

Labour Program

Federal Contractors Program

Social Development Canada Développement social Canada

OFFICIAL USE ONLY	
Agreement N°:	

s.19(1)

s.24(1)

# Agreement to Implement Employment Equity

New Agreement								
Revised Agreement								
	ORGANIZATION							
Legal Name of Organization		Parent company i	Parent company is located outside Canada					
SYNERGIE MÉDICALE BRG INC.			Yes	✓ No				
Operating Name (if different from Legal Name of Organiza	ation)	Procurement Bu	siness Numbe	г				
		Total number of employees in Canada						
Organization's North American Industry Classification Sys		nization's NAIC statcan.gc.ca/su	S Code Number please bjects-sujets/standard-					
Official use only (if information above is incorrect)								
Procurement Business Number	nada	Organization'	s NAICS Code No					
	HEAD OFFICE							
Address (building number, street, suite, etc.)	City		Province	Postal Code				
2600 BLV JACQUE CARTIER EST	LONGUEUIL		QC	J4N 1P8				
	Telephone Nun 450-670-7		Fax Number	r				
	EMPLOYMENT EQUITY CO	NTACT						
Name (print)	Title							
GUYLAINE DÉSAUTELS	DIRECTOR,	HR						
Telephone Number	E-mail Address							
450-670-7868, #258	GUYLAINE.	DESAUTELS@SYNM	EDRX.COM					
	CERTIFICATION							
<ul> <li>The above-named organization:</li> <li>having a combined workforce of 100 or more per 12 weeks or more in Canada, AND</li> <li>intending to bid on, or being in receipt of, a feder Supply Arrangement, valued at \$1,000,000 or in the Hereby certifies its commitment to implement or many commitment or many commitment.</li> </ul>	eral government goods or servic nore (including applicable taxes aintain employment equity on an	es contract, standing ). on-going basis, bey	offer or conti	ract issued under a				
instrument, in keeping with the Federal Contractors please refer to: <a href="http://www.esdc.gc.ca/eng/labour/er/lmportant">http://www.esdc.gc.ca/eng/labour/er/lmportant</a> note: If an audit of the Agreement to Imp	quality/fcp/index.shtml		•					
the procurement instrument(s) with the Governmen			auon on the pe	art of the organization,				
	SIGNATORY							
<b>NOTE:</b> The signatory must be the Chief Executive contract on behalf of the organization.	Officer <b>OR</b> an authorized perso	n in an executive po	sition with leg	al authority to sign a				
Name (print) HÉLÈNE BEAUDRY	Title DIRECTOR	OF FINANCE						
Telephone Number	E-mail Address							
450-670-7868		AUDRY@SYNMEDRX	.COM					
Się '	Date 2018-10-0	3						
	RETURN INSTRUCTION	VS						
IMPORTANT								

• The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (819) 953-8768 or by e-mail at: ee-eme@hrsdc-rhdcc.gc.ca

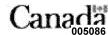


# **Default Workforce Analysis System - Detailed Report**

Date: 2019-12-05

#### Women

			Women					
Employment Equity Occupational Group	Internal location	All employees	Repres	entation	Availab	ility	Differ	Place of recruitment
	iocation	#	#	%	%	#	ence#	
01: Senior Management	National	5	1	20.0 %	27.6 %	4	0	National
02: Middle management and other directors	National	7	3	42.9 %	39.4 %	3	0	National
03: Professionals		18	3	16.7 %	20.0 %	4	-1	
1114: Other financial agents	National	1	1	100.0 %	45.6 %	0	1	National
1121: Human Resources Professionals	National	1	1	100.0 %	73.2 %	1	0	National
2131 : Civil engineers	National	1	0	0.0 %	17.7 %	0	0	National
2132 ː Mechanical engineers	National	1	0	0.0 %	9.5 %	0	0	National
2133 : Electrical and electronic engineers	National	1	1	100.0 %	10.7 %	0	1	National
2147 : Computer Engineers (except Software Engineers and Designers)	National	3	0	0.0 %	11.1 %	0	0	National
2148: Other engineers, n.e.c.	National	1	0	0.0 %	19.9 %	0	0	National
2174: Programmers and Interactive Media Developers	National	9	0	0.0 %	16.6 %	1	-1	National
04: Semi-professional and technical staff		9	3	33.3 %	23.2 %	2	1	
2232 : Mechanical Engineering Technologists and Technicians	Quebec	1	0	0.0 %	8.6 %	0	0	Quebec
2241 : Electronic and Electrical Engineering Technologists and Technicians	Quebec	4	0	0.0 %	8.4 %	0	0	Quebec
2281 : Computer Network Technicians	Quebec	1	0	0.0 %	14.0 %	0	0	Quebec
4216: Other instructors	Ontario	1	1	100.0 %	54.6 %	1	0	Ontario
4216: Other instructors	Quebec	2	2	100.0 %	49.0 %	1	1	Quebec
05: Supervisors		1	1	100.0 %	50.5 %	1	0	
Employment Equity Occupational Group	Montreal	1	1	100.0 %	50.5 %	1	0	Montreal
77: Administrative and Senior Clerical Staff		3	1	33.3 %	80.9 %	2	-1	
Employment Equity Occupational Group	Montreal	3	1	33.3 %	80.9 %	2	-1	Montreal
08: Specialized sales and service personnel		6	2	33.3 %	36.9 %	2	0	
6221: Technical Sales Specialists - Wholesale Trade	British Columbia	1	0	0.0 %	27.9 %	0	0	British Columbia
6221: Technical Sales Specialists - Wholesale Trade	Ontario	1	0	0.0 %	27.9 %	0	0	Ontario



# **Default Workforce Analysis System - Detailed Report**

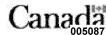
Date: 2019-12-05

#### Women

		Women						
Employment Equity Occupational Group	Internal location	All employees	Repres	entation	Availa	-	Differ	Place of recruitment
	location	#	#	%	%	#	ence <sub>#</sub>	
6221: Technical Sales Specialists - Wholesale Trade	Quebec	1	0	0.0 %	29.9 %	0	0	Quebec
6222: Retail and Wholesale Buyers	Quebec	3	2	66.7 %	45.2 %	1	1	Quebec
09: Skilled workers and artisans		46	5	10.9 %	3.0 %	1	4	
7244: Power Line and Cable Workers	Quebec	9	4	44.4 %	3.7 %	0	4	Quebec
7332: Equipment Repairers and Servicers	British Columbia	1	0	0.0 %	2.8 %	0	0	British Columbia
7332: Equipment Repairers and Servicers	Ontario	4	0	0.0 %	4.1 %	0	0	Ontario
7332: Equipment Repairers and Servicers	Quebec	10	0	0.0 %	3.0 %	0	0	Quebec
7333 : Electromechanics	Quebec	22	1	4.5 %	2.5 %	1	0	Quebec
10 : Office staff		11	7	63.6 %	61.6 %	7	0	
<b>Employment Equity Occupational Group</b>	Montreal	11	7	63.6 %	61.6 %	7	0	Montreal
11: Intermediate sales and service personnel		10	1	10.0 %	63.2 %	6	-5	
<b>Employment Equity Occupational Group</b>	Montreal	10	1	10.0 %	63.2 %	6	-5	Montreal
12: Skilled Manual Workers		3	0	0.0 %	15.9 %	0	0	
Employment Equity Occupational Group	Montreal	3	0	0.0 %	15.9 %	0	0	Montreal
Total		119	27	22.7 %	25.1 %	29	-2	

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

Sources: 2016 Census and internal employer data

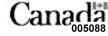


# **Default Workforce Analysis System - Detailed Report**

Date: 2019-12-05

#### **Aboriginal**

Employment Equity Occupational Group	Internal location	All employees	Represe	entation	Availab	ility	Differ	Place of recruitment
	iocation	#	#	%	%	#	ence#	
01: Senior Management	National	5	0	0.0 %	3.2 %	0	0	National
02: Middle management and other directors	National	7	0	0.0 %	2.7 %	0	0	National
03: Professionals		18	0	0.0 %	1.3 %	0	0	
1114: Other financial agents	National	1	0	0.0 %	1.6 %	0	0	National
1121: Human Resources Professionals	National	1	0	0.0 %	3.1 %	0	0	National
2131 : Civil engineers	National	1	0	0.0 %	1.4 %	0	0	National
2132 : Mechanical engineers	National	1	0	0.0 %	1.0 %	0	0	National
2133 : Electrical and electronic engineers	National	1	0	0.0 %	1.0 %	0	0	National
2147 : Computer Engineers (except Software Engineers and Designers)	National	3	0	0.0 %	0.8 %	0	0	National
2148: Other engineers, n.e.c.	National	1	0	0.0 %	2.1 %	0	0	National
2174: Programmers and Interactive Media Developers	National	9	0	0.0 %	1.1 %	0	0	National
04: Semi-professional and technical staff		9	0	0.0 %	1.6 %	0	0	
2232 : Mechanical Engineering Technologists and Technicians	Quebec	1	0	0.0 %	1.0 %	0	0	Quebec
2241 : Electronic and Electrical Engineering Technologists and Technicians	Quebec	4	0	0.0 %	1.6 %	0	0	Quebec
2281 : Computer Network Technicians	Quebec	1	0	0.0 %	1.1 %	0	0	Quebec
4216: Other instructors	Ontario	1	0	0.0 %	1.5 %	0	0	Ontario
4216: Other instructors	Quebec	2	0	0.0 %	2.1 %	0	0	Quebec
05: Supervisors		1	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Montreal	1	0	0.0 %	0.8 %	0	0	Montreal
07: Administrative and Senior Clerical Staff		3	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Montreal	3	0	0.0 %	0.8 %	0	0	Montreal
08: Specialized sales and service personnel		6	0	0.0 %	1.1 %	0	0	
6221: Technical Sales Specialists - Wholesale Trade	British Columbia	1	0	0.0 %	2.1 %	0	0	British Columbia
6221: Technical Sales Specialists - Wholesale Trade	Ontario	1	0	0.0 %	1.2 %	0	0	Ontario



# **Default Workforce Analysis System - Detailed Report**

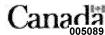
Date: 2019-12-05

#### **Aboriginal**

	Aboriginal							
Employment Equity Occupational Group	Internal location	All employees	Repres	entation	Availal	-	Differ	Place of recruitment
	iocation	#	#	%	%	#	ence <sub>#</sub>	
6221: Technical Sales Specialists - Wholesale Trade	Quebec	1	0	0.0 %	1.1 %	0	0	Quebec
6222: Retail and Wholesale Buyers	Quebec	3	0	0.0 %	0.8 %	0	0	Quebec
09: Skilled workers and artisans		46	1	2.2 %	2.4 %	1	0	
7244: Power Line and Cable Workers	Quebec	9	0	0.0 %	3.9 %	0	0	Quebec
7332: Equipment Repairers and Servicers	British Columbia	1	0	0.0 %	3.7 %	0	0	British Columbia
7332: Equipment Repairers and Servicers	Ontario	4	0	0.0 %	1.8 %	0	0	Ontario
7332: Equipment Repairers and Servicers	Quebec	10	1	10.0 %	2.6 %	0	1	Quebec
7333 : Electromechanics	Quebec	22	0	0.0 %	1.8 %	0	0	Quebec
10 : Office staff		11	0	0.0 %	1.0 %	0	0	
<b>Employment Equity Occupational Group</b>	Montreal	11	0	0.0 %	1.0 %	0	0	Montreal
11: Intermediate sales and service personnel		10	0	0.0 %	0.8 %	0	0	
<b>Employment Equity Occupational Group</b>	Montreal	10	0	0.0 %	0.8 %	0	0	Montreal
12: Skilled Manual Workers		3	0	0.0 %	1.0 %	0	0	
Employment Equity Occupational Group	Montreal	3	0	0.0 %	1.0 %	0	0	Montreal
Total		119	1	0.9 %	1.8 %	1	0	

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

Sources: 2016 Census and internal employer data

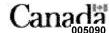


# **Default Workforce Analysis System - Detailed Report**

Date: 2019-12-05

#### **Members of Visible Minorities**

			ı					
Employment Equity Occupational Group	Internal location	All employees	· •	entationAva	-	42	Differ ence#	Place of recruitment
		#	#	<b>%</b>	% 	#	#	
01: Senior Management	National	5	1	20.0 %	11.5 %	1	0	National
02: Middle management and other directors	National	7	1	14.3 %	17.6 %	1	0	National
03: Professionals		18	5	27.8 %	33.7 %	6	•1	
1114: Other financial agents	National	1	0	0.0 %	26.5 %	0	0	National
1121: Human Resources Professionals	National	1	0	0.0 %	16.7 %	0	0	National
2131 : Civil engineers	National	1	1	100.0 %	30.0 %	0	1	National
2132 : Mechanical engineers	National	1	0	0.0 %	30.7 %	0	0	National
2133 : Electrical and electronic engineers	National	1	1	100.0 %	39.6 %	0	1	National
2147 : Computer Engineers (except Software Engineers and Designers)	National	3	0	0.0 %	42.7 %	1	-1	National
2148: Other engineers, n.e.c.	National	1	1	100.0 %	27.2 %	0	1	National
2174: Programmers and Interactive Media Developers	National	9	2	22.2 %	34.2 %	3	-1	National
04: Semi-professional and technical staff		9	1	11.1 %	17.7 %	2	-1	
2232 : Mechanical Engineering Technologists and Technicians	Quebec	1	0	0.0 %	9.0 %	0	0	Quebec
2241 : Electronic and Electrical Engineering Technologists and Technicians	Quebec	4	1	25.0 %	11.4 %	0	1	Quebec
2281 : Computer Network Technicians	Quebec	1	0	0.0 %	16.5 %	0	0	Quebec
4216: Other instructors	Ontario	1	0	0.0 %	44.5 %	0	0	Ontario
4216: Other instructors	Quebec	2	0	0.0 %	21.8 %	0	0	Quebec
05: Supervisors		1	0	0.0 %	20.4 %	0	0	
Employment Equity Occupational Group	Montreal	1	0	0.0 %	20.4 %	0	0	Montreal
07: Administrative and Senior Clerical Staff		3	1	33.3 %	14.6 %	0	1	
Employment Equity Occupational Group	Montreal	3	1	33.3 %	14.6 %	0	1	Montreal
08: Specialized sales and service personnel		6	1	16.7 %	15.3 %	1	0	
6221: Technical Sales Specialists - Wholesale Trade	British Columbia	1	0	0.0 %	26.1 %	0	0	British Columbia
6221: Technical Sales Specialists - Wholesale Trade	Ontario	1	0	0.0 %	22.8 %	0	0	Ontario



# **Default Workforce Analysis System - Detailed Report**

Date: 2019-12-05

#### **Members of Visible Minorities**

			Members of Visible Minorities					
Employment Equity Occupational Group	Internal location	All employees	•	sentationAv	•		Differ	Place of recruitment
		#	#	%	%	#	ence <sub>#</sub>	
6221: Technical Sales Specialists - Wholesale Trade	Quebec	1	0	0.0 %	10.9 %	0	0	Quebec
6222: Retail and Wholesale Buyers	Quebec	3	1	33.3 %	10.7 %	0	1	Quebec
09: Skilled workers and artisans		46	15	32.6 %	8.8 %	4	11	
7244: Power Line and Cable Workers	Quebec	ę	2	22.2 %	2.0 %	0	2	Quebec
7332: Equipment Repairers and Servicers	British Columbia	1	1	100.0 %	23.3 %	0	1	British Columbia
7332: Equipment Repairers and Servicers	Ontario	4	4	100.0 %	28.4 %	1	3	Ontario
7332: Equipment Repairers and Servicers	Quebec	10	1	10.0 %	6.8 %	1	0	Quebec
7333 : Electromechanics	Quebec	22	7	31.8 %	8.3 %	2	5	Quebec
10 : Office staff		11	3	27.3 %	20.4 %	2	1	
<b>Employment Equity Occupational Group</b>	Montreal	11	3	27.3 %	20.4 %	2	1	Montreal
11: Intermediate sales and service personnel		10	1	10.0 %	26.6 %	3	-2	
<b>Employment Equity Occupational Group</b>	Montreal	10	1	10.0 %	26.6 %	3	-2	Montreal
12: Skilled Manual Workers		3	1	33.3 %	26.1 %	1	0	
Employment Equity Occupational Group	Montreal	3	1	33.3 %	26.1 %	1	0	Montreal
Total		119	30	25.2 %	17.4 %	21	9	

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

Sources: 2016 Census and internal employer data



# **Default Workforce Analysis System - Detailed Report**

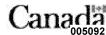
Date: 2019-12-05

#### Persons with disabilities

		Persons with disabilities						
Employment Equity Occupational Group	Internal	All employees	RepresentationAvailability				Differ	Place of recruitment
	location	#	#	%	%	#	ence#	
01/02 : Executives	National	12	0	0.0 %	5.0 %	1		National
03: Professionals	National	18	2	11.1 %	8.9 %	2	0	National
04: Semi-professional and technical staff	National	9	0	0.0 %	7.6 %	1	-1	National
05: Supervisors	National	1	0	0.0 %	27.5 %	0	0	National
07: Administrative and Senior Clerical Staff	National	3	0	0.0 %	10.0 %	0	0	National
08: Specialized sales and service personnel	National	6	0	0.0 %	8.0 %	0	0	National
09: Skilled workers and artisans	National	46	1	2.2 %	7.8 %	4	-3	National
10 : Office staff	National	11	0	0.0 %	9.3 %	1	-1	National
11: Intermediate sales and service personnel	National	10	0	0.0 %	10.8 %	1	-1	National
12: Skilled Manual Workers	National	3	0	0.0 %	10.3 %	0	0	National
Total		119	3	2.5 %	8.4 %	10	-7	
i Otal		119	3	2.0 70	G.~ 70	10	-1	

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

Sources: 2017 Canadian Disability Survey and internal employer data.

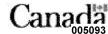


# **Default Workforce Analysis System - Detailed Report**

Date: 2019-12-05

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

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01: Senior Management	EEOG	National
02: Middle management and other directors	EEOG	National
03: Professionals	CNP	National
04: Semi-professional and technical staff	CNP	Provincial
05: Supervisors	EEOG	СМА
06 : Foremen	CNP	Provincial
07: Administrative and Senior Clerical Staff	EEOG	СМА
08: Specialized sales and service personnel	CNP	Provincial
09: Skilled workers and artisans	CNP	Provincial
10 : Office staff	EEOG	CMA
11: Intermediate sales and service personnel	EEOG	CMA
12: Skilled Manual Workers	EEOG	CMA



# **Default Workforce Analysis System - Detailed Report**

Date: 2019-12-05

#### Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	CPEME	National
3. : Professionals	CPEME	National
4.: Semi-professional and technical staff 05 :	CPEME	National
Supervisors	СРЕМЕ	National
6. Foremen	CPEME	National
7.08: Specialized sales and service personnel 09:	CPEME	National
Skilled workers and craftspeople	СРЕМЕ	National
10 : Clerical staff	CPEME	National
1111: Intermediate sales and service personnel 12:	CPEME	National
Skilled manual workers	CPEME	National
	CPEME	National
	CPEME	



# **Default Workforce Analysis System - Summary Report**

Date: 2019-12-05

#### Women

	Women						
Employment Equity Occupational Group	All employees	Repres	entation	Availab	ility	Differ	
	#	#	%	%	#	ence <sub>#</sub>	
01: Senior Management	5	1	20.0 %	27.6 %	1	0	
02: Middle management and other directors	7	3	42.9 %	39.4 %	3	0	
03: Professionals	18	3	16.7 %	20.0 %	4	-1	
04: Semi-professional and technical staff	9	3	33.3 %	23.2 %	2	1	
05: Supervisors	1	1	100.0 %	50.5 %	1	0	
07: Administrative and Senior Clerical Staff	3	1	33.3 %	80.9 %	2	-1	
08: Specialized sales and service personnel	6	2	33.3 %	36.9 %	2	0	
09: Skilled workers and artisans	46	5	10.9 %	3.0 %	1	4	
10 : Office staff	11	7	63.6 %	61.6 %	7	0	
11: Intermediate sales and service personnel	10	1	10.0 %	63.2 %	6	-5	
12: Skilled Manual Workers	3	0	0.0 %	15.9 %	0	0	
	***		00 7 7/	AP 4 05			
Total	119	27	22.7 %	25.1 %	29	-2	



# **Default Workforce Analysis System - Summary Report**

Date: 2019-12-05

#### Aboriginal

	Aboriginal							
Employment Equity Occupational Group	All employees	Repres	entation	Availab	ility	Differ		
	#	#	%	%	#	ence <sub>#</sub>		
01: Senior Management	5	0	0.0 %	3.2 %	0	0		
02: Middle management and other directors	7	0	0.0 %	2.7 %	0	0		
03: Professionals	18	0	0.0 %	1.3 %	0	0		
04: Semi-professional and technical staff	9	0	0.0 %	1.6 %	0	0		
05: Supervisors	1	0	0.0 %	0.8 %	0	0		
07: Administrative and Senior Clerical Staff	3	0	0.0 %	0.8 %	0	0		
08: Specialized sales and service personnel	6	0	0.0 %	1.1 %	0	0		
09: Skilled workers and artisans	46	1	2.2 %	2.4 %	1	0		
10 : Office staff	11	0	0.0 %	1.0 %	0	0		
11: Intermediate sales and service personnel	10	0	0.0 %	0.8 %	0	0		
12: Skilled Manual Workers	3	0	0.0 %	1.0 %	0	0		
Total	119	1	0.9 %	1.8 %	1	0		



# **Default Workforce Analysis System - Summary Report**

Date: 2019-12-05

#### **Members of Visible Minorities**

		Members of Visible Minorities  All employees RepresentationAvailability Diffe						
Employment Equity Occupational Group	All employees #	Repres	entationAv	ailability %	#	Differ ence <sub>#</sub>		
		"			"			
01: Senior Management	5	1	20.0 %	11.5 %	1	0		
02: Middle management and other directors	7	1	14.3 %	17.6 %	1	0		
03: Professionals	18	5	27.8 %	33.7 %	6	-1		
04: Semi-professional and technical staff	9	1	11.1 %	17.7 %	2	-1		
05: Supervisors	1	0	0.0 %	20.4 %	0	0		
07: Administrative and Senior Clerical Staff	3	1	33.3 %	14.6 %	0	1		
08: Specialized sales and service personnel	6	1	16.7 %	15.3 %	1	0		
09: Skilled workers and artisans	46	15	32.6 %	8.8 %	4	11		
10 : Office staff	11	3	27.3 %	20.4 %	2	1		
11: Intermediate sales and service personnel	10	1	10.0 %	26.6 %	3	-2		
12: Skilled Manual Workers	3	1	33.3 %	26.1 %	1	0		
Total	119	30	25.2 %	17.4 %	21	9		



# **Default Workforce Analysis System - Summary Report**

Date: 2019-12-05

#### Persons with disabilities

All employees #	Repres #	entationAva %	ilability %	#	Differ	
	#	%	%	44	onco	
					ence <sub>#</sub>	
12	0	0.0 %	5.0 %	1	-1	
18	2	11.1 %	8.9 %	2	0	
9	0	0.0 %	7.6 %	1	-1	
1	0	0.0 %	27.5 %	0	0	
3	0	0.0 %	10.0 %	0	0	
6	0	0.0 %	8.0 %	0	0	
46	1	2.2 %	7.8 %	4	-3	
11	0	0.0 %	9.3 %	1	-1	
10	0	0.0 %	10.8 %	1	-1	
3	0	0.0 %	10.3 %	0	0	
119	3	2.5 %	8.4 %	10	-7	
	9 1 3 6 46 11 10 3	18 2 9 0 1 0 3 0 6 0 46 1 11 0 10 0 3 0	18       2       11.1 %         9       0       0.0 %         1       0       0.0 %         3       0       0.0 %         6       0       0.0 %         46       1       2.2 %         11       0       0.0 %         10       0       0.0 %         3       0       0.0 %	18       2       11.1 %       8.9 %         9       0       0.0 %       7.6 %         1       0       0.0 %       27.5 %         3       0       0.0 %       10.0 %         6       0       0.0 %       8.0 %         46       1       2.2 %       7.8 %         11       0       0.0 %       9.3 %         10       0       0.0 %       10.8 %         3       0       0.0 %       10.3 %	18       2       11.1%       8.9%       2         9       0       0.0%       7.6%       1         1       0       0.0%       27.5%       0         3       0       0.0%       10.0%       0         6       0       0.0%       8.0%       0         46       1       2.2%       7.8%       4         11       0       0.0%       9.3%       1         10       0       0.0%       10.8%       1         3       0       0.0%       10.3%       0	18       2       11.1%       8.9%       2       0         9       0       0.0%       7.6%       1       -1         1       0       0.0%       27.5%       0       0         3       0       0.0%       10.0%       0       0         6       0       0.0%       8.0%       0       0         46       1       2.2%       7.8%       4       -3         11       0       0.0%       9.3%       1       -1         10       0       0.0%       10.8%       1       -1         3       0       0.0%       10.3%       0       0

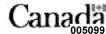


# **Default Workforce Analysis System - Summary Report**

Date: 2019-12-05

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

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01: Senior Management	EEOG	National
02: Middle management and other directors	EEOG	National
03: Professionals	CNP	National
04: Semi-professional and technical staff	CNP	Provincial
05: Supervisors	EEOG	CMA
06 : Foremen	CNP	Provincial
07: Administrative and Senior Clerical Staff	EEOG	CMA
08: Specialized sales and service personnel	CNP	Provincial
09: Skilled workers and artisans	CNP	Provincial
10 : Office staff	EEOG	CMA
11: Intermediate sales and service personnel	EEOG	CMA
12: Skilled Manual Workers	EEOG	CMA



# **Default Workforce Analysis System - Summary Report**

Date: 2019-12-05

#### Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	CPEME	National
3. : Professionals	СРЕМЕ	National
4.: Semi-professional and technical staff 05 :	CPEME	National
Supervisors	СРЕМЕ	National
6. : Foremen	CPEME	National
7.08: Specialized sales and service personnel 09:	CPEME	National
Skilled workers and craftspeople	CPEME	National
10 : Clerical staff	CPEME	National
1111: Intermediate sales and service personnel 12:	CPEME	National
Skilled manual workers	CPEME	National
	CPEME	National
	CPEME	
	CPEME	
	CPEME	
	СРЕМЕ	
	СРЕМЕ	



Data from Firs	t/Previous Wor	kforce Analysis
1	1	<b>\</b>

D	ata	fro	m l	7ir	st/	Pr	evi	ou	s١	Vo	rki	or	ce	An	aly	/si	S	
1	/YY	Υ					1	1N	1						DE	)		
	201	9						12							05			

Data from Fi	rst/Previous Workf	orce Analysis
YYYY	ММ	DD
2019	12	05

		Table 1: Women							
		First/Previous Workforce Analysis							
Employment Equity Occupational Group (EEOG)		All Employees	Wor	nen					
			Representation	Availability*					
		#	#	%					
01	Senior Managers	5	1	27.6					
02	Middle & Other Managers	7	3	39.4					
03	Professionals	18	3	20.0					
04	Semi-Professionals & Technicians	9	3	23.2					
05	Supervisors	1	1	50.5					
06	Supervisors: Crafts & Trades	0	0	0.0					
07	Administrative & Senior Clerical Personnel	3	1	80.9					
08	Skilled Sales & Service Personnel	6	2	36.9					
09	Skilled Crafts & Trades Workers	46	5	3.0					
10	Clerical Personnel	11	7	61.6					
11	Intermediate Sales & Service Personnel	10	1	63.2					
12	Semi-Skilled Manual Workers	3	0	15.9					
13	Other Sales & Service Personnel	0	0	0.0					
14	Other Manual Workers	0	0	0.0					
Total		119	27	25.1					

* Source	:				
2006 Cen	isus of 0	Canada	l		

Data from S	Subsequent/Curro Analysis	ent Workforce
Ţ	Ţ	Ţ

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD

Table 5: Women						
Subsequent	/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	o	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				
0	0	0.0				

S	rce													
			**********	********	 	 	 	 	******	 	 	 	******	
														8

Data from Firs	st/Previous Wor	kforce Analysis
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YYYY	MM	DD
2019	12	05

ľ	2019	12	05
	YYYY	MM	DD
	Data from Fi	rst/Previous Work	force Analysis

			2: Aboriginal P evious Workforce	
F1	For its Orange is a Company (FFOC)	All Employees	Aborigina	ıl Peoples
Етри	oyment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	5	0	3.2
02	Middle & Other Managers	7	0	2.7
03	Professionals	18	0	1.3
04	Semi-Professionals & Technicians	9	0	1.6
05	Supervisors	1	0	0.8
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	3	0	0.8
08	Skilled Sales & Service Personnel	6	0	1.1
09	Skilled Crafts & Trades Workers	46	1	2.4
10	Clerical Personnel	11	0	1.0
11	Intermediate Sales & Service Personnel	10	0	0.8
12	Semi-Skilled Manual Workers	3	0	1.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		119	1	1.8

Data from S	Subsequent/Curr Analysis	ent Workforce
J	L	L

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

Table	6: Aboriginal Pe	eoples				
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				

* So	urce:			
0				

Data from Firs	t/Previous Wor	kforce Analysis
<b>\</b>	1	<b>\</b>

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2019	12	05

Data from Sul	bsequent/Curi Analysis	rent Workforce
1	Ţ	<b>\</b>

YYYY	MM	DD
0	0	0

**Table 7: Members of Visible Minorities** 

			embers of Visible	
Emple	oyment Equity Occupational Group (EEOG)	All Employees	Members of Vis	sible Minorities
Linbu	yment Equity Occupational Group (EEGG)		Representation	Availability*
		#	#	%
01	Senior Managers	5	1	11.5
02	Middle & Other Managers	7	1	17.6
03	Professionals	18	5	33.7
04	Semi-Professionals & Technicians	9	1	17.1
05	Supervisors	1	0	20.4
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	3	1	14.6
08	Skilled Sales & Service Personnel	6	1	15.3
09	Skilled Crafts & Trades Workers	46	15	8.8
10	Clerical Personnel	11	3	20.4
11	Intermediate Sales & Service Personnel	10	1	26.6
12	Semi-Skilled Manual Workers	3	1	26.1
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		119	30	17.4

All Employees	Members of Visi	ible Minorities
	Representation	Availability*
#	#	%
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	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

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- 1	14	Ų,	U	o	ſ	А	21	15	ı	12	, 1	J	L	L	ï	и.	ĸ	Ц	12	į.														

* Source:		
0		

Data from First	/Previous Wor	kforce Analysis
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2019	12	05
YYYY	MM	DD
Data from Fi	rst/Previous Work	orce Analysis

Data from Subse	quent/Current Wa	rkforce Analysis
YYYY	MM	DD
0	0	0

Data from Subsequent/Current Workforce Analysis

		Table 4:	Persons with Di	sabilities
		First/Pr	evious Workforce A	Analysis
F1-	amont Faulty Occupational Court (FFOC)	All Employees	Persons with	Disabilities
rmpio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	9/0
01/02	Managers	12	0	5.0
03	Professionals	18	2	8.9
04	Semi-Professionals & Technicians	9	ol	7.6
05	Supervisors	1	ol	27.5
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	3	0	10.0
08	Skilled Sales & Service Personnel	6	0	8.0
09	Skilled Crafts & Trades Workers	46	1	7.8
10	Clerical Personnel	11	ol	9.3
11	Intermediate Sales & Service Personnel	10	ol	10.8
12	Semi-Skilled Manual Workers	3	o	10.3
13	Other Sales & Service Personnel	0	o	0.0
14	Other Manual Workers	0	ol	0.0
Total	*	119	3	8.4

Table 8:	Persons with Dis	sabilities
Subsequent	/Current Workforc	e Analysis
All Employees	Persons with	Disabilities
	Representation	Availability*
#	#	%
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0

* Source:					
2006 Part	icipation :	and Activit	y Limitati	on Surve	<del>)</del> y

*	S	0	u	re	e:																			
*****	*****						****		****		****						****		****			*****	*****	88

#### Part 2: Flow Data Analysis

Synergie Médicale BRG inc.

2019-12-05

Start	Date of Flow	Data
YYYY	MM	DD
2019	12	05

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VVVV	MM	aa
End I	Date of Flow	Data

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

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

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

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

Synergie Médicale BRG inc.

2019-12-05

0

Start	Date of Flow	Data
YYYY	MM	DD
2019	12	05

-	idel	**
End I YYYY	Date of Flow MM	Data DD

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

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•	*	•	•			
Table 2: Aboriginal Peoples						
Full-time	/ National	Part-time / National				
All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired			
#	#	#	#			
0	0	0	0			
0	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			
0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
	#  O O O O O O O O O O O O O O O O O O	Full-time / National	Full-time / National   Part-time   All   Employees   Hired   Hired   Employees   Hired   Hired   Employees   Hired   Hired			

Total

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			
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0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			

Tabl	e 10: Abo	iginal Peoples					
Full-time	/ National	Part-time / 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

Synergie Médicale BRG inc.

2019-12-05

Start	Date of Flov	Data
YYYY	MM	DD
2019	12	05

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

		1	1	1	<b>1</b>
		Table	3: Persons	with Disa	bilities
		Full-time	/ National	Part-time	/ National
	ployment Equity Occupational Group EOG)	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	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

14 Other Manual Workers

Total

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

Table 11: Persons with Disabilities Full-time / National										
Full-time	/ National	Part-time / National								
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated #							
#	#	#								
0	0	0	0							
0	0	0	0							
0	0	0	0							
0	0	0	0							
0	0	0	C							
0	0	0	0							
0	0	0	0							
0	0	0	C							
0	0	0	0							
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

Synergie Médicale BRG inc.

2019-12-05

Start	Date of Flow	Data
YYYY	MM	DD
2019	12	05

-	+	*
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

		<u> </u>	<u>↓</u>	<b></b>
	Table 4:	Members o	of Visible A	<b>Ainorities</b>
	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	(
04 Semi-Professionals & Technicians	0	0	0	(
05 Supervisors	0	0	0	(
06 Supervisors: Crafts & Trades	0	0	0	(
07 Administrative & Senior Clerical Personnel	0	0	0	(
08 Skilled Sales & Service Personnel	0	0	0	(
09 Skilled Crafts & Trades Workers	0	0	0	(
10 Clerical Personnel	0	0	0	(
11 Intermediate Sales & Service Personnel	0	0	0	(
12 Semi-Skilled Manual Workers	0	0	0	(
13 Other Sales & Service Personnel	0	0	0	(
14 Other Manual Workers	0	0	0	(

Total

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			
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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	o	0	0			
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0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			

#### Part 3: Goals

Synergie Médicale BRG inc.

2019-12-05

	Data for First/Previous Goals																		
A B	C	D	IE	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 x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	СхНхЗ	F + I	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
	ļ	L	<u> </u>	<b></b>	<b>.</b>	1	J	Ţ	<u> </u>	J	<b>ΙJ</b>	l!	<b>1</b>	Ļ	1	ļ	<b></b>	<b></b>	
										Table 1:									
									First/	Previous Sh	iort-term C	loals							
				All En	iployees										omen				
	Number	Gres	wth (New Posit	ions)	Turnover (Re		Terminated		Number	Turnover (R)	eplacement of			r Goals					
Employment Equity			T			Employees)		Anticipated		Terminated		Hires From - To Required YYYY - YYYY Present Present Gap Projecte				Projected	Present Projected		
Occupational Group (EEOG)	VVVV-MM-DD	Actual	Proj		Actual	Proj		Hires Over 3 Years	YYYY-MM-DB		1	Over 3	11111-1111		Availability		Gap	Representation	Representation in 3 Years
	2019-12-05	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2019-12-05	Annually	Over 3 Years	Years	2019	2022					
	#	%	9/6	#	%	%	#	#	H	%	#	44	#	9/6	%	#	**	%	%
01 Senior Managers		-100.0%	/8	- 0	0.0%	70	. 0		1	0.0%		0	()	/*	27.6%	0	0	20.0%	20.0%
02 Middle & Other Managers	7	-100.0%		0	0.0%		0	0	3	0.0%	0	0	0		39.4%	0	0	42.9%	42.9%
03 Professionals	18	-100.0%	5.0%	3	0.0%	1.0%	1	4	3	1.0%	0	1	I	20.0%	20.0%	-1	0	16,7%	19.0%
04 Semi-Professionals & Tech	9	-100.0%		0	0.0%		0	0	3	0.0%	0	-1	0		23.2%	1	1	33.3%	33.3%
05 Supervisors	1	-100.0%		0	0.0%		0	0	1	0.0%	0	0	0		50.5%	0	0	100.0%	100.0%
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	3	-100.0%	5.0%	0	0.0%	1.0%	0	0	1	1.0%	0	1	0	50.0%	80.9%	-1	-1	33.3%	33.3%
08 Skilled Sales & Service	6	-100.0%		0	0.0%		0	0	2	0.0%	0	0	0		36.9%	0	0	33.3%	33.3%
09 Skilled Crafts & Trades	46	-100.0%		0	0.0%		0	0	5	0.0%	0	-4	0		3.0%	4	4	10.9%	10.9%
10 Clerical Personnel	11	-100.0%		0	0.0%		0	0	7	0.0%	0	0	0		61.6%	0	0	63.6%	63.6%
11 Intermediate Sales & Service	10	-100.0%	5.0%	2	0.070	1.0%	0	2	1	1.0%	0	7	1	50.0%	63.2%	-5	-6	10.0%	16.7%
12 Semi-Skilled Manual	3	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		15.9%	0	0	0.0%	0.0%
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	119	-100.0%		()	0.0%		0	()	27	0.0%	()	3	()		25.1%	-3	-3	22.7%	22.7%

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

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

					Table 2: Women
Employment Equity Occupational Group (EEOG)	Short-teri	Wom n Goals	en Long-teri	n 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	1	20.0	0	0.0	Hire women with equal skills; Introduce or strengthen existing measures with respect to work-family balance.
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	50.0	0	0.0	Hire women with equal skills; Introduce or strengthen existing measures with respect to work-family balance.
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	- 1	50.0	0	0.0	Hire women with equal skills; Introduce or strengthen existing measures with respect to work-family balance.
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	005109

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	Synergie Médicale BRG inc.
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14 Other Manual Workers	0 0.0 0 0.0
Total	0 0.0 0 0.0

Data for First/Previous Goals A G H M From Flow From Data From From From (K - M +(K - M + O) + (C Equivalent (F x Q) -Data sources: Workforce Workforce Data Entry C x E x 3 Analysis & CxHx3  $F \pm I$ Workforce KxLx3  $J \times P$ Data Entry Workforce Workforce O) - ((C+  $K \div C$ Entry  $R \pm M$ +F) Analysis Workforce Analysis Analysis Analysis F) x Q) Analysis\* Analysis\* 1 Ţ Ţ 1 Table 3: Aboriginal Peoples

									First/	Previous St	iort-term (	loals							
				All Em	ployees									Aborigi	nal Peoples				
Employment Equity	Number	Grov	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Number	Turnover (Replacement of Terminated Employees)		Hires Required	3 Year Goals From - To						Projected
Occupational Group (EEOG)	7777-MM-00	Actual	Proj	jected	Actual Projected			Hires Over 3	YYYY-MM-DD				1111-1111		Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
<b>,</b>	2019-12-05	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2019-12-05	Annually	Over 3 Years	Years	2019	2022	•		•		Years
	#	%	%	#	%	%	#	Ħ	#	%	#	#	#	9/4	%	#	Ħ	%	%
01 Senior Managers	5	-100,0%		0	0.0%		0	0	0	0.0%	0	0	0		3.2%	0	0	0.0%	0.0%
02 Middle & Other Managers	7	-100.0%		0	0.0%		0	C	0	0.0%	0	0	0		2.7%	0	0	0.0%	0.0%
03 Professionals	18	-100.0%		0	0.0%		0	C	0	0.0%	0	0	0		1.3%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	9	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		1.6%	0	0	0.0%	0.0%
05 Supervisors	1	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.8%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	3	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.8%	0	0	0.0%	0.0%
08 Skilled Sales & Service	6	-100.0%		0	0.0%		0	C	0	0.0%	0	0	0		1.1%	0	0	0.0%	0.0%
09 Skilled Crafts & Trades	46	-100.0%		0	0.0%		0	0	1	0.0%	0	0	0		2.4%	0	0	2.2%	2.2%
10 Clerical Personnel	11	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		1.0%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	10	-100.0%		0	0.0%		0	C	0	0.0%	0	0	0		0.8%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	3	-100.0%		0	0.0%		0	C	0	0.0%	0	0	0		1.0%	0	0	0.0%	0.0%
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	119	+100.0%		0	0.0%		0	C	1	0.0%	0	1	0		1.8%	-1	-1	0.8%	0.8%

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)<sup>1/3</sup> - 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
E	oloyment Equity	Aborigi	nal Peop	oles		
	upational Group (EEOG)			als	Comments	
	upational Group (EEGG)	%		9	4	
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	0.0	
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	005111

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14 Other Manual Workers Total	0 0.0 0 0.0								

#### Part 3: Goals

Synergie Médicale BRG inc.

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_																			
									Data 1	or First/I	Previous (	Goals							
A B	C	D	E	F	G	H	I		K	L	M	N	0	P	Q	R	S	<b>T</b>	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	СхНх3	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)
*	Ų.	1	1	1	1	1	1	1	Ţ	1	Ų.	1	1	↓ ·	1	1	Ţ	Ţ	Ų
											with Disa								
									First/	Previous SI	iort-term G	ioals							
				All En	aployees									Persons wi	th Disabilitie	8			
	Number	Gres	wth (New Posi	tions)		Furnover (Replacement of Terminated Employees)			Number	Turnover (Replacement of		Hires		r Goals n - To					
Employment Equity	YYYY-MM-00	Actual	Pro	ected	Actual	Actual Projected I			YYYY-MM-DD	Terminated	l Employees)	Required Over 3	1111-1111		Present Availability	Present Gap	Projected	Present Representation	Projected Representation in 3
Occupational Group (EEOG)	2019-12-05	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2019-12-05	Annually	Over 3 Years	Years	2019	2022	Availability		Сар	Representation	Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	9/6	%	#	#	9/6	%
01/02 Managers	12	-100.0%	1.0%		0.0%	1.0%	0	0	0	1.0%	. 0	1	0	5.0%	5.0%	-1	-1	0.0%	0.0%
03 Professionals	18	-100.0%		(	0.0%		0	0	2	0.0%	0	0	0		8.9%	0	0	11.1%	11.1%
04   Semi-Professionals & Tech	9	-100.0%	5.0%	1	0.0%	1.0%	0	1	0	1.0%	0	1	0	7.6%	7.6%	-1	-1	0.0%	0.0%
05 Supervisors	1	-100.0%			0.0%		0	0	0	0.0%	0	0	0		27.5%	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	3	-100.0%		(	0.0%		0	0	0	0.0%	0	0	0		10.0%	0	0	0.0%	0.0%
08 Skilled Sales & Service	6	-100.0%			0.0%	2 00.	0	0	0	0.0%	0	0	0	m 000	8.0%	0	0	0.0%	0.0%
09 Skilled Crafts & Trades	46	-100.0%	10.0% 10.0%	14		3.0%	4	18	l l	3.0%	0	4	1	7.8%	7.8% 9.3%	-3	-5	2.2%	3.3%
10 Clerical Personnel 11 Intermediate Sales & Service	11	-100.0%	10.0%		0.0%	1.0% 1.0%	0	3	0	1.0%	0	1	0	9,3% 10,8%	9.3% 10.8%	-:	-!	0.0%	0.0% 0.0%
	10	-100.0%	3.0%	1 /	0.0%	1.0%	0	0	0	1.0% 0.0%	0	1	"	10.8%	10.8%	1 1	-1	0.0% 0.0%	0.0%
	2						: 171		: 0	1 9.0%		; <u></u>	: 1)	r position of the contract of	1 10.376	1 0	1 9	r U.U%	q 9.0%
12 Semi-Skilled Manual	3 n	-100.0%		1 7			n	٥	a	0.00/	۵	0	0		0.00/.	n	a	I .	#DIV/01
	3 0 0	-100.0% 0.0% 0.0%		(	0.0%		0	0	0 n	0.0% 0.0%	0	0	0		0.0% 0.0%	0	0	#DIV/0! #DIV/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)<sup>1/3</sup> - 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 6: Persons with Disabilities
Employment Equity		ersons with			
Occupational Group (EEOG)	Short-term Goals		Long-term C	oals %	Comments
01/02 Managers	0	5.0	0		Posting on sites to reach this audience; Ensuring that our accommodations are able to meet the needs; Educating employees about special needs
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	7.6	0	0.0	Posting on sites to reach this audience; Ensuring that our accommodations are able to meet the needs; Educating employees about special needs
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	1	7.8	0	0.0	Posting on sites to reach this audience; Ensuring that our accommodations are able to meet the needs; Educating employees about special needs
10 Clerical Personnel	0	9,3	0	0.0	Posting on sites to reach this audience; Ensuring that our accommodations are able to meet the needs; Educating employees about special needs
11 Intermediate Sales & Service	0	10.8	0	0.0	Posting on sites to reach this audience; Ensuring that our accommodations are able to meet the needs; Educating employees about special needs
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	005113

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#### Part 3: Goals

Synergie Médicale BRG inc.

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									Data f	or First/F	revious (	Goals							
А В В	C	D	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 <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	Сх Нх 3	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)
	· • • • • • • • • • • • • • • • • • • •	<u> </u>	<b>.</b>	, J	<b></b>	1	J	J	J.	J	Ţ	J	1	<u> </u>	J	Ţ	J	J	
									Гable 7: М				i						
									First/	Previous Sh	iort-term (	loals							
				All En	iployees										isible Minor	ities			
	Number Growth (New Positions)				Turnover (Replacement of Terminated Employees)			Number Turnover (Replacement of		Hires	3 Year Goals From - To								
Employment Equity	YYYY-MM-DD	Actual	Proj	ected	Actual Projected			Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required	7777		Present	Present Gap	Projected	Present	Projected Representation in 3
ecupational Group (EEOG)	111111111111111111111111111111111111111	Actual	1101	Over 3	Actual	110)	Over 3	Years			Over 3	Over 3 Years		1	Availability		Gap	Representation	Years
	2019-12-05	Annually	Annually	Years	Annually	Annually	Years		2019-12-05	Annually	Years		2019	2022					
	#	9/6	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	5	-100.0%		0	0.0%		0	0	1	0.0%	0	0	0		11.5%	0	0	20.0%	20.0%
02 Middle & Other Managers	7	-100.0%		0	0.0%		0	0	1	0.0%	0	0	0		17.6%	0	0	14.3%	14.3%
03 Professionals	18	-100.0%	5.0%	3	0.0%	1.0%	1	4	5	1.0%	0	2	I	33.7%	33,7%	-1	-1	27.8%	28.6%
04 Semi-Professionals & Tech	9	-100.0%	5.0%	1	0.0%	1.0%	0	I	1	1.0%	0	1	0	17.1%	17.1%	-1	-1	11.1%	10.0%
05 Supervisors	1	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		20.4%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	3	-100.0%		0	0.0%		0	0	1	0.0%	0	-1	0		14.6%	1	1	33.3%	33.3%
08 Skilled Sales & Service	6	-100.0%		0	0.0%		0	0	1.	0.0%	0	0	0		15.3%	0	0	16.7%	16.7%
09 Skilled Crafts & Trades	46	-100.0%		0	0.0%		0	0	1.5	0.0%	0	-11	0		8.8%	11	11	32.6%	32.6%
10 Clerical Personnel	11	-100.0%		0	0.0%		0	0	3	0.0%	0	~1	0		20,4%		1	27.3%	27,3%
11 Intermediate Sales & Service	10	-100.0%	5.0%	2	0.0%	1.0%	0	2	1	1.0%	0	2	1	26.6%	26.6%	-2	-1	10.0%	16.7%
12 Semi-Skilled Manual	3	-100.0%		0	0.0%		0	0	1	0.0%	0	0	0		26.1%	0	0	33.3%	33.3%
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	- 0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	119	-100.0%	<u> </u>	()	0.0%		0	0	30	0.0%	()	-9	()		17.4%	9	9	25.2%	25.2%

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

				Table 8: Members of Visible Minorities
Employment Equity	Members o	of Visit	le Minorities	
Occupational Group (EEOG)	Short-term Goz	als	Long-term Goals	Comments
Octupational Group (E200)	9/	/a	%	
01 Senior Managers	0	0.0	0.0	
02 Middle & Other Managers	0	0.0	0.0	
03 Professionals	1	33.7	0.0	Advertise on specialized job sites to reach this group of people; Equal skills, give preference to hiring visible minorities
04   Semi-Professionals & Tech	0	17.1	0.0	Advertise on specialized job sites to reach this group of people; Equal skills, give preference to hiring visible minorities
05 Supervisors	0	0.0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0.0	
07 Administrative & Sr Clerical	0	0.0	0.0	
08 Skilled Sales & Service	0	0,0	0.0	
09 Skilled Crafts & Trades	0	0.0	0.0	
10 Clerical Personnel	0	0.0	0.0	
11 Intermediate Sales & Service	1	26.6	0.0	Advertise on specialized job sites to reach this group of people; Equal skills, give preference to hiring visible minorities
12 Semi-Skilled Manual	0	0.0	0.0	
13 Other Sales & Service	0	0.0	0.0	00511

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.

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

#### Part 3: Goals

Synergie Médicale BRG inc.

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									Data for	Subseque	ut/Curre	nt Goals							
		D.	E	F	G	H	L		K	L	M	N	0	P	<u> </u>	R	S	T	
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	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)
39-440	J	T	Ţ	1	Ţ	1	Ţ	Ţ	1	Ţ	Ţ	<b>J</b>	Ţ	<b>T</b>	Ţ	1	<b>T</b>	Ţ	Ţ
										Table 9:									
									Subsequ	ent/Current	Short-teri	n Goals							
				All En	iployees									N	omen	,			
	Number	Gros	wth (New Posi	tions)		Turnover (Replacement of Terminated			Number Turney		Turnover (Replacement of		3 Year Goals						
Employment Equity						Employees) Anticipated				Terminated		Hires Required		m - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	VVVV-MM-DD	Actual Projected			Actual Projected			Hires Over 3 VYVV-M Years	YYYY-MM-DD			Over 3	1111	- * * * * * * * * * * * * * * * * * * *	Availability	Present Gap	Gap	Representation	Representation in 3 Years
		Annually	Annually	Over 3	Annually	Annually	Over 3	1 Cars		Annually	Over 3	Years	0	3					icais
				Years			Years				Years								
01.10 : 14	#	9/6	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	-100.0%		U	0.0%		1 0	0	0	0.0%	0	0			0.0%	1 0	0	#DIV/0!	1
02 Middle & Other Managers 03 Professionals	0	-100.0% -100.0%		0	0.0%		1 0	0	0	0.0%	0	0			1	0	0	#DIV/0! #DIV/0!	1
04   Professionals 04   Semi-Professionals & Tech	0	-100.0%			0.0%			0	0	0.0%	0	0			0.0% 0.0%	1 0	0	#DIV/0!	
	0	-100.0%		0	0.0%		1 0		0	0.0%	0	0	· ·	(	0.0%	1 0	0	#DIV/0!	1 1
05   Supervisors 06   Supervisors: Crafts & Trades	0	0.0%		0	0.0%		1 0		0	0.0%	0	0	r	`\	0.0%	1 0	0	#DIV/0!	1 1
07 Administrative & Sr Clerical	"	-100.0%		0	0.0%		1 0	0	0	0.0%	0	0	6		0.0%	1 6	ň	#DIV/0!	1 1
08 Skilled Sales & Service	1 0	-100.0%		0	0.0%		1 0	ň	0	0.0%	ň	0	(	Í	0.0%	1 6	0	#DIV/0!	
09 Skilled Crafts & Trades	l ő	-100.0%		0	0.0%		ن ا	,	, a	0.0%	o o	0	ſ		0.0%	1 0	ő	#DIV/0!	
10 Clerical Personnel	0	-100.0%			0.0%		0	ő	0	0.0%	0	0	(	)	0.0%	0	o o	#DIV/0!	1
11 Intermediate Sales & Service	0	-100.0%		0	0.0%		1 0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	1
12 Semi-Skilled Manual	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	)	0.0%	0	0	#DIV/0!	1 1
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	(		0.0%	1 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	#DIV/0!	#DIV/0!

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

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

			Table 10: Women
Employment Equity	Women		0
Occupational Group (EEOG)	Short-term Goals Long-te	rm Goals	Comments
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 & Trade:	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	005117
14 Other Manual Workers	0.0	0.0	

	Federal Contractors Program Achievement Report				
	Part 3: Goals				
	Synergie Médicale BRG inc.				
2019-12-05					
Total	0.0				

#### Part 3: Goals

Synergie Médicale BRG inc.

2019-12-05

									Data for	Subseque	nt/Curre	nt Goals								
	Data for Subsequent/Current Goals																			
$\begin{bmatrix} A & B \\ \\ B \\ \end{bmatrix}$	C	D	E	F	G	H	I	J	K	IL	M	N	O	P	Q	R	<u>S</u>	T.	U	
Data sources:	From Workforce Analysis	From Workforce Analysis*	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНх3	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)	
3-140-01-01-01-00-01-01-00-05-01-01-00-00-01-01-01-01-01-01-01-01-01-	<u> </u>	Ţ	<u> </u>	1	<u> </u>	<b>T</b>	<u> </u>	1	Ţ	Ţ	Ţ	Ţ	Į	<u> </u>	1	Ţ	<u> </u>	1	J	
Table 11: Aboriginal Peoples																				
	Subsequent/Current Short-term Goals																			
				All En	iployees					Aboriginal Peoples										
	Number	Number Growth (New Positions) Turnover (Replacement of Terminated					Number	Tarrana (D	rnover (Replacement of erminated Employees)		3 Yea	3 Year Goals			Projected	Present	Projected			
Employment Equity				Employees) Anticipated							From - To		Present							
Occupational Group (EEOG)	7777-MM-00			Actual Projected Hires Over			Hires Over 3 Years	AAAA-WW-DD			Required Over 3	1111-1111		Availability	Present Gap	Gap	Representation	Representation in 3 Years		
•		Annually	Annually	Over 3	Annually	Annually	Over 3	1 cars		Annually	Over 3	Years	0	3					tears	
				Years			Years				Years									
0. [7] 1. 24	#	9/6	%	#	9/0	%	#	#	#	96	#	#	#	%a	%	#	#	%	%	
01 Senior Managers	0	-100,0%		U	0.0%		0	0	0	0.0%	0	0	•	)	0.0%	0	0	#DIV/0!		
02 Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	(	)	0.0%	0	0	#DIV/0!	#DIV/0!	
03 Professionals	0	-100.0%		0	0.0%		0	0	U	0.0%	0	0	(		0.0%	0	0	#DIV/0!	#DIV/0!	
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	€.	)	0.0%	0	0	#DIV/0!	#DIV/0!	
05 Supervisors	0	-100.0%		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	-100.0%		0	0.0%		0	0	0	0.0%	0	0	€	)	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	0	-100.0%		(1	0.0%		0	0	0	0.0%	0	0	(	}	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	(	)	0.0%	0	0	#DIV/0!	#DIV/0!	
11 Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	)	0.0%	0	0	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	0	-100.0%		0	0.0%		0	0	(	0.0%	0	0	€	)	0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	•	)	0.0%	0	0	#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%	1 0	0	#DIV/0!	#DIV/0!	

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)<sup>1/3</sup> - 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)		term Goals	Comments						
	%	%							
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	005119						
14 Other Manual Workers	0.0	0.0	303113						

	Federal Contractors Program Achievement Report				
	Part 3: Goals				
	Synergie Médicale BRG inc.				
2019-12-05					
Total	0.0				

# Federal Contractors Program Achievement Report Part 3: Goals Synergie Médicale BRG inc. 2019-12-05

									Data for	Subseque	nt/Currer	nt Goals							
galakintengakintengakintengakintengakintengakintengakintengakintengakintengakintengakintengakintengakintengaki	(PATOMISMASSA)		, and a second				.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	pacaran (2000 (200) (2000) (2000 (200) (2000 (200) (2000 (200) (2000 (2000 (2000 (200) (2000 (2000 (200) (2000 (200) (2000 (200) (2000 (200) (2000 (200) (2000 (200) (2000 (200) (2000 (200) (2000 (200) (2000 (200) (2000 (200) (20		· · · · · · · · · · · · · · · · · · ·	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	p.o.com/on/on/on/on/on/on/on/on/on/on/on/on/on/		240000000000000000000000000000000000000	***************************************	çanamanı arramanı	year per continue per cont	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	gentencial constant personal c
A l	C	D	E	F	<u> </u>	H	<u> </u>	J	<u>K</u>	L	M	N	<u> </u>	P	Q	R	<u></u>	<u>T</u>	LUl
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	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)
ŧ	1	1	<b>↓</b>	1	1	1	1	1	<u> </u>	<u> </u>	<u> </u>	<u>↓</u>	1	<b>1</b>	1	1	↓	1	<u>_</u>
										: Persons									
				4.00.00					Subsequi	ent/Current	Short-tern	n Goals		n .	1 500 1 100				
				AHER	ployees								***		h Disabilitie	\$			
	Number	Grov	vth (New Posit	ions)	Turnover (Re	placement o Employees)	f Terminated		Number	Turnover (Re	placement of	Hires		ir Goals m - To					
Employment Equity	YYYY-MM-DD	Actual	Proj	and a d	Actual		jected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		-1111	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	1111-1111-1111	Actuat	1100		Actuar	110		Years	1111-1111-1717			Over 3 Years		1	Availability	· · · · · · · · · · · · · · · · · · ·	Gap	Representation	Years
		Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years			Annually	Over 3 Years	1 Cars	0	3					
	#	%	%	#	%	%	#	#	H	%	#	#	Ħ	9/6	%	#	#	%	%
01/02 Managers	0	-100,0%		0	0.0%		0	0	0	0.0%	0	0	(	)	0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	(	)	0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	(	)	0.0%	0	0	#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	-100.0%		0	0.0%		0	0	0	0.0%	0	0	(	)	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	(	)	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	(	)	0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	(	)	0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	(	)	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	(	)	0.0%	0	0	#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)<sup>1/3</sup> 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 Admiyats) · 2) X 10					Table 14: Persons with Disabilities
Employment Equity		ersons with I			
Occupational Group (EEOG)	Short-ter	m 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	005121

## Federal Contractors Program Achievement Report Part 3: Goals

Synergie Médicale BRG inc. 2019-12-05

									Data for	Subseque	nt/Curre	nt Goals							
A B		р	E	F	G	H	I	J	K	L	M	N	0	P	Q	<u>R</u>	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	CxHx3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(E v O) -	JхР	Data Entry	From Workforce Analysis	From	(K - M + O) - ((C + F) x Q)		(K - M + O) + (C + F)
394492-021-0474994-042-001-0482-042-002-042-002-042-042-042-042-042-04	<u> </u>	Ţ	Ţ	Ţ	Ţ	1	J	J	Ţ	Ţ	Ţ	1	Ţ	Ţ	1	Ţ	J	Ţ	1
									Table 15: <b>N</b>	lembers o			·S						

										Subsequ	ent/Current	Short-teri	n Goals							
					All Em	ployees								Me	mbers of V	isible Minori	ties			
		Number	-	oth (New Posi		Turnover (R	eplacement of	Terminated		Number				3 Year	Goals					
e>	Lanca Paris	Number	Grov	vin (New Pos)	1008)		Employees)		Anticipated	Number	Turnover (Re Terminated		Hires	Fron	ı - To					Projected
	ployment Equity upational Group (EEOG)	7777-3131-00	Actual	Proj	ected	Actual	Proj	ected		VVVV-MM-DD	1	e.inprojects;	Required Over 3	1111	. ٧٧٧٧	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
	apational Group (EEGG)		Annually	Annually	Over 3	Annually	Annually	Over 3	Years		Annually	Over 3	Years	0	3					Years
			•		Years			Years			· ·	Years								
-	T	#	%a	9/6	#	%	%	#	#	#	%	#	#	Ħ	%a	%	#	Ħ	%	%
1	Senior Managers	0	-100,0%		0	0.0%	1	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
02	Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
03	Professionals	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04	Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
0.5	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	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09	Skilled Crafts & Trades	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
11	Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12	Semi-Skilled Manual	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Tota	ıl	0	-100.0%		0	0.0%		0	0	()	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)<sup>1/3</sup> - 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-to	rities erm Goals	Comments
Occupational Group (EEOG)	9/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	005122
14 Other Manual Workers	0.0	1 0.0□	003122

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Synergie Médicale BRG inc.
	2019-12-05
Total	0.0

#### Federal Contractors Program Achievement Report Part 4: Results - Women Svnergie Médicale BRG inc. 2019-12-05 T В $\mathbf{C}$ D E F $\mathbf{G}$ H M N 0 P 0 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 % % # % % % % 2019 20.0 27.6 72.5 1 01 Senior Managers 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Middle & Other 2019 3 42.9 39.4 108.8 02 Managers 0 0 0.0 0.0 -0 0.0 0 0.0 0 0.0 0 0.0 83.3 2019 3 16.7 20.0 -1 03 Professionals 0 0 0.0 0.0 0.0 0 0.0 0 0.0 ΩĖ 0.0 2019 3 33.3 23.2 143.7 Semi-Professionals & 04 Technicians 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2019 1 100.0 50.5 198.0 05 Supervisors 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Supervisors: Crafts & 2019 0 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 **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 20.0 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 Semi-Professionals & 0 0.0 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 Svnergie Médicale BRG inc. 2019-12-05 В $\mathbf{C}$ D E F $\mathbf{G}$ H M N 0 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 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 # % % # % % % % 2019 33.3 80.9 41.2 Administrative & 1 Senior Clerical 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Skilled Sales & 2019 2 33.3 36.9 2 0 90.3 Service Personnel 0 0 0.0 0.0 -0 0.0 0 0.0 0 0.0 0 0.0 362.3 Skilled Crafts & 2019 -53 10.9 3.0 Trades Workers 0 0 0.0 0.0 0.0 0 0.0 0 0.0 ΩĖ 0.0 2019 11 63.6 61.6 103.3 10 Clerical Personnel 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2019 1 10.0 63.2 15.8 Intermediate Sales & Service Personnel 0.0 0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 Semi-Skilled Manual 2019 0 0.0 15.9 0 0 0.0 12 Workers 0.0 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 50.0 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 50.0 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 Semi-Skilled Manual 0.0 0.0 Workers 3 0.0 0.0 0.0 0.0 0 0.0

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A B		C	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U	V	W	X	Y
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 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
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				И		orce An												nalysis						
Employment Eq Occupational G		Year			W	orkforce					1	Hires	omen			P	romotio	ns omen			Te	minatio		
(EEOG)	, oup		All Employees	Represent	ation	Wor Avails		Gap	EE Result	Ali Employees	Ac	tual	Expected	Difference	All Employees	Ac	ual	Expected	Difference	All Employees	Acti		emen Expected	Difference
		ij.	#	¥	%	%	#	#	%	#	#	%	#	#	#	и	%	#	#	#	#	%	#	4
Other Sales &	Service	2019	0	0	0.0	0.0		0	1															
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
14 Other Manual Workers		2019	0	0	0.0	0.0		0	ł		1 0	0.0	0		Λ	0	0.0	0	n	n	0	0.0	0	n
		2019	119	27	22.7	25.1	·		. <b></b>			0.0	<u> </u>		· · · · · ·	ľ	0.0			ľ	V 4	0.0		
Total		0	0	0	0.0	0.0	0	0	0.0	(	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Data sources:	######################################		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	100 E ÷ D x	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											
	************************************	······································		i	1	·	<u></u>	i		i	.i	↓↓	<b></b>											
			New	Entrant	S				G	oals														
Employment Eq	nuity		Fl	ow Data			Short-te	rm Goal	S		Long-ter	m Goals												
Occupational Gi	roup	Year	All	Wome	n			men			Won	nen						C	Commen	ts				
(EEOG)			Employees	Actua	I	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	Ħ	9/4	#	%	%	%	#	%	%	%											
13 Other Sales & Personnel	: Service	0 3	0	0	0.0	0	0.0	0.0	Į	(	0.0	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	. <u></u>		3,0	0.0	0.0											
Total		0	0	0	0.0	700000000000000000000000000000000000000	0.0	0.0		(	0.0	0.0	0.0											
		3	0	0	0.0			0.0	0.0			0.0	0.0											

#### Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples Svnergie Médicale BRG inc. 2019-12-05 T В $\mathbf{C}$ D E F $\mathbf{G}$ H M N 0 P 0 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 0 - S U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data L-N Flow Data PxF + 100 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 # % % % % 2019 0.0 3.2 01 0.0 01 Senior Managers 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Middle & Other 2019 0 0.0 2.7 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 2019 0 0.0 1.3 0 0 0.0 03 Professionals 0 0 0.0 0.0 0.0 0 0.0 0 0.0 ΩĖ 0.0 2019 0 0.0 1.6 0 0 0.0 Semi-Professionals & Technicians 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2019 0 0.0 0.8 0.0 05 Supervisors 0 0 0.0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 Supervisors: Crafts & 2019 0 0.0 0.0 0 0.0 06 Trades 0.0 0.0 0.0 0.0 0.0 0.0 E ∞ D x Part 2: Flow E = G xF ± 1 x 100 E 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 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, % % 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 5: Results - Aboriginal Peoples Svnergie Médicale BRG inc. 2019-12-05 В $\mathbf{C}$ D E F $\mathbf{G}$ H M 0 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 # % % % % 2019 Administrative & 01 0.0 0.8 0.0 Senior Clerical 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Skilled Sales & 2019 0 0.0 1.1 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 2.2 Skilled Crafts & 2019 13 2.4 0 90.6 Trades Workers 0 0 0.0 0.0 0.0 0 0.0 0 0.0 ΩĖ 0.0 2019 11 0 0.0 1.0 0 0 0.0 10 Clerical Personnel 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2019 0 0.0 0.8 0.0 Intermediate Sales & Service Personnel 0.0 0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 Semi-Skilled Manual 2019 0 0.0 1.0 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 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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A	B	C	D	E	F	G	Н	I	J	K	L	М	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sour	rces:		Part 1: Workforce Analysis		E÷D x100	Part 1: Workforce Analysis	D x G = 100	E-H	E+H x 100	Part 2; Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	PxF÷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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				N.	orkf	orce An	alysis									Flow	Data A	nalysis						
	oyment Equity pational Group	Year			N	orkforce					1	Hires				F	romotio				Ter	minatio		
(EEO			All Employees	Representa	ation	Aborigina Availa		Gap	EE Result	All Employees	Ac	Aborig	nal Peoples  Expected	Difference	All Employees	Ac	Aborigi	nal Peoples  Expected	Difference	All Employees	Actu		nal Peoples Expected	Difference
		#	и	4	%	%	#	¥	%	#	#	%	μ	Ħ	ij	н	%	#	ii.	#	#	%	#	H
1 1 1 1		2019	0	0	0.0	0.0	0	0	0.0															
Pe	ersonnel	0	0	0	0.0	0.0		0	0,0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
1 1/1 1	ther Manual orkers	2019 0	0	0	0.0			0		0	1 0	0.0	0	Λ		0	0.0	0	G	n	0	0.0	n	
Total		2019	119	1	0.8	1.8		-1	<del> </del>						· · · · · · · · · · · · · · · · · · ·			~	~	· ·				
Local		0	0	0	0.0	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 som	roes:	************	Part 2: Flow Data Analysis	Part 2: Flow Deta Analysis	E÷Dx 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷1x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F + M x 100											
***********	343434343434343434343434343434344444444	xexexexe = exexe = .	Ţ	Ţ	Ţ	<b>.</b>	Ţ	Ţ	Ţ	Ţ	1	1	Ţ											
			New	Entrant	S				G	oals														
	oyment Equity	Year	F	low Data		,	Short-te		i		Long-ter													
Occup (EEO	oational Group G)		All Employees	Aboriginal P	•	Goal	Aborigin Percent of Goal Met	il Peoples Goal	Percent of Goal Met	Goal	Aborigina Percent of Goal Met	Peoples Goal	Percent of Goal Met					C	Commen	ts				
		#	#	Ħ	9/6	#	%	%	%	#	%	%	%											
1151	ther Sales & Service	0	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0	0.0											
<b></b>	ersonnel ther Manual	3	0	0	0.0		0.0	0.0			0.0	0.0	0.0											
	orkers	3	0	0	0.0		5.0	0.0			3,0	0.0	0.0											
Total		0 3	0	0	0.0		0.0	0.0 0.0	0.0 0.0	0	0.0	0.0	0.0											

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								I	art 6: R	esults -	Person	s with I	isabiliti	es									
									Syı	nergie	Médica	le BRG	inc.										
										2	019-12	-05											
L																							
A B	C	D	E	F	G	Н	I	J	K	L	M	N	0	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	P x F ÷ 100	Q-S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V÷Ux 100	U x F + 100	V - X
X	**************	Ţ	<b></b>	1	i J	L	·	1	T T	J.	i l	1	Ų	<u> </u>	<u> </u>	Ţ	·	<u> </u>	<u> </u>	·			Ţ
			1	Vorkf	orce An	alysis									Flow	Data A	nalysis						
Employment Equity	Year			N	orkforce/						Hires				P	romotio				Te	rminatio		
Occupational Group (EEOG)		All Employees			Persons with				All Employees			ith Disabilitie T		All Employees			ith Disabiliti		All Employees			th Disabilitie	,
(LLOG)	#	r.mpiovees #	Represen	tation %	Avail.	ability	Gap #	EE Result	##	A.	ctual %	Expected #	Difference #	# #	Ac	tual %	Expected	Difference	Linpiosees	Act	ual %	Expected #	Difference
01&	2019	12	0	0.0	5.0		-1	0.0	7	,			<del>-</del>	7		•			,		- Vu	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
02 Managers	0	0	0	0.0	0.0	<del></del>		0,0	0	0	0.0	0	0	0	0	0.0	(	(	0	0	0.0	0	0
03 Professionals	2019	18	ļ	11.1	8.9		I	124.8									l				0.0		ļ
. Semi-Professionals &	2019	9	0	0.0	7.6	<u> </u>		0.0 0.0	0	0	0.0	0	0	ı U	0	0.0	(	(	0	0	0.0	0	0
04 Technicians	0	Ó	0	0.0	0.0	0	ļ	0.0	0	0	0.0	0	0	O	0	0.0	0	) (	0	0	0.0	0	. 0
05 Supervisors	2019	1	0	0.0	27.5			0.0															
	0	0	0	0.0	0.0	·	ļ	0.0	0	0	0.0	0	0	0	0	0.0	0	) (	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0.0			0,0 0,0	0		0.0	0	0	0	0	0.0	(	) (	) 0	0	0.0	0	il r
<u></u>	.1				1		I			L		I					1	ı	1				1
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F÷1x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100											
		<b>,</b>	J .	1	<b>.</b> .	Ţ	Ų.	Ţ	Ψ	1	↓	. ↓											
		Nev	Entran	ts				G	oals														
Employment Equity		F	low Data			Short-te	rm Goal	š .	1	Long-ter	m Goals												
Occupational Group	Year	All	Disabil			Persons wit	h Disabilitie		ı	ersons with	n Disabilities	_						Commen	its				
(EEOG)	OG) Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met Goal Met Goal Goal Met									Percent of Goal Met													
	Ħ	#	u :	%	#	6.	9/6	*/*	#	%	6/ <sub>0</sub>	%											
01& Managers	0	0	0	0.0	0	0.0	5.0	0.0	0	0.0	0.0	0.0											
02 Nanagers	3	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0	0.0											
03 Professionals	3	0	0	0.0	les rescribes resord	0.0	0.0	0.0 0.0	0	0.0	0.0	0.0 0.0											
04 Semi-Professionals &	0	0	0	0.0	<b></b>	0.0	7.6	0.0	0	0.0	<b></b>	0.0											
Technicians Technicians	3	0	0	0.0			0.0	0.0			0.0	0.0											
05 Supervisors	3	0	0	0.0	I	0.0	0.0	0.0 0.0	0	0.0	0.0	0.0											
Supervisors: Crafts &	0	0	<del>- :</del>	0.0	<b>*</b>	0.0	0.0	0.0	0	0,0	0.0	0.0											
06 Trades	3	0	0	0.0	L		0.0	0.0			0.0	0.0											

#### Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities Svnergie Médicale BRG inc. 2019-12-05 В $\mathbf{C}$ D E F $\mathbf{G}$ H M N 0 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 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 # % % % % 2019 10.0 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 Skilled Sales & 2019 0 0.0 8.0 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 2.2 27.9 Skilled Crafts & 2019 13 7.8 -3 Trades Workers 0 0.0 0.0 0.0 0 0 0.0 0 0.0 ΩĖ 0.0 2019 11 0 0.0 9.3 -1 0.0 10 Clerical Personnel 0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 2019 0 0.0 10.8 0.0 Intermediate Sales & Service Personnel 0.0 0 0 0.0 0.0 O 0 0.0 n 0.0 0 0.0 Semi-Skilled Manual 2019 0 0.0 10.3 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 + 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 Persons with Persons with Disabilities Persons with Disabilities Occupational Group Comments Disabilities All (EEOG) Employees Percent of Percent o Percent o Percent o 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 7.8 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 9.3 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 10.8 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

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#### Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities Svnergie Médicale BRG inc. 2019-12-05 T В $\mathbf{C}$ D E F $\mathbf{G}$ H M N 0 P 0 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 1 1 1 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 # % % % % % 2019 20.0 11.5 173.9 1 01 Senior Managers 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Middle & Other 2019 1 14.3 17.6 81.2 02 Managers 0 0 0.0 0.0 -0 0 0.0 0 0.0 0 0.0 0 0.0 27.8 33.7 82.4 2019 -53 -1 03 Professionals 0 0.0 0.0 0.0 0 0 0.0 0 0.0 ΩĖ 0.0 2019 1 11.1 17.1 -1 65.0 Semi-Professionals & Technicians 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2019 0 0.0 20.4 0 0.0 05 Supervisors 0 0.0 0.0 0 0.0 0 0 0 0.0 0 0.0 0 0.0 Supervisors: Crafts & 2019 0 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 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 33.7 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 17.1 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 7: Results - Members of Visible Minorities Svnergie Médicale BRG inc. 2019-12-05 В $\mathbf{C}$ D E F $\mathbf{G}$ H M N 0 0 T U V W Y Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow $E \not = D$ DxG E + HPart 2: Flow Part 2: Flow $O \oplus P \times$ $V \oplus U \mathbf{x}$ 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 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 # % # % % ۰. % 2019 33.3 14.6 228.3 Administrative & 1 Senior Clerical 0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 Skilled Sales & 2019 1 16.7 15.3 108.9 Service Personnel 0 0 0.0 0.0 -0 0.0 0 0.0 0 0.0 0 0.0 370.6 Skilled Crafts & 2019 15 32.6 8.8 11 Trades Workers 0 0.0 0.0 0 0.0 0 0.0 0 0.0 ΩĖ 0.0 2019 11 3 27.3 20.4 133.7 10 Clerical Personnel 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2019 1 10.0 26.6 -2 37.6 Intermediate Sales & Service Personnel 0 0.0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 Semi-Skilled Manual 2019 33.3 26.1 127.7 12 Workers 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: 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 Visible Minorities Visible Minorities Visible Minorities 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 26.6 0.0 0.0 0.0 0.0 Intermediate Sales & 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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1 [ 5 1	Other Sales & Service	2019	0	0	0.0	į		0	1															
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1 (4.1	Other Manual Workers	2019	0	0	0.0	ŧŧ		0	·		1 0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	(
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1 141	Workers	3	0	0	0.0			0.0	0.0			0.0	0.0											
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Feder	al Contractors Program Achievement Rep	ort
	Part 8: Reasonable Efforts	
	Synergie Médicale BRG inc.	
	2019-12-05	

### **Efforts**

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

Contra	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 <sub>l</sub>	provide any additional information (optional):



## QUESTIONNAIRE SELF-IDENTIFICATION JOB EQUITY

### Instructions

Synergy Medical 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 Federal Contractors Program.

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

Your personal information is administered by ESDC in accordance with the *Privacy Act* and other applicable laws. You have the right to the protection of, and access to, your personal information, which is described in Personal Information Bank ESDC PPU 729. Instructions for obtaining this information are outlined in the government publication entitled *Info Source*, which is available at the following website address: <a href="http://www.infosource.gc.ca">http://www.infosource.gc.ca</a>. *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 internal network: Équité en emploi EN.docx

#### A. IDENTIFCIATION

Name: Cliquez ou ap	puyez ici pour entrer du texte.
Job Title: Cliquez ou a	appuyez ici pour entrer du texte.
Employee number: C	liquez ou appuyez ici pour entrer du texte.
Employment status:	Full-time employee $\ \square$ OR Part-time employee $\ \square$
	Permanent employee ☐ OR Temporary employee ☐

B. GENDER
Female □ Male □
After reading the descriptions in each of the next three sections, answer "Yes" if any of the following apply to you. Please note that you may self-identify in more than one group.
C. ABORIGINAL PEOPLES
According to the <i>Employment Equity Act</i> , an Aboriginal person is a person who is Indian, Inuit or Métis.
Are you an Aboriginal person? Yes   No
D. VISIBLE MINORITIES
According to the <i>Employment Equity Act</i> , members of a visible minority are people in Canad (other than Aboriginal peoples) who are non-white in colour or non-Caucasian in race, regardles of their place of birth or citizenship.
Examples of visible minorities include, but are not limited to:
Black
<ul> <li>Non-white Latin American (including Indigenous people from Central and South America)</li> </ul>
East Asian (e.g., Chinese, Japanese, Korean)
<ul> <li>South Asian/East Indian (e.g., Indian, Pakistani, Bangladeshi, or East Indian from Guyana, Trinidad or East Africa)</li> </ul>
Southeast Asian (e.g., Burmese, Cambodian, Filipino, Laotian, Thai, Vietnamese)
Non-white West Asian, North African or Arab (e.g., Iranian, Lebanese, Egyptian, Libyan)
• People of mixed origin (e.g., with one parent member of a visible minority group).
Are you a member of a visible minority? Yes $\ \square$ No $\ \square$

#### 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:

• (	Coor	dina	tion	or (	dexter	ity	impa	airme	ent
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(e.g., difficulty using hands or arms, such as grasping objects or using a keyboard)

#### Mobility impairment

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

#### Blindness or visual impairment

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

#### · Speech impairment

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

#### Deafness or hearing impairment

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

#### Other disabilities

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

Are vou a	person	with a	disability?	Yes	No	
mic you a	2013011	AAICII C	a wisubility i		 	L

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

G. VOLUNTARY EMPLOYEE PARTICIPATION
Please indicate below if you wish to have your employment equity self-identification information used for particular employment equity initiatives.
Yes □ No □
As part of our ongoing employment equity work, from time to time we ask designated group members to participate in various activities (e.g., committees, focus groups) to provide feedback on new programs. If you agree to be contacted directly by the employment equity contact or a local human resources manager for this kind of activity, please check "Yes" below.  Yes  No
H. Employee Comments
If you have any comments/feedback on our employment equity program, we would like to hear from you. Rest assured, all comments will be kept confidential. Please contact Guylaine Désautels, HR Director, by phone 450 670-7868 xt 258 or email : guylaine.desautels@synmedrx.com
I. Employee Signature
Signature: Date:

Thank you for your participation!

Please return this form by hand, email or by post to Guylaine Désautels, 2 600 blv. Jacques cartier Est, Longueuil, QC, J4N 1P8

### **Federal Contractors Program Report of the First Compliance Assessment**

Employer Name: Synergie Médicale brg inc.

Primary Location: Longeuil, Québec

**Number of Employees: 119**  Québec 110 Ontario British Columbia 2

#### **Organization Overview:**

NAICS 3339 (Other general-purpose machinery manufacturing)

(SynMed is an automated system for preparing and dispensing solid oral medications in blister cards. Dispensing medications in blister cards provides customers with a safe, personalized way of taking their medications which are grouped by dosing time and day of the week.)

#### **Key Dates – First Year Assessment**

2020-01-14 Initiated: Received: 2019-12-09 Workforce 2019-12-05

Analysis:

#### COLLECTION OF WORKFORCE INFORMATION

Number of employees the questionnaire was sent to: Number of questionnaires returned:

Number of completed questionnaires returned:

#	%
141	100
141	100
140	99

- 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.
- 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

#### **WORKFORCE ANALYSIS & GOAL SETTING**

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

#### **SUMMARY OF GOALS**

#### Women

	Workforce Analysis Results		Go	als		
Emp	ployment Equity Occupational Group	Present	Short- term	Long- term	Representation	LMA
	(EEOG)	Gap	(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
03	Professionals	-1	20.0	20.0	16.7	20.0
07	Admin. & Senior Clerical Personnel	-1	50.0	50.0	33.3	80.9
11	Interm. Sales & Service Personnel	-5	50.0	50.0	10.0	63.2

#### Observations:

Goals have been set appropriately at, or higher, than LMA where there is a gap present.

### **Aboriginal Peoples**

### Observations:

• There were no gaps identified for Aboriginal Peoples.

### **Members of Visible Minorities**

Workforce Analysis Results			Goals			
Employment Equity Occupational Group (EEOG)		Present	Short- term	Long- term	Representation	LMA
		Gap	(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
03	Professionals	-1	33.7	33.7	27.8	33.7
04	Semi-Professionals & Technicians	-1	17.1	17.1	11.1	17.7
11	Interm. Sales & Service Personnel	-2	26.6	26.6	10.0	26.6

#### Observations:

Goals have been set appropriately at, or higher, than LMA where there is a gap present.

#### Persons with Disabilities

Workforce Analysis Results			Goals			
Employment Equity Occupational Group (EEOG)		Present Gap	Short- term (1 to 3	Long- term (3+	Representation	LMA
			years)	years)		
#	Description	#	%	%	%	%
01/ 02	Managers	-1	5.0	5.0	0.0	5.0
04	Semi-Professionals & Technicians	-1	7.6	7.6	0.0	7.6
09	Skilled Crafts & Trades Workers	-3	7.8	7.8	2.2	7.8
10	Clerical Personnel	-1	9.3	9.3	0.0	9.3
11	Intermediate Sales & Service Personnel	-1	10.8	10.8	0.0	10.8

#### Observations:

• Goals have been set appropriately at, or higher, than LMA where there is a gap present.

#### 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:

- We encourage you to conduct an employment systems review to identify barriers to the recruitment and retention of designated group employees. Completion of this study should assist the organization in achieving its objectives by identifying and removing barriers that may prevent the achievement of full representation of members of the four designated groups.
  - Guidance on conducting an employment systems review is available on the Workplace Equity Information Management System help page https://equity.esdc.gc.ca/docs/Etape2-2FR.pdf.
- We encourage you to put in place special measures to ensure the achievement of your goals and to increase the representation of designated group members within your organization. For example, if you have not already done so, you may wish to consider contacting organizations that are working to access employment of designated group members in your area to identify qualified candidates who could be considered next time you begin a process to fill a vacancy.

Name of Analyst: Céline Brown

Date: December 10, 2019

From: Brown, Celine E [NC] on behalf of EE-EME

Sent: December 20, 2019 11:07 AM To: 'samuel.emery@synmedrx.com'

Cc: 'Guylaine Desautels'

Subject: Government of Canada Agreement Number: 10000690 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Mr. Emery,

I am writing to inform you that the compliance assessment initiated on January 14, 2020, has been completed. As a result of the assessment, Synergie Médicale brg 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 Synergie Médicale brg inc's employment equity program.

- We encourage you to conduct an employment systems review to identify the barriers to the
  recruitment and retention of employees belonging to the designated groups. Completion of the
  review should help the organization achieve its goals by identifying and eliminating barriers that
  could prevent the full representation of members of the four designated groups.
  - Information on how to conduct an employment systems review is available on the Workplace Equity Information Management System's help page: <a href="https://equity.esdc.gc.ca/docs/Etape2-2FR.pdf">https://equity.esdc.gc.ca/docs/Etape2-2FR.pdf</a>
- We encourage you to put special measures in place to ensure the achievements of your goals
  and to increase the representation of members of the designated groups within your organization.
  For example, if you have not already done so, you may wish to contact organizations that
  advocate for employment access for members of the designated groups in your region to identify
  qualified candidates who could be considered the next time that you undertake a process to fill a
  vacant position.

#### **Next Steps**

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

When Synergie Médicale brg 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, Synergie Médicale brg 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.

Canada

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 at ee-eme@hrsdc-rhdcc.gc.ca

Your cooperation during the course of this compliance assessment was appreciated and we wish Synergie Médicale brg 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: Brown, Celine E [NC] on behalf of EE-EME <ee-eme@hrsdc-rhdcc.gc.ca>

To: "Brown, Celine E [NC]" <celine.brown@labour-travail.gc.ca>

Sent: 2019-12-10 08:51:03

Subject: FW: Employment Equity\_ Synergie Médicale BRG inc. \_ No 10000690

Attachments: Employment Equity\_EN.pdf; Rap\_Summary Report.pdf; Rap\_Detailed

Report.pdf; Achievement Report\_Synergie Médicale BRG inc\_2019.xlsx

From: Guylaine Desautels < Guylaine.Desautels@Synmedrx.com >

Sent: December 9, 2019 2:16 PM

To: EE-EME < <u>ee-eme@hrsdc-rhdcc.gc.ca</u>>
Cc: Jean Boutin < <u>Jean.Boutin@Synmedrx.com</u>>

Subject: Employment Equity\_Synergie Médicale BRG inc. \_ No 10000690

Hello,

Please find attached the information and documents required for the submission of our first compliance assessment under the Federal Contractors Program.

#### Information required

Workforce Analysis Results

- Number of question naires distributed: 141
- Number of questionnaires returned: 141
- Number of duly completed questionnaires returned: 140

#### **Documents enclosed**

- A blank copy of the workforce survey questionnaire was used to gather data on employment equity representation (RE: Employment equity\_FR)
- A copy of the summary reports and detailed reports (RE: Rap\_Rapport sommaire & RAP\_Rapport détaillé). I have authorized ESDC labour program officers to access our Workforce Analysis Results.
- Our Achievement Report in an EXCEL file format which includes our short-term and long-term numerical representation goals (RE: Achievement Report\_Synergie Médicale BRG inc.).

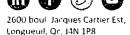
Feel free to contact me if any information is missing.

<u>utels</u>

Thank you!

Guylaine





Guylaine Désautels, M.Sc. | CRHA Directrice, Ressources humaines Human Resources Director 450.670.7868 ext. 258 guylaine.desautels@synmedrx.com www.synmedrx.com www.linkedin.com/in/guylainedesa

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