



Certificate Number: 100056

June 28, 2011

Dr. Mark Evered
President and Vice-Chancellor
University College of the Fraser Valley
33844 King Road
Abbotsford, BC
V2S 7M8

Dear Dr. Evered:

Re: Federal Contractors Program - Notification of Compliance

The compliance review initiated on September 14, 2009 has now been completed. I am pleased to inform you that the University College of the Fraser Valley has been found in compliance with the Federal Contractors Program requirements. The *Compliance Review Report* is attached for your perusal.

The purpose of this compliance review was to verify that the University College of the Fraser Valley has put in place an appropriate employment equity program. After three years, the University College of the Fraser Valley may be selected for another compliance review. This follow-up review will focus on both the achievement of reasonable progress in closing the representation gaps identified and on the dedication of reasonable efforts towards the implementation of employment equity. At that time, the University College of the Fraser Valley will be required to provide the following so that a fair assessment of reasonable progress and efforts can be made:

- An updated workforce analysis, including data on hires, promotions, terminations and salaries by designated group, National Occupational Classification code and Employment Equity Occupational Group;
- An analysis on whether or not the hiring and promotion goals established in the current employment equity plan were met;
- A description of how the measures identified in the employment equity plan were carried out;
- A revised or new employment equity plan;
- A description of how the ongoing requirements, as described in the enclosed *Report on Findings*, were satisfied.

If you have any questions regarding the University College of the Fraser Valley's obligations further to having been found in compliance, feel free to contact our office at 1-800-641-4049.

I would like to express our appreciation for your cooperation during the course of this compliance review and wish the University continued success in its employment equity program.

Sincerely,



Mac Maxton
Regional Operations Manager, Workplace Equity
HRSDC – Labour Program, Western Region

Encl.:

c.c.: Diane Griffiths, Associate Vice-President, Employee Services
Dianne Hicks, Director, Employee Services
Debbie Dyck, Pensions and Benefits Officer, Employee Services
Shelley Engen, HRIS Specialist, Employee Services
Allison Medweth, Workplace Equity Technical
Allison Yauk, Workplace Equity Officer