occupational Group	Year	All		N.	orkforce Abortoin	al Peoples			All		Hires Aborigi	nal Peoples		All	P	romotioi Aberiei	15 nal Peoples		All	Tern	ninatio Aberiei	HS ral Peoples	
(EEOG)		Employees	Represe	ntation	Avail		Gap	EE Result	Employees	Ac	tual	Expected	Difference	Employees	Act		Expected	Difference	Employees	Actual		Expected	Difference
	2018	# 0	# 0	0.0	0.0	# 0	# 0	% 0.0	#	#	90	£	#	И	#	*6	#	#	H	#	%	#	#
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) .
02 Middle & Other	2018	0	0		1		0	1	·														
Managers	0 2018	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	0	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	2018 0	0	0					0.0	0	0	0.0	0	n			0.0	0	Λ.		0	0.0	0	
	2018	8	0	0.0	 			0.0	V	0	0.0	U	U	, 0	0	0.0	Ü		U	U:	0.0	<u>U</u>	1
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	1 (
06 Supervisors: Crafts & Trades	2018	0	0	0.0			0	0.0	0	0	0.0	0	0) 0	0	0,0	0	0	0	0	0.0	0)
				*********					D		4	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,					t			<u> </u>			1
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E = D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷1x100	Part 3: Goals	E+Kx 100	Part 3; Goals	F÷M x 100											
	1	,	Ų	1	1	1	Į.	1	Ψ	1	1	1											
			Entran	its		Ct	C -1		oals		C1-												
Employment Equity Occupational Group	Year		ow Data Aborigina	l Peoples		Short-te Aborigin	al Peoples	5		Long-ter Aborigina							C	ommen	ts				
(EEOG)		All Employees	Acti	ial	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
	#	#	4	*4	#	%	%	%	#	%	*6	%											
01 Senior Managers	0	0	0	0.0	\$1000000000000000000000000000000000000	0.0	0.0	ł	0	0.0	0.0	0.0											
Middle & Other	0	0	0	0.0		0.0	0.0		0	0.0	0.0	0.0											
02 Managers	3	0	0	0.0			0.0	0.0			0.0	0.0											
03 Professionals	0	0	0	0.0	10000000000000000000000000000000000000	0.0	0.0	ł	0	0.0	0.0	0.0											
04 Semi-Professionals &	0	0	0		200000000000000000000000000000000000000	0.0	0.0		0	0.0	0.0	0.0											
Technicians Technicians	3	0	0	0.0		^ ^	0.0				0.0	0.0											
05 Supervisors	3	0	0	0.0	**************************************	0.0	0.0	†	0	0.0	0.0	0.0											
06 Supervisors: Crafts &	0	0	0			0.0	0.0	4	0	0.0	0.0	0.0											
Trades	3	0	0	0.0			0.0	0.0			0.0	0.0											

Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples Service Star Building Cleaning Inc. 43376 В \mathbf{C} D E F \mathbf{G} H M N 0 P 0 T U V W Y Part 1: Part 1: Part 2: Part 2: Part 2: Flow $V + U \, \mathbf{x}$ $E \not = D$ DxG E + HPart 2: Flow Part 2: Flow $O \oplus P \times$ E-H K x G ÷ 100 U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data L-N Flow Data P x F ÷ 100 O - S Flow Data V-X $\times 100$ - 100 x 100 Data Analysis x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group **Aboriginal Peoples** Aboriginal Peoples **Aboriginal Peoples Aboriginal Peoples** All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % # % % ۰. % 2018 2.2 Administrative & 0 0.0 0.0 Senior Clerical 0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 Skilled Sales & 2018 0 0.0 0.0 0 0 0.0 Service Personnel 0 0 0.0 0.0 -0 0 0.0 0 0.0 0 0.0 0 0.0 Skilled Crafts & 2018 0 0.0 0.0 0 0 0.0 Trades Workers 0 0 0.0 0.0 0.0 0 0 0.0 0 0.0 ΩĖ 0.0 2018 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 2018 0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 0 0 0.0 0.0 0.0 0 0 0 0.0 0 0.0 0 0.0 Semi-Skilled Manual 2018 0 0.0 0.0 0 0.0 12 Workers 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: Flow E = D xE = G xF ± Lx 100 Part 3: Goals + M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year Aboriginal Peoples **Aboriginal Peoples** Aboriginal Peoples Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met % % % ٠, % % Administrative & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 3 0.0 0.0 0.0 0 0.0 0.0 0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 0 0.0 0.0 Service Personnel 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 Skilled Crafts & Trades Workers 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 Clerical Personnel 3 0.0 0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 Intermediate Sales & 0.0 0.0 0.0 Service Personnel 3 0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Workers 3 0.0 0.0 0.0 0.0 0 0.0

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									Servic	e Star I	Building	g Cleani	ng Inc.										
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A B	<u> C</u>	D	E	F	G	H	<u>I</u>	<u>J</u>	K	<u>L</u>	M	N	0	P	Q	R	S	T	U	V	<u>W</u>	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 x100	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	PxF = 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V÷Ux 100	U x F + 100	V - X
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			V	Vorkf	orce An	alysis									Flow l)ata A	nalysis						
Employment Equity Occupational Group	Year			N	orkforce						Hires				P	romotio				Tei	minatio		
(EEOG)		All Employees	Represent	tation	Aborigina Availa		Gap	EE Result	All Employees	Ac	Aborigi tual	nal Peoples Expected	Difference	All Employees	Act		nal Peoples Expected	Difference	All Employees	Acti		al Peoples Expected	Difference
	#	#	#	%	7%	#	н	%	#	#	%	#	#	it	4	%	# #	#	#	#	%	#	# #
Other Sales & Service	2018	95	2	2.1	3.4		-1	61.9															
Personnel	0	0	0	0.0	<u> </u>		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	2018	0	0	0.0	}		· · · · · · · · · · · · · · · · · · ·		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Total	2018	105	ļ	1.9	.	·	-1	57.7															
17761	0	0	0	0.0	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÷Dx 100	Part 3: Goals	E÷G x 100	Part 3: Goals	F÷1x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F+M x 100											
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		New	Entran	ts				G	loals														
Employment Equity	Year	F	low Data				rm Goal	S		Long-ter													
Occupational Group (EEOG)		All Employees	Aboriginal Actus	•	Goal	Aborigin Percent of Goal Met	al Peoples Goal	Percent of Goal Met	Goal	Aborigina Percent of Goal Met	Peoples Goal	Percent of Goal Met					C	ommen	ts				
	#	#	#	9/6	#	%	%	%	#	%	%	%											
Other Sales & Service Personnel	3	0	0	0.0		0.0	3.4 0.0		2	0.0	3.4 0.0	0.0											
Other Manual	0	0	-	0.0		0.0	0.0		0	0.0	0.0	0.0											
Workers	3	0	0	0.0			0.0	0.0			0.0	0.0											
Total	3	0	0	0.0 0.0	0	0.0	0.0 0.0	Į	0	0.0	0.0 0.0	0.0											

								Feder	al Contra	actors	Progra	m Achie	vement	Report									
								ı	art 6: Re	esults -	Person	s with I	isabiliti	es									
									Service	e Star l	Buildin	g Cleani	ng Inc.										
											43376												
<u> </u>																							
A B	C	D	E	F	G	Н	I	J	K	L	M	N	o	P	Q	R	<u>s</u>	Т	U	<u> </u>	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 x100	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
		Ţ	<u> </u>	Ţ	1			Ţ	\	\	Ţ	<u> </u>	Ţ	'	<u> </u>	T T	<u> </u>	1	Ţ	, <u>\</u>	↓		J
			1	Vorkf	orce An	alysis									Flow	Data A	nalysis						
Employment Equity	Year			V	/orkforce						Hires				F	romotio				Te	rminatio		
Occupational Group (EEOG)		All Employees	Represen		Persons with Avail			EE Result	All Employees		Persons w	ith Disabilitie Expected	Difference	All Employees		Persons w	ith Disabiliti Expected	Difference	All Employees	Act		th Disabilitie	Difference
	#	#	gepresen #	***	- Avan	ausay #	Gap #	E.F. Result	#	4	***	Expectea #	Difference #	ü	#		#.xpected	ілпегенсе	#	# #	%	Expected #	инетенсе
01& Managers	2018	0	0	0.0	-	0	0	0.0															
02 Wallagers	0	0	0	0.0		<u> </u>		0,0	0	0	0.0	0	0	0	0	0.0	(() 0	0	0.0	0	0
03 Professionals	2018	0	0	0.0	I	\$	ļ	0.0 0.0	0	0	0.0		Û		0	0.0			1 0	0	0,0	Δ.	
. Semi-Professionals &	2018	0	<u> </u>	0.0	4	[0.0	V	U	7: 0.0	1	U	0		U.U		(7	V	0.0	U	V
04 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
05 Supervisors	2018	8	i	0.0		:	·	0.0															
Supervisors: Crafts &	2018	0	0	0.0			ļ	0.0	0	0	0.0	0	0	0	0	0.0	((0	0	0.0	0	0
06 Trades	0	0	0	0.0		!		0.0	0	0	0.0	0	0	0	0	0.0	() (0	0	0.0	0	0
z		·	· · · · · · · · · · · · · · · · · · ·			,	×	·····	ç	V						•				•			
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E+Gx 100	Part 3: Goals	F÷1x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100											
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		Nev	Entran	ts				G	oals														
Employment Equity	Į	F	low Data			Short-te	rm Goal	i	ı	Long-ter	rm Goals												
Occupational Group	Year	All	Disabil			Persons wit	h Disabilitie		ı	ersons with	h Disabilities							Commen	its				
(EEOG)		Employees	Actu	al	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		Percent of Goal Mei											
	#	#	ü	%	#	9/4	%	%	#	%	%	%											
01& Managers	0	0	0	0.0	Laurence management	0.0	0.0	0.0	0	0.0		0.0											
02 Withagers	3	0	0	0.0		0.0	0.0	0.0 0.0	0	0.0	0.0	0.0											
03 Professionals	3	0	0	0.0	Bec. 1902 11000111100111	0.0	0.0	0.0	U	0.0	0.0	0.0											
Semi-Professionals &	0	0	0	0.0		0,0	0.0	0,0	0	0.0		0,0											
Technicians	3	0	0	0.0	·····		0.0	0.0			0.0	0.0											
05 Supervisors	3	0	0	0.0	·	0.0	13.9 0.0	0.0 0.0	0	0.0	13.9	0.0											
Supervisors: Crafts &	0	0	- :	0.0	†	0.0	0.0	0.0	0	0.0	-	0.0											
06 Trades	3	0	0	0.0			0.0	0.0			0.0	0.0											

Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities Service Star Building Cleaning Inc. 43376 В \mathbf{C} D E F \mathbf{G} H M N 0 P 0 T U V W Y Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow $V + U \, \mathbf{x}$ $E \not = D$ DxG E + HPart 2: Flow Part 2: Flow $O \oplus P \times$ E-H K x G ÷ 100 U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data L-N Flow Data P x F ÷ 100 O - S Flow Data V-X $\times 100$ - 100 x 100 Data Analysis x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Persons with Disabilities Persons with Disabilities Persons with Disabilities Persons with Disabilities All All All All (EEOG) Employees Employees Employees Employees Representation Availability Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference # % % % % 2018 3.4 Administrative & 01 0.0 0.0 Senior Clerical 0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 Skilled Sales & 2018 0 0.0 0.0 0 0 0.0 Service Personnel 0 0 0.0 0.0 -0 0 0.0 0 0.0 0 0.0 0 0.0 Skilled Crafts & 2018 0 0.0 0.0 0 0 0.0 Trades Workers 0 0.0 0 0.0 0.0 0 0.0 0 0.0 ΩĖ 0.0 2018 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 2018 0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 0.0 0 0 0.0 0.0 0 0.0 n 0.0 0 0.0 Semi-Skilled Manual 2018 0 0.0 0.0 0 0.0 12 Workers 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: Part 2: Flow E = D xE = G xF ± I x 100 Part 3: Goals + M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year Persons with Persons with Disabilities Persons with Disabilities Occupational Group Comments Disabilities All (EEOG) Employees Percent of Percent o Percent o Percent o Goal Goal Goat Goal Actual Goal Met Goal Met Goal Met Goal Met % *4 % % % % 0 0 0.0 0.0 0.0 0.0 0.0 0.6 Administrative & 0.0 Senior Clerical 3 0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 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 Skilled Crafts & Trades Workers 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 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 Intermediate Sales & Service Personnel 3 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 0 0 0.0 0.0 0.0 Workers 3 03 0.0 0.0 0.0 0.0 0.0

	Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities																						
								1	art 6: R	esults -	Person	s with E	isabiliti	es									
									Servic	e Star I	Buildin	g Cleani	ng Inc.										
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A B	C	D	E	F	G	H		J	K	L	М	l N	0	P	0	R	S	T	U	v	w	X	Y
A B	<u></u>	<u>v</u>	Е		**************************************	11	<u> </u>	! !	N	<u>.ib</u>	[1¥1	<u> </u>		<u> </u>	<u></u>	<u>N</u>			<u>U</u>	Y	yy	A	<u>1</u>
Data sources:		Part 1: Workforce Analysis		E + D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E-H	E+H x100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L-N	Part 2: Flow Duta Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V-X
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			W	orkfo	orce An	alysis									Flow	Data A	nalysis						
Employment Equity	Year				orkforce						Hires				I	'romotio					minatio		
Occupational Group (EEOG)		All Employees			Persons with				All Employees			ith Disabilitie		All Employees			ith Disabilitie		All Employees			th Disabilities	
(2000)	#	a.mproyees	Representa	non %	Availa %	bility	Gap #	EE Result	#	u Ac	tual %	Expected #	Difference #	# #	Ac	tual %	Expected	Difference #	#	Actu	ai %	Expected #	Difference
Other Sales & Service	2018	95	6	6.3	6.3	6	0	100.3	7	,	,,,	_	,	7			-	T.	,		a		-
Personnel	0	0	0	0.0	0.0	0	0	0,0	O	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Other Manual	2018	0	0	0.0	0.0	0	0									ļ							
Workers	0 2018	105	0 § 6 §	0.0	<u> </u>	0	0		0	0	0.0	0	0	0	0	0.0	0	O	0	0	0,0	0	0
Total	2018	100	0	5.7 0.0	*	0	-1 0	0.0	()) o	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	l - c
														1		<u></u>							
Data sources:		Part 2: Flow Data Analysis		÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F÷1x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷M x 100											
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		New	Entrants	S	-			G	oals														
Employment Equity			low Data			Short-te	rm Goal	S		Long-ter	m Goals												
Occupational Group (EEOG)	Year	All Employees	Persons w Disabiliti				h Disabilitie			Persons with	Disabilities	I					C	Commen	ts				
(ELUG)		Employees	Actual		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
	#	H	g .	%	¥	%	%	%	#	%	%	94											
13 Other Sales & Service Personnel	0 3	0	0	0.0	0	0.0	0.0	I	0	0.0	0.0 0.0	0.0											
Other Manual	()	0	0	0.0	0	0,0	0.0	 	0	0.0	0.0												
Workers Workers	3	0	0	0.0			0.0				0.0	0.0											
Total	0	0	0	0.0	L	0.0	0.0	!	0	0.0	0.0	0.0											
	3	0	0	0.0			0.0	0.0		1	0.0	0.0											

Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities Service Star Building Cleaning Inc. 43376 P T В \mathbf{C} D E F \mathbf{G} H M N 0 0 R U V W Y Part 1: Part 1: Part 2: Part 2: Part 2: Flow $V + U \, \mathbf{x}$ $E \not = D$ DxG $\mathbf{E} + \mathbf{H}$ Part 2: Flow Part 2: Flow $O \oplus P \times$ E-H K x G ÷ 100 0 - S U x F ÷ 100 V - X Data sources Workforce Workforce Workforce Flow Data L-N Flow Data P x F ÷ 100 Flow Data $\times 100$ - 100 x 100 Data Analysis x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ Ţ 1 1 ī Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % # % % % % 2018 0.0 0.0 0.0 0 01 Senior Managers 0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 Middle & Other 2018 0 0.0 0.0 0 0 0.0 02 Managers 0 0 0.0 0.0 -0 0 0.0 0 0.0 0 0.0 0 0.0 0.0 2018 0 0.0 0.0 0 0 03 Professionals 0 0 0.0 0.0 0.0 0 0 0.0 0 0.0 ΩĖ 0.0 2018 0 0.0 0.0 0 0 0.0 Semi-Professionals & Technicians 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2018 3 37.5 11.8 317.8 05 Supervisors 0 0.0 0.0 0.0 0 0 0 0.0 0 0.0 0 0.0 Supervisors: Crafts & 2018 0 0.0 0.0 0 0.0 06 Trades 0.0 0.0 0.0 0.0 0.0 0.0 0 Part 2: E ∞ D x Part 2: Flow E = G xF + Lx 100 Part 3: Goals + M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 1 **New Entrants** Goals Long-term Goals Flow Data **Short-term Goals Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % ٠,, % ٠, % % 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 3 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 Middle & Other 0 0.0 0.0 Managers 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 03 Professionals 3 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & 0 0.0 0.0 Technicians 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 05 Supervisors 3 0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 3 0.0 0.0 0.0 0.0 0.0 0

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-									ган						rines									
										Servic	e Star I	43376		ing Inc.										
												433/0	i											
A	<u>B</u>	C	D	E	F	G	H	I	J	K	L	М	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	Е-Н	E÷H x100	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
		•	1	1	Ţ	Ţ	Ţ	Ų.	Ţ	1	1	1	1	1	1	Į.	Į.	1	Ů ↓	Ţ	1	Ψ.	Ţ	Ţ
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E	ployment Equity cupational Group	Year			''	orkforce Visible V				All		Hires	Minorities			P	romotio	Minorities		All	Te	rminatio	HS Minorities	
	eog)		All Employees	Represe	itation	Avail		Gap	EE Result	An Employees	Ac	tual	Expected	Difference	All Employees	Ac	tual	Expected	Difference	An Employees	Acti			Difference
	,	#	н	4	%	*6	#	н	*/0	#	#	96	И	#	и	4	%	#	#	#	#	96	#	4
07	Administrative & Senior Clerical	2018	2	0	0.0	7.8 0.0		0	0.0 0.0	(1	0	0.0	0	0) 0	0.0	0	0	0	0	0.0	0	0
08	Skilled Sales &	2018	0	 	0.0	 			0.0									Ť		``		010		·
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11	Intermediate Sales & Service Personnel	2018	0	 	0.0	0.0	0	0	0.0	0	0		0	0) (0	<u> </u>		0	0	0	0.0	0	n
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Total		0	0	0	0.0	0	0.0	0.0	0.0	(0.0	0.0	0.0											

Federal Contractors Program Achievement Report Part 8: Reasonable Efforts Service Star Building Cleaning Inc. 43376

Efforts

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

Contrac	ctors Program.
Requi	red 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.

	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):
Oper	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ration's activities during the period between the first/previous and subsequent/current compliance nent.
	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.
Addit	tional Details
Please _l	provide any additional information (optional):

Instructions

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

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

Completion of sections B to 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.

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

Privacy Notice

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

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

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

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

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

This questionnaire is available in Braille, large print or audio format upon request. It is also available on our Web site at [Organization's Web site].

В.	Gender						
	Female 🗖	Male 🗖					
	following app	escriptions in each of ly to you. Please no		,	*		
C.	Aboriginal P	eoples					
	ding to the <i>Em</i> r Métis.	ployment Equity Act,	an Aboriginal pe	rson is a person	who is Indian,		
	Are you an A	Aboriginal person?					
D.	Visible Mino	rities					
Canada	a (other than A	ployment Equity Act, aboriginal peoples) weir place of birth or c	ho are non-white	•			
Exam	_	minorities include,	but are not limit	ed to:			
•	Black	,*	* **	1.0.0	1 10 0		
	America)	tin American (includ	ng indigenous pe	ople from Centra	il and South		
•	East Asian (e	.g., Chinese, Japanes	e, Korean)				
•	East Asian (e.g., Chinese, Japanese, Korean) South Asian/East Indian (e.g., Indian, Pakistani, Bangladeshi, or East Indian from Guyana, Trinidad or East Africa)						
•	Southeast Asi	an (e.g., Burmese, C	ambodian, Filipin	10, Laotian, Thai	, Vietnamese)		
•	Non-white Wallibyan)	est Asian, North Afri	can or Arab (e.g.,	Iranian, Lebanes	e, Egyptian,		
٠	People of mixe	ed origin (e.g., with or	e parent member o	f a visible minority	y group).		
	Are you a me	ember of a visible m	inority?				

E. Persons with Disabilities

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

Examples of disabilities include, but are not limited to:

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

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	•	a person No		a disabil	ity?		

F. Additional Data for Accommodation Purposes

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

G.	Voluntary Employee Participation							
1)	Please indicate below if you wish to have your employment equity self- identification information used for particular employment equity initiatives.							
	Yes No No							
2)	As part of our ongoing employment equity work, from time to time we ask designated group members to participate in various activities (e.g., committees, focus groups) to provide feedback on new programs. If you agree to be contacted directly by the employment equity contact or a local human resources manager for this kind of activity, please check "Yes" below.							
	Yes No							
Н.	Employee Comments							
to hear	have any comments/feedback on our employment equity program, we would like from you. Rest assured, all comments will be kept confidential. Please contact the yment equity contact by phone [Telephone number] or email [Email address].							
I.	Employee Signature							
Signati	ure: Date:							
	Thank you for your participation!							
	Please return this form in the envelope provided to:							
	[Insert organization's address]							

From: Kim McGrath < Kim. M@stargroup-intl.com>

Sent: October 17, 2018 3:00 PM

To: Sharan, Neena N [NC] <neena.sharan@labour-travail.gc.ca>

Subject: RE: First Compliance

Good Afternoon Neena

Please find attached the following:

- Survey
- 2. Application for Extension
- 3. Workforce Analysis-Detailed
- 4. Workforce Analysis-Summary
- 5. Completed Achievement Report file in Excel

Please note that 112 surveys were sent out, only 102 were received back and 18 were not fully completed.

Thank you for all your assistance.

Kim McGrath

From: neena.sharan@labour-travail.gc.ca [mailto:neena.sharan@labour-travail.gc.ca]

Sent: Monday, October 15, 2018 8:32 AM

To: Kim McGrath < Kim. M@stargroup-intl.com>

Subject: RE: First Compliance

Hi Kim,

Sorry about the other attachment. Please find a blank extension request form attached to this e-mail.

Thank you and have a nice day.

Neena Sharan.

From: Kim McGrath [mailto:Kim.M@stargroup-intl.com]

Sent: October-10-18 5:01 PM **To:** Sharan, Neena N [NC] **Subject:** RE: First Compliance

Hi Neena

The attachment is a completed form.

Could you forward a blank form for us?

Thank you

Kim

From: neena.sharan@labour-travail.gc.ca [mailto:neena.sharan@labour-travail.gc.ca]

Sent: Friday, October 05, 2018 10:04 AM **To:** Kim McGrath <Kim.M@stargroup-intl.com>

Subject: RE: First Compliance

Hi Kim.

You have requested an extension to submit your organization's information for the compliance assessment under the Federal Contractors Program beyond the initial deadline of October 4, 2018, set by the Labour Program of Employment and Social Development Canada.

Please complete the form attached and send it to me for the extension to be granted.

Thank you and have a nice day.

Neena Sharan

Assessment Officer, Programme du travail Emploi et Développement social Canada / Gouvernement du Canada neena.sharan@labour-travail.gc.ca / Tél.: 873-396-0405

Assessment Officer, Labour Program
Employment and Social Development Canada / Government of Canada neena.sharan@labour-travail.gc.ca / Tel: 873-396-0405



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

From: Kim McGrath [mailto:Kim.M@stargroup-intl.com]

Sent: October-04-18 10:11 AM **To:** Sharan, Neena N [NC] **Subject:** First Compliance

Good Morning Neena

Could you please advise if extensions are granted in submitting the first Compliance Assessment?

I have completed the surveys, uploaded it to WEIMS and am doing the tables.

I need to meet with the owner/Director of Operations for the short term goals and they are out of the office until Tuesday.

Please advise

Thank you

Kim McGrath

Kim McGrath, Accountant STAR GROUP OF COMPANIES 3971 Greenbank Rd., Ottawa, ON K2C 3H2 Tel (613)692-6640; Fax (613)692-5048

Email: Kim.M@stargroup-intl.com



Federal Contractors Program Report of the First Compliance Assessment

Employer Name: Star Service Building Cleaning Inc.

Primary Location: Ottawa, Ontario

Number of Employees: 105

105 Ontario

Organization Overview:

NAICS # 5617 (Services to Buildings and Dwellings)

Service Star Building Cleaning Inc. is part of a five-company affiliation, known collectively as Star Group International (SGI). They provide Janitorial and custodial services in Kingston, Ottawa and Gatineau.

Key Dates - First Year Assessment

Initiated: 2018-10-04

Initial submission received - 2018-10-17 Received:

Revised submission received - 2019-03-14

Workforce 2018-10-03

Analysis:

COLLECTION OF WORKFORCE INFORMATION

Number of employees the questionnaire was sent to:

Number of questionnaires returned:

Number of completed questionnaires returned:

%
100
97
82

- The questionnaire or accompanying documentation indicates that an employee may self-identify as being a member of more than one group.
- 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:

WORKFORCE ANALYSIS & GOAL SETTING

- The organization selected the occupational defaults for establishing external availability estimates or provided reasonable justifications.
- 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:

- All short and long-term goals are set as per the market availability. Goals were set for each gap respectively.
- All goals are set in percentage format.
- Work Force Analysis Summary analysis address only 3 EEOG's.
- Service Star Building Cleaning Inc. is part of the Star Group of Companies. All higher management personnel are employee of Star Group of Companies. Service Star Building Cleaning Inc. is a part of the Star Group of Companies.

SUMMARY OF GOALS

Women

·		Workforce Analysis Results	Goals	Representation	LMA
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			Short-	Long-		
Emp	Employment Equity Occupational Group (EEOG)		term	term		
			(1 to 3	(3+		
			years)	years)		
#	Description	#	# or %	# or %	%	%
05	Supervisors	-1	NR	NR	50.0	51.3
13	Other Sales & Service Personnel	-15	50.0	50.0	35.8	51.6

Observations:

- EEOG 05 - in order to avoid segregation, the organization is not required to set a goal since the representation is 50.0%.
- EEOG 13 the goal was set at 50.0% even though market availability is higher. This is in keeping with the program decision to not to encourage organizations to seek representation levels beyond 50% for women in order to discourage occupational segregation and ensure that those occupational groups are welcoming of all genders.

Aboriginal Peoples

	Workforce Analysis Results		Go	als		
Emp	Novement Favity Occupational Crays	Present Gap	Short-	Long-	Representation	LMA
	oloyment Equity Occupational Group (EEOG)		term (1 to 3	term (3+		
	(2200)		years)	years)		
#	Description	#	# or %	# or %	%	%
13	Other Sales & Service Personnel	-1	3.4	3.4	2.1	3.4

Observations:

EEOG 13 - Short and long-term goal is set as per the market availability.

Person with Disabilities

	Workforce Analysis Results		Go	als		
			Short-	Long-	Representation	LMA
Emp	oloyment Equity Occupational Group	Present	term	term	Representation	LIVIA
	(EEOG)		(1 to 3	(3+		
			years)	years)		
#	Description	#	# or %	# or %	%	%

05	Supervisors	-1	13.9	13.9	0.0	13.9	
0.5	Super visors	-#-	J. J. J	J. J. J	0.0	1.0.0	Ĺ

Observations:

• EEOG 05 - Short and long-term goal is set as per the market availability.

Members of Visible Minorities

Observations:

No gaps exists in this designated group.

RECOMMENDATION

I recommend that the employer be found:

 \boxtimes in compliance \square in non-compliance

Having assessed the data submitted by the employer regarding its workforce and considered its unique circumstances; I recommend that the closing letter include the following:

 Service Star Building Cleaning Inc. has minor gaps in Women, Indigenous People and Persons with Disabilities. As such, the organization may want to support its hiring and promotion goals with a plan containing measures to attract and retain employees from the mentioned designated groups. Service Star Building Cleaning Inc. is encouraged to adopt measures best suited to the organization in order to ensure reasonable progress towards achieving its goals.

Name of Analyst: Neena Sharan

Date: March 14, 2019

From: Sharan, Neena N [NC] On Behalf Of EE-EME

Sent: March 22, 2019 9:05 AM

To: 'john.p@stargroup-intl.com' <john.p@stargroup-intl.com>; 'Kim McGrath' <Kim.M@stargroup-intl.com

intl.com>

Subject: Government of Canada Agreement Number: 10000248 – Notification of Compliance with the

Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear John Potetsianakis:

I am writing to inform you that the compliance assessment initiated on October 04, 2018 has been completed. As a result of the assessment, Service Star Building Cleaning Inc. has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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 the Service Star Building Cleaning Inc. employment equity program.

Service Star Building Cleaning Inc. has minor gaps in Women, Indigenous People and Persons
with Disabilities. As such, the organization may want to support its hiring and promotion goals
with a plan containing measures to attract and retain employees from the mentioned designated
groups. Service Star Building Cleaning Inc. is encouraged to adopt measures best suited to the
organization in order to ensure reasonable progress towards achieving its goals.

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 October 04, 2021. 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 Service Star Building Cleaning Inc. is notified of a subsequent assessment, the following information will be required:

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

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If reasonable progress has not been made, Service Star Building Cleaning 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 underrepresented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

You may also visit our website to access a number of tools. In particular, we encourage your organization to continue using the <u>Workplace Equity Information Management System</u> (WEIMS). WEIMS can assist you in generating your workforce analysis and contains other data analysis tools, including the Achievement 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 us by email at ee-eme@hrsdc-rhdcc.gc.ca.

Your cooperation during the course of this compliance assessment was appreciated and we wish Service Star Building Cleaning Inc. continued success in achieving a diverse and inclusive workplace.

Workplace Equity Team

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



Joignez-vous au Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT) en ligne, un espace collaboratif pour employeurs. Envoyez-nous un courriel pour vous joindre!

Join the online Workplace Equity, Diversity and Inclusion Forum (WEDIF), a collaborative space for employers. Send us an email to join!

From: Kim McGrath < Kim. M@stargroup-intl.com>

Sent: February 7, 2018 3:29 PM

To: EE-EME <ee-eme@hrsdc-rhdcc.gc.ca>

Subject: FW: Government of Canada Contract EJ196-172768/001/FK - Action Required to Determine if

Service Star Building Cleaning Inc. is Subject to the Federal Contractors Program

Good Afternoon Eric

Further to my email below, I am requesting if you have reference to or can supply me with a sample workforce survey that is required to send to all employees.

Any information you can forward to me would be greatly appreciated.

Thank you

Kim McGrath

From: Kim McGrath

Sent: Thursday, January 04, 2018 2:44 PM

To: 'eric.singh@hrsdc-rhdcc.gc.ca' < eric.singh@hrsdc-rhdcc.gc.ca >

Cc: John Potetsianakis < john.p@stargroup-intl.com>

Subject: FW: Government of Canada Contract EJ196-172768/001/FK - Action Required to Determine if

Service Star Building Cleaning Inc. is Subject to the Federal Contractors Program

Good Afternoon Eric

As per your email below, please find attached the completed AIEE form executed by John Potetsianakis.

Please note that John Potetsianakis should be noted as the alternate Employment Equity Contact for this file.

Could you please forward a sample of the workplace surveys that are required by us, for our perusal?

If you have any questions or concerns, please feel free to contact me.

Thank you

Kim McGrath

Kim McGrath, Accountant STAR GROUP OF COMPANIES 3971 Greenbank Rd., Ottawa, ON K2C 3H2 Tel (613)692-6640; Fax (613)692-5048

Email: Kim.M@stargroup-intl.com



From: <u>eric.singh@hrsdc-rhdcc.gc.ca</u> [<u>mailto:eric.singh@hrsdc-rhdcc.gc.ca</u>] **On Behalf Of** <u>ee-eme@hrsdc-rhdcc.gc.ca</u> rhdcc.gc.ca

Sent: Wednesday, January 03, 2018 1:11 PM

To: John Potetsianakis <<u>john.p@stargroup-intl.com</u>>; Peter Potetsianakis <<u>peter.p@stargroup-intl.com</u>> **Subject:** Government of Canada Contract EJ196-172768/001/FK – Action Required to Determine if Service Star Building Cleaning Inc. is Subject to the Federal Contractors Program

To Whom it May Concern,

On October 4, 2017 **Service Star Building Cleaning Inc.** was awarded Government of Canada contract EJ196-172768/001/FK valued at \$1,028,566. As this contract is valued at \$1 million or more (including all applicable taxes), **Service Star Building Cleaning Inc.** may be subject to the <u>Federal Contractors</u> <u>Program</u> (FCP) under the <u>Employment Equity Act</u> (EEA).

The FCP ensures that contractors who do business with the Government of Canada seek to achieve and maintain a workforce that is representative of the Canadian workforce, including members of the four designated groups under the EEA: women, Aboriginal peoples, persons with disabilities and members of visible minorities.

The FCP applies to contractors that:

- · are provincially regulated;
- have a combined workforce in Canada of 100 or more permanent full-time and/or permanent part-time employees; and
- have received an initial federal government goods and services contract, a standing offer or a supply arrangement valued at \$1 million or more (including all applicable taxes).

If **Service Star Building Cleaning Inc.** meets all three of the above criteria, it is now subject to the FCP. In this case, under the Government of Canada's Contracting Policy, you are required to complete and sign the Agreement to Implement Employment Equity (AIEE), which can be found here.

By signing the AIEE, **Service Star Building Cleaning Inc.** certifies its commitment to implementing employment equity measures. The AIEE form must be returned by January 17, 2018 via email to <u>eeeme@hrsdc-rhdcc.gc.ca</u>.

Upon receipt of the AIEE, we will send you an email to confirm the obligations of **Service Star Building Cleaning Inc.** under the FCP, an AIEE number, directives to implement employment equity and supporting material.

Service Star Building Cleaning Inc. will not be subject to the FCP if it has fewer than 100 employees or is federally regulated. If this is the case, you will be required to provide written confirmation to the Labour Program via email by January 17, 2018 to ee-eme@hrsdc-rhdcc.gc.ca.

Please note that if you bid on a future Government of Canada contract valued at \$1 million or more (including all applicable taxes) and if you have 100 or more employees at that time, you will be required to complete and submit an AIEE. Additional information about the FCP and employment equity measures can be found here.

Should you have any questions, please contact us at ee-eme@hrsdc-rhdcc.gc.ca.

Équipe de l'équité en emploi / Workplace Equity Team

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

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